



CITY OF VINCENT

INNOVATE

RECONCILIATION ACTION PLAN JULY 2019 – 2021



RECONCILIATION
ACTION PLAN

INNOVATE



ACKNOWLEDGMENT OF COUNTRY

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

We recognise the unique and incomparable contribution the Whadjuk 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, Nyoongar, Nyoongah, Nyungah, 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.

Front cover artwork
by Rohin Kickett'

Baldga Moort at Reconciliation
Week event 2018





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 Innovate Reconciliation Plan lights 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 traineeships 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 Innovate 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 more 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 RAP Working Group, and to thank Danny Ford and Tim Muirhead who ran a highly inclusive community consultation for this Plan and immersive 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.

Emma Cole
Mayor

Charmaine Cole 'Serpent'



CEO'S 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 more 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 MacLennan
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 RAP.

Through the development of an Innovate RAP, 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 RAP program since its inception in 2006. RAP 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 to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides the City of Vincent with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, 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 wish the City of Vincent well as it embeds and expands its own unique approach to reconciliation.

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 RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer | Reconciliation Australia



Gina Willilams and Guy Ghouse
at NAIDOC Festival 2018

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

- Weld Square
- Hyde Park
- East Perth Power Station
- The Derbal Yerrigan (Swan River)
- Stones Lake
- Robertson Park
- Carr Street
- Former Lake Monger Velodrome

Our City's population of approximately 37,000 people is made up of a diverse mix of cultures, nationalities, household 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 RAP aims to continue to build on the meaningful relationships we have developed during the implementation of our Reflect RAP 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 (4) different work locations and employs 435 staff, three (3) of which identify as Aboriginal or Torres Strait Islander.



Aboriginal Elders, residents and organisations workshop to discuss the City's Innovate RAP



'Urban Indigenous'
Community Canvas at NAIDOC Festival 2018

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 tradition. We also aim to increase awareness around past government policies that have contributed to health, educational, social, and employment inequalities amongst Aboriginal communities. A RAP is a means to publically 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 FROM THE ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY IS PART OF YOUR RAP WORKING GROUP?

Phil Walley-Stack
Jade Dolman
Gordon Cole
Cr Roslyn Harley

WHO CHAMPIONS YOUR RAP INTERNALLY?

Mayor and Councillors
Michael Quirk – Executive Director
Community Engagement
Rosslind Ellis – Manager Marketing and Communications
Nathan Stokes – Executive Manager Human Resources
Sandra Watson – Manager Community Partnerships
Karen Balm – Senior Community Partner
Gayatrii Surendorff – Community Partner



City of Vincent RAP Working Group Members

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 as we strive for greater equality and reconciliation.

Our valued community representatives:

Phil Walley-Stack
Gordon Cole
Jade Dolman
Kathy Kickett
Maria McAtackey
Marilyn Lyford
Sarah Janali

Our valued internal champions:

Councillor Dan Loden (*Co-Chairperson*)
Councillor Roslyn Harley (*Co-Chairperson*)
Councillor Josh Topelberg
Michael Quirk (*Executive Director
Community Engagement*)
Sandra Watson (*Manager Community Partnerships*)
Karen Balm (*Senior Community Partner*)
Gayatrii Surendorff (*Community Partner*)

