TRIM Ref: D19/33924  
Authors: Karen Balm, Senior Community Partner  
Gayatrii Surendorff, Community Partner  
Authoriser: Michael Quirk, Executive Director Community Engagement  

RECOMMENDATION:

That Council

1. NOTES the responses received during the draft Innovate Reconciliation Action Plan public comment period;

2. ADOPTS the City of Vincent Innovate Reconciliation Action Plan 2019 – 2021 (Attachment 1) and NOTES that the Plan will be subject to further formatting and styling as determined by the Chief Executive Officer, prior to publication; and

3. AUTHORISES the Chief Executive Officer to forward the City of Vincent ‘Innovate’ Reconciliation Action Plan 2019 – 2021 to Reconciliation Australia for final endorsement.

PURPOSE OF REPORT:

To seek Council adoption of the City of Vincent Innovate Reconciliation Action Plan (RAP) 2019 – 2021.

BACKGROUND:

For an extended period of time the City of Vincent has acknowledged the Traditional Owners of the land, the Whadjuk Noongar people, and taken a number positive steps to recognise Noongar culture and traditions. This included flying the Aboriginal flag at the City of Vincent Administration Building and Council Chambers through a 1996 Council resolution, working collaboratively with the community led Vincent Reconciliation Group in the early 2000’s, and the installation of Acknowledgement of Country plaques at key civic buildings in 2014. Council's commitment to reconciliation was reaffirmed and elevated through adoption of the Reflect RAP in April 2017. The Reflect RAP formally committed Council, the City's Administration and the Vincent community to working towards greater reconciliation through building relationships, respect and opportunities with Aboriginal and Torres Strait Islander people.

The Reflect RAP provided practical plans of action directly aligned with Reconciliation Australia’s RAP framework. Since 2001, Reconciliation Australia has acted as the national expert body on reconciliation in Australia with a vision based on five inter-related dimensions – race relations, equality and equity, unity, institutional integrity and historical acceptance. Their RAP program provides an overarching framework for organisations to support the national reconciliation movement. There are four types of RAP’s as determined by Reconciliation Australia – Reflect, Innovate, Stretch and Elevate.

Having worked through the Reflect RAP deliverables the City is now prepared to move to the Innovate RAP. With a strong focus on employment and procurement the Innovate RAP will see the City move towards targeting the adversity Aboriginal and Torres Strait Islander peoples face in these areas, and the RAP will also maintain a strong focus on celebrating Noongar culture through artwork and cultural workshops created and delivered by Noongar people. Relationship building with Noongar Elders, organisations, businesses and community members also remains an important focus area within the Innovate RAP.

DETAILS:

At the Ordinary Council Meeting on 2 April 2019 it was resolved that Council:
1. RECEIVES the draft Innovate Reconciliation Action Plan that has been conditionally endorsed by Reconciliation Australia;

2. AUTHORISES the Chief Executive Officer to advertise the draft Innovate Reconciliation Action Plan for public comment for a period of 14 days inviting written submissions in accordance with Council Policy No. 4.1.5 – Community Consultation;

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; and

4. NOTES that a further Report will be submitted to Council at the conclusion of the public comment period in regard to any written submissions received."

Public advertising of the draft Innovate RAP has now been undertaken in accordance with Policy No. 4.1.5 – Community Consultation with three (3) submissions received, as follows:

<table>
<thead>
<tr>
<th>Comments Received</th>
<th>Administration Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 The plan should not exist as no City of Vincent policy should be based on race, colour, gender or ethnicity.</td>
<td>Reconciliation Action Plans are nationally recognised tools to advance reconciliation in Australia by converting good intentions into positive actions. The City’s draft Innovate RAP focusses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, developing and implementing innovative strategies, and empowering Noongar people.</td>
</tr>
</tbody>
</table>
| 2 The Plan should include the establishment of a simple and respectful protocol for Aboriginal people from beyond Whadjuk Noongar country to be welcomed. | This outcome can be achieved through the following deliverables within the City’s draft Innovate RAP:  
• Establish an external Aboriginal and Torres Strait Islander Advisory Group to provide cultural advice and guidance  
• Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement  
Administration will liaise with this submitter directly given the specific nature of this comment. |
| 3 As a sign of respect and indication of their importance and contributions to the RAP the Working Group Members should be listed prior to Council Members and City Administration (page 13). | It is agreed that this simple change may be regarded as both respectful and symbolic. The draft Innovate RAP remains subject to further formatting and this change will be made prior to finalising the document, subject to Council consideration.  
Noted. This specific change to Action 5 is not considered necessary as the City’s draft Innovate RAP includes the following deliverables:  
• Investigate opportunities to continue working with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to further develop cultural awareness training for staff  
• Identify cultural learning requirements specific to the training needs of our staff and adjust cultural awareness training as required. This will enable cultural awareness training to evolve and consider cultural safety elements. |
Where sites of significance are undocumented or unmapped this lack of awareness may lead to damage of these sites. Action 8 within the draft RAP does not stipulate a management plan or the interpretation or protection of significant Noongar sites which could pose a risk in the future.

