

11.7 DRAFT INNOVATE RECONCILIATION ACTION PLAN

Attachments: 1. Draft Innovate Reconciliation Action Plan 2022-2024

RECOMMENDATION:**That Council**

1. **AUTHORISES** the Chief Executive Officer to advertise the draft Innovate Reconciliation Action Plan for public comment for a period of 21 days.
2. **NOTES** that the draft Innovate Reconciliation Action Plan is subject to endorsement by Reconciliation Australia.
3. **NOTES** that the draft Innovate Reconciliation Action Plan will be subject to further formatting and styling, as determined by the Chief Executive Officer, prior to publication.
4. **NOTES** that a further Report will be submitted to Council at the conclusion of the public comment period in regard to any written submission received.

PURPOSE OF REPORT:

To receive the draft Innovate Reconciliation Action Plan 2022-2024 at **Attachment 1** and authorises advertising for public comment, prior to Council's consideration and adoption.

BACKGROUND:

The draft Innovate Reconciliation Action Plan 2022-2024 is the third Reconciliation Action Plan (RAP) developed by the City of Vincent.

There are four types of RAP, determined by Reconciliation Australia, to reflect the stages of reconciliation progress, being Reflect, Innovate, Stretch and Elevate. The City of Vincent began its reconciliation journey in 2017 with a Reflect RAP and progressed to an Innovate RAP in 2019.

Through action plans focused on building relationships, respect and opportunities with Aboriginal and Torres Strait Islander peoples the City has successfully connected with Aboriginal people and businesses to incorporate Noongar culture and tradition into our workplace and communities.

Throughout our previous two RAPs, the City has strengthened its relationship with the local Noongar Elders, community and celebrated Noongar culture and tradition through numerous events, activities and workshops. Inwardly Administration has created a more empathetic and culturally sensitive workplace and has increased our procurement from Aboriginal businesses.

The development of this RAP has included consultation with Reconciliation Australia, and been designed in partnership with the RAP Working Group (RAPWG), internal staff, stakeholder groups and Aboriginal Elders.

DETAILS:

A RAP includes actions under three main themes – Relationships, Respect and Opportunities.

To ensure RAPs are consistent Australia wide, organisations are provided with a template and a selection of actions that match the stage of RAP they are on and encouraged to expand on these actions to reflect their local community.

There are 80 actions in the draft Innovate RAP.

There has been a lengthy consultation process for this draft RAP, primarily with the City's RAPWG, Internal RAP Working Group, Reconciliation Australia and an Elders Group called the Bridyas.

The City's current RAPWG includes Cr Loden, Cr Hallett and Cr Worner, four Aboriginal community representatives and officers from the Community & Business Services Directorate.

An Elders Group called the Bridyas (bosses) has been established to help guide the development of the draft RAP and to continue to provide high level guidance on matters concerning Aboriginal people, the group includes several Elders who also sit on the City of Perth Elders Group.

Reconciliation Australia is an independent not-for-profit organisation. They are the lead body on reconciliation in Australia and support hundreds of organisations to participate in the RAP program, and importantly, must formally review and endorse the RAP prior to implementation.

DISCUSSION POINTS:

Some key actions of the Draft RAP that expand on our previous two plans include:

- working in partnership with other organisations to address homelessness
- work collaboratively with neighbouring local governments, acknowledging our boundaries have little meaning to Aboriginal people
- provide opportunities for Elders and Aboriginal people to participate in truth telling about Aboriginal and Torres Strait Islander peoples experiences
- host regular events or workshops throughout the year or in line with the Noongar Six Seasons to promote cultural awareness
- change the names of the City of Vincent meeting rooms to align with Noongar language and incorporate Noongar artwork
- revive traditional names of parks and reserves
- explore Aboriginal names for unnamed places or laneways.
- develop a framework for a heritage trail of our significant sites
- commission a significant Noongar artwork in a prominent City location
- develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy
- meet an employment target of 3% of staff who identify as Aboriginal or Torres Strait Islander
- develop and implement a strategy to achieve 3% procurement from Aboriginal and Torres Strait Islander owner businesses.

CONSULTATION/ADVERTISING:

There has been a collaborative approach to the design of the Draft RAP. The main contributors to this RAP have been firstly the City's RAPWG and then an Elders Group called the Bridyas.

Development of the second Innovate RAP commenced in March 2021 with a RAP Working Group Workshop facilitated by Kamarang Consulting. This enabled the Working Group to review reconciliation activities and outcomes through the last Innovate RAP, and identify what additional actions will ensure Noongar culture and tradition is further embedded within the Vincent community. The recommendations from the workshop were included in a draft RAP.

