

# appendices

Community Development Committee



Community Development Committee  
1 October 2018

## TABLE OF CONTENTS

ITEM	TITLE	PAGE NO
8.3	Commemorative Recognition Application – Arms Memorial Sculptures .....	3

### **8.3 Commemorative Recognition Application – Arms Memorial Sculptures**

**Reflect Reconciliation Action Plan**

**Our business**

The Town is located immediately South-East of Perth, approximately five kilometres from the Perth GPO. Total land area is 18 square kilometres, comprising seven suburbs – Bentley, Burswood, Carlisle – Welshpool, East Victoria Park – Kensington, Lathlain, St James and Victoria Park. At the 2016 Census, the Town’s population was estimated at 36,755 with 525 Aboriginal and Torres Strait Islander residents (being 1.5 per cent of its total population). By 2036, the Town’s total population is expected to grow to 56,000. The Town is largely residential, with some educational (including Curtin University), commercial and industrial areas.

The Town identifies as a culturally diverse and dynamic community, fast becoming a restaurant mecca that celebrates many national cuisines, quirky cafes and a unique retail environment. The Town’s Administration centre, Leisurelife and Aqualife centres and library employs approximately 400 staff, two of whom are Aboriginal staff members.

The Town is committed to long term sustainability and operates within a framework that guides the Town’s environmental, economic, social, civic and cultural impact in terms of growth. In 2016 the Town launched a collaborative community project known as Evolve – one of the largest community consultation and engagement projects the Town has undertaken. Evolve’s two-year process of engaging with community sought to inform what should be contained within our Strategic Community Plan to best service the needs of our community and to outline its future direction for the next 20 years.

The Town’s Strategic Community Plan 2017–2032 sets our future vision as a dynamic place for everyone. This vision seeks to ensure that we:

- are Perth’s most empowered and engaged community
- are Perth’s premier place for entertainment and entrepreneurship
- lead in sustainability
- put people first in urban design and safety
- are inclusive and connected with a thriving community.

Underpinning this vision are our values that we will:

- be proactive

- have integrity
- be caring
- be innovative.

A key pillar of our mission is to promote sustainable, safe, connected and diverse places for everyone. We are committed to establishing positive relationships that engage in a meaningful way with Aboriginal and Torres Strait Islander people and foster the Town's Strategic Community Plan to work towards:

- a healthy community,
- an informed and knowledgeable community,
- an empowered community with a sense of pride, safety and belonging, and
- a place where all people have an awareness and appreciation of arts, culture, education and heritage.

The Town established an Aboriginal Engagement Strategy Group in 2013 to build relationships and respect between other Australians and Aboriginal and Torres Strait Islander people. This group informs and advises the Town on ways in which we can work together to identify opportunities that meet individual and shared aspirations, drive equality, and build sustainability in our local community.

In 2016 the Aboriginal Engagement Strategy Group embarked on the development of a Reconciliation Action Plan (RAP) to provide a framework for the Town to build further on respect, relationships and opportunities.

## **Our RAP**

This RAP is a document that outlines actions to build strong relationships and enhance respect between Aboriginal and Torres Strait Islander peoples and other Australians. A RAP impacts the whole of the Town, and directly affects all service delivery areas. Our RAP enables us to work together to achieve individual and shared aspirations, and to drive greater equality and sustainability within the local community.

The rich cultural heritage that the Town represents provides opportunities for residents to engage with, promote and learn from these cultures – this engagement further enhances the bonds and vibrancy of the community. In 2011, 27 per cent of people in the Town came from countries where English is not their first language, resulting in Council establishing the new role of Cultural Engagement Officer in 2013. The 2016 Census continues to reflect this figure, and demonstrates our diverse population. The position of Cultural Engagement Officer operates within the Community Development team, and seeks to establish links with Aboriginal and Torres Strait Islanders in order to foster inclusivity and a greater sense of community.

## **Our partnerships/current activities**

The Mayor, Deputy Mayor and Chief Executive Officer of Town champion the RAP, sitting as active members on the Aboriginal Engagement Strategy Group, as well as two Councillors. The Cultural Engagement Officer facilitates the delivery of initiatives in combination with the Aboriginal Engagement Strategy Group.

The Town's Aboriginal Engagement Strategy Group is instrumental in delivering diverse projects in partnership with a range of stakeholders to acknowledge and celebrate Aboriginal and Torres Strait Islander and other cultures. These include (but are not limited to):

- Aboriginal flags are flown in front of the Administration building and in the Memorial Gardens of the Town. Welcome to Country is performed at key events in the Town.
- In celebration of NAIDOC Week 2016 the Town through our local Aboriginal Engagement Strategy Group partnered with RUAH Community Services, Vic Park Centre for the Arts, Richmond Wellbeing, and start-up enterprise Know Your Nation to deliver a three-phase program of story-telling, exhibition and public forums.
- The Know Your Nation project invited older community members from Aboriginal and Torres Strait Islander and the many different cultures that make up our Town, to share and record their stories and anecdotes of their past, across the generations. These stories were recorded in audio and print, culminating in a photographic exhibition and public launch with participants at the Vic Park Centre for the Arts. This exhibition is able to continue to be used across the Town to foster ongoing opportunities for recognition and celebration.
- Know Your Community sprang from the 2016 Know Your Nation project that included a 6-week program for the community to come together at the Vic Park Centre for the Arts in the evenings with a fire pit, yarning circle, story-telling, free Rotary BBQ (including Halal food), guest performers from a variety of cultures, art activities, and educational speakers.
- Know Your Community's success is now providing a broad range of services for the community. Vic Park Centre for the Arts, Richmond Wellbeing and the Town are partnering to provide a range of Know Your Community branded workshops, initiatives and events which are community led and inclusive.
- Other partnerships have included a photo reconciliation project in the Town with a photographic poster displayed in businesses and organisations across the Town (including McDonald's, Curtin University and the West Coast Eagles). The posters featured an Aboriginal and non-Aboriginal person across a variety of industries (e.g. WA Police, sports and the arts), displaying a shared statement on why they believe in reconciliation.

