

appendices



**Community Development Committee
9 April 2018**

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8.2 Reconciliation Action Plan (RAP)

Town of Victoria Park

Reflect Reconciliation Action Plan July 2018 – July 2019

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% of its total population. Total population is expected to grow to 56,000 by 2036. The Town is largely residential, with some educational (including Curtin University), commercial and industrial areas.

The Town identifies as a culturally diverse and vibrant community, fast becoming a restaurant mecca that celebrates many national cuisines, quirky cafes and a unique retail environment. The Town's Administration Centre, Leisurelife, AquaLife and the Library, employs approximately 400 staff, with 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 and 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 projects the Town has undertaken. Evolve's two-year process of engaging with community sought to discover 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 claims 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, and
- 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 Vision is to promote sustainable, safe, connected and diverse places for everyone. Our aspiration is to have Perth's most empowered and engaged community. We are committed to establishing positive relationships that engage in a meaningful way with Aboriginal & 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, to further enhance the bonds and vibrancy of the community. In 2011, 27% 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 Islander and Culturally & Linguistically Diverse (CaLD) groups, in order to foster inclusivity and a greater sense of community.

Our partnerships/current activities

The 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 current Aboriginal Engagement Strategy Group is comprised of:

- Trevor Vaughan, Mayor
- Anthony Vuleta, CEO
- Vicki Potter, Deputy Mayor
- Cr Claire Anderson
- Annette Pitts, Cultural Engagement Officer
- Clare Szmekura, Vic Park Centre for the Arts
- Murray Masters, Individual
- Tegan Harrington, Corrs Chambers Westgarth

Aboriginal and Torres Strait Islander representatives include:

- Roni Forrest, Coordinator Footprints Program (AISWA)
- Simon Forrest, Associate Professor & Curtin University Elder in Residence
- Kelsi Forrest, Roe Legal
- Dylan Collard, Balga Senior High School
- Debra Haseldine, Curtin University, Humanities
- Anthony Kickett, Individual
- Ms Jillian Evans, Aboriginal Family Law Service
- Doug Harris, Clontarf Foundation
- Gillian Woods, Department of Communities
- Evelyn McKay, Be My Koorda Support Group
- Candy McKay, St Maria Goretti Catholic School

Our Aboriginal Engagement Strategy Group is instrumental in delivering a range of 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 has led in 2017 to continuing the concept in a new way, to provide a broader 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 photographic poster displays in businesses and organisations across the Town (including McDonalds, 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.
- Local Schools participated during 2017 in a Tree Planting and Bush Medicine Tour at local Kensington Bushland, with Aboriginal Elders, the Mayor, Friends of Kensington Bushland 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 on “Our Languages Matter” with Elders and Aboriginal youth. This video will be used at community events, uploaded to the Town’s website and will be made available to schools for educational purposes.

Relationships			
Action	Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Establish a RAP Working Group 	<ul style="list-style-type: none"> 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 The Mayor) Encourage representation on Council and Working Groups of Aboriginal and Torres Strait Islander people RAP Working Group to meet quarterly to support the development, implementation and ongoing management of the Town's ongoing RAP deliverables. 	May 2019	Cultural Engagement Officer The Mayor CEO Aboriginal Engagement Strategy Group
<ul style="list-style-type: none"> Build internal and external relationships 	<ul style="list-style-type: none"> 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. Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. Conduct internal mini-audit with the Town's Senior Management Team on current practices and opportunities for engaging Aboriginal and Torres Strait Islander people in Victoria Park 	May 2019	Cultural Engagement Officer Aboriginal Engagement Strategy Group
<ul style="list-style-type: none"> Participate in and celebrate National Reconciliation Week (NRW) 	<ul style="list-style-type: none"> Participate in Reconciliation Week with the support of local business and organisations in the Town for the Reconciliation Banner Project Promote Reconciliation Week throughout the Town via media articles, website and the organisation to increase the significance and profile of NRW 	Jun 2018, 2019	CEO Cultural Engagement Officer Economic Development Officer Marketing & Communications Officer