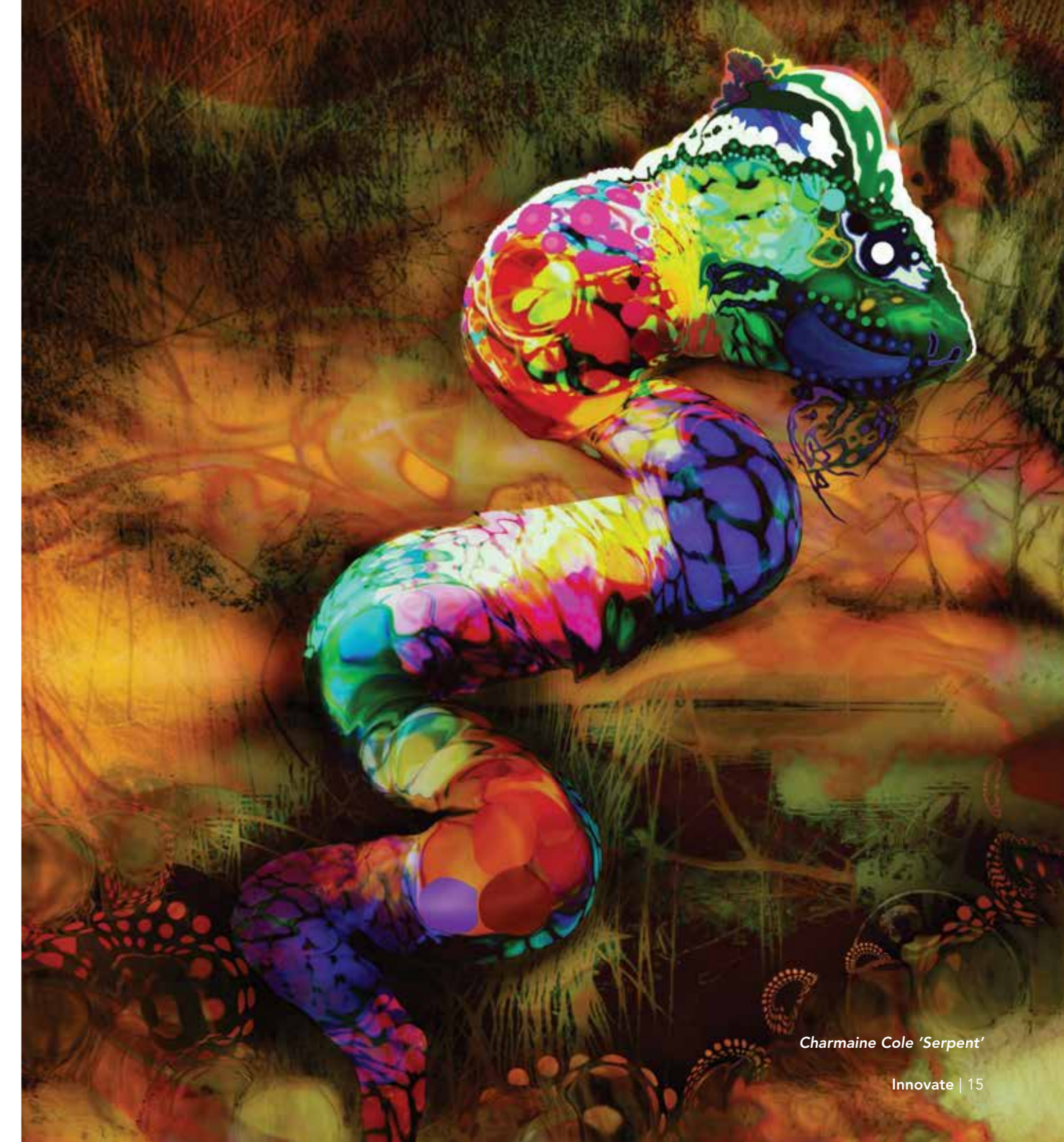
OUR RECONCILIATION JOURNEY

Since the launch of the City of Vincent's Reflect RAP in May 2017, the City has strengthened its relationship with the local Noongar community and celebrated Noongar culture and tradition through numerous events, activities and workshops. Internally, we have strived to create a more empathetic 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 Noongar language, as well as mandating a Welcome to Country at major City funded events. All City staff attended Aboriginal cultural awareness training sessions in 2018/19 and a Close the Gap Day 2018 morning tea to raise awareness about the inequalities and adversity Aboriginal and Torres Strait Islander peoples face. The City will continue to provide its staff and Council with opportunities to immerse themselves in Noongar culture during the implementation of the Innovate RAP 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 Innovate RAP in May 2018 with our internal working group during a workshop facilitated by Danny Ford and Tim Muirhead. The session highlighted the work undertaken during the implementation of the Reflect RAP 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 