

Relationships				
Action	Deliverable	Status	Responsibility	Comments
Evaluate the Town's Aboriginal Engagement Advisory 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 	Completed	<ul style="list-style-type: none"> Curtin University Community Development Team Aboriginal Engagement Strategy Group 	
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) outcomes 	Complete and Ongoing	<ul style="list-style-type: none"> Community Development Team Strategic Project Management Officer Aboriginal Engagement Strategy Group 	Aboriginal and Torres Strait Islander people were consulted as part of the 2018 Evolve project. Action to be further addressed in the Vic Vision project for the development of the town's Strategic Community Plan
Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Participate in NRW with the support of local business and organisations in the Town for the Reconciliation Banner Project 	Completed and Ongoing	<ul style="list-style-type: none"> CEO Community Development Team Economic Development Officer Communications Advisor Aboriginal Engagement Strategy Group 	The Town has supported NRW since the adoption of the RAP. In NRW (2021) this included the renaming of the town's function rooms, banner projects, little library book distributions and national branding throughout the town's internal communication systems. NRW actions will be scheduled for each calendar year.

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	<ul style="list-style-type: none"> Promote NRW throughout the Town via media articles, website, and the organisation to increase its significance and profile 	Completed and Ongoing	<ul style="list-style-type: none"> Community Development Team Economic Development Officer Communications Advisor Aboriginal Engagement Strategy Group 	NRW activities and events are promoted on the Town's website, social media pages and internally through branding and staff being notified of and included in, key events.
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 Mayor) 	In progress and ongoing	<ul style="list-style-type: none"> Community Development Team Mayor CEO Aboriginal Engagement Strategy Group 	<p>Town officers have previously attempted to start internal RAP working groups without great success. However, recently the Town has created an internal Diversity Working Group, which will support components of the RAP and Aboriginal engagement. Currently, the terms of reference for this group are being finalised.</p> <p>The Mindeera Advisory group is guided by the RAP. This group was formed in November 2020 (and replaced the former Aboriginal Strategy group). The Deputy Mayor and three elected members are represented on this group, as are four officers and community members. The group's terms of reference and membership were endorsed at the October 2020 OCM.</p>

Relationships				
Action	Deliverable	Status	Responsibility	Comments
	<ul style="list-style-type: none"> Encourage representation on Council and working groups of Aboriginal and Torres Strait Islander people 	Completed and Ongoing	<ul style="list-style-type: none"> Community Development Team Mayor CEO Aboriginal Engagement Strategy Group 	Work is being initiated to encourage indigenous representation on council
	<ul style="list-style-type: none"> RAP working group to meet quarterly to support the development, implementation, and ongoing management of the Town's ongoing RAP deliverables 	Completed and Ongoing	<ul style="list-style-type: none"> Community Development Team Mayor CEO Aboriginal Engagement Strategy Group 	The Mindeera Advisory group meets bimonthly and has met three times since its most recent formation. The group focuses on key deliverables of the town's Reflect RAP.

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Action	Deliverable	Status	Responsibility	Comments
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 	In progress and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	Some details have been collated of local organisations and collaborations. A list of local Aboriginal and Torres Strait Islander peoples has not been actioned
	<ul style="list-style-type: none"> Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey 	In progress and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	The Town has connected with and collaborated with the Wirrpanda Foundation in its Reconciliation journey. A listing of organisations has not been actioned.
	<ul style="list-style-type: none"> 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 	Not started	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	This has not been actioned

Relationships				
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Raise awareness of our RAP	<ul style="list-style-type: none"> Liaise with Reconciliation WA on implementing the RAP 	Completed and Ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	The Town has liaised with RA and Reconciliation WA during the implementation of the Reflect RAP and have since liaised in planning forward for the subsequent, Innovate RAP
	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness among all staff across the organisation about our RAP commitments 	Not started	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	This has not been actioned
	<ul style="list-style-type: none"> Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP 	In progress and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	Key internal stakeholders have been kept informed on RAP responsibilities. A plan has not been formulated or actioned
	<ul style="list-style-type: none"> 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 	Completed and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	The RAP was initially launched to the community with the website providing continually details of the RAP. Residents and community organisations have been included and contributed to portions of the implementation of the Town's RAP.