- In 2017 local schools participated in a tree planting and bush medicine tour at local Kensington bushland, with Aboriginal Elders, the Mayor, Friends of Kensington Bushland group and Town staff to foster greater understanding and celebration of Aboriginal culture and respect for the land, followed by an Aboriginal themed lunch.
- Links to primary and secondary schools were further developed in 2017 and beyond, through projects that focus on Aboriginal arts, workplace tours, development of a bush medicine community garden and the production of a NAIDOC video *Our Languages Matter* with Elders and Aboriginal youth. This video is hosted on the Town's website and can be used at community events, and has been made available to schools for educational purposes.

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<b>Relationships</b>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
<ul style="list-style-type: none"> <li>Evaluate the Town's Aboriginal Engagement Strategy</li> </ul>	<ul style="list-style-type: none"> <li>Embed the Aboriginal Engagement Strategy evaluation recommendations to consult and engage with Aboriginal and Torres Strait Islander community in the Town</li> </ul>	December 2018	<ul style="list-style-type: none"> <li>Curtin University</li> <li>Aboriginal Engagement Strategy Group</li> <li>Cultural Engagement Officer</li> <li>Strategic Project Management Officer</li> </ul>
<ul style="list-style-type: none"> <li>Ensure Aboriginal and Torres Strait Islander consultation for the Evolve project</li> </ul>	<ul style="list-style-type: none"> <li>Review Evolve workshop findings for Aboriginal and Torres Strait Islander people in the delivery of the Town's Strategic Community Plan (SCP)</li> </ul>	December 2018	<ul style="list-style-type: none"> <li>Cultural Engagement Officer</li> <li>Aboriginal Engagement Strategy Group</li> <li>Strategic Project Management Officer</li> </ul>
<ul style="list-style-type: none"> <li>Participate in and celebrate National Reconciliation Week (NRW)</li> </ul>	<ul style="list-style-type: none"> <li>Participate in NRW with the support of local business and organisations in the Town for the Reconciliation Banner Project</li> <li>Promote NRW throughout the Town via media articles, website and the organisation to increase its significance and profile</li> </ul>	July 2018, 2019	<ul style="list-style-type: none"> <li>CEO</li> <li>Cultural Engagement Officer</li> <li>Economic Development Officer</li> <li>Communications Advisor</li> <li>Aboriginal Engagement Strategy Group</li> </ul>
<ul style="list-style-type: none"> <li>Establish a RAP working group</li> </ul>	<ul style="list-style-type: none"> <li>Review and update the RAP working group to support the development of our RAP, comprising of Aboriginal and Torres Strait Islander people and organisations, as well as decision-making staff from across our organisation (including the CEO and Mayor)</li> <li>Encourage representation on Council and working groups of Aboriginal and Torres Strait Islander people</li> </ul>	May 2019	<ul style="list-style-type: none"> <li>Cultural Engagement Officer</li> <li>Mayor</li> <li>CEO</li> <li>Aboriginal Engagement Strategy Group</li> </ul>



	<ul style="list-style-type: none"> <li>RAP working group to meet quarterly to support the development, implementation and ongoing management of the Town's ongoing RAP deliverables</li> </ul>		
<ul style="list-style-type: none"> <li>Build internal and external relationships</li> </ul>	<ul style="list-style-type: none"> <li>Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey</li> <li>Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey</li> <li>Conduct internal mini-audit with the Town's senior management on current practices and opportunities for engaging Aboriginal and Torres Strait Islander people in Victoria Park</li> </ul>	May 2019	<ul style="list-style-type: none"> <li>Cultural Engagement Officer</li> <li>Aboriginal Engagement Strategy Group</li> </ul>
<ul style="list-style-type: none"> <li>Raise internal awareness of our RAP</li> </ul>	<ul style="list-style-type: none"> <li>Liase with Reconciliation WA on implementing the RAP</li> <li>Develop and implement a plan to raise awareness among all staff across the organisation about our RAP commitments</li> <li>Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP</li> <li>Develop a plan to inform residents in the Town about the existence of our RAP, and provide an avenue for residents to assist in the implementation of our RAP deliverables and initiatives</li> </ul>	June 2019	<ul style="list-style-type: none"> <li>Cultural Engagement Officer</li> <li>Aboriginal Engagement Strategy Group</li> </ul>
<ul style="list-style-type: none"> <li>Develop and continue Aboriginal and Torres Strait Islander partnerships in the Town</li> </ul>	<ul style="list-style-type: none"> <li>Continue to build partnerships with Aboriginal and Torres Strait Islander people and organisations through Aboriginal Engagement Strategy Group meetings</li> <li>Engage our senior leaders in the delivery of RAP outcomes</li> <li>Collaborate with business and community service providers to support and/or deliver initiatives</li> </ul>	June 2019	<ul style="list-style-type: none"> <li>CEO</li> <li>Mayor</li> <li>Chief Community Planner</li> <li>Cultural Engagement Officer</li> <li>Aboriginal Engagement Strategy Group</li> </ul>