reminisced upon including the launch of the Reflect RAP at Weld Square, the internal Close the Gap events with guest speaker Jade Dolman, the Seven Sisters temporary art installation by Sharyn Egan, Marissa Verma's cooking and cultural workshops, the Baldja Moort performances during Reconciliation Week, a social BBQ held for City Rangers and Nyoongar Outreach staff, as well as the art and Noongar Story Time sessions held in the Vincent Library.

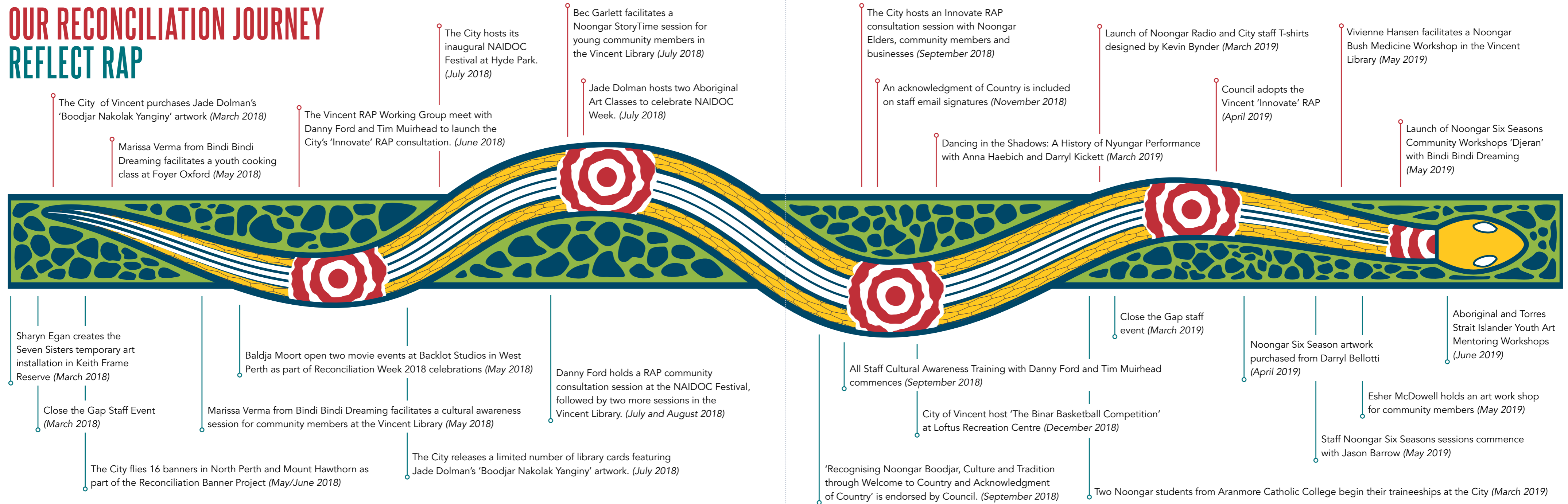
Our community consultation was launched at the 2018 inaugural Vincent NAIDOC Festival at Hyde Park, where Danny Ford raised awareness amongst the Noongar community regarding the City's commitment to reconciliation and gained feedback from community members. Following two more community consultation sessions with Danny Ford 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 workshop for local Elders, Aboriginal organisations and residents. This workshop provided invaluable feedback and comments from the Noongar community which have been included in the City's Innovate RAP and will guide our work towards creating meaningful relationships and ensuring Noongar culture is a part of our community's everyday life.



