



## CITY OF VINCENT

### RECONCILIATION ACTION PLAN WORKING GROUP (RAPWG)

Monday 14 March 2022  
Venue: Online via Zoom

#### UNCONFIRMED MINUTES

##### Attendees:

City of Vincent Councillors  
Cr Dan Loden (Acting Chairperson)  
Cr Jonathan Hallett  
Cr Suzanne Worner

City of Vincent Officers  
Virginia Miltrup – Executive Director Community & Business  
Gemma Carter – Manager Marketing & Partnerships  
Gaya Surendorff – Community Development Advisor

Community Representatives  
Maxine Braham  
Roslyn Harley

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

Councillor Loden opened the meeting at 5.30pm and delivered Acknowledgement of Country on behalf of the Working Group.

**2. Apologies**

Gordon Cole  
Mikayla King

**3. Confirmation of Previous Minutes** – 24 January 2022

The previous Minutes were unanimously accepted as a true and correct record.

**3.1 Action Items** – Update

**4. Items for Discussion**

**4.1 Review of Terms of Reference**

Roles and Responsibilities of the Chairperson have been updated in the Terms of Reference made available to RAPWG members.

RAPWG members cannot be absent for more than three consecutive meetings as outlined in the Advisory Groups Policy unless a leave of absence has been granted and approved by the Working Group.

Reconciliation Australia has approved the RAPWG Vision for the second Innovate RAP.

The City will look to review the current Welcome to Country Policy, and at that time request changes to the wording in an Acknowledgement of Country. In the interim, the City has followed the guidance of the RAPWG and made changes to the Acknowledgement of Country in staff email signatures, and made it known in a staff forum that changes have been made.

#### 4.2 Noongar Elders Group and Kamarang Services

The City will work with Kamarang Services over the coming 12 months to further their relationship with Noongar Elders. Kamarang will facilitate all communication and workshops with Noongar Elders.

The City will look to hold its second Noongar Elders Group workshop in the coming weeks and will seek feedback from the Group regarding the City's Draft Innovate RAP.

#### 4.3 Noongar Heritage, Noongar Place Naming and Moodjar Consultancy

The City engaged Len Collard of Moodjar Consultancy to hold a Noongar Place Naming Workshop. Ten places of significance within the City were discussed with the Elders and Traditional Owners attending the workshop agreeing on the Noongar names for these places.

The City will seek feedback from the Noongar Elders Group in the future regarding the use of these names, and potential for revitalising these names through signage, parks and heritage trails.

Moodjar Consultancy have also worked with the City to further develop documentation relating to Noongar culture and heritage in a report that will be kept at the Vincent Local History Centre.

#### 4.4 Aboriginal Employment

The City is continuing to build its relationship with the Koolark centre that is based at North Metro TAFE. In partnership, the City and North Metro TAFE are hosting a Resume Writing Workshop for Aboriginal people on 28 March 2022. Aranmore College students have been invited to attend the workshop.

The City has closed its EOI for an Aboriginal Employment Consultant and recently engaged Christine Coin to undertake this consultancy work over a ten-week period. Christine will work closely with the Human Resources and Community Development teams to review the City's policies and procedures that will result in recommendations being made regarding Aboriginal employment and retention along with the development of an Aboriginal Employment Strategy.

#### 4.5 Aranmore Traineeship Program

Two Aranmore College students will commence their traineeships at the City on 23 March 2022.

GS discussed the City's intentions to provide opportunities of employment at the City after the completion of traineeships.

RH questioned if the City would consider offering traineeships to people who are not Aranmore students. GS responded that the City would investigate this whilst working with Christine Coin over the coming months.

**Action: Investigate expanding traineeship program for Aboriginal people.**

#### 4.6 Close the Gap Day

The City will host two workshops for staff to attend for Close the Gap Day 2022. All staff are invited to attend a Noongar language class with Sharon Gregory, and an Acknowledge This! workshop. The Acknowledge This! workshop will be recorded and available to all staff for three months. This workshop aims to ensure staff feel confident to do an Acknowledgement of Country at meetings and events.

The City will acknowledge Close the Gap Day through social media posts and include links to the Human Rights Commission and Lowitja Institute websites.

#### 4.7 Event and Workshop Update

Planning for Reconciliation and NAIDOC Weeks has commenced. The City plans to hold its annual NAIDOC Festival in the Pickle District this year and will host several workshops for community members to attend.

Several workshops outside of NAIDOC and Reconciliation Weeks have been organised for community members including online Six Seasons workshops with Marissa Verma and a live stream of Kobi Morrison playing an acoustic set in Noongar language.

The City has also partnered with Propel Arts and Jade Dolman to host Moorditj Murals during Youth Week 2022. Jade will facilitate a three-day workshop with young Aboriginal artists where she will guide them through the process of painting a wall mural. The City is providing the wall for the artists, catering during the workshops, and is hosting the launch event of the artwork on 22 April.

The City will work alongside Sharon Gregory to name meeting rooms across the City in Noongar.

The City is progressing in its investigation to establish a Noongar bush garden. Cr Loden mentioned that Transition Town Vincent may be a group to engage with during this process.

**Action: Contact Transition Town Vincent regarding the establishment of a Noongar bush food garden.**

Cr Loden queried if the City could work with local primary schools in the lead up to NAIDOC Week on an Aboriginal led project. GS said they would discuss this with the Community Development Coordinator and Community Development Advisor – Children and Young People.

**Action: Investigate opportunities to work with local primary schools on NAIDOC related projects.**

Cr Worner mentioned the events taking place during NAIDOC Week at Revelation Film Festival including live music, and screening of Moorditj Footprints. The City will cross-promote these events in support of NAIDOC Week celebrations taking place within the Council.

#### **Summary of Actions**

<b>Summary of Actions</b>	<b>Date</b>	<b>Status</b>
Roles and responsibilities of the Chairperson clarified and relayed to Working Group members.	2 May 2022	Commenced
Provide policy regarding requirements for RAPWG members to attend meetings.	14 March 2022	Completed
Amendments to the Terms of Reference to be drafted by the City and brought back to the RAPWG.	2 May 2022	Commenced
Investigate expanding traineeship program for Aboriginal people.	June 2022	Commenced
Contact Transition Town Vincent regarding the establishment of a Noongar bush food garden.	2 May 2023	Commenced
Investigate opportunities to work with local primary schools on NAIDOC related projects.	2 May 2022	Commenced

#### **5. Close / Next Meeting**

The Acting Chairperson closed the meeting at 6.30pm. Next meeting to be held on 2 May 2022.

Signed \_\_\_\_\_  
Councillor Dan Loden (Acting Chairperson)

Date this \_\_\_\_\_ day of \_\_\_\_\_ 2017