

## Reflect Reconciliation Action Plan Review

**June 2020**

RELATIONSHIPS					
KEY ACTION	DELIVERABLE	RESPONSIBILITY	TIMING	PROGRESS	COMMENT
<b>Evaluate the Town's Aboriginal Engagement Advisory Strategy</b>	<ul style="list-style-type: none"> <li>Embed the Aboriginal Engagement Advisory evaluation recommendations to consult and engage with Aboriginal and Torres Strait Islander community in the Town</li> </ul>	<ul style="list-style-type: none"> <li>Community Development</li> <li>Curtin University Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed	
<b>Ensure Aboriginal and Torres Strait Islander consultation on the Evolve Project</b>	<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) outcomes</li> </ul>	<ul style="list-style-type: none"> <li>Community Development</li> <li>Aboriginal Engagement Advisory Group</li> <li>Strategic Project Management Officer</li> </ul>	April 2019	Completed	
<b>Participate in and celebrate national Reconciliation Action Week</b>	<ul style="list-style-type: none"> <li>Participate in NRW with the support of local businesses and organisations In the Town for the Reconciliation Banner Project</li> </ul>	<ul style="list-style-type: none"> <li>CEO</li> <li>Community Development</li> <li>Economic Development Officer</li> <li>Communications Advisor</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	July 2019	Completed	
	<ul style="list-style-type: none"> <li>Promote NRW throughout the Town via media articles, website and the organisations to increase its significance and role</li> </ul>	<ul style="list-style-type: none"> <li>CEO</li> <li>Community Development</li> </ul>	July 2019	Completed	

		<ul style="list-style-type: none"> <li>• Economic Development Officer</li> <li>• Communications Advisor</li> <li>• Aboriginal Engagement Advisory Group</li> </ul>			
<b>Establish a RAP working group</b>	<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> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Mayor</li> <li>• CEO</li> <li>• Aboriginal Engagement Advisory Group</li> </ul>	May 2019	Completed	
	<ul style="list-style-type: none"> <li>• Encourage representation on Council and working groups of Aboriginal and Torres Strait Islander people</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Mayor</li> <li>• CEO</li> <li>• Aboriginal Engagement Advisory Group</li> </ul>	May 2019	Completed/ Ongoing	
	<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>• Community Development Team</li> <li>• Mayor</li> <li>• CEO</li> <li>• Aboriginal Engagement Advisory Group</li> </ul>	May 2019	Completed	
<b>Build internal and external relationships</b>	<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> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Aboriginal Engagement Advisory Group</li> </ul>	May 2019	20/21	
	<ul style="list-style-type: none"> <li>• Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Aboriginal Engagement Advisory Group</li> </ul>	May 2019	20/21	

	<ul style="list-style-type: none"> <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>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	May 2019	20/21	
<b>Raise awareness of our RAP</b>	<ul style="list-style-type: none"> <li>Liaise with Reconciliation WA on implementing the RAP</li> </ul>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed/ Ongoing	
	<ul style="list-style-type: none"> <li>Develop and implement a plan to raise awareness among all staff across the organisation about our RAP commitments</li> </ul>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	20/21	
	<ul style="list-style-type: none"> <li>Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP</li> </ul>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	20/21	
	<ul style="list-style-type: none"> <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>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed/ Ongoing	
	<ul style="list-style-type: none"> <li>Invite the Town of Victoria Park community and staff to the RAP launch event</li> </ul>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed	
<b>Develop and continue Aboriginal and Torres Strait Islander partnerships in the Town</b>	<ul style="list-style-type: none"> <li>Continue to maintain and build partnerships with Aboriginal and Torres Strait Islander people and organisations through Aboriginal Engagement Advisory Group meetings</li> </ul>	<ul style="list-style-type: none"> <li>CEO</li> <li>Mayor</li> <li>Chief Community Planner</li> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed/ Ongoing	