Charmaine Cole 'Serpent'

OUR RECONCILIATION JOURNEY

REFLECT RAP



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
- Nyoongar Outreach Services
- Noongar Radio
- Kuditj Café
- Aboriginal Health Council of WA
- JD Penangke
- Bindi Bindi Dreaming
- Aranmore Catholic College

The City's longstanding partnership with Nyoongar 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 Nyoongar Outreach staff and commends them on their tireless efforts to better support the members of our community facing adversity.

Noongar Radio are 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 air waves. 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 Innovate RAP and collaborating on events, activities and projects that will benefit our reconciliation cause.

The City has had ongoing support and mentorship from Kambarang Services, who have directed our organisation to becoming more culturally sensitive and empathetic. Danny Ford and Tim Muirhead 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 held within the City, we have ensured our Innovate 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 Boorloo/Perth's journey towards reconciliation.

CIVIC PROTOCOLS

Following a Council resolution in 1996, the Aboriginal Flag has been flown permanently outside the City's Administration Building and Council Chambers on the corner of Loftus and Vincent Streets in Leederville and subsequently, the implementation of the Reflect RAP has seen the Aboriginal and Torres Strait Islander flags flown at the Administration Building and Axford Park in Mount Hawthorn during Reconciliation and NAIDOC Weeks. In 2018 Council approved changes to the 2010 Policy related to Welcome to Country and Acknowledgment of Country. The Policy now known as 'Recognition of Noongar Boodjar, 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.



Close the Gap staff event 2019

Relationships

The City of Vincent believes that strong and meaningful relationships lie at the core of reaching greater reconciliation within our communities. We acknowledge the ongoing, tireless efforts of local organisations and individuals working with and for Aboriginal and Torres Strait Islander peoples. We strive to understand how the City of Vincent can better support local Aboriginal organisations and individuals and work alongside them more productively, empathetically and efficiently.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting	• RWG oversees the development, endorsement and launch of the RAP.	2018 up until July 2019	• Manager Community Partnerships • Chair of RAPWG
	• Meet at least twice per year to monitor and report on RAP implementation.	February, July annually	• Manager Community Partnerships • Chair of RAPWG
	• Review and update Terms of Reference for the RWG.	December 2020	• Manager Community Partnerships • Manager Governance, Property and Contracts
	• Establish an external Aboriginal and Torres Strait Islander Advisory Group to provide cultural advice and guidance.	December 2019	• Manager Community Partnerships
	• Increase Aboriginal and Torres Strait Islander Representation on RWG.	July 2021	• Manager Community Partnerships
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	• Organise at least one event for NRW each year • Register all NRW events via Reconciliation Australia's NRW website.	May annually	• Manager Community Partnerships • Manager Marketing and Communications
	• Invite Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories.	May annually	• Manager Community Partnerships • Manager Marketing and Communications
	• Ensure staff, RAPWG members and Councillors participate in events to recognise and celebrate NRW.	May annually	• Manager Community Partnerships • Manager Marketing and Communications
	• Participate in the Department of Local Government, Sport & Cultural Industries annual Reconciliation Street Banner Project.	May annually	• Manager Community Partnerships • Manager Marketing and Communications

3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	• Develop and implement an internal and external Aboriginal and Torres Strait Islander stakeholder communication and engagement plan.	September 2019	• Manager Community Partnerships • Manager Marketing and Communications
	• Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	July 2020	• Manager Community Partnerships
	• Host and promote Aboriginal sporting carnivals and investigate accommodation options for regional players	December 2020	• Manager Community Partnerships
4. Build relationships internally and externally to foster the Vincent reconciliation vision	• Establish an internal champions RAP group made up of City Officers	July 2019	• Manager Community Partnerships
	• Ensure the Mayor, Council and CEO demonstrate cultural responsiveness at events, during speeches and media releases.	July 2021	• Manager Community Partnerships • Manager Marketing and Communications
	• Host two events for Nyoongar Outreach Services and City Rangers per year.	July annually	• Manager Community Safety
	• Continue to implement RAP awareness within the City Administration corporate induction process.	July 2021	• Executive Manager Human Resources • Manager Community Partnerships
	• Community Partnership team to continue to attend Aboriginal and Torres Strait Islander local government professional network meetings. • Build relationships with neighbouring local government organisations and seek to collaborate on projects and events.	July 2021	• Manager Community Partnerships