The draft Innovate RAP aligns well with Reconciliation Australia’s framework. Action 11 which encourages the use of Noongar language by is notably innovative.

It may be useful to include a brief section at the end of the RAP to provide assistance with understanding of the document, and provide further education around language used by Aboriginal and Torres Strait Islander people.

Based on the submissions received it is considered that only one formatting change is required to the draft Innovate RAP although the intent of several submissions will be progressed and achieved through existing actions/deliverables within the RAP.

The final version of the Innovate RAP remains subject further formatting and styling changes as determined by the Chief Executive Officer prior to publication. Graphic design for the Innovate RAP document has been based upon artwork acquired from local Noongar artists including Jade Dolman, Charmaine Cole, Darryl Bellotti and Rohin Kickett.

CONSULTATION/ADVERTISING:

Preparation of the Innovate RAP was based upon inputs and feedback sought through a range of engagement techniques including (but not limited to):

- City of Vincent RAP Working Group Workshop facilitated by Noongar man, Danny Ford and Tim Muirhead;
- Consultation undertaken by Danny Ford on behalf of the City at the 2018 NAIDOC Festival in Hyde Park;
- Two (2) community consultation sessions held in the Vincent Library and Local History Centre; and
- Stakeholder Workshop with Noongar Elders, community members and organisations to gain their comments and feedback regarding the City’s commitment to reconciliation.

Following conditional endorsement from Reconciliation Australia and authorisation by Council the draft Innovate RAP was advertised for a period of 14 days from 3 April to 17 April 2019, as follows:

- Advertising on the City’s online community engagement portal (Engagement HQ) with 11 visits during the period;
- News story on the City’s website on 3 April 2019 announcing that Aranmore Catholic College students had commenced at the City and advising that the draft Innovate RAP was open for comment;
- Posts on the City’s Facebook page commencing 4 April 2019 advising that the draft Innovate RAP was open for comment;
• Link to the City’s online community engagement portal sent to the community stakeholder database including Noongar Elders, Aboriginal community and non-government organisations, Aboriginal business owners, and the Aboriginal Local Government Network.

LEGAL/POLICY:

Nil.

RISK MANAGEMENT IMPLICATIONS:

Low: While there is no legislative requirement to adopt a RAP it is considered vitally important to enable Council, Administration and the Vincent community to realise their vision for reconciliation.

STRATEGIC IMPLICATIONS:

This is in keeping with the City’s Strategic Community Plan 2018 – 2028:

Connected Community

An arts culture flourishes and is celebrated in the City of Vincent.
We have enhanced opportunities for our community to build relationships and connections with each other and the City.
Our many cultures are celebrated.
We recognise, engage and partner with the Whadjuk Noongar people and culture.
We are an inclusive, accessible and equitable City for all.

SUSTAINABILITY IMPLICATIONS:

Nil.

FINANCIAL/BUDGET IMPLICATIONS:

Given the operational nature of the Innovate RAP actions and deliverables the financial requirements have been included within Council’s draft 2019/20 budget for consideration.

COMMENTS:

The Innovate RAP is the next step on the City’s reconciliation journey and ensures continued efforts towards reconciliation within our organisation and community. Upon Council endorsement, Administration will seek final endorsement from Reconciliation Australia and Administration will then proceed with implementation of the 19 key actions and 85 deliverables across the 2019 to 2021 period. It is expected that the Innovate RAP will be formally launched during NAIDOC Week in July 2019.
Acknowledgement of Country

The City of Vincent acknowledges the Traditional Owners of the land, the Woiwaji people of the Noongar nation and pay our respects to Elders past, present and emerging.

We recognise the unique and incomparable contribution the Woiwaji 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.

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, Nyoongah, Nyongah, Nyungah, Yungar and Noongga. 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.

Innovate | City of Vincent Reconciliation Action Plan
Mayor’s Message

The City of Vincent sits within the lands of the Whadjuk people of the Noongar nation, and many of the places and waterways surrounding us hold great significance to Noongar people.

