



TOWN OF
VICTORIA PARK



WE'RE OPEN
VIC PARK

Reconciliation Action Plan

Quarterly progress report

Jan 2022 - Mar 2022

Quarterly progress report

Reconciliation Action Plan

RAP 1. Relationships

Action	Current quarter progress	Previous quarter progress
1.1 - Evaluate the Town's Aboriginal Engagement Advisory Strategy		
1.2 - Ensure Aboriginal and Torres Strait Islander consultation for the Evolve project	Ongoing progress with Story of Country to be included in SCP	The Town completed community consultation as part of the review of the Strategic Community Plan. As part of the Vic Vision Project, four people that identified as either Aboriginal or Torres Strait Islander participated in the survey, pop-up survey or a workshop. Two indigenous Elders have been consulted with on the production of a Welcome to Country/Story of Country to preface the Town's new Strategic Community Plan. Both have thus far agreed to writing the Welcome to Country/Story of Country as part of the plan.
1.3 - Participate in and celebrate National Reconciliation Week (NRW)	Planning ongoing, to include RAP consultation as part of NRW	Planning is underway for National Reconciliation Week 2022.
1.4 - Establish a RAP working group	New members appointed Feb2022, attended Mindeera meeting	<ul style="list-style-type: none"> • The Mindeera Advisory Group was re-established in 2020 and continues to meet bi-monthly. • The seventh Mindeera Advisory Group was held on 8 December 2021. The November meeting was held on 3 November 2021 at the Wirrpanda Foundation. • Expressions of Interest for community membership to the Mindeera group were opened from 3 - 20 December 2021. Aboriginal and Torres Strait Islander people were encouraged to apply. • Aboriginal community members have been specifically invited to Town conversations regarding the shaping of Albany Highway. • Aboriginal community members have been consulted with on key Town projects, including a revegetation and yarning circle development at Jirdarup bushland.
1.5 - Build internal and external relationships	New members added to Mindeera group, list of Indigenous artists being collected by the Town	<ul style="list-style-type: none"> • A list of Aboriginal and Torres Strait Islander peoples, communities and organisations in the local area has been developed and continues as a working document. • A list of RAP organisations and other like-minded organisations to connect with on our Reconciliation journey has been developed and continues as a working document.

Action	Current quarter progress	Previous quarter progress
<p>1.6 - Raise awareness of our RAP</p>	<p>Meeting with comms to discuss regular promotion of Reconciliation actions.</p>	<ul style="list-style-type: none"> • Town Officers are liaising with Reconciliation WA and RA on the progress of our Reflect RAP and the planning and timeframes for the development of a subsequent Innovate RAP. • Delivery of actions within the RAP are highlighted and promoted via various media channels . • Conversations around the development of the new Innovate RAP for the Town are commencing with internal and external stakeholders, with a draft timeline presented at the December Mindeera meeting. • Officers have met with staff from Victoria Park Primary School, Carson Street School and Kent Street High, furthering connections and points of collaboration for current and future reconciliation endeavours. • Planning is underway for a community engagement strategy to inform and engage residents in the delivery of the Town’s Innovate RAP.
<p>1.7 - Develop and continue Aboriginal and Torres Strait Islander partnerships in the Town</p>	<p>Potential uniform/vehicle artwork project with Parking/Rangers, collecting indigenous artists details to utilise for various projects</p>	<ul style="list-style-type: none"> • Aboriginal musicians were engaged to showcase culture at the Heal Country Twilight Trio concert in November 2021. This included performances from Natasha Eldridge, Lois Olney, dancing from Koolinga Kreate, a Noongar dance troupe, and a Welcome to Country from Elder, Sandra Harben. • Aboriginal Elders have been engaged in the preliminary consultation process for the future redevelopment of the Perth Football Club. • The Mindeera Advisory Group were engaged in the development of the Town’s Events Strategy. • Consultation with the Mindeera Advisory Group resulted in the provision of message sticks, reflecting the six seasons, to become part of the citizenship gifts at future citizenship ceremonies. • The Town continues to partner with Noongar Elders for the delivery of Welcome to Country at all Town events. • Officers have partnered with Main Roads to employ an Aboriginal artist for the painting of three traffic control boxes in the Town. The paintings depict images of country and culture