Relationships				
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	<ul style="list-style-type: none"> Invite the Town of Victoria Park community and staff to the RAP launch event 	Completed	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	The RAP was successfully launched by the Town on the 12 December 2018. It was well attended by the community and staff, with over 300 people attending
Develop and continue Aboriginal and Torres Strait Islander partnerships in the Town.	<ul style="list-style-type: none"> Continue to maintain and build partnerships with Aboriginal and Torres Strait Islander people and organisations through Aboriginal Engagement Strategy Group meetings 	Completed and Ongoing	<ul style="list-style-type: none"> CEO Mayor Chief Community Planner Community Development Team Aboriginal Engagement Strategy Group 	The Mindeera Advisory group meets quarterly to sustain collaboration and connection with the Town's Aboriginal and Torres Strait Islander communities, and to receive guidance and leadership from Elders on community and cultural matters.
	<ul style="list-style-type: none"> Engage our senior leaders in the delivery of RAP outcomes 	Completed and Ongoing	<ul style="list-style-type: none"> CEO Mayor Chief Community Planner Community Development Team Aboriginal Engagement Strategy Group 	The Community development team has engaged with senior leaders on the processes, decision making and communications around key RAP outcomes. This includes, conversation around January 26, the renaming of meeting rooms and the renaming of places of significance within the Town. Currently, C-Suite also receive a monthly update on the progress of the Town's RAP deliverables.

Relationships				
Action	Deliverable	Status	Responsibility	Comments
	<ul style="list-style-type: none"> Collaborate with business and community service providers to support and/or deliver initiatives 	Completed and Ongoing	<ul style="list-style-type: none"> CEO Mayor Chief Community Planner Community Development Team Aboriginal Engagement Strategy Group 	Local businesses collaboration occurred as part of key events taking place during NRW and NAIDOC week. Collaborations have also been developed with local schools and community organisations to implement RAP initiatives and build community practices and spaces that represent and reflect Aboriginal and Torres Strait Islander culture.

Respect				
Action	Deliverable	Status	Responsibility	Comments
Consider and review 26 January 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 26 January 	Completed	<ul style="list-style-type: none"> Council Elected Members CEO Senior Management Team Community Development Team Human Resources Aboriginal Engagement Strategy Group 	A concept forum was held on 25 May 2021. The concept was related to the meaning of 26 January. Findings from the forum were tabled and presented to the Advisory group

Respect				
Action	Deliverable	Status	Responsibility	Comments
	<ul style="list-style-type: none"> Discuss thoughts with the Aboriginal Engagement Advisory Group about Australia Day being celebrated on 26 January 	Completed and ongoing	<ul style="list-style-type: none"> Council Elected Members CEO Senior Management Team Community Development Team Human Resources Aboriginal Engagement Strategy Group 	The Mindeera Advisory group attended and presented at the 25 May concept forum. The celebration of Australia Day on the 26 January was further discussed at the June 2021 Advisory group meeting
	<ul style="list-style-type: none"> Open up discussions about amending the motion to celebrate Australia Day on the day dictated by the Federal Government 	Completed and ongoing	<ul style="list-style-type: none"> Council Elected Members CEO Senior Management Team Community Development Team Human Resources Aboriginal Engagement Strategy Group 	Conversation and possible amendment continued through concept forum, Advisory group meeting and OCM.
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 	In progress and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	Some identification of the traditional owners has been established. More work is to be done in this space.