			Aboriginal Engagement Strategy Group
<ul style="list-style-type: none"> Evaluate the Town's Aboriginal Engagement Strategy 	<ul style="list-style-type: none"> Embed the Aboriginal Engagement Strategy Evaluation recommendations to consult and engage with Aboriginal and Torres Strait Islander community in the Town 	December 2018	Curtin University Aboriginal Engagement Strategy Group Cultural Engagement Officer Strategic Project Management Officer
<ul style="list-style-type: none"> Raise internal awareness of our RAP 	<ul style="list-style-type: none"> Liaise with Reconciliation WA on implementing the RAP Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP. 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 	June 2019	Cultural Engagement Officer Aboriginal Engagement Strategy Group
<ul style="list-style-type: none"> Ensure Aboriginal and Torres Strait Islander consultation for the Evolve project 	<ul style="list-style-type: none"> Review Evolve workshop findings for Aboriginal and Torres Strait Islander people in the delivery of the Town's Strategic Community Plan (SCP) 	December 2018	Cultural Engagement Officer Aboriginal Engagement Strategy Group Strategic Project Management Officer
<ul style="list-style-type: none"> Develop and continue Aboriginal and Torres Strait Islander partnerships in the Town 	<ul style="list-style-type: none"> Continue to build partnerships with Aboriginal and Torres Strait Islander people and organisations through Aboriginal Engagement Strategy Group meetings Engage our senior leaders in the delivery of RAP outcomes 	June 2019	CEO The Mayor Director Community Life Cultural Engagement

	<ul style="list-style-type: none">• Collaborate with business and community service providers to support and/or deliver initiatives		Officer Aboriginal Engagement Strategy Group
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Respect			
Action	Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Investigate Aboriginal and Torres Strait Islander cultural learning and development 	<ul style="list-style-type: none"> Review and update cultural awareness training needs within our organisation Identify providers for relevant cultural awareness training Commence Cultural Awareness training for SMT, Councillors and Staff Post-delivery of cultural awareness training internally, develop and implement with HR Staff Induction and ongoing refresher Cultural Awareness training programs Explore Human Library project with Curtin University for inclusion at Town Events and initiatives Deliver staff Lunch 'n Learn opportunities Inform staff on language and place significance Where considered appropriate implement initiatives to develop residents' understanding of Aboriginal and Torres Strait Islander culture (included but not limited to language and place significance) 	May 2019	Aboriginal Engagement Strategy Group Cultural Engagement Officer Human Resources Town Admin & Centres Events & Volunteer Coordinator
<ul style="list-style-type: none"> Consider and review January 26 as day of celebration 	<ul style="list-style-type: none"> Review and update findings from conversations with Council Elected Members and Senior Management Team about the meaning of January 26 Encourage respectful conversations about the appropriate day of celebration of Australia Day Open up discussions about amending the motion to celebrate Australia Day on the day dictated by the Federal Government 	April 2018	Council Elected Members CEO Senior Management Team Cultural Engagement Officer Human Resources Aboriginal Engagement Strategy Group
<ul style="list-style-type: none"> Ensure Town Publications consider and reflect Aboriginal 	<ul style="list-style-type: none"> Review and update Aboriginal and Torres Strait Islander publications suitable for Library and/or Citizenship 	May 2019	Aboriginal Engagement Strategy Group

