

INNOVATE RECONCILIATION ACTION PLAN

JANUARY 2023 – JANUARY 2025



Acknowledgement of Country

*Kaya (hello) and
Wandjoo (welcome)
to Wanneroo.*

Wanneroo kaadatj Noongar moort Noongar boodja-k Wadjak boodja-k. Ngalak kaadatj Noongar nedingar wer birdiya, barn boodja-k wer kaaradj boodja-k koora koora wer yeyi. Ngalak kaadatj baalabang malayin wer nakolak baalap yang ngalany-al.

The City of Wanneroo acknowledges the Traditional Custodians of the land we are working on, the Whadjuk people. We would like to pay respect to the Elders of the Noongar nation, past, present and future, who have walked and cared for the land and we acknowledge and respect their continuing culture and the contributions made to the life of this City and this region.

Aboriginal and Torres Strait Islander peoples should be aware that this document may contain images and names of people who have passed away.

Alternative formats

The City of Wanneroo is committed to building an inclusive and cohesive community that celebrates diversity by providing an environment where all people enjoy equal access to life's opportunities. This document is available in alternative formats and languages upon request. You can make a request by emailing enquiries@wanneroo.wa.gov.au or calling the City on 9405 5000.

If you need to contact us in your own language you can contact us through the Translating and Interpreting Service on 13 14 50 and ask them to contact the City of Wanneroo on (08) 9405 5000. If you are deaf or have a hearing or speech impairment contact the City through the National Relay Service.

Mayor's foreword



I am pleased to present the City of Wanneroo Innovate Reconciliation Action Plan (RAP) 2023-2025.

This RAP symbolises our commitment to improving relationships, opportunities and respect within our City, and encouraging Aboriginal and Torres Strait Islander people and other Australians to come together to appreciate the rich culture that has existed for thousands of years and continues today.

The City's journey to reconciliation began in 2010 with the development of our inaugural RAP.

Our first RAP was implemented throughout 2012-2014, and focused on increasing awareness for residents and employees of the City's commitment to reconciliation, and building a greater understanding of Aboriginal and Torres Strait Islander culture in the City of Wanneroo.

The RAP 2023-2025 is the result of extensive community consultation and input from Ni Kadadjiny Koort - the City's Aboriginal and Torres Strait Islander Community Reference Group, and the City's employee Reconciliation Interest Group.

The City's previous RAPs have achieved a great deal by increasing recognition of Aboriginal culture, histories, knowledge and rights.

This plan aims to maintain these actions, while placing a greater emphasis on protecting significant cultural sites, increasing opportunities for procuring goods and services from Aboriginal and Torres Strait Islander businesses and developing trusting relationships within the Aboriginal and Torres Strait Islander community.

This RAP also emphasises the importance of increasing recruitment and retention of Aboriginal and Torres Strait Islander employees at the City.

I would like to sincerely thank the Ni Kadadjiny Koort and the Reconciliation Interest Group for their collaboration and support in helping the City develop this Reconciliation Action Plan.

I invite you to read and reflect on the initiatives outlined in this plan, and to join me in celebrating the rich Aboriginal and Torres Strait Islander cultures and histories that we are lucky enough to have within the City of Wanneroo.

LINDA AITKEN
Mayor



City of Wanneroo entry statement featuring the Noongar word for welcome: wandjoo

Message from Reconciliation Australia



Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The City of Wanneroo continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that the City of Wanneroo will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the City of Wanneroo using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

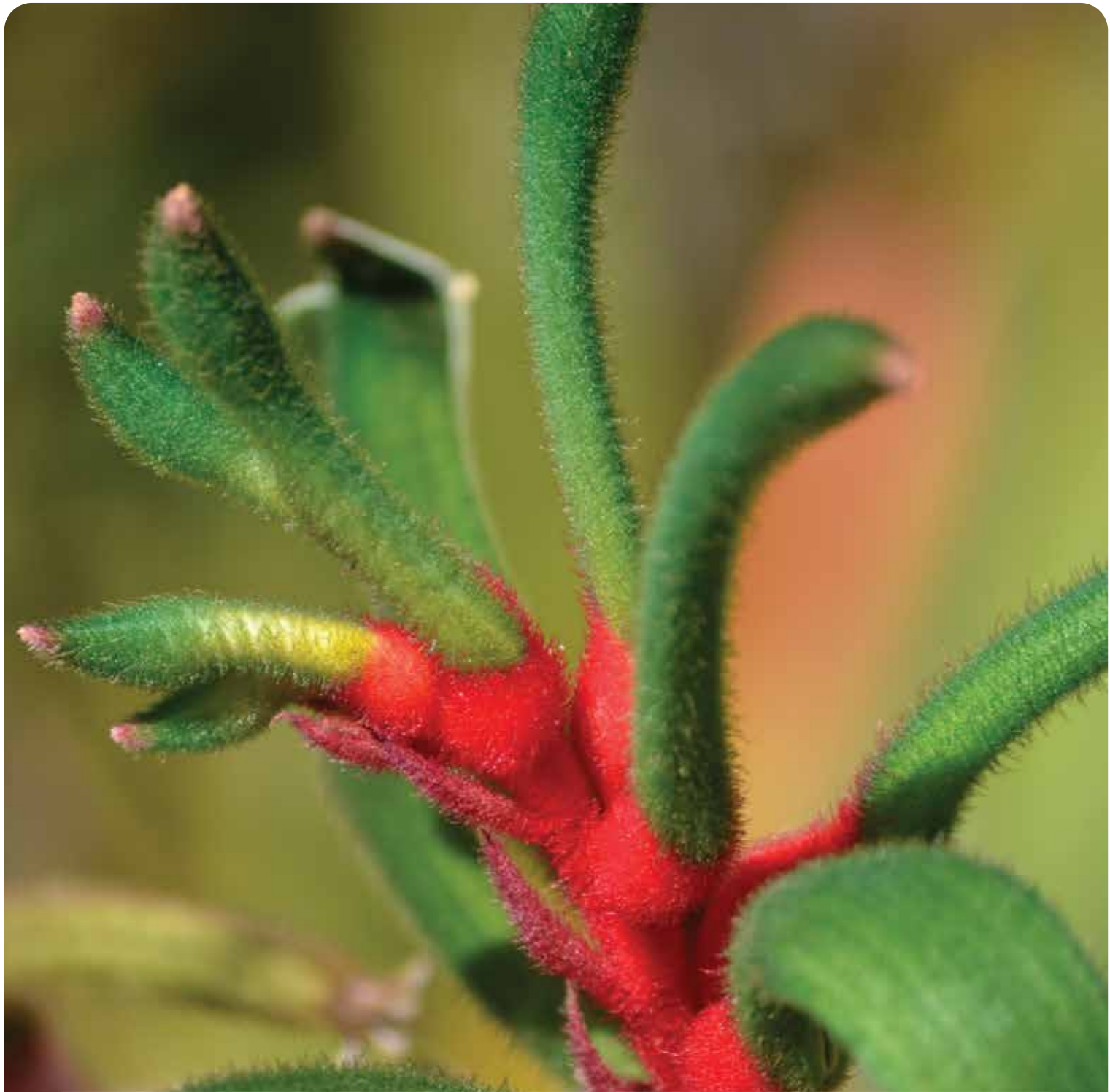
The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for the City of Wanneroo to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, the City of Wanneroo will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of the City of Wanneroo's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations the City of Wanneroo on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Nolamaara – Kangaroo Paw

Known by Noongar people as nolamaara, kangaroo paws are iconic plants, native to Western Australia. The red and green variety is the floral emblem of Western Australia and the logo of the City of Wanneroo.

As well as having attractive and unusual flowers, nolamaara have tuberous roots which contain significant levels of stored starch.