Reconciliation Action Plan

RAP 2. Respect

Action	Current quarter progress	Current quarter progress
2.1 - Consider and review 26 January as day of celebration	Discussed at Feb 22 Mindeera, ToVP officers encourage the group to continue to discuss	<ul style="list-style-type: none">• The Mindeera Advisory Group continues to deliberate on 26 January as a day of significance.• The citizenship awards were presented at the Twilight Trio concert on November 27 as the initial practise.
2.2 - Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	Welcome to Country confirmed to be first item at events/gatherings/relevant programs.	<ul style="list-style-type: none">• Further research into the local traditional owners of the land and water is taking place. Identification of key figures, includes recognition of Yoreel (Fanny) Balbuck as an Whadjuk Noongar figure of historical significance. Discussions have commenced regarding ways to recognise and remember Yoreel. Conversations are ongoing with other LGA's regarding processes of identifying and commemorating traditional owners.• Welcome to Country and Acknowledgement of Country continue to be a primary mode of cultural respect, that is given at all events, external, and internal meetings. Adjustments to the templates are underway, to ensure that the version used is appropriate for the cultural identity of the speaker.• Acknowledgment of Country is now featured on the Town's website.
2.3 - Celebrate and recognise Aboriginal and Torres Strait Islander Cultures	Indigenous language classes/training for community, elected members, and potentially staff.	<p>Aboriginal and Torres Strait Islander culture continues to be celebrated and recognised by the Town in a range of events and actions, recent initiatives include:</p> <ul style="list-style-type: none">• Town officers engaged primary school students from East Victoria Park Primary School to sing an Acknowledgment of Country, at the 11 November Remembrance Day event.• Town officers secured a number of indigenous musicians to showcase indigenous music and culture, at the November 20 Twilight Trio "Heal Country" concert.• Town officers are currently working with local Noongar Elders and with academics from Curtin University to design an ecologically and culturally sensitive learning space at the Jirdarup bushland sandpit.• Mindeera Advisory Group members worked with Town officers to select and source culturally appropriate gifts – message sticks - for citizenship ceremonies.

Action	Current quarter progress	Current quarter progress
		<ul style="list-style-type: none"> • Town officers have commenced preliminary conversations regarding the inclusion of Aboriginal cultural elements in the redesign of Ed Millen project.
2.4 - Participate in Celebrate NAIDOC Week	Planning still underway, will incorporate NAIDOC as part of RAP engagement.	<ul style="list-style-type: none"> • The final event for NAIDOC week: Heal Country Twilight Trio concert was held on 20 November 2021, featuring indigenous musicians and the Koolinga Kreate dance group. • Planning is underway for NAIDOC Week 2022.
2.5 - Aboriginal and Torres Strait Islander signage and display	Still ongoing with several projects detailed above	<ul style="list-style-type: none"> • Continued discussions are occurring with the Mindeera Advisory Group for renaming the Council Chambers to an appropriate Noongar name. • Australian and Torres Strait islander flags continue to be on display at Administration. • A work instruction for the process of Noongar Boodja renaming continues as a working document. This document cannot be finalised until decisions regarding the SWLASC six regional corporations are completed, and the source(s) of appropriate cultural authority is clarified. It is anticipated that these regional bodies will be established in June 2022. • Processes for the renaming of Row 52 has been finalised with the draft artwork recently being provided, by Noongar artist, Darryl Belotti. Once the artwork is shared with the Mindeera Advisory Group, plans for the opening ceremony will be finalised. • Interpretive, audio-recorded, interactive signage is being explored for Koolbardi Park. This concept has been shared, and approved by, the Mindeera Advisory Group. Costings and production are being investigated. • Town officers have partnered with Main Roads to commission Aboriginal artwork on three traffic control boxes in the Town. Jade Dolman is the artist employed to complete these works. • An Acknowledgment of Country is now on the Town's website.
2.6 - Investigate Aboriginal and Torres Strait Islander cultural learning and development	Ongoing but limited progress this quarter	<ul style="list-style-type: none"> • Community understanding is being further cultivated through the explication of the Noongar six seasons on the Town's social media channels. • Collaborations are progressing with the City of South Perth, the City of Canning, Curtin University, and key Noongar Elders, regarding ways in which we can, collectively build community and care for country. A shared yarning circle idea, is being explored, with meetings scheduled to further detail this proposal.

