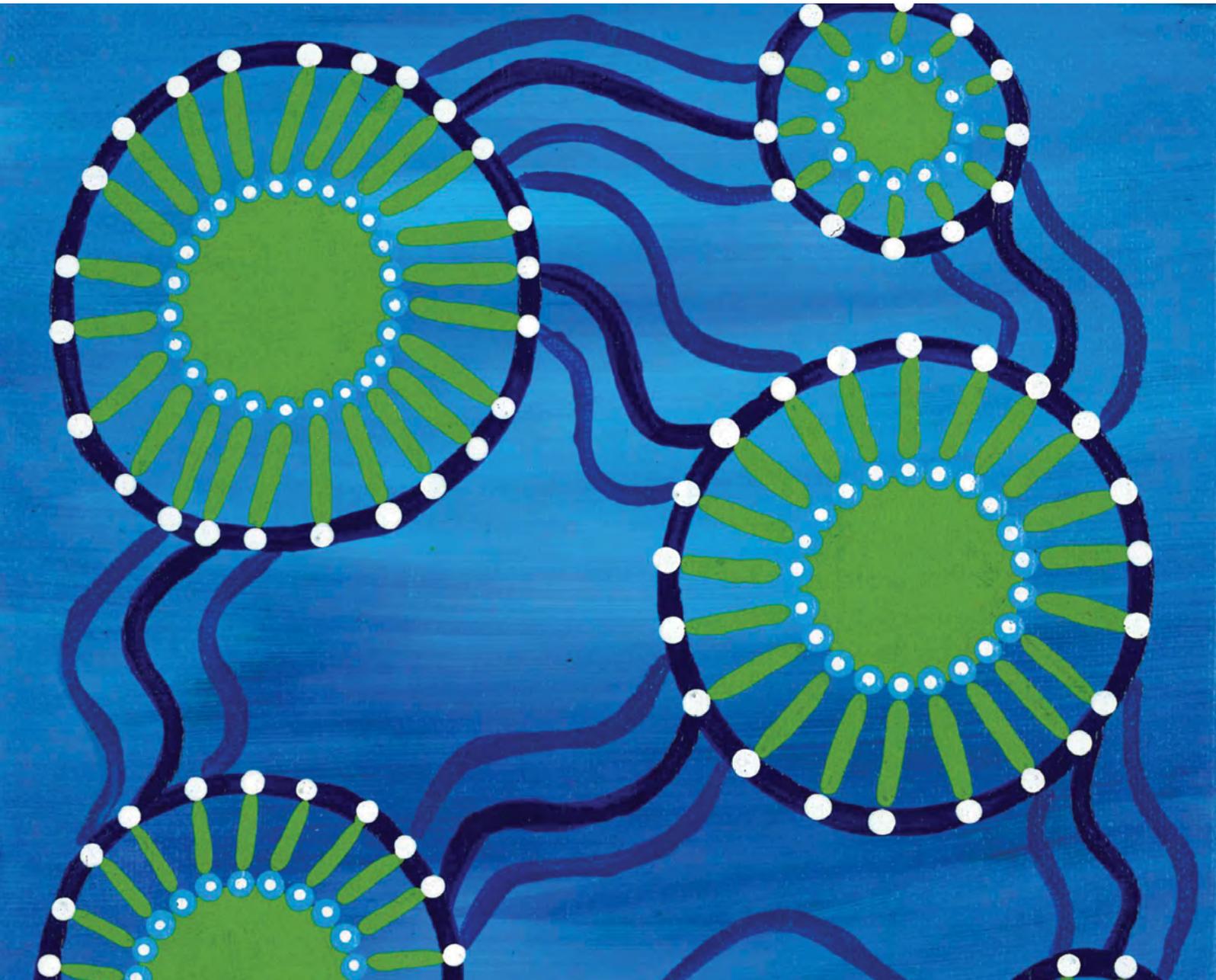


# INNOVATE RECONCILIATION ACTION PLAN

JULY 2025 – JUNE 2027



## Acknowledgement of Country

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

Wanneroo kaadatj Noongar moort Noongar boodja-k Whadjak 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.**

The artworks on the front and back covers are created by local Noongar artist, Courtney Hill. The artwork represents waters (lake) and is part of the 'Our Reconciliation Journey' artworks. More information about Courtney and the artworks can be found on pages 41 to 43.

## 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. You can make a request by emailing [enquiries@wanneroo.wa.gov.au](mailto:enquiries@wanneroo.wa.gov.au) or calling the City on **(08) 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) 2025-2027.

This RAP is a symbol of our commitment to continuously working towards improving relationships, opportunities and respect between Aboriginal and Torres Strait Islander peoples and other Australians.

I'm incredibly proud of how far the City has come since our reconciliation journey began 15 years ago with the development of our inaugural RAP 2012-2014, which focused on increasing our community's understanding of Aboriginal and Torres Strait Islander cultures and affirming the City's commitment to reconciliation.

Since then, we have made significant progress in key areas, including developing relationships with Aboriginal and Torres Strait Islander communities, increasing representation in employee numbers, improving protections for significant Aboriginal cultural sites within the City, and increasing opportunities to do business with local Aboriginal and Torres Strait Islander businesses.

Developed in consultation with Ni Kadadjiny Koort, the City's Aboriginal and Torres Strait Islander Community Reference Group, and the City's employee RAP Working Group, our RAP 2025-2027 achieved endorsement from Reconciliation Australia for the meaningful impact it would provide towards Australia's reconciliation journey.

This plan aims to maintain the City's current actions, while placing a greater emphasis on strengthening relationships with the Aboriginal and Torres Strait Islander community, fostering cultural strength and healing, promoting Noongar language in the community and further increasing Aboriginal and Torres Strait Islander business opportunities.

Additionally, this RAP highlights the importance of promoting greater understanding, appreciation and awareness of the rich histories of the Aboriginal and Torres Strait Islander cultures in the City.

I would like to sincerely thank Ni Kadadjiny Koort and the RAP Working Group for their ongoing support, commitment and collaboration, which has helped bring this Plan to fruition.

I invite you to read and reflect on the initiatives we will embark on throughout the life of this RAP, and to join me in celebrating the rich Aboriginal and Torres Strait Islander cultures and histories that have existed in this beautiful Country for thousands of years.

**MAYOR LINDA AITKEN**  
City of Wanneroo



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

# Message from Reconciliation Australia



## Reconciliation Australia commends City of Wanneroo on the formal endorsement of its fourth Innovate Reconciliation Action Plan (RAP).

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 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. City of Wanneroo continues to be part of a strong network of more than 3,000 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 City of Wanneroo will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to 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 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, 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 City of Wanneroo's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations City of Wanneroo on your fourth 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.

