



Reflect Reconciliation Action Plan

(November 2018 – June 2022)



Artist's biography

Beverley, born in 1955, in Gnowangerup, WA is a Noongar Aboriginal. She began her training in the late 1980's at Marribank, Katanning.

She is a versatile artist, who paints traditional Aboriginal stories and legends; relating in particular to the natural environment and often using animals as central subjects. The stories she tells through her paintings have been handed down to her by her Noongar Aboriginal Elders.

Animals in Aboriginal culture are a significant part of the teaching of young people. Animals and their habits provide important lessons in life. They are also an important food source and as such, are respected as sustainers of life and conveyors of knowledge.

Aboriginal people also study animals to learn about which plants and seeds are edible. Beverley often depicts the mother lizard teaching her

young how to forage for food. The Aboriginal people use this symbolic narrative and image to emphasize the importance of parenting and child rearing.

The lizard and snake represent two main sources of life, food and water. The snake is believed to lead the Aboriginal people to water and the lizard to food. The lizard is also often coupled with the turtle, as the lizard is a natural predator of the turtle eggs and has come in search of them as they prepare to leave the nest and head towards the water after hatching.

Keeping the balance of the land is very important to the Aboriginal people as the natural environment is their source of food, water, shelter and spiritual well being. It is through the teaching of the animals that Aboriginal people learn to live in harmony with nature. Through committing to this vision, we hope that everyone will enjoy the benefits of a connected and thriving Victoria Park.



Beverley Pickett | Lizard and Eggs (1997)
Medium: synthetic polymer on canvas
Size: 620mm x 680mm

Welcome to Noongar culture

Kaya, Wandjoo! Nidja Noongar Boodjar noonook djinanginy. Ngalak kadadj ngaalang nedigar wer boordiya koora-koora wer yey!

Welcome! This is Noongar Country you are seeing. We acknowledge our ancestors and Elders from long ago until today.

The Town of Victoria Park acknowledges and pays respect to the original custodians of the land upon which we are located – the Whadjuk people of the Noongar nation. We owe a debt of gratitude to Aboriginal and Torres Strait Islanders who preceded us and who have a deep, spiritual connection to land and place. May we walk in reconciliation to share, learn and grow together.

Mayor's address

There is no reconciliation without acknowledging the mistakes of the past. It is with genuine reflection and ownership of the role that colonisers played in the lives of Aboriginal and Torres Strait Islanders who came before us, that allows us to build respectful relationships and opportunities for an engaged and empowered community.

This Reflect Reconciliation Action Plan (RAP) was drafted in consultation with the Town's Aboriginal Engagement Advisory Group, and outlines strategies to foster greater awareness and learning between members of our wider community and Aboriginal people. The process is a journey for the long-term, towards a shared future.

We thank all who have contributed to this Reflect RAP, which will be reviewed



Mayor Trevor Vaughan and Simon Forrester, Curtin University Elder in Residence.

annually, so that we can account for our actions and achievements. Through committing to this vision, we hope that everyone will enjoy the benefits of a connected and thriving Victoria Park.

Trevor Vaughan
Mayor

History and significant sites

Aboriginal Engagement Advisory Group Statement:

The Town of Victoria Park celebrates its first Reflect RAP.

We are pleased to see strategies in place that support opportunities to strengthen our community, and build pride and respect with the wider community.

We thank the Town for walking with us, and for recognising the importance and significance of reconciliation. We seek to grow in trust, respect and knowledge with the community of Victoria Park.

Connection to Country

For thousands of years Noongar people have resided on and had cultural connection to the booja – land. Everything in our vast landscape has meaning and purpose. We speak our own language and have our own lore and customs. The lore is characterised by a strong spiritual connection to country. This means caring for the natural environment and for places of significance. Our lore relates to ceremonies, and to rituals for hunting and gathering when food is abundant and in season. Connection to booja is passed on through our stories, art, song and dance. Noongar people not only survived European colonisation but we thrived as family groups sought to assert our rights to our booja. For Noongar people, the south-west of Western Australia is ngulla booja – our country.

Kaartijin Noongar – Noongar Knowledge
Website www.noongarculture.org.au/

Archaeological evidence dates Aboriginal culture as the oldest living culture in the world.

The Swan River (Derbarl Yerrigan) on the banks of the Town of Victoria Park plays a key part in Aboriginal spirituality and mythology, the significance of 'place' and as a provider of wkey resources.

Artefacts demonstrate the importance of the Derbarl Yerrigan for fishing, shellfish gathering, meeting places and crossing points.