	<ul style="list-style-type: none"> <li>Engage our senior leaders in the delivery of RAP outcomes</li> </ul>	<ul style="list-style-type: none"> <li>CEO</li> <li>Mayor</li> <li>Chief Community Planner</li> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed/ Ongoing	
	<ul style="list-style-type: none"> <li>Collaborate with business and community service providers to support and/or deliver initiatives</li> </ul>	<ul style="list-style-type: none"> <li>CEO</li> <li>Mayor</li> <li>Chief Community Planner</li> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed/ Ongoing	
<b>RESPECT</b>					
<b>KEY ACTION</b>	<b>DELIVERABLE</b>	<b>RESPONSIBILITY</b>	<b>TIMING</b>	<b>Progress</b>	
Consider and review 26 January as day of celebration	<ul style="list-style-type: none"> <li>Review and update findings from conversations with Council Elected Members and Management Team about the meaning of 26 January</li> </ul>	<ul style="list-style-type: none"> <li>Council Elected Members</li> <li>CEO</li> <li>Senior Management Team</li> <li>Community Development Team</li> <li>Human Resources</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed	
	<ul style="list-style-type: none"> <li>Discuss thoughts with the Aboriginal Engagement Advisory Group about Australia Day being celebrated on 26 January</li> </ul>	<ul style="list-style-type: none"> <li>Council Elected Members</li> <li>CEO</li> </ul>	June 2019	Completed	

		<ul style="list-style-type: none"> <li>• Senior Management Team</li> <li>• Community Development Team</li> <li>• Human Resources</li> <li>• Aboriginal Engagement Advisory Group</li> </ul>			
	<ul style="list-style-type: none"> <li>• Consider the conservation to amend the date Australia Day is celebrated within the Town of Victoria Park</li> </ul>	<ul style="list-style-type: none"> <li>• Council Elected Members</li> <li>• CEO</li> <li>• Senior Management Team</li> <li>• Community Development Team</li> <li>• Human Resources</li> <li>• Aboriginal Engagement Advisory Group</li> </ul>	June 2019	20/21	
<b>Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols</b>	<ul style="list-style-type: none"> <li>• Explore who the traditional owners are of the lands and waters in our local area</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Advisory Group</li> <li>• Community Development Team</li> </ul>	June 2019	20/21	
	<ul style="list-style-type: none"> <li>• Scope and develop a list of local traditional owners of the lands and waters within the Town</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Advisory Group</li> <li>• Community Development Team</li> </ul>	June 2019	20/21	
	<ul style="list-style-type: none"> <li>• Develop and implement a plan to raise awareness and understand the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols)</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Advisory Group</li> <li>• Community Development Team</li> </ul>	June 2019	Completed	
<b>Celebrate and recognise Aboriginal and Torres Strait Islander Cultures</b>	<ul style="list-style-type: none"> <li>• Deliver the Know Your Community project in collaboration with</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Advisory Group</li> </ul>	July 2019	Completed	

	Richmond Wellbeing and the Vic Park Centre for the Arts	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Communications Advisor</li> <li>Library Manager</li> </ul>			
	<ul style="list-style-type: none"> <li>Include and promote Aboriginal and Torres Strait Islander peoples and cultures throughout the year at community events with staff and the broader community</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> <li>Community Development Team</li> <li>Communications Advisor</li> <li>Library Manager</li> </ul>	June 2019	Completed/Ongoing	
	<ul style="list-style-type: none"> <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>	<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> <li>Community Development Team</li> <li>Communications Advisor</li> <li>Library Manager</li> </ul>	June 2019	Completed/Ongoing	
<b>Participate in and celebrate NAIDOC Week</b>	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff and community of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities</li> </ul>	<ul style="list-style-type: none"> <li>CEO</li> <li>Community Development Team</li> <li>Communications Advisor</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	July 2019	Completed	
	<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting community events in our local area</li> </ul>	<ul style="list-style-type: none"> <li>CEO</li> <li>Community Development Team</li> <li>Communications Advisor</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	July 2019	Completed	
	<ul style="list-style-type: none"> <li>Encourage our RAP working group participates in an external NAIDOC Week event</li> </ul>	<ul style="list-style-type: none"> <li>CEO</li> <li>Community Development Team</li> <li>Communications Advisor</li> </ul>	July 2019	Completed	