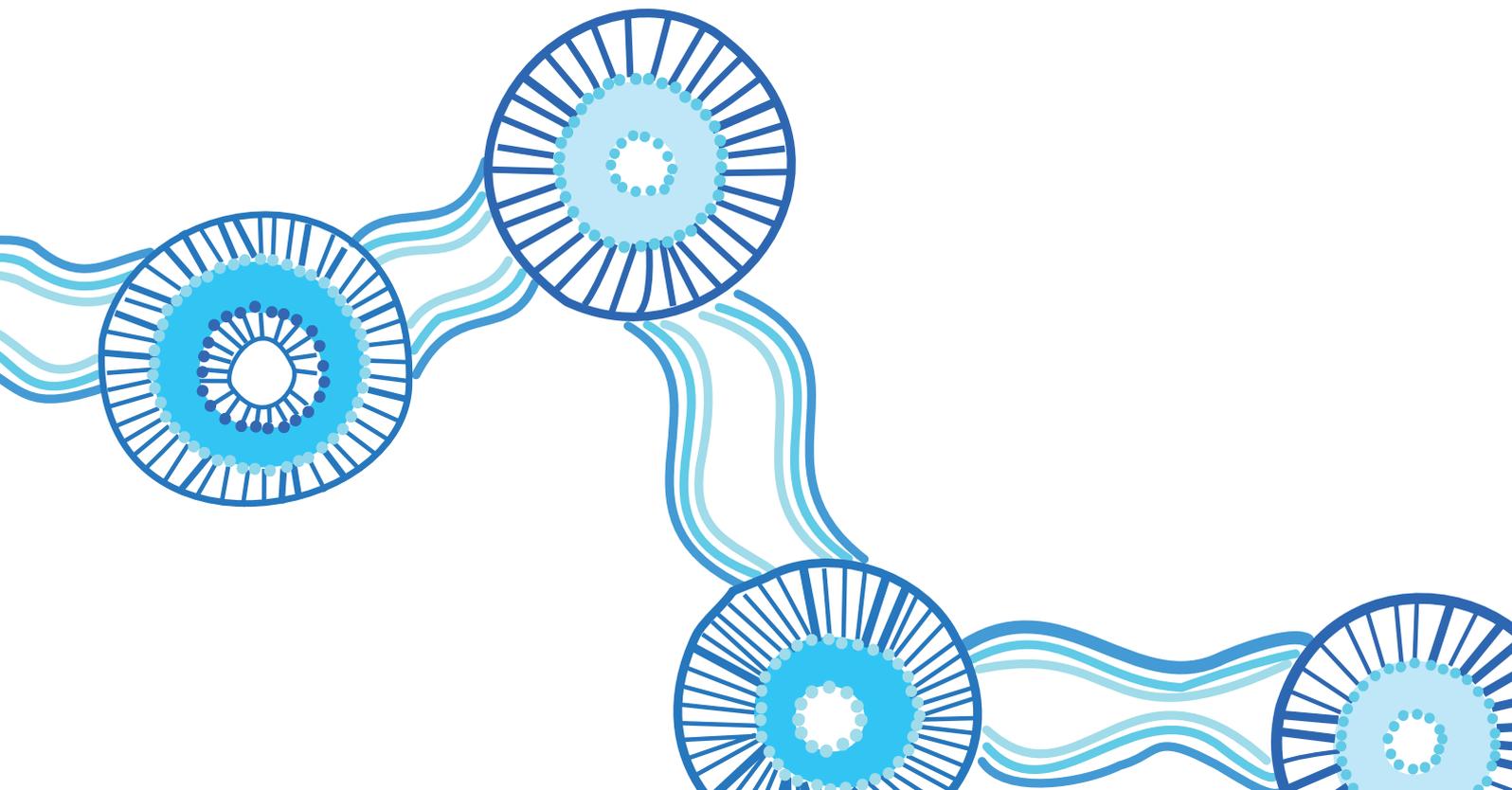
In a similar way to orchids and some lily species, the roots of nolamaara are eaten by Noongar people.

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 City of Joondalup, 2020, Plants and People in Mooro Country: Noongar Plant Use in Yellagonga Regional Park (Fourth Edition 2020), Perth, WA.

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## **Kwowdjard – Bottlebrush**

Growing throughout Noongar Country, the kwowdjard are characterised by their bottlebrush-shaped flowers.

In Yellagonga Regional Park, there are at least two species of kwowdjard. The Silky-leaved Blood Flower and the One-Sided Bottlebrush. The Noongar name for the One-Sided Bottlebrush is the Kwowdjard (or Queitjat).

Similar to other flowering plants, the blossoms of the bottlebrush are useful to Noongar people as a source of honey.

Noongar people suck the sweet nectar straight from the flower blossoms or they soak the flowers in water to produce a sweet drink.

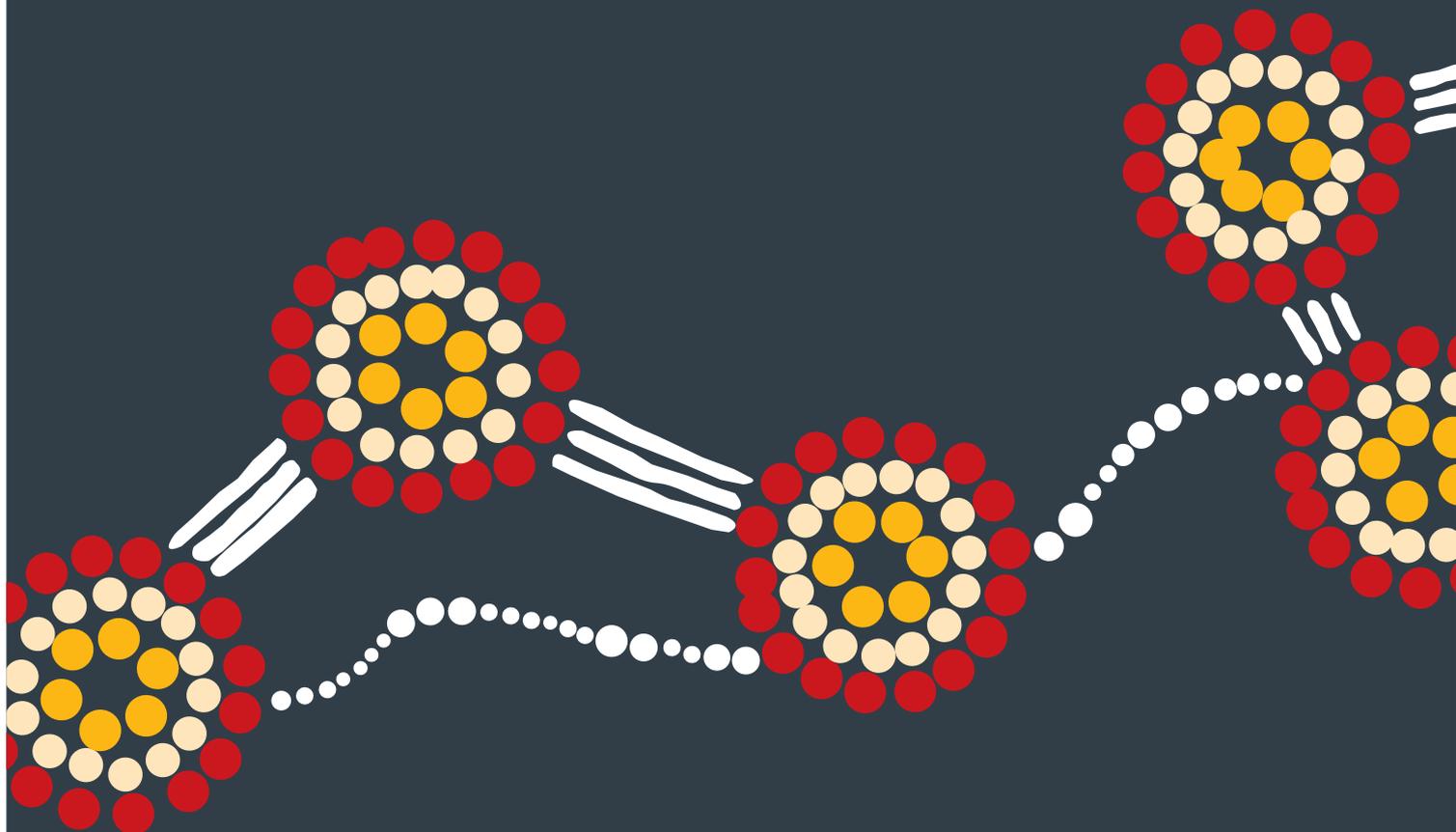
\*Adapted from City of Joondalup, 2020, Plants and People in Mooro Country: Noongar Plant Use in Yellagonga Regional Park (Fourth Edition 2020), Perth, WA.

# Our vision for reconciliation

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The City of Wanneroo aspires to be a place where Aboriginal and Torres Strait Islander peoples and non-Indigenous people live, work, and thrive in harmony and mutual respect. We envision a community that values and celebrates the world's oldest living cultures, where Elders are honoured, and knowledge is shared freely between communities and generations.

We commit to building a future where the legacy of the past is acknowledged and respected. By fostering an understanding and appreciation of Aboriginal and Torres Strait Islander peoples histories and traditions, we aim to create an inclusive community where everyone feels a strong sense of belonging, with opportunities for all.



# Our business

The City of Wanneroo is situated in the Whadjuk Region of Noongar Country and the word 'Wanneroo' is a 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 916 full-time equivalents and 186 casual employees in 2025.

The City currently employs 17 Aboriginal and/or Torres Strait Islander employees. The City delivers a huge range of services to our community of over 230,000 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.

*NAIDOC Flag Raising Ceremony 2024. Members of Ni Kadadjiny Koort, Kookaburra Club members, Reconciliation WA representative, Torres Strait Islander Elder, Council Members and City staff*



# 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, 2018/19-2021/22 and 2023-2025, which continued to progress the City’s reconciliation journey.