I would like to acknowledge and give thanks to our local Noongar Elders and people. Thank you for your contribution to our community. Your passion, resilience, and knowledge have kept your culture strong and we want to support this to continue to thrive in the City of Vincent.

Each year we build on our path to reconciliation, working together with local Aboriginal people, organisations and businesses. We are always striving to grow our knowledge of Noongar culture within our organisation and to share this with our community.

Our Innovative Reconciliation Plan sets the path forward for us to achieve a deeper commitment to reconciliation.

As we mature in our understanding of reconciliation, we move into a phase of achieving meaningful outcomes for local Aboriginal people, communities and organisations. Greater participation is critical to this – in employment, procurement and grant funding opportunities. We will introduce targets for Aboriginal employment outcomes within our workforce, and have started with two workships for Aboriginal students from our local high school.

We will also foster a more sophisticated understanding of Noongar culture, using Noongar language in communications and building knowledge of the Noongar six seasons for both staff and our community. This will help us to better understand our local climate and the way in which we plant and manage our parks and gardens.

Consultations with Aboriginal Elders, people and our community was really important in helping to shape our Innovative Reconciliation Action Plan. I’d like to extend my gratitude to everyone who helped us achieve this.

We held an invaluable reconciliation workshop with Elders who came together to talk frankly about the challenges and opportunities for Aboriginal people in our community. They helped us explore ways that the City of Vincent can work in partnership with Aboriginal people and effect positive change. Thank you for your significant contribution.

I’d also like to make special mention of our diverse and incredibly talented IAP Working Group, and to thank Danny Ford and Tim Murdoch who ran a highly inclusive community consultation for this Plan and immerse Cultural Awareness training sessions for our staff and Council members. Thank you to the many Aboriginal and non-Aboriginal community members who participated in our consultation and demonstrated their strong commitment to reconciliation.

I look forward to many positive years ahead as we walk the path of reconciliation together.

[Signature]
Emma Cole
Mayor
CEOs MESSAGE

It is with great pleasure that we present "Innovate", our second Reconciliation Action Plan to help achieve our vision for reconciliation in the City of Vincent.

We have had a wonderful journey over the past two years under our "Reflect" Reconciliation Action Plan. We have built on our existing relationships and connections to our Local Noongar community and set in motion new projects to foster and embed reconciliation into our organisation.

City staff have attended Cultural Awareness Training and this has given them a much greater understanding of Aboriginal history and the impact that dispossession has had on our local Noongar population.

We are fortunate to live in a land with the oldest continuing culture in the world and we celebrate Aboriginal cultures as a City and as an organisation at every opportunity.

This Reconciliation Action Plan builds on the success of our last plan and pushes us to innovate further, to think creatively about how we can celebrate our local Noongar culture, be authentic in our interactions with our local Whadjuk people and work with our community towards lasting reconciliation.

Each year we build on the success of the last and I look forward to seeing the actions in this plan unfold for the benefit of our organisation and our wider community.

Thank you to everyone who helped us develop this Reconciliation Action Plan. It was a tremendous group effort and involved so many people in our community. I'd like to express my sincere appreciation to the members of our Reconciliation Action Plan Working Group for supporting our reconciliation efforts.

David MacLean
CEO
MESSAGE FROM RECONCILIATION AUSTRALIA CEO KAREN MUNDINE

On behalf of Reconciliation Australia, I am delighted to see the City of Vincent continue its reconciliation journey and to formally endorse its first Innovate RAF.

Through the development of an Innovate RAF, the City of Vincent continues to play an important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAF program since its inception in 2006. RAF organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single-issue or agenda. Based on international research and benchmarking, Reconciliation Australia, defines and measures reconciliation through five critical dimensions: race relations, equality and equity, institutional integrity, unity, and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play in progressing these dimensions.

The RAF program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAF provides the City of Vincent with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAF, the City of Vincent will strengthen its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We encourage the City of Vincent to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend the City of Vincent on its second RAF and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer | Reconciliation Australia
Our Vision for Reconciliation

The City of Vincent’s reconciliation vision is one where Aboriginal and non-Aboriginal people walk alongside each other in respectful and meaningful partnership, celebrating Noongar culture and tradition. We strive for a caring and empathetic community where people support one another in achieving greater equality and opportunities for all members of our society. We envision our City to be a vibrant, inclusive place that features Noongar culture and history in our open spaces, facilities and at our events. Our hope is that all members of our community will join us on our journey towards reconciliation.