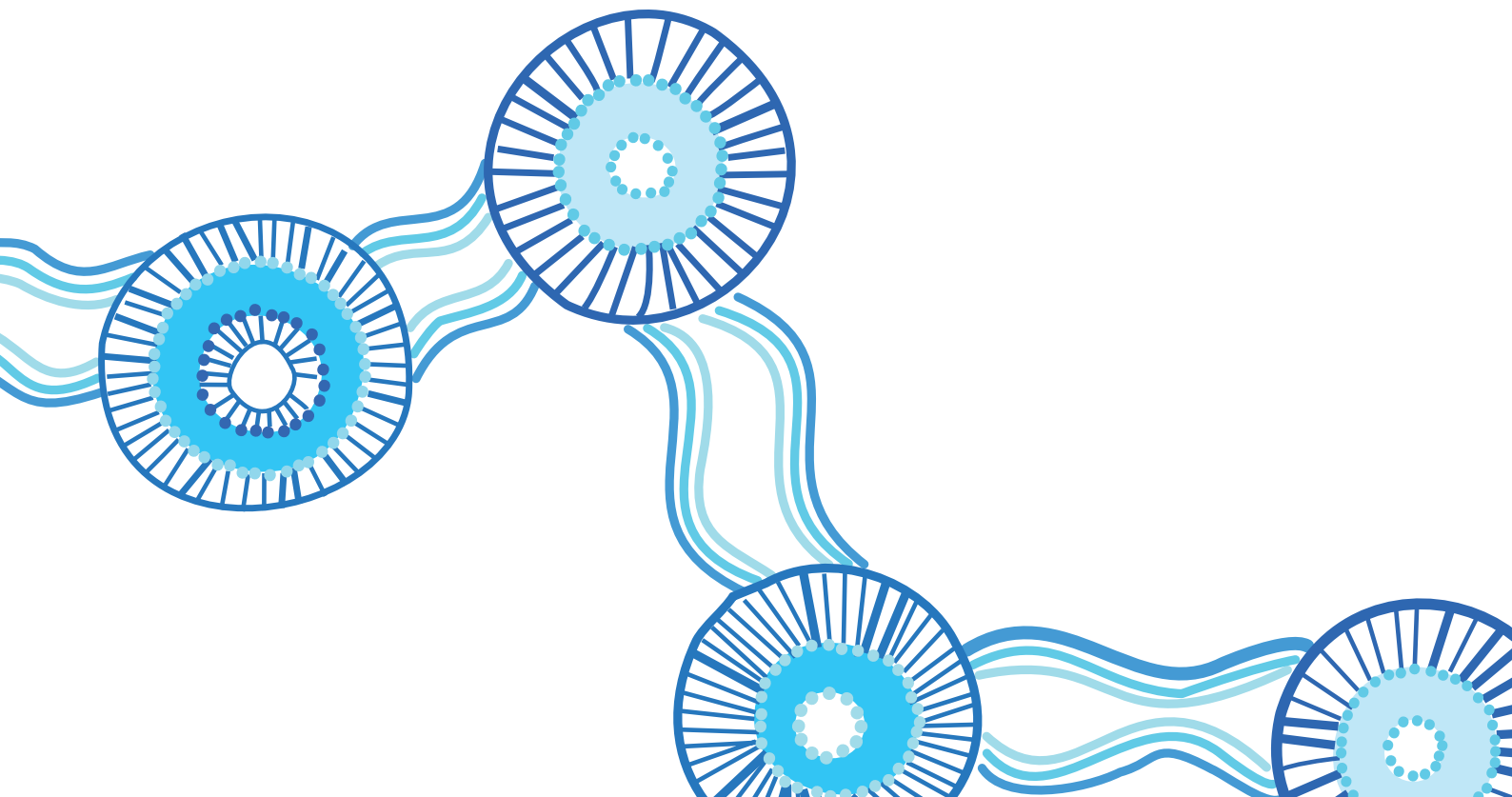
In a similar way to orchids and some lily species, the roots of nolamaara are eaten by Noongar people.

Prior to large-scale land clearing, it is likely that nolamaara were far more abundant in the area than they are today. Root tubers formed an important part of the traditional Noongar diet, and it is possible that the roots of nolamaara were gathered in large quantities.

*Adapted from Plants and People in Mooro Country: Noongar Plant Use in Yellagonga Regional Park (Fourth Edition 2020), Perth, WA.

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Moodjar tree – WA Christmas Tree

Growing throughout the City of Wanneroo and Noongar Country, the moodjar begins to flower in Kambarang season indicating that the warm weather is coming and it's time to head to coastal areas.

The moodjar is a women's business tree and only women would collect the food resources from it, including the edible roots, timber for bowls, edible sap and flowers for decoration during ceremony. This said, in some regions of Noongar Country, people do not use the tree at all as they believe this is where their ancestors rest.

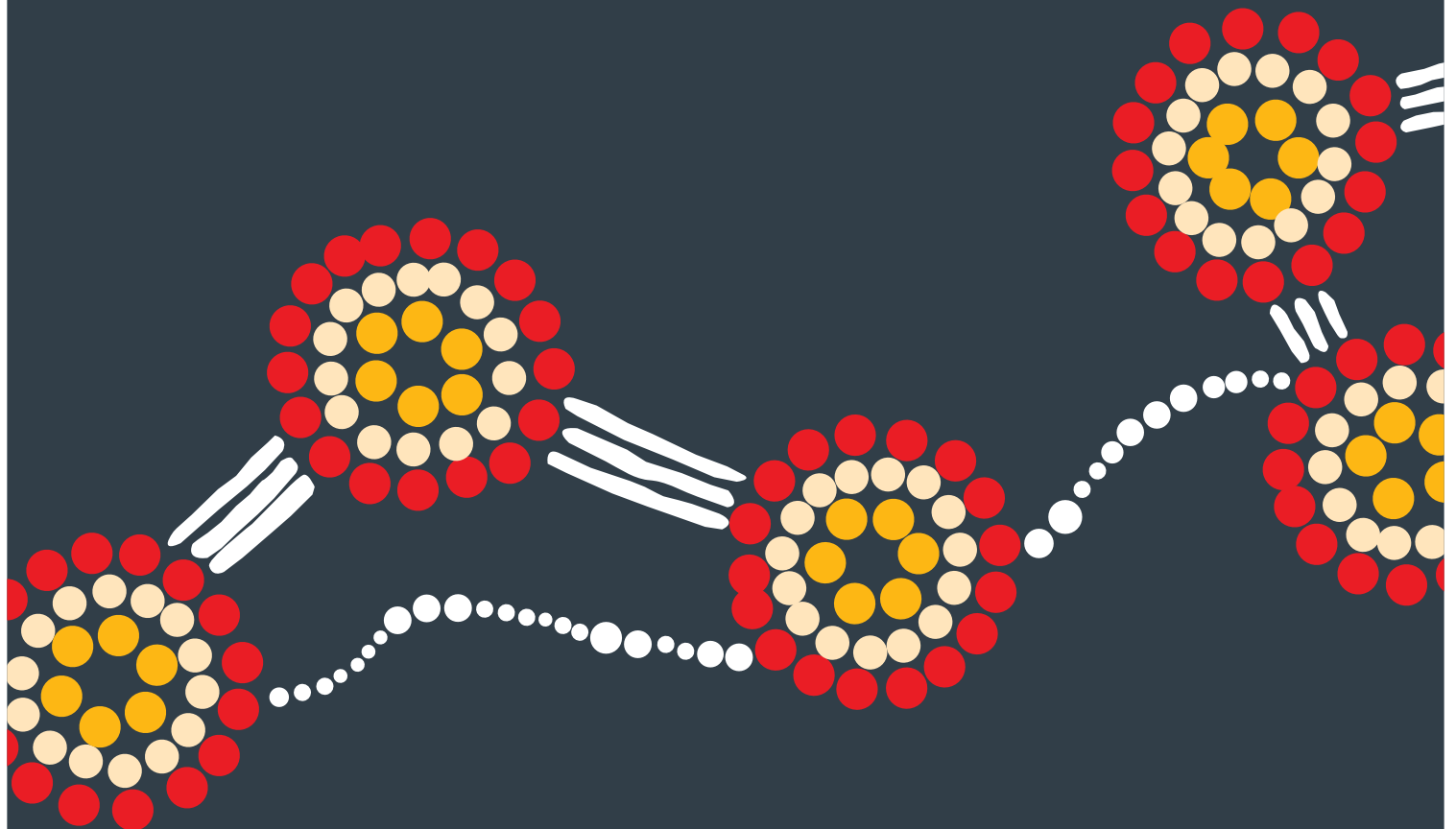
The bright almost florescent orange/yellow flowers begin towards the end of Kambarang and continue through Birak season. At this time, the flowers hold the spirits of those who have passed in the year and with the warm gentle easterly winds these spirits are taken from the land out to sea to continue their cycle. It's for this reason that the flowers should not be used as a cut decoration flower inside, as the spirits will become trapped and won't be able to journey.