Highlights of the City’s reconciliation journey are outlined on pages 16 and 17. One highlight is Noongar naming of the City’s newest development of a library and youth innovation hub, now known as Dordaak Kepup, “place of living waters”. The name is derived from the living waterways, living heritage, places of connection and inspiring the future. Fifteen Noongar names are also incorporated for internal rooms and spaces.

To promote awareness, name plates at entrances include QR codes linking to pronunciation guides, historical context, and illustrations by local Noongar people with braille for accessibility.

This initiative transforms public spaces into cultural learning hubs.



*Derek Nannup playing the didgeridoo at the NAIDOC Flag Raising Ceremony 2023* ▲▲



## Development of our RAP 2025-2027

The City of Wanneroo has developed this Innovate RAP 2025- 2027 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 four pillars of Relationships, Respect, Opportunities, and Governance.

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 were opportunities to learn from challenges to guide the development of actions for this RAP. Two examples include: building strong relationships with Aboriginal and/or Torres Strait Islander communities; and maintaining clear, honest, and open communication channels between everyone involved in the City's reconciliation journey.

A key focus for this RAP is developing and maintaining strong and lasting relationships with Aboriginal and Torres Strait Islander Elders, Traditional Owners, Knowledge-holders and community members.

The City will continue creating meaningful relationships by reviewing and implementing the City's Aboriginal and Torres Strait Islander engagement plan; and foster cultural strength and healing with Aboriginal and Torres Strait Islander communities by exploring opportunities for truth-telling initiatives.

Another key focus area is embedding the value of respect into the City's ways of working both internally and in the wider community. The City does this by deepening the knowledge of City staff and Council Members of the value of Aboriginal and/or Torres Strait Islander cultures, histories and knowledges through learning and focusing on exploring ways to embed Aboriginal and/or Torres Strait Islander knowledges and cultural land care practices into the City's environmental processes.

Other objectives of our RAP 2025-2027 include promoting Noongar language in the community, increasing Aboriginal and/or Torres Strait Islander business opportunities; and promoting greater understanding and awareness of the rich history of the Aboriginal cultures in the City.

We will continue to build respectful, purposeful and meaningful relationships to help with achieving our reconciliation goals; expanding our networks to further the opportunities already in place and establish new initiatives that are inclusive and enriching.

Collaborative initiatives where different voices are considered will allow us to delve deeper into reconciliation processes to ensure stronger outcomes and positive impacts. We aspire to provide opportunities to connect all members within our community, which includes Aboriginal and/or Torres Strait Islander peoples and people of different cultures and ethnicities, to establish and work towards progressing reconciliation for the City throughout 2025-2027 and the years to follow.



NAIDOC Flag Raising Ceremony 2024 - local dance group  
'Salt Water Sisters' led by Keira Gentle & Kira Kenney

## 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 Noongar.

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 Director Community and Place.
- 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



Community Members of Ni Kadadjiny Koort 2023-2025: ▲  
Top left: Abigail Ware Bottom left: Kadambii Barnao ▲  
Top right: Esandra Colbung (Deputy Chairperson),  
Bottom right: Derek Nannup (Chairperson)  
Not present – Judith Birchall & Victor Woodley

'Creating strong, respectful relationships is a shared responsibility. A RAP is not just a document, but a living commitment to fostering genuine partnerships, ensuring our voices are heard, and embedding cultural knowledge in everything we do. Together, we will build meaningful connections, create opportunities for future generations, and move toward a future where reconciliation, respect, equality, and understanding are at the koort (heart) of all that we strive for.'

– Derek Nannup – Chairperson Ni Kadadjiny Koort 2023-2025

## Reconciliation Action Plan Working Group

The Reconciliation Action Plan Working Group (RAP Working Group) is the City’s internal employee working group for championing the RAP.

RAP Working Group 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 Chief Executive Officer (CEO) – Bill Parker. 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 RAP Working Group. The group comprises people who lead teams that own RAP actions (Coordinators) and relevant City officers. 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 RAP Working Group links to the City’s Aboriginal and Torres Strait Islander Community Reference Group – Ni Kadadjiny Koort.

### RAP Working Group’s core members are:

Coordinator Community Planning and Development

Community Development Planner

Coordinator Childhood and Youth Services

Coordinator Library Services

Coordinator Cultural Services

Coordinator Organisational Development

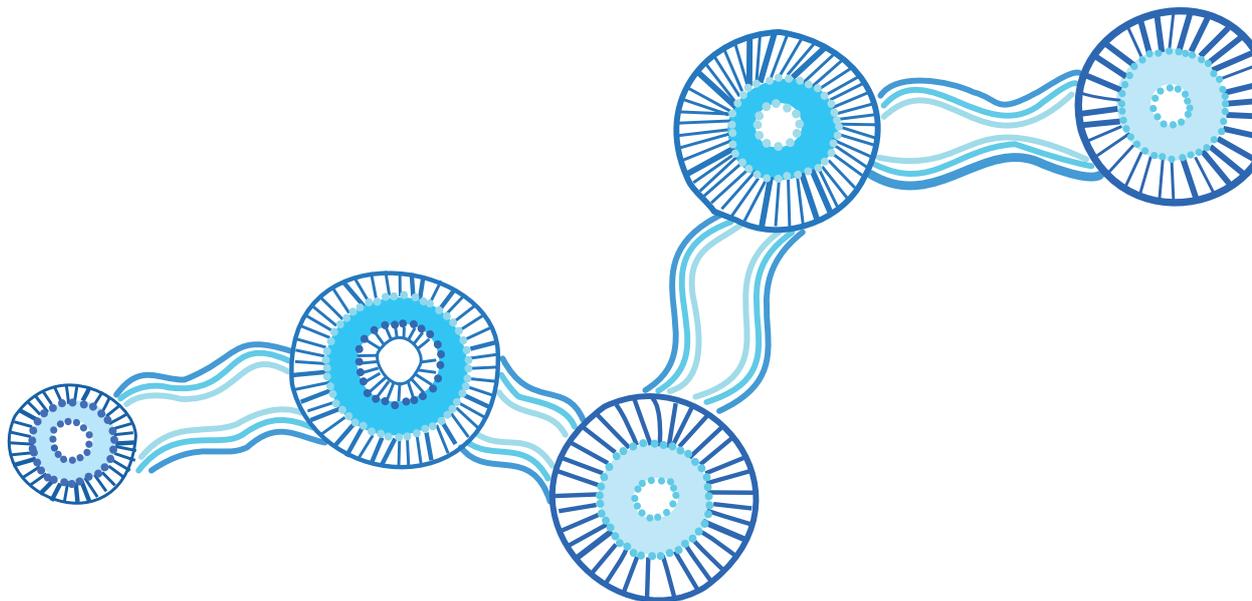
Coordinator Strategic Land Use and Planning

Coordinator Assets Planning

Place Specialist

Strategic Contract and Procurement Advisor

Economic Development Specialist



# 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

\* 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.



### OCTOBER 2020

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



### 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



### DECEMBER 2020

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



### MAY 2021

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



### 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



### AUGUST 2021

Council employs its first Aboriginal Cadet Ranger



### MARCH 2022

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



### 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\*



### NOVEMBER 2022

Council endorses its fourth RAP 2023 - 2025 (Innovate)



### SEPTEMBER 2022

The City is confirmed as a Host Employer for Aboriginal Ranger Program



### AUGUST 2023

Wangara Kali (boomerang) at centre west side of Luisini Park, Wangara, is repainted with a fresh design by local Noongar artist, Courtney Hill.



### FEBRUARY 2024

Totem pole, originally carved by Bibbulmun Elder Ken Colbung, relocated to Yanchep National Park



### JULY 2024

Launch of new permanent exhibition in Wanneroo Regional Museum, 'Welcome to Country'\*



### APRIL 2024

Noongar Elder, Oriel Green OAM, appointed as the inaugural Holder of the Keys to the City of Wanneroo\*



### CASE STUDY #1 Dordaak Kepup

The City recognised the opportunity for Noongar naming at its newest development of a library and youth innovation hub, now known as Dordaak Kepup, "place of living waters". The name derives from the living waterways, living heritage, places of connection and inspiring the future.

