

## RECONCILIATION ACTION PLAN WORKING GROUP

Monday, 24 January 2022 at 5:30pm

Venue: Vincent Community Centre  
City of Vincent Administration and Civic Centre  
99 Loftus Street, Leederville

### Attendees:

#### City of Vincent Councillors

Cr Dan Loden (DL)  
Cr Suzanne Worner (SW)  
Cr Jonathan Hallett (JH)

#### Community Representatives

Gordon Cole (GC)  
Mikayla King (MK)  
Maxine Brahim (MB)

#### City of Vincent Officers

Virginia Miltrup – (Director Community & Business) (VM)  
Gemma Carter - (Manager Marketing & Partnerships) (GC)  
Karen Balm (Coordinator Community Development) KB  
Gaya Surendorff (Community Development Advisor) GS  
Susanna Iuliano (Senior Librarian Local History)

#### Guests

Irma Woods - Moorditj Footprints  
Ivy Penny - Moorditj Footprints  
Jemma King - Moorditj Footprints  
Marie Pryor - Moorditj Footprints  
Shirley Harris - Moorditj Footprints

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

The meeting was opened at 5.35pm by Marie Pryor and Shirley Harris holding a Welcome to Country.

### 2. **Apologies**

Roslyn Harley (RH)

### 3. **Confirmation of Previous Minutes**

The Minutes from the previous meeting held on 30 August 2021 were confirmed as a true and correct record.

### 4. **Items for Discussion**

#### 4.1 Review Terms of Reference

Cr. Loden proposed to step down as the RAPWG Chairperson to allow an Aboriginal community member to step into this position.

The Group queried the roles and responsibilities of the Chairperson and asked for clarification from the City regarding the role.

Cr. Loden will remain as the Chairperson and the matter will be revisited by the group in coming months.

The Group queried how many meetings Working Group members were required to attend annually. The City will provide the policy relating to meeting attendance to the Working Group.

The Group discussed amending the Terms of Reference to allow for only Aboriginal and Torres Strait Islander peoples to sit on the RAPWG as community members.

**Actions: 1) Roles and responsibilities of the Chairperson clarified and relayed to Working Group members.**

**2) Provide policy regarding requirements for RAPWG members to attend meetings.**

**3) Amendments to the Terms of Reference to be drafted by the City and brought back to the RAPWG.**

#### 4.2 Moorditj Footprints

The team from Moorditj Footprints and SI discussed the East Perth project, and the progress they have made over the past six months. The Moorditj Footprints team have interviewed several Aboriginal people to capture stories and their lived experiences of living, working and socialising in the East Perth area.

GC shared stories and experiences of East Perth, and he discussed the potential for Moorditj Footprints to seek a facility that could act as a base for the team and allow for their work to be exhibited to the wider community.

#### 4.3 Draft Innovate RAP

Reconciliation Australia requested that the City amended the wording of the Vision Statement. The Group agreed that the statement in its current form expresses the vision of the City and the Working Group in relation to reconciliation.

**Action: 1) Relay to Reconciliation Australia that the RAPWG would like to keep the existing Vision that they have drafted.**

#### 4.4 Noongar Elders Forum

The Noongar Elders Forum is scheduled for 3 February and will be facilitated by Jonathan Ford from Kambarang Services. The purpose of the Forum will be to establish relationship with Noongar Elders, express the City's desire to have ongoing meetings with a Noongar Elders Group, and to seek guidance in relation to the reconciliation related work the City plans to undertake.

#### 4.5 Review Acknowledgement of Country

The Group discussed the wording of the City's Acknowledgement of Country which includes paying respect to emerging Elders. All in attendance agreed that the wording should be changed to exclude the word 'emerging Elders'. This aligns with what Aboriginal Elders and community members have relayed, and how they wish for Acknowledgment of Country's to take place.

The Group expressed that it is important for all City staff to have opportunity to feel confident to do an Acknowledgement of Country and to have an understanding of its significance and importance. It was suggested the City look to hold awareness training around this, in particular with the business, Acknowledge This!