Respect				
Action	Deliverable	Status	Responsibility	Comments
	<ul style="list-style-type: none"> Scope and develop a list of local traditional owners of the lands and waters within our organisations sphere of influence 	In progress and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy group 	A comprehensive list had not been completed.
	<ul style="list-style-type: none"> 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) 	Completed and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	Staff cultural awareness training has been completed. In 2019 this was offered to elected members, C-suite, and Service area team leaders. In 2020, it was offered to all staff and again to elected members in 2021. Acknowledgement of country precedes all internal meetings and welcome to country precedes all significant events.
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 	Completed	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group Communications Advisor Library Manager 	

Respect				
Action	Deliverable	Status	Responsibility	Comments
	<ul style="list-style-type: none"> Include and promote Aboriginal and Torres Strait Islander peoples and cultures throughout the year at community events with staff and the broader community 	Completed and ongoing	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Community Development Team Communications Advisor Library Manager 	Aboriginal and Torres Strait Islander art, culture and ceremony are included in events held throughout the town. The Mindeera Advisory group are exploring inclusion and sourcing of culturally symbolic items, (such as message sticks) to be presented to new citizens at the Town’s citizenship ceremonies.
	<ul style="list-style-type: none"> 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 	Completed and ongoing	<ul style="list-style-type: none"> Aboriginal Engagement Strategy group Community Development Team Communications Advisor Library Manager 	The Town has collaborated with local football clubs, schools and organisations, including arts and community centres.

Respect				
Action	Deliverable	Status	Responsibility	Comment
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 	Completed and ongoing	<ul style="list-style-type: none"> CEO Community Development Team Communications Advisor Aboriginal Engagement Strategy group 	NAIDOC week is promoted and supported through all staff communication systems. Senior staff are invited to formally engage in NAIDOC week events.
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting community events in our local area 	Completed and ongoing	<ul style="list-style-type: none"> CEO Community Development Team Communications Advisor Aboriginal Engagement Strategy group 	The Town engages in and promotes a range of community events during NAIDOC week. Staff are encouraged to attend. These include activities such as cultural cooking lessons, planting days, cultural song, dance and art workshops, Welcome to Country and address by Elders.
	<ul style="list-style-type: none"> Ensure our RAP working group participates in an external NAIDOC Week event 	Completed and ongoing	<ul style="list-style-type: none"> CEO Community Development Team Communications Advisor Aboriginal Engagement Strategy group 	The Mindeera Advisory group participates in the planning, organisation and implementation of NAIDOC week events

Respect				
Action	Deliverable	Status	Responsibility	Comment
Aboriginal and Torres Strait Islander signage and display	<ul style="list-style-type: none"> Investigate Noongar name for Aboriginal Engagement Strategy Group in the Town 	Completed	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Park Life Officer Administrative Improvement Coordinator 	In 2020, the Mindeera Advisory Group was selected as the preferred Noongar name for the Aboriginal Engagement Strategy group. Mindeera, refers to a spring (an important Wadjuk Noongar gathering site) that was once at what is now, the corner of Hordern and Oswald streets.
	<ul style="list-style-type: none"> Investigate Aboriginal and Torres Strait Islander naming of Town Administration meeting rooms 	Completed and Ongoing	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Park Life Officer Administrative Improvement Coordinator 	In June 2021 the Town’s meeting rooms were renamed to reflect the six Noongar seasons, consultation continues for the renaming of Council Chambers.
	<ul style="list-style-type: none"> Investigate foyer acknowledgement plaques in Administration reception and out centres 	In progress	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Park Life Officer Administrative Improvement Coordinator 	Investigation in progress.
	<ul style="list-style-type: none"> Ensure Aboriginal and Torres Strait Islander flags are on display at Administration and out centres 	Completed and ongoing	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Park Life Officer Administrative Improvement Coordinator 	Aboriginal and Torres Strait islander flags are on permanent display at the Town’s administration building.