The RAPWG also advocated to ensure that Elders are voices are included and Elders have more involvement in our RAP than previously versions, as they are the appropriate people who can speak on behalf of the local Aboriginal community.

There were three meetings held with the Bridyas Elders group, facilitated by Kamarang Consulting between February - April 2022 to codesign the Draft RAP.

Reconciliation Australia have also provided advice and guidance in the creation of this RAP and will be sent this draft for conditional approval.

It is proposed that the draft Innovate RAP be released for public comment for a period of 21 days, including discussions with community members at our planned NAIDOC Week activities that will run in early July.

Comments on the draft RAP will be presented to Council when submitted for final endorsement and Administration will also seek final endorsement from the Bridyas Elders and Reconciliation Australia.

LEGAL/POLICY:

There is no legal requirement to have a Reconciliation Action Plan.

RISK MANAGEMENT IMPLICATIONS

Low: It is low risk for Council to establish a Reconciliation Action Plan.

STRATEGIC IMPLICATIONS:

This is in keeping with the City's *Strategic Community Plan 2018-2028*:

Connected Community

We recognise, engage and partner with the Whadjuk Noongar people and culture.

SUSTAINABILITY IMPLICATIONS:

This is in keeping with the following key sustainability outcomes of the *City's Sustainable Environment Strategy 2019-2024*.

This does not contribute to any environmental sustainability outcomes. This action/activity is environmentally neutral.

PUBLIC HEALTH IMPLICATIONS:

This is in keeping with the following priority health outcomes of the *City's Public Health Plan 2020-2025*:

This does not contribute to any public health outcomes in the *City's Public Health Plan 2020-2025*.

FINANCIAL/BUDGET IMPLICATIONS:

The various actions and deliverables within the draft Innovate RAP have been included within the draft 2022/23 operating budget, and will also need to be considered within subsequent financial year budgets

COMMENTS:

The City of Vincent's second Innovate RAP continues our commitment to reconciliation, understanding and respect for Aboriginal and Torres Strait Islander peoples with a specific focus on building relationships with Noongar Elders, business and the local community as well as further commitment to Aboriginal procurement and employment.

The commitments within this RAP will allow the City to gain an even deeper understanding of our sphere of influence and achieve our unique vision for reconciliation. Successful implementation of the actions and deliverables within the Innovate RAP will directly inform future progression to a 'Stretch' RAP.



CITY OF VINCENT

INNOVATE

RECONCILIATION ACTION PLAN

2022 – 2024



BERRUNG, Charmain Cole

Acknowledgement Of Country
The City of Vincent acknowledges the Traditional Owners of the land, the Whadjuk people of the Noongar nation and pay our respects to Elders past and present.

We recognise the unique and incomparable contribution the Whadjuk people have made and continue to make to our culture and in our community. We will continue to seek the input of the Traditional Owners.

The land on which we live, meet and thrive as a community always was and always will be Noongar land.



Uncle Noel Nannup
NAIDOC Week 2020

Noongar people are the Traditional Owners of the South West of Western Australia. While Noongar is identified as a single language there are variations in both pronunciation and spelling – Noongar, Nyungar, Nyoongar, Nyoongah, Nyungah, Yungar and Noonga. The City of Vincent uses 'Noongar' which is reflected throughout this document except when specifically referring to an external organisation that utilises alternative spelling.

Warning: Aboriginal and Torres Strait Islander readers are advised that this document may contain references to, or images of, people who are now deceased.

Message from the City of Vincent Bridyas

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Mayor's Message



*Emma Cole
Mayor*

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CEO's MESSAGE



David MacLennan
CEO

Innovate | City of Vincent Reconciliation Action Plan



MESSAGE FROM RECONCILIATION AUSTRALIA CEO KAREN MUNDINE

Reconciliation Australia commends City of Vincent on the formal endorsement of its second 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 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. City of Vincent 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 City of Vincent will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to City of Vincent 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 Vincent 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 Vincent will ensure shared and cooperative success in the long-term.

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

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

Karen Mundine
Chief Executive Officer
Reconciliation Australia

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Our vision for reconciliation

To stand side by side as one community.

Our Journey

The City of Vincent is located on the lands of the Whadjuk people of the Noongar nation, and many of the places and waterways in Vincent hold great significance to local Aboriginal people.

A community group called the Vincent Reconciliation Group formed in 2000, who advocated for reconciliation in the Vincent area.

