

# REFLECT | RECONCILIATION ACTION PLAN JUNE 2017 - JUNE 2018



CITY OF VINCENT



RECONCILIATION  
ACTION PLAN

REFLECT



## ACKNOWLEDGEMENT OF COUNTRY

The City of Vincent would like to acknowledge the Traditional Owners of the land, the Whadjuk people of the Noongar nation and pay our respects to Elders past, present and emerging.

Noongar people are the original inhabitants and 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, Nyugah, 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.



City of Vincent NAIDOC Week event 2016, Wadumbah Dance Group

## MESSAGE FROM RECONCILIATION AUSTRALIA CEO - JUSTIN MOHAMED



Reconciliation Australia congratulates the City of Vincent on the endorsement of its first Reconciliation Action Plan (RAP), which will build the foundations for the relationships, respect and opportunities essential to reconciliation.

This Reflect RAP will assist the City of Vincent to develop a solid RAP governance model and build the business case for future commitments to cultural learning, practicing cultural protocols, and promoting Aboriginal and Torres Strait Islander employment.

In its first RAP, the City of Vincent has demonstrated a keen commitment to develop and strengthen relationships with key Aboriginal and Torres Strait Islander peoples, communities and organisations. We see this in the City of Vincent's commitment to promote and celebrate community events such as National Reconciliation Week (NRW) on an internal and external level.

Commitment to showing respect and understanding for Aboriginal and Torres Strait Islander peoples, histories and

cultures is demonstrated in the City of Vincent's RAP through its actionable goal to raise awareness and share information amongst Councillors, City Administration and the broader community about the meaning of NAIDOC Week.

The City of Vincent's dedication to providing opportunities and employment pathways for Aboriginal and Torres Strait Islander peoples is communicated through the actionable items in its RAP, such as its commitment to establishing partnerships with Aboriginal and Torres Strait Islander

employment organisations to investigate pathways for people to seek employment, traineeship, and work experience opportunities within local businesses.

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

Justin Mohamed  
Reconciliation Australia CEO

A handwritten signature in black ink, appearing to read 'Justin Mohamed', written in a cursive style.

## MESSAGE FROM CITY OF VINCENT MAYOR - EMMA COLE



From tens of thousands of years ago, before Europeans first set foot on the banks of the Swan River, Whadjuk Noongar people continue to be the traditional custodians of this land. The City of Vincent is privileged to be home to sites of cultural and historical significance to the Whadjuk people, including our riverfront Banks Reserve, the historic wetlands area and Weld Square, the meeting place of the Coolbaroo League.

Reconciliation brings unity, understanding and respect between Aboriginal and Torres Strait Islanders and non-Indigenous Australians.

It is about fostering a deeper recognition of Aboriginal and Torres Strait Islander heritage and culture, understanding the historical and ongoing impacts of our colonial past, and building partnerships with Aboriginal people, communities and organisations.

Vincent has taken many steps in recent years towards acknowledging the City's Aboriginal people and culture, including building community partnerships, honouring Aboriginal history through public artworks, and more symbolic protocols such as continually flying the Aboriginal Flag.

I am proud to see the City continue this important journey towards reconciliation with the 'Reflect' Reconciliation Action Plan (RAP). Our first holistic framework, the Reflect RAP will harness our dedication, help us to understand what we are already doing, build upon those foundations and see better coordination of our efforts. This important step forward will see us mature in our understanding of reconciliation and result in more meaningful outcomes for local Aboriginal people, communities and organisations through stronger partnerships, employment opportunities, greater recognition and participation.

I would like to sincerely thank the members of the RAP Working Group for their invaluable contribution to the development of this comprehensive plan, as well as the City's CEO and staff. The City of Vincent is looking forward to continuing to work with our community partners along the path to reconciliation.

Emma Cole  
Vincent Mayor

## MESSAGE FROM CITY OF VINCENT CEO - LEN KOSOVA



This 'Reflect' Reconciliation Action Plan (RAP) represents a significant and symbolic step on the City of Vincent's ongoing journey towards reconciliation.

The City of Vincent has long recognised and respected the tremendous culture and contribution that Aboriginal and Torres Strait Islander people have made throughout history, to the Vincent area and beyond. We proudly fly the Aboriginal flag, plaques adorn our buildings to remind us all that we occupy Whadjuk

Noongar country, and at every formal meeting and civic event we humbly acknowledge the traditional custodians of the land and pay our respects to elders past and present. But we can and will strive to do more.

Through this RAP, we have set out the key actions and efforts that we will pursue to further strengthen our respect for, recognition of and relationships with Aboriginal and Torres Strait Islander people, so that as an organisation - together with our

community and our partners - we can make a more meaningful and lasting contribution to reconciliation.

