

CITY OF SOUTH PERTH
**INNOVATE RECONCILIATION
ACTION PLAN**

JULY 2021 - JUNE 2023



RECONCILIATION
ACTION PLAN

INNOVATE

City of
South Perth



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Karl Kep Ngoornd-iny (Fire and Water Dreaming) – sound and light show by Yondee Shane Hansen with Art + (Art Coordination)

MESSAGE FROM THE CEO RECONCILIATION AUSTRALIA

Reconciliation Australia commends City of South Perth on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for City of South Perth to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, City of South Perth will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. City of South Perth is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals City of South Perth's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations City of South Perth on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Warning: Aboriginal and Torres Strait Islander readers are advised that this document may contain references to, or images of, people who are now deceased.

ACCESS AND INCLUSION

This document is available in alternative formats upon request, including Braille, large print, electronic and audio format on CD. National Relay Service (NRS): 133 677. Translating and Interpreting Service (TIS): 131 450.



wandju wandju welcome

Noongar people are the Traditional Owners of the South West of Western Australia. While Noongar is identified as a single language there are variations in both pronunciation and spelling – Noongar, Nyungar, Nyoongar, Nyoongah, Nyungah, Yungar and Noonga. The City of South Perth uses ‘Noongar’ which is reflected throughout this document except when specifically referring to an external organisation that utilises alternative spelling.

Kaardjinin Nidja Nyungar Whadjuk Boodjar Koorra Nidja Djining
Noonakoort kaartdijin wangkiny, maam, gnarnk and boordier Nidja
Whadjul kura kura.

We acknowledge and pay our respects to the traditional custodians of
this land, the Whadjuk people of the Noongar nation and their Elders
past, present.



MESSAGE FROM THE MAYOR

I acknowledge the Whadjuk Noongar people as the traditional custodians of this land and its waters and pay my respects to their Elders past and present.

Aboriginal people have made meaningful contributions to our community, and the City is proud to present this Innovate Reconciliation Action Plan (RAP) which follows on from our Aboriginal Engagement Strategy as the next step forward in our reconciliation journey. Through the RAP we recognise the importance of culture and enable improved connections and stronger relationships with our local Aboriginal and Torres Strait Islander community.

Our Innovate RAP was developed by listening. We undertook extensive consultation with our community and heard from the City of South Perth Aboriginal Reference Group, Reconciliation Australia, local residents, community groups, the City of South Perth Residents Association, schools, City officers, Elected Members and other members of our community. Their valuable input has helped us shape a plan that will see us create meaningful change as we work together with local Aboriginal and Torres Strait Islander people and organisations. I would like to thank everyone who was involved.

This plan represents the commitment of Council and our community to support and celebrate the world's longest continuing cultures. The City of South Perth looks forward to implementing this RAP and to delivering positive reconciliation outcomes.

Mayor Greg Milner
City of South Perth



OUR VISION

A city of active places and beautiful spaces.
A connected community with easily accessible,
vibrant neighbourhoods and a unique,
sustainable natural environment.

OUR ORGANISATION

Within the City of South Perth organisation there are 247 employees, and six office locations with two employees identifying as Aboriginal and Torres Strait Islander peoples. This equates to 0.8 of the City's employees (Note: An employee is not obligated to divulge their cultural background, so the total number of employees identifying as Aboriginal and Torres Strait Islander peoples may be higher).

The City of South Perth covers an area of around 19.9km² divided into four wards. Each ward is represented by two councillors and presided over by a popularly elected mayor. Councillors are elected for four-year terms with council elections held every two years on the third Saturday in October, for half of the council members.

This plan aligns with the City's vision of 'A city of active places and beautiful spaces' and will complement other plans that make up the Strategic Community Plan as part of the Integrated Planning Framework (IPR).



DEFINING RECONCILIATION

Reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.

A Reconciliation Action Plan or RAP is a strategic document that provides a framework for organisations to support the national reconciliation movement. There are four types of a RAP that are designed to suit an organisation at different stages of their reconciliation journey, namely: Reflect, Innovate, Stretch and Elevate.

Reconciliation Australia is an independent, not-for-profit organisation that was established to provide leadership for reconciliation in Australia.

RECONCILIATION DIMENSIONS

Reconciliation Australia describes five dimensions of reconciliation, namely:

1. RACE RELATIONS

All Australians understand and value Aboriginal and Torres Strait Islander and non-Indigenous cultures, rights and experiences, which results in stronger relationships based on trust and respect and that are free of racism.

2. EQUALITY AND EQUITY

Aboriginal and Torres Strait Islander peoples participate equally in a range of life opportunities and the unique rights of Aboriginal and Torres Strait Islander peoples are recognised and upheld.

3. INSTITUTIONAL INTEGRITY

The active support of reconciliation by the nation's political, business and community structures.

4. UNITY

An Australian society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity.

5. HISTORICAL ACCEPTANCE

All Australians understand and accept the wrongs of the past and their impact on Aboriginal and Torres Strait Islander peoples. Australia makes amends for past policies and practices and ensures these wrongs are never repeated.

Source: www.reconciliation.org.au



“This is for everyone and it’s about getting our hands back into the earth. Connection to Country is the most important part of reconciliation as Country health is real wealth, cultural and spiritual wealth”.