The City of Vincent embarked on a journey of reconciliation formally in 2017 with the Reflect Reconciliation Action Plan, showing committed to taking part in organisational and community activities and initiatives to ensure greater reconciliation between Aboriginal and non-Aboriginal people.

We acknowledge the great contribution that Aboriginal and Torres Strait Islander peoples make to our history, culture and country, and we celebrate the strength and resilience within our local Aboriginal communities.

As an organisation, we are committed towards reaching greater reconciliation, building strong and meaningful relationships with the local Aboriginal community, attracting and retaining Aboriginal staff and supporting local Aboriginal businesses.

This RAP aims to continue to build on the meaningful relationships we have developed during the implementation of our Reflect RAP and our first Innovate RAP and continue to grow our community's awareness and appreciation of Aboriginal culture, as well as our sense of pride in our rich Noongar history and tradition.

Our business

The City of Vincent is an inner-city local government located on the land of the Whadjuk Noongar people, with access to the Derbal Yerrigan (Swan River) in East Perth. Covering over 11.3 square kilometres and encompassing North Perth, Leederville, Highgate, Mount Hawthorn and parts of East Perth, West Perth, Perth, Mount Lawley. The City has nine significant Noongar sites located within our local area, including:

- Weld Square
- Hyde Park
- East Perth Power Station
- The Derbal Yerrigan (Swan River) at Banks Reserve
- Stones Lake
- Robertson Park
- Carr Street
- Former Lake Monger Velodrome

Our City's population is made up of a diverse mix of cultures, nationalities, household and family structures, all of which contribute to our vibrant community. We aspire to celebrate as a community what makes us unique and connect with those around us to enhance our quality of life, which includes acknowledging Noongar culture and history in our events, activities, open spaces and in our day to day conversations and interactions.

The City has five different work locations and employs 435 staff, three of which identify as Aboriginal or Torres Strait Islander

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The following Aboriginal people sit on our Bridyas Elders Group

Ben Taylor
Margaret Colbung
Albert and Irene McNamara
Muriel Bowie
Rose Walley
Cheryl Martin
Cyril Yarran
Rodney Cox

The following Aboriginal people are part of the City's RAP Working Group

Gordon Cole
Mikayla King
Maxine Brahim
Roslyn Harley

External Reconciliation Action Plan Working Group

Gordon Cole - Community member
Mikayla King – Community member
Maxine Brahim – Community member
Roslyn Harley – Community member
Cr Dan Loden - City of Vincent Councillor
Cr Jonathan Hallett – City of Vincent Councillor
Cr Suzanne Worner – City of Vincent Councillor
Virginia Miltrup - Director Community & Business
Gemma Carter – Manager Marketing and Partnerships
Karen Balm – Coordinator Community Development
Gaya Surendorff – Community Development Advisor

Thank you to the members of our working group, your effort and dedication are invaluable to our organisation and community as we strive for greater equality and reconciliation.

Internal Reconciliation Champions

Mayor and Councillors

Virginia Miltrup - Director Community & Business

Gemma Carter – Manager Marketing and Partnerships

Nathan Stokes – Executive Manager Human Resources

Peter Ferguson – Executive Manager Information and Communication Technology

Dale Morrissy – Manager Beatty Park Leisure Centre

Karen Balm – Coordinator Community Development

Gaya Surendorff – Community Development Advisor

Anthony Telles – Senior Development Officer – Beatty Park Leisure Centre

Caroline Dewey – Senior Public Health Officer

Bindi Thomas – Customer Service Officer – Ranger Services

David Parker –Coordinator Waste Operations & Contracts

Marnie Hetherington – Land Management Officer – Corporate Strategy and Governance

Lauren Formentin – Place Planner – Pickle District (Arts)

Our Reconciliation Journey

Since the launch of the Reflect RAP in May 2017, the City has strengthened its relationship with the local Noongar Elders, community and celebrated Noongar culture and tradition through numerous events, activities and workshops.

We strive to create a more empathetic and culturally sensitive workplace with cultural awareness training for all staff, Acknowledgement of Country being included on all staff signatures, the Welcome to Country and Acknowledgement of Country Policy being revised and endorsed by Council, and numerous events and activities for staff to participate in cultural learning. Staff have participated in workshops that include Noongar language, Aboriginal procurement, Acknowledgment of Country and on country talks from Aboriginal representatives.

The City of Vincent's second 'Innovate' RAP continues our commitment to reconciliation, understanding and respect for Aboriginal and Torres Strait Islander peoples with a specific focus on building relationships with Noongar Elders, business and the local community.