In July 2024, the City commenced a room naming project for Dordaak Kepup. Through extensive consultation and research, the concept of naming rooms to reflect Noongar wisdom in a modern context, choosing symbolic and metaphorical names rather than direct translations was determined, all connecting to the overarching name Dordaak Kepup, "place of living waters". As a result of this project, 15 Noongar names are incorporated for internal rooms and spaces at Dordaak Kepup.

The library foyer is named Bilya (river), symbolising its role as the facility's central meeting place and its function as a main connector linking to other spaces in the library. The library area is named Bibbool Yanginy Kadadjiny (sharing knowledge through paper/paperbark tree), the quiet study rooms are named Kaditj Nyininy (sitting, learning, thinking, reflecting), and the creative arena is named Nyumbi (celebration style of dance). These names reflect Noongar wisdom while maintaining its connection to the location and place.

To promote awareness, room name plates include QR codes linking to pronunciation guides, historical context, and illustrations by local Noongar people, with braille for accessibility. This initiative transforms public spaces into cultural learning hubs.

The City extends its gratitude to Elder Vivienne Hansen, Ni Kadadjiny Koort, Dr Len Collard and Moodjar Consultancy, and all stakeholders for their valuable contributions across the life of the Noongar naming project for Dordaak Kepup. This project highlights the importance of collaboration and strong relationships, which led to the development of meaningful Noongar names and connection to country. Furthermore, this project has strengthened community relationships and reflects how shared stories can enrich public spaces and foster reconciliation.



*Artist's impression of Dordaak Kepup. Please note that this image is for illustrative purposes only. Specification of the final building may vary.* ▲▲▲



CASE STUDY #2

Welcome to Country permanent exhibition – Wanneroo Regional Museum

The City launched the Welcome to Country exhibition in the Wanneroo Regional Museum in June 2024. This exhibition highlights the importance of building collaborative and meaningful relationships with the local Noongar community in progressing the City’s journey in reconciliation.

Community members contributed to the development by participating in a design focus group with Kevin Wilson of Aboriginal-led design agency, Nani Creative. The focus group worked together to distil elements of the region’s history, highlighting the layered histories and colours that reflect the natural landscape of Wanneroo and reflecting the cultures and continuing stories of Aboriginal people in Wanneroo today. The contributions of Esandra Colbung, Abigail Ware, Judith Birchall, Rickeeta Walley and Casey Kickett were invaluable in this process. The design was completed by Kevin Wilson in collaboration with the City’s Museum Curator.

A key part of the exhibition is the Six Seasons Play Table which cycles seasonal themes, activities and hands-on play throughout the year linking important cultural knowledge with tactile experiences for learning.

Whadjuk Noongar filmmaker, Hugh Sando, recorded rich personal stories and Traditional Knowledge sharing through filmed interviews with Aunty Oriel Green, Esandra Colbung, Derek Nannup, Rebecca Garlett and Casey Kickett.

An integral part of this project was to ensure that the history and legacy of Mission Farm, an Aboriginal mission in Wanneroo, was conveyed respectfully and truthfully. Historic sources and contemporary accounts from the late Bibbulmun Elder Ken Colbung, Casey Kickett and researcher Janet Osborne were used.

This innovative project celebrates Noongar culture while acknowledging the region's complex history through truth-telling.



Left: Wanneroo Regional Museum Curator Alana Part ▲  
 Middle: The Noongar Six Seasons Play Table ▲  
 Right: Kookaburra Club member, Carol Palmer, and Heritage Education Officer, Gabrielle Grime, in the exhibition.



## CASE STUDY #1

### For Our Elders' Exhibition 2023

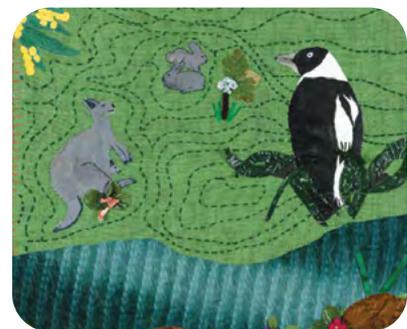
In 2023, the City delivered a 'For Our Elders' exhibition at the Wanneroo Library and Cultural Centre from 30 June to 5 August. This exhibition was part of the 2023 NAIDOC Week event. The purpose of the exhibition was to celebrate a group of our local Elders in response to the NAIDOC theme, display their artwork, which is stored in the Berndt Museum, and to place an activity in the exhibition that encouraged visitors to consider the role of Elders in their own lives.

After the 2023 NAIDOC Week's theme 'For Our Elders' was announced, the City visited the Kookaburra Club, Aboriginal seniors women's group and asked if they would like to be involved in the project with their artworks. Following the Kookaburra Club's permission to use their artworks in the exhibition, the City contacted the Berndt Museum. The Berndt Museum loaned the Kookaburra Club's artworks to the City. The Kookaburras were happy to view their artworks, as they had not seen them for a few years.

The City worked also alongside Noongar photographer, Cole Baxter, to photograph the ladies of the Kookaburra Club, who were also given copies of these photos. The City provided the venue in the Wanneroo Library and Cultural Centre, and with the Kookaburras' and the Berndt Museum's approval, produced a program for the exhibition. Interpretive signage was also created. The City developed a small activity for visitors, which involved naming the elders who mentored them in their lives and to describe how they did so on large orange dots on the windows for all to view.

In total, 709 people visited the exhibition and many participated in the naming their influential elder activity; and 68 people left comments into the visitors' book, all of which were positive.

This case study highlights the significance of sharing culture by showcasing Aboriginal cultural heritage and stories with the community. The City learnt about the importance of building relationships with mutual understanding and embedding the value of respect throughout the entire process.



*Left: Noongar photographer Cole Baxter was commissioned to take professional portrait photographs of the four members of the Kookaburra Club – L-R: Beulah Collard, Carol Palmer, Beryl Weston, Dorothy (Dot) Bynder* ▲▲  
*Top right: For Our Elders Exhibition poster* **Bottom right: Djeran (April to May) by Beulah Collard and Hulda Talbot. The season when the cooler weather begins. Rain is still infrequent, and winds are somewhat lighter. Artwork courtesy of the Berndt Museum, UWA.**



## CASE STUDY #2

### Noongar Elder, Oriel Green OAM – Inaugural Holder of the Keys to the City of Wanneroo

In April 2024, Noongar Elder, Oriel Green OAM, was appointed as the inaugural Holder of the Keys to the City of Wanneroo. The title was previously known as 'Freeman of the City' and was updated to be more contemporary while ensuring that the honour of recognising extensive and distinguished service is maintained.

The Holder of the Keys is a symbolic gesture that recognises individuals who demonstrate outstanding commitment and have made significant contributions to the local community. The Council voted unanimously to bestow the title on Oriel, who has lived in Girrawheen for over 50 years, in recognition of her tireless work to improve the social and emotional wellbeing of Aboriginal peoples.



Above: ▲  
Oriel Green OAM ▲

A community leader within the City for decades, and with two Medals of the Order of Australia, a Centenary Medal and as an inductee of the Aboriginal Education Hall of Fame and WA Women's Hall of Fame, Oriel's influence extends well beyond City borders. Oriel said she was honoured to be recognised by the City. Oriel said, "I love the City of Wanneroo because of the people. I've loved raising my family here, and I'm so proud and humbled to be recognised in this way by my community."

Born in Three Springs, a small town north of Perth in 1935, Oriel was the eldest of 14 children to parents Roeland and Eva Bartlett (nee Wyatt). She has lived in Girrawheen since moving to Perth in the early 1970s. Passionate about education and helping young people achieve their potential, Oriel pursued a career in early childhood education, studying while her own children were at school.

Oriel earned a Certificate in Child Care (CCC) and an Associate Diploma in Children's Service and worked in the early education space and with the Education Department for over 20 years. She was also on the National Aboriginal Early Childhood Committee for six years, and has worked with the Aboriginal Affairs Planning Authority, the Mount Lawley College of Advanced Education (now ECU) and Murdoch University on their Aboriginal Advisory Council Committees.

Oriel was also on the inaugural Northern Suburbs Reconciliation Working Group.