*Information courtesy of Jason Barrow, 2020

Our vision for reconciliation

The City of Wanneroo's vision for reconciliation is to continue to create and foster inclusive communities with strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians based on mutual, genuine respect, recognition and understanding.

The City seeks to celebrate the richness and importance of local Aboriginal and Torres Strait Islander histories and cultures, and works collaboratively with local Aboriginal and Torres Strait Islander community members to strengthen relationships, understanding and outcomes across the community. Our actions will continue to contribute to the national goal of Closing the Gap between Aboriginal and Torres Strait Islander Australians and non-Aboriginal and Torres Strait Islander Australians so that all people are valued and can participate fully in the local community.



Our business

The City of Wanneroo is situated in Whadjuk Country and the word 'Wanneroo' is a Whadjuk Noongar word meaning 'place of Aboriginal woman's digging stick'.

In Noongar Boodjar (Country) there are 14 language groups. Wanneroo is part of Mooro Country, the district of Yellagonga, an important Noongar Elder and leader. The Mooro people used the lakes that can be found throughout the City of Wanneroo and surrounds as camping, social and ceremonial areas, and as an important source of sustenance.

The lake areas were used as rest points between the foothills and the ocean, and between Mt Eliza (Kings Park) and the Moore River as Mooro people moved according to season. Wanneroo's lakes, caves and coastline are part of Dreaming stories which remain important to Noongar people today. Many Dreaming stories explain how local landforms and animals came to be created.

The City of Wanneroo is one of the fastest growing and largest local governments in Australia, located in the north-west metropolitan area of Perth, with a workforce of 741 full-time equivalents in 2022.

The City currently employs 18 Aboriginal and/or Torres Strait Islander employees. The City delivers more than 100 different services to a community of over 200,000 residents. We service an area of 685 square kilometres, which includes bushland, wetlands, urban and rural areas as well as 32 kilometres of coastline.

The City maintains facilities such as community centres, leisure centres and public open spaces to encourage healthy, active lifestyles and community connections. We support local business development and provide a range of lifespan services from early childhood through to seniors. Key responsibilities include waste and health services, environmental management and conservation, land development and other infrastructure projects to keep the City running efficiently and plan for the future needs of the community.

*Dance group Koolangkas Kreate
at the Wandjoo Festival*





Our RAP

The City of Wanneroo's journey to reconciliation started in 2010 when Council resolved to develop its inaugural Reconciliation Action Plan (RAP), implemented through 2012-2014.

Following this, the City implemented successive RAPs in 2015-2017 and 2018/19-2021/22 which continued to progress the City's reconciliation journey. Highlights of the City's reconciliation journey are outlined on pages 14 and 15.

Development of our RAP 2023-2025

The City of Wanneroo has developed Innovate RAP 2023- 2025 as a guiding document to help us achieve our vision for reconciliation in the local area. The actions detail our aspirations which align with the three pillars of Relationships, Respect and Opportunities.

This RAP represents the City's commitment to advancing reconciliation both internally and in the wider community.

As well as celebrating and learning from our past RAP achievements, there was opportunity to learn from challenges to guide developing this RAP's actions. Two such examples that are valuable to highlight are: building strong relationships with Aboriginal and Torres Strait Islander communities; and recruitment and retention of Aboriginal and Torres Strait Islander employees.

A key focus for this RAP will be forging strong and long-lasting relationships with Aboriginal and Torres Strait Islander Elders, Traditional Owners, knowledge-holders and community members. Action One of RAP 2023-2025 will seek to create long-lasting relationships by developing and implementing an Aboriginal and Torres Strait Islander engagement plan. We will work with the community and stakeholders to develop culturally appropriate principles and strategies that support lasting engagement.

Another key focus area is to continue to increase recruitment and retention of Aboriginal and Torres Strait Islander employees. The RAP 2018/19-2021/22 saw the City recruit an Aboriginal Employment Advisor, and the successful development and implementation, of the Aboriginal and Torres Strait Islander Employment Plan 2020-2023 (see case study on page 31 for more details). The City has also been focusing on cultural awareness and safety training to ensure the workplace is inclusive and culturally safe. Action 10 aims to build on this success by learning from new Aboriginal and Torres Strait Islander employees how we can attract and retain more employees.

Other objectives of our RAP 2023-2025 include raising community cultural awareness; increasing Aboriginal and Torres Strait Islander business opportunities; and promoting greater understanding and awareness of the rich history of Aboriginal cultures in the City.

We will continue to build respectful relationships and connections to assist with achieving our reconciliation goals; broadening our networks to advance the great opportunities already in place and establish new initiatives which are inclusive and enriching.

Collaborative initiatives will allow us to delve deeper into the reconciliation process to ensure stronger outcomes and positive impacts. We aspire to provide opportunities to connect all members within our community, Aboriginal, Torres Strait Islander peoples and all other cultures and ethnicities, to establish and work towards greater reconciliation for the City throughout 2023-2025 and years to follow

Ni Kadadjiny Koort

Ni Kadadjiny Koort, is the City’s Aboriginal and Torres Strait Islander Community Reference Group. The name Ni Kadadjiny Koort was developed by the members of the Group and means listening, thinking and learning from the heart in Whadjuk Noongar language.

This Group aims to guide and monitor the development and implementation of the RAP and provide advice to the City on issues relating to communities and people of Aboriginal and Torres Strait Islander heritage.

As per the Group’s Terms of Reference, the Group’s membership consists of the following representation:

- Maximum of three Council members appointed by Council
- Maximum of thirteen preferably Aboriginal and Torres Strait Islander community representatives
- Maximum of three representatives from organisations seeking to support the City in reconciliation
- Maximum of four City employees including a Director who attends each meeting on rotation

- Guests and guest speakers when appropriate, including young people who are being mentored by Group members to encourage future generation of cultural knowledge and youth leadership

“Making Aboriginal history, culture, language and registered sites accessible to the wider community helps form a sense of pride and ownership. The City of Wanneroo sees the importance of collaboration with our Aboriginal community, which helps teach people the significance of the area.”

– Derek Nannup – Chairperson
Ni Kadadjiny Koort 2021-2023

‘It is so important to give Australian Aboriginal peoples a voice within the City of Wanneroo and build lasting relationships through the Reconciliation Action Plan. The direction the City is taking by making culture accessible to the wider community will ensure all Australians grow, understanding the importance of connection to Country.’

– Judith Birchall – Deputy Chairperson
Ni Kadadjiny Koort 2021-2023.



Members of Ni Kadadjiny Koort 2021-2023 (left to right):
James Gibson, Judith Birchall (Deputy Chairperson), Tamara Slamer, Esandra Colbung,
Derek Nannup (Chairperson), Kadambii Barnao and Joey Nona. Not present - Miki Saegusa

Reconciliation Internal Reference Group

The Reconciliation Internal Reference Group (RIG) is the City's internal employee working group for championing the RAP.

RIG members are ambassadors of the City's RAP and its objectives within their respective teams and across the organisation. They support the communication and implementation of RAP actions.

The City's lead RAP Champion is the CEO - Daniel Simms. Raising the profile of reconciliation and the City's RAP is the main role of the RAP Champion, as well as leading the implementation of the City's RAP commitments.

Many service units across the organisation are represented in the RIG. The group comprises people who lead teams that own RAP actions (Coordinators) and relevant City officers.

Representation of Aboriginal and Torres Strait Islander employees is via the City's Aboriginal Employment Advisor. The City also encourages Aboriginal and Torres Strait Islander employees to attend the meetings should a topic of discussion interest them.