I would like to acknowledge and express my sincere appreciation for the efforts and commitment that members of our RAP Working Group have demonstrated in guiding and supporting the City in its endeavours to prepare and now begin implementing this important Plan. Their contribution forms the foundation upon which we will build a deeper understanding of the difference we can

make in fostering reconciliation for the betterment of Aboriginal and Torres Strait Islander people everywhere.

Len Kosova  
City of Vincent CEO

## OUR BUSINESS

The City of Vincent is an inner-city local government area with a longstanding connection with Aboriginal and Torres Strait Islander peoples. Located three kilometres north of the Perth CBD and covering an area of 11.3 square kilometres the City includes the suburbs of North Perth, Leederville, Highgate and Mount Hawthorn; and parts of Mount Lawley, West Perth and Perth. These vibrant inner-city suburbs and public places enjoy a rich history, stretching back long before settlement of the Swan River Colony. The lakes on the coastal plain, many of which

are located within Vincent, are particularly important to Aboriginal peoples providing both spiritual and physical sustenance.

Our local population has grown into a wonderfully diverse mix of cultures, nationalities, household and family structures all of which contribute to a unique and vibrant community. Our current population of approximately 37,000 residents includes 177 people who identify as Aboriginal and/or Torres Strait Islander people. Being located within Whadjuk Noongar country we are privileged to have

a number of significant sites within our local area, including:

- Former Lake Monger Velodrome: Artefacts Scatter, Camp
- Swan River: Mythological
- Stones Lake: Mythological, Camp, Hunting Place
- East Perth Power Station: Camp, Meeting Place
- Hyde Park: Camp, Hunting Place, Meeting Place
- Weld Square: Meeting Place, Major activity area

- Robertson Park: Historical, Mythological, Skeletal Material/Burial, Camp, Hunting Place, Meeting Place, Plant Resource, Archaeological deposit
- Carr Street: Skeletal Material/Burial

We enjoy a connected and energetic community who care about what happens in Vincent and acknowledge our rich heritage including these close connections with Aboriginal and Torres Strait Islander peoples. As an organisation, the City of Vincent aims to create an amazing place for current and future generations to

enjoy. A place that residents are proud to call home, where businesses thrive and where people want to visit. Our committed workforce striving to make this happen comprises of 419 staff of which two identify as Aboriginal or Torres Strait Islander. These outcomes are achieved through our core values including Teamwork and Commitment, Honesty and Integrity, Caring and Empathy, Innovation and Diversity; and Excellence and Service.

This RAP incorporates these organisational values and community

aspirations through actions linked to Relationships, Respect and Opportunities.

# RECONCILIATION ACTION PLAN WORKING GROUP



Thank you to the members of our working group:

**Deputy Mayor Councillor Roslyn Harley**  
(Chairperson)

**Councillor Dan Loden**

Our valued community representatives:

**Veronica Divincenzo**  
**Sarah Janali**  
**Kathy Kickett**  
**Marilyn Lyford**  
**Paul Willaway**

**Michael Quirk**  
(Director Community Engagement)

**Kirsty Schnitzerling**  
(Manager Community Partnerships)

**Lucinda Keillor**  
(Community Development Officer)



Public artwork at Weld Square commemorating the Coolbaroo League by artists Sandra Hill and Jenny Dawson

## OUR RECONCILIATION JOURNEY



In September 2015, Council resolved to establish a Reconciliation Action Plan Working Group (RAPWG) in order to develop our first Reconciliation Action Plan (RAP). The Terms of Reference for this Working Group were then adopted by Council in March 2016, and nominations were sought for community representatives to participate in the Working Group. This nomination process included a concerted effort to attract people from the local Aboriginal and Torres Strait Islander community, and in particular, individuals from Whadjuk Noongar country. The Working Group comprising of two Councillors, five

community representatives and relevant City Officers was formally appointed by Council in May 2016. Two people on the working group identify as Aboriginal or Torres Strait Islander. The first meeting was held on 25 July 2016. The Manager Community Partnerships is the City's RAP Champion.

The City and the Working Group identified that we would begin the reconciliation journey with a Reflect RAP which allows the time and opportunity to develop key relationships, determine our vision for reconciliation, and explore our sphere of influence. This approach

will ensure all future actions and initiatives are well-informed, meaningful and sustainable. Based upon this direction, the Working Group established a clear vision for a shared understanding and positive representation of Aboriginal and Torres Strait Islander peoples through awareness of Aboriginal and Torres Strait Islander histories and cultures, in the community.

