



**CITY OF VINCENT**

**RECONCILIATION ACTION PLAN WORKING GROUP (RAPWG)**

**Monday, 25 February 2019 at 6.00pm**

**Venue: Committee Room  
City of Vincent Administration and Civic Centre  
244 Vincent Street, Leederville**

**UNCONFIRMED MINUTES**

**Attendees:**

City of Vincent Councillors

Cr Dan Loden (Co-Chair)  
Cr Ros Harley (Co-Chair)  
Cr Josh Topelberg

Community Representatives

Jade Dolman (JD)  
Sarah Janali (SJ)  
Marilyn Lyford (ML)  
Maria McAtackney (MM)

City of Vincent Officers

Michael Quirk – Director Community Engagement (MQ)  
Karen Balm – Senior Community Partner (KB)  
Gayatrii Surendorff – Community Partner (GS)

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**1. Welcome / Declaration of Opening – Acknowledgement to Country**

Cr Harley opened the meeting at 6.02pm and delivered Acknowledgement of Country on behalf of the Group.

**2. Apologies**

Community representatives Phil Walley-Stack (PWS), Kathy Kickett (KK) and Sandra Watson, Manager Community Partnerships (SW)

**3. Confirmation of Previous Minutes – 29 October 2018**

The Minutes from the previous meeting held on 29 October 2018 were confirmed as a true and correct record.

**4. Business**

4.1 Action Item Review

*Vincent Arts Advisory Group*

- JD to consider and suggest potential Aboriginal artists that may be available to participate in the Arts Advisory Group.

*Draft Innovate RAP*

- GS advised that the draft Innovate RAP was submitted to Reconciliation Australia (RA) in December 2018. Following an initial review by RA, GS revised the RAP and was resubmitted to RA on 20 February 2019.

### *Uluru Statement from the Heart*

- Cr Loden discussed the Uluru Statement of the Heart with City Councillors. A deliverable in the draft Innovate RAP states that the City will investigate opportunities for the City and Council to support the Uluru Statement.

### *Director Community Engagement Update*

- MQ informed the Group that the Banks Reserve Master Plan had been taken to Council in December 2018. Council requested further community consultation take place and investigation into Noongar dual or renaming of Banks Reserve be considered.
- MQ confirmed that the Public Open Space Strategy has been adopted by Council with a number of relevant actions:
  - (1). *Undertake Whadjuk Noongar 'sense of place' studies and ethnographic surveying as the basis for POS remaining, design, development and management.*
  - (2). *Identify specific opportunities for sites of historical importance to be recognised through signage, interpretation and other amenities.*
  - (3). *Plan and develop walking trails between all identified Aboriginal significant sites.*
  - (4). *Consider usage of Noongar inspired 'sense of place' themes and artwork as the basis for POS design.*
  - (5). *Consider usage of Noongar inspired 'sense of place' themes and artwork as the basis for standardised signage across the POS network.*
  - (6). *Aboriginal and non-Aboriginal cultural history associated with Robertson Park to be addressed through the Robertson Park Development Plan.*

## 4.2 Specific Projects and Initiatives

### *Staff Cultural Awareness Training*

- GS discussed the cultural awareness training run by Danny Ford and Tim Muirhead that all staff at the City have had the opportunity to take part in over the past six months. GS commented on the positive feedback from staff members that attended the training and staff eagerness to be more involved with the City's RAP.
- Cr Harley asked what the City had planned for future Cultural Awareness Training and how the organisation envisioned training to evolve to ensure staff continued to be exposed to new information, experiences and Noongar culture. GS advised that as part of the 'Innovate' RAP deliverables, the City would establish an internal RAP Group made up of Officers from each Department interested in being involved in ensuring their team's RAP responsibilities were carried out. Noongar cultural and six season knowledge would also soon be incorporated into the City's Parks and Urban Green team meetings which will be attended by Jason Barrow. Further to this, the Close the Gap Day event in March for staff and Council will be an opportunity for our organisation to experience a Welcome to Country and Smoking Ceremony. Training in the future will potentially be at Noongar significant sites to highlight important land and water to City staff. Cr Loden suggested that further training and mentorship be made available for City Managers and Leaders.
- SJ explained how the organisation she works for has a 'Diversity Champion' in each Department and that it had greatly increased the knowledge, inclusion amongst the workplace

### *Close the Gap Day*

- Close the Gap Day 2019 will be acknowledged by a City Administration staff event held at Keith Frame Reserve on 21 March from 12.00noon – 1.00pm. Council and the RAPWG has been invited to join Administration staff for a Welcome to Country, Smoking Ceremony and Noongar dance performance.