When seeking guidance and advice on projects and initiatives, the RIG links to the City's Aboriginal and Torres Strait Islander Community Reference Group – Ni Kadadjiny Koort.

Reconciliation Internal Reference Group core members are:

Coordinator Community Planning and Development

Community Development Planner

Coordinator Childhood and Youth Services

Coordinator Library Services

Coordinator Cultural Services

Coordinator Communications & Brand

Place Specialist

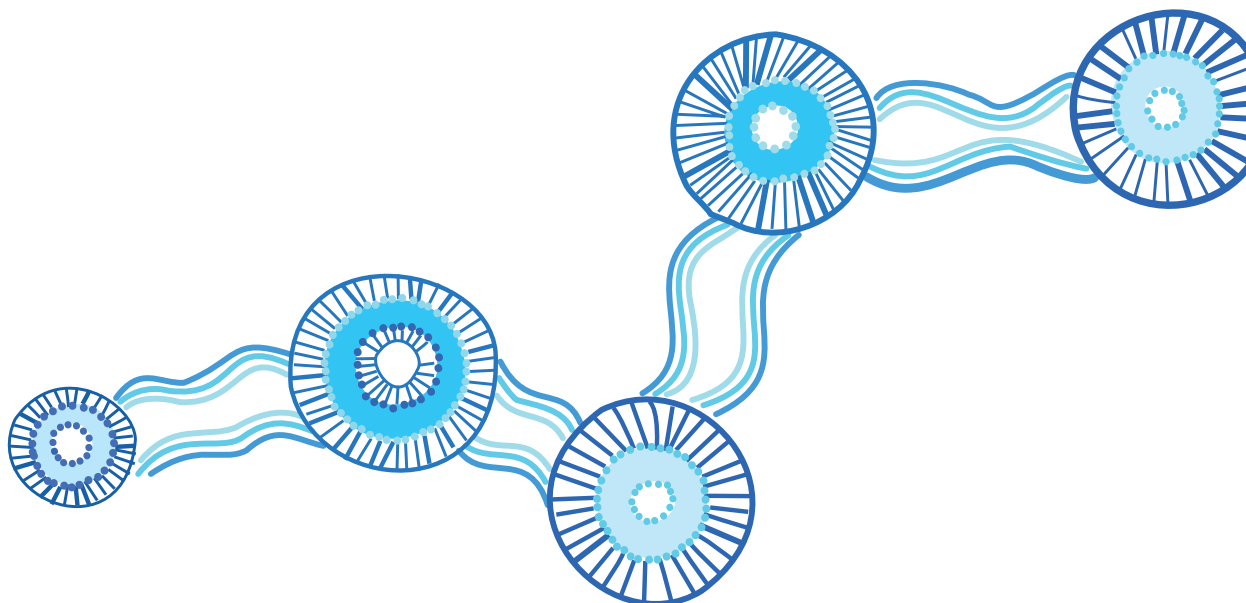
Coordinator Capability and Culture

Strategic Contract and Procurement Advisor

Coordinator Strategic Land Use & Planning

Economic Development Specialist

Coordinator Assets Planning



Highlights of our Reconciliation Journey



JUNE 2010

Council supports the development of its first RAP



JULY 2010

Council endorses its first Welcome to Country Policy



SEPTEMBER 2011

Council holds its first RAP Working Group meeting (Elder Oriel Green elected Chairperson)



JUNE 2011

Council appoints its first RAP Working Group



OCTOBER 2011

Council holds its first Smoking Ceremony for swearing-in of Council members



MAY 2012

Council endorses its first RAP 2012 - 2014 (Reflect)



APRIL 2016

The City hosts its first on-Country training for employees



DECEMBER 2014

Council endorses its second RAP 2015 - 2017 (Innovate)



NOVEMBER 2017

The City installs eight entry statements featuring Noongar language: Wandjoo (welcome)



FEBRUARY 2018

City hosts the Wandjoo Festival to celebrate Noongar heritage and culture



AUGUST 2018

The City purposely names Waitj (Emu) Dreaming Reserve



MAY 2018

Council endorses its third RAP 2018/19 - 2021/22 (Innovate)



DECEMBER 2018

The City commences Aboriginal artefact repatriation project*



MARCH 2020

Council employs its first Aboriginal Employment Advisor*



OCTOBER 2020

The City endorses its first Aboriginal and Torres Strait Islander Employment Plan**



DECEMBER 2020

Council employs four officers under section 50(d) and 51 of the Equal Employment Opportunity Act 1984*



NOVEMBER 2020

The City installs its first public signage acknowledging the impact of development on cultural practice in Palladio Park, Clarkson*



FEBRUARY 2021

Council employs its first Aboriginal trainee as part of the Public Sector Commission's Aboriginal Traineeship Program*



MAY 2021

The City commences its first organisation-wide cultural awareness training program



AUGUST 2021

Council employs its first Aboriginal Cadet Ranger



JUNE 2021

The City purposely names a coastal park in Jindalee in Noongar language: Wardaanup Park (place of the ocean)



MARCH 2022

The City names its Aboriginal and Torres Strait Community Reference Group in Noongar language: Ni Kadadjiny Koort



MARCH 2022

Development of a yarning circle in collaboration with Noongar consultants and Aboriginal students from Yanchep Secondary College at Kalbarri Park, Yanchep*



SEPTEMBER 2022

Council confirmed as a Host Employer for Aboriginal Ranger Program*



AUGUST 2022

Council endorses the Noongar naming of major infrastructure project: Dordaak Kepap (the place of living waters) - new library and youth innovation hub in Landsdale*

*These projects can be found in the case studies throughout the document.

** The target for Aboriginal and Torres Strait Islander employees at the City for 2022/23 was 1.4%. The City has achieved this target at 1.9%, equating to 18 employees.

Relationships

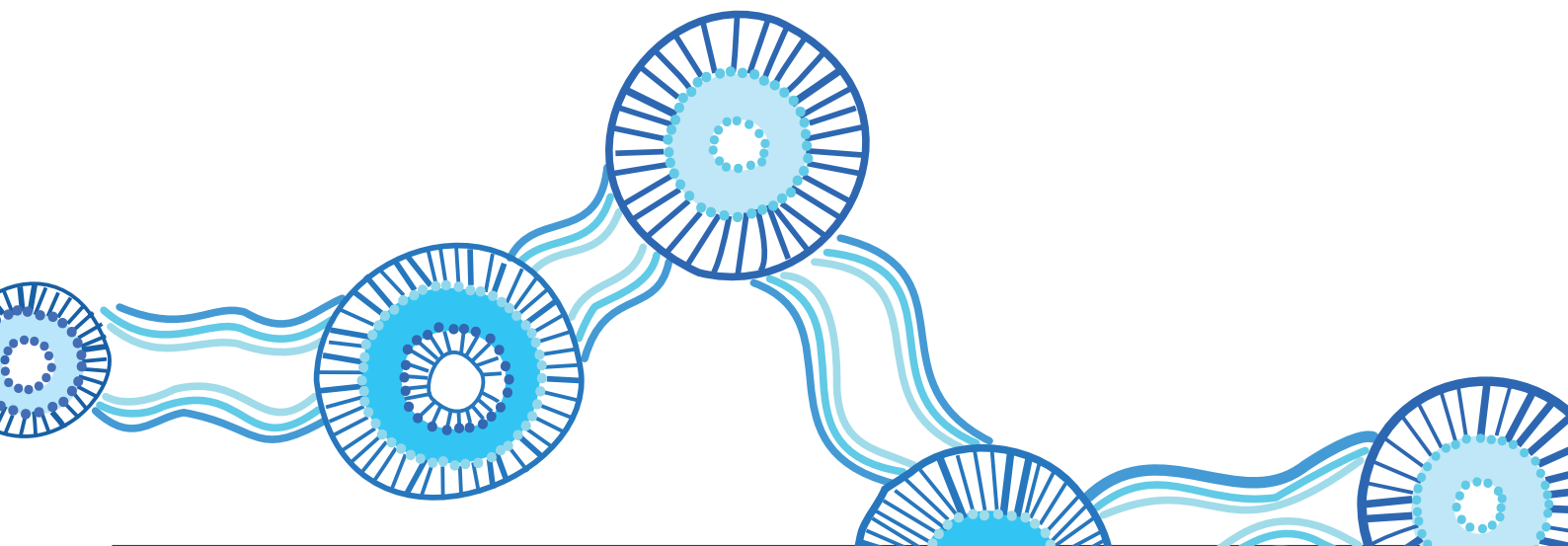


The City of Wanneroo encourages, welcomes and embraces all of our community. The City is committed to building strong working relationships with Noongar Elders and Traditional Owners, community organisations and local Aboriginal and Torres Strait Islander community members. The City’s relationships with local Aboriginal and Torres Strait Islander communities are central to ensuring our policies, programs, services and events are inclusive for all.