Central to implementing our RAPs is the teaching and commitment from our RAP Working Group and recently with our Bridyas (bosses) to provide City staff with an understanding of 'doing it the right way'.

We have learnt the importance of building solid foundations for relationships, respect and opportunities and the need for ongoing engagement with Aboriginal communities. Staff and council members truly believe in our reconciliation vision and that we can achieve great things when we are walking and talking together.

Our Reconciliation Journey - Innovate RAP**July 2019 – June 2020**

Makuru

(June – July)

- Kaya Wandjoo Festival at North Perth Town Hall, North Perth Lesser Hall and Multicultural Gardens during NAIDOC Week in partnership with Noongar Radio
- Rangers fleet adorned with Jade Dolman's artwork 'Boodjar Nakolak Yanginy'
- Purchase of ties and scarves with Jade Dolman's artwork 'Boodjar Nakolak Yanginy'
- The City flies Noongar Six Seasons street banners in Mount Hawthorn
- Noongar Storytime and face painting sessions with Karla Hart
- Voice, Treaty, Truth Workshop with Marissa Verma
- Involvement in the Koori Kids school competition initiative

Djilba

(August – September)

- Aboriginal Youth Tech Forum in partnership with the Noongar Chamber of Commerce with Karla Hart and Lucas Brinty. Strait Islander Children's Day with a display of Noongar Library books.
- Showcase in Pixels Competition featuring artwork created by Aranmore students and displayed at Yagan Square
- Djilba' Six Seasons workshop with Marissa Verma from Bindi Bindi Dreaming
- Purchase of artwork from Darryl Bellotti depicting Noongar Six Seasons
- Staff 'Djilba' Six Season workshop with Jason Barrow
- Sense of Place study completed by Len Collard

Kambarang

(October – November)

- Placement of nine (9) Aboriginal registered sites within the City onto intramaps
- Staff 'Kambarang' Noongar Six Season workshop with Jason Barrow
- Purchase of artwork from Maddison Alone for "Maali"
- Noongar Bush Medicine Workshop with Vivienne Hansen Boomerang throwing session at Leederville Oval with Jason Barrow
- Staff Cultural Awareness Training

Birak

(December – January)

- Kambarang Basketball Carnival at Loftus Recreation Centre
- Virtual Whadjuk workshop at Royal Park Hall

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- Staff ' Birak ' Six Season workshop with Jason Barrow
- Kamarang Football Carnival at Leederville Oval
- BBQ's with Nyoongar Outreach and City staff

Bunuru

(February – March)

- Closing the Gap social media post (due to COVID)
- Appointment of Reconciliation Action Plan Working Group members
- Close the Gap event with Jade Dolman sharing her artwork of Boodjar Nakolak Yanginy (Sharing the Knowledge of the Land)
- Staff Cultural Awareness Training with Danny Ford and Tim Muirhead

Djeran

(April – May)

- Online video of Welcome to Country from Uncle Noel Nannup with Acknowledgement of Country from Mayor Emma Cole.
- Online social media video of nine significant Aboriginal sites
- lighting of the Beaufort Street sign and North Perth Common to represent the Aboriginal colours
- Music performance online with Aboriginal Artist, Dan Riches at Smiths Lake
- Cooking lessons online with Marissa Verma from Bindi Bindi Dreaming
- Participation in Reconciliation Week Street banner project

Our Reconciliation Journey - Innovate RAP**July 2020 – June 2021**

Makuru

(June – July)

- NAIDOC Week transitioned mostly online due to COVID requirements
- Renewal of Reconciliation Western Australia membership
- Welcome to Country and online Cultural Awareness workshop
- Involvement in the Koori Kids school competition initiative

Djilba

(August – September)

- First Internal Reconciliation Action Plan Working Group meeting
- Support provided to Moorditj Footprints Oral History Project for East Perth

Kambarang

(October – November)

- Bran Nue Dae Screening at Backlot Cinemas with Executive Director Naomi Pigram and Welcome to Country by Uncle Noel Nannup.
- The Australian Dream Screening at Backlot Cinemas and catering by Gather Foods with a panel discussion including Des Headland and dance performance by Andrew Beck and his group.
- AFL Showcase with East Perth Football Club, Aranmore Catholic College & Polly Farmer Foundation
- lighting of the Beaufort Street sign and North Perth Common to represent the Aboriginal colours

Birak

(December – January)