### *Staff Uniforms*

- Noongar artist Kevin Bynder has been contracted by the City to produce artwork for staff uniforms that will be worn by the Customer Service team at the Administration Building and Beatty Park Leisure Centre. The City has worked in partnership with Noongar Radio to have these uniforms produced and they will also be worn by Noongar Radio staff.
- Cr Topelberg suggested that all staff be made aware of the significance of the artwork by Kevin and are able to share the Noongar significance of the artwork with the general public.

### *Noongar Six Seasons*

- The City is currently in discussion with Darryl Bellotti, a Noongar artist who will develop Six Season artwork that will be featured during each season in the Vincent Library and Local History Centre, as well as the City's social media and website. Each piece of artwork will be supported by a paragraph outlining the significance of the Noongar season.
- Jason Barrow will work alongside the City's Parks and Urban Green team over the next twelve months to share information with staff regarding the Noongar Six Seasons. Each season, Jason will attend meetings at the City Depot to inform staff of the significance of each season and the flora and fauna associated with that particular time of year.
- Marissa Verma will host six (6) workshops for the community over the coming year to showcase Noongar culture and the Six Seasons. A session will be held during each of the Noongar seasons at either the Vincent Library and Local History Centre or a significant Aboriginal site within the City.

### *Aranmore Catholic College Student Traineeships*

- The City will fund two paid traineeships for Aboriginal students at Aranmore Catholic College in 2019. Students will attend school four days a week and one day a week at the City of Vincent in a Department that will support them in developing workplace skills.
- Cr Harley requested information regarding the City's Procurement Policy and how the City could improve procurement processes to support Aboriginal businesses. MQ responded and discussed the City's relationship with Gordon Cole and draft 'Innovate' RAP deliverable that focused on developing a relationship with the Noongar Chamber of Commerce. GS informed Cr Harley and the group that deliverables in the draft 'Innovate' RAP included partnering and working with 60 Aboriginal businesses and procuring 5% of goods and services in the people, Arts and Culture budget from Aboriginal businesses.

**ACTION:** GS to communicate to City staff and the community the meaning of the uniform artwork.

#### 4.3 'Innovate' RAP Progress Update

- GS informed the Group that an amended draft Innovate RAP was sent to Reconciliation Australia on 20 February 2019, which included specific targets for Aboriginal employment and procurement at the City by 2021. Once endorsed by RA, the City's Innovate RAP will be taken to Council for endorsement for the purpose of public comment before being endorsed by Council.
- Artwork has been purchased from Noongar artist, Rohin Kickett that will be featured in the 'Innovate' RAP.

**ACTION:** GS to undertake public comment and facilitate the endorsement of the 'Innovate' RAP by Reconciliation Australia and Council.

#### 4.4 Other Business

- Members discussed meeting at 5.30pm on 29 April to have a group photo taken for the 'Innovate' RAP document.
- Cr Harley asked if the City had considered employing extra staff to carry out the RAP deliverables. MQ advised that resource requirements will be identified and included with the Workforce Plan for consideration as part of the Council Budget process.

**5. Close / Next Meeting**

Cr Harley closed the meeting at 7.07pm. Next meeting to be held at 5.30pm on 29 April 2019 at Noongar Radio.

Signed \_\_\_\_\_  
Councillor Roslyn Harley (Co-Chair)

Date this \_\_\_\_\_ day of \_\_\_\_\_ 2018

Summary of Actions	Date
GS to undertake public comment and facilitate the endorsement of the 'Innovate' RAP by Reconciliation Australia and Council.	July 2019