Dena Gower, Community Leader

THE CITY’S VISION FOR RECONCILIATION

The City of South Perth reconciliation vision is one where the City is immersed in Aboriginal cultural engagements and ways of working, it’s normalised and part of everyday life. There is respect for Aboriginal and Torres Strait Islander peoples traditions, languages and cultures; the past is understood and it is recognised that healing needs to occur; there are positive relationships; there are work and place activities with Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander people participating together in the life of the City of South Perth community; the whole of the community is connected to, and cares for, Country.



ALIGNMENT TO THE CITY'S STRATEGIC COMMUNITY PLAN

The Reconciliation Action Plan supports the delivery of the City's Strategic Community Plan 2020-2030 in the following areas:

STRATEGIC DIRECTION: **COMMUNITY**

ASPIRATION: A DIVERSE, CONNECTED, SAFE AND ENGAGED COMMUNITY

OUTCOME: CULTURE AND COMMUNITY

STRATEGIES:

- Develop and facilitate events, services and programs to respond to changing community needs and priorities
- Facilitate and create opportunities for social, cultural and physical activity in the City
- Encourage and educate the community to embrace sustainable and healthy lifestyles
- Celebrate and support heritage within the City for present and future generations.

OUTCOME: COMMUNITY SAFETY AND HEALTH

STRATEGIES:

- Facilitate and foster a healthy, connected and safe community.

STRATEGIC DIRECTION: **ECONOMY**

ASPIRATION: A THRIVING CITY ACTIVATED BY INNOVATION, ATTRACTIONS AND OPPORTUNITIES

OUTCOME: LOCAL BUSINESS AND ACTIVATED PLACES

STRATEGIES:

- Attract and support a broad range of small and medium-sized enterprises to the City
- Embrace and facilitate unique events and attractions around the City.

STRATEGIC DIRECTION: **ENVIRONMENT (BUILT AND NATURAL)**

ASPIRATION: SUSTAINABLE URBAN NEIGHBOURHOODS

OUTCOME: ENHANCED ENVIRONMENT AND OPEN SPACES

STRATEGIES:

- Improve the amenity value and sustainable uses of our streetscapes, public open spaces and foreshores
- Facilitate effective management of the Swan and Canning River foreshore.

STRATEGIC DIRECTION: **LEADERSHIP**

ASPIRATION: A VISIONARY AND INFLUENTIAL LOCAL GOVERNMENT

OUTCOME: ENGAGED COMMUNITY

STRATEGIES:

- Engage with the community to contribute to the planning of activities in and around the City
- Be agile to stakeholder, community and customer needs.

OUR COMMUNITY



The City of South Perth is a local government area located approximately 4km south of the Perth Central Business District. The City covers nearly 20 square kilometres and is comprised of the suburbs of South Perth, Kensington, Como, Karawara, Manning, Waterford and Salter Point. The community is comprised of approximately 44,000 residents and a diverse workforce of around 15,000 people each day. The City is bounded on three sides by the Swan and Canning Rivers and is widely recognised for its natural beauty and ideal location with 4.6km² of reserves and 6.6km² of public open space along the river foreshores. The major tourist destinations include the Swan River and its foreshore, the Perth Zoo, Sir James Mitchell Park, and the historic Old Mill.