Action 1

Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

| Deliverable | Timeline | Responsibility |
|--|---------------------|---|
| 1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. | June, 2023 | Manager Community Development Manager Place Management |
| 1.2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. | December, 2023 | Manager Community Development Manager Place Management |
| 1.3 Actively seek to understand and appropriately respond to local Aboriginal and Torres Strait Islander peoples needs as part of community engagement activities. | December 2023, 2024 | Manager Community Development Manager Place Management |



Action 2

Build relationships through celebrating National Reconciliation Week (NRW).

| Deliverable | Timeline | Responsibility |
|---|----------------------------|-------------------------------|
| 2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees. | May 2023, 2024 | Manager Community Development |
| 2.2 Reconciliation Interest Group members to participate in an external NRW event | 27 May - 3 June 2023, 2024 | Manager Community Development |
| 2.3 Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW. | 27 May - 3 June 2023, 2024 | Manager Community Development |
| 2.4 Organise at least one NRW event or program each year. | 27 May - 3 June 2023, 2024 | Manager Community Development |
| 2.5 Register all our NRW events on Reconciliation Australia's NRW website . | May 2023, 2024 | Manager Community Development |
| 2.6 Seek guidance from Ni Kadadjiny Koort on significant dates for Aboriginal and Torres Strait Islander peoples and sharing of culturally appropriate messaging. | December 2023, 2024 | Manager Community Development |

Action 3

Promote reconciliation through our sphere of influence.

| Deliverable | Timeline | Responsibility |
|---|---------------------|---|
| 3.1 Develop and implement mechanisms to raise awareness of reconciliation across our workforce. | December 2023, 2024 | Manager Community Development Manager People and Culture |
| 3.2 Communicate our commitment to reconciliation publicly. | January 2023, 2024 | Manager Communications and Brand |

| Deliverable | Timeline | Responsibility |
|--|---------------------|-------------------------------|
| 3.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. | December 2023 | Manager Community Development |
| 3.4 Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation. | December 2023, 2024 | Manager Community Development |
| 3.5 Continue to build the City's external facing website for community to expand their understanding of local Aboriginal and Torres Strait Islander communities. | January 2023, 2024 | Manager Community Development |
| 3.6 Undertake a review of the City's Repatriation of Secret/Sacred and Private Materials Management Procedure. | December 2023 | Manager Cultural Development |

Action 4

Promote positive race relations through anti-discrimination strategies and increased cultural safety.

| Deliverable | Timeline | Responsibility |
|---|---------------------|----------------------------|
| 4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs; and implement findings from this review. | December 2023 | Manager People and Culture |
| 4.2 Review and update the City's Equal Employment Opportunity and Diversity Policy, to ensure it adequately addresses racism in the workplace. | December 2023 | Manager People and Culture |
| 4.3 Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. | December 2023 | Manager People and Culture |
| 4.4 Educate senior leaders on the effects of racism. | December 2023, 2024 | Manager People and Culture |

SPOTLIGHT PROJECT

Aboriginal and Torres Strait Islander Engagement Plan

The Aboriginal and Torres Strait Islander Engagement Plan will foster reconciliation and goodwill between the City of Wanneroo and local Aboriginal and Torres Strait Islander communities. We will work with the community to develop strategies to foster strong and long-lasting relationships.

CASE STUDY

Yarning Circle – Kalbarri Park, Yanchep

Within a local park in the suburb of Yanchep, an existing gravel circle was being utilised by staff and students from Yanchep Secondary College and families from the Yanchep community as an informal cultural meeting place.

In 2021, the Principal and Aboriginal and Islander Education Officer from the College, cultural consultant Derek Nannup, and the Officer in Charge of Yanchep Police Station met with the City to discuss developing the area into a space that could be used for cultural connection, community education, and enhancing the student's connection and commitment to caring for Country.

The group agreed to create a Yarning Circle that had seating and surfaces for corroboree dancing, surrounded by painted wooden poles to represent the Noongar six seasons.

The City completed earthworks to install limestone seating and surfaces for corroboree dancing. With support from the City, Derek Nannup and Whadjuk Noongar artist, Sharyn Egan, completed a workshop with Aboriginal and Torres Strait Islander students to create designs for the six seasons poles.

The project culminated in Sharyn and Derek leading the young people in painting their designs onto the poles supported by their families, teachers, local police and City youth workers.

The project showed the strength of working in collaboration with the community. It provided an opportunity for intergenerational cultural storytelling and youth empowerment. The result is the creation of a space that fosters cultural learning and building respectful relationships.



Left: Students workshoping ideas for the Yarning Circle; Middle: The completed Yarning Circle; Right: Students painting the six seasons wooden poles ▲ ▲ ▲

CASE STUDY

Dordaak Kepap – Library and Youth Innovation hub

From 2020, the City has placed a focus on increasing Noongar language across the City of Wanneroo. Following a recommendation from the City's 2021 RAP Advisory Group, an opportunity was identified to use Noongar language to name a future City library and youth innovation hub planned for development in Landsdale.

The name was to reflect the geography of the site for the facility, Noongar heritage, culture and stories of the location, insights of Whadjuk Traditional Owners, and the future uses of the facility.

The City worked with Noongar Traditional Owner, and leading Noongar language academic, Professor Len Collard; the City's 2022 Aboriginal and Torres Strait Islander Community Reference Group - Ni Kadadjiny Koort; and the City's internal project board to create a meaningful Noongar name for the facility.

The name, 'Dordaak Kepap' was selected and adopted by Council in August 2022. Dordaak Kepap translates to *the place of living waters* and refers to the dynamic wetland and lakes system at the site, the living Noongar culture and heritage in the City, and the future living knowledge and learning that will transpire at the facility.

City employees gained many insights going through the naming process. Of particular importance was using a consistent orthography (spelling system) for when the City uses Noongar language. As recommended by Ni Kadadjiny Koort, the City now follows the Merribank system for Noongar naming projects.



*Left: The lake near the future Dordaak Kepap site; ▲
Right: Grant Revell (left) Professor Len Collard (middle) and ▲
Chair of Ni Kadadjiny Koort, Derek Nannup (right)*



Students from the Girrawheen Senior High School's Girls STARS Program

Respect

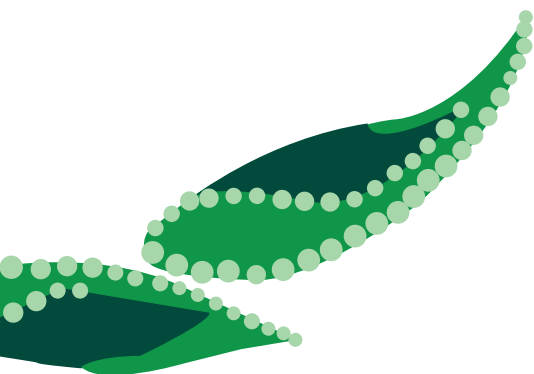


The City of Wanneroo acknowledges the Traditional Custodians of this land, the Whadjuk people of the Noongar Nation. Respect for Aboriginal and Torres Strait Islander peoples, cultures, lands and histories is important to the City and our core business activities because it creates the basis for local government knowledge and decisions concerning heritage issues, community planning, environmental planning, cultural development, community programs and governance.