- Full Council endorsement of the Uluru Statement from the Heart
- Development of Aboriginal Artist brief for Beatty Park

Bunuru

(February – March)

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- Social media post - Anniversary of the National Apology Day
- Community Heritage Grant submission to develop interpretive trail
- Staff Cultural Awareness training

Djeran

(April – May)

- Boodjamooling experience at Hyde Park with Barry McGuire
- City recognised National Sorry Day on 26 May
- Lighting of the Beaufort Street sign and North Perth Common to represent the Aboriginal colours
- Participation in Reconciliation Week Street banner project

Our Reconciliation Journey - Innovate RAP**July 2021 – June 2022**

Makuru

(June – July)

- Aboriginal Cultural Awareness training with Jon Ford
- NAIDOC Week in person events delayed due to COVID restrictions
- Heal Country talk by Barry McGuire at Linton & Kay Gallery
- Noongar language classes with Sharon Gregory

Djilba

(August – September)

- Completed the RAP Impact Measurement Questionnaire
- Engaged Aboriginal consultant for local Noongar community engagement
- Delayed NAIDOC Week events run during school holidays – Backlot Theatre screenings of Firestarter: The story of Bangarra and Bran Nue Day.
- Bush Tucker workshop with Dale Tilbrook

Kambarang

(October – November)

- Aboriginal Procurement Workshop hosted by the Noongar Chamber of Commerce
- Moorditj Footprints community meeting was held at Aboriginal Advancement Council
- Welcome to Country and Smoking Ceremony conducted at official opening of new Council
- Kamarang cooking workshop with Marissa Verma from Bindi Bindi Dreaming

Birak

(December – January)

- Charmaine Cole artwork purchased
- First Reconciliation Action Plan Working Group meeting held with new committee
- Purchase of additional staff uniforms with Kevin Bynders artwork

Bunuru

(February – March)

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- First meeting of the Bridyas
- Staff Noongar Language online class with Sharon Gregory
- Staff Close the Gap online training with Acknowledge this!
- Engagement of Aboriginal Employment Consultant
- Aboriginal and Torres Strait Islander peoples resume writing workshop (online)
- Noongar Place Naming Workshop with Moodjar Consultancy

Djeran

(April – May)

- Reconciliation Breakfast at Vincent Community Centre
- Mooditj Murals Masters Workshop with Jade Dolman and Propel Arts
- Six Seasons workshop with Marissa Verma
- Live music with Kobi Morrison
- Aboriginal Spirituality Workshop with Marissa Verma
- Noongar Art Workshop with Dale Tilbrook
- Reconciliation Week Street banner project
- Sponsored Noongar Radio Event at Hyde Park – First Nations Welcome Many Nations

Linkages to the City of Vincent Corporate Business Plan and Strategic Community Plan

Our commitment to Reconciliation is aligned to both the City's Corporate Business Plan 2020/21 – 2023/24 and the Strategic Community Plan 2018 – 2028. These strategic documents will support the development of improved services and outcomes for our community.

Corporate Business Plan

Strategic Community Plan

The City has been guided by the Reconciliation Australia guidelines for developing a Reconciliation Action Plan. All strategies and actions within the plan have been formulated under each of the following directions from Reconciliation Australia:

1. **Relationships;** Respectful relationships between Aboriginal and Torres Strait Islander peoples and the City are the foundation of effective working relationships and leadership of reconciliation outcomes.
2. **Respect;** Promoting respect for Aboriginal culture and communities to increase the City of Vincent's capacity to embrace diversity and create stronger relationships.
3. **Opportunities;** Providing opportunities for Aboriginal people to actively participate in the social, economic and political activities within the City of Vincent.

Our Partnerships

Since the establishment of our first RAP in 2017 the City of Vincent has grown our partnerships with local Aboriginal businesses and organisations.

Evidence of these partnerships can be seen around the City with artwork by Jade Dolman displayed on our Ranger vehicles, public artworks such as the Moorditj Mural on Beaufort Street and uniforms for our customer service staff with artwork by Kevin Bynder.

The shirts worn by our customer service team can also be found on members of Noongar Radio, as our organisations share the same uniform design and proudly wear each other's logos. Noongar Radio is based in Vincent and we have been pleased to support them with festival funding to put on events that celebrate reconciliation in our community.

Our relationship with Nyoongar Outreach is a vital one that the City has invested in over many years to support Aboriginal and Torres Strait Islander peoples facing adversity, hardship and homelessness. City Rangers and Nyoongar Outreach staff have developed a close relationship over many years working together and working on that relationship has been a key aspect of every RAP the City has undertaken.