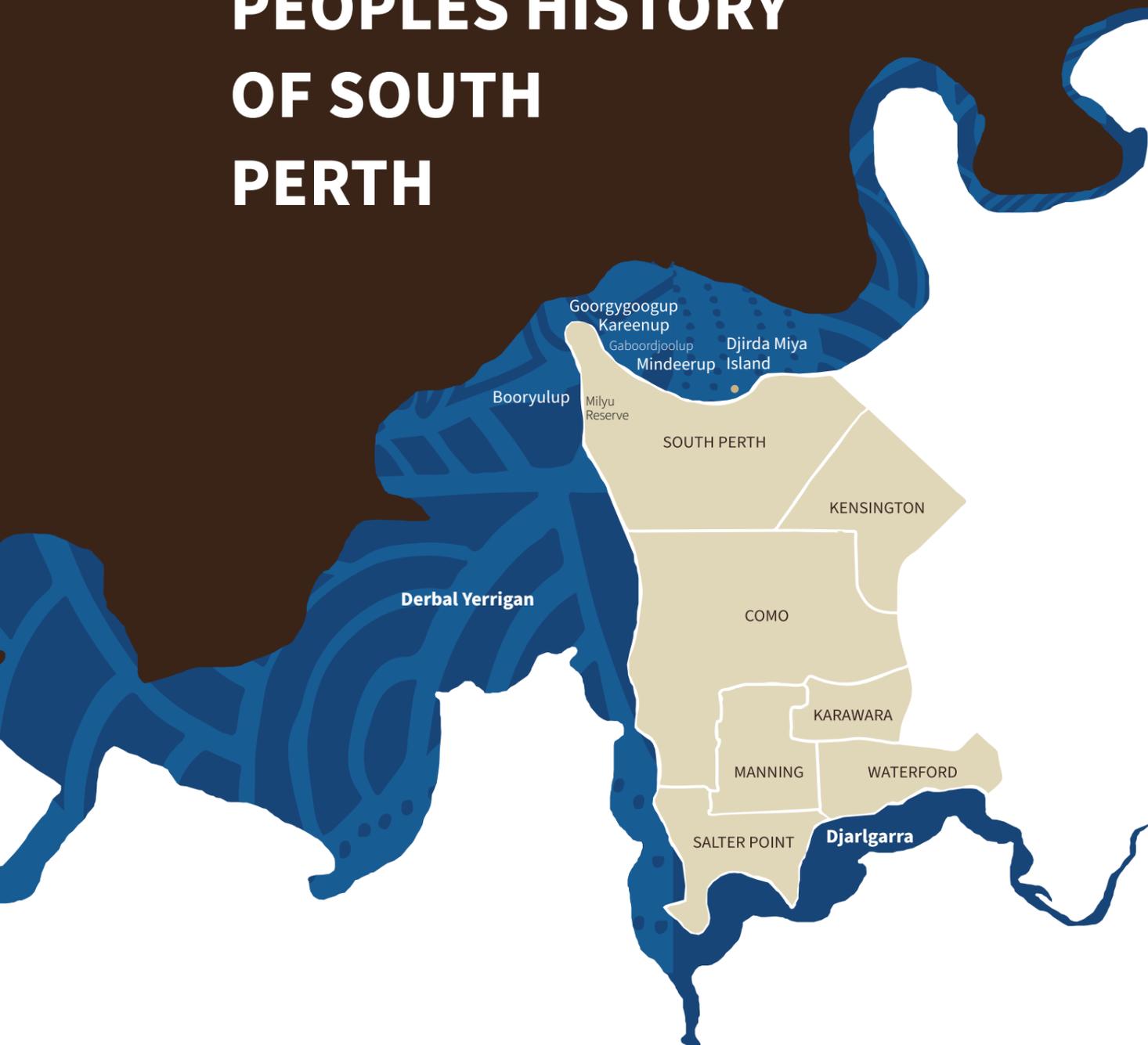
Our community is comprised of people from diverse cultural backgrounds. The table below indicates the distribution of Aboriginal and Torres Strait Islander residents within the City of South Perth.

Suburbs	Number of Aboriginal and Torres Strait Islander Residents
Salter Point	24
Manning	43
Waterford	48
Karawara	72
Kensington	89
Como	112
South Perth	144
Total	532 (1.2% of overall population)

Source: Australian Bureau of Statistics, Census of Population and Housing, 2016

As reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples for the benefit of all Australians, the City's Reconciliation Action Plan is targeted at all local residents, workers, tourists and visitors.

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES HISTORY OF SOUTH PERTH



The Whistling Eagle by Toogarr Morrison and Julie Crockett 1999

South Perth has been home to the Wadjuk Noongar/Bibbulmun people for over 45,000 years. The rivers continue to be sources of spiritual, cultural, economic and familial connection for the Whadjuk people and to Aboriginal and Torres Strait Islander peoples more broadly around the State. Based on Whadjuk mythology, the Swan River (or Derbal Yerrigan) and Canning River (or Djarlgarra – signifying place of abundance) were created by the Waugal, the ancient creation serpent who made the fresh waterways.

An important camping and fishing area was situated between the present day Richardson Park and Mill Point (Gareenup) and this area was referred to as Booryulup or the place of the Booryul. This area has since been covered by the Kwinana Freeway. The area stretched for approximately one and a half kilometres of foreshore and 150 metres into the bushland to the east of Melville Water. Today the foreshore reserve is called Milyu which is an Aboriginal but not Noongar word for samphire. The Como foreshore was a place for digging holes or Beenabup. Noongars referred to the area of rushes near Millars Pool as Goorgygoogup. The South Perth foreshore side of Perth Waters is known by Noongars as Gaboordjoolup or ‘the place of the shore’. Further east is Joorolup or ‘place of the jarrahs’. Noongars would camp in the South Perth area when the beere or banksias were flowering and extract honey from the blossom. A spring which was on the Melville Water side of South Perth was widened by the Noongars at this time of year and blossoms were left to ferment in the water. The fermented drink was then consumed as part of this special occasion.

Millers Pool was significantly larger before major flooding in the 1860s. It was referred to as Goorgygoogup (a place for digging holes), and supported plentiful populations of small fish and shellfish. Noongar oral history records that the Pool was also used as a secluded birthing site by the Beeloo Noongar women.

In 1833 William Kernot Shenton built a wooden windmill on the site, this is now known as The Old Mill. On the 24 April 1834 the Mill was raided by a group of Pinjareb (or Bidjareb) men, led by Galyute. These people were not the local Beeloo Noongars or other people from the Swan River area, they had travelled a long distance to South Perth. The Mill had been used as a rations depot earlier in that year, and the group may have travelled seeking food. One European was present at the time, eighteen-year-old George Shenton – he was threatened but not harmed, and a large quantity of flour was stolen.

Galyute was arrested and sentenced to 60 lashes and a term in the Fremantle Roundhouse. A subsequent series of retaliations and counter-retaliations provided a pretext for a punitive expedition against the Pinjareb, though Thomas Peel had been agitating for such a response earlier and Pinjarra was part of a larger plan of colonial expansion to the south of Perth. On 28 October 1834 the much-disputed Pinjarra Massacre took place – while official colonial records state that fifteen Noongar people were killed, other contemporary accounts place the death toll at least thirty. Galyute was not killed or ever captured again, and his eventual fate is unknown.