Action 5

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

| Deliverable | Timeline | Responsibility |
|---|---------------------|---------------------------------------|
| 5.1 Continue to review cultural learning needs within our organisation. | December 2023, 2024 | Manager People and Culture |
| 5.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. | December 2023, 2024 | Manager People and Culture |
| 5.3 Develop, implement, and communicate a cultural learning strategy document for our employees. | December 2023, 2024 | Manager People and Culture |
| 5.4 Provide opportunities for Reconciliation Interest Group members, City leaders, and employees to participate in formal and structured cultural learning. | December 2023, 2024 | Manager People and Culture |
| 5.5 Investigate and implement the inclusion of Aboriginal Cultural Awareness Training as part of the Council Member training process. | December 2023 | Manager Council and Corporate Support |



Action 6

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

| Deliverable | Timeline | Responsibility |
|---|---------------------|--|
| 6.1 Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | December 2023, 2024 | Manager Community Development |
| 6.2 Continue to implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. | December 2023, 2024 | Manager Community Development |
| 6.3 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. | December 2023, 2024 | Manager Community Development |
| 6.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. | December 2023, 2024 | Manager Community Development Manager Council and Corporate Support |
| 6.5 Investigate a Flag Flying Policy and Management Procedure to ensure the City's practice of flying, displaying and lowering the Aboriginal flag to half-mast is exercised in a consistent, respectful and appropriate manner at City owned facilities. | June 2023 | Manager Place Management |
| 6.6 Pay respect to Aboriginal and Torres Strait Islander communities by including an Acknowledgement of Country in the design of key City publications. | January 2023, 2024 | Manager Communications and Brand |



Action 7

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

| Deliverable | Timeline | Responsibility |
|--|-------------------------------|-------------------------------|
| 7.1 Reconciliation Interest Group to participate in an external NAIDOC Week event. | First week in July 2023, 2024 | Manager Community Development |
| 7.2 Review HR policies and procedures to remove barriers to employees participating in NAIDOC Week. | May 2023, 2024 | Manager People and Culture |
| 7.3 Promote and encourage active participation in external NAIDOC events to all employees. | First week in July 2023, 2024 | Manager Community Development |
| 7.4 Continue to support local organisations and groups to recognise culturally significant events and activities, including NAIDOC Week. | July 2023, 2024 | Manager Community Development |



Students from the Girrawheen Senior High School's Boys Clontarf Program ▲

Action 8

Increase the visibility and celebration of Aboriginal and Torres Strait Islander peoples culture within the City of Wanneroo.

| Deliverable | Timeline | Responsibility |
|---|--------------------|---|
| 8.1 Develop a narrative across the City that could inform the naming of physical and geographical sites and locations in Aboriginal languages. | December 2024 | Manager Community Development Manager Place Management |
| 8.2 Increase public visibility of Aboriginal and Torres Strait Islander artwork on appropriate City publications, marketing and promotional materials. | January 2023, 2024 | Manager Communications and Brand |
| 8.3 Support projects, initiatives and activities that celebrate and promote Aboriginal and Torres Strait Islander cultures, such as the collection of oral histories, displays, resource provision, podcasts and tours. | June 2023 | Manager Cultural Development |
| 8.4 Continue to process the culturally and locally significant Colbung archive collection. | June 2023 | Manager Cultural Development |
| 8.5 Work with local Elders and Traditional Owners to discuss opportunities to increase the visibility of Aboriginal and Torres Strait Islander cultures across the City of Wanneroo. | June 2023 | Manager Community Development |

Action 9

Increase awareness and understanding of local Aboriginal cultural heritage within the City of Wanneroo.

| Deliverable | Timeline | Responsibility |
|---|---------------|---|
| 9.1 Develop a comprehensive list of Aboriginal cultural heritage sites within the City of Wanneroo and include within the City's Geographic Information System. | December 2024 | Manager Cultural Development |
| 9.2 Register culturally significant sites across the City. | December 2024 | Manager Strategic Land Use Planning and Environment |

SPOTLIGHT PROJECT

Noongar Narrative project

The Noongar Narrative project will identify Noongar cultural heritage themes specific to regions across the City of Wanneroo. We will work with Elders, Traditional Owners and knowledge-holders to establish the themes and regions. These themes will be the foundation of Noongar naming projects in the City.

CASE STUDY

Palladio Park heritage signage

In 2020, Aboriginal heritage interpretive signage in the suburb of Clarkson was worn and needed replacing. The sign told a Dreaming story about the site as told by the late Noongar Elder, Ken Colbung AM, MBE.

The City sought Aboriginal Elder validation before replacing the sign as part of good practice dictated by the City's 2015-2017 RAP. A key finding, from Aboriginal Elder led consultancy Maar Koodjal, was that the Aboriginal community could no longer undertake cultural practices at the location. The site lacked privacy due to being developed into a recreational area for the public. This had caused cultural harm to the Aboriginal community, with the community not returning to the site to practice culture or spend time there because of the associated loss.

Maar Koodjal recommended adding additional text to the replacement sign that acknowledged past mistakes that resulted in development not allowing cultural practices to continue. Maar Koodjal also advised that the City acquire new artwork to accompany the text, as the origin of the original artwork on the sign could not be verified.

The City replaced the sign in July 2020. It contained an acknowledgment of past mistakes and updated artwork. Mr Colbung's daughter, Esandra Colbung, created the artwork, as she is a cultural custodian and artist in her own right. The City also installed an additional sign with Esandra's artist biography.

This project has been a good example of working with the community to understand and acknowledge the impact of development on cultural practice.



Limestone pinnacles and signage at Palladio Park, Clarkson ▲

CASE STUDY

Aboriginal and Torres Strait Islander Cultural Materials Repatriation Project

In 1981, community member Mr James H. Turner donated several Aboriginal cultural objects to the City's Wanneroo Regional Museum. Mr Turner collected the items while travelling across Australia. In 2017, as a result of greater cultural understanding in undertaking reconciliation, the City wanted to identify the origin of the objects.

A Noongar cultural expert established that none of the objects in the collection were connected to Aboriginal people of the Wanneroo region. With this new information, the City began the Repatriation Project.

The Repatriation Project aims to establish the origin of the objects within the collection, and make every effort to return them to their traditional owners.

Opportunities



The City seeks to provide meaningful employment, business and leadership opportunities for Aboriginal and Torres Strait Islander peoples. This includes a focus on culturally safe strategies that create positive long-term outcomes. The employment and business opportunities we create will bring a diversity of knowledge, creativity, talents and skills to the City of Wanneroo workforce and the local community.

Action 10

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

| Deliverable | Timeline | Responsibility |
|---|---------------------|----------------------------|
| 10.1 Build understanding of current Aboriginal and Torres Strait Islander employment to inform future employment and professional development opportunities. | December 2023, 2024 | Manager People and Culture |
| 10.2 Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention and professional development strategy. | June 2023 | Manager People and Culture |
| 10.3 Continue to implement, review and communicate the City's Aboriginal Employment Strategy. | December 2023, 2024 | Manager People and Culture |
| 10.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. | December 2023, 2024 | Manager People and Culture |
| 10.5 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. | December 2023, 2024 | Manager People and Culture |
| 10.6 Conduct an Employee Engagement Survey to gather information on demographics and to seek feedback on how we can improve employment and professional development strategies. | June 2023, 2024 | Manager People and Culture |
| 10.7 Continue to support an internal yarning group for Aboriginal and Torres Strait Islander employees. | December 2023, 2024 | Manager People and Culture |

| Deliverable | Timeline | Responsibility |
|--|---------------|----------------------------|
| 10.8 Increase the percentage of Aboriginal and Torres Strait Islander employees in our workforce as outlined in the City's Aboriginal and Torres Strait Islander Employment Plan | December 2023 | Manager People and Culture |

Action 11

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

| Deliverable | Timeline | Responsibility |
|---|--|---|
| 11.1 Ensure the inclusion of Aboriginal and Torres Strait Islander businesses in the City's Procurement Policy. | December 2023, 2024 | Manager Contract and Procurement |
| 11.2 Include Aboriginal and Torres Strait Islander procurement strategies in the City's Procurement Corporate Guidelines. | December 2024 | Manager Contract and Procurement |
| 11.3 Investigate Supply Nation membership. | July 2023 | Manager Contract and Procurement Manager Advocacy and Economic Development |
| 11.4 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to employees in accordance with the City's Procurement Policy. | December 2023, 2024 | Manager Contract and Procurement |
| 11.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses. | December 2023, 2024 | Manager Advocacy and Economic Development |
| 11.6 Utilise Aboriginal and Torres Strait Islander catering during NAIDOC Week and National Reconciliation Week events wherever possible. | 27 May - 3 June, first week in July 2023, 2024 | Manager Community Development |

SPOTLIGHT PROJECT

Aboriginal and Torres Strait Islander employment

The City will build on the success of the current Aboriginal and Torres Strait Islander Employment Plan to create more opportunities for employment of Aboriginal and Torres Strait Islander peoples at the City. By engaging and supporting current employees we will deepen our understanding of what attracts and retains Aboriginal and Torres Strait Islander employees. We will create a culturally safe and welcoming workplace with the aim of being a preferred employer for the community.