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 Darlall Yerrigan (Swan River) in East Perth. Covering 11.3 square kilometres and encompassing North Perth, Lawleyville, Highgate, Mount Hawthorn and parts of Cottesloe, East Perth, West Perth, Perth, Mount Lawley, Osborne Park and Gledswood, the City is privileged to have nine significant Noongar sites located within our local area, including:

- 26 Oct St
- Hyde Park
- East Perth Power Station
- The Darlall Yerrigan (Swan River)
- St James
- Robertson Park
- Carr Street
- Former Lake Monger Veldrome

Our City’s population of approximately 37,000 people is made up of a diverse mix of cultures, nationalities, backgrounds 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.

This RAIC site to continue to build on the meaningful relationships we have developed during the implementation of our Reflect RAIC and continue to grow our community’s awareness and appreciation of Noongar culture, as well as our sense of pride in our diversity and rich Noongar history and tradition.

The City has four RAIC different work locations and employs 433 staff, three (3) of which identify as Aboriginal or Torres Strait Islanders.
WHY IS RECONCILIATION IMPORTANT TO THIS CITY?

The City of Vincent is committed to reconciliation between Aboriginal and non-Aboriginal people. We believe that having a document to guide our journey towards greater reconciliation is essential to ensuring our work with the Aboriginal community is meaningful and that we raise awareness, empathy and understanding within non-Aboriginal communities surrounding Aboriginal culture, protocols and traditions. We also aim to increase awareness around past government policies that have contributed to health, educational, social, and employment inequities amongst Aboriginal communities. A RAP is a means to publicly state that we are committed to reconciliation and an invitation for our community to join us in celebrating and acknowledging Aboriginal culture, history and tradition.

WHO CHAMPIONS YOUR RAP INTERNALLY?

Mayor and Councillors
Michael Grimes – Director Community Engagement
Roland Sim – Manager Marketing and Communications
Nathan Stikes – Executive Manager Human Resources
Sandi Webley – Manager Community Partnerships
Karen Bahr – Senior Community Partner
Gaynene Sendoff – Community Partner

WHO FROM THE ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY IS PART OF YOUR RAP WORKING GROUP?

Phil Waley-Goek
Jane Oehmen
Ct Ronald Harley
Gordon Cole
OUR RECONCILIATION JOURNEY

Since the launch of the City of Vincent’s Reflect MAP in May 2017, the City has strengthened its relationship with the local Nyoongar community and celebrated Nyoongar culture and tradition through numerous events, activities and workshops. Internally, we have strived to create a more enthusiastic and culturally sensitive workplace which has resulted in the City including an Acknowledgement of Country on all staff signatures, an update of our Welcome to Country Policy to include Nyoongar language, as well as mandating a Welcome to Country at major City fund-raisers. All City staff attended Aboriginal cultural awareness training sessions in 2018/19 and the City’s Good Way Day 2019 morning tea to raise awareness about the inequities and adversity Aboriginal and Torres Strait Islander peoples face.

The City will continue to provide staff and Council with opportunities to immerse themselves in Nyoongar culture during the implementation of the Innovative MAP and ensure Aboriginal and Torres Strait Islander staff have the opportunity to celebrate and share their history, tradition and culture.

The City commenced consultation for the Innovative MAP in May 2018 with its internal working groups during a workshop facilitated by Danny Field and Trin Mutrie. The session highlighted the work undertaken during the implementation of the Reflect MAP in 2017 and priorities for the City’s reconciliation journey over the coming years. The numerous reconciliation events and activities held over 2017/18 were centered upon including the launch of the Reflect MAP at Welti Square, the annual Close the Gap events with guest speaker Jade Dolfin, the Seven Sisters temporary art installation by Shane Eager, Narwee Termite cooking and cultural workshops, the Baldy Mount performances during Reconciliation Week, a social BBQ held for City Rangers and Nyoongar Outreach staff, as well as the art and Nyoongar Story Time sessions held in the Vincent Library.

Our community consultation was launched at the 2018 inaugural Vincent NAGOCCI Festival at Hyde Park, where Danny Field raised awareness amongst the Nyoongar community regarding the City’s commitment to reconciliation and gained feedback from community members. Following two more community consultation sessions with Danny Field held at the Vincent Library and online and hard copy surveys being made available to the public, about our reconciliation journey, the City hosted a reconciliation workshops for local Elders, Aboriginal organisations and residents. This workshop provided invaluable feedback and comments from the Nyoongar community which have been included in the City’s Innovative MAP and will guide our work towards creating meaningful relationships and ensuring Nyoongar culture is a part of our community’s everyday life.