Source: Indigenous History of the Swan and Canning Rivers by Debra Hughes-Hallett, 2010.

Local young men on country



Emerging Artist, Aboriginal Artist Award 2019, *Wandjina Dreaming* by Rory Charles



NAIDOC week art activities



Thank a Volunteer Award Ceremony 2020, Welcome to Country by Matthew McGuire



Jasmine Fitzgerald contemporary Noongar artwork

ABORIGINAL AND TORRES STRAIT ISLANDER INITIATIVES

The City supports its Aboriginal and Torres Strait Islander community through the direct provision (and partnering with other organisations) to deliver a number of specific programs, services, events, projects and initiatives. Examples include:

Welcome to Country included as part of the City's community and civic events (where appropriate).

Promote Aboriginal and Torres Strait Islander Art through Emerging Artist, Aboriginal Artist Award.

Aboriginal and Torres Strait Islander flags are flown at the City's Civic Centre building alongside the Australian national flag and other flags.

City of South Perth entrance statements/signage erected around the City incorporating Noongar/Bibbulmun welcome message (Wandju Wandju).

Jasmine Fitzgerald was commissioned by the City to develop contemporary Noongar artwork which is used throughout City of South Perth branding.

City of South Perth Purchasing Policy was amended in 2019 to simplify the process of procuring goods and services from Aboriginal Businesses.

Community partnerships with Aboriginal and Torres Strait Islander groups to deliver programs and services.

Kerry-Ann Winmar
Walking Cultural tour
with City employees



Kerry-Ann Winmar
Walking Cultural tour



Hello Manning event,
Kaya activity
facilitated by the WA
branch of ANTaR and
was an initiative by
John McBain



The Kaya Hands Project
was run at Hello
Manning community
event

Smoking ceremony at
Black Swan Habitat
opening



Cultural awareness training is provided for City employees and Elected Members.

In November 2019 the City announced that the Noongar name 'Mindeerup' (meaning place of the shore) would be reclaimed for the public piazza and foreshore space on the Swan River at Mends Street Jetty in South Perth.

Acknowledgment of Country included in City documents and signage (where appropriate).

Facilitation of Aboriginal and Torres Strait Islander community events, such as NAIDOC Week and National Reconciliation Week.

Noongar/Bibbulmun names are used for the City's Civic Centre meeting rooms.

The river is a sacred place for Noongar people and with respect to the traditional custodians of this land, the Black Swan Habitat island has been named Djirda Miya, meaning 'home of the birds'.

THE CITY'S RECONCILIATION ACTION PLAN

The City's Reconciliation Action Plan is aimed at continuing the reconciliation journey within the local community. The Actions are grouped into four Innovate RAP pillars.



Within these four RAP pillars are Goals and Actions/Deliverables that have been identified to implement the RAP over a two year period. For each Action/Deliverable, the City's level of involvement (and potential involvement) has also been listed using the following categories:

- **Planner** - The City identifies community requirements for services and infrastructure and ensures mechanisms are in place to meet these requirements.
- **Supporter** - The City provides support for community organisations and clubs. This support is delivered through a number of methods including the use of community owned facilities; the provision of funding; and providing access to information resources.
- **Partner** - The City will partner with organisations that share a similar goal allowing for a pooling of resources. These partnerships will be on an informal or formal 'service agreement' basis as required.
- **Coordinator** - The City brings together stakeholders to plan and develop the joint provision of services and infrastructure.
- **Provider** - The City manages one of its own facilities or is solely responsible for the delivery of a service. Income and expenditure is determined as part of the City's annual budget process.

RAP WORKING GROUP

- Manager Community, Culture and Recreation (RAP Champion)
- Communications and Marketing Coordinator
- Human Resources Advisor
- Community Development Coordinator (Community, Culture and Recreation)
- Cultural Development Coordinator (Community, Culture and Recreation)
- Manager Library Services
- Manager Stakeholder and Customer Relations
- Customer Service Officer
- Natural Areas Supervisor
- Up to six Aboriginal and Torres Strait Islander members within the First Nations Reference Group.

THE JOURNEY

2006
The Reconciliation Action Plan (RAP) program was launched by Reconciliation Australia.

2010
Council resolved to endorse the City to develop an Aboriginal Engagement Strategy prior to establishing a Reconciliation Action Plan.

2011
The City established the Aboriginal Engagement Strategy Working Group (AESWG) comprising representatives of key Aboriginal Community groups, members of the public, Elected Members and City employees.

2013
The City developed an Aboriginal Engagement Strategy (AES) 2013-18 with input from local Elders and community members.

The City established an Aboriginal Reference Group.

2018
The vast majority of the Strategies in the (AES) met and strong relationships built with the local Aboriginal and Torres Strait Islander communities. As a result, the City's Aboriginal Reference Group supported the City to develop a Reconciliation Action Plan.

INNOVATE RAP – PILLAR 1 - ‘RELATIONSHIPS’

Goal: The City of South Perth has a key focus of maintaining, developing and building existing and new relationships that encourage deep connections between the Aboriginal and Torres Strait Islander peoples and the broader community.