		<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> </ul>			
<b>Aboriginal and Torres Strait Islander signage and display</b>	<ul style="list-style-type: none"> <li>Investigate a Noongar name for Aboriginal Engagement Advisory Group in the Town</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> <li>Park Life Officer</li> <li>Administrative Improvement Coordinator</li> </ul>	June 2019	Completed	
	<ul style="list-style-type: none"> <li>Investigate Aboriginal and Torres Strait Islander naming of Town Administration meeting rooms</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> <li>Park Life Officer</li> <li>Administrative Improvement Coordinator</li> </ul>	June 2019	In progress	
	<ul style="list-style-type: none"> <li>Investigate foyer acknowledgement plaques in Administration reception and out centres</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> <li>Park Life Officer</li> <li>Administrative Improvement Coordinator</li> </ul>	June 2019	In progress	
	<ul style="list-style-type: none"> <li>Ensure Aboriginal and Torres Strait Islander flags are on display at Administration and out centres</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> <li>Park Life Officer</li> <li>Administrative Improvement Coordinator</li> </ul>	June 2019	Completed	
	<ul style="list-style-type: none"> <li>Investigate displaying Aboriginal and Torres Strait Islander Acknowledgment of Country in the Town's email signatures</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> <li>Park Life Officer</li> <li>Administrative Improvement Coordinator</li> </ul>	June 2019	Completed	
	<ul style="list-style-type: none"> <li>Investigate entry and exit art statement at Town borders (consider</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> <li>Park Life Officer</li> </ul>	June 2019	20/21	

	<ul style="list-style-type: none"> <li>• six seasons, including new Perth Stadium art installation)</li> </ul>	<ul style="list-style-type: none"> <li>• Administrative Improvement Coordinator</li> </ul>			
	<ul style="list-style-type: none"> <li>• Investigate Aboriginal and Torres Strait Islander naming of parks and reserves in the Town</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Advisory Group</li> <li>• Park Life Officer</li> <li>• Administrative Improvement Coordinator</li> </ul>	June 2019	Completed	
	<ul style="list-style-type: none"> <li>• Investigate Noongar acknowledgement plaque in the Town</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Advisory Group</li> <li>• Park Life Officer</li> <li>• Administrative Improvement Coordinator</li> </ul>	June 2019	Completed	
<b>Investigate Aboriginal and Torres Strait Islander cultural learning and development</b>	<ul style="list-style-type: none"> <li>• Commence cultural awareness training for senior management, Councillors and staff</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Advisory Group</li> <li>• Human Resources</li> <li>• Town Administration &amp; Out centres</li> </ul>	May 2019	In progress	
	<ul style="list-style-type: none"> <li>• Coordinate cultural awareness training for the community</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Advisory Group</li> <li>• Human Resources</li> <li>• Town Administration &amp; Out centres</li> </ul>	May 2019	20/21	
	<ul style="list-style-type: none"> <li>• Post the delivery of cultural awareness training internally, develop and implement with HR staff induction and ongoing refresher cultural awareness training programs</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Advisory Group</li> <li>• Human Resources</li> <li>• Town Administration &amp; Out centres</li> </ul>	May 2019	In progress	
	<ul style="list-style-type: none"> <li>• Explore Human Library project with Curtin University for inclusion at Town events and initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Advisory Group</li> <li>• Human Resources</li> <li>• Town Administration &amp; Out centres</li> </ul>	May 2019	Completed	



	<ul style="list-style-type: none"> <li>• Deliver staff lunch 'n' learn opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Advisory Group</li> <li>• Human Resources</li> <li>• Town Administration &amp; Out centres</li> </ul>	May 2019	20/21	
	<ul style="list-style-type: none"> <li>• Provide opportunities to develop community understanding</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Engagement Advisory Group</li> <li>• Human Resources</li> <li>• Town Administration &amp; Out centres</li> </ul>	May 2019	Completed/ Ongoing	
<b>Ensure that all documents of the Town are inclusive and consider and reflect Aboriginal and Torres Strait Islander people</b>	<ul style="list-style-type: none"> <li>• Update and review existing publications relating to library/ citizenship ceremonies to increase awareness and the community contribution of Aboriginal and Torres Strait Islander peoples</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Aboriginal Engagement Advisory Group</li> <li>• Library Manager</li> <li>• Communications Team</li> </ul>	May 2019	Completed	
	<ul style="list-style-type: none"> <li>• Collaborate with Town staff to ensure that Aboriginal and Torres Strait Islander engagement and consultation is included within Strategic Community Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Aboriginal Engagement Advisory Group</li> <li>• Library Manager</li> <li>• Communications Team</li> </ul>	May 2019	Completed	
<b>Raise awareness of Aboriginal and Torres Strait Islander people within our Town</b>	<ul style="list-style-type: none"> <li>• Recognition and inclusion of Aboriginal and Torres Strait Islander people at all Town events and initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• CEO</li> <li>• Mayor</li> <li>• Community Development Team</li> <li>• Aboriginal Engagement Advisory Group</li> <li>• Communications Advisor</li> <li>• Library Manager</li> </ul>	May 2019	Completed/ Ongoing	
	<ul style="list-style-type: none"> <li>• Perform Acknowledgement of Country at all Council meetings, internal Town meetings (where relevant) and monthly citizenship ceremonies</li> </ul>	<ul style="list-style-type: none"> <li>• CEO</li> <li>• Mayor</li> <li>• Community Development Team</li> </ul>	May 2019	Completed	