and Torres Strait Islander peoples	<p>Ceremonies to profile and increase awareness of Aboriginal and Torres Strait Islander peoples and their contributions to our nation and community</p> <ul style="list-style-type: none"> • Embed within the Strategic Community Plan Aboriginal and Torres Strait Islander Engagement and Consultation 		<p>Cultural Engagement Officer Creative Arts Officer Library Manager Personal Assistant to CEO</p>
<ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander Signage & Display 	<ul style="list-style-type: none"> • Investigate Nyoongar name for Aboriginal Engagement Strategy Group in the Town • Investigate Aboriginal and Torres Strait Islander naming of Town Administration Meeting Rooms • Investigate Foyer Acknowledgement plaques in Admin reception and out Centres • Ensure Aboriginal and Torres Strait Islander flags are on display at Administration and out Centres • Ensure the Town of Victoria Park emails display Aboriginal and Torres Strait Islander Acknowledgement of Country • Investigate Entry & Exit Art Statement at Town borders (consider 6 seasons, including new Perth Stadium art installation) • Investigate Aboriginal and Torres Strait Islander naming of Parks & Reserves in the Town • Investigate Nyoongar Acknowledgement Plaque in Town 	August 2018	<p>Aboriginal Engagement Strategy Group Cultural Engagement Officer Creative Arts Officer Park Life Officer Administrative Improvement Coordinator</p>
<ul style="list-style-type: none"> • Celebrate and recognise Aboriginal and Torres Strait Islander Cultures 	<ul style="list-style-type: none"> • Deliver the Know Your Community Project in collaboration with Richmond Wellbeing and the Vic Park Centre for the Arts • 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 • 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 	July 2018, 2019	<p>Aboriginal Engagement Strategy Group Cultural Engagement Officer Communications Advisor Creative Arts Officer Seniors Access &</p>

			<p>Inclusion Officer Library Manager Club Development Officer Events & Volunteer Coordinator</p>
<ul style="list-style-type: none"> Participate in and celebrate NAIDOC Week 	<ul style="list-style-type: none"> 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. Introduce our staff to NAIDOC Week by promoting community events in our local area Ensure our RAP Working Group participates in an external NAIDOC Week event. 	<p>July 2018, 2019</p>	<p>CEO Cultural Engagement Officer Marketing & Communications Officer Aboriginal Engagement Strategy Group</p>
<ul style="list-style-type: none"> Raise awareness of Aboriginal and Torres Strait Islander people within our Town 	<ul style="list-style-type: none"> Recognition and inclusion of Aboriginal and Torres Strait Islander people at all Town events and initiatives Perform Acknowledgement of Country at all Council Meetings, internal Town meetings and monthly Citizenship ceremonies Perform Welcome to Country at significant events in the Town Acknowledge Aboriginal and Torres Strait Islander soldiers in Remembrance Day and ANZAC Day ceremonies Ensure Southern Gazette profiles monthly positive story on Aboriginal and Torres Strait Islander people or projects in conjunction with the Aboriginal Engagement Strategy Group Access Aboriginal and Torres Strait Islander books for inclusion in Free Little Libraries around Town 	<p>May 2019</p>	<p>CEO The Mayor Cultural Engagement Officer Creative Arts Officer Aboriginal Engagement Strategy Group Communications Advisor Neighbourhood Enrichment Administration Assistant Library Manager Personal Assistant to CEO</p>
<ul style="list-style-type: none"> Enhance community 	<ul style="list-style-type: none"> Provide opportunity for Aboriginal and Torres Strait Islander 	<p>May 2019</p>	<p>Aboriginal Engagement</p>

understanding of Aboriginal and Torres Strait Islander Cultures & Protocols	<p>Cultural Awareness sessions within English Conversation Classes (ECC) delivery in the Town twice a year</p> <ul style="list-style-type: none"> • Provide opportunity for Aboriginal and Torres Strait Islander Cultural Awareness session during the Library's Buzz Week 		<p>Strategy Group</p> <p>Cultural Engagement Officer</p> <p>Library Manager</p>
<ul style="list-style-type: none"> • Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols 	<ul style="list-style-type: none"> • Explore who the Traditional Owners are of the lands and waters in our local area. • Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence. • 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). 	December 2018	<p>Aboriginal Engagement Strategy Group</p> <p>Cultural Engagement Officer</p>