The City engaged a highly regarded facilitator with experience in developing trust, understanding and partnerships between Aboriginal and non-Aboriginal Australians

based upon the principles of communication, awareness, acknowledgement and repair. This facilitator conducted comprehensive workshops with the Working Group and the City's Administration staff in partnership with a Noongar representative who has connections to Whadjuk, Ballardong, Wilman and Yuat people. Notably, the Working Group workshop was held at Kudityj Function Centre which is Perth's only Aboriginal owned and operated catering and function facility, with the location having a significant place in history for local Aboriginal and Torres Strait Islander people. The building now occupied by Kudityj Kitchen and Function

Centre was formerly known as the Aboriginal Centre until 1968 and upon the curfew on Aboriginal and Torres Strait Islander people from the Perth CBD being lifted, the premises then became known as the Aboriginal Advancement Council Building.

The workshop for the City's Administration staff provided an understanding of the context for reconciliation, reviewed past and present activities, identified what staff can do to build support for the RAP, and identified opportunities and actions for the RAP. Importantly, this workshop increased awareness and established

a strong commitment to reconciliation by the City's Administration. The workshop for the Working Group focussed on understanding past and present reconciliation activities, developing strategies and actions for the RAP, identifying keys for success, and identifying important stakeholders and associated engagement strategies.

The City has subsequently engaged with other key community groups and stakeholders when developing the Reflect RAP including Nyoongar Outreach Services and the Whadjuk Working Party, and we thank them for their input and support.

## OUR RECONCILIATION ACTION PLAN (RAP)



The City's vision for Reconciliation will be driven by community engagement practices, innovative projects, policy practices, organisational reflection, improvement and positive promotion of Aboriginal and Torres Strait Islander peoples, histories and cultural understandings.

We are committed to understanding the impacts of our colonial past and the injustices it has created for Aboriginal and Torres Strait Islander peoples, and our need to address the complex underlying issues with a strong focus on change and improving our relationship with Aboriginal and Torres Strait Islander communities, in particular, the Whadjuk Noongar people.

We aim to generate positive impacts by taking into account the diverse needs of the local Aboriginal and Torres Strait Islander community in decision making. We will strongly advocate the interests of this community and foster community cohesion by encouraging active participation in culturally appropriate projects and events.

We aim to advocate and influence organisational awareness to strengthen our capacity, governance and practices to ensure responsiveness to emerging issues that impact the Aboriginal and Torres Strait Islander community. We aim to be a leader in Aboriginal and Torres Strait Islander employment and engagement.

We have a vision to be recognised as a culturally sensitive local government that works closely with key partners to address local issues including homelessness and community safety among the Aboriginal and Torres Strait Islander communities.

## OUR PARTNERSHIPS/CURRENT ACTIVITIES



### Community Partnerships

The City has a longstanding relationship with numerous Aboriginal and Torres Strait Islander organisations within our local area, including:

- Derbarl Yerrigan Health Service;
- Nyoongar Outreach Services;
- Noongar Radio;
- Aboriginal Health Council of WA;
- Kuditj Café; and
- Indigenous Community Volunteers.

The City continues to commit to further develop these relationships and partnerships as well as continuous engagement with Whadjuk Noongar Elders and other Aboriginal and Torres Strait Islander community groups and organisations.

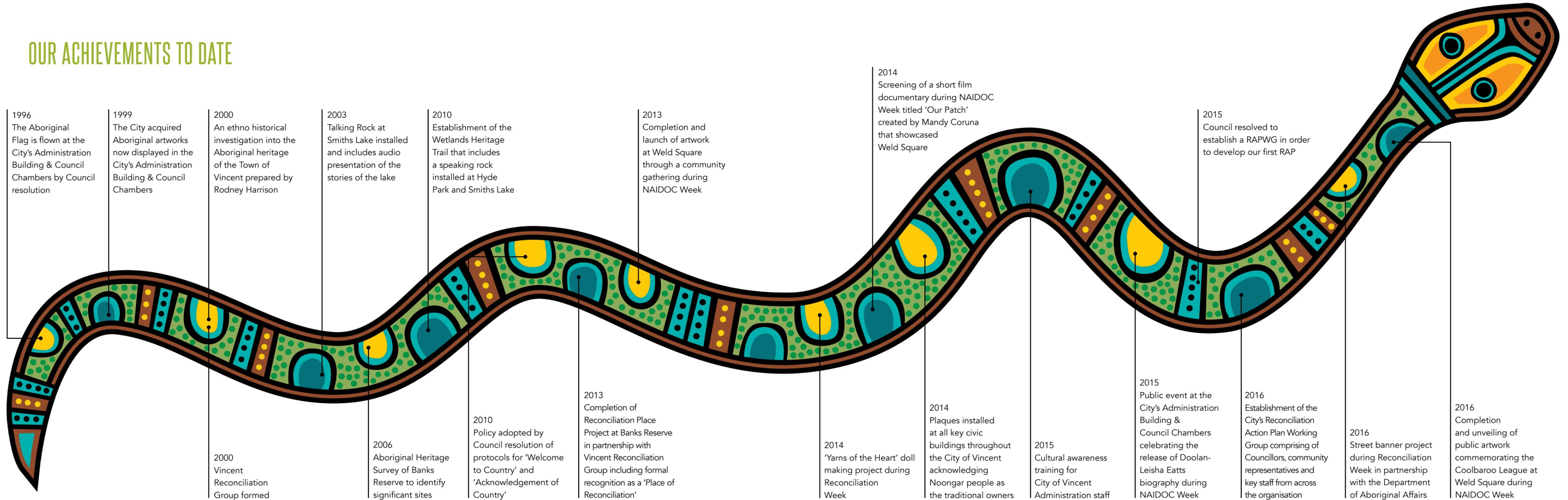
The City has maintained a longstanding Memorandum of Understanding with Nyoongar Outreach Services and in September 2016 Council committed to a renewed Partnership Understanding Agreement to further develop and foster our strong working relationship. This partnership enables both organisations to work together to identify and support Aboriginal and Torres Strait Islander people experiencing social difficulties and collaborate with other service delivery agencies to achieve both short and long term strategies targeted at Aboriginal and Torres Strait Islander homelessness. As part of the City's sector-leading commitment to address homelessness and associated social issues, we have established strong