Charmaine Cole 'The Elder – Story Teller'

Respect

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 sustains each of us and the City is committed to working with the Noongar community to ensure tradition, protocol and culture 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	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> 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 	July 2021	<ul style="list-style-type: none"> Executive Manager Human Resources Manager Community Partnerships
	<ul style="list-style-type: none"> Provide opportunities for all City staff, RWG members and Council to participate in cultural awareness training. 	July 2021	<ul style="list-style-type: none"> Executive Manager Human Resources Manager Community Partnerships
	<ul style="list-style-type: none"> Identify cultural learning requirements specific to the training needs of our staff and adjust cultural awareness training as required. Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for City staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion). 	July 2020	<ul style="list-style-type: none"> Executive Manager Human Resources Manager Community Partnerships
6. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	<ul style="list-style-type: none"> Ensure 'Recognition of Noongar Boodjar, Culture and History through Welcome to Country and Acknowledgment of Country' Policy 4.1.30 is effectively implemented. 	July 2020	<ul style="list-style-type: none"> Manager Community Partnerships Manager Marketing and Communications
	<ul style="list-style-type: none"> Maintain and utilise a list of key contacts for delivering a Welcome to Country at events. Invite a Traditional Owner to provide a Welcome to Country at significant events, including The Vincent NAIDOC Festival. Include an Acknowledgement of Country at the commencement of all important internal and external meetings. Encourage staff to include an Acknowledgement of Country at the commencement of all meetings. 	July 2021	<ul style="list-style-type: none"> Manager Community Partnerships Manager Marketing and Communications
	<ul style="list-style-type: none"> Ensure 'Flying and Displaying of Flags and Banners' Policy 4.1.9 is effectively implemented. 	July 2021	<ul style="list-style-type: none"> Manager Marketing and Communications Manager Community Safety
	<ul style="list-style-type: none"> Invite Traditional Owners to internal City events and activities to explain the significance of Welcome to Country and Acknowledgement of Country. 	July 2021	<ul style="list-style-type: none"> Manager Community Partnerships
	<ul style="list-style-type: none"> Maintain the Acknowledgement of Country on the City of Vincent Administration email signatures, and website and social media pages. 	July 2021	<ul style="list-style-type: none"> Manager Marketing and Communications Manager Community Partnerships

7. Provide opportunities for Aboriginal and Torres Strait Islander City staff to engage with their culture and communities by celebrating NAIDOC Week	<ul style="list-style-type: none"> Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week. 	July annually	<ul style="list-style-type: none"> Executive Manager Human Resources Manager Community Partnerships
	<ul style="list-style-type: none"> Ensure opportunities for all staff and Council to participate in NAIDOC Week activities. 	July annually	<ul style="list-style-type: none"> Executive Manager Human Resources Manager Community Partnerships
	<ul style="list-style-type: none"> Hold an annual City of Vincent NAIDOC Festival 	June annually	<ul style="list-style-type: none"> Manager Community Partnerships Manager Marketing and Communications
	<ul style="list-style-type: none"> Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week. 	July 2019	<ul style="list-style-type: none"> Executive Manager Human Resources Manager Community Partnerships
8. Acknowledge, respect and showcase Noongar sites of significance located within the City.	<ul style="list-style-type: none"> Conduct anthropological 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 development plans as part of the City of Vincent Public Open Space Strategy, including Robertson Park and Hyde Park, that the Noongar cultural history of these spaces is researched and respected during preparation and implementation of any plans 	July 2021	<ul style="list-style-type: none"> Manager Community Partnerships Manager Parks and Urban Green
	<ul style="list-style-type: none"> Acknowledge the nine significant Aboriginal sites located within the City of Vincent on the City's website, intranet and on intramaps. 	December 2019	<ul style="list-style-type: none"> Manager Community Partnerships Manager Marketing and Communications
9. Acknowledge, respect and celebrate Aboriginal and Torres Strait Islander peoples and important dates	<ul style="list-style-type: none"> Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance such as Close the Gap Day, the Noongar Six Seasons and Sorry Day. 	July 2021	<ul style="list-style-type: none"> Manager Community Partnerships Manager Marketing and Communications
10. Celebrate, acknowledge and showcase the Noongar Six Seasons	<ul style="list-style-type: none"> 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 	July 2021	<ul style="list-style-type: none"> Manager Community Partnerships Manager Marketing and Communications Manager Parks and Urban Green
	<ul style="list-style-type: none"> Work with Noongar individual/s or an organisation to develop a Noongar Six Seasons calendar and design a Six Season garden in the City 	December 2020	<ul style="list-style-type: none"> Manager Community Partnerships Manager Marketing and Communications