The City of Vincent has also established a partnership with Moorditj Footprints, a community led project to record the stories of people who lived in East Perth.

We are also strengthening our relationship with the Noongar Chamber of Commerce to increase our Aboriginal procurement, with a focus on supporting local businesses. Some businesses the City engages with includes a range of workshop presenters and artists, as well as consultants on Aboriginal heritage, cultural awareness and employment.

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Civic Protocols

The Aboriginal flag proudly flies outside the City of Vincent Administration Building and also at Axford Park in Mount Hawthorn.

In 2018 Council approved changes to the 2010 Policy related to Welcome to Country and Acknowledgment of Country. The Policy known as 'Recognition of Noongar Boodjar, Culture and History through Welcome to Country and Acknowledgement of Country' incorporates Noongar language, ensures that there is a Welcome to Country at major City events, including events where the City of Vincent has provided significant sponsorship or grant funding.

In meeting with the Bridya Elders our Mayor and CEO are present in meetings to reflect the respect we have towards Elders in our community.

Uluru Statement from the Heart

The City of Vincent wholeheartedly supports the Uluru Statement from the Heart adopted in 2017. This was officially endorsed by Council in 2020. We believe recognition of this statement is a national priority. The City has independently undertaken the following actions in support of this statement.

1. acknowledging Aboriginal and Torres Strait Islander Peoples as the Traditional Owners of this country and pay respect to their ongoing spiritual and cultural connections;
2. recognising the need for constitutional change that goes beyond the symbolic, and gives breath to the benefits that a treaty offers all Australians as we move towards a reconciled Australia;
3. endorsing the Mayor submitting a letter to the Prime Minister and key Federal Parliamentarians expressing Council's support for the Uluru Statement from the Heart; and
4. requesting that there is a focus on community engagement and awareness surrounding the Uluru Statement from the Heart as part of the annual NAIDOC and Reconciliation Week Events

Relationship



Relationships			
<i>The City recognises the importance of developing and maintaining strong mutually beneficial relationships with our Traditional Owners. We want to create an inclusive community in which our Traditional Owners feel valued and connect</i>			
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement	March 2023	Manager Marketing & Partnerships
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations	December 2023	Manager Marketing & Partnerships
	Grow our Aboriginal and Torres Strait Islander representation on City advisory groups, committees and working groups and eliminate barriers to participation.	November 2024	Chief Executive Officer
	Maintain relationship with Noongar Outreach Services and host two events per year to grow relationship.	October 2022 October 2023 October 2024	Manager Ranger Services
	Provide support to local organisations working with Aboriginal and Torres Strait Islander Peoples who are experiencing homelessness.	June 2023 June 2024	Manger Ranger Services
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May 2023 May 2024	Manager Marketing & Partnerships
	Organise National Reconciliation Week events each year in collaboration with our stakeholders.	May 2023 May 2024	Manager Marketing & Partnerships
	Register all NRW events via Reconciliation Australia's NRW website.	May 2023 May 2024	Manager Marketing & Partnerships
	Encourage our RAP Working Group, staff and leaders to participate in an external event to recognise and celebrate NRW.	May 2023 May 2024	Manager Marketing & Partnerships
3. Promote reconciliation through our sphere of influence to the local community, staff and Council.	Implement strategies to engage our staff in reconciliation.	October 2023	Executive Manager Human Resources
	Organise annual school holiday events to teach local children in the City of Vincent Noongar Language and culture	September 2022 July 2023 July 2024	Manager Marketing & Partnerships

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	Communicate our commitment to reconciliation publicly.	May 2023 May 2024	Manager Marketing & Partnerships
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	January 2024	Manager Marketing & Partnerships
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	August 2024	Manager Marketing & Partnerships
	Work collaboratively with neighbouring local governments on projects, acknowledging our boundaries have little meaning to Aboriginal people.	July 2023 July 2024	Chief Executive Officer
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2023	Executive Manager Human Resources
	Develop, implement and communicate an anti-discrimination policy for our organisation.	February 2024	Executive Manager Human Resources
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	January 2024	Executive Manager Human Resources
	Educate senior leaders on the effects of racism.	April 2024	Executive Manager Human Resources
5. Raise internal and external awareness of our RAP to promote reconciliation throughout our community.	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders	August 2022	Manager Marketing & Partnerships
	Promote reconciliation through ongoing active engagement with all stakeholders	December 2024	Manager Marketing & Partnerships
	Ensure City of Vincent is represented on local government Reconciliation Network	March 2023 March 2024	Manager Marketing & Partnerships