RECONCILIATION ACTION PLAN WORKING GROUP

Thank you to the members of our working group, your effort and dedication are invaluable to our organisation and community...
OUR RECONCILIATION JOURNEY REFLECT RAP

- Sheryn Edgar creates the Seven Sisters temporary art installation in Kings Park Reserve (March 2018)
- Close the Gap Staff Event (March 2018)
- The City of Vincent purchases Jade Dohner’s ‘Brookjar Nakidak Yarngi’ artwork (March 2018)
- The City’s first 16 banners in North Perth and Mount Hawthorn as part of the Reconciliation Banner Project (May/June 2018)
- Marisa Verna from Bindi Bindi Dreaming facilitates a youth cooking class at Foyer Oxford (May 2018)
- Marisa Verna from Bindi Bindi Dreaming facilitates a cultural awareness session for community members at the Vincent Library (May 2018)
- Balga Mount open two movie events at Balga Studios in West Perth as part of Reconciliation Week 2018 celebrations (May 2018)

- The Vincent RAP Working Group meet with Danny Ford and Tim Murhead to launch the City’s ‘Innovate RAP’ consultation (June 2018)
- The City announces a limited number of library stalls featuring Jade Dohner’s ‘Brookjar Nakidak Yarngi’ artwork (July 2018)
- The City hosts its inaugural NAIDOC Festival at Hyde Park (July 2018)
- Danny Ford holds a RAP community consultation session at the NAIDOC Festival, followed by two more sessions in the Vincent Library (July and August 2018)
- Bec Garret facilitates a Noongar Story Time session for young community members in the Vincent Library (July 2018)
- Jade Dohner hosts two Aboriginal Art Classes to celebrate NAIDOC Week (July 2018)
- “Recognising Noongar-Brookjar-Culture and Traditions through Welcome to Country and Acknowledgment of Country” is endorsed by Council (September 2018)
- All Staff Cultural Awareness Training with Danny Ford and Tim Murhead commences (September 2018)

The City hosts an Innovate RAP consultation session with Noongar Elders, community members and business (September 2018)

An acknowledgment of Country is included on staff email signatures (November 2018)

City of Vincent hosts ‘The Binna Basketball Competition’ at Lothian Recreation Centre (December 2018)

Dancing in the Shadows: A History of Noongar Performance with Anne Hardich and Danyir Kickett (March 2019)

Two Noongar students from Ararwara Catholic College begin their internships at the City (March 2019)

Launch of Noongar Six Seasons Community Workshop ‘Stand’ with Bindi Bindi Dreaming (May 2019)

Aboriginal and Torres Strait Islander Youth Art Mentoring Workshops (June 2019)

Launch of Noongar Six Seasons Community Workshop ‘Spear’ with Bindi Bindi Dreaming (May 2019)
OUR PARTNERSHIPS/CURRENT ACTIVITIES

The City deeply values its relationship with the Aboriginal and Torres Strait Islander communities and is committed to further developing its existing relationships and partnerships, as well as establishing new ones to ensure all members of our community are represented, acknowledged and supported. We understand the immense importance Aboriginal and Torres Strait Islander peoples and businesses bring to creating connected, resilient and vibrant communities and we are a City that is proud of its Noongar culture and people.

We would like to sincerely thank the following organisations and businesses for their ongoing support and partnership:

- Kambarang Services
- Noongar Outreach Services
- Noongar Radio
- Koori Café
- Aboriginal Health Council of WA
- Jo Pan泥ga
- Brick Road Dreaming
- Avonmore Catholic College

The City’s strong standing partnership with Noongar Outreach Services enables both organisations to collaborate in their work to identify and support Aboriginal and Torres Strait Islander peoples experiencing difficulties. Together we are able to better support those facing homelessness and associated social issues and work with other service delivery agencies to achieve short and long term strategies targeted at Aboriginal and Torres Strait Islander homelessness.

The City acknowledges the dedication and commitment of City Rangers and Noongar Outreach staff and commends them on their tireless efforts to better support the members of our community facing adversity.

Noongar Radio is a vibrant organisation within our City and we acknowledge the important role the station plays in bringing Aboriginal and non-Aboriginal people together at events, activities, and through the airwaves.