<b>Respect</b>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
<ul style="list-style-type: none"> <li>Consider and review 26 January as day of celebration</li> </ul>	<ul style="list-style-type: none"> <li>Review and update findings from conversations with Council Elected Members and Senior Management Team about the meaning of 26 January</li> <li>Encourage respectful conversations about the appropriate day of celebration of Australia Day</li> <li>Open up discussions about amending the motion to celebrate Australia Day on the day dictated by the Federal Government</li> </ul>	June 2019	<ul style="list-style-type: none"> <li>Council Elected Members</li> <li>CEO</li> <li>Senior Management Team</li> <li>Cultural Engagement Officer</li> <li>Human Resources</li> <li>Aboriginal Engagement Strategy Group</li> </ul>
<ul style="list-style-type: none"> <li>Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols</li> </ul>	<ul style="list-style-type: none"> <li>Explore who the traditional owners are of the lands and waters in our local area</li> <li>Scope and develop a list of local traditional owners of the lands and waters within our organisations sphere of influence</li> <li>Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols)</li> </ul>	June 2019	<ul style="list-style-type: none"> <li>Aboriginal Engagement Strategy Group</li> <li>Cultural Engagement Officer</li> </ul>
<ul style="list-style-type: none"> <li>Celebrate and recognise Aboriginal and Torres Strait Islander Cultures</li> </ul>	<ul style="list-style-type: none"> <li>Deliver the Know Your Community project in collaboration with Richmond Wellbeing and the Vic Park Centre for the Arts</li> <li>Collaborate to include and promote Aboriginal and Torres Strait Islander peoples and cultures throughout the year at community events with staff and the broader community</li> <li>Engage Aboriginal and Torres Strait Islander youth and Elders to foster the sharing of stories, values and their engagement in sport, music and the arts</li> </ul>	July 2018, 2019	<ul style="list-style-type: none"> <li>Aboriginal Engagement Strategy Group</li> <li>Cultural Engagement Officer</li> <li>Communications Advisor</li> <li>Creative Arts Officer</li> <li>Seniors Access &amp; Inclusion Officer</li> <li>Library Manager</li> </ul>

			<ul style="list-style-type: none"> <li>• Club Development Officer</li> <li>• Events &amp; Volunteer Coordinator</li> </ul>
<ul style="list-style-type: none"> <li>• Participate in and celebrate NAIDOC Week</li> </ul>	<ul style="list-style-type: none"> <li>• Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities</li> <li>• Introduce our staff to NAIDOC Week by promoting community events in our local area</li> <li>• Ensure our RAP working group participates in an external NAIDOC Week event</li> </ul>	July 2018 and July 2019	<ul style="list-style-type: none"> <li>• CEO</li> <li>• Cultural Engagement Officer</li> <li>• Communications Advisor</li> <li>• Aboriginal Engagement Strategy Group</li> </ul>
<ul style="list-style-type: none"> <li>• Aboriginal and Torres Strait Islander signage and display</li> </ul>	<ul style="list-style-type: none"> <li>• Investigate Noongar name for Aboriginal Engagement Strategy Group in the Town</li> <li>• Investigate Aboriginal and Torres Strait Islander naming of Town Administration meeting rooms</li> <li>• Investigate foyer acknowledgement plaques in Admin reception and out centres</li> <li>• Ensure Aboriginal and Torres Strait Islander flags are on display at Administration and out centres</li> <li>• Ensure the Town emails display Aboriginal and Torres Strait Islander Acknowledgement of Country</li> <li>• Investigate entry and exit art statement at Town borders (consider six seasons, including new Perth Stadium art installation)</li> <li>• Investigate Aboriginal and Torres Strait Islander naming of parks and reserves in the Town</li> <li>• Investigate Noongar acknowledgement plaque in the Town</li> </ul>	June 2019	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Strategy Group</li> <li>• Cultural Engagement Officer</li> <li>• Creative Arts Officer</li> <li>• Park Life Officer</li> <li>• Administrative Improvement Coordinator</li> </ul>
<ul style="list-style-type: none"> <li>• Investigate Aboriginal and Torres Strait Islander cultural learning and development</li> </ul>	<ul style="list-style-type: none"> <li>• Review and update cultural awareness training needs within our organisation</li> <li>• Identify providers for relevant cultural awareness training</li> <li>• Commence cultural awareness training for senior management, Councillors and staff</li> </ul>	May 2019	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Strategy Group</li> <li>• Cultural Engagement Officer</li> </ul>

	<ul style="list-style-type: none"> <li>• Post-delivery of cultural awareness training internally, develop and implement with HR staff induction and ongoing refresher cultural awareness training programs</li> <li>• Explore Human Library project with Curtin University for inclusion at Town events and initiatives</li> <li>• Deliver staff lunch 'n' learn opportunities</li> <li>• Inform staff on language and place significance</li> <li>• Implement initiatives to develop residents' understanding of Aboriginal and Torres Strait Islander culture where considered appropriate (included but not limited to language and place significance)</li> </ul>		<ul style="list-style-type: none"> <li>• Human Resources</li> <li>• Town Admin &amp; centres</li> <li>• Events &amp; Volunteer Coordinator</li> </ul>
<ul style="list-style-type: none"> <li>• Ensure Town Publications consider and reflect Aboriginal and Torres Strait Islander peoples</li> </ul>	<ul style="list-style-type: none"> <li>• Review and update Aboriginal and Torres Strait Islander publications suitable for the library and/or citizenship ceremonies to profile and increase awareness of Aboriginal and Torres Strait Islander peoples and their contributions to our nation and community</li> <li>• Embed within the Strategic Community Plan Aboriginal and Torres Strait Islander Engagement and Consultation</li> </ul>	May 2019	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Strategy Group</li> <li>• Cultural Engagement Officer</li> <li>• Creative Arts Officer</li> <li>• Library Manager</li> <li>• Personal Assistant to CEO</li> </ul>
<ul style="list-style-type: none"> <li>• Raise awareness of Aboriginal and Torres Strait Islander people within our Town</li> </ul>	<ul style="list-style-type: none"> <li>• Recognition and inclusion of Aboriginal and Torres Strait Islander people at all Town events and initiatives</li> <li>• Perform Acknowledgement of Country at all Council meetings, internal Town meetings and monthly citizenship ceremonies</li> <li>• Perform Welcome to Country at significant events in the Town</li> <li>• Acknowledge Aboriginal and Torres Strait Islander soldiers in Remembrance Day and ANZAC Day ceremonies</li> <li>• Ensure Southern Gazette profiles monthly positive story on Aboriginal and Torres Strait Islander people or projects in conjunction with the Aboriginal Engagement Strategy Group</li> <li>• Access Aboriginal and Torres Strait Islander books for inclusion in free little libraries around Town</li> </ul>	May 2019	<ul style="list-style-type: none"> <li>• CEO</li> <li>• Mayor</li> <li>• Cultural Engagement Officer</li> <li>• Creative Arts Officer</li> <li>• Aboriginal Engagement Strategy Group</li> <li>• Communications Advisor</li> <li>• Neighbourhood Enrichment Administration Assistant</li> </ul>