In 1993, she received the NAIDOC Week Aboriginal Elder of the Year Award and in 2012, she was named NAIDOC Perth Female Elder of the Year Award. In 2010, she became a life member of the Aboriginal Alcohol and Drug Service (now Wungening Aboriginal Corporation). Oriel has served on Reconciliation Action Plan (RAP) committees at the Cities of Wanneroo and Stirling, as well as Osborne Park Hospital, Key Assets, Ngala and Life Without Barriers.

Oriel has six children, eight grandchildren, two great-grandchildren, and two great-great-grandchildren.

This case study reflects the City's commitment to the value of respect in its reconciliation journey; by recognising and acknowledging Aboriginal and Torres Strait Islander peoples who have made significant contributions to our community.



**CASE STUDY #1**

**Improving the wellbeing of Aboriginal and Torres Strait Islander young people in the City's northern suburbs**

The City is committed to supporting the wellbeing of Aboriginal and Torres Strait Islander communities. An example of this commitment is the City's collaboration with Derbarl Yerrigan Health Service (DYHS) at the Clarkson Youth Hub (CYH).



DYHS is a highly regarded organisation dedicated to improving the wellbeing of young people aged 12 to 25, particularly Aboriginal and culturally diverse young people. The organisation delivers a range of community-led events and activities that take a holistic approach to social, emotional, and mental wellbeing. They address critical needs such as mental health, suicide prevention, and community engagement through culturally sensitive programs that foster resilience, healing, and connection.

The redevelopment of the CYH and the City's vision for the hub as a place delivering free or low-cost youth services that foster wellbeing, connection, empowerment and inclusion offered the City the opportunity to strengthen a partnership with DYHS by offering an ideal venue to deliver their services. Community feedback has highlighted the importance of investing in young people as future leaders, particularly in the northern suburbs where there was a clear need for more targeted support. Moreover, DYHS programs align with the City's commitment to supporting the wellbeing of Aboriginal and Torres Strait Islander young people.

The CYH enables DYHS to deliver impactful youth-focused programs, including Art Therapy, Traditional Dance Sessions, Yarning Circles, Indigenous Didgeridoo Training, Aboriginal Mental Health First Aid, and the "Deadly Thinking" Suicide Prevention Program. These initiatives align closely with the City's commitment to fostering respect and creating meaningful opportunities for Aboriginal communities and provide collaboration opportunities between the City's youth services and DYHS's programs.

Beyond providing access to the CYH, the City actively supports DYHS by promoting their workshops and events within the local community, participating in their events through hosted stalls, and collaborating on school programs. The City also plays a key role in connecting DYHS with other services, creating valuable opportunities to address community needs collaboratively and effectively.

Through this partnership, the City strives to ensure that Aboriginal and Torres Strait Islander communities have the resources and support necessary for positive mental health and wellbeing. The City's collaboration with DYHS exemplifies how building mutually beneficial relationships can lead to lasting change and empower the next generation of young Aboriginal and Torres Strait Islander leaders.

*Top right: Representatives from Derbarl Yerrigan, City of Wanneroo, and the Department of Communities at the Clarkson Hub, collaborating on programs to support Aboriginal and Torres Strait Islander youth. ▲▲*



CASE STUDY #2

Cadet Ranger Program – Advancing Aboriginal and Torres Strait Islander Employment Opportunities

To address gaps in workforce diversity and career accessibility for Aboriginal and Torres Strait Islander peoples, the City commenced its Cadet Ranger Program (CRP) in 2021.

The purpose of the CRP is to provide targeted training equipping candidates with the specific skill set needed to progress into Ranger positions, with the potential for direct employment in the City. Focussing on personal attributes and core competencies, the CRP is a 24-month program that is strategically divided into two stages.

The first stage focuses on theoretical knowledge and foundational qualifications, which includes the completion of the Certificate III in Local Government and on the job training and mentorship with Community Safety staff. The second stage involves translating knowledge into practical implementation in the workplace by getting cadets to work, as a qualified Ranger, alongside experienced Rangers, Parking, Coastal, and Animal Care Officers.

The program has resulted in the successful traineeship and employment of two Aboriginal and Torres Strait Islander individuals, David Garlett and Kristy Ferguson. David completed his program in 2023, and Kristy is expected to graduate in November 2025. Both David and Kristy are passionate about their jobs and love serving the community. About the program, David says, "I would just like to thank the City of Wanneroo for giving me this great opportunity, I would never take it for granted as it has changed my life for the better and the whole team has made me feel at home."

The CRP reflects the City’s commitment to workforce diversity by creating meaningful career opportunities for Aboriginal and Torres Strait Islander peoples. The program highlights the effectiveness of innovative recruitment strategies that prioritise personal attributes, potential, and targeted support over traditional employment prerequisites. The program will now be an ongoing City initiative.



Left: Ranger David ▲  
Right: Ranger Kristy ▲

# 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 continuously improve guiding principles for engagement.                         | May 2026<br>May 2027 | Manager Community Development |
| 1.2 Review, update and implement the City's Aboriginal and Torres Strait Islander engagement plan to guide working with Aboriginal and Torres Strait Islander stakeholders. | May 2026<br>May 2027 | Manager Community Development |

## 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 staff. | 27 May – 3 June<br>2026, 2027 | Manager Community Development |
| 2.2 RAP Working Group members to participate in an external NRW event.                            | 27 May – 3 June<br>2026, 2027 | Manager Community Development |

|     |  |                            |  |
|-----|--|----------------------------|--|
| 2.3 | Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. | 27 May – 3 June 2026, 2027 | Lead: CEO as RAP Champion<br>Support: Manager Community Development        |
| 2.4 | Organise two internal NRW events, including at least one organisation-wide NRW event, each year.                             | 27 May – 3 June 2026, 2027 | Lead: Manager Community Development<br>Support: Manager People and Culture |
| 2.5 | Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a> .                                      | May 2026, 2027             | Manager Community Development  |

### Action 3

Promote reconciliation through our sphere of influence.

| Deliverable | Timeline  | Responsibility         |   |
|-------------|---|------------------------|---|
| 3.1         | Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.                        | June 2026              | Manager People and Culture                |
| 3.2         | Communicate our commitment to reconciliation publicly.  | June 2026<br>June 2027 | Manager Communications and Brand          |
| 3.3         | Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.                            | June 2026<br>June 2027 | Manager Community Development             |
| 3.4         | Implement strategies to positively influence local businesses to drive reconciliation outcomes.                                     | June 2026<br>June 2027 | Manager Advocacy and Economic Development |
| 3.5         | Collaborate with at least two RAP and other like-minded organisations to implement innovative approaches to advance reconciliation. | June 2027              | Manager Community Development             |

#### Action 4

Promote positive race relations through anti-discrimination strategies.

| Deliverable  | Timeline               | Responsibility             |
|--|------------------------|----------------------------|
| 4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.  | June 2026              | Manager People and Culture |
| 4.2 Continue to implement and communicate anti-discrimination strategies through the Equal Employment Opportunity and Diversity Plan guided by the City's Equal Employment Opportunity and Diversity Policy. | June 2026<br>June 2027 | Manager People and Culture |
| 4.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our policy that addresses anti-discrimination.                               | June 2026              | Manager People and Culture |
| 4.4 Educate senior leaders on the effects of racism.   | June 2026              | Manager People and Culture |

#### Action 5

Support community-led initiatives, programs, activities and events in the City.

| Deliverable   | Timeline                   | Responsibility                |
|---|----------------------------|-------------------------------|
| 5.1 Encourage and support community and organisation-driven initiatives for Aboriginal and Torres Strait Islander groups in City locations. | June 2026<br>June 2027     | Manager Community Development |
| 5.2 Continue to support and enhance Aboriginal and Torres Strait Islander Elders and seniors' social activities/events within the City.     | December 2026<br>June 2027 | Manager Community Development |

## Action 6

Explore supporting truth-telling projects focussed on cultural strength and healing in consultation with Aboriginal and/or Torres Strait Islander communities.

| Deliverable  | Timeline                 | Responsibility                |
|--|--------------------------|-------------------------------|
| 6.1 Investigate opportunities to collaborate with Aboriginal and/or Torres Strait Islander stakeholders to provide opportunities for truth-telling projects in the City.   | June 2026                | Manager Community Development |
| 6.2 Continue to utilise the City's Community History Centre and Museum Collection to support the preservation and sharing of histories and truth-telling stories from Aboriginal and Torres Strait Islander communities and individuals. | June 2027                | Manager Cultural Development  |
| 6.3 Encourage and support community and external organisation-led truth-telling initiatives through existing City resources such as Community Funding, community capacity building, public facility use, and promotion.                  | April 2026<br>April 2027 | Manager Community Development |

### SPOTLIGHT PROJECT

#### Implementing anti-discrimination strategies at the City

The City will continue to implement and communicate anti-discrimination strategies through the Equal Employment Opportunity and Diversity Plan guided by the City's Equal Employment Opportunity and Diversity Policy.