		<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> <li>Communications Advisor</li> <li>Library Manager</li> </ul>			
	<ul style="list-style-type: none"> <li>Perform Welcome to Country at significant events in the Town</li> </ul>	<ul style="list-style-type: none"> <li>CEO</li> <li>Mayor</li> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> <li>Communications Advisor</li> <li>Library Manager</li> </ul>	May 2019	Completed	
	<ul style="list-style-type: none"> <li>Acknowledge Aboriginal and Torres Strait Islander soldiers in Remembrance Day and ANZAC Day ceremonies</li> </ul>	<ul style="list-style-type: none"> <li>CEO</li> <li>Mayor</li> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> <li>Communications Advisor</li> <li>Library Manager</li> </ul>	May 2019	Completed	
	<ul style="list-style-type: none"> <li>Encourage Southern Gazette profiles positive stories on Aboriginal and Torres Strait Islander people or projects in conjunction with the Aboriginal Engagement Advisory Group</li> </ul>	<ul style="list-style-type: none"> <li>CEO</li> <li>Mayor</li> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> <li>Communications Advisor</li> <li>Library Manager</li> </ul>	May 2019	Ongoing	
	<ul style="list-style-type: none"> <li>Access Aboriginal and Torres Strait Islander books for inclusion in free little libraries around Town</li> </ul>	<ul style="list-style-type: none"> <li>Library Manager</li> </ul>	May 2019	Completed/ Ongoing	
<b>Enhance community understanding of Aboriginal and Torres Strait Islander cultures and protocols</b>	<ul style="list-style-type: none"> <li>Provide opportunity for Aboriginal and Torres Strait Islander Cultural Awareness sessions within English</li> </ul>	<ul style="list-style-type: none"> <li>Library Manager</li> </ul>	May 2019	Completed	

	Conversation Classes (ECC) delivery in the Town twice a year				
	<ul style="list-style-type: none"> <li>Provide opportunity for Aboriginal and Torres Strait Islander Cultural Awareness session during Library Buzz Week and other Town events where appropriate</li> </ul>	<ul style="list-style-type: none"> <li>Library Manager</li> </ul>	May 2019	Completed	

OPPORTUNITIES					
KEY ACTION	DELIVERABLE	RESPONSIBILITY	TIMING	PROGRESS	COMMENT
<b>Engage with the West Coast Eagles to ensure Aboriginal and Torres Strait Islander peoples are included in community initiatives</b>	<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 ideas and requirements</li> </ul>	<ul style="list-style-type: none"> <li>Chief community planner</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed	
<b>Investigate Aboriginal and Torres Strait Islander Walking Trail in Victoria Park</b>	<ul style="list-style-type: none"> <li>Liaise with Victoria Park library, State Reference Library and National Trust to identify significant sites</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> <li>Economic Development Officer</li> <li>Strategic Project Management Officer</li> </ul>	June 2019	Completed	
	<ul style="list-style-type: none"> <li>Collaborate with Project Management Office, Economic Development Officer and WA Tourism to identify school education and tourism opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> <li>Economic Development Officer</li> <li>Strategic Project Management Officer</li> </ul>	June 2019	20/21	
	<ul style="list-style-type: none"> <li>Identify grant opportunities for walking trails within the town</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> <li>Economic Development Officer</li> </ul>	June 2019	Completed	

