



CITY OF VINCENT



STRETCH

RECONCILIATION ACTION PLAN
JUNE 2025 – JUNE 2028



Acknowledgement of Country

Vincent kaadatj Whadjuk Noongar moort Whadjuk Noongar boodja-k. Ngalak koordookayin Noongar Boordiya koora koora, yeyi wer boordakan.

Ngalak koodjir kaadatj bandang Aboriginal wer Torres Strait Islander Boordiya ali ngalang nakolak-kadak wer malayin-kadak.

Whadjuk Noongar moort kalyakoorl baalabang malayin wer nakolak yanginy. Ngalak kalyakoorl Boordiya-kadak waangkaniny.

Noongar boodja baal kaalykoorl Noongar moort boodja.

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 and present.

We would also like to acknowledge all Aboriginal and Torres Strait Islander Elders for they hold the memories, the traditions, the cultures and hopes of Aboriginal and Torres Strait Islander Australia.

We recognise the 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.

LEFT TO RIGHT: Walter McGuire, Peter Phillips, Caleb McGuire, Mayor Alison Xamon, May McGuire, Vaughn McGuire





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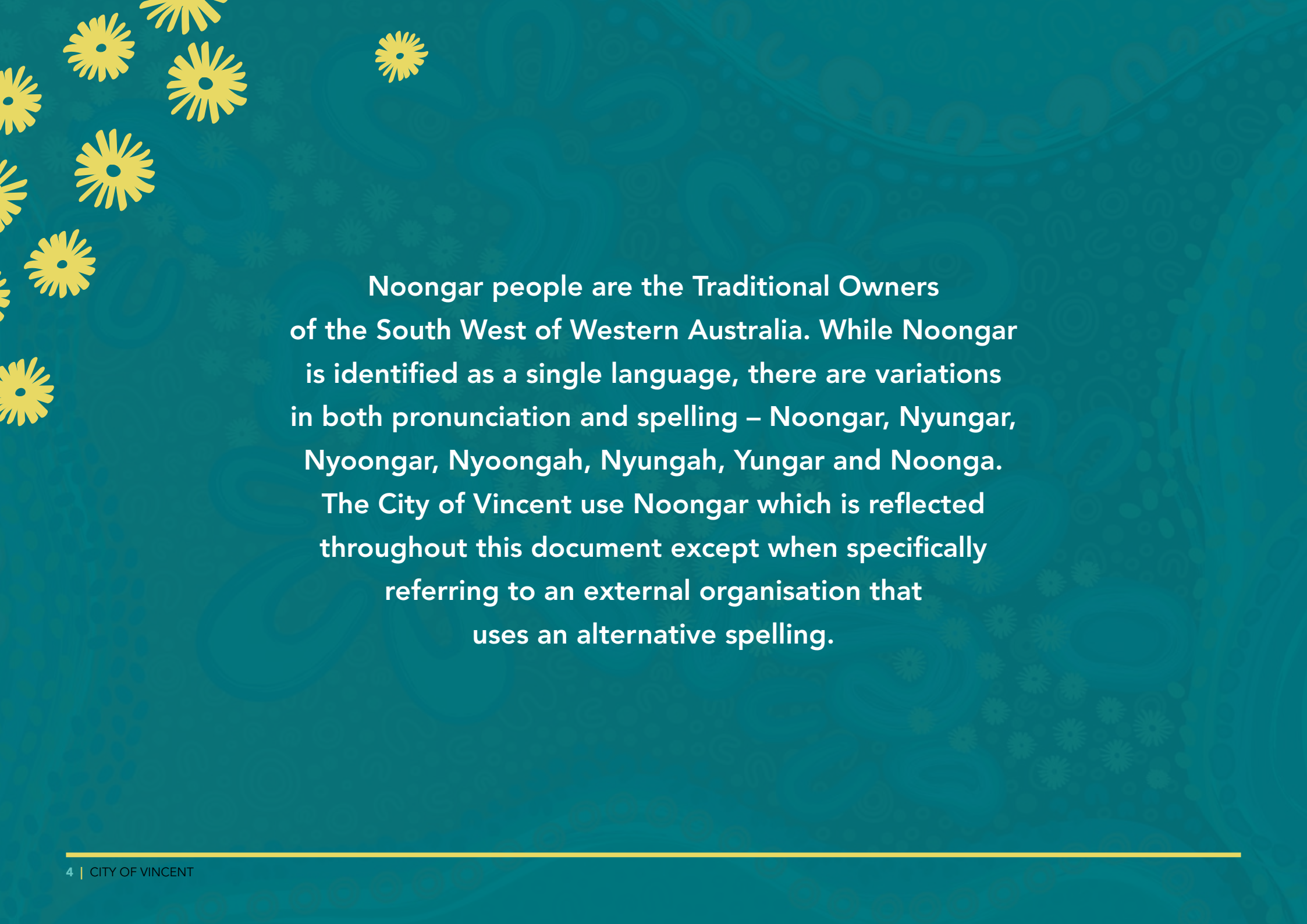
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STRETCH RECONCILIATION ACTION PLAN
JANUARY 2025 – DECEMBER 2025



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 use Noongar which is reflected throughout this document except when specifically referring to an external organisation that uses an alternative spelling.

KAYA WANJOO (HELLO AND WELCOME) FROM THE CITY OF VINCENT BOORDIYA (BOSS) REFERENCE GROUP

We, the City of Vincent Boordiya Reference Group, endorse the City of Vincent Stretch Reconciliation Action Plan January 2025 – December 2027.

We are proud to be part of this reference group to share our knowledge and stories and work towards genuine healing, trust, respect, and connection.

We would like to thank our Boordiya Reference Group which was formed in 2021 as one of the actions of the Reconciliation Action Plan 2019 – 2021.

Uncle Ben Taylor
Uncle Albert McNamara
Aunty Irene McNamara
Aunty Muriel Bowie

Rosemary Walley
Cheryl Martin
Cyril Yarran
Rodney Cox



MAYOR'S MESSAGE

Kaya Wanjoo (hello and welcome),

Aboriginal and Torres Strait Islander cultures are the oldest ongoing cultures in the world, having walked and lived on these lands for over 60,000 years.

We acknowledge that the City of Vincent has an important role to play in working towards reconciliation and justice for First Nations peoples.

We strive to be a leading local government in reconciliation whose mission and values underpin our commitment to First Nations communities.

Over the years, we have learned the importance of building strong relationships and foundations, providing impactful opportunities, and fostering ongoing engagement with Aboriginal and Torres Strait Islander peoples.

Our aim is to make further progress towards reconciliation as part of this Stretch Reconciliation Action Plan by providing actions that will make a real positive impact within our community.


Embracing Aboriginal and Torres Strait Islander cultures and histories at our events, activities, buildings, green spaces, daily conversations and interactions has been a long-standing focus of ours and we're keen to continue this.

This also ensures that the wider community have opportunities to celebrate and learn more about Aboriginal and Torres Strait Islander traditions, languages and stories.

On the strategic front, our positive race relations position is strongly visible in key policies and strategies such as the Strategic Community Plan and the Recognition of Noongar Boodjar Culture and History through Welcome to Country and Acknowledgement of Country Policy.

We will take into account the diverse needs of Aboriginal and Torres Strait Islander peoples in our decision-making.

We are fully committed to working alongside our community to ensure traditions, protocols and cultures are respected, understood, acknowledged and appreciated.



As we continue to progress through this RAP, we hope to contribute to greater opportunities and outcomes for First Nations peoples.

I am looking forward to continuing our journey to create a place of inclusivity, harmony and reconciliation.

Alison Xamon

ALISON XAMON
Mayor

LEFT TO RIGHT: Peter Phillips, Mayor Alison Xamon, May McGuire, Vaughn McGuire





CEO'S MESSAGE

Kaya Wanjoo (hello and welcome),

At the City of Vincent, we are immensely proud to have this Stretch Reconciliation Action Plan endorsed by Reconciliation Australia.

It shows that we have made great progress in our journey, and we continue to head in the right direction.

This is our fourth RAP, but our work does not stop here.

As we move forward into this next phase on our path towards reconciliation, we will continue to foster more impactful and meaningful opportunities to help address the inequalities that still exist.

A key priority of ours is to support the protection of the stories, language and names of significant Aboriginal sites and locations across Vincent.

We will also increase the information and awareness of Noongar history and culture amongst our organisation and community.

We will continue to embed reconciliation in our business, build on our strengths and identify any areas that require change.

In this RAP, we are committed to building on the existing strong foundations we have already established and further developing our partnership opportunities.

Among the actions is to establish more formal and informal two-way partnerships with Aboriginal and Torres Strait Islander peoples, businesses and organisations.

We are looking to increase the number of Aboriginal businesses that we engage for supplies and services.

On the employment front, we aim to make the City of Vincent a culturally safe and welcoming place to become an employer of choice for Aboriginal or Torres Strait Islander peoples.

It is our goal to be a leading local government in reconciliation and make a real difference for the community.

I look forward to continuing to collaborate with
Aboriginal and Torres Strait Islander peoples on our
Stretch journey.