Lindsay Harris | Nyoomburt Flowers (2014)
Medium: Pigment & Binder on Hemp | Size: 1000mm x 1000mm

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The Department of Aboriginal Affairs identifies the following significant sites as registered within the Town of Victoria Park:

- Swan River – mythological
- Burswood Island – ceremonial camp
- Burswood Island Camp – camp
- Burswood Island – artefacts/scatter and water source
- Wadjup – ceremonial, camp, meeting place, named place

In addition to registered sites, there will be others referenced in the area from oral and written stories, archives, journalism, academic and historical publications. It is this list that the Town, together with the Aboriginal Engagement Advisory Group, hopes to identify. Commencing the journey to compile and document these important sites will help to inform us and reclaim our valuable Aboriginal heritage.

Our community

The Town is located immediately south-east of Perth, approximately five kilometres from the Perth CBD.

Total land area is 18 square kilometres, comprising seven suburbs: Bentley, Burswood, Carlisle, East Victoria Park, Kensington, Lathlain, St James, Victoria Park and Welshpool.

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.

Our Reflect RAP

This Reflect 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 Reflect 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 Community Development Team. The 2016 Census continues to reflect this figure, and demonstrates our diverse population. The Community Development team seeks to establish links with Aboriginal and Torres Strait Islanders in order to foster inclusivity and a greater sense of community.

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
- a place where all people have an awareness and appreciation of arts, culture, education and heritage.

The Town established an Aboriginal Engagement Advisory 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 Advisory Group embarked on the development of an inaugural Reconciliation Action Plan (RAP) to provide a framework for the Town to build further on respect, relationships and opportunities.



Our partnerships/current activities

The Mayor, Deputy Mayor and Chief Executive Officer of the Town champion the Reflect RAP, sitting as active members on the Aboriginal Engagement Advisory Group, as well as two Councillors. The Community Development Team facilitates the delivery of initiatives in combination with the Aboriginal Engagement Advisory 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, Victoria 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 Victoria 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 six-week program for the community to come together at the Victoria Park Centre for the

Arts in the evenings with a fire pit, yarnning circle, story-telling, free Rotary barbeque (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. Victoria 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 Force, 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.

Relationships

Action	Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Evaluate the Town's Aboriginal Engagement Advisory strategy 	<ul style="list-style-type: none"> Embed the Aboriginal Engagement Advisory evaluation recommendations to consult and engage with Aboriginal and Torres Strait Islander community in the Town 	June 2019	<ul style="list-style-type: none"> Curtin University Aboriginal Engagement Advisory Group Community Development Team
<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) outcomes 	April 2019	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Advisory Group Strategic Project Management Officer
<ul style="list-style-type: none"> 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 Promote NRW throughout the Town via media articles, website and the organisation to increase its significance and profile 	July 2019	<ul style="list-style-type: none"> CEO Community Development Team Economic Development Officer Communications Advisor Aboriginal Engagement Advisory Group
<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 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	<ul style="list-style-type: none"> Community Development Team Mayor CEO Aboriginal Engagement Advisory Group

Relationships

Action	Deliverable	Timeline	Responsibility
<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 on current practices and opportunities for engaging Aboriginal and Torres Strait Islander people in Victoria Park 	May 2019	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Advisory Group
<ul style="list-style-type: none"> Raise 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 among 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 Invite the Town of Victoria Park community and staff to the RAP launch event 	June 2019	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Advisory Group
<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 maintain and build partnerships with Aboriginal and Torres Strait Islander people and organisations through Aboriginal Engagement Advisory Group meetings Engage our senior leaders in the delivery of RAP outcomes Collaborate with business and community service providers to support and/or deliver initiatives 	June 2019	<ul style="list-style-type: none"> CEO Mayor Chief Community Planner Community Development Team Aboriginal Engagement Advisory Group

Respect			
Action	Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> 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 Management Team about the meaning of 26 January Discuss thoughts with the Aboriginal Engagement Advisory Group about Australia Day being celebrated on 26 January Consider the conservation to amend the date Australia Day is celebrated within the Town of Victoria Park 	June 2019	<ul style="list-style-type: none"> Council Elected Members CEO Senior Management Team Community Development Team Human Resources Aboriginal Engagement Advisory Group
<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 the Town 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) 	June 2019	<ul style="list-style-type: none"> Aboriginal Engagement Advisory Group Community Development Team
<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 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 2019	<ul style="list-style-type: none"> Aboriginal Engagement Advisory Group Community Development Team Communications Advisor Library Manager