Respect				
Action	Deliverable	Status	Responsibility	Comment
	<ul style="list-style-type: none"> Ensure the Town emails display Aboriginal and Torres Strait Islander Acknowledgement of Country 	Completed	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Park Life Officer Administrative Improvement Coordinator 	All Town email signatures feature an Acknowledgment of Country.
	<ul style="list-style-type: none"> Investigate entry and exit art statement at Town borders (consider six seasons, including new Perth Stadium art installation) 	Not started	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Park Life Officer Administrative Improvement Coordinator 	This has not been actioned.
	<ul style="list-style-type: none"> Investigate Aboriginal and Torres Strait Islander naming of parks and reserves in the Town 	Complete and Ongoing	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Park Life Officer Administrative Improvement Coordinator 	Lathlain 2x has been renamed Koolbardi Park. A renaming celebration is being planned. Additional laneways and other locations are currently being explored. Town officers are currently developing a work instruction in consultation with the Mindeera Advisory Group to assist with the naming process.
	<ul style="list-style-type: none"> Investigate Noongar acknowledgement plaque in the Town 	Completed	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Park Life Officer Administrative Improvement Coordinator 	

Respect				
Action	Deliverable	Status	Responsibility	Comment
Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> Commence cultural awareness training for senior management, councillors, and staff 	Completed	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Human Resources Town Administration & Out centres 	Training completed in 2019. Training made available again in 2020.
	<ul style="list-style-type: none"> Coordinate cultural awareness training for the community 	Not started	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Human Resources Town Administration & Out centres 	
	<ul style="list-style-type: none"> Post the delivery of cultural awareness training internally, develop and implement with HR staff induction and ongoing refresher cultural awareness training programs 	Completed and ongoing	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Human Resources Town Administration & Out centres 	Cultural Awareness training was made available to all staff in 2020. Refreshers have not yet been developed.
	<ul style="list-style-type: none"> Explore Human Library project with Curtin University for inclusion at Town events and initiatives 	Completed	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Human Resources Town Administration & Out centres 	
	<ul style="list-style-type: none"> Deliver staff lunch 'n' learn opportunities 	Complete and ongoing	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Human Resources Town Administration & Out centres 	

Respect				
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	<ul style="list-style-type: none"> Provide Opportunities to develop community understanding 	Completed and ongoing	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Human Resources Town Administration & Out centres 	A variety of opportunities have been provided.
Ensure that all documents of the Town are inclusive and consider and reflect Aboriginal and Torres Strait Islander peoples	<ul style="list-style-type: none"> 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 	Completed and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group Library Manager Communications Team 	The library has sourced and stocked a range of books highlighting Indigenous heritage and culture.
	<ul style="list-style-type: none"> Embed within the Strategic Community Plan Aboriginal and Torres Strait Islander Engagement and Consultation 	Completed and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group Library Manager Communications Team 	
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 	Completed and ongoing	<ul style="list-style-type: none"> CEO Mayor Community Development Team 	Recognition and inclusion of Aboriginal and Torres Strait Islander people is made at all Town events and initiatives,

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		Completed and ongoing	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Communications Advisor Library Manager 	through Acknowledgement of Country and/or Welcome to Country.
	<ul style="list-style-type: none"> Perform Acknowledgement of Country at all Council meetings, internal Town meetings and monthly citizenship ceremonies 		<ul style="list-style-type: none"> CEO Mayor Community Development Team Aboriginal Engagement Strategy Group Communications Advisor Library Manager 	Acknowledgement of Country is performed at all Council meetings, internal Town meetings and monthly citizenship ceremonies.
	<ul style="list-style-type: none"> Perform Welcome to Country at significant events in the Town 	Completed and ongoing	<ul style="list-style-type: none"> CEO Mayor Community Development Team Aboriginal Engagement Strategy Group Communications Advisor Library Manager 	Welcome to Country is performed at all significant events in the Town.
	<ul style="list-style-type: none"> Acknowledge Aboriginal and Torres Strait Islander soldiers in Remembrance Day and ANZAC Day ceremonies 	Completed and ongoing	<ul style="list-style-type: none"> CEO Mayor Community Development Team Aboriginal Engagement Strategy Group Communications Advisor 	Aboriginal and Torres Strait Islander soldiers are acknowledged on Remembrance Day and ANZAC Day ceremonies. Note some of these ceremonies have been cancelled for