The City has commissioned a mural on the Noongar Radio building on Beaufort Street, as well as a Noongar designed uniform that will be worn by both Noongar Radio and City of Vincent staff. We look forward to developing an even stronger partnership with the station during the implementation of the Vincent Inclusion RAP and collaborating on events, activities and projects that will benefit our reconciliation cause.

The City has had ongoing support and membership from Kambarang Services, who have directed our organisation to becoming more culturally sensitive and empathetic. Danny Hall and Tim McLeod have played an instrumental role in educating our staff on Aboriginal affairs, history and culture, and they have connected us with local Noongar Elders, residents and businesses. Through the community consultation they hold within the City, we have ensured our Inclusion RAP is a means to create more opportunities for Aboriginal and non-Aboriginal people to share, learn and celebrate Noongar culture and tradition. We are sincerely grateful for Danny and Tim’s guidance and acknowledge the important role they play in Bushfire Perth’s journey towards reconciliation.

CIVIC PROTOCOLS

Following a Council resolution in 1996, the Aboriginal Flag has been flown permanently outside the City’s Administrative Building and Council Chambers on the corner of Langley and Vincent streets in East Perth and subsequently, the implementation of the Reflect RAP has seen the Aboriginal and Torres Strait Islander Flag flown at the Administrative Building and Clark Park in Mount Hawthorn during Reconciliation and NAIDOC Weeks. In 2018 Council approved changes to the 2010 Policy relating to Welcome to Country and Acknowledgement of Country. The Policy now known as Recognition of Noongar Brothle, Culture and History through ‘Welcome to Country and Acknowledgement of Country’ incorporates Noongar language, ensures that there is opportunity for the Aboriginal flag to be flown during a Welcome to Country speech and certifies that a Welcome to Country is held at major festivals and events where the City of Vincent has provided significant sponsorship or grant funding.
Item 8.1 - Attachment 1
Respect (Charmaine Cole’s ‘The Elder – Story Teller’ art piece)

The City of Vincent acknowledges the significance of the land and waters within our Council and the importance they have to Noongar people and their wellbeing.

The Noongar people are the Traditional Owners of the land and water which sustain each of us and the City is committed to working with the Noongar community to ensure that their protocols, culture and knowledge are upheld, respected and preserved. We endeavour to work, act, communicate and live respectfully by acknowledging and celebrating the significance Noongar people, land, water and culture play in our history, our lives today and into the future.

**ACTION**

**DELIVERABLES**

**TIMELINE**

**RESPONSIBILITY**

<table>
<thead>
<tr>
<th>Action Description</th>
<th>Deliverables</th>
<th>Timeline</th>
<th>Responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engage employees: continuous cultural learning opportunities to increase understanding and appreciation of Noongar and Torres Strait Islander cultures, histories and achievements</td>
<td>• Investigate opportunities to continue working with local Traditional Owners and Torres Strait Islander consultants to further develop cultural awareness training for staff.</td>
<td>July 2021</td>
<td>Manager Human Resources</td>
</tr>
<tr>
<td></td>
<td>• Provide opportunities for all City staff, RMS members and Council to participate in cultural awareness training.</td>
<td>July 2021</td>
<td>Manager Human Resources</td>
</tr>
<tr>
<td></td>
<td>• Identify cultural learning requirements specific to the training needs of our staff and adjust cultural awareness training as required.</td>
<td>July 2021</td>
<td>Manager Human Resources</td>
</tr>
<tr>
<td></td>
<td>• Develop and implement an ‘Acknowledgement of Country’ cultural awareness training strategy for City staff which defines cultural learning needs of employees in all areas of our business, and ensures relevant cultural training can be provided (online, face to face workshops or cultural immersion).</td>
<td>July 2021</td>
<td>Manager Human Resources</td>
</tr>
<tr>
<td>Engage employees: understanding the significance of Noongar and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning</td>
<td>• Maintain and update a list of key contacts for delivering a Welcome to Country at events.</td>
<td>July 2021</td>
<td>Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td>• Invite a Traditional Owner to provide a Welcome to Country at significant events, including the Vincent NAIDOC Festival.</td>
<td>July 2021</td>
<td>Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td>• Include an Acknowledgement of Country at the commencement of all important internal and external meetings.</td>
<td>July 2021</td>
<td>Manager Marketing &amp; Communications</td>
</tr>
<tr>
<td></td>
<td>• Encourage staff to adopt an Acknowledgement of Country at the commencement of all meetings.</td>
<td>July 2021</td>
<td>Manager Marketing &amp; Communications</td>
</tr>
<tr>
<td></td>
<td>• Ensure the Recognition of Noongar Wooroloo Culture and History through Welcome to Country and Acknowledgement of Country Policy A.1.10 is effectively implemented.</td>
<td>July 2021</td>
<td>Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td>• Ensure Flag and Display of Flags and Banners Policy A.1.9 is effectively implemented.</td>
<td>July 2021</td>
<td>Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td>• Invite Traditional Owners to internal City events and activities to explain the significance of Welcome to Country and Acknowledgement of Country.</td>
<td>July 2021</td>
<td>Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td>• Maintain the Acknowledgement of Country on the City of Vincent Administration email signatures, website and social media pages.</td>
<td>July 2021</td>
<td>Manager Community Partnerships</td>
</tr>
</tbody>
</table>
7. Provide opportunities for Aboriginal and Torres Strait Islander City staff to participate with their cultures and communities during NAIDOC Week.