ACTION	DELIVERABLE	EVALUATION MEASURE	CITY INVOLVEMENT	RESPONSIBILITY	TIMELINE
1.1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, stakeholders and organisations.	<ul style="list-style-type: none"> Establish a database of Aboriginal and Torres Strait Islander Elders, stakeholders and organisations located in City of South Perth. 	Completion of data base.	Planner	Coordinator Community Development	Dec 2021
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander Stakeholders and organisations. 	Development of communications plan.			
	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop a communications plan to outline guiding principles for future engagement. 				Completion of and number of networking sessions held. Attendance and feedback received from participants.
	<ul style="list-style-type: none"> Facilitate bi-annual networking sessions to develop and implement an engagement plan with Aboriginal and Torres Strait Islander stakeholders and organisations and to discuss progress of the Reconciliation Action Plan. 				
1.2 Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	Dissemination of NRW resources via the City's communications channels to: <ul style="list-style-type: none"> City employees Residents External stakeholders. 	Coordinator	Coordinator Community Development	May 2022 and May 2023
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	Completion of NRW event.			
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	Completion of NRW event.			
	<ul style="list-style-type: none"> Organise at least one NRW event each year. 	Facilitation of NRW event.			
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website. 	Attendance and feedback received from participants.			

ACTION	DELIVERABLE	EVALUATION MEASURE	CITY INVOLVEMENT	RESPONSIBILITY	TIMELINE
1.3 Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> Communicate the City's Reconciliation Action Plan to the public, profile local Aboriginal and Torres Strait Islander leaders in the community and acknowledge achievements and contributions by local Aboriginal and Torres Strait Islander peoples. 	Audit of Reconciliation Action Plan communications strategies undertaken. Number of leader's achievements and contributions acknowledged. Feedback received from public.	Provider	Coordinator Community Development	August 2021 and 2022
	<ul style="list-style-type: none"> Collaborate with Reconciliation Australia and other like-minded organisations to develop ways to advance reconciliation. 	Number of collaborations.			
	<ul style="list-style-type: none"> Implement employee engagement strategy to engage our employee in reconciliation and include an overview of the RAP as part of employee and Councillor induction processes. 	Number and type of strategies implemented. Inclusion of Reconciliation Action Plan in staff and Councillor induction processes. Feedback received from staff and Councillors.		Manager CCR	June 2022
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	Audit of number and type of collaborations completed. Feedback received from partnering organisations and community groups.			
1.4 Educate senior leaders on the effects of racism and promote positive race relations through anti-discriminating strategies	<ul style="list-style-type: none"> Review the City's Human Resources policies and management practices in consultation with Aboriginal and Torres Strait Islander stakeholders, with a particular focus on our antidiscrimination policy (i.e. Equal Employment Opportunity Policy) to identify existing anti-discrimination provisions and future needs. 	Human Resources policies and management practice review completed. Audit of policies and management practice to identify references to anti-discrimination strategies.	Provider	Human Resources	June 2022
	<ul style="list-style-type: none"> Develop, implement and communicate anti-discrimination guidelines for our organisation. 	Number and type of training opportunities provided for anti-discrimination guidelines.			
	<ul style="list-style-type: none"> Monitor and continuously improve the City's leadership development program in accordance with the City's Workforce Plan, such as providing training opportunities for the Leadership Team on Equal Employment Opportunity, anti-discrimination, harassment and bullying training. 	Feedback received from staff about the content of training provided.			
1.5 Engage schools and early learning centres in the reconciliation journey	<ul style="list-style-type: none"> Facilitate networking meetings with local Aboriginal and Torres Strait Islander Education Officers to coordinate relationships with schools. 	Number of network meetings held. Number of schools engaged. Feedback received from schools about their reconciliation involvement.	Planner	Coordinator Community Development	Feb 2022

INNOVATE RAP – PILLAR 2 - ‘RESPECT’

Goal: The City will be known as a place that demonstrates and honours the truth of Aboriginal life, achievements and history; that celebrates our relationships and country and is in a state of continuous learning. The City is committed to working with the Noongar/Bibbulmun community to ensure tradition, protocol and culture are upheld, respected and preserved.



ACTION	DELIVERABLE	EVALUATION MEASURE	CITY INVOLVEMENT	RESPONSIBILITY	TIMELINE
2.1 At the Old Mill, honour the history of interactions between Aboriginal and Torres Strait Islander people and non-Aboriginal and Torres Strait Islander people in South Perth.	<ul style="list-style-type: none"> Develop a concept plan to establish the Old Mill as a site of Reconciliation. 	Number and type of strategies implemented.	Planner	Manager Library Services	June 2022
	<ul style="list-style-type: none"> Undertake community education strategies to promote the importance of the Old Mill as a key reconciliation site. 	Feedback received from the community about the Old Mill as a key reconciliation site.			
2.2 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	Development of cultural learning strategy.	Planner	Manager CCR	May 2022
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy. 				
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural learning strategy for our staff. 	Number of participants.			
	<ul style="list-style-type: none"> Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning. 	Feedback received from staff and Councillors about the content of training provided.			
2.3 Increase knowledge of Noongar/Bibbulmun language in the community.	<ul style="list-style-type: none"> Support the inclusion of Noongar/Bibbulmun language on appropriate City marketing and communication materials (e.g. flyers, posters, and signage). 	Number of marketing and communication materials with Noongar/Bibbulmun language.	Provider	Communications and Marketing Coordinator	June 2022 and June 2023
	<ul style="list-style-type: none"> Explore the possibility of establishing a cultural languages service in the City of South Perth through calling for expressions of interest for an Aboriginal languages organisation to access/occupy/hire a local community venue. 	Expression of Interest completed. Audit if Aboriginal languages service is provided in a local community venue.	Supporter	Manager CCR	May 2022