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 7

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

| Deliverable  | Timeline               | Responsibility                                    |
|--|------------------------|---|
| 7.1 Provide Aboriginal and Torres Strait Islander Cultural Awareness Training for Council members.   | June 2026<br>June 2027 | Manager Corporate Governance and Council Services |
| 7.2 Conduct a review of cultural learning needs within our organisation.   | June 2026              | Manager People and Culture                        |
| 7.3 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.                           | June 2026              | Manager People and Culture                        |
| 7.4 Develop, implement, and communicate a cultural learning strategy document for our staff.   | June 2026<br>June 2027 | Manager People and Culture                        |
| 7.5 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. | June 2026<br>June 2027 | Manager People and Culture                        |
| 7.6 65% of all staff undertake formal and structured cultural learning.  | June 2026<br>June 2027 | Manager People and Culture                        |
| 7.7 Investigate and implement a cultural awareness and safety training program for staff.  | June 2026<br>June 2027 | Manager People and Culture                        |

## Action 8

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

| Deliverable  | Timeline                  | Responsibility   |
|--|---------------------------|--|
| 8.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.   | October 2026              | Manager Community Development  |
| 8.2 Continue to promote, implement and review the City's Welcome to Country Protocols Policy and procedures.   | June 2026                 | Manager Community Development  |
| 8.3 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year, including: <ul style="list-style-type: none"> <li>• Wanneroo Festival</li> <li>• Symphony Under the Stars</li> <li>• Arts Festival Finale</li> <li>• Community Art Awards</li> <li>• Swearing in Ceremony for Council members</li> </ul> | June 2026<br>June 2027    | <b>Lead:</b> Manager Place Management<br><b>Support:</b> Manager Cultural Development<br>Manager Corporate Governance and Council Services |
| 8.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.  | October 2026<br>June 2027 | <b>Lead:</b> Manager Community Development<br><b>Support:</b> Manager Corporate Governance and Council Services                            |
| 8.5 Display Acknowledgement of Country signs in civic and community buildings.   | June 2027                 | Manager Community Facilities   |
| 8.6 In collaboration with WALGA and other local governments, investigate culturally appropriate emergency management practices and support WALGA's development of appropriate resources for use within the local governments' emergency management programs.   | June 2026                 | Manager Community Safety and Emergency Management  |

## Action 9

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

| Deliverable  | Timeline                       | Responsibility                |
|--|--------------------------------|-------------------------------|
| 9.1 RAP Working Group to participate in an external NAIDOC Week event.   | First week in July, 2026, 2027 | Chair of RAP Working Group    |
| 9.2 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.  | June 2026                      | Manager People and Culture    |
| 9.3 Promote and encourage participation in external NAIDOC events to all staff.  | July 2026<br>July 2027         | Manager Community Development |
| 9.4 Continue to support local organisations and groups to recognise culturally significant events and activities, including NAIDOC Week and the Outer North NAIDOC Committee's Mookaroo NAIDOC Festival. | July 2026<br>July 2027         | Manager Community Development |
| 9.5 Continue to host an annual NAIDOC Week event.  | July 2026<br>July 2027         | Manager Community Development |

## Action 10

Recognise Stolen Generations survivors and their descendants.

| Deliverable  | Timeline  | Responsibility                |
|--|-----------|-------------------------------|
| 10.1 Promote, collaborate with, and advocate for organisations offering culturally appropriate counselling, support groups, and family history resources within the City to aid healing and connection for Stolen Generations survivors and descendants. | June 2026 | Manager Community Development |
| 10.2 Support community-led Sorry Day activity(s) within the City of Wanneroo, or surrounding regions, to acknowledge Stolen Generation survivors experience and resilience.  | June 2027 | Manager Community Development |

## Action 11

Include Aboriginal and Torres Strait Islander cultural activities in City events and programs.

| Deliverable  | Timeline                       | Responsibility  |
|--|--------------------------------|---|
| <p>11.1 Continue to deliver, facilitate, enhance, and promote Aboriginal and Torres Strait Islander cultural knowledge building activities. This includes dedicated programs and their inclusion in mainstream programs and events.</p> <p>Some of the programs include Noongar Museum in a Box (Heritage Education Program); Noongar Boodja Wanneroo (Wanneroo Regional Museum Program); City's Place-based event series (City-led events); Aboriginal and Torres Strait Islander led or facilitated programs, activities and events through the City's libraries, museums, community or youth centres.</p> | <p>June 2026<br/>June 2027</p> | <p><b>Lead:</b> Manager Cultural Development</p> <p><b>Support:</b> Manager Place Management, Manager Community Development</p> |
| <p>11.2 Host an Aboriginal or Torres Strait Islander focused exhibition or display in the gallery or museum at Wanneroo Library and Cultural Centre annually.</p>  | <p>June 2026<br/>June 2027</p> | <p>Manager Cultural Development</p>   |
| <p>11.3 Encourage Aboriginal and Torres Strait Islander artists to apply for the Homestead Day Studio artist in residency program and participate in the annual Community Art Awards and Exhibition through targeted promotion.</p>  | <p>June 2026<br/>June 2027</p> | <p>Manager Cultural Development</p>   |



## Action 12

With cultural authority, promote the use of Noongar language at a community level and in public spaces.

| Deliverable   | Timeline                 | Responsibility   |
|---|--------------------------|--|
| 12.1 Continue to implement the City's Noongar naming approach as part of the City's commitment to honouring and celebrating Noongar culture through the naming of City assets and spaces. | April 2026<br>April 2027 | Manager Community Development  |
| 12.2 Complete the Noongar naming of internal spaces within Dordaak Kepup library and youth innovation hub.  | December 2025            | <b>Lead:</b> Manager Community Development<br><b>Support:</b> Manager Cultural Development |

### SPOTLIGHT PROJECT Cultural Awareness and Safety Training

The City will investigate and implement a cultural awareness and safety training program for staff; and provide Aboriginal and Torres Strait Islander Cultural Awareness Training for Council members.





*Dordaak Kepup Smoking Ceremony by Vivienne and Mort Hansen (pictured) to acknowledge the site's cultural connection and construction commencement*

# Opportunities



The City of Wanneroo seeks to provide meaningful employment, business and leadership opportunities for Aboriginal and Torres Strait Islander peoples. The employment and business opportunities we create will bring a diversity of knowledge, creativity, talents and skills to the City workforce and the local community.

## Action 13

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.

| Deliverable   | Timeline               | Responsibility             |
|---|------------------------|----------------------------|
| 13.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.        | June 2026              | Manager People and Culture |
| 13.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.                      | June 2026              | Manager People and Culture |
| 13.3 Develop, implement and review the City's Aboriginal and Torres Strait Islander Employment Plan.  | June 2026              | Manager People and Culture |
| 13.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.   | June 2026<br>June 2027 | Manager People and Culture |
| 13.5 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.                | June 2026              | Manager People and Culture |
| 13.6 Set targets for increasing Aboriginal and Torres Strait Islander employment through the City's second Aboriginal and Torres Strait Islander Employment Plan. | June 2026              | Manager People and Culture |

## Action 14

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

| Deliverable  | Timeline               | Responsibility                            |
|--|------------------------|---|
| 14.1 Continue to implement Aboriginal and Torres Strait Islander business procurement strategies through the City's Procurement Corporate Guidelines.                                    | June 2027              | Manager Contracts and Procurement         |
| 14.2 Investigate Supply Nation membership.   | June 2027              | Manager Contracts and Procurement         |
| 14.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.   | June 2026<br>June 2027 | Manager Contracts and Procurement         |
| 14.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.                                   | June 2027              | Manager Contracts and Procurement         |
| 14.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.  | June 2026<br>June 2027 | Manager Contracts and Procurement         |
| 14.6 Continue to support new and existing Aboriginal and/or Torres Strait Islander businesses through engagement, process improvement, local business services, training and networking. | June 2026<br>June 2027 | Manager Advocacy and Economic Development |