CASE STUDY

Girrawheen Girls Academy – Yokayi

In 2016, Girrawheen Senior High School identified a need to improve the educational outcomes of Aboriginal girls within the community. In response, the school partnered with Role Models and Leaders Australia to implement a Girls Academy program within the school.

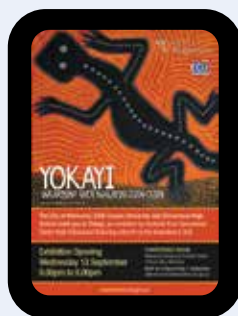
The school partnered with the City, alongside Edith Cowan University (ECU), to establish an after-school art program intending to increase engagement and enjoyment at school for students in the Girls Academy.

The City and ECU sought local artists to mentor and teach artistic techniques across a range of media. The artists and mentors supported the girls to explore their ideas and the girls chose to focus on using art to explore their Aboriginal culture.

Aboriginal artists and Elders were engaged to work with the girls throughout the program. Local cultural custodian and artist, Esandra Colbung, as well as local Elders group, the Kookaburra Club, were part of the project.

The program culminated in Yokayi: Waarbiny Wer Malayin Djin-Djin, an exhibition to celebrate art and cultural spirit. The City hosted the Yokayi exhibit at the Wanneroo Library and Cultural Centre for three weeks in 2016. After the success of the program and exhibition, it was held again in 2017.

Mentor and artist Esandra Colbung summed up the value of the program saying: *'The young ladies at Girrawheen High School have been awesome to work with and they have all contributed amazing pieces of works with their involvement. They are incredible young women with strong cultural connections with their heritage and it is an honour to be able to work with them.'*



Left: Young artists looking at their work at the Yokayi exhibition; Right: Esandra Colbung mentoring young artists ▲

CASE STUDY

Aboriginal and Torres Strait Islander Employment

The City embarked on its committed journey to increase the Aboriginal and Torres Strait Islander workforce in 2020.

The City employed an Aboriginal Employment Advisor, and developed an Aboriginal and Torres Strait Islander Employment Plan (AIEP) to support the City with recruitment, on boarding, and retention strategies.

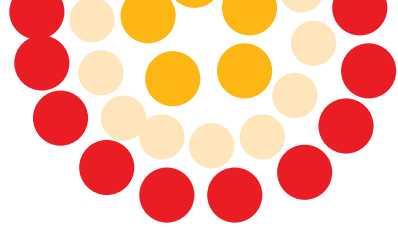
Strategies included building the cultural competence of leaders and peers to support recruitment and retention; tailored recruitment such as traineeships and using the Equal Employment Opportunity Act special measures s50d and s51; and developing an Aboriginal and Torres Strait Islander employee support network. These strategies resulted in improving the cultural safety within the organisation and an increase in Aboriginal and Torres Strait Islander employees at the City by 500%.

In March 2020, the City had three Aboriginal and Torres Strait Islander employees; this number has now grown to 18 (as of October 2022) due to the culturally safe practices advised by the City's Aboriginal Employment Advisor, and through the implementation of the AIEP. Several existing staff felt comfortable, safe and supported to disclose their heritage, which contributed to this significant increase.

The Plan is now embedded throughout the organisation with Aboriginal and Torres Strait Islander peoples applying for and securing positions (including leadership roles) across many of our Service Units.



*Top left: Aboriginal Employment Advisor Mingulo Bartlett & Community Development Support Officer Sari Keating; ▲
Bottom left: General Hand Natural Areas, Rex Weldon; Right: Stores Officer, Simon Smejlis ▲*



Governance



Action 12

Establish and maintain an effective Aboriginal and Torres Strait Islander Community Reference Group and Reconciliation Interest Group to drive governance of the RAP.

| Deliverable | Timeline | Responsibility |
|--|--|-------------------------------|
| 12.1 Maintain Aboriginal and Torres Strait Islander representation on Ni Kadjiny Koort and the Reconciliation Interest Group. | February, May, August, November 2023, 2024 | Manager Community Development |
| 12.2 Review and update our Terms of Reference for Ni Kadjiny Koort and the Reconciliation Interest Group to oversee the implementation of the RAP. | January 2023, 2024 | Manager Community Development |
| 12.3 Ni Kadjiny Koort and the Reconciliation Interest Group will meet at least four times per year to drive and monitor RAP implementation. | February, May, August, November 2023, 2023 | Manager Community Development |

Action 13

Provide appropriate support for effective implementation of RAP commitments.

| Deliverable | Timeline | Responsibility |
|---|--------------|-------------------------------|
| 13.1 Define resource needs for RAP implementation. | January 2023 | Manager Community Development |
| 13.2 Engage our senior leaders and other employees in the delivery of RAP commitments. | January 2023 | Director Community and Place |
| 13.3 Define and maintain appropriate systems to track, measure and report on RAP commitments. | January 2023 | Manager Community Development |
| 13.4 Maintain an internal RAP Champion from senior management. | January 2023 | Office of CEO |

| Deliverable | Timeline | Responsibility |
|---|--------------|-------------------------------|
| 13.5 Upon release of the Census 2021 data, review demographic data and subsequent City targets to ensure accuracy of data within the RAP. | January 2023 | Manager Community Development |

Action 14

Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

| Deliverable | Timeline | Responsibility |
|--|---|-------------------------------|
| 14.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. | June, annually | Manager Community Development |
| 14.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. | 1 August, annually | Manager Community Development |
| 14.3 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. | 30 September, annually | Manager Community Development |
| 14.4 Report RAP progress to all employees and senior leaders quarterly. | March, June, September, December 2023, 2024 | Manager Community Development |
| 14.5 Publicly report our RAP achievements, challenges and learnings, annually. | December 2023, 2024 | Manager Community Development |
| 14.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. | May 2024 | Manager Community Development |
| 14.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. | January 2025 | Manager Community Development |

Action 15

Continue our reconciliation journey by developing our next RAP.

| Deliverable | Timeline | Responsibility |
|--|-----------|-------------------------------|
| 15.1 Register via Reconciliation Australia's website to begin developing our next RAP. | July 2024 | Manager Community Development |

Contact details

Name: Katie Russell

Position: Manager Community Development

Phone: 9405 5600

Email: communitydevelopment@wanneroo.wa.gov.au





Dorothy (Dot) Bynder and Beryl Weston from the Kookaburra Club enjoying the City's 2022 NAIDOC flag raising event

Our artwork

The City of Wanneroo has worked closely with two local Noongar artists to bring elements of Noongar culture and knowledge to the RAP 2023-2025 document.

Cultural custodian, Esandra Colbung, has created the front cover – *The Storyteller*. Local Noongar artist, Courtney Hill, produced the art work – *Nyitting Wanneroo* – that is incorporated throughout the document as well as the symbols you see across pages 14 and 15.

Esandra and Courtney's stories follow, as well as cultural explanations of their art work. We hope you enjoy the art and information as much as we have here at the City.



Artist spotlight: Esandra Colbung

Esandra Colbung was born 23 July 1970 in Perth, Western Australia.

Father Ken Colbung AM, MBE, JP. (Bibbulmun Tribal Elder, South Western Australia)

Mother Betty Colbung, (Kamillaroi. Moree, New South Wales) Founding Principal of the Aboriginal Community College, Gnangara, Perth, West Australia.