Respect

Action	Deliverable	Timeline	Responsibility
<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 and community 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 Encourage our RAP working group participates in an external NAIDOC Week event 	<p>July 2018 and July 2019</p>	<ul style="list-style-type: none"> CEO Community Development Team Communications Advisor Aboriginal Engagement Advisory Group
<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander signage and display 	<ul style="list-style-type: none"> Investigate a Noongar name for Aboriginal Engagement Advisory Group in the Town Investigate Aboriginal and Torres Strait Islander naming of Town Administration meeting rooms Investigate foyer acknowledgement plaques in Administration reception and out centres Ensure Aboriginal and Torres Strait Islander flags are on display at Administration and out centres Investigate displaying Aboriginal and Torres Strait Islander Acknowledgment of Country in the Town's email signatures Investigate entry and exit art statement at Town borders (consider six seasons, including new Perth Stadium art installation) Investigate Aboriginal and Torres Strait Islander naming of parks and reserves in the Town Investigate Noongar acknowledgement plaque in the Town 	<p>June 2019</p>	<ul style="list-style-type: none"> Aboriginal Engagement Advisory Group Park Life Officer Administrative Improvement Coordinator

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"> Commence cultural awareness training for senior management, Councillors and staff Coordinate cultural awareness training for the community Post the 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 Provide opportunities to develop community understanding 	May 2019	<ul style="list-style-type: none"> Aboriginal Engagement Advisory Group Human Resources Town Administration & Out centres
<ul style="list-style-type: none"> Ensure that all documents of the Town are inclusive and consider and reflect Aboriginal and Torres Strait Islander people 	<ul style="list-style-type: none"> Update and review existing publications relating to library/ citizenship ceremonies to increase awareness and the community contribution of Aboriginal and Torres Strait Islander peoples Collaborate with Town staff to ensure that Aboriginal and Torres Strait Islander engagement and consultation is included within Strategic Community Plan 	May 2019	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Advisory Group Library Manager Communications Team

Respect			
Action	Deliverable	Timeline	Responsibility
<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 (where relevant) 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 Encourage Southern Gazette profiles positive stories on Aboriginal and Torres Strait Islander people or projects in conjunction with the Aboriginal Engagement Advisory Group Access Aboriginal and Torres Strait Islander books for inclusion in free little libraries around Town 	May 2019	<ul style="list-style-type: none"> CEO Mayor Community Development Team Aboriginal Engagement Advisory Group Communications Advisor Library Manager
<ul style="list-style-type: none"> 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 Provide opportunity for Aboriginal and Torres Strait Islander Cultural Awareness session during Library Buzz Week and other Town events where appropriate 	May 2019	<ul style="list-style-type: none"> Aboriginal Engagement Advisory Group Community Development Team Library Manager

Opportunities			
Action	Deliverable	Timeline	Responsibility
<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 ideas and requirements 	2019	<ul style="list-style-type: none"> Chief Community Planner Aboriginal Engagement Advisory Group
<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 library, State Reference Library 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 	June 2019	<ul style="list-style-type: none"> Aboriginal Engagement Advisory Group Economic Development Officer Strategic Project Management Officer
<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 	April 2019	<ul style="list-style-type: none"> Human Resources Aboriginal Engagement Advisory Group Procurement Officer

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"> Continue to promote the Town as a inclusive place for anyone to work Engage or work with current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities Explore and develop with the Town's HR team employment targets and recruitment strategies for Aboriginal and Torres Strait Islanders Work with schools to develop an understanding of opportunities 	2019	<ul style="list-style-type: none"> Community Development Team Human Resources Aboriginal Engagement Advisory Group Project Management Office Economic Development Officer
<ul style="list-style-type: none"> 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 Investigate potential for Aboriginal Engagement Advisory Group to establish a schools sponsorship award Host service provider meetings and facilitate grant opportunities to establish a youth sports hub in the Town Investigate potential for implementing school cultural awareness and education programs Foster YouthCAN awareness of needs for Aboriginal and Torres Strait Islander people at a local level Explore early learning literacy program delivery (under five years of age) Support engagement of youth (12 to 25 years) in sport, music and the arts Support opportunities for the development of early intervention Aboriginal and Torres Strait Islander programs 	June 2019	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Advisory Group

Opportunities			
Action	Deliverable	Timeline	Responsibility
<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 	June 2019	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Advisory Group

Tracking and progress			
Action	Targets	Timeline	Responsibility
<ul style="list-style-type: none"> 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 Submit draft Innovate RAP to Reconciliation Australia for formal review and endorsement 	June 2019 December 2019	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group
<ul style="list-style-type: none"> 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 Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia 	December 2019	<ul style="list-style-type: none"> Community Development Team Aboriginal Engagement Strategy Group



Contact details for public enquiries about our Reflect RAP:

- **Community Development**
- (08) 9311 8111
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**This information is available in an alternative format
to people with a disability on request 9311 8132.**

The information in the document was correct at time of printing.