11. Celebrate Noongar artwork, culture and language in public spaces	<ul style="list-style-type: none"> Investigate opportunities to change street and place names to Noongar words Consider usage of Noongar inspired 'sense of place' themes and artwork as part of the implementation of the City of Vincent Public Open Space Strategy. 	July 2021	<ul style="list-style-type: none"> Manager Policy and Place Manager Community Partnerships Manager Marketing and Communications Manager Asset and Engineering
	<ul style="list-style-type: none"> Maintain and increase the Noongar library book section in the Vincent Library Host Noongar Story Time sessions at the Vincent Library 	December 2020	<ul style="list-style-type: none"> Manager Community Partnerships
	<ul style="list-style-type: none"> Encourage staff to use Noongar language via email and verbal communication 	July 2021	<ul style="list-style-type: none"> Manager Community Partnerships
	<ul style="list-style-type: none"> Find opportunities to incorporate Aboriginal artwork into the City's existing marketing and communications collateral. 	December 2019	<ul style="list-style-type: none"> Manager Marketing and Communications Manager Community Partnerships
	<ul style="list-style-type: none"> Continue to fly the Aboriginal and Torres Strait Islander flag at Administration Building and Axford Park during NAIDOC Week and NRW. 	May and July annually	<ul style="list-style-type: none"> Manager Community Partnerships Manager Marketing and Communications
	<ul style="list-style-type: none"> Provide Noongar Radio and City Customer Service staff with uniforms featuring Aboriginal artwork. 	December 2019	<ul style="list-style-type: none"> Manager Marketing and Communications Manager Community Partnerships
	<ul style="list-style-type: none"> Investigate installing iconic City entry statements acknowledging Noongar Country and people Investigate upgrading or installing Acknowledgment of Country signage in City buildings and parks 	July 2021	<ul style="list-style-type: none"> Manager Asset and Engineering Manager Community Partnerships Manager Marketing and Communications Manager Parks and Urban Green
	<ul style="list-style-type: none"> Incorporate recognition of Aboriginal and Torres Strait Islander cultures within the City of Vincent 'Name the Lanes' Project 	July 2021	<ul style="list-style-type: none"> Manager Policy and Place Manager Community Partnerships
	<ul style="list-style-type: none"> Encourage Town Teams, grant recipients and event managers within the City to acknowledge Noongar Boodjar and Noongar people at their events and meetings 	July 2021	<ul style="list-style-type: none"> Manager Policy and Place Manager Marketing and Communications Manager Community Partnerships
	<ul style="list-style-type: none"> Commission an Aboriginal art piece at Beatty Park Leisure Centre 	July 2021	<ul style="list-style-type: none"> Manager Beatty Park Leisure Centre Manager Marketing and Communications Manager Community Partnerships
	<ul style="list-style-type: none"> 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 per year. Add to the City of Vincent art collection by supporting local Aboriginal artists. 	December annually	<ul style="list-style-type: none"> Manager Marketing and Communications Manager Community Partnerships
	12. Acknowledge Aboriginal and Torres Strait Islander cultures and histories	<ul style="list-style-type: none"> 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 'Uluru Statement from the Heart.' 	December 2020