**Actions: 1) Draft a report to Council to state that under the RAPWG guidance the City wishes to change the wording of the Acknowledgement of Country, and remove the words 'emerging Elders'.**

**2) Investigate the possibility of City staff having awareness training regarding the importance and significance of doing an Acknowledgment of Country.**

#### 4.6 2022 events, projects and workshops

Officers have commenced planning for events, projects and workshops for the year including Reconciliation and NAIDOC Week events. Our approach is to look at activities with online options to consider potential COVID restrictions.

Officers have already reached out to some Noongar facilitators including Kobi Morrison, Elisha Jacobs and Dale Tilbrook.

Noongar language classes for City staff on Close the Gap Day have been organised with Sharon Gregory.

The City is investigating the potential of establishing a Noongar Bush Garden at the Community Centre. This work would be carried out by Marissa Verma and Tucker Bush.

Additional upcoming activities that have been organised are the Reconciliation Banner Project whereby eight (8) banners will fly on Fitzgerald Street in North Perth for Reconciliation Week. Staff uniforms are having a refresh with discussions being held with Kevin Bynder at how we can incorporate his art into future staff uniforms other than the polo shirt. Finally, artwork has been purchased from Charmaine Cole that will be used in the second Innovate RAP.

**Action: RAPWG with thoughts and ideas to contribute to the planning of events and projects are encouraged to let the Community Development team know by 14 March 2022.**

#### 4.6 Proposed 2022 RAPWG Meeting Dates

The proposed dates for 2022 meetings are detailed below, please let us know if you are unable to make any of the dates listed. Meetings will commence at 5.30pm and will be held at the Vincent Community Centre:

14 March  
2 May  
13 June  
15 August  
17 October

### 5. **Items for Noting/Status Update**

#### 5.1 Vincent Community Strategic Plan

This item was not discussed at the meeting and will be brought to the next meeting's Agenda.

#### 5.2 EOI Aboriginal Employment Consultant

The City is currently advertising an EOI for an Aboriginal Employment Consultant. The City will engage the consultant for approximately 10 weeks, during which time they will provide advice to the City on ways to recruit and retain Aboriginal staff. A strategic document will be developed during this period of time which will guide the City's work towards achieving Aboriginal employment targets.

#### 5.3 Noongar Chamber of Commerce Workshop

The City contracted the Noongar Chamber of Commerce to facilitate a workshop with City staff in November 2021. The Procurement team, as well as Managers and members of the Executive team attended the workshop which discussed opportunities for the City to better engage with Aboriginal businesses and how they could go about seeking to achieve Aboriginal procurement targets.

#### 5.4 Noongar Heritage Trail – Moodjar Consultancy

The City has engaged Len and Lisa Collard from Moodjar Consultancy that will see two major bodies of work take place over the coming months.

The first project is a desktop research study that involves reviewing the current documents and information we have in our Local History Centre relating to Noongar history and heritage.

The second aspect to the work Moodjar Consultancy is undertaking is a workshop with Traditional Owners to sense check the desktop research and add in missing Aboriginal voices. A discussion around Noongar place names will also take place at the meeting.

**6. Other Business**

**7. 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.	14 March 2022	Commenced
Provide policy regarding requirements for RAPWG members to attend meetings.	14 March 2022	Commenced
Amendments to the Terms of Reference to be drafted by the City and brought back to the RAPWG.	14 March 2022	Commenced
Relay to Reconciliation Australia that the RAPWG would like to keep the existing Vision that they have drafted.	1 March 2022	Completed
Draft a report to Council to state that under the RAPWG guidance the City wishes to change the wording of the Acknowledgement of Country, and remove the words 'emerging Elders'.	30 June 2023	Commenced
Investigate the possibility of City staff having awareness training regarding the importance and significance of doing an Acknowledgment of Country.	20 February 2022	Completed
RAPWG to provide thoughts and ideas to contribute to the planning of events and projects	14 March 2022	Not started

**7. Close/Next Meeting**

The Chairperson closed the meeting at 7.35pm. The next meeting is to be advised.

Signed

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**Councillor Dan Loden (Chairperson)**

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_