DMacL

DAVID MACLENNAN
CEO

Cultural performance on Close the Gap
Day 2024 by Wadumbah (Big Flood
Waters) Aboriginal Dance Group





Gina Williams and Guy Ghouse at a NAIDOC event at Hyde Park



MESSAGE FROM RECONCILIATION AUSTRALIA

On behalf of Reconciliation Australia, I congratulate City of Vincent on its formal commitment to reconciliation, as it implements its first Stretch Reconciliation Action Plan (RAP).

Formed around the pillars of relationships, respect, and opportunities, the RAP program helps organisations realise the critical role they can play in driving reconciliation across their work and area of expertise. Through the creation of this Stretch RAP, City of Vincent continues to contribute to the ever-growing community of RAP organisations that have taken this consideration and goodwill, and transformed it into action.

The City of Vincent is committed to being a leading local government area fostering a diverse, welcoming and engaged community. With a vision to be creative and courageous, the City of Vincent aims to promote reconciliation principles among its residents, workers, and daily visitors.

This Stretch RAP builds on the achievements of the City's three previous RAPs. Through initiatives like the Cultural Awareness and Engagement Plan and

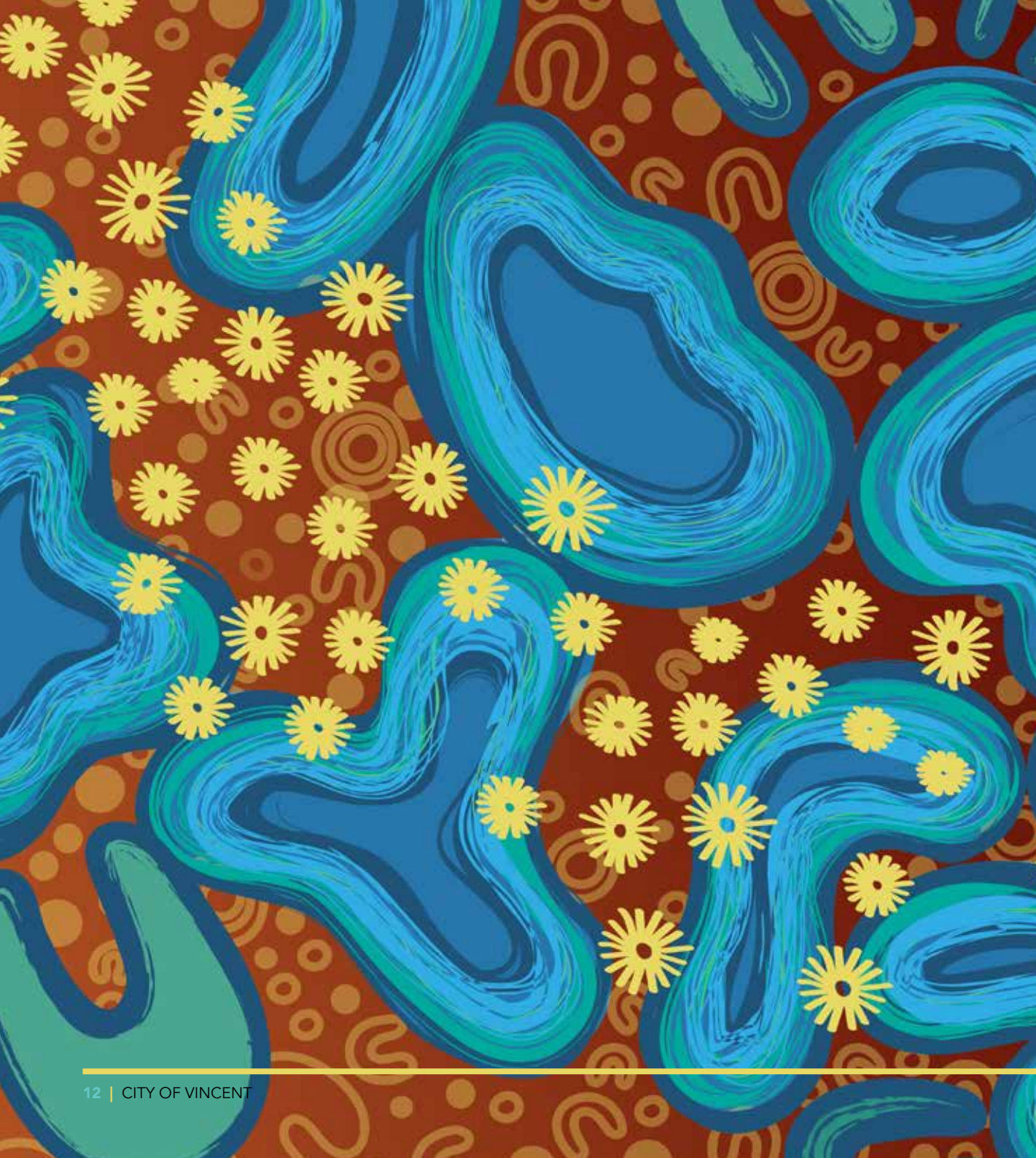
the Aboriginal and Torres Strait Islander Engagement Guidelines, the City has strengthened respect and relationships across the organisation. These plans have equipped Council members, staff, and consultants to engage meaningfully with local First Nations peoples. Additionally, the City's Purchasing Policy prioritises procurement from Aboriginal and Torres Strait Islander-owned businesses, resulting in a 10.3 per cent increase in spending toward these businesses over two years, creating more equitable opportunities.

The City of Vincent has built solid foundations upon which to expand and embed its commitments in this RAP. While continuing to increase procurement targets, the City now commits to increasing public awareness of First Nations histories and cultures. In consultation with Traditional Owners, the City plans to incorporate Noongar language into wayfinding signage and commission artwork relating to sites of significance. Additionally, the City will dedicate space

within the Library and Local History Centre to promote Noongar cultures, which will increase the visibility of Aboriginal and Torres Strait Islander cultures and serve as a gathering space for storytime and truth-telling sessions led by local Aboriginal and Torres Strait Islander peoples. By committing to these actions, City of Vincent works towards reconciliation in its community by building relationships and increasing understanding and respect.

City of Vincent has the potential to drive considerable reconciliation outcomes across its sphere of influence. On behalf of Reconciliation Australia, I commend City of Vincent on this Stretch RAP and look forward to following its ongoing reconciliation journey.

KAREN MUNDINE
Chief Executive Officer
Reconciliation Australia



ABOUT THE ARTIST

Buffie Punch

Buffie is a Noongar Yorga woman born in Albany, Western Australia. The contemporary artist expresses her culture and spirituality through her art which fuses traditional technique with modern digital mediums.

About the artwork

Kierp is the Noongar word for water. It is a life giving source for the people residing and particularly living within the City of Vincent area on Noongar Boodja – Mother Earth. Bilya is the Noongar word for river and bilya is a network of waterways going from one place to another, bringing life, giving water and feeding the land. This artwork showcases the traditional waterways found throughout the City of Vincent area many years ago.