Action	Current quarter progress	Current quarter progress
2.7 - Ensure that all documents of the Town are inclusive and consider and reflect Aboriginal and Torres Strait Islander people	Story of Country to be included in SCP	<ul style="list-style-type: none"> • Officers have consulted with Noongar Elders on writing a Welcome to Country/Story of Country as part of the Town's new Strategic Community Plan. Both Elders have agreed to write this preface. • Culturally appropriate gifts for citizenship ceremonies have been selected - Dandjoo Darbalung message sticks- and will be gifted at these Ceremonies in 2022.
2.8 - Raise awareness of Aboriginal and Torres Strait Islander people within our Town	New members added to Mindeera Advisory Group	<ul style="list-style-type: none"> • Acknowledgment of Country continues to be performed at all council meetings, internal Town meetings and citizenship ceremonies. • Welcome to Country continues to be performed at significant events in the Town, including the recent NAIDOC Heal Country Twilight Trio concert. • Acknowledgment of Country was performed and sung by the East Victoria primary school children at the November Remembrance Day event. • The Town recently advertised the EOI process for membership to the Mindeera Advisory Group in the local community paper.
2.9 - Enhance community understanding of Aboriginal and Torres Strait Islander people within our Town	Ongoing to seek opportunities to meet this outcome,	<ul style="list-style-type: none"> • Cultural awareness has been developed through community engagement in events such as the Heal Country concert, social media profiling of the significance of seasonal change (six seasons) for country and culture, and through ongoing conversations with Mindeera Advisory Group members and Noongar Elders.

Reconciliation Action Plan RAP 3. Opportunities

Action	Current quarter progress	Previous quarter progress
3.1 - Engage with the West Coast Eagles to ensure Aboriginal and Torres Strait Islander people are included in community initiatives	No progress this quarter	There has been no progress on this deliverable in the last quarter.
3.2 - Investigate Aboriginal and Torres Strait Islander Walking Trail in Victoria Park	No progress this quarter, Mindeera have been focused on other initiatives	<ul style="list-style-type: none"> • Conversations have commenced with local schools on ways to enhance awareness of Noongar boodja, flora, fauna, in Victoria Park. • Conversations have commenced with the Mindeera Advisory Group, around a proposed walking trail that honours the life and the pathways of Noongar Elder, Yoreel (Fanny) Balbuck.

Action	Current quarter progress	Previous quarter progress
3.3 - Investigate Aboriginal and Torres Strait Islander supplier diversity	Indigenous artists list being collated by the Town	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander owned businesses have been utilised in recent Town events. A working list of Aboriginal suppliers has been developed. Kulbardi Pty Ltd. has been identified as a key potential supplier for many goods required by the Town.
3.4 - Develop Aboriginal and Torres Strait Islander employment opportunities	Indigenous trainee continues employment in the Town - through the Public Sector Commission Indigenous Trainee Program. There are currently four people employed by the Town who identify as Aboriginal or Torres Strait Islander.	Indigenous trainee continues employment in the Town - through the Public Sector Commission Indigenous Trainee Program. There are currently four people employed by the Town who identify as Aboriginal or Torres Strait Islander.
3.5 - Conduct Aboriginal and Torres Strait Islander youth projects	Engagement has begun with some local schools regarding NRW and NAIDOC	Town officers have liaised with staff from Victoria Park Primary School, Millen Primary School and Carson Street School to promote and collaborate on cultural awareness and education initiatives.
3.6 - Liaise with the Australian Indigenous Mentoring Experience (AIME) to facilitate provision of educational support for Aboriginal and Torres Strait Islanders	No progress this quarter	Town officers have met with, Curtin's Director of Engagement and Inclusion and RAP working group Convenor to discuss opportunities for building inter-educational networks in the Town that progress reconciliation.

**Reconciliation Action Plan
RAP 4. Tracking and Progress**

Action	Current quarter progress	Previous quarter progress
4.1 - Review and refresh Reflect RAP	Review of Reflect RAP ongoing with Mindeera, to assist with the development of Innovate RAP.	<ul style="list-style-type: none"> Town officers have been liaising with Reconciliation Australia on the status and future planning for the Town's RAP. Town officers have drafted a timeline for the development and implementation phases of the Innovate RAP. A desktop review of the Reflect RAP, 2018-2022 has been completed and shared with the Mindeera Advisory Group.
4.2 - Build support for the Innovate RAP	Innovate RAP process has begun with Mindeera	<ul style="list-style-type: none"> A fixed term Social Policy Specialist has been employed to oversee the development of the Town's Innovate RAP. The Town reported on Reconciliation Australia's annual RAP impact measurement questionnaire.