ACTION	DELIVERABLE	EVALUATION MEASURE	CITY INVOLVEMENT	RESPONSIBILITY	TIMELINE
2.4 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Increase City staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	Cultural protocol document completed.	Planner	Coordinator Community Development	Dec 2021
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol document to staff and Councillors including protocols for Acknowledging Country and Welcome to Country. 	Feedback received from staff and Councillors about the Cultural protocol document.			
	<ul style="list-style-type: none"> Invite local Traditional Owners or Custodians to provide a Welcome to Country or other appropriate cultural protocol at significant community and civic events each year. 	Completion of database of Elders who can conduct Welcome to Country.	Planner	Coordinator Community Development	June 2022 and June 2023
	<ul style="list-style-type: none"> Develop contacts for Elders who can conduct Welcome to Country. 	Completion of database of Elders who can conduct Welcome to Country.			
	<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of relevant civic occasions. 	Number of community and civic events that include a Welcome to Country or other appropriate cultural protocol (e.g. performance).			
2.5 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Design, develop and organise at least one NAIDOC Week event each year within the City of South Perth in consultation with Aboriginal and Torres Strait Islander peoples. 	Number of NAIDOC events completed.	Provider	Coordinator Community Development	July 2021 and July 2022
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 				
	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	Participation at NAIDOC Week events.			
	<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff including removing any barriers. 				
	<ul style="list-style-type: none"> Include communications with local school about NAIDOC week events. 				

INNOVATE RAP – PILLAR 2 - ‘RESPECT’

Goal: The City will be known as a place that demonstrates and honours the truth of Aboriginal life, achievements and history; that celebrates our relationships and country and is in a state of continuous learning. The City is committed to working with the Noongar/Bibbulmun community to ensure tradition, protocol and culture are upheld, respected and preserved.



ACTION	DELIVERABLE	EVALUATION MEASURE	CITY INVOLVEMENT	RESPONSIBILITY	TIMELINE
2.6 Visibly promote Aboriginal and Torres Strait Islander cultures within our local area.	<ul style="list-style-type: none"> Provide opportunities for Aboriginal and Torres Strait Islander artists/cultural practitioners to participate in the City's community events (e.g. provide an Aboriginal and Torres Strait Islander artist category in the Emerging Artist Award Program). 	Number of Aboriginal artists/cultural practitioners participating in City events.	Provider	Coordinator Cultural Development	Oct 2021 and Oct 2022
	<ul style="list-style-type: none"> Continue to fly the Aboriginal and Torres Strait Islander flags to acknowledge country. 	Number of sites that fly the Aboriginal and Torres Strait Islander flags.	Provider	Manager CCR	July 2021
	<ul style="list-style-type: none"> Investigate high profile locations (e.g. Canning and Swan River foreshore areas) that could be used as key locations for showcasing Aboriginal and Torres Strait Islander cultures (e.g. via public art, cultural performances, events). 	Identification of locations for showcasing Aboriginal and Torres Strait Islander culture. Number of cultural performances, events, artworks that showcase Aboriginal and Torres Strait Islander culture. Feedback received from the community.	Planner	Arts Officer	Dec 2021

ACTION	DELIVERABLE	EVALUATION MEASURE	CITY INVOLVEMENT	RESPONSIBILITY	TIMELINE	
2.7 Display Aboriginal and Torres Strait Islander heritage in the City.	<ul style="list-style-type: none"> Develop an online resource on the City's website to promote local Aboriginal sites of significance. 	Development of the online resource. Number of people who engage with the online resource.	Planner	Coordinator Community Development	Oct 2021 and Oct 2022	
	<ul style="list-style-type: none"> Consider using Noongar/Bibbulmun names on and in City facilities. 	Number of Noongar/Bibbulmun names on and in City facilities.		Arts Officer	June 2022	
	<ul style="list-style-type: none"> Facilitate Aboriginal art and artefacts displays within the City's community facilities. 	Number of Aboriginal art and artefact displays in City facilities. Feedback received from the community.				
	<ul style="list-style-type: none"> Install dual signage in English and Noongar/Bibbulmun language at significant local Aboriginal sites. 	Number of signs installed. Feedback received from the community.				Manager CCR
	<ul style="list-style-type: none"> Provide opportunities for local Aboriginal and Torres Strait Islander communities to grow and promote native plants for foods, medicines and usage by linking with local community gardens. 	Audit of local community gardens to assess the quantity of native plants.				Coordinator Community Development

INNOVATE RAP – PILLAR 3 - ‘OPPORTUNITIES’

Goal: The City will benefit from providing opportunities to our Aboriginal and Torres Strait Islander residents to plan for their life-long journey in the area, which includes employment, business growth, well-being and housing.