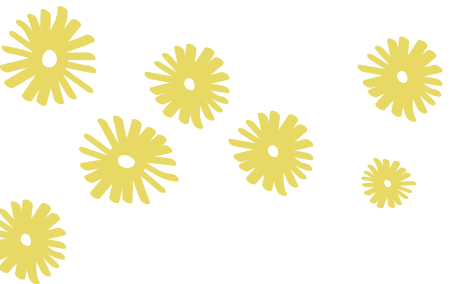


OUR VISION FOR RECONCILIATION

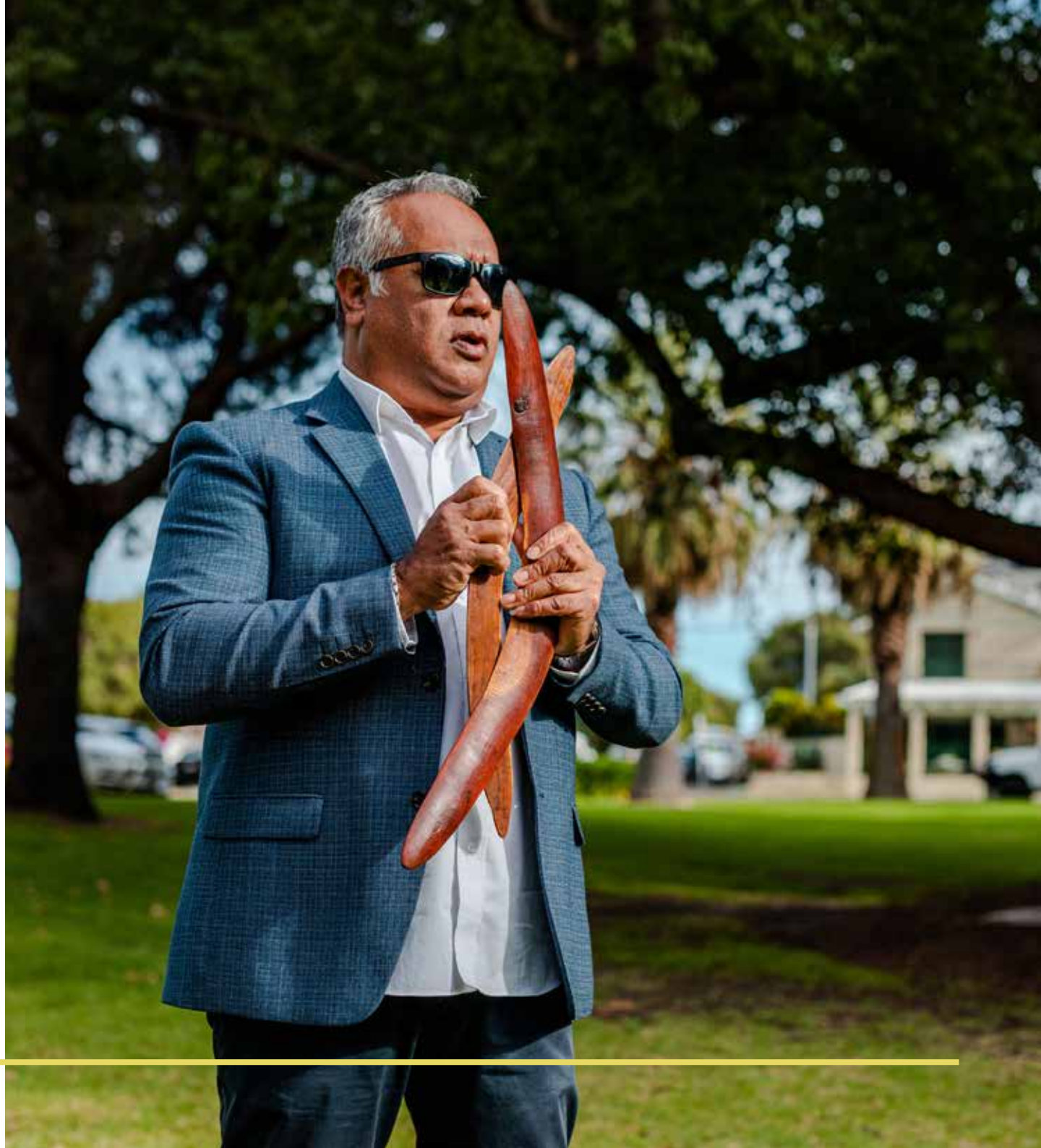
Our vision is for a positively engaged community that embraces and celebrates Aboriginal and Torres Strait Islander cultures and histories.

We aim to achieve this by encouraging respectful partnerships and acknowledging the significance of cultural preservation whilst endeavouring to create an environment where every individual feels valued and heard.

The journey towards this vision is embedded in our commitment to foster inclusivity and empowerment for Aboriginal and Torres Strait Islander peoples, organisations, and businesses. We are committed to fostering more impactful and meaningful opportunities to help address the inequalities that still exist.



Barry McGuire at a Kambarang Workshop on Country at Hyde Park



OUR BUSINESS

Vincent is located about three kilometres north of Perth CBD. It is a lively inner-city municipality incorporating some of Perth's most vibrant town centres and suburbs – Leederville, Highgate, Mt Hawthorn and parts of Perth, East Perth, West Perth and Mt Lawley.

Vincent's workforce is dedicated to enhancing the lifestyle of our residents with services ranging from tranquil parks, building services, rangers and community safety, waste and recycling services to planning services, community development, a Library and Local History Centre and community engagement.

Our vision is to be a clever, creative and courageous local government with our values being engaging, accountable and making a difference.

The City has nine registered significant Noongar sites located within our local area, including:

- Former Lake Monger Velodrome, Britannia Reserve, Mt Hawthorn
- The Derbal Yerrigan (Swan River) at Warndoolier, East Perth
- Stones Lake, Highgate
- Dog Swamp, North Perth
- East Perth Power Station/Warndoolier
- Hyde Park, Perth
- Weld Square, Perth
- Robertson Park, Perth
- Carr Street Burial, West Perth

Externally, our sphere of influence includes the people who live, work, and play in the City of Vincent. This sphere is wide-reaching. While Vincent has over 40,000 residents, we also attract an additional 21,000 workers who frequent our city regularly. The City engages with many external contractors, suppliers, and sole traders whom we encourage to share our reconciliation principles through procurement documents and processes and leading by example.

Vincent's population 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 embracing Noongar cultures and histories in our events, activities, open spaces, and in day-to-day conversations and interactions.

The City has four different work locations being, the Administration Building, Library and Local History Centre, Beatty Park Leisure Centre and the Depot and employs 435 staff, six of whom identify as an Aboriginal or Torres Strait Islander person.


At the last census, there were 311 Aboriginal and Torres Strait Islander residents that make up 0.84 per cent of the Vincent's population. A key part of our engagement process with Aboriginal and Torres Strait Islander peoples is taking the time to research and learn about local Aboriginal and Torres Strait Islander histories and cultures.



OUR STRETCH RECONCILIATION ACTION PLAN

This Stretch Reconciliation Action Plan (RAP), which is our fourth Reconciliation Action Plan reaffirms the City's ongoing commitment to provide our staff, community, and stakeholders with an opportunity to engage, listen and connect with Aboriginal and Torres Strait Islander peoples.

Noongar Storytime with Bec Garlett at the Library and Local History Centre



Our Stretch Reconciliation Action Plan is our public commitment to reconciliation that serves as a guide to how we will continue our journey, whilst taking on board the lessons learned throughout our previous RAPs to strengthen our partnerships to continue to address the inequalities and disadvantages still present. We intend to take this opportunity to really challenge ourselves to provide tangible reconciliation actions that benefit our staff and community.

Building on the successes of our previous RAPs, this plan has a strong focus on employment and procurement opportunities for Aboriginal and Torres Strait Islander peoples within the City's sphere of influence. We aim to create sustainable opportunities that underpin our vision and commitment to foster inclusivity for Aboriginal and Torres Strait Islander peoples, organisations, and businesses.

Creating an inclusive and diverse workplace is paramount for the City, with race relations, equity, and equality firmly embedded in our actions and deliverables. We have committed to reflecting our positive race relations position through policies and corporate strategic documents such as the Diversity Access and Inclusion Policy, Recognition of Noongar Boodjar Culture and History through Welcome to Country and Acknowledgement of Country Policy, and the Strategic Community Plan. This approach not only creates equity but also supports race relations by removing barriers and stereotypes.

The City has committed to increasing the number of Aboriginal and Torres Strait Islander businesses by 20 per cent each year of this RAP. We aim to achieve these outcomes through the strategic and targeted strategies and actions outlined.

We understand that to advance reconciliation we need to embed a holistic approach to creating meaningful relationships and promoting sustainable opportunities with Aboriginal and Torres Strait Islander businesses and organisations.

Our Stretch Reconciliation Action Plan shows that reconciliation is a priority. We have embedded reconciliation into every business unit and across a broad reach of services. We will build on our strengths and identify any areas that require change. We are fully committed to making changes across our organisation, through our partnerships and with our community.



DEVELOPING OUR STRETCH RECONCILIATION ACTION PLAN

As part of the process, we asked staff to think outside the box, to review and evaluate the deliverables contained within the Innovate RAP, our current workplace practices and to make a commitment towards continuous improvement.

Members of the Internal Reconciliation Action Plan Working Group discussed opportunities that existed across their service areas and locations and with guidance from our Boordiya Reference Group and our Executive Management team. This resulted in 47 deliverables being developed in addition to the 59 prescribed by Reconciliation Australia.

Paramount to the development of these deliverables was our Executive Management team that comprises of senior leaders across the organisation who continually champion reconciliation and provide input, feedback and assistance to their teams to ensure a culture where reconciliation is embedded throughout our services and our community.

The development of the Stretch RAP aligns with our Strategic Community Plan 2022-2032 for a Connected and Healthy Community where we recognise, engage and partner with the Whadjuk Noongar people and culture.

Our Reconciliation Action Plan is championed internally by our Reconciliation Action Plan Champion, David MacLennan, CEO and is supported by the Internal Reconciliation Action Plan Working Group.

Boordiya Reference Group

This RAP was developed in consultation with the City's Boordiya (Boss) Reference Group, comprised of Aboriginal Elders and community leaders. The Boordiya Reference Group provided genuine insight into the traditions, cultures and hopes of local Aboriginal and Torres Strait Islander communities, which directly guided the development of this plan.

In addition to the Boordiya Reference Group, extensive consultation with the Internal Reconciliation Action Plan Working Group and staff at all levels of the organisation was also conducted.



Consultation in line with the City's Community and Stakeholder Engagement Policy was conducted to ensure that the community and stakeholders were provided with equitable opportunities to be involved in our decision-making process and have direct input into the development of our RAP deliverables. This included information sessions, Council meetings, targeted engagement during workshops and events along with communication with our key stakeholders.

Internal RAP Working Group

The purpose of our Internal RAP Working Group is to assist in the development and implementation of our RAPs, with the aim to help the organisation achieve its commitment to championing reconciliation deliverables between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander people.