Respect



Respect			
<i>The City understands the importance of continuing to build on the key relationships that have been developed over time along with the need to grow our knowledge of Aboriginal cultures, achievements, and history. The City is committed to working alongside our Traditional Owners to ensure that traditions, protocols, and cultures are respected and preserved.</i>			
Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	November 2023	Executive Manager Human Resources
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	April 2023	Executive Manager Human Resources
	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion)	December 2024	Executive Manager Human Resources
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	November 2022 November 2023 November 2024	Executive Manager Human Resources
	Provide opportunities for Elders and Aboriginal people to participate in story and truth telling about Aboriginal and Torres Strait Islander peoples experiences.	May 2023 May 2024	Manager Marketing and Partnerships
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April 2023 April 2024	Executive Manager Human Resources
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Monthly	All Managers and Directors CEO and Mayor
	Acknowledgement of Country signs installed in City of Vincent meeting rooms	October 2024	Manager Marketing and Partnerships Manager Asset and Engineering Manager Parks and Urban Green
	Ensure 'Recognition of Noongar Boodjar, Culture and History through Welcome to Country and Acknowledgment of Country' Policy 4.1.30 is effectively implemented.	June 2023 June 2024	Chief Executive Officer Mayor
	Change the names of the City of Vincent meeting rooms to align with Noongar language and incorporate Noongar artwork	June 2024	Manager Marketing and Partnerships
	Encourage staff and elected members to use Noongar language via email and verbal communication	July 2024	Chief Executive Officer

Innovate | City of Vincent Reconciliation Action Plan

	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	October 2023 October 2024	Chief Executive Officer
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2023 July 2024	Manager Marketing and Partnerships
	Encourage participation in NAIDOC Week events for all staff and provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	July 2023 July 2024	Executive Manager Human Resources
	Host NAIDOC Week event/s in the City of Vincent and promote to staff and encourage participation	July 2023 July 2024	Manager Marketing and Partnerships
9. Celebrate our Noongar culture by recognising key dates by providing access to events and workshops	Host regular events or workshops throughout the year or in line with the Noongar Six Seasons to promote cultural awareness	July 2024	Chief Executive Officer
	Promote and acknowledge our observance or celebration of: • National Sorry Day; • Reconciliation Week • NAIDOC Week • National Aboriginal and Torres Strait Islander Children’s Day • Noongar Six Seasons • Close the Gap Day	December 2024	Manager Marketing and Partnerships
10. Bring Noongar language and names into public places in Vincent	Investigate Aboriginal name opportunities for Leederville Oval	July 2024	Chief Executive Officer
	Commence reviving traditional names of parks and reserves located at significant sites in Vincent, in consultation with local Elders, stakeholders and our community	December 2023	Chief Executive Officer
	Explore Aboriginal names for unnamed places or laneways in consultation with our Elders and community	June 2023	Executive Manager Corporate Strategy and Governance
	Provide opportunity for truth telling at the nine registered Aboriginal sites within Vincent	December 2024	Manager Marketing & Partnerships
11. Celebrate Noongar language, history, culture and art	Work with historians and Aboriginal consultants to develop a framework for a heritage trail of our significant sites	July 2024	Executive Director Community & Business Services
	Increase the number of Aboriginal oral histories available in the City’s Local History collection.	December 2024	Executive Director Community & Business Services
	Promote Noongar language classes in our local area or create videos with local Elders to grow our understanding of Noongar language and culture.	December 2024	Manager Marketing and Partnerships
	Encourage Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories of Vincent.	May 2023 May 2024	Manager Marketing and Partnerships
	Commission a significant Noongar artwork in a prominent City location.	December 2024	Manager Asset and Engineering Manager Parks & Urban Green Manager Policy and Place

