

Agenda

Reconciliation Advisory Committee

Wednesday 18 September 2024

Notice of Meeting

The next Reconciliation Advisory Committee will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on **Wednesday 18 September 2024** commencing at **6:00 pm**.

Yours sincerely



KYM LEAHY
ACTING CHIEF EXECUTIVE OFFICER

11 September 2024

1	OFFICIAL OPENING	3
2	ACKNOWLEDGEMENT OF COUNTRY	3