The Internal RAP Working Group members are the conduit between the City and the Boordiya Reference Group to ensure the respectful engagement and consultation with the Traditional Owners and Aboriginal and Torres Strait Islander peoples.

The following staff champion our Reconciliation Action Plans internally with one Aboriginal and Torres Strait Islander member.

David MacLennan	<i>Chief Executive Officer</i>
Lisa Williams	<i>Executive Manager Communications and Engagement</i>
Peter Ferguson	<i>Executive Manager Information and Communication Technology</i>
Nathan Stokes	<i>Executive Manager Human Resources</i>
Joslin Colli	<i>Executive Manager Corporate Strategy and Governance</i>
Dale Morrissy	<i>Manager Community Facilities</i>
Paul Morrice	<i>Manager Ranger Services</i>
Karen Balm	<i>Coordinator Community Development</i>
Jeremy Chalmers	<i>Coordinator Procurement and Contracts</i>
Caroline Dewey	<i>Senior Public Health Officer</i>
Izabella Pickett	<i>Assistant Community Development Advisor</i>

Thank you to the members of our working groups, your effort and dedication are invaluable to our organisation and community as we strive for greater equality and reconciliation. With your help and guidance, we gain a greater appreciation for the traditions and customs of the Traditional Owners and can appropriately acknowledge the contributions that they make.



Aboriginal Art and Dreamtime Workshop with Dale Tilbrook

OUR RECONCILIATION JOURNEY

We acknowledge and thank Aboriginal and Torres Strait Islander peoples who allow us to live and work on their land. We accept our responsibility to recognise and respect the cultures, histories, and continued connection they have to the land, sea and sky. We celebrate the fact that Aboriginal and Torres Strait Islander cultures can claim to be one of the oldest continuous cultures in the world, with evidence dating back over 60,000 years and we recognise that this shapes our shared cultural heritage.

We are proud of the strong reconciliation foundation that we have built through the implementation of the City's previous three Reconciliation Action Plans, starting with our Reflect Reconciliation Action Plan in 2017, our first Innovate Reconciliation Action Plan in 2019 followed by our second Innovate Reconciliation Action Plan in 2022.

Our previous Reconciliation Action Plans have seen us strengthen our commitment to reconciliation through the delivery of targeted cultural awareness training. We have invested significantly in staff training to create an organisation that encourages the development of an engaged, energetic, and diverse workforce with all new employees required to participate in cultural awareness training. Throughout our journey, we have learnt about the importance of delivering an Acknowledgement of Country prior to the commencement of meetings and we have also held cultural awareness events where staff were able to immerse themselves in Noongar dance and didgeridoo performances along with Truth-Telling sessions.

We have also developed and implemented our Cultural Awareness and Engagement Plan which focuses on education and engagement and provides a journey for employees that supports cultural insight and understanding along with celebrating Noongar cultures. Our Aboriginal and Torres Strait Islander Attraction and Retention strategy sets a goal to sustainably increase in the representation of Aboriginal and Torres Strait Islanders.



Sacred Heart Catholic Primary School at the Elders Truth-Telling Lunch for NAIDOC Week 2024

Our Aboriginal and Torres Strait Islander Engagement Guidelines provide Council members, staff, and consultants with knowledge about local Aboriginal and Torres Strait Islander peoples and how to engage with them in a culturally appropriate way. The guidelines provide a set of principles, protocols, and resources to support engagement with Aboriginal and Torres Strait Islander peoples and the community.

Our senior leadership team have proactively supported our reconciliation journey by actively communicating and advocating internally to staff about reconciliation. Since 2020 we have appointed and maintained an internal RAP Champion from senior management to support the effective implementation of our RAP. Managers and Directors feel connected to this RAP having had direct input into the development of the deliverables. This will

drive accountability and sponsorship that will enable effective implementation.

Our Purchasing Policy prioritises purchasing from Aboriginal and Torres Strait Islander businesses and has directly resulted in an increase of 10.3 per cent in spending throughout the Innovate Reconciliation Action Plan 2022-2024.

Our community members have expanded their cultural understanding by participating in a number of cultural workshops including Noongar language, Noongar art and dreamtime stories, bush tucker, cultural awareness and on Country talks. Residents were provided with opportunities both during and outside of days and weeks of significance to learn and develop a deeper understanding of Aboriginal and Torres Strait Islander cultures and histories.

Perhaps one of the most important outcomes from the City's reconciliation work was the reviving of the traditional Noongar name for Banks Reserve, Mt Lawley to Warndoolier. Vincent is home to many significant sites and waterways that are spiritually intertwined with Aboriginal cultures. The City acknowledges that the relationship Aboriginal and Torres Strait Islander peoples have with the land remains fundamental to identity and way of life. Warndoolier is noted for its cultural significance as a 'meeting place' and a 'camp'. It is considered by Noongar people to be of great heritage significance for its spiritual, mythological, and historical connections.



Our learnings

Through our reconciliation journey we have gained invaluable learnings. We learned:

- That Truth-Telling opportunities for Aboriginal Elders is essential in order for us to build a shared understanding of our histories.
- The importance of meaningful and trusting relationships with Aboriginal and Torres Strait Islander community and stakeholders to assist with the development of our policies, strategies, services and projects for our diverse community.
- The need to ensure that Aboriginal and Torres Strait Islander cultures are a core consideration in our workplace and that our RAP provides real actions with positive impact to ensure that Noongar cultures and histories are acknowledged.
- With continued understanding and conversations, our work with Aboriginal and Torres Strait Islander peoples, staff and communities will ensure that the programs and workshops we deliver continue to evolve and acknowledge Noongar cultures and histories.

Our challenges


Throughout our reconciliation journey, we have made some great progress against our RAP deliverables however, some aspects have been more challenging. Alongside our progress, we recognise the need to increase the number of Aboriginal and Torres Strait Islander staff members. This was a deliverable contained within the previous RAP that we found difficult to maintain throughout the life of the plan as employment numbers fluctuated. We found that initial employment targets were not clearly articulated around what the percentage rate was applied to i.e, permanent, casual and contract staff. In this RAP, we are aiming to reach and maintain a two per cent Aboriginal and Torres Strait Islander employment rate for permanent employees.

The City of Vincent is committed to achieving better outcomes in attracting, supporting and retaining Aboriginal and Torres Strait Islander peoples within its workforce. The City recognises one of the most important reconciliation actions we can undertake as an organisation is to assist in closing the gap between Aboriginal and Torres Strait Islander people and non-Indigenous people in Australia. Developing a strategy to attract and retain Aboriginal and Torres Strait Islander employees is one way in which we can contribute to efforts to close the gap from a socioeconomic perspective.

To support our commitment, a strategic employment consultant was engaged to develop an Aboriginal and Torres Strait Islander Attraction and Retention Strategy. The strategic employment consultant engaged with key personnel throughout the development stage to ensure the process was inclusive, targeted and action oriented to meet the City's objective of increasing its Aboriginal and Torres Strait Islander workforce.

Key objectives of the strategy include (but are not limited to):

- Increasing Aboriginal and Torres Strait Islander employment.
- Building on a culture that values the contribution Aboriginal and Torres Strait Islander employees bring to the City and our community.
- Embedding cultural proficiency principles and practices across the organisation.
- Developing and implementing culturally safe educational programs for leaders and employees.
- Ensuring policies, procedures, programs, services and operational practices within Human Resources and directorates are relevant to the needs of existing and future Aboriginal and Torres Strait Islander employees.
- Provide advice and support to the City's Human Resources team to develop strategies designed to attract, recruit and retain Aboriginal and Torres Strait Islander employees.
- Create a work environment that leads by example and embeds a culture that is free from discrimination, bullying and harassment.



In addition to this, we also have two deliverables that specifically relate to Aboriginal and Torres Strait Islander employees that we hope address this challenge:

- Supporting Aboriginal and Torres Strait Islander staff to take on management and senior level positions.
- Vincent staff attendance at job fairs, to promote employment options for Aboriginal and/or Torres Strait Islander peoples are two strategies highlighted in this RAP.

Another challenge that staff faced was associated with driving deliverables. We found that whilst internal staff were consulted throughout the process, the majority of deliverables were either pre-determined or written by a team member that was outside of their area. This resulted in some delays with projects not being completed on time due to unclear project parameters and unclear accountability. To address this challenge, engagement with each relevant business unit was undertaken early around their relevant deliverables throughout the development period of this RAP.

Our achievements

Throughout our past three Reconciliation Action Plans, we have grown as an organisation and faced a few challenges. With our most recent Innovate Reconciliation Action Plan, we took important steps in our reconciliation journey. Below are highlights that solidified our commitment to reconciliation and have enabled us to continue forward in our journey.