Left: Young people taking part in celebrating the Noongar Six Seasons program at the Clarkson Youth Hub. ▲  
Right: The young people's artwork is now proudly displayed at the Clarkson Youth Hub. ▲

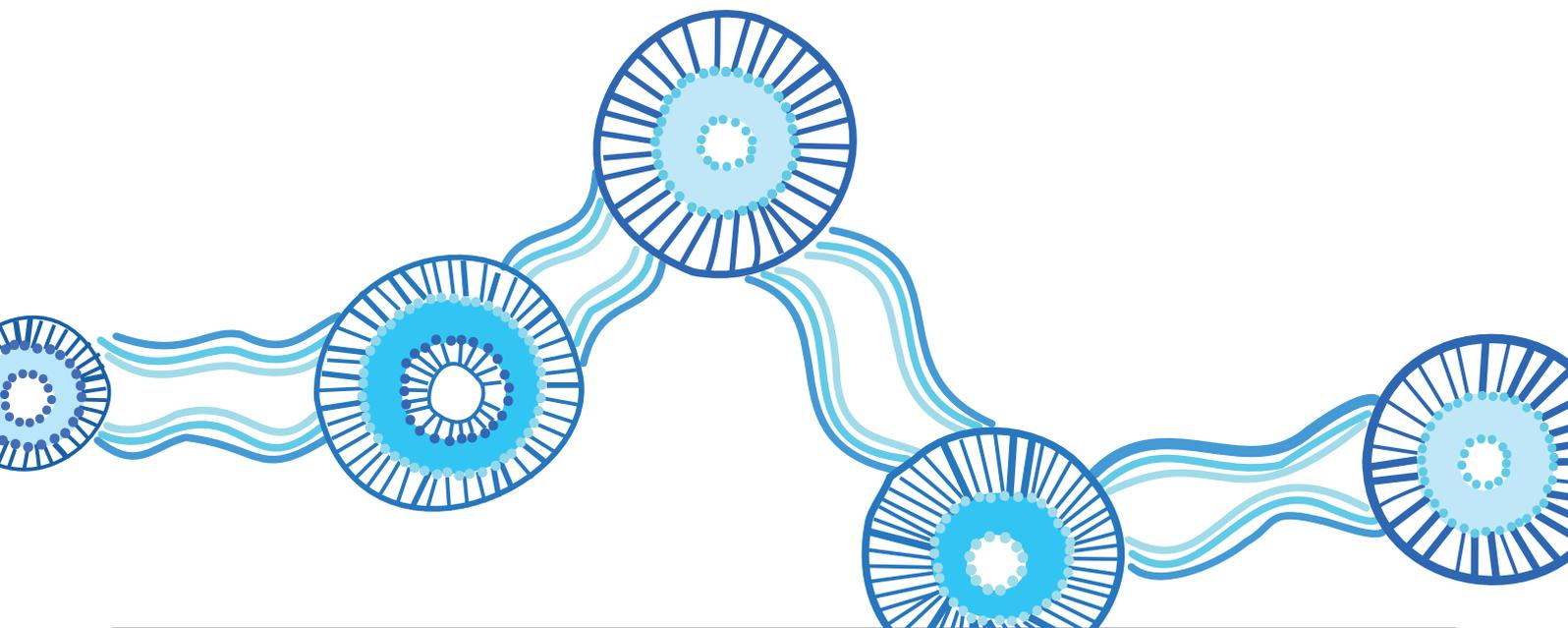


The City of Wanneroo is committed to ensure that accountability mechanisms are in place to uphold the City’s responsibility and commitment to meaningful reconciliation with Aboriginal and Torres Strait Islander peoples. Accountability is one of the City’s core values, defined as accepting responsibility and meeting commitments, on time and to standard.

## Action 15

Establish and maintain an effective RAP Working Group to drive governance of the RAP.

| Deliverable  | Timeline  | Responsibility                |
|--|---|-------------------------------|
| 15.1 Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group. | October 2025  | Manager Community Development |
| 15.2 Review and update the Terms of Reference for our RAP Working Group.                     | October 2025  | Manager Community Development |
| 15.3 Meet at least four times per year to drive and monitor RAP implementation.              | August 2025, 2026<br>November 2025, 2026<br>February 2026, 2027<br>May 2026, 2027 | Manager Community Development |



## Action 16

Provide appropriate support for effective implementation of RAP commitments.

| Deliverable  | Timeline               | Responsibility   |
|--|------------------------|--|
| 16.1 Continue to embed resource needs for RAP implementation through the annual planning process.          | July 2026<br>July 2027 | <b>Lead:</b> Manager Community Development<br><b>Support:</b> Manager Cultural Development, Manager People and Culture, Manager Corporate Governance and Council Services, Manager Community Safety and Emergency Management, Manager Parks and Conservation Management, Manager Advocacy and Economic Development, Manager Place Management |
| 16.2 Engage our senior leaders and other staff in the delivery of RAP commitments.                         | June 2026<br>June 2027 | Manager Community Development  |
| 16.3 Continue to embed appropriate systems and capability to track, measure and report on RAP commitments. | June 2026<br>June 2027 | Manager Community Development  |
| 16.4 Maintain an internal RAP Champion from senior management.   | June 2026<br>June 2027 | <b>Lead:</b> CEO<br><b>Support:</b> Director Community and Place   |

## Action 17

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

| Deliverable  | Timeline                         | Responsibility  |
|--|----------------------------------|---|
| 17.1 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 2026, 2027                  | Manager Community Development                                   |
| 17.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.   | 1 August 2025, 2026              | Manager Community Development                                   |
| 17.3 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.  | 30 September 2025, 2026          | Manager Community Development                                   |
| 17.4 Report RAP progress to all staff and senior leaders quarterly.  | September 2025<br>September 2026 | Manager Community Development                                   |
| 17.5 Publicly report our RAP achievements, challenges and learnings, annually through the City's annual report.  | June 2026<br>June 2027           | Manager<br>Corporate Planning<br>Performance and<br>Improvement |
| 17.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.   | February 2026                    | Manager People<br>and Culture                                   |
| 17.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.  | June 2027                        | Manager Community<br>Development                                |

## Action 18

Continue our reconciliation journey by developing our next RAP.

| Deliverable  | Timeline      | Responsibility                |
|--|---------------|-------------------------------|
| 18.1 Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP. | December 2026 | Manager Community Development |

## Contact details

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## 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 2025-2027 document.

Local Noongar artist, Courtney Hill, has created the front and back cover – *Our Reconciliation Journey Artwork – waters*. Courtney's *Our Reconciliation Journey Artworks* and *Nyitting Wanneroo* are also incorporated throughout the document as seen on pages 42-44.

Cultural custodian, Esandra Colbung produced the artwork – *The Storyteller* – as seen on page 46.

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



## Artist spotlight: Courtney Hill

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

I lived in Albany as a very young child and was fostered to my Aunties at the age of 2 until I was 6 years old. My mother returned and my siblings and I lived in a mining town near the desert for the duration of my childhood and this is where my love of art blossomed.

I feel this connection to country is part of who I am and I tell my story through contemporary arts practices so everyone can identify and have a connection with my artworks. I use vibrant colour, acrylic and ochre for my landscapes and portraiture, almost always add sand from country to my artworks to give a sense of belonging. I use natural and synthetic fibres, feathers and bark to create my woven baskets.

I've been creating artworks for most of my life and since 2011 I've participated in numerous group exhibitions, art prize awards and had my work sold to private collectors and corporate bodies nationwide. My artworks are all one of a kind original pieces. My landscape paintings combine contemporary with symbols that are known as exclusively Aboriginal style globally.

I have created woven baskets and wall hangings for over 2 decades and my weaving and textile work honours my descendants as I follow traditional weaving methodology with the use of contemporary fibres. I was invited to participate in an exhibition in Taranaki New Zealand with First Nations women artisans from the Navajo and Cherokee Nations, and the Māori Nation. We created baskets and wall relief artworks to celebrate First Nations women artisans throughout the globe.



By sharing our arts practices and organizing workshops throughout the exhibition, we were able to share our unique stories and culture.

In the City of Wanneroo, the Wangara Kali (the big boomerang) was recently refurbished, and I painted the 9-meter landmark as part of a collaboration with the City of Wanneroo and Banksia Grove Primary school.