			<ul style="list-style-type: none"> <li>• Library Manager</li> <li>• Personal Assistant to CEO</li> </ul>
<ul style="list-style-type: none"> <li>• Enhance community understanding of Aboriginal and Torres Strait Islander cultures and protocols</li> </ul>	<ul style="list-style-type: none"> <li>• Provide opportunity for Aboriginal and Torres Strait Islander Cultural Awareness sessions within English Conversation Classes (ECC) delivery in the Town twice a year</li> <li>• Provide opportunity for Aboriginal and Torres Strait Islander Cultural Awareness session during Library Buzz Week</li> </ul>	May 2019	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Strategy Group</li> <li>• Cultural Engagement Officer</li> <li>• Library Manager</li> </ul>

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<b>Opportunities</b>			
<b>Action</b>	<b>Deliverable</b>	<b>Timeline</b>	<b>Responsibility</b>
<ul style="list-style-type: none"> <li>Engage with the West Coast Eagles to ensure Aboriginal and Torres Strait Islander peoples are included in community initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Liaise to ensure Community Benefit Strategy for the West Coast Eagles 99-year lease is aligned to Aboriginal and Torres Strait Islander needs</li> </ul>	July 2018	Chief Community Planner Cultural Engagement Officer Aboriginal Engagement Strategy Group
<ul style="list-style-type: none"> <li>Investigate Aboriginal and Torres Strait Islander Walking Trail in Victoria Park</li> </ul>	<ul style="list-style-type: none"> <li>Liaise with Victoria Park library, State Reference Library and National Trust to identify significant sites</li> <li>Collaborate with Project Management Office, Economic Development Officer and WA Tourism to identify school education and tourism opportunities</li> <li>Identify grant opportunities for walking trails within the town</li> </ul>	June 2019	Cultural Engagement Officer Aboriginal Engagement Strategy Group Events & Volunteering Officer Economic Development Officer Strategic Project Management Officer
<ul style="list-style-type: none"> <li>Investigate Aboriginal and Torres Strait Islander supplier diversity</li> </ul>	<ul style="list-style-type: none"> <li>Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses</li> <li>Liaise with Harlequin Business Training to explore business enterprise development training program in local schools</li> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses</li> </ul>	December 2018	Cultural Engagement Officer Human Resources Aboriginal Engagement Strategy Group Procurement Officer
<ul style="list-style-type: none"> <li>Develop Aboriginal and Torres Strait Islander</li> </ul>	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander employment strategy</li> </ul>	January 2019	Cultural Engagement Officer

<p>employment opportunities</p>	<ul style="list-style-type: none"> <li>• Liaise with Human Resources to explore work experience and traineeship opportunities for Aboriginal and Torres Strait Islanders with Clontarf Academy and Arts Ready.</li> <li>• Engage or work with current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities</li> <li>• Explore and develop with the Town's HR team employment targets and recruitment strategies for Aboriginal and Torres Strait Islanders. =</li> <li>• Work with schools to develop an understanding of what is available</li> </ul>		<p>Human Resources Aboriginal Engagement Strategy Group Project Management Office Economic Development Officer</p>
<ul style="list-style-type: none"> <li>• Conduct Aboriginal and Torres Strait Islander youth projects</li> </ul>	<ul style="list-style-type: none"> <li>• Liaise with Millen PS on delivering an Aboriginal and Torres Strait Islander project with their students</li> <li>• Investigate potential for Aboriginal Engagement Strategy Group to establish a schools sponsorship award</li> <li>• Host service provider meetings and facilitate grant applications to establish a youth sports hub in the Town</li> <li>• Investigate potential for implementing school cultural awareness and education programs</li> <li>• Foster YouthCAN awareness of needs of Aboriginal and Torres Strait Islander people at a local level</li> <li>• Explore early learning literacy program delivery (under five years of age)</li> <li>• Support engagement of youth (10 to 20 years) in sport, music and the arts</li> <li>• Support opportunities for the development of early intervention Aboriginal and Torres Strait Islander programs</li> </ul>	<p>June 2019</p>	<p>Cultural Engagement Officer Aboriginal Engagement Strategy Group Safer Neighbourhoods Officer</p>
<ul style="list-style-type: none"> <li>• Liaise with the Australian Indigenous Mentoring Experience (AIME) to facilitate provision of educational support for Aboriginal and Torres Strait Islander students where</li> </ul>	<ul style="list-style-type: none"> <li>• Liaise with Curtin University and local schools on establishing mentoring opportunities for Aboriginal and Torres Strait Islander youth through AIME</li> </ul>	<p>June 2019</p>	<p>Cultural Engagement Officer Aboriginal Engagement Strategy Group</p>