- Appointed and maintained an internal Reconciliation Action Plan Champion from the Executive Management team.
- Provided opportunities for Reconciliation Action Plan Working Group members and staff to participate in formal and structured cultural learning.
- Conducted a review of Human Resources recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.
- Ensured an Aboriginal person was on interview panels when interviewing Aboriginal candidates.
- Updated grants and sponsorship agreements with external groups to include relevant clauses to strengthen reconciliation outcomes.
- Updated the Purchasing Policy to make it easier to procure from Aboriginal and Torres Strait Islander businesses.
- Conducted a review of cultural learning needs within our organisation and consulted Aboriginal and Torres Strait Islander advisors to develop and implement a cultural learning strategy.
- Developed and implemented the Aboriginal and Torres Strait Islander Engagement Guidelines in consultation with an Aboriginal consultant.
- Provided two traineeships through the Student Traineeship Program at Aranmore Catholic College.
- Continued to provide support to local organisations working with Aboriginal and Torres Strait Islander Peoples who are experiencing homelessness.
- Continued to provide opportunities for Aboriginal Elders and Aboriginal people to participate in story and Truth-Telling about Aboriginal and Torres Strait Islander peoples experiences and cultural knowledge.



Izabella Pickett,
Assistant Community
Development Advisor

Community Development staff members at the
Poppy Project display for Remembrance Day 2024

Izabella (Bella) Pickett commenced at the City of Vincent in March 2022 after she secured placement in the City's Student Traineeship Program. The Student Traineeship Program provides Aboriginal students in Year 11 or 12 with real work experience while working towards the completion of a Certificate II in Business.

In partnership with Maxima – Indigenous Employment and Trainwest as the Registered Training Organisation, the program was offered to Bella for a period of 12 months in line with the course curriculum. During this time, Bella was provided with the opportunity to work with experienced and supportive professionals one day a week over a 12-month period. Bella was mentored by designated team leaders and worked on numerous projects and supported operations across a number of teams and directorates.

After completing her traineeship, Bella was offered a contract position with the City's Community Development team when she had finished Year 12. Bella's traineeship gave her the experience, skills and confidence which resulted in Bella being offered a permanent position in November 2023. Bella is still enjoying her time at the City and

says, "I chose to continue after my traineeship because it was a great opportunity to expand my workplace skills, and I had a lot of mentorship from my supervisor".

Bella now works as an Assistant Community Development Advisor and is a valuable member of the Community Development team. Among her many roles, she is a member of the Internal RAP Working Group and plays a pivotal role in facilitating and organising the Boordiya Reference Group meetings. Bella has formed meaningful relationships with the Elders and Aboriginal Leaders that has been built on mutual respect and trust and says, "Working with the Elders has been the greatest privilege of my role. I always enjoy attending the Boordiya meetings and being able to learn and interact with them all".

Bella played an essential role in coordinating the Elders Truth-Telling Lunch during NAIDOC Week 2023 with local school children. She enjoyed the opportunity to bring school students and Elders together to share in Truth-Telling and give them an opportunity to learn from each other.

Bella believes the City has made great progress in reconciliation and as a whole, is culturally welcoming and aware. Her hope for reconciliation within the City is to see an increase in Aboriginal and Torres Strait Islander employment and more meaningful opportunities. She hopes to see more workshops and events for youth to enable future generations to be more understanding and culturally aware.





CASE STUDY ELDERS TRUTH-TELLING LUNCH

The City of Vincent's Boordiya (Boss) Reference Group are committed to engaging and educating youth on Aboriginal cultures and heritage. This is where the idea for the Elders Truth-Telling Lunch was conceived. The Elders wished for more informal opportunities for truth-telling so they could share their experiences, views, and realities with the younger generations which resulted in an opportunity for an open and honest two-way conversation between our Aboriginal Elders and Leaders and local school children.

As part of the City's annual NAIDOC week suite of events, the City held our inaugural Elders Truth-Telling Lunch on 29 June 2023 with all local school students invited.

Twenty-four students and six teachers attended the lunch from five different schools. The lunch began with a traditional Smoking Ceremony and Welcome to Country conducted by local Noongar Elder, Uncle Ben Taylor followed by a didgeridoo and dance performance.

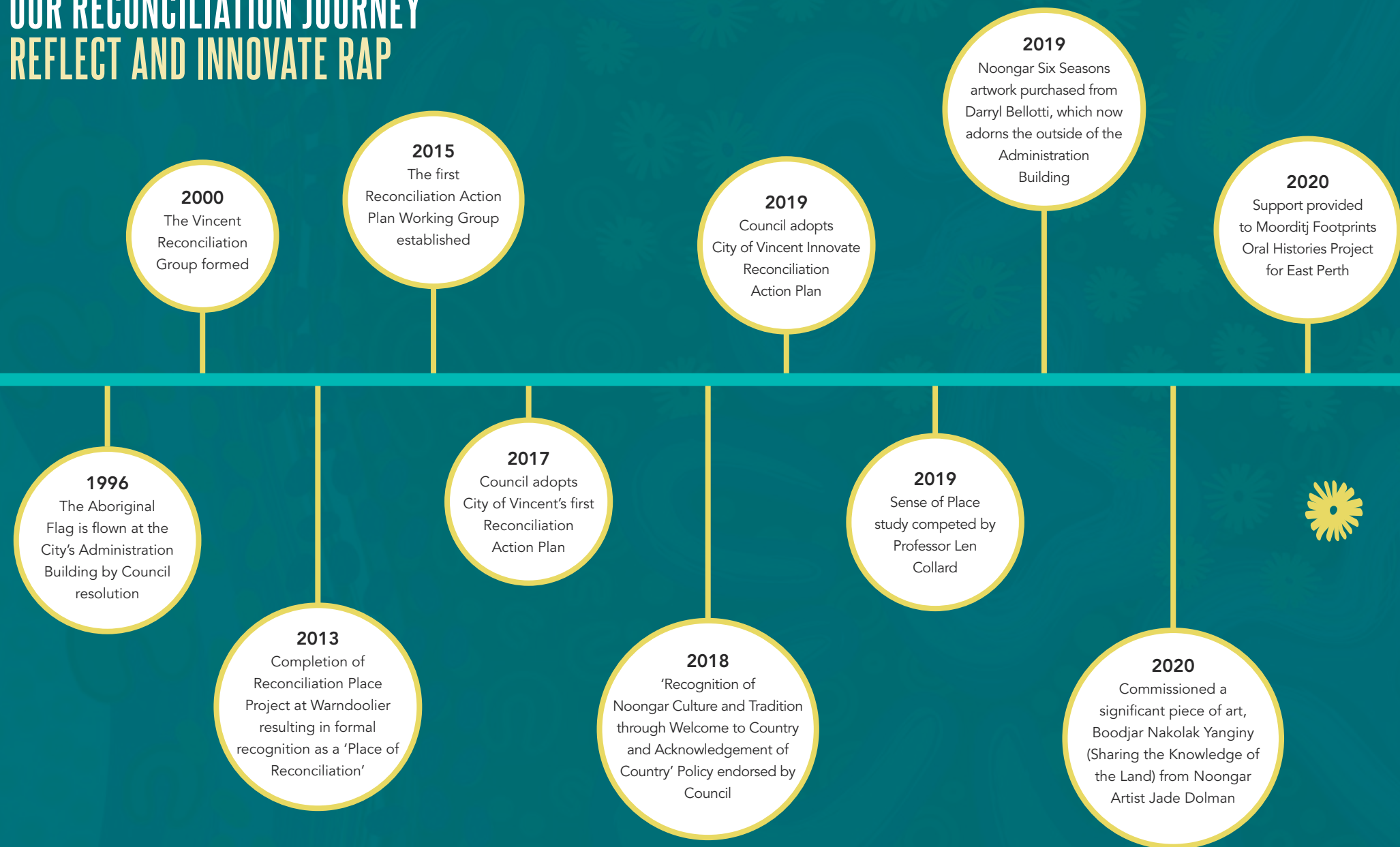
This lunch provided the children with a unique and impactful opportunity to have a face-to-face and honest yarn with our Elders. The students asked questions, and the Elders provided insightful advice on how students can advance reconciliation within their schools.

The feedback from the schools and the Elders was extremely positive and the lunch will become an annual event on our calendar. A number of schools expressed interest in developing their own Reconciliation Action Plans, which was a positive and unexpected outcome.

FAR LEFT: Welcome to Country and Smoking Ceremony conducted by Uncle Ben Taylor during NAIDOC Week 2023 with Aunty Irene McNamara, Uncle Albert McNamara and Rodney Cox

OUR RECONCILIATION JOURNEY

REFLECT AND INNOVATE RAP



2020

Council unanimously endorsed support of the Uluru Statement from the Heart

2022

Noongar Place Naming Workshop with Moodjar Consultancy

2023

FIFA Women's World Cup mural completed by Noongar artist Seantelle Walsh and Sioux Tempestt

2024

The City revives its first traditional Noongar name for a reserve: Banks Reserve revived to Warndoolier

2022

First meeting of the Boordiya Reference Group, comprised entirely of Aboriginal Elders and leaders

2023

Inaugural annual Elders Truth Telling Lunch with Local School Students

2023

Developed the Aboriginal and Torres Strait Islander Engagement Guidelines 2023 – 2028

2025

Launch of the City's Stretch Reconciliation Action Plan

2022

Launch of City's second Innovate Reconciliation Action Plan

2023

Development of the City's Cultural Awareness and Engagement Plan



Uncle Noel Nannup at the NAIDOC Week screening of Bran Nue Dae



Greg Nannup at the Aboriginal History, Dreamtime Stories and Bush Tools Workshop

THE ULURU STATEMENT FROM THE HEART

The Uluru Statement from the Heart represents a historic consensus of many Aboriginal and Torres Strait Islander leaders. It was written and issued to the Australian people, calling for a First Nations Voice to be enshrined in the constitution and the establishment of a Makarrata Commission to oversee agreement making and Truth-Telling.