working partnerships with Manna Inc. who delivers a free lunch service six days a week from Weld Square.

### Civic Protocols

Council formally resolved to fly the Aboriginal Flag outside the City's Administration Building and Council Chambers in October 1996 and proudly maintains this flag at a highly prominent location on the corner of Vincent and Loftus Streets in Leederville. In November 2010, Council formally resolved to establish protocols for Welcome to Country and Acknowledgement of Country with such recognition included within all official ceremony and event proceedings.

## OUR ACHIEVEMENTS TO DATE





## RELATIONSHIPS

The City of Vincent values mutually respectful relationships between the community, stakeholders and the City to foster long term partnerships to guide decision making, community engagement and diversity to further develop the RAP.

Action	Deliverable	Timeline	Responsibility
1. To continue to develop the RAP Working Group to assist with the development, implementation and evaluation of the RAP	• RAPWG to oversee the development, endorsement and implementation of the RAP.	June 2018	Manager Community Partnerships and Chair of RAPWG
	• Ensure Aboriginal and Torres Strait Islander peoples and other relevant community members are always represented on the RAPWG.	June 2017, 2018	Manager Community Partnerships
	• RAPWG to meet at least twice per year to monitor and evaluate RAP implementation.	June 2017, 2018	Manager Community Partnerships and Chair of RAPWG
	• Annual review of Terms of Reference, governance structure and membership of the RAPWG.	December 2017	Manager Community Partnerships and Manager Governance & Risk
	• Establish City of Vincent Administration RAP Working Group to oversee the corporate implementation of specific actions and deliverables.	June 2017	Manager Community Partnerships
2. Build internal and external relationships to support RAP implementation	• Develop a database of Aboriginal and Torres Strait Islander peoples, Elders, communities and RAP organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.	December 2017	Manager Community Partnerships
	• Establish relationships with Aboriginal and Torres Strait Islander peoples, Elders, communities and organisations to assist with review, implementation and future development of reconciliation activities.	June 2018	Manager Community Partnerships and Chair of RAPWG
3. Participate in and celebrate National Reconciliation Week (NRW)	• Support and/or deliver a NRW event through partnerships with key community stakeholders.	June 2017	Manager Community Partnerships
	• Register our events on Reconciliation Australia's NRW website.	June 2017	Manager Community Partnerships
	• Distribute and promote Reconciliation Australia's NRW resources and materials to Councillors and City Administration.	June 2017	Manager Community Partnerships and Manager Marketing & Communications
	• Encourage and enable Councillors and City Administration to attend NRW events.	June 2017	Manager Community Partnerships
	• Ensure our Working Group participates in an external event to recognise and celebrate NRW.	June 2017	Manager Community Partnerships and Chair of RAPWG
	• Extend invitation to Aboriginal and Torres Strait Islander people, specifically people from Whadjuk Noongar country, to share their reconciliation experiences or stories during NRW.	June 2017	Manager Community Partnerships
4. Raise internal and external awareness of our RAP to promote reconciliation throughout the City	• Raise awareness amongst City Administration about Reconciliation, Council's RAP commitment, and their responsibilities within our RAP.	June 2017	Manager Community Partnerships
	• Raise community awareness about Reconciliation, Council's RAP commitment, the City's RAP actions and associated achievements.	June 2018	Manager Community Partnerships and Manager Marketing & Communications
	• Develop and implement RAP awareness within the City Administration corporate induction process.	March 2018	Manager Human Resources



## RESPECT

Respect for all peoples, histories and cultures is the foundation for positive partnerships in our community and our organisation. It is about recognising the past, celebrating the present and creating a future of mutual respect and harmony.