Opportunities



Opportunities			
<i>The City of Vincent aims to develop strong foundations with Aboriginal and Torres Strait Islander peoples to support increased employment and procurement opportunities. We are committed to reviewing our plans, policies, and procedures to ensure that our Traditional Owners are appropriately recognised and celebrated.</i>			
Action	Deliverable	Timeline	Responsibility
12. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	December 2023	Executive Manager Human Resources
	Engage with external and internal Aboriginal and Torres Strait Islander peoples and/or consultants to advise on recruitment, employment and retention strategies	June 2023	Executive Manager Human Resources
	Advertise all vacancies in Aboriginal and Torres Strait Islander media	Monthly	Executive Manager Human Resources
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2024	Executive Manager Human Resources
	Include in all job advertisements, 'Aboriginal and Torres Strait Islander peoples are encouraged to apply.'	February 2023	Executive Manager Human Resources
	Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	July 2023	Executive Manager Human Resources
	Meet an employment target of 3% of staff who identify as Aboriginal or Torres Strait Islander (approximately 7.5FTE, excluding casual employees).	December 2024	Executive Manager Human Resources
	Provide two traineeships for Aboriginal or Torres Strait Islander students	February 2023 February 2024	Executive Manager Human Resources
	Ensure an Aboriginal person is on the interview panel when interviewing Aboriginal candidates	August 2022	Executive Manager Human Resources
13. Increase Aboriginal and Torres Strait Islander supplier	Develop and implement a strategy to achieve 3% procurement from Aboriginal and Torres Strait Islander owner businesses	December 2024	Manager Financial Services
	Continue to liaise with Supply Nation to determine suitability of membership.	December 2024	Manager Marketing and Partnerships

diversity within our organisation to support improved economic and social outcomes.	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2024	Manager Financial Services
	Include in our procurement documentation, questions relating to employment of Aboriginal or Torres Strait Islander staff to encourage diversity in our wider supply chain.	December 2023	Manager Financial Services
14. Continue to support Aboriginal and Torres Strait Islander organisations, residents and artists	Develop at least six commercial relationships with Aboriginal businesses	December 2024	Chief Executive Officer
	Update grants and sponsorship agreements with external groups to include relevant clauses to strengthen reconciliation outcomes.	July 2023 & 2024	Manager Asset and Engineering Manager Parks & Urban Green Manager Policy and Place Manager Marketing and Partnerships
	Promote grants, donations and waiver of fee opportunities to encourage Aboriginal organisations to use our public places, reserves and facilities.	February 2023 & 2024 May 2023 & 2024 September 2023 & 2024	Chief Executive Officer
	Encourage Aboriginal and Torres Strait Islander groups to apply for event and community funding opportunities.	February 2023 & 2024 May 2023 & 2024 September 2023 & 2024	Chief Executive Officer

Governance



Governance			
Action	Deliverable	Timeline	Responsibility
15. Establish and maintain an effective RAP Working group (RAPWG) to drive governance of the RAP.	Review and update Terms of Reference for RAPWG every two years.	October 2024	Manager Marketing & Partnerships
	Appoint an Aboriginal Co-Chair of the RAPWG	October 2024	Chief Executive Officer
	Maintain Aboriginal and Torres Strait Islander representation on the RAPWG.	October 2023 October 2024	Manager Marketing & Partnerships
	Meet with RAPWG a minimum of five times per year to advise and influence City projects of importance to local Aboriginal and Torres Strait Islander community	July, September, November, February, April annually	Manager Marketing & Partnerships Chair of RAPWG
16. Establish and maintain an effective Elders group to advise the City.	Develop Terms of Reference for The Bridyas Elders and review every two years.	August 2022 July 2024	Chief Executive Officer
	Engage with The Bridyas Elders a minimum of five times per year with the Mayor and CEO in attendance to advise and influence City matters of importance to local Aboriginal and Torres Strait Islander community	December 2022, 2023 and 2024	Chief Executive Officer Mayor
17. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2022	Chief Executive officer
	Engage our senior leaders and other staff in the delivery of RAP commitments.	August 2022	Chief Executive officer
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	August 2022	Manager Information Systems
	Appoint and maintain an internal RAP Champion from senior management.	August 2022	Chief Executive Officer
18. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023 30 September 2024	Manager Marketing & Partnerships
	Report RAP progress to all Bridyas Elders, RAPWG, staff and senior leaders quarterly.	January 2023 & 2024 April 2023 & 2024 July 2023 & 2024 October 2022, 2023 & 2024	Chief Executive Officer
	Publicly report our RAP achievements, challenges and learnings, annually.	December annually	Chief Executive Officer

	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2023	Manager Marketing & Partnerships
19. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2023	Manager Marketing & Partnerships

Contact details

Community Development
Phone: 08 9273 6000
Email: communitypartnerships@vincent.wa.gov.au

Acknowledgement of Artists

Jade Dolman
Charmaine Cole
Rohin Kickett

Stay in touch

Manager Marketing & Partnerships
Phone: 08 9273 6000
Email: communitypartnerships@vincent.wa.gov.au

This document can be made available in braille, large print, audio and electronic formats for people with specific requirements. It can also be made available in other languages upon request.