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Tracking and Progress			
Action	Targets	Timeline	Responsibility
<ul style="list-style-type: none"> <li>Review and refresh RAP</li> </ul>	<ul style="list-style-type: none"> <li>Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements</li> <li>Submit draft RAP to Reconciliation Australia for formal review and endorsement</li> </ul>	June 2019	Cultural Engagement Officer Aboriginal Engagement Strategy Group
<ul style="list-style-type: none"> <li>Build support for the RAP</li> </ul>	<ul style="list-style-type: none"> <li>Define systems and capability needs to track, measure and report on RAP activities</li> <li>Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia</li> </ul>	July 2019	Cultural Engagement Officer Aboriginal Engagement Strategy Group

**Contact details** for public enquiries about our RAP:

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 Cultural Engagement Officer  
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## REFLECT Reconciliation Action Plan Public Comment Table 2018

Level of Interest	Submission	Yes	No	Cultural Engagement Officer Comments	Action
Local Resident (non-property Owner)	1. The introduction to the document is too harsh. "Our business" should be replaced with "Who are we" or "About the Town".		No	The document is formatted against a Reconciliation Action Plan template and the headings are consistent with this document.	None
	2. In the "our business" section, I find this commentary redundant; In 2016 the Town launched a collaborative community project known as Evolve – one of the largest community consultation and engagement projects the Town has undertaken. Evolve's year-long process of engaging with community sought to inform what should be contained within our Strategic Community Plan to best service the needs of our community and to outline its future direction for the next 15 years.		No	The Aboriginal Engagement Strategy Group was involved in the lead up to the Evolve process and was an inclusive process. There was also collaboration in the Town via an Aboriginal Engagement Evaluation project conducted by Curtin University in the lead up to Evolve, which helped inform the RAP. An Evolve workshop with the Group was commenced but dismantled, as members felt it was already covered through the draft RAP process.	None
	3. The RAP should be endorsed, and introduced, by the Town of Victoria Park council (elected members), or the Mayor. This introduction should capture themes of; <ul style="list-style-type: none"> <li>The Town's commitment to social change through fostering engagement and partnerships with Aboriginal people and communities that are built on respect and trust.</li> <li>The Town's vision is a dynamic place for everyone – our RAP will support us in achieving this, through meaningful engagement in reconciliation.</li> <li>Our RAP is the beginning of our long-term</li> </ul>	Yes		The final RAP will include statements of commitment by The Mayor.	Mayor's Address to be included in final version

	<p>commitment to building internal respect and relationships with Western Australia Aboriginal people and communities.</p> <p>4. Reference to membership of the RAP group needs to be confirmed, specifically around councillor attendance/membership.</p> <p>5. Also, I cannot see where it states what type of RAP this is? Is this a Reflect, Innovate, Stretch or Elevate RAP?</p> <p>6. In closing, I support the Town progressing this Reconciliation Action Plan. As an elected member, as well as a community member, I am committed to ensuring we deliver on the actions listed under the themes of Relationships, Respect and Opportunities in the RAP to advance our work in reconciliation.</p>	Yes	No	<p>The RAP clearly states that it is championed by the Mayor and the CEO. Current membership is endorsed by C-Suite and Elected Member attendance will be confirmed via the Working Group review process.</p> <p>The final RAP will reference that it is a Reflect RAP.</p>	<p>None</p> <p>Include Reflect in the RAP Title</p> <p>None</p>
Property Owner-Occupier	<p>This is such an important project thank you. My suggestions: Education of the wider community to build respect, value and recognition of our first nation's people. We need to record and promote the Aboriginal history of the area, and prominently communicate our Aboriginal heritage and history. Capture stories of the past and prominently display so that we understand more about our place where we live, and pay our respect to the traditional owners of the land. Re-establish Aboriginal place names. Include quantitative measures around 'closing the gap', and employment.</p>		No	<p>There is recognition in the current draft for the need to educate and increase staff and public awareness on Aboriginal and Torres Strait Islander matters and history, place names and employment. The document is under annual review and is a living document. Ongoing additions and adjustments will be made to enhance strategies that consider and build respect, value and recognition of Aboriginal people in the Town.</p>	None

Property Owner-Occupier	I feel there is limited visibility of the existing strategies in place and fully support this action plan to increase our community focus towards reconciliation.		No	Statement Only	None
Property Owner-Occupier	The council should concentrate on efficient running of the town, not pursuing personal political aims at rate payer's expense.		No	Statement Only	None
Local resident (non-property owner)	Our Business - I don't like the way this heading sounds. Could this be improved to "About the Town of Victoria Park" to have a positive spin.		No	The document is formatted against a Reconciliation Action Plan template and the headings are consistent with this document.	None
	Third paragraph - remove this paragraph. The Evolve process does not have anything to do with the reconciliation action plan. The SCP yes, but not Evolve.		No	The Aboriginal Engagement Strategy Group was involved in the lead up to the Evolve process and this collaboration together with the planned Aboriginal Engagement Evaluation conducted through Curtin University for the purposes of Evolve, helped inform the RAP.	None
	Action 2 - Ensure Aboriginal and Torres Strait Islander consultation for the Evolve project. Comment - on recent investigation it would appear that this group was not consulted during the Evolve consultation phase. No feedback from this group was included within the SCP or Evolve data analysis. I do not feel this action should be included as it is not correct information.		No	An Evolve workshop was commenced with the Group but dismantled after members felt it replicated the draft RAP process and the Aboriginal Engagement Evaluation conducted through Curtin University in the lead up to Evolve	None
	Action - WCE Benefits. I do not feel this deliverable is correct. This is a holistic Town project and not specific to one targeted group.		No	Community participation and input into any area of relevance and interest is valid. Aboriginal and Torres Strait Islander	Engage openly with the West Coast Eagles (WCE) to foster connections on