City of Vincent NAIDOC Week event 2016

Action	Deliverable	Timeline	Responsibility
1. Investigate Aboriginal and Torres Strait Islander cultural learning and development opportunities for staff to improve cross-cultural knowledge and understanding	• Review existing City Administration cultural competency and awareness as the basis for development strategies and training needs within our organisation.	June 2017	Manager Human Resources and Nyoongar Outreach Services CEO
	• Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	June 2018	Manager Human Resources
	• Implement cultural awareness training in the 2017/18 financial year to increase Councillor and City Administration knowledge and understanding of Aboriginal and Torres Strait Islander histories, cultures, achievements and opportunities.	March 2018	Manager Human Resources and Nyoongar Outreach Services CEO
	• Develop a project plan for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.	June 2018	Manager Community Partnerships
2. Participate in and celebrate NAIDOC Week	• Raise awareness and share information amongst Councillors, City Administration and the broader community about the meaning of NAIDOC Week.	July 2017	Manager Community Partnerships and Manager Marketing & Communications
	• City to support and/or deliver a NAIDOC Week event through partnerships with key community stakeholders.	July 2017	Manager Community Partnerships and Manager Marketing & Communications
	• Increase Councillor, City Administration and broader community awareness of the wide range of local community events occurring during NAIDOC Week.	July 2017	Manager Community Partnerships and Manager Marketing & Communications
	• Encourage and enable Councillors and City Administration to attend NAIDOC Week events.	July 2017	Manager Community Partnerships and Manager Human Resources
3. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	• Liaise with relevant Aboriginal and Torres Strait Islander organisations, including the Whadjuk Working party, to develop a list of accepted Elders who can perform Welcome to Country for the City of Vincent.	December 2017	Manager Community Partnerships
	• Identify and develop a list of local Traditional Owners of the lands and waters within our local area.	December 2017	Manager Community Partnerships
	• Review Council Policy 4.1.30 – Protocols for Acknowledgement of Country and Welcome to Country to recognise Aboriginal and Torres Strait Islander Culture and History.	June 2018	Manager Community Partnerships and Manager Marketing & Communications
	• Review Council Policy 4.1.9 – Flying and Displaying of Flags and Banners.	June 2018	Manager Community Partnerships and Manager Marketing & Communications
	• Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including local cultural protocols).	June 2018	Manager Marketing & Communications

Action	Deliverable	Timeline	Responsibility
4. Partner with community groups and organisations to promote and celebrate Aboriginal and Torres Strait Islander histories, peoples and cultures	• Acknowledge the six Noongar seasons on City of Vincent website and social media.	June 2018	Manager Marketing & Communications
	• Establish relationships with Aboriginal and Torres Strait Islander peoples, Elders, communities and organisations to identify dates of significance for future promotion, collaboration and celebration.	March 2018	Manager Community Partnerships and Chair of RAP Working Group
5. Research, capture and promote Aboriginal and Torres Strait Islander histories and culture in the community	• Identify opportunities to increase content within the Local History Centre's Aboriginal and Torres Strait Islander history collection.	June 2018	Manager Community Partnerships
	• Increase promotion of the Local History Centre's Aboriginal and Torres Strait Islander history collection.	June 2018	Manager Community Partnerships and Manager Marketing & Communications
6. Celebrate Aboriginal and Torres Strait Islander histories, cultures and achievements through arts, place making and cultural projects	• Increase representation of Aboriginal and Torres Strait Islander cultures, and in particular Whadjuk Noongar people, in public murals located within the City of Vincent.	June 2018	Manager Community Partnerships and Chair of Arts Advisory Group
	• Investigate opportunities for Noongar Story Time to be integrated into existing Story Time activities at the Vincent Library.	December 2017	Manager Community Partnerships
	• Investigate flying of the Torres Strait Islander flag at Administration Building and Axford Park during NAIDOC Week and NRW.	December 2017	Manager Community Safety
	• Incorporate recognition of Aboriginal and Torres Strait Islander cultures within the City of Vincent 'Naming the Lanes' project.	June 2017	Manager Policy & Place
	• Investigate the establishment of a Noongar language children's book collection within the Vincent Library.	December 2017	Manager Community Partnerships
	• Investigate Aboriginal and Torres Strait Islander sites of significance within public places as the basis for future installation of plaque/s or other suitable infrastructure to acknowledge significant cultures, histories and achievements.	June 2018	Manager Community Partnerships
7. Increase recognition of Aboriginal and Torres Strait Islander histories, cultures and achievements through the City's online platforms	• Develop online resource of significant Aboriginal and Torres Strait Islander sites within the local area.	December 2017	Manager Community Partnerships
	• Incorporate Acknowledgement of Country on City Administration signatures, website and social media pages.	December 2017	Manager Marketing & Communications
	• Develop a RAP Marketing and Communications Plan to raise awareness and educate community on significant Reconciliation projects, events and milestones in the City of Vincent.	June 2018	Manager Marketing & Communications