Charmaine Cole 'Mothers'

Opportunities

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 envisions 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.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	<ul style="list-style-type: none"> Communicate with and support current Aboriginal and Torres Strait Islander staff to inform future employment opportunities. 	May 2021	<ul style="list-style-type: none"> Executive Manager Human Resources Manager Community Partnerships
	<ul style="list-style-type: none"> Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development. 	July 2021	<ul style="list-style-type: none"> Executive Manager Human Resources Manager Community Partnerships
	<ul style="list-style-type: none"> Continue to advertise all vacancies in Aboriginal and Torres Strait Islander media. 	July 2021	<ul style="list-style-type: none"> Executive Manager Human Resources
	<ul style="list-style-type: none"> Develop an Aboriginal and Torres Strait Islander career brand to be used when recruiting new staff 	July 2020	<ul style="list-style-type: none"> Manager Marketing and Communications Executive Manager Human Resources Manager Community Partnerships
	<ul style="list-style-type: none"> 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. 	December 2019	<ul style="list-style-type: none"> Executive Manager Human Resources
	<ul style="list-style-type: none"> Continue to engage with external Aboriginal and Torres Strait Islander peoples and/or consultants to advise on recruitment, employment and retention strategies, including professional development. Employ ten Aboriginal or Torres Strait Islander peoples within our organisation. Provide two traineeships for Aboriginal or Torres Strait Islander students from Aranmore Catholic College 	July 2021	<ul style="list-style-type: none"> Executive Manager Human Resources Manager Community Partnerships

14. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	<ul style="list-style-type: none"> 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. 	July 2021	<ul style="list-style-type: none"> Manager Financial Services Manager Community Partnerships
	<ul style="list-style-type: none"> Partner with the Noongar Chamber of Commerce and build relationships and partnerships with sixty Aboriginal or Torres Strait Islander businesses. Procure 5% 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	<ul style="list-style-type: none"> Manager Community Partnerships Manager Financial Services Manager Marketing and Communications
15. Provide opportunities for Aboriginal and non-Aboriginal people to share, celebrate, and acknowledge Noongar Boodjar, people, culture and history	<ul style="list-style-type: none"> Encourage and invite expressions of interest from Aboriginal and Torres Strait Islander person/s on all City Advisory Groups during calls for member nominations. 	July 2021	<ul style="list-style-type: none"> Manager Community Partnerships
	<ul style="list-style-type: none"> Have at least one Aboriginal member on the Arts Advisory Group 	December 2019	<ul style="list-style-type: none"> Manager Marketing and Communications
16. Seek opportunities for local Aboriginal and Torres Strait Islander organisations and peoples to apply for grants and funding	<ul style="list-style-type: none"> 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 waiver of fees opportunities to remove any barriers from the utilisation of the City's public places, reserves and facilities. 	April and October annually	<ul style="list-style-type: none"> Manager Community Partnerships

'Seven Sisters' art installation with Sharyn Egan and Aranmore Catholic College students*