	<p>In conclusion many of the items are cross functional within the administration of the Town and it is critical that staff be given the opportunity to provide input, review comment and provide feedback on impacts on their operations within the Town. i.e.: Economic development, Project Management, Communications and Engagement, Library, Governance, Elected Members, Human resources</p>	Yes	<p>people have stated an interest in pursuing enhanced connections as part of the RAP with the West Coast Eagles that will positively flow to their community.</p> <p>Cross collaboration exists across programs and initiatives for Aboriginal and Torres Strait Islanders (e.g. Elected Members, Project Management, Parks, HR, LLC, ALC, and Library). We are moving towards embedding organisational accountability on the broad range of strategies in the RAP.</p>	<p>programs, initiatives and opportunities for Aboriginal and Torres Strait Islanders and disengaged youth.</p> <p>The Aboriginal Engagement Strategy Group will have the opportunity to assist the Town, WCE and Wirrpanda Foundation in the Lathlain Community Benefit Strategy.</p> <p>All staff to be made aware of and encouraged to come on the journey of reconciliation. Planned strategies will be embedded across the Town through the RAP.</p>
Other: Staff Member	<p>Staff member - I have just noted this Your Thoughts submission form, and the RAP.</p> <p>Generally concur with intent, but it will not and cannot stand alone.</p> <p>This will clearly have cross functional impacts on the Towns operations and I am concerned at what broad internal reference and staff feedback has been undertaken or invited. What are the associated or aligned Town documents and Strategies? Where does it cascade from the Strategic Community Plan? What other aligned activities will be impacted, what those impacts are likely to be, and how are they to be</p>	Yes	<p>The broader community were consulted through the Evolve process to help inform the Strategic Community Plan for the Town.</p> <p>Your Thoughts is the platform which encouraged staff to provide feedback on the draft RAP Document.</p> <p>Community consultation implemented as part of the Evolve process and via the</p>	<p>The RAP embeds strategies across the organisation in alignment with the Town's Strategic Community Plan.</p> <p>This process will be guided through collaboration between the Aboriginal Engagement Strategy Group and the Town and reviewed on an annual basis through Reconciliation Australia.</p>

	managed?			<p>Aboriginal Engagement Evaluation project clearly aligns with the Strategic Community Plan for S2 and S3.</p> <p>Strategies within the RAP include continuing Town staff awareness and training.</p>	
Property owner-occupier, Local resident (non-property owner)	<p>3 quick points. I believe that Aboriginals should be a part of contemporary Australia, not being treated as different all the time.</p> <p>Why not start an Aboriginal employment programme with the Town? Give them a chance at wage earning and responsibility.</p> <p>Nowhere can I see any reference to cost. Has it been costed and a cost/ benefit analysis carried out?</p>	<p>Yes</p> <p>Yes</p>	<p>No</p>	<p>Statement Only</p> <p>Discussions are underway with Local government and other organisations on Aboriginal and Torres Strait Islander recruitment and training policies and partnerships. Negotiations ongoing with HR to enhance and strengthen recruitment and training policies of the Town.</p> <p>In 2016 the Aboriginal Engagement Strategy Group requested to commence the development of a RAP in the Town of Victoria Park.</p> <p>The Group considered the possibility of utilising a Consultant to develop the RAP but as members had previous knowledge on the design and implementation of RAPs it was decided to develop one in collaboration with Reconciliation Australia.</p>	<p>None</p> <p>Continue initiatives that encourage and support culturally appropriate recruitment processes for the Town.</p> <p>In February 2018 the Aboriginal Engagement Strategy Group presented an update on the progress of the RAP to the Community Development Committee and they endorsed the continuation of the Town's RAP.</p>

				Budgeting for the implementation of RAP strategies will be considered each financial year.	
Other (please specify):	Congratulations on the plan. Also for the quite amazing film resource regarding the importance of language.		No	Statement Only	None
Property owner-occupier	- Raise internal awareness of our RAP with a clear and concise Welcome to Country and Acknowledgement of Country Policy and Procedure to be implemented across the Town departments	Yes		Thank you - comments noted for action	Formal policy to be explored in conjunction with the Aboriginal Engagement Strategy Group
	- Raise internal awareness of our RAP with cultural awareness outdoor training for several internal stakeholders, especially key leaders/managers	Yes		Staff RAP awareness has commenced through internal meetings, Out Centre Cultural Awareness Training, On Country Tour piloted with staff, EM Cultural Awareness Training	Roll-out of staff training opportunities planned for increasing RAP awareness
	- Human Library initiatives are very transformational. Noongar stories can be told to community members fostering connection and new understandings of language and culture	Yes		Human Library program information session attended by Cultural Engagement Officer	Include consideration of Human Library at key events in the Town
	-Investigate Aboriginal and Torres Strait Islander Walking Trail in Victoria Park and connect this action with employment and business opportunities for local ATSI people	Yes		Discussions commenced with Aboriginal Engagement Strategy Group, Elders, Local History Coordinator, Creative Arts Officer and local service providers on identifying significant sites in Victoria Park	Continue long-term plan discussions and research for a Walking Trail the long-term via the Aboriginal Engagement Strategy Group
	- Investigate Aboriginal and Torres Strait Islander supplier diversity - Select a specific and measurable	Yes		Thank you – comment noted.	Aboriginal Supplier Policy will be explored for ways in