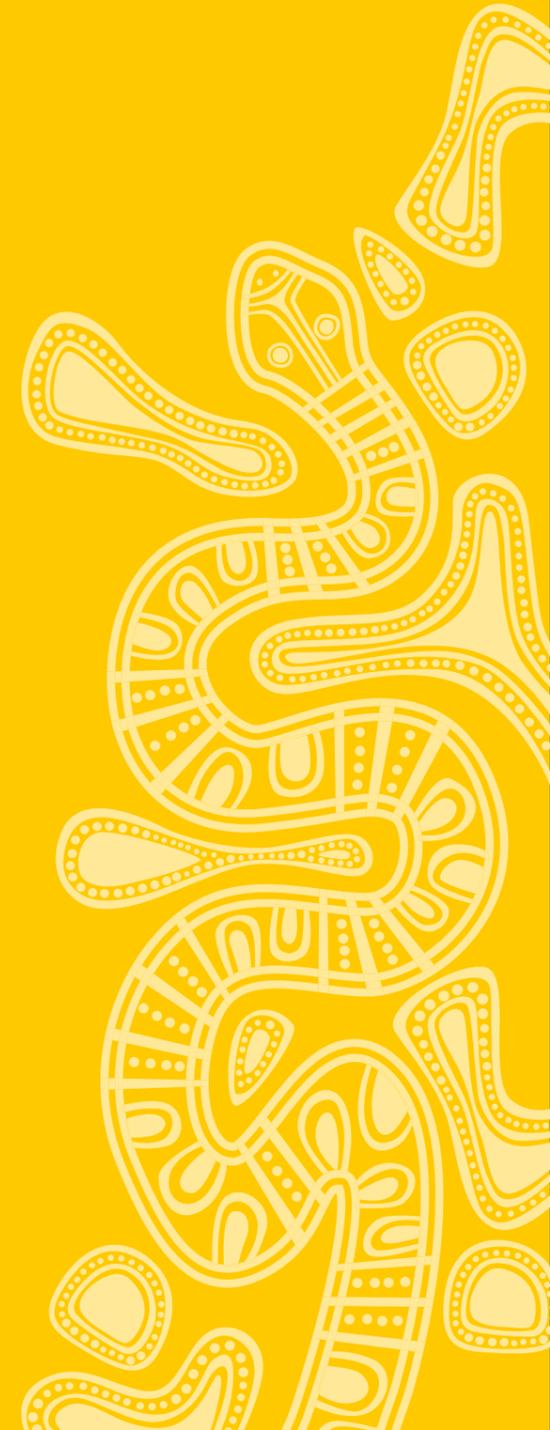
The City aims to create opportunities and build capacity within the community, to ensure equality and diversity within our organisation. We will work together to promote participation in the City's initiatives, employment and training opportunities within our organisation.

Action	Deliverable	Timeline	Responsibility
1. Investigate opportunities for Aboriginal and Torres Strait Islander employment in our workplace and promote employment within local businesses	• Identify that the City of Vincent actively encourages Aboriginal and Torres Strait Islander applicants to apply within all job advertisements.	December 2017	Manager Human Resources
	• Establish partnerships with Aboriginal and Torres Strait Islander employment organisations to investigate pathways for people to seek employment, traineeship and work experience opportunities at the City of Vincent.	June 2018	Manager Human Resources
	• Establish partnerships with Aboriginal and Torres Strait Islander employment organisations to investigate pathways for people to seek employment, traineeship and work experience opportunities within local businesses.	June 2018	Manager Policy & Place
	• Develop a project plan to increase Aboriginal and Torres Strait Islander employment within our organisation.	June 2018	Manager Human Resources
	• Identify current Aboriginal and Torres Strait Islander staff to inform of future employment and development opportunities.	June 2018	Manager Human Resources
2. Investigate Aboriginal and Torres Strait Islander supplier diversity	• Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2018	Manager Finance Services and Manager Community Partnerships
	• Investigate how the Aboriginal Business Directory can be used for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2018	Manager Finance Services and Manager Community Partnerships
3. Create opportunity for Aboriginal and Torres Strait Islander individuals and community organisations through arts and culture	• Establish relationships with Aboriginal and Torres Strait Islander community groups and organisations to identify opportunities for direct involvement in City of Vincent supported events.	June 2018	Manager Community Partnerships and Manager Marketing & Communications
	• Investigate opportunities for Aboriginal and Torres Strait Islander language classes, guest authors and presentations at Vincent Library & Local History Centre.	March 2018	Manager Community Partnerships
	• Commission at least one new public artwork by Aboriginal and Torres Strait Islander individual/s through the City's public art or mural art programs.	June 2018	Manager Community Partnerships
4. Provide support to Aboriginal and Torres Strait Islander community groups and organisations	• Communicate with local Aboriginal and Torres Strait Islander community organisations to ensure their awareness of City of Vincent 'community budget bid' submission opportunities.	March 2018	Manager Community Partnerships
	• Communicate with local Aboriginal and Torres Strait Islander community organisations to ensure awareness of community grants and waiver of fees opportunities to remove any barriers from the utilisation of the City's public places, reserves and facilities.	December 2017	Manager Community Partnerships