Opportunities			
Action	Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Develop Aboriginal and Torres Strait Islander employment opportunities 	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander employment strategy Liaise with HR on Clontarf Academy and Arts Ready for Aboriginal and Torres Strait Islander Traineeship and Work Experience opportunities Engage or work with current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities Explore and develop Aboriginal and Torres Strait Islander employment targets and strategies with HR for the Town Work with schools to develop an understanding of what is available within the Town of Victoria Park 	January 2019	Cultural Engagement Officer Human Resources Aboriginal Engagement Strategy Group Project Management Office Economic Development Officer
<ul style="list-style-type: none"> Investigate Aboriginal and Torres Strait Islander Walking Trail in Victoria Park 	<ul style="list-style-type: none"> Liaise with Victoria Park and State Reference Libraries and National Trust to identify significant sites Collaborate with Project Management Office, Economic Development Officer and WA Tourism to identify school education and tourism opportunities Identify grant opportunities for Walking Trails within the town 	December 2018	Cultural Engagement Officer Aboriginal Engagement Strategy Group Events & Volunteering Officer Economic Development Officer Strategic Project Management Officer
<ul style="list-style-type: none"> Conduct Aboriginal and Torres Strait 	<ul style="list-style-type: none"> Liaise with Millen PS on delivering Aboriginal and Torres Strait Islander project with their students 	June 2019	Cultural Engagement Officer

<p>Islander Youth projects</p>	<ul style="list-style-type: none"> • Investigate potential for Aboriginal Engagement Strategy Group Schools Sponsorship Award • Host service provider meetings and facilitate grant applications to establish a Youth Sports Hub in the Town • Investigate potential for implementing School Cultural Awareness & Education programs • Foster YouthCAN awareness of needs of Aboriginal and Torres Strait Islander people at a local level • Explore Early Learning Literacy program delivery (Under 5 years of age) • Support engagement of Youth (10-20 years) in sport, music and the arts • Support opportunities for the development of early-intervention Aboriginal and Torres Strait Islander programs 		<p>Aboriginal Engagement Strategy Group Safer Neighbourhoods Officer</p>
<ul style="list-style-type: none"> • Engage with the West Coast Eagles to ensure Aboriginal and Torres Strait Islander peoples are included in community initiatives 	<ul style="list-style-type: none"> • Liaise to ensure Community Benefit Strategy for the West Coast Eagles 99 year lease is aligned to Aboriginal and Torres Strait Islander needs 	<p>July 2018</p>	<p>Director Community Life Cultural Engagement Officer Aboriginal Engagement Strategy Group</p>
<ul style="list-style-type: none"> • Investigate Aboriginal and Torres Strait Islander supplier diversity 	<ul style="list-style-type: none"> • Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses • Liaise with Harlequin Business Training to explore business enterprise development training program in local schools • Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses 	<p>December 2018</p>	<p>Cultural Engagement Officer Human Resources Aboriginal Engagement Strategy Group Procurement Officer</p>

<ul style="list-style-type: none"> • Liaise with the Australian Indigenous Mentoring Experience (AIME) to facilitate provision of educational support for Aboriginal and Torres Strait Islander students where required 	<ul style="list-style-type: none"> • Liaise with Curtin University and local schools on establishing mentoring opportunities for Aboriginal and Torres Strait Islander youth through AIME 	<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"> Build support for the RAP 	<ul style="list-style-type: none"> Define systems and capability needs to track, measure and report on RAP activities. Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia. 	July 2019	Cultural Engagement Officer Aboriginal Engagement Strategy Group
<ul style="list-style-type: none"> Review and Refresh RAP 	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. Submit draft RAP to Reconciliation Australia for formal review and endorsement. 	December 2018	Cultural Engagement Officer Aboriginal Engagement Strategy Group

Contact details for public enquiries about our RAP:

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