We believe reconciliation will be achieved through honest acknowledgement and responsibility taken for the injustices of the past along with having compassion for the challenges currently being experienced and look forward to a united future.

Beyond the deliverables in our plans, the City of Vincent demonstrates solidarity with the Aboriginal and Torres Strait Islander peoples by supporting the Uluru Statement from the Heart, which was unanimously endorsed by Council in 2020.

Through support for the Uluru Statement from Heart, the City confirms the view that a voice for Aboriginal and Torres Strait Islander peoples, treaties with Aboriginal and Torres Strait Islander peoples and a process for Truth-Telling are critical steps in our country's reconciliation journey.

The City of Vincent continues to support the statement and has undertaken the following actions to demonstrate our sincere support:

- Acknowledging Aboriginal and Torres Strait Islander peoples as the Traditional Owners of this country and pay respect to their ongoing spiritual and cultural connections.
- Recognising the need for constitutional change that goes beyond the symbolic and gives breath to the benefits that a treaty offers all Australians as we move towards a reconciled Australia.
- Endorsed the letter from the Mayor to the Prime Minister and key Federal Parliamentarians expressing Council's support for the Uluru Statement from the Heart.
- Focusing on community engagement and awareness surrounding the Uluru Statement from the Heart as part of the annual NAIDOC and National Reconciliation Week events.

We will continue to support recognition for Aboriginal and Torres Strait Islander peoples.



RELATIONSHIPS

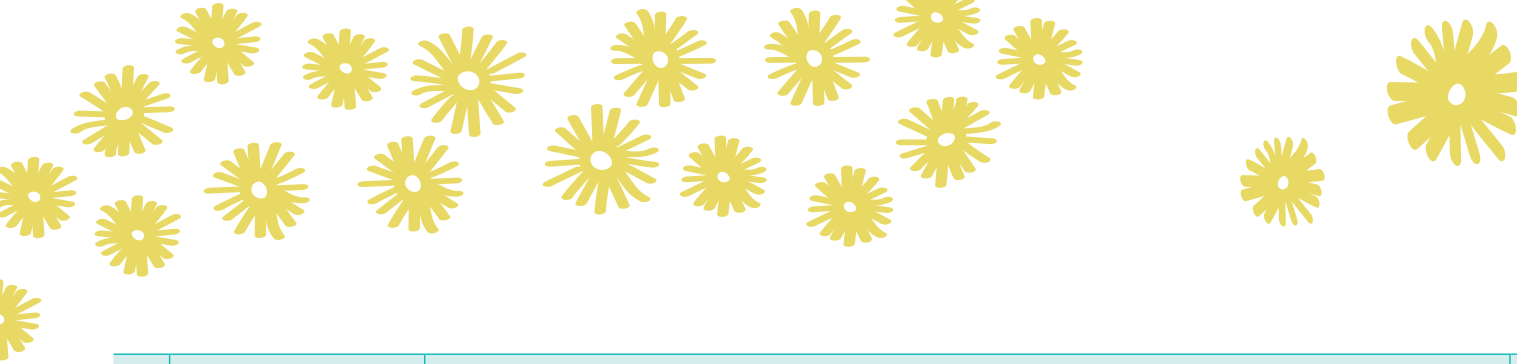
Strengthening existing and developing new respectful and mutually beneficial relationships is important to us and to our reconciliation vision and journey. We strive for genuine, respectful relationships built on mutual trust and understanding. We strive to create mutually beneficial long-lasting connections to enable enduring relationships with our Traditional Owners. We acknowledge that in order to create these connections and build on our relationships, we need to invest time in connecting with Traditional Owners and providing opportunities for Truth-Telling by First Nations peoples.

	Action	Deliverable	Timeline	Responsibility
1	Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continually improve guiding principles for engagement.	March 2026 March 2027 Marh 2028	Executive Manager Communications and Engagement
		Review, update and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders.	April 2026 April 2027 April 2028	Executive Manager Communications and Engagement
		Establish and maintain two formal and three informal two-way partnerships with Aboriginal and Torres Strait Islander communities, businesses or organisations.	April 2026 April 2027 April 2028	Executive Manager Communications and Engagement
		Offer and promote opportunities for employees to use volunteer leave to assist in Aboriginal and Torres Strait Islander not-for-profit organisations.	August 2026 August 2027 April 2028	Executive Manager Human Resources



Boorloo Wirin (Perth Spirit) celebrates women in sport, multiculturalism, diversity and unity | FIFA Women's World Cup mural artwork by Sioux Tempestt and Seantelle Walsh

	Action	Deliverable	Timeline	Responsibility
2	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.	27 May – 3 June 2025 27 May – 3 June 2026 27 May – 3 June 2027	Executive Manager Communications and Engagement
		Internal Reconciliation Action Plan Working Group members to participate in two external NRW events.	27 May – 3 June 2025 27 May – 3 June 2026 27 May – 3 June 2027	Executive Manager Communications and Engagement
		Encourage and support staff and senior leaders to participate in two external events to recognise and celebrate NRW.	27 May – 3 June 2025 27 May – 3 June 2026 27 May – 3 June 2027	Executive Manager Communications and Engagement
		Organise two internal NRW events, including at least one organisation-wide NRW event each year.	27 May – 3 June 2025 27 May – 3 June 2026 27 May – 3 June 2027	Executive Manager Communications and Engagement
		Register all City of Vincent NRW events on Reconciliation Australia's NRW website.	April 2026 April 2027 April 2028	Executive Manager Communications and Engagement
		Provide an annual public Mayoral NRW message expanding on the annual theme of National Reconciliation Week and reaffirming the City's commitment to reconciliation.	27 May – 3 June 2025 27 May – 3 June 2026 27 May – 3 June 2027	Executive Manager Communications and Engagement
		Include NRW focus annually during the CEO's weekly address to all staff highlighting current relevant topics.	27 May – 3 June 2025 27 May – 3 June 2026 27 May – 3 June 2027	Chief Executive Officer
		Host annual Yarning Circle during National Reconciliation Week to share learnings, challenges and progress on our reconciliation initiatives and outcomes for staff and the community.	27 May – 3 June 2025 27 May – 3 June 2026 27 May – 3 June 2027	Executive Manager Communications and Engagement



	Action	Deliverable	Timeline	Responsibility
3	Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	December 2025	Executive Manager Communications and Engagement
		Attend at least two quarterly RAP leadership gatherings per year.	May 2026/2027/2028 August 2025/2026/2027	Executive Manager Communications and Engagement
		Communicate our commitment to reconciliation publicly by publishing our RAP on our website and using social media and bespoke videos to highlight key activities, achievements and reconciliation stories each year.	27 May – 3 June 2025 27 May – 3 June 2026 27 May – 3 June 2027	Executive Manager Communications and Engagement
		Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes by facilitating opportunities for cultural knowledge sharing and Truth-Telling.	May 2026	Executive Manager Communications and Engagement
		Collaborate with three RAP and other like-minded organisations to implement innovative approaches to advance reconciliation.	May 2026	Executive Manager Communications and Engagement
		Promote and share the City's reconciliation successes and learnings within the Local Government Reconciliation Network and actively collaborate on Reconciliation initiatives.	May 2026 May 2027 May 2028	Executive Manager Communications and Engagement
		Include a reconciliation focus on the CEO address to all staff highlighting topical reconciliation initiatives within the RAP and Reconciliation Portfolio.	October 2025 October 2026 October 2027	Executive Manager Communications and Engagement
		Conduct an annual reconciliation award program to recognise individuals or teams who are dedicated to reconciliation and engagement with Aboriginal and Torres Strait Islander peoples.	October 2025 October 2026 October 2027	Chief Executive Officer
		Review and update Reconciliation Action Plan content in new starter induction to drive reconciliation outcomes.	November 2026	Executive Manager Human Resources
		Promote Indigenous Literacy Day through the City's communication channels both internally and externally to community.	September 2025 September 2026 September 2027	Manager Community Facilities
		Include a Reconciliation Stories section on the City's website.	27 May – 3 June 2026 27 May – 3 June 2027 27 May – 3 June 2028	Executive Manager Communications and Engagement