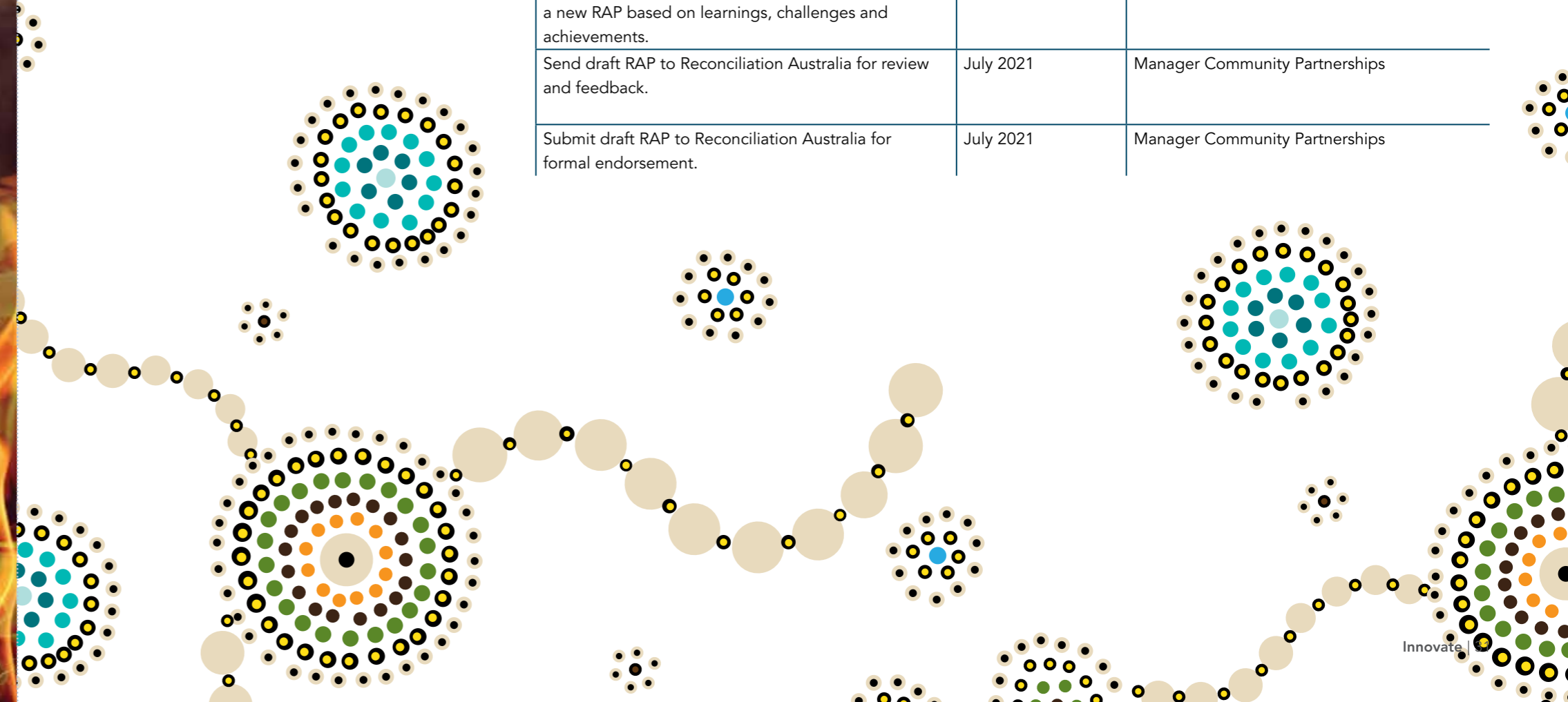
**Temporary art installation*



Charmaine Cole 'Corroboree'

Governance, tracking progress and reporting

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
17. Report RAP achievements, challenges and learnings to Reconciliation Australia	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	30 September annually	Manager Community Partnerships
	Investigate participating in the 2020 RAP Barometer.	May 2020	Manager Community Partnerships
18. Report RAP achievements, challenges and learnings internally and externally	Publically report our RAP achievements, challenges and learnings through an online dashboard.	December annually	Manager Community Partnerships Manager Marketing and Communications
19. Review, refresh and update RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	December 2020	Manager Community Partnerships
	Send draft RAP to Reconciliation Australia for review and feedback.	July 2021	Manager Community Partnerships
	Submit draft RAP to Reconciliation Australia for formal endorsement.	July 2021	Manager Community Partnerships





CONTACT DETAILS

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Acknowledgement of Artists

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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'