- Provide opportunities for all Aboriginal and Torres Strait Islander City staff to participate with their cultures and communities during NAIDOC Week.
- Ensure opportunities for all staff and Council to participate in NAIDOC Week activities.
- Hold an annual City of Vincent NAIDOC Festival.
- Review HR policies and procedures to ensure there are no barriers to staff participations during NAIDOC Week.

Item 8.1 - Attachment 1 Page 17

8. Acknowledge, respect, and showcase Aboriginal sites of significance located within the City.

- Conduct archaeological studies at significant Aboriginal sites.
- Undertake local history and heritage studies as part of the implementation of the City of Vincent Public Open Space Strategy.
- Ensure when implementing master plans and developments as part of the City of Vincent Public Open Space Strategy, including Robertson Park and Hyde Park, that the Aboriginal cultural history of these spaces is researched and respected during preparation and implementation of any plans.

- Acknowledge the nine significant Aboriginal sites located within the City of Vincent on the City's website, internal and external maps.

- Celebrate and recognise Aboriginal and Torres Strait Islander peoples and important dates.

- Host Noongar Six Seasons Workshops for the general public.
- Ensure City staff attend Noongar Six Seasons seminars and information sessions.
- Incorporate native plants into open spaces and parks.

- Work with Noongar individuals in an organisation to develop a Noongar Six Seasons calendar and design a Six Seasons garden in the City.


- Investigate opportunities to change street and place names to Noongar words.
- Consider usage of Noongar inspired 'name of place' themes and artwork as part of the implementation of the City of Vincent Public Open Space Strategy.
- Maintain and increase the Noongar Library book section in the Vincent Library.
- Host Noongar ‘Name the place’ sessions at the Vincent Library.
- Encourage staff to use Noongar language in all internal and external communications.
- Look for opportunities to incorporate Aboriginal artwork into the City's existing marketing and communications collateral.

- Continue to fly the Aboriginal and Torres Strait Islander flag at Administration Building and Arndt Park during NAIDOC Week and NIRR.

- Provide Noongar Flags and City Customer Service staff with uniforms featuring Aboriginal artwork.

- Investigate installing iconic City entry statements acknowledging Noongar Country and people.
- Investigate up-grading or installing Acknowledgement of Country signage in City buildings and parks.

- Incorporate recognition of Aboriginal and Torres Strait Islander cultures within the City of Vincent ‘Name the Place’ Project.

- Encourage Town Teams, grant recipients and event managers within the City to acknowledge Noongar Brojip and Noongar people at their events and meetings.

- Commission an Aboriginal artist at Beatty Park Leisure Centre.

- Commission at least one new public artwork by Aboriginal and Torres Strait Islander individuals through the City’s public art and mural art programs per year.

- Add to the City’s existing art collection by supporting local Aboriginal artists.

- Investigate opportunities for the City and Council members to advocate for recognition of Aboriginal and Torres Strait Islander peoples in the Australian Constitution.

- Investigate opportunities for the City and Council to support the ‘Moro Statement from the Heart’.
Opportunities (Charmaine Cole ‘Mothers’ art piece)

The City is dedicated to working together with local organisations and individuals to create opportunities and build capacity within our communities. We strive to create opportunities for Aboriginal and Torres Strait Islander peoples to explore and share their culture, history and tradition. The City endorses a Council whose strength lies in its diverse community members and the knowledge, experience and passion that they bring to our workplaces, social gatherings and day-to-day activities.