Mooditj Murals Masters Workshop artist Savannah Travia Dann



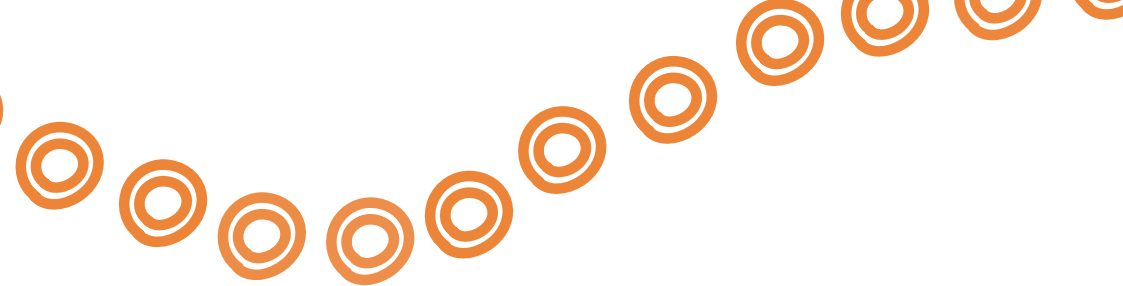
Olman Walley at the Bunuru Cultural Awareness Walk

	Action	Deliverable	Timeline	Responsibility
4	Promote positive race relations through anti-discrimination strategies.	Continuously improve and communicate HR management practices and procedures concerned with anti-discrimination in line with the City's management practice review strategy.	July 2025 July 2027	Executive Manager Human Resources
		Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination management practice in line with the City's management practice review strategy.	April 2027 April 2028	Executive Manager Human Resources
		Provide ongoing education to senior leaders and managers on the effects of racism.	November 2026 November 2027	Executive Manager Human Resources
		Senior leaders to publicly support anti-discrimination campaigns, initiatives or stances against racism and investigate implementing a zero-tolerance policy for discriminatory behaviours.	August 2025 August 2026 August 2027	Chief Executive Officer
		Develop, implement, and communicate an anti-discrimination policy for our organisation.	February 2027	Executive Manager Human Resources
		A minimum of three senior leaders, managers or elected members to attend one external anti-discrimination workshop, lecture or similar event per annum.	September 2025 September 2026 September 2027	Executive Manager Human Resources

RESPECT

The City is committed to working alongside Traditional Owners to ensure traditions, protocols and cultures are respected, understood, acknowledged, and appreciated. As we continue learning through Truth-Telling, we are better able to deepen the incorporation of respect for Aboriginal and Torres Strait Islander peoples and their cultures, which contributes to a more connected, inclusive, and resilient community. We celebrate our rich cultural diversity, and endeavour to be inclusive and welcoming to Aboriginal and Torres Strait Islander communities.

	Action	Deliverable	Timeline	Responsibility
5	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	September 2026	Executive Manager Human Resources
		Continue to review the Staff Cultural Awareness and Engagement Strategy.	April 2026 April 2027 April 2028	Executive Manager Human Resources
		Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the review and implementation of the Staff Cultural Learning Strategy and the implementation strategy.	November 2025	Executive Manager Human Resources
		Implement and communicate the Staff Cultural Awareness and Engagement Strategy to staff.	November 2026	Executive Manager Human Resources
		Ensure all staff undertake formal and structured cultural learning within six months of commencement and ensure 50 per cent permanent and fixed term staff undertake formal in person cultural learning and 85 per cent of all staff undertake online cultural e-learning annually.	December 2025 December 2026 December 2027	Executive Manager Human Resources
		Commit all internal RAP Working Group members, HR Managers, senior executive group and all new staff to undertake formal and structured cultural learning.	July 2025 July 2027	Chief Executive Officer
		Provide staff guidance and ongoing support on the importance of, and how to conduct, an Acknowledgement of Country annually.	July 2025 July 2026 July 2027	Executive Manager Communications and Engagement
		Include a section on Aboriginal and Torres Strait Islander cultures and its ties to the circular economy and sustainable lifestyle in one of the City's Waste and Recycling workshops annually.	September 2025 September 2026 September 2027	Manager Waste and Recycling



	Action	Deliverable	Timeline	Responsibility
6	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Review, update, and communicate our guidelines and protocols for external stakeholders on how to Recognise Noongar Boodjar Culture and Histories through Welcome to Country and Acknowledgement of Country.	July 2025	Executive Manager Communications and Engagement
		Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country ceremonies.	August 2025 August 2026 August 2027	Executive Manager Communications and Engagement
		Continue to invite a local Elder or Traditional Owner to provide a Welcome to Country or other appropriate cultural performance at a minimum of six significant events each year, including swearing in of new Council, Citizenship Ceremonies, and Truth-Telling events.	July/October/November 2025 July/October/November 2026 July/October/November 2027	Executive Manager Communications and Engagement
		Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Monthly 2025 Monthly 2026 Monthly 2027	Executive Manager Communications and Engagement
		Staff and senior leaders to provide an Acknowledgement of Country or other appropriate protocols at all public events.	Monthly 2025 Monthly 2026 Monthly 2027	Chief Executive Officer
		Display a minimum of eight Acknowledgment of Country plaques in our office/s or on our buildings.	August 2025	Manager Community Facilities
		Provide the wording for an Acknowledgement of Country to all staff and new starters as part of the new staff induction pack.	November 2025	Executive Manager Communications and Engagement Executive Manager Human Resources
		Update email signatures to include the Acknowledgement of Country translated into Noongar language.	October 2025	Executive Manager Communications and Engagement
		Include Acknowledgement of Country in the online process of booking City of Vincent spaces through SpacetoCo.	November 2025	Manager Community Facilities
		Include an Acknowledgement of Country statement in strategic documents, public policies and procurement documents.	December 2025	Executive Manager Corporate Strategy and Governance



Noongar Storytime with Bec Garlett at the Library and Local History Centre



Totem Weaving with Sharyn Egan during Reconciliation Week



Noongar Bush Medicine Workshop with Vivienne 'Binyarn' Hansen and family

	Action	Deliverable	Timeline	Responsibility
7	Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Internal Reconciliation Action Plan Working Group members to participate in an external NAIDOC Week event.	First week in July 2025 First week in July 2026 First week in July 2027	Executive Manager Communications and Engagement
		Continue to ensure HR policies and procedures do not have barriers to staff participating in NAIDOC Week.	May 2026 May 2027 May 2028	Executive Manager Human Resources
		Support all staff to participate in two hands-on, interactive NAIDOC Week events in our local area and provide details of NAIDOC Week activities across Perth.	First week in July 2025 First week in July 2026 First week in July 2027	Executive Manager Communications and Engagement
		In consultation with Aboriginal and Torres Strait Islander stakeholders, deliver a minimum of three external NAIDOC Week events each year.	First week in July 2025 First week in July 2026 First week in July 2027	Executive Manager Communications and Engagement
		Register all City NAIDOC Week events on the WA Government's NAIDOC Week calendar of events through the NAIDOC Perth Committee and on NAIDOC.org.au.	June 2025 June 2026 June 2027	Executive Manager Communications and Engagement
		Include NAIDOC Week focus on the CEO's weekly address to all staff highlighting current relevant topics.	First week in July 2025 First week in July 2026 First week in July 2027	Chief Executive Officer

	Action	Deliverable	Timeline	Responsibility
8	Increase publicly available information on Noongar cultures within the City of Vincent.	Locate a suitable site for a dedicated Noongar Six Seasons garden within the City.	December 2026	Manager Parks
		Dedicate a space within the Library and Local History Centre that promotes the importance of Noongar cultures.	July 2027	Manager Community Facilities
		Add a minimum of five new educational Aboriginal and Torres Strait Islander cultural items to the Library collection per year, catering to a diverse age range.	January 2025 January 2026 January 2027	Manager Community Facilities
		Increase Noongar language collection in the library and promote it to the community.	July 2025 July 2026 July 2027	Manager Community Facilities
9	Increase awareness of Noongar histories and cultures by preserving and protecting stories, language and names in significant Aboriginal sites and locations in the City.	Develop and implement a formalised procedure to name unnamed places or laneways with Whadjuk Noongar names in consultation with Traditional Owners.	December 2025	Executive Manager Corporate Strategy and Governance
		City wayfinding and interpretive signage upgrades will include Noongar language, where appropriate, including an Acknowledgement of Country in consultation with Traditional Owners.	July 2027	Executive Manager Urban Design and Strategic Projects Executive Manager Communications and Engagement
		Convert stories relating to the nine Aboriginal significant sites as told by Elders to content for interpretive signage and where appropriate engage Noongar artists to create artwork or sculptures in consultation with Traditional Owners.	September 2027	Executive Manager Communications and Engagement Executive Manager Urban Design and Strategic Projects
		Investigate the installation of Noongar Six Season signage and artwork along with information about Whadjuk Noongar Aboriginal cultures and histories in prominent locations throughout the City.	August 2027	Manager Parks Manager Community Facilities
		Work with Incorporated Aboriginal not-for-profit organisations to apply for grant funding for projects that preserve, promote and protect Registered Aboriginal sites, to manage their cultural heritage throughout the City.	August 2025 August 2026 August 2027	Executive Manager Communications and Engagement
10	Increase visibility and awareness of Aboriginal and Torres Strait Islander peoples cultures within the community through Truth-Telling and storytime opportunities.	Increase the visibility of Aboriginal and Torres Strait Islander cultures and representation through the promotion of aligned Library and Local History Centre collection material.	December 2026	Manager Community Facilities
		Deliver two Noongar storytime sessions annually in the children's section at the Library.	December 2026	Manager Community Facilities
		Continue to provide opportunities for Elders and Aboriginal and Torres Strait Islander peoples to participate in story and Truth-Telling with the wider community.	First week in July 2025 First week in July 2026 First week in July 2027	Executive Manager Communications and Engagement
		Encourage and promote the use of the Galup virtual reality Truth-Telling experience to the community and staff that tells the story and impact of colonisation on our local area and the lasting impacts.	First week in July 2025 First week in July 2026 First week in July 2027	Manager Community Facilities