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.

## 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 four 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.



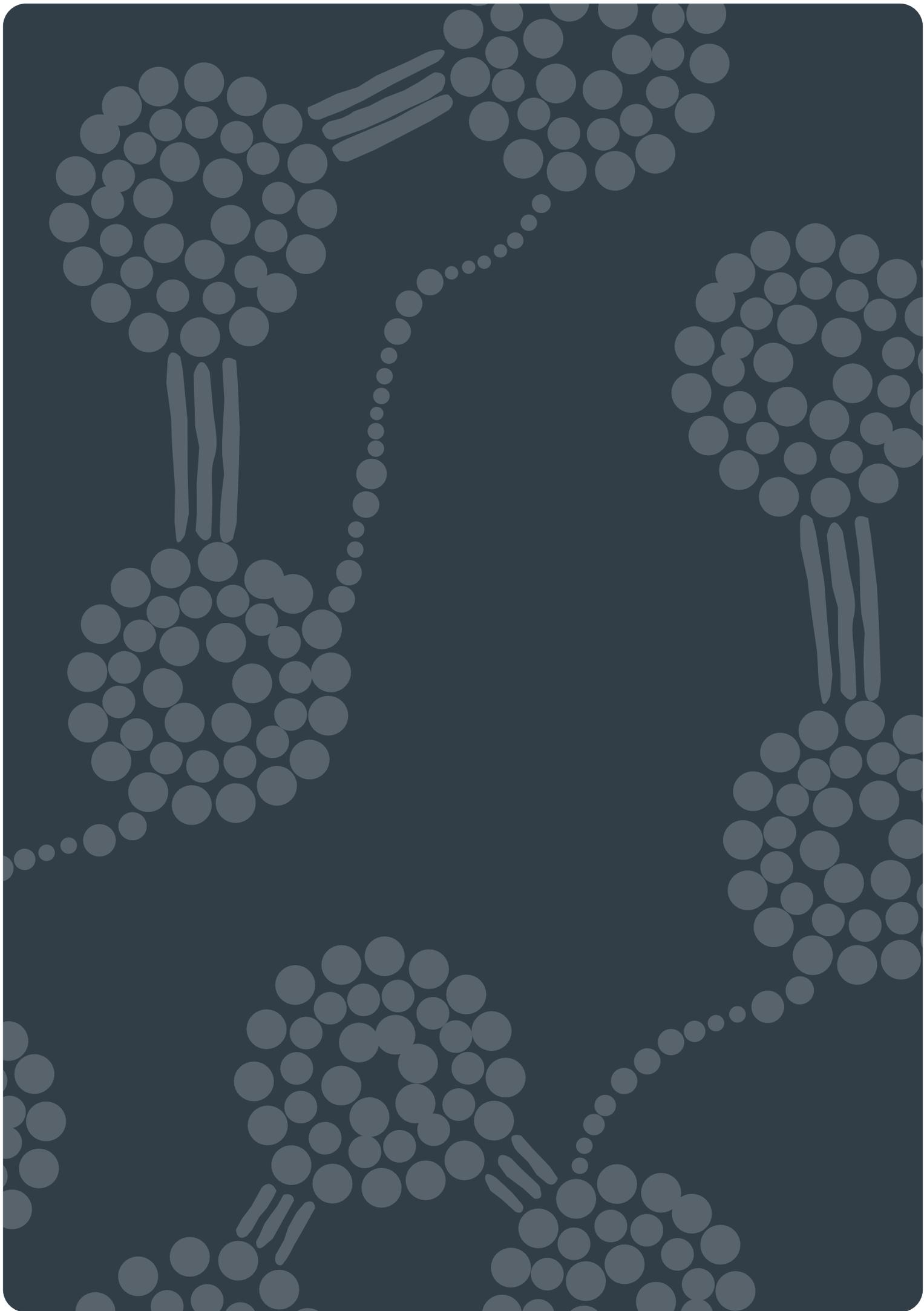
Represented by U shapes left on ground where people sit cross legged on Mooro Country – the community yarn with the Wanneroo Council to share knowledge, create relationships and progress reconciliation.

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 nolamaara (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.

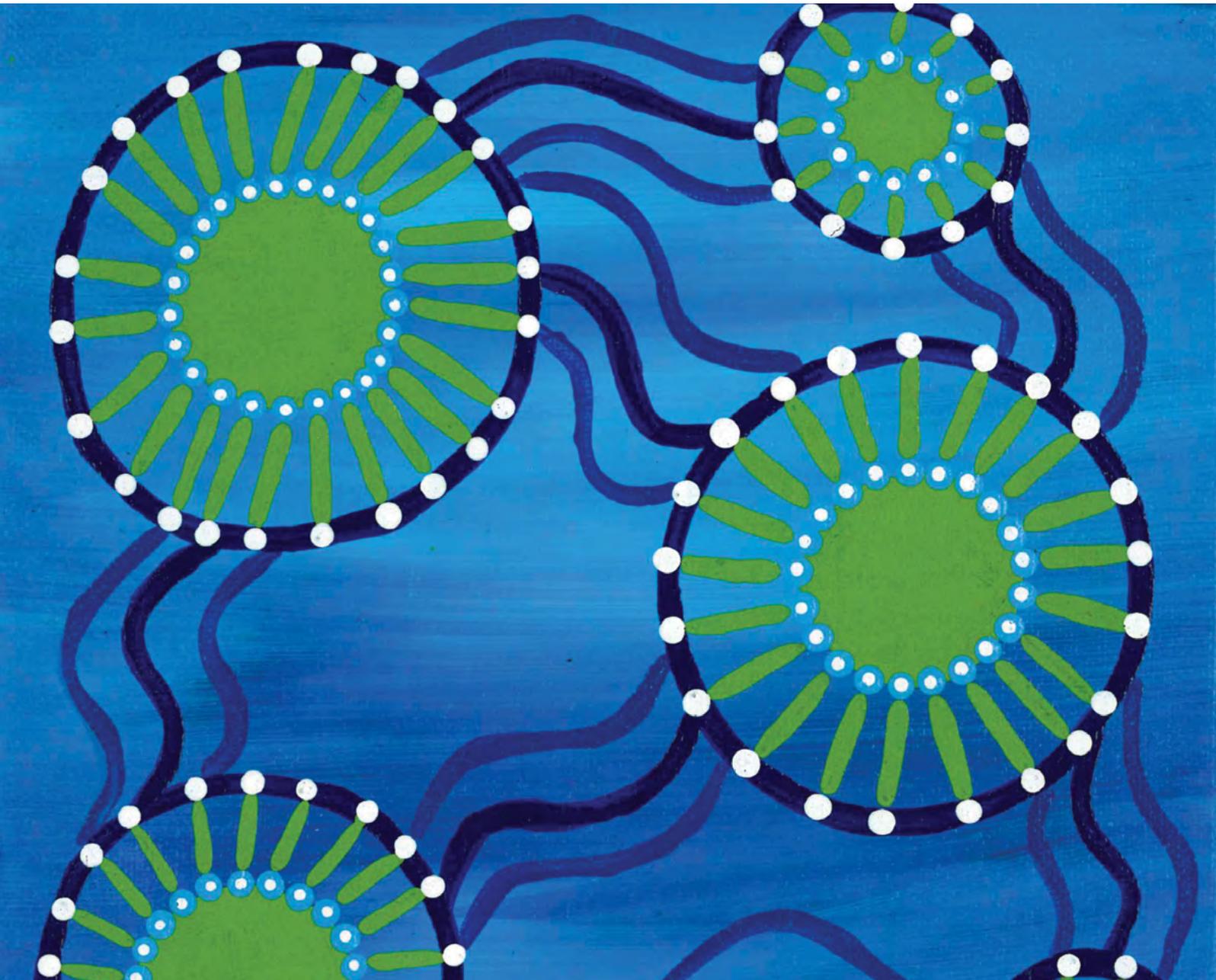
Nearby the Djiti djiti (Willy Wagtail) listens in on the yarning. We must be careful what we say in front of the Djiti djiti as this little one takes messages back and forth and can make gossip from what it hears and can be quite The Storyteller.





RECONCILIATION  
ACTION PLAN

INNOVATE



**City of Wanneroo**

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