<table>
<thead>
<tr>
<th>ACTION</th>
<th>DELIVERABLE</th>
<th>TIMELINE</th>
<th>RESPONSIBILITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.8</td>
<td>Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace</td>
<td>May 2021</td>
<td>Manager Human Resources, Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td>Convene with and support current Aboriginal and Torres Strait Islander staff to inform future employment opportunities</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development</td>
<td>July 2021</td>
<td>Manager Human Resources, Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td>Continue to advertise all vacancies in Aboriginal and Torres Strait Islander media</td>
<td>July 2021</td>
<td>Manager Human Resources</td>
</tr>
<tr>
<td></td>
<td>Develop an Aboriginal and Torres Strait Islander career brand to be used when recruiting new staff</td>
<td>July 2021</td>
<td>Manager Human Resources</td>
</tr>
<tr>
<td></td>
<td>Review HR and recruitment procedures and policies, including the Employee Handbook to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace</td>
<td>December 2019</td>
<td>Manager Human Resources</td>
</tr>
<tr>
<td></td>
<td>Continue to engage with external Aboriginal and Torres Strait Islander peoples and/or consult to advise on recruitment, employment and retention strategies, including professional development</td>
<td>July 2021</td>
<td>Manager Human Resources, Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td>Employ ten Aboriginal or Torres Strait Islander people within our organisation</td>
<td>July 2021</td>
<td>Manager Human Resources, Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td>Provide ten scholarships for Aboriginal or Torres Strait Islander students from Aranmin Catholic College</td>
<td>July 2021</td>
<td>Manager Human Resources, Manager Community Partnerships</td>
</tr>
<tr>
<td>Item 8.1  - Attachment 1 Page 19</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| 16. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation | • Continue to review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.  
• Further develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.  
• Internally embed the procurement guidelines to encourage staff to seek quotes from Aboriginal and Torres Strait Islander businesses.  
• Partner with the National Chamber of Commerce and build relationships and partnerships with sixty Aboriginal or Torres Strait Islander businesses.  
• Procure 3% of goods and services from Aboriginal and Torres Strait Islander businesses from the People, Arts and Culture budget annually.  
• Investigate Supply Nation membership. | July 2021 | • Manager Financial Services  
• Manager Community Partnerships |

| 15. Provide opportunities for Aboriginal and non-Aboriginal people to share, celebrate, and acknowledge Noongar Boodja, people, culture and history | • Have at least one Aboriginal member on the Arts Advisory Group. | December 2019 | • Manager Marketing and Communications |

| 16. Seek opportunities for local Aboriginal and Torres Strait Islander organisations and peoples to apply for grants and funding | • Encourage local Aboriginal and Torres Strait Islander people and organisations to apply for funding through the annual City of Vincent ‘Community Budget Submissions’.  
• Communicate with local organisations to ensure awareness of community grants and wary of fees opportunities to remove any barriers from the utilisation of the City’s public places, reserves and facilities. | April and October Annually | • Manager Community Partnerships |

Interest: City of Vincent Reconciliation Action Plan
<table>
<thead>
<tr>
<th>ACTION</th>
<th>DELIVERABLE</th>
<th>TIMELINE</th>
<th>RESPONSIBILITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>19. Report RAP achievements, challenges and learnings to Reconciliation Australia</td>
<td>Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually</td>
<td>30 September annually</td>
<td>Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td>Investigate participating in the 2020 RAP Barometer</td>
<td>May 2020</td>
<td>Manager Community Partnerships</td>
</tr>
<tr>
<td>18. Report RAP achievements, challenges and learnings internally and externally</td>
<td>Publicly report our RAP achievements, challenges and learnings through an online dashboard</td>
<td>December annually</td>
<td>Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Manager Marketing &amp; Communications</td>
</tr>
<tr>
<td>17. Review, refresh and update RAP</td>
<td>Lane with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements</td>
<td>December 2020</td>
<td>Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td>Send draft RAP to Reconciliation Australia for review and feedback</td>
<td>July 2021</td>
<td>Manager Community Partnerships</td>
</tr>
<tr>
<td></td>
<td>Submit draft RAP to Reconciliation Australia for formal endorsement</td>
<td>July 2021</td>
<td>Manager Community Partnerships</td>
</tr>
</tbody>
</table>
CONTACT DETAILS

Community Partners Team
Phone: 08 9273 6000
Email: community.partnerships@vinceant.wa.gov.au

Acknowledgement of Artists
Jade Dolman
Charmaine Cole
Rohin Kickett

Stay in Touch:
Manager Community Partnerships
Phone: 08 9273 6000
Email: Community.partnerships@vinceant.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.

Jade Dolman | ‘Boodjar Nakolak Yanginy’