	<p>budget amount that the Town wishes to start spending on ATSI businesses. Review and increase targets.</p> <p>- ATSI employment opportunities - Again, specific and measurable targets. Example, from the existing two staff members to X ATSI staff members by a specific deadline. Work closely with local schools, Kensington PCYC and other local organisations to identify young ATSI potential.</p> <p>- Investigate entry and exit art statement at Town borders (consider six seasons, including new Perth Stadium art installation) = Consider simple words like "Kaya" and "Wanjoo to Victoria Park"</p> <p>- Consider developing outdoor signs with information on each of the seasons in the Noongar seasonal calendar – Birak, Bunuru, Djeran, Makuru, Djilba and Kambarang. To be placed at a high pedestrian area/natural or significant area.</p> <p>- Consider guided walks for the wider community to develop a deeper understanding and respect of local Aboriginal culture.</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>		<p>Discussions are underway with Local government and other organisations on Aboriginal and Torres Strait Islander recruitment and training policies and partnerships. Negotiations ongoing with HR to enhance and strengthen recruitment and training policies of the Town.</p> <p>The Aboriginal Engagement Strategy Group is in discussion with the Town on ways to inform the design and implementation of Entry Statements in the Town</p> <p>Current discussions underway with the Aboriginal Engagement Strategy Group for interpretive signage for Kensington Bushland and renaming of George St Reserve.</p> <p>The Town’s Depot and Friends of Kensington Bushland provide tours of the pristine bushland. School Bushland Tours with Aboriginal Elders have also been held to educate and inform on Aboriginal Culture, Flora and Fauna.</p>	<p>which the Town can support Aboriginal and Torres Strait Islander businesses</p> <p>Continue initiatives that encourage and support culturally appropriate recruitment processes for the Town.</p> <p>There will be broad public consultation on the Entry Statement designs in the Town of Victoria</p> <p>Continue discussions for signage at appropriate places and spaces around the Town.</p> <p>Continue to support and develop opportunities that encourage and develop local understanding and respect for Aboriginal culture.</p>
Property owner-occupier	Awesome to see this. I feel that there needs to be specific actual defined intent of 12 month engagements by the old and the young. E.g.	Yes		<p>There is recognition in the current draft for the need to educate and increase staff and</p>	<p>The document is under annual review and is a living document. Ongoing</p>



	performances and presentations with minimum 80% aboriginal or Torres straits etc. - music arts story telling dance etc.; At shopping centres, schools, offices, crown, parks, cafes, restaurants, airport, city, train stations, on the train, Burswood peninsula estate, etc. Think about how you will introduce yourself to someone whom you'll like to be friends with. Think about selling inclusivity as a way of life.			public awareness of Aboriginal and Torres Strait Islander matters, history, place names, events/initiatives and employment.	additions and adjustments will be made to enhance strategies that consider and build respect, value and recognition of Aboriginal people in the Town under Asset Based Community Development principles.
Property owner-occupier	Council should stick to maintaining local services and road maintenance. Local council has no business involving itself in State and Federal parliamentary issues. ToVP has indicated a rate increase of 3% this year so they can continue delivering "services", I hope this isn't one of them!		No	Statement Only	None
Property owner-occupier	I wanted to thank all involved for taking the time to draft this plan. While it seems quite ambitious, it also identifies many achievable targets. I particularly liked the agreement to acknowledge Aboriginal and Torres Strait Islander service men and women at ANZAC Day and similar events as well as the commitment to publishing positive stories in local media. Of interest to me, as an archaeologist, was the aim to explore and promote complex history of this area. I can't wait to see the outcome (and I appreciate that this will take time).		No	Statement Only	None
Property owner-occupier	I am a long term resident of Victoria Park, having grown up here, attended Victoria Park Primary School and now as an adult purchased property in Carlisle. My parents also own property in Victoria Park, residing in the same house on Geddes Street for over 20 years.  I was really pleased to see requests for comment on the Reconciliation Action Plan (kudos to the communications/social media team, they are really nailing it and getting the right content delivered into the market) as this is a step in the right direction to see the Town of Victoria Park leading the way as a forward-thinking, inclusive and vibrant community. On				