## TRACKING AND PROGRESS

The City will use evidence based practices to improve for the future and ensure we continue to align with strategic direction and Reconciliation Australia guidelines.



Action	Deliverable	Timeline	Responsibility
1. Build support for the RAP	• Define resource needs for RAP development and implementation.	June 2017	Manager Community Partnerships
	• Define systems and capability needs to track, measure and report on RAP activities.	June 2017	Manager Community Partnerships
	• Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	September 2017	Manager Community Partnerships
	• Report to Council, RAPWG and other key stakeholder groups annually.	June 2018	Manager Community Partnerships
2. Review and Refresh RAP	• Utilise the RAPWG to review and refresh the RAP based on learnings, challenges and achievement	June 2018	Manager Community Partnerships
	• Liaise with Reconciliation Australia to review and refresh RAP based on learnings, challenges and achievements.	March 2018	Manager Community Partnerships
	• Utilise the City of Vincent Internal RAP Working Group to oversee the implementation of actions and reporting	June 2018	Manager Community Partnerships
	• Provide opportunity for community driven feedback on the RAP	September 2017	Manager Community Partnerships
	• Submit draft Innovate RAP to Reconciliation Australia for formal review and endorsement.	June 2018	Manager Community Partnerships

## THE ARTWORK AND ARTISTS

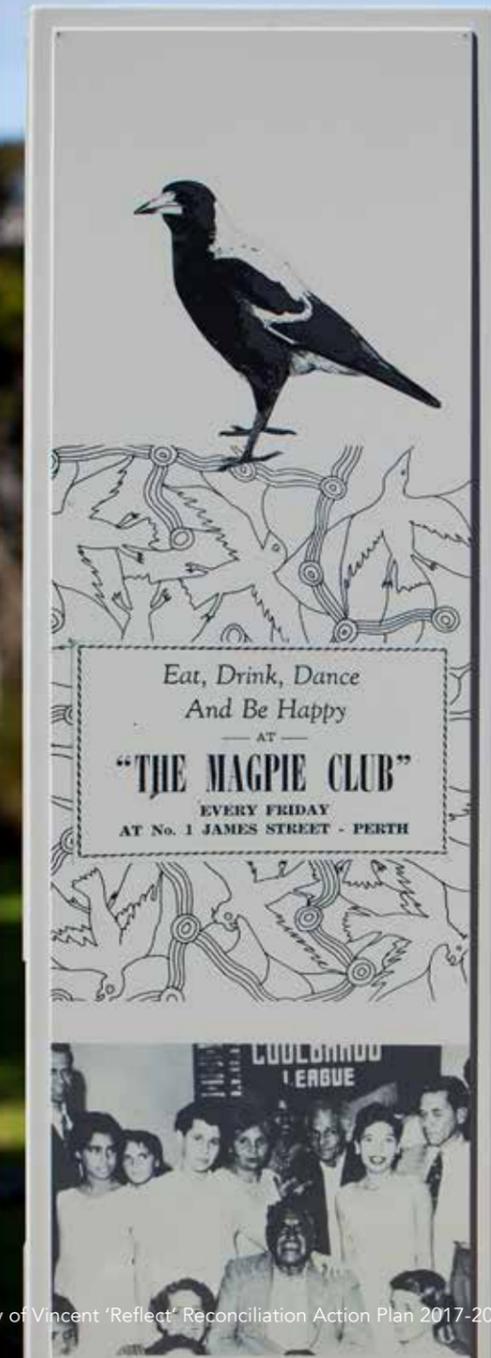
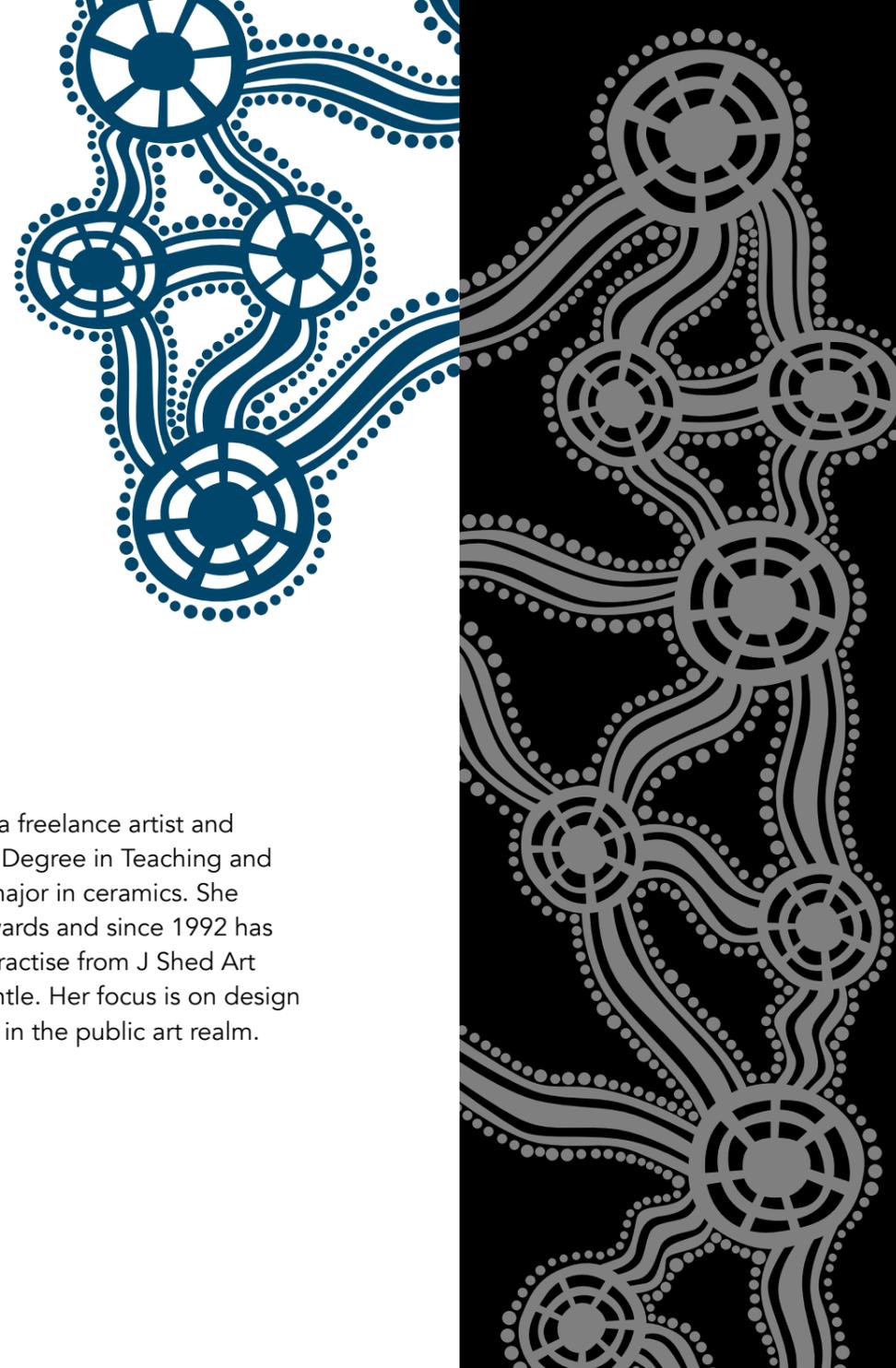
The design and artwork throughout this document is from a City of Vincent public artwork at Weld Square (Cnr Newcastle and Beaufort Streets) that commemorates the Coolbaroo League. The Coolbaroo League began in 1946 during a time of harsh restrictions for Aboriginal people when they were not allowed to enter the central Perth City area. Given its location just outside the 'prohibited area', Weld Square has long been a meeting place for Noongar people including Coolbaroo League activities. The artwork was designed and created by Sandra Hill and Jenny Dawson who have worked collaboratively on a number of public art projects.

### Sandra Hill

Sandra Hill is a Yorga of the Nyungar people of the South-West and has been a practicing artist for the past 18 years. She has been involved in Public and Community Art since 1992. Sandra's prints and paintings have been exhibited both nationally and internationally. Sandra has acted as a cultural consultant and curator on many projects involving sensitive cultural issues. She has strong design, painting and printmaking skills and enjoys working in various materials.

### Jenny Dawson

Jenny Dawson is a freelance artist and graduated with a Degree in Teaching and Fine Arts with a major in ceramics. She has won many awards and since 1992 has run her own art practise from J Shed Art Studios in Fremantle. Her focus is on design and works mainly in the public art realm.





## STAY IN TOUCH



Manager Community Partnerships

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