ACTION	DELIVERABLE	EVALUATION MEASURE	CITY INVOLVEMENT	RESPONSIBILITY	TIMELINE
3.1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	Identify number of Aboriginal and Torres Strait Islander employees and where they are positioned within the City. Completion of a database of employment pathways for Aboriginal and Torres Strait Islanders. Audit of strategies undertaken to promote the employment pathways.	Planner	Human Resources	June 2023
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. 	The development of an employment and retention strategy document and annual review process for recruitment and selection.		Coordinator Community Development	
	<ul style="list-style-type: none"> Engage with relevant stakeholders (e.g. Aboriginal and Torres Strait Islander employees) to provide advice on improving employment outcomes for Aboriginal and Torres Strait Islander employees (e.g. City of South Perth Candidate Information Guide). 	Engage annually with relevant stakeholders to provide advice on improving outcomes for Aboriginal and Torres Strait Islander employees.		Human Resources	
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders (e.g. Aboriginal jobs board). 	Number of vacancies on the Aboriginal Jobs Board.			
	<ul style="list-style-type: none"> Review HR and recruitment procedures and guidelines to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace (e.g. City's Recruitment and Selection Management Practice; City of South Perth Candidate Information Guide, City of South Perth Workforce Plan). 	Annual review process for recruitment procedures and guidelines.			
	<ul style="list-style-type: none"> Include Aboriginal artwork images or language in the City's job advertisements to encourage applications from Aboriginal and Torres Strait Islander people. 	Number and type of Aboriginal artwork and language included in the City's job advertisements.	Planner	Human Resources/ Communications and Marketing Coordinator	June 2022 and June 2023

3.1 Continued	<ul style="list-style-type: none"> Aim to increase the percentage of Aboriginal and Torres Strait Islander employees in line with local Australian Bureau of Statistics data. 	Audit of percentage of Aboriginal and Torres Strait Islander employees employed in our workforce.	Planner	Human Resources	June 2022 and June 2023
	<ul style="list-style-type: none"> Continue to build stronger relationships with appropriate stakeholders and support agencies (such as I-Help Foundation) to assist in communicating employment opportunities. 	Number and type of arrangements established with employment support agencies. Feedback received from the support agencies.			June 2022
3.2 Investigate the provision of affordable home ownership in our local area (e.g. through Keystart's low deposit home loans and shared home ownership) to improve employment, education and life outcomes, including for Aboriginal and Torres Strait Islander peoples.	<ul style="list-style-type: none"> Assist with implementation of the local government actions listed in the 'WA Affordable Housing Action Plan', namely identifying options to ensure consistency of local government strategies and policies with state planning strategy and policies; and deliver a toolkit to assist local governments to promote affordable home ownership. 	Audit completed of the City's planning strategies and policies against state planning strategy and policies. Promotion of affordable home ownership options using State Government toolkit.	Planner	Manager Strategic Planning	June 2022

INNOVATE RAP – PILLAR 3 - ‘OPPORTUNITIES’

Goal: The City will benefit from providing opportunities to our Aboriginal and Torres Strait Islander residents to plan for their life-long journey in the area, which includes employment, business growth, well-being and housing.



ACTION	DELIVERABLE	EVALUATION MEASURE	CITY INVOLVEMENT	RESPONSIBILITY	TIMELINE
3.3 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. Establish progressive targets for the City's procurement of goods and services from Aboriginal and Torres Strait Islander owned businesses, as per the targets below: <ul style="list-style-type: none"> 2020/21 – 0.5% of the number of awarded supply contracts 2021/22 – 1% of the number of awarded supply contracts. <p>(Note: The overarching 'value for money' objective must still be met).</p>	Number and value of the City's procurement of goods and services from Aboriginal and Torres Strait Islander owned businesses.	Provider	Manager Finance	June 2022 and June 2023
	<ul style="list-style-type: none"> Investigate the feasibility of the City becoming a corporate member of 'Supply Nation' (Australia's largest national directory of verified Aboriginal and Torres Strait Islander businesses). 	City completes a SWOT analysis to assess cost/benefit of becoming a 'Supply Nation' corporate member.	Planner		
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses to develop business partnerships with local Aboriginal and Torres Strait Islander community (e.g. Western Australian Indigenous Tourism Operators Council). 	Number of business partnerships considered and/or developed with local Aboriginal and Torres Strait Islander community.	Partner		