Respect				
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		Complete and ongoing	<ul style="list-style-type: none"> Library Manager 	2020 and 2021 due to COVID restrictions.
	<ul style="list-style-type: none"> Encourage Southern Gazette profiles positive stories on Aboriginal and Torres Strait Islander people or projects in conjunction with the Aboriginal Engagement Strategy Group 		<ul style="list-style-type: none"> CEO Mayor Community Development Team Aboriginal Engagement Strategy Group Communications Advisor Library Manager 	Most recently nomination for membership to the Mindeera Advisory group were advertised through the Southern Gazette.
	<ul style="list-style-type: none"> Access Aboriginal and Torres Strait Islander books for inclusion in free little libraries around Town 	Completed and ongoing	<ul style="list-style-type: none"> CEO Mayor Community Development Team Aboriginal Engagement Strategy Group Communications Advisor Library Manager 	As part of NRW 2021, 36 books profiling indigenous culture, language, and history were selected and distributed through the nine little libraries in the Town.
Enhance community understanding of Aboriginal and Torres Strait Islander cultures and protocols	<ul style="list-style-type: none"> Provide opportunity for Aboriginal and Torres Strait Islander Cultural Awareness sessions within English Conversation Classes (ECC) delivery in the Town twice a year 	Completed	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Community Development Team Library Manager 	

Respect				
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	<ul style="list-style-type: none"> Provide opportunity for Aboriginal and Torres Strait Islander Cultural Awareness session during Library Buzz Week 	Completed and ongoing	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Community Development Team Library Manager 	

Opportunities				
Action	Deliverable	Timeline	Responsibility	Comments
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 	Completed and ongoing	<ul style="list-style-type: none"> Chief Community Planner Aboriginal Engagement Strategy Group 	Details outlined as part of the Community Benefits Strategy annual reporting from WCE and Wirrpanda Foundation.
Investigate Aboriginal and Torres Strait Islander Walking Trail in Victoria Park	<ul style="list-style-type: none"> Liaise with Victoria Park library, State Reference Library and National Trust to identify significant sites 	Complete and ongoing	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Economic Development Officer Strategic Project Management Officer 	<p>Some liaison has occurred.</p> <p>Town officers are also aware of cultural walks that occur in the Town already and need to be ensure the Town works collaboratively with any providers already operating.</p>
	<ul style="list-style-type: none"> Collaborate with Project Management Office, Economic Development Officer and WA Tourism to identify school education and tourism opportunities 	In progress	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Economic Development Officer Strategic Project Management Officer 	
	<ul style="list-style-type: none"> Identify grant opportunities for walking trails within the town 	In progress	<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Economic Development Officer Strategic Project Management Officer 	Darryl Bellotti, (renowned artist of Aboriginal heritage) has approached the community development team regarding the creation of an app which leads the participant through an

				augmented-reality experience through the history of Perth including Burswood and Victoria Park. Currently investigating ways for the Town to partner with Darryl on this project.
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 	Completed and ongoing	<ul style="list-style-type: none"> Human Resources Aboriginal Engagement Strategy Group Procurement Officer 	
	<ul style="list-style-type: none"> Liaise with Harlequin Business Training to explore business enterprise development training program in local schools 	Not started	<ul style="list-style-type: none"> Human Resources Aboriginal Engagement Strategy Group Procurement Officer 	
	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses 	Completed	<ul style="list-style-type: none"> Human Resources Aboriginal Engagement Strategy Group Procurement Officer 	
Develop Aboriginal and Torres Strait Islander employment opportunities	<ul style="list-style-type: none"> Continue to promote the town as an inclusive place for anyone to work 	Completed and ongoing	<ul style="list-style-type: none"> Community Development Team Human Resources Aboriginal Engagement Strategy Group Project Management Office Economic Development Officer 	The Town has partnered with the Public sector commission's Indigenous traineeship program to employ indigenous trainees. The Town currently has an Indigenous trainee.
	<ul style="list-style-type: none"> Engage or work with current Aboriginal and Torres Strait 	In progress and ongoing	<ul style="list-style-type: none"> Community Development Team Human Resources 	

	Islander staff to inform future employment and development opportunities		<ul style="list-style-type: none"> Aboriginal Engagement Strategy Group Project Management Office Economic Development Officer 	
	<ul style="list-style-type: none"> Explore and develop with the Town’s HR team employment targets and recruitment strategies for Aboriginal and Torres Strait Islanders. 	Completed and ongoing	<ul style="list-style-type: none"> Community Development Team Human Resources Aboriginal Engagement Strategy Group Project Management Office Economic Development Officer 	In April 2021, C-Suite endorsed the Employer of Choice framework. This framework has a range of initiatives to help meet one of the program’s objectives of Indigenous employment target of 2% by 2025.
	<ul style="list-style-type: none"> Work with schools to develop an understanding of opportunities 	Completed and ongoing	<ul style="list-style-type: none"> Community Development Team Human Resources Aboriginal Engagement Strategy Group Project Management Office Economic Development Officer 	
Conduct Aboriginal and Torres Strait Islander youth projects	<ul style="list-style-type: none"> Liaise with Millen Primary School on delivering an Aboriginal and Torres Strait Islander project with their students 	Completed	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	
	<ul style="list-style-type: none"> Investigate potential for Aboriginal Engagement Strategy Group to establish a school’s sponsorship award 	Not started	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	
	<ul style="list-style-type: none"> Host service provider meetings and facilitate grant applications to establish a youth sports hub in the Town 	Completed	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	

	<ul style="list-style-type: none"> Investigate potential for implementing school cultural awareness and education programs 	Completed	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	
	<ul style="list-style-type: none"> Foster YouthCAN awareness of needs for Aboriginal and Torres Strait Islander people at a local level 	Not started	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	
	<ul style="list-style-type: none"> Explore early learning literacy program delivery (under five years of age) 	Complete and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	The Town’s library offers a number of early learning literacy programs including Baby Rhymetime, Storytime, Better Beginnings, and Learning English Through Storytime (LETS).
	<ul style="list-style-type: none"> Support engagement of youth (12 to 25 years) in sport, music, and the arts 	Completed and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	As part of the Community Benefits Strategy, Program 1 Youth Engagement delivered by Wirrpanda Foundation addresses this deliverable.
	<ul style="list-style-type: none"> Support opportunities for the development of early intervention Aboriginal and Torres Strait Islander programs 	Complete and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	As part of the Community Benefits Strategy, Program 1 Youth Engagement delivered by Wirrpanda Foundation addresses this deliverable.
Liaise with Australian Indigenous Mentoring Experience (AIME) to facilitate provision of	<ul style="list-style-type: none"> Liaise with Curtin University and local schools on establishing mentoring opportunities for Aboriginal and Torres 	In progress	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	This was explored through discussion with the Mindeera Advisory group. It was advised that the AIME program now only runs at Curtin University. Further exploration to be conducted on

educational support for Aboriginal and Torres Strait Islander students where required	Strait Islander youth through AIME			connecting with Curtin and this program,
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Tracking and progress				
Action	Targets	Timeline	Responsibility	
Review and refresh Reflect RAP	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new Innovate RAP based on learnings, challenges and achievements 	In progress and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	Initial contact has been made with RA who have encouraged the Town to progress to the Innovate RAP creation.
	<ul style="list-style-type: none"> Submit draft Innovate RAP to Reconciliation Australia for formal review and endorsement 	In progress	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	Reflect RAP outcomes are being finalised prior to the development of the Town's Innovate RAP.
Build support for the Innovate RAP	<ul style="list-style-type: none"> Define systems and capability needs to track, measure and report on Innovate RAP activities 	Completed and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	
	<ul style="list-style-type: none"> Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia 	Completed and ongoing	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group 	