Esandra is a mother of four daughters and two grandchildren.

Her Aboriginal cultural heritage is from two Nations; Bibbulmun (South West Australia) and Kamillaroi (Moree, New South Wales)

Esandra gained much of her knowledge from her father, growing up and travelling alongside him, learning as she grew.

Meeting many people from diverse backgrounds was nothing new to Esandra as a child. A lot of her memories are from different Aboriginal Elders coming down to Perth and meeting up for cultural and heritage reasons.

It was here that Esandra got to see and understand about being able to preserve and protect Aboriginal sites, heritage and culture.

Esandra is a Custodian of Aboriginal sites in the Perth Metropolitan area. She works alongside other traditional Elders in the preservation and protection for heritage and sites.

Her art involvement came about from a young age when she started painting designs on jewellery items in the 1990's. Esandra's art



has been used in public projects around Perth. Some of these projects were completed with the guidance of her father, Ken Colbung, and other Aboriginal artist and Elders.

Esandra has worked on a number of projects with the City of Wanneroo and she is also a Senior Caseworker in the community services industry.



Represented by U shapes left on ground where people sit cross legged on Mooro Country – the community yarn with the Wanneroo Council to share knowledge, create relationships and progress reconciliation.

Mooro Country is part of Noongar Boodja which has one of the biggest wildflower collections on earth. The scattered circles of colour show the wildflowers that are abundant across the land.

The large green and red nolamarra (kangaroo paw) represents the City of Wanneroo, with Wanneroo being a Noongar word meaning place of the woman's digging stick. Our Noongar culture is rooted in our history.

Sharing knowledge is central to the yarning and reconciliation. We start with simple lessons like the Noongar six seasons (birak, bunuru, djeran, makuru, djilba and kambarang) – represented by the six colours in the centre of the group.

Nearby the Djiti djiti (Willy Wagtail) listens in on the yarning. We must be careful what we say in front of the Djiti djiti as this little one takes messages back and forth and can make gossip from what it hears and can be quite The Storyteller.

Artist spotlight: Courtney Hill

Courtney Hill is a female artist and a descendant from the Wadandi, Koreng and Menang First Nations clan groups from the Noongar Nation, Southwest of Western Australia.

I lived in Albany as a child and was fostered to my Aunties at the age of 2 until I was 7 years old. My mother returned and my siblings and I lived in a small country town for the duration of my childhood, and this is where my love of art blossomed.

Always with pencils and paper I drew the scrubland the birds and the trees, I'd practice drawing my family members. I had great passion back then to create, and this passion has never left me. I frequently channel memories from those days in my landscape artworks and have honed my arts practices because of my love of my country.

I feel this connection to country is part of who I am and I tell my story through contemporary painting and I'm also an experience weaver of over 20 years. I use vibrant color, acrylic, oil paints, chalk pastels and ochre for landscapes and in my portraiture artworks and use natural and synthetic fibres, feathers, and paper bark to create woven baskets.

I've been creating artworks for most of my life and since 2011 I've participated in various exhibitions, art prize awards and had my work sold to private collectors nationwide. I have won several arts prizes and completed commission artworks for corporate agencies.

I'm quite proud to say all artworks are all one-of-a-kind original pieces. My contemporary weaving and textile work honors my Aboriginal descents and I follow traditional weaving methodology with the use of contemporary fibres.



My portraits combine contemporary mediums with painterly styles combining Aboriginal symbols that are known globally to be exclusively Australian Aboriginal in design.

Recently, I have been invited to be part of an exhibition in New Zealand in 2023 which sees First Nations women textile artists from around the world coming together in Taranaki New Zealand to exhibit and share in weaving practices and to share our stories.

Our Reconciliation Journey Artworks – Courtney Hill, 2022



1



2



3



4



5



6



7



8



9



10



11



12

Our Reconciliation Journey Artworks – Description Stories 2022

1. Meeting:

Women with their coolamons and men with spears laid their tools beside them as they sit on red country around the campfire with important yarns and business to talk about. Mob travelled from faraway places as shown by the lines and clan groups represented by circles on the outer edge. Everyone has got important things to say, and everyone must be heard.

2. Celebrations:

Many groups and families have come to celebrate, they have travelled from their homelands. First Nations Family clans travelled together in large groups and have come together with the non-First Nations folks onto a ceremonial place. Black and white as shown by the gathering of footprints on the ceremonial ground in the centre. The waves are representative of the joyful dance and movement as they form into one, to celebrate.

3. Welcome to Country:

On red country there are 14 Noongar Nations represented by the green shapes with black and white, understanding is shared as they gather together, sitting around the campfire.

4. Elder/s:

The Elders remain sitting on the red ground as they are teaching younger family members. The traditional symbol for Elders is the larger curved shapes. The Elders are always held in high regard, they teach us what we are permitted to

know. They are the keepers of our sacred stories, cultural obligations, and ancestries. We respect and listen to our Elders and when we reach the status of an Elder ourselves, we make sure we keep our cultural obligations thriving as all our Elders have done for thousands of years.

5. Smoking/ceremony:

Three wavy lines are the traditional symbols for smoke. The coolamon, or carrying vessel, has a bunch of eucalyptus leaves, the traditional plants to be burned to cleanse the area and to welcome newcomers to our lands.

6. Boodja/country:

The 36 suburbs of Wanneroo are represented by brown circles with the waterway systems branching out to the edges. The green/white dots represent the many people that were here in Mooros' Boodja before we came to know this Boodja, this Country as the City of Wanneroo. This is a representation of connections to Country.

7. Sign/direction/knowledge:

Many people are here. This is represented by the outside circles, and they have been given the direction to come into the centre to be open to information and to share the continuous cycle of knowledge.

8. Waitj/emu:

A traditional symbol for the footprint of a Waitj. The Emu is walking on lush green bountiful country.

9. Learning or knowledge:

The centre symbol is known to First Nations people as the traditional symbol for knowledge. This also is representing people on the outer gaining the knowledge, with the many family and clan groups in the 2 inner circles also learning and sharing in this knowledge.

10. Ocean:

The traditional symbol for ocean or Wardan, are 3 wavy lines. They are connected here with the waves and oceans of the world.

11. Waters (lake):

Large and small lake systems abound in the City of Wanneroo with the many lakes and underground aquifers all connected either through landmass or underground. The wavy lines are water underground, in the aquifers connected to the above circular lakes systems in blue and green. Wanneroo lake systems support many activities still today, and many years ago all the lakes supported the Noongar way of life.

12. Symbols for tracks between dates:

Traditional symbols of 4 lines connecting circles signifies travelling between places. This representation of travelling between dates is similar as it reflects time. As the travel lines are connected to meeting places or camping sites and these symbols are interchangeable, maybe yet be seen as street signs or a calendar in a present-day viewpoint.



In the black night sky, the moon glowed red and the stars descended, ready to shine on the dawn of all nations. The ancestral serpent, Waugal, created our mother, this land. The waterways, landforms, plants, animals and all living things were formed.

The giant goanna that is fighting with shark symbolise how Ocean Reef, Rottnest Island and Garden Island were formed. The rocks around the goanna and shark represent the 14 Noongar language groups.

Wanneroo's lake systems are depicted as blue circles connected to each other, with turtles swimming in Lake Gngara.

The red-tailed black cockatoo feasts on Banksia flowers, woken for a new season by the sun on the bottom right. Kangaroo grazes on the fresh grass and his footprints are left on the edges of the lakes as he disappears.

Emu has already gone, but has also left his footprints on the green land by the lakes.

There are family groups of women and children on the right. The women are sitting with wooden vessels and digging sticks. The children being in the inner circle represent the women as protectors and teachers.

The men are on the left, encircled by Waugal to safeguard their minds and bodies.

On the outer edges are the 36 newcomers' campsites, representing the suburbs of Wanneroo, with travel lines connecting all of the City of Wanneroo as one place.

I thank all Aboriginal Elders and seniors, and all those who have shared important cultural knowledge, for me to hold and for me to impart.





RECONCILIATION
ACTION PLAN

INNOVATE



City of Wanneroo

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