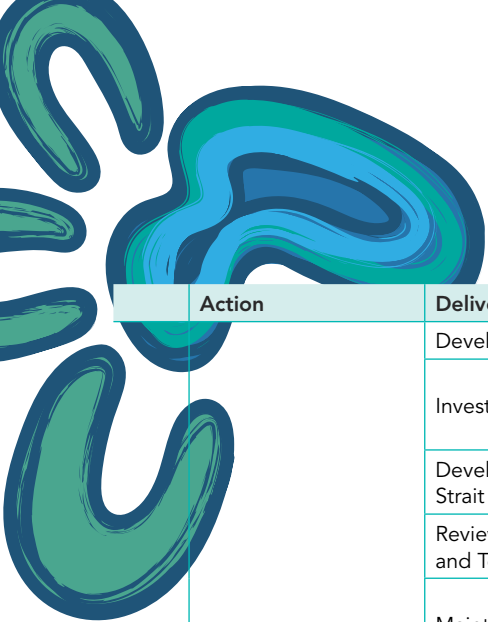
OPPORTUNITIES

We are committed to offering activities and opportunities within our sphere of influence that align with closing the employment, social, and economic gap between Aboriginal and Torres Strait Islander peoples and the broader community. We want to ensure that we create a fulfilling, diverse and inclusive workplace where our staff can thrive and openly contribute to ensure that we continue to value the diversity in our community. We are also committed to the professional development of Aboriginal and Torres Strait Islander staff.

	Action	Deliverable	Timeline	Responsibility
11	Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Continue to engage with Aboriginal and Torres Strait Islander staff to consult on the effectiveness of our attraction and retention strategy.	July 2026	Executive Manager Human Resources
		Review and update an Aboriginal and Torres Strait Islander Attraction and Retention and Professional Development strategy.	July 2026	Executive Manager Human Resources
		Continue to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	October 2026	Executive Manager Human Resources
		Continue to review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2026	Executive Manager Human Resources
		Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions through the provision of structured professional development opportunities to help Aboriginal and Torres Strait Islander staff understand the organisation, management expectations and build knowledge and skills.	December 2026	Executive Manager Human Resources
		Reach and maintain a two per cent Aboriginal and Torres Strait Islander employment rate for permanent employees.	September 2027	Executive Manager Human Resources
		Investigate cultural leave requirements for Aboriginal and Torres Strait Islander staff members.	July 2026	Executive Manager Human Resources
		Ensure culturally appropriate protocols are conducted before interviews when the candidate identifies as Aboriginal and/or Torres Strait Islander.	January 2026/May 2028 January 2026/June 2026 January 2027/June 2027	Executive Manager Human Resources
		Attend job fairs, as Administration deems necessary, to promote the City as an option for employment for Aboriginal and/or Torres Strait Islander peoples and any current vacancies.	February/March 2025 February/March 2026 February/March 2027	Executive Manager Human Resources
		Continue to offer and support two traineeships to Aboriginal and Torres Strait Islander students annually providing adequate support, resources, and meaningful opportunities to build skills, competencies and confidence aiming to lead to employment with the City.	April 2026 April 2027	Executive Manager Human Resources



Vincent Student Trainee Samaja Miller



12

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Action	Deliverable	Timeline	Responsibility
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	April 2026	Manager Financial Services
	Investigate Supply Nation membership.	December 2025	Executive Manager Communications and Engagement
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	July 2025	Manager Financial Services
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July 2025	Manager Financial Services
	Maintain commercial relationships with a minimum of 50 Aboriginal and/or Torres Strait Islander businesses.	September 2025 September 2026 September 2027	Manager Financial Services
	Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.	December 2025	Manager Financial Services
	Ensure event application forms encourage applicants to use Aboriginal businesses and provide resources to procure goods, services and vendors from a diverse range of businesses.	June 2025	Executive Manager Communications and Engagement
	Feature or profile Aboriginal and Torres Strait Islander local businesses and organisations on the City's communications channels.	June 2025 June 2026 June 2027	Executive Manager Communications and Engagement
	Explore and implement support structures for Aboriginal and Torres Strait Islander businesses and organisations to encourage Aboriginal businesses and organisations to trade in the City of Vincent, including fee waivers and other initiatives.	June 2027	Executive Manager Urban Design and Strategic Projects
	Host at least one workshop annually targeting Aboriginal and Torres Strait Islander businesses focusing on how to tender for work in the City.	August 2025 August 2026 August 2027	Manager Financial Services
	Continue to ensure procurement contracts include clauses to strengthen and drive reconciliation outcomes and encourage procurement from Aboriginal and Torres Strait Islander businesses.	July 2025	Manager Financial Services
	Encourage relevant staff to achieve a five per cent increase in annual procurement from Aboriginal and Torres Strait Islander businesses each year and increase the number of Aboriginal and/or Torres Strait Islander businesses engaged by the City by 20 per cent.	July 2025 July 2026 July 2027	Manager Financial Services
	Create and update a page on the Intranet, promoting the engagement of Aboriginal and/or Torres Strait Islander businesses with useful information and resources.	June 2025 January 2026 January 2027	Manager Financial Services



Artwork from Moorditj Mural Masters 2022 run by Whadjuk/Ballrdong Noongar and Eastern Arrente artist Jade Dolman

GOVERNANCE

All initiatives contained within this Plan have been endorsed by the relevant senior management team and implementation will be overseen by our CEO and Executive Manager Communications and Engagement. We are committed to reviewing internal and external reporting mechanisms to ensure the business is aligning its priorities and delivering on its commitments.

	Action	Deliverable	Timeline	Responsibility
13	Establish and maintain an effective internal RAP Working Group (RAPWG) to drive governance of the RAP and its deliverables.	Maintain Aboriginal and Torres Strait Islander representation on the Internal RAPWG.	November 2025 November 2026	Executive Manager Communications and Engagement
		Review and update the Terms of Reference for our Internal RAPWG.	November 2025 November 2027	Executive Manager Communications and Engagement
		The Internal RAPWG to meet at least four times per year to drive and monitor the RAP implementation.	March 2026/2027 May 2025/2026/2027 August 2025/2026/2027 November 2025/2026/2027	Executive Manager Communications and Engagement
14	Provide appropriate support for effective implementation of RAP commitments.	Embed resource needs for RAP implementation as part of our annual budget process.	May 2026/2027/2028	Chief Executive Officer
		Embed key RAP actions in performance expectations of senior management and all staff.	August 2025/2026/2027	Chief Executive Officer
		Embed appropriate systems and capability to track, measure and report on RAP commitments.	November 2025/2026/2027	Executive Manager Information and Communication Technology
		Maintain an internal RAP Champion from Executive Management team.	February 2026	Executive Manager Communications and Engagement
		Include our RAP as a standing agenda item at Executive Management team meetings.	November 2025	Executive Manager Communications and Engagement



Balladong Whadjuk woman Vivienne 'Binyarn' Hansen's Bush Tucker Workshop

	Action	Deliverable	Timeline	Responsibility
15.	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2025 June 2026 June 2027	Executive Manager Communications and Engagement
		Contact Reconciliation Australia to request our unique link to access the online RAP Impact Survey.	August 2025 August 2026 August 2027	Executive Manager Communications and Engagement
		Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September 2025 30 September 2026 30 September 2027	Executive Manager Communications and Engagement
		Report Reconciliation Action Plan progress to all staff, senior leaders, Council and Elders on relevant reference groups quarterly.	March 2026/2027 May 2025/2026/2027 August 2025/2026/2027 October 2025/2026/2027	Executive Manager Communications and Engagement
		Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.	July 2025 July 2026 July 2027	Executive Manager Communications and Engagement
		Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	February 2026	Executive Manager Communications and Engagement
		Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	September 2027	Executive Manager Communications and Engagement
16.	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2027	Executive Manager Communications and Engagement



Vaughn McGuire conducting a Welcome to Country and Smoking Ceremony for the swearing in of the new Council in 2023

BACK COVER: Mooditj Murals Masters Workshop artists



CONTACT DETAILS

Community Development

Phone: 08 9273 6000

Email: community.development@vincent.wa.gov.au

Acknowledgement of Artist

Buffie Punch

Stay in touch

Executive Manager Communications & Engagement

Phone: 08 9273 6000

Email: community.development@vincent.wa.gov.au

  @cityofvincent

[VINCENT.WA.GOV.AU](https://vincent.wa.gov.au)

This document is available in other formats and languages upon request.