	<p>reading the RAP there are some great activities in there but I do think there is more that can be done, particularly around basic Aboriginal cultural understanding in the broader community.</p> <p>A basic understanding of Aboriginal culture by all community members (or the majority in the least) I believe will do far more for reconciliation and a lack of basic understanding within the community poses a major risk to the success of the RAP. Increasing basic cultural awareness will help to bring greater social inclusion and promote curiosity into the Aboriginal culture which would be a great win in a step towards reconciliation.</p> <p>To give you some context for this feedback I've just spent the last three and a half years living and working in New Zealand and recently returned home. Over that time I was exposed to Maori culture on an almost daily basis through a variety of channels and I was shocked to see just how far behind we are in Australia by comparison. One of my key takeaways of living and working in New Zealand is how seamlessly Maori culture is embedded into all aspects of life - I learnt more about Maori culture in my time in New Zealand than what I have ever learnt in Australia including through school, university and in the workplace. This was done through a constant reinforcement and reminder of Maori culture and language being adopted into the everyday - it wasn't just a token gesture but you were given the context and understanding as to why it was integrated and adopted.</p> <p>New Zealand is very different from Australia as a whole but there are some good key learnings we can take from them on areas where they have been more successful. This is the crux of my concern about the RAP, the activities are great but I think they could be viewed as "lip service" or things that need to be done</p>				
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	<p>rather than the wider community understanding why they are being embedded as part of how we do, or should operate as a society.</p> <p>There are a number of deliverables that support cultural understanding but I think greater consideration should be made to really building this - there is a great opportunity here with the RAP to truly make a difference to reconciliation, but it needs to be bold and really take the community on the journey. It need not be difficult but the plan needs to have greater allowance for the basic understanding to be established first. For example, having a Welcome to Country at community events or meetings is great but I would question how many people in the audience understand why we do it, what it means and its true significance in Aboriginal culture. How can we help build this understanding? Do we have a brief explanation on why we do it at the beginning of the event? Do we have an Aboriginal elder say why it is important?</p> <p>A few other areas I had thought that could be adopted or looked into: Building connections and partnerships between business in the community and local Aboriginal groups or representatives with a goal to lift understanding of Aboriginal culture within that workplace (whether through cultural awareness training or more informal opportunities, just increasing exposure to Aboriginal culture), Seeking agreement and alignment from all primary and high schools in the Town to support the RAP through greater integration of Aboriginal culture into the 'day-to-day' of schooling. Whether this is through more activities, opportunities to learn from local Aboriginal groups in the area (could they incorporate monthly dreamtime storytelling by local elders?) or building Aboriginal language into schools. This is an ambitious goal so may need to start with agreement by two schools with the Council to participate initially, and all</p>	<p>Yes</p> <p>Yes</p>		<p>Thank you this has been noted and will help us to improve our process.</p> <p>Through the Aboriginal Engagement Strategy Group, the Town has developed a free resource for Schools via an "Our Languages Matter" film, which can be used in class and screened at community projects or initiatives in the Town. Continuing relations with Primary and Secondary schools will continue to support initiatives that help to build opportunities for connection (e.g. plant re-vegetation at Kensington Bushland, Library Talks and Story time sessions).</p>	<p>Discuss possibility with Elders to build into a Welcome to Country the explanation of process and its significance</p> <p>The RAP is a living document and will continue to develop in depth and breadth of strategies deliverable in the Town.</p>
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	<p>schools over a 5-year period or similar. I know curriculum is not the responsibility of the Town of Victoria Park, but if we really want to make an impact we need to encourage greater participation by all areas in the community and schools are a core foundation - there are a number of initiatives the Town can adopt and provide support to Schools to help achieve this.</p> <p>Increase the number of cultural awareness sessions per year (2 is not enough) and is there more informal opportunities that can take place to help build exposure to Aboriginal culture? In addition create a series of topics into the cultural awareness sessions so it isn't necessarily just generic i.e. food, history in the area, etc. Create a variety of materials that can be used to teach the community about the Aboriginal history of the area i.e. the meaning of the Swan River,</p> <p>Help build understanding of Aboriginal language within the community through existing activities such as cultural sessions, as well as development of other materials to help educate the community i.e. A map of the Town of Vic Park with Aboriginal names of all key areas and points in the community. Develop a series of social media campaigns that support the above i.e. create a campaign that helps build understanding of Aboriginal language for residents, promote cultural awareness sessions, talk about the activities that are taking place and why they are important/beneficial.</p> <p>Finally, I think there would be a number of people within the community who would be equally supportive of seeking reconciliation - is there an opportunity to build a sub-group of volunteers who can support relevant activities and help build engagement with the wider community?</p> <p>The development and implementation of the RAP creates a fantastic opportunity to see the Town of</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>		<p>Thank you this has been noted and will inform our way forward.</p> <p>Thank you, This has been noted. The Town has delivered in partnership with the Vic Park Collective, Cultural Conversations which included Aboriginal members addressing the community. Renaming and interpretive signage has occurred at local parks and will be considered going forward.</p> <p>Strategies are under consideration to include broader community participation in Town. The Town will call for Expressions of Interest for community stakeholder engagement</p>	<p>Consider for implementation as resources allow.</p> <p>Consider for implementation as resources allow.</p> <p>Community participation and feedback from a broad cross-section of the community will be sought via an Expression of Interest process on matters of interest to them.</p>
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	Victoria Park lead the way in building a more aware and engaged community. This is an area I am very passionate about and would be happy to participate in future activities in relation to the RAP.				
Property Owner-Occupier	Congratulations on hard work, thoroughness and good luck in implementation and development. Was thrilled to see Aboriginal flag in front of Admin Centre, want this to continue. Would like to see more displays (photos, art, etc.) in shopping centres, library, and parks. Gradually, non-indigenous people will learn to be proud of First Nation's culture, art, etc. Would like to see acceptance of the Uluru statement of the heart. I think many people are already together on this point. The most significant event in the spiritual/moral life of Australia thus far; the most important of my lifetime. The spiritual wound at Australia's core must be healed before the country can have genuine pride in itself and ability to take its place in the world. I hope further development can include people (like me) who do not have internet access.	Yes		Strategies are under consideration to include broader community participation in Town. The Town will call for Expressions of Interest for community stakeholder engagement	Community participation and feedback from a broad cross-section of the community will be sought via an Expression of Interest process on matters of interest to them. Advertising broader than those with access to the internet will ensure we can include people across a range of platforms.
Aboriginal and Torres Strait Islander	In the Our RAP section, adjust: Change "respect between..." to "respect with...." Change Our RAP to "The RAP..." Reconciliation Action Plan was primarily to reconcile Non Aboriginal Australians and Aboriginal people. This didn't not include the CALD community, please remove CALD.	Yes		Grammatical Changes to be made. Reference to CaLD community is a statement of fact relating to the function of the role of the Cultural Engagement Officer in the Town – that of working with both Aboriginal and Torres Strait Islanders and CaLD communities.	Reference to CaLD can be removed from document
Property Owner-Occupier	The apology of reconciliation was made by Kevin Rudd several years ago. We need to move on. We should not need to have to keep reconciling, the apology has been made, get over it!		No	Statement Only	None
Property Owner-Occupier	I support Reconciliation in Victoria Park, for social justice and for the health and well-being of our		No	Statement Only	None

	community. Thank you for supporting this initiative.				
Aboriginal and Torres Strait Islander	Change Clontarf Academy to Clontarf Foundation in the document	Yes		Grammatical change to be made	Reference to Clontarf Foundation will be made in the document