ACTION	DELIVERABLE	EVALUATION MEASURE	CITY INVOLVEMENT	RESPONSIBILITY	TIMELINE
3.4 Include Aboriginal Health and Wellness as a focus area in the City's Public Health Plan.	<ul style="list-style-type: none"> Conduct an audit of the City's existing plans, policies, programs, services, projects and facilities involved in the delivery of public health with a focus on Aboriginal and Torres Strait Islander communities. 	Completion of the audit. Number and type of plans, policies, programs, services, projects and facilities for the delivery of public health involving Aboriginal and Torres Strait Islander community.	Planner	Coordinator Environmental Health	June 2022
	<ul style="list-style-type: none"> Develop a documented Action Plan to outline the City's future actions to optimise public health for the Aboriginal and Torres Strait Islander communities. 	Completion of the City's Public Health Plan actions.			
3.5 Collaborate with Aboriginal and Torres Strait Islander people to develop, collect and share Aboriginal and Torres Strait Islander library collection content for current and future generations.	<ul style="list-style-type: none"> Increase the library collection to include items by and about Aboriginal and Torres Strait Islander people (with a focus on local authors and stories where possible). 	Number of items available in the library collection about Aboriginal and Torres Strait Islander people.	Planner	Manager Library Services	June 2022 and June 2023
	<ul style="list-style-type: none"> Develop Aboriginal and Torres Strait Islander content in the Local History Collection, through research, acquisitions and engagement with local community. 	Number of items available in the local history collection about Aboriginal and Torres Strait Islander people.			
3.6 Optimise participation by Aboriginal and Torres Strait Islander peoples in the City's community facilities.	<ul style="list-style-type: none"> Explore opportunities within the City's existing and future community facilities to increase participation by Aboriginal and Torres Strait Islander peoples (e.g. Manning Community Centre, George Burnett Leisure Centre, Libraries, Senior Citizen's Centre and Recreation Aquatic Facility etc.). 	Completion of participation audit of Aboriginal and Torres Strait Islander people at the City's community facilities. Report on barriers to participation. Development of strategies to overcome identified barriers to optimise participation.	Planner	Coordinator Recreation Development	June 2022 and June 2023
3.7 Increase opportunities for Aboriginal and Torres Strait Islander elected member representation; and enhance elected member's engagement with Aboriginal and Torres Strait Islander people.	<ul style="list-style-type: none"> Partner with WALGA to provide information to Aboriginal and Torres Strait Islander peoples on how local government works, including the process of becoming an elected member on Council; and provide access to elected member training to engage with Aboriginal and Torres Strait Islander communities. 	Dissemination of information about how local government works. Completion of training program. Number of elected members that participate in the Aboriginal engagement training.	Planner	Manager Governance	Oct 2022

INNOVATE RAP – PILLAR 4 - ‘GOVERNANCE’

Goal: Strong co-leadership will demonstrate the City’s commitment to Reconciliation.



ACTION	DELIVERABLE	EVALUATION MEASURE	CITY INVOLVEMENT	RESPONSIBILITY	TIMELINE
4.1 Establish and maintain an effective RAP Working group (RWG) to drive strategic governance of the RAP.	<ul style="list-style-type: none"> Establish and apply Terms of Reference for the RAP Working Group. 	Terms of Reference for the RAP Working Group completed.	Provider	Coordinator Community Development	July 2021
	<ul style="list-style-type: none"> Include Aboriginal and Torres Strait Islander community representation on the RAP Working Group. 	Number of Aboriginal and Torres Strait Islander community representatives on the RAP Working Group.			June 2022 and June 2023
	<ul style="list-style-type: none"> Meet at least four times per year to drive and monitor RAP implementation. 	Number of RAP Working Group meetings.			
4.2 Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation through annual business plan and budget. 	Funds included in City’s budget for RAP implementation.	Planner	Manager CCR	March 2022 and March 2023
	<ul style="list-style-type: none"> Engage Council and staff in the delivery of the RAP commitments. 	Quarterly updates.			
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of the RAP commitments. 	Quarterly updates.			
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	Appointment of internal RAP Champion.			

ACTION	DELIVERABLE	EVALUATION MEASURE	CITY INVOLVEMENT	RESPONSIBILITY	TIMELINE
4.3 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	RAP Impact Measurement Questionnaire completed. Acceptance of questionnaire from Reconciliation Australia.	Provider	Coordinator Community Development	Sep 2022 and Sep 2023
	<ul style="list-style-type: none"> Report RAP progress to staff and Councillors each quarter through the Integrated Planning and Reporting (IPR) Framework. 	RAP progress reported each quarter through the IPR.		Manager CCR	July 2021, Oct 2021, Jan 2022 and April 2022
	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings annually to RAP Working Group and via the City’s annual report. 	RAP achievements included in the City’s annual report.			Oct 2021 and Oct 2022
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer. 	City completes a SWOT analysis to assess cost/benefit of participating in RAP Barometer.	Partner	Coordinator Community Development	June 2022
4.4 Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia’s reconciliation.org.au to begin developing the next RAP. 	Registration completed.	Planner	Coordinator Community Development	Jan 2023



Aunty Nola Bolton
a local community
artist



NAIDOC Week
celebrations



YANGA

Thank you to all involved and their families:

- Dena Gower
- Gary Gower
- Kerry-Ann Winmar
- James Webb
- Honey Webb
- Jasmine Fitzgerald
- Violet Bacon
- Natasha Collard
- Joe Collard
- Connie Clinch
- David Collard
- Margaret Collard
- Farley Garlett
- John McBain
- Lefki Kailis
- Linda Deutsch

RESOURCING

Any financial requirements for implementing the Reconciliation Action Plan will be sought through the City's annual operating budget process, external funding and cash and/or in-kind contributions from project partners.

ACKNOWLEDGEMENTS

The Reconciliation Action Plan has been prepared by the City of South Perth in partnership with community and stakeholder groups. The City would like to thank everyone who participated. The City looks forward to working in collaboration with the community and other stakeholders to optimise reconciliation throughout the duration of the Plan.

MORE INFORMATION

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