		<ul style="list-style-type: none"> <li>Strategic Project Management Officer</li> </ul>			
<b>Investigate Aboriginal and Torres Strait Islander supplier diversity</b>	<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> </ul>	<ul style="list-style-type: none"> <li>Human Resources</li> <li>Aboriginal Engagement Advisory Group</li> <li>Procurement Officer</li> </ul>	April 2019	Completed	
	<ul style="list-style-type: none"> <li>Liaise with Harlequin Business Training to explore business enterprise development training program in local schools</li> </ul>	<ul style="list-style-type: none"> <li>Human Resources</li> <li>Aboriginal Engagement Advisory Group</li> <li>Procurement Officer</li> </ul>	April 2019	20/21	
	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses</li> </ul>	<ul style="list-style-type: none"> <li>Human Resources</li> <li>Aboriginal Engagement Advisory Group</li> <li>Procurement Officer</li> </ul>	April 2019	Completed	
<b>Develop Aboriginal and Torres Strait Islander employment opportunities</b>	<ul style="list-style-type: none"> <li>Continue to promote the Town as an inclusive place for anyone to work</li> </ul>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Human Resources</li> <li>Aboriginal Engagement Advisory Group</li> <li>Project Management Office</li> <li>Economic Development Officer</li> </ul>	June 2019	Completed/ Ongoing	
	<ul style="list-style-type: none"> <li>Engage or work with current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Human Resources</li> <li>Aboriginal Engagement Advisory Group</li> <li>Project Management Office</li> <li>Economic Development Officer</li> </ul>	June 2019	In progress	
	<ul style="list-style-type: none"> <li>Explore and develop with the Town's HR team employment targets and</li> </ul>	<ul style="list-style-type: none"> <li>Community Development Team</li> </ul>	June 2019	20/21	

	recruitment strategies for Aboriginal and Torres Strait Islanders	<ul style="list-style-type: none"> <li>• Human Resources</li> <li>• Aboriginal Engagement Advisory Group</li> <li>• Project Management Office</li> <li>• Economic Development Officer</li> </ul>			
	<ul style="list-style-type: none"> <li>• Work with schools to develop an understanding of opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Human Resources</li> <li>• Aboriginal Engagement Advisory Group</li> <li>• Project Management Office</li> <li>• Economic Development Officer</li> </ul>	June 2019	Completed/Ongoing	
<b>Conduct Aboriginal and Torres Strait Islander youth projects</b>	<ul style="list-style-type: none"> <li>• Liaise with Millen Primary School on delivering an Aboriginal and Torres Strait Islander project with their students</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed	
	<ul style="list-style-type: none"> <li>• Investigate potential for Aboriginal Engagement Advisory Group to establish a schools sponsorship award</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Aboriginal Engagement Advisory Group</li> </ul>	June 2019	20/21	
	<ul style="list-style-type: none"> <li>• Host service provider meetings and facilitate grant opportunities to establish a youth sports hub in the Town</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed	
	<ul style="list-style-type: none"> <li>• Investigate potential for implementing school cultural awareness and education programs</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed	
	<ul style="list-style-type: none"> <li>• Foster YouthCAN awareness of needs for Aboriginal and Torres Strait Islander people at a local level</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> </ul>	June 2019	20/21	

		<ul style="list-style-type: none"> <li>Aboriginal Engagement Advisory Group</li> </ul>			
	<ul style="list-style-type: none"> <li>Explore early learning literacy program delivery (under five years of age)</li> </ul>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	20/21	
	<ul style="list-style-type: none"> <li>Support engagement of youth (12 to 25 years) in sport, music and the arts</li> </ul>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	Completed/ Ongoing	
	<ul style="list-style-type: none"> <li>Support opportunities for the development of early intervention Aboriginal and Torres Strait Islander programs</li> </ul>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	In progress	
<b>Liaise with the Australian Indigenous Mentoring Experience (AIME) to facilitate provision of educational support for Aboriginal and Torres Strait Islander students where required</b>	<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>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Aboriginal Engagement Advisory Group</li> </ul>	June 2019	20/21	

TRACKING AND PROGRESS					
KEY ACTION	DELIVERABLE	RESPONSIBILITY	TIMING	PROGRESS	COMMENT
<b>Review and refresh Reflect RAP</b>	<ul style="list-style-type: none"> <li>Liaise with Reconciliation Australia to develop a new Innovate RAP based on learnings, challenges and achievements</li> </ul>	<ul style="list-style-type: none"> <li>Community Development Team</li> <li>Aboriginal Engagement Strategy Group</li> </ul>	December 2019	In progress	

	<ul style="list-style-type: none"> <li>• Submit draft Innovate RAP to Reconciliation Australia for formal review and endorsement</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Aboriginal Engagement Strategy Group</li> </ul>	December 2019	20/21	
<b>Build support for the Innovate RAP</b>	<ul style="list-style-type: none"> <li>• Define systems and capability needs to track, measure and report on Innovate RAP activities</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Aboriginal Engagement Strategy Group</li> </ul>	December 2019	Completed	
	<ul style="list-style-type: none"> <li>• Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia</li> </ul>	<ul style="list-style-type: none"> <li>• Community Development Team</li> <li>• Aboriginal Engagement Strategy Group</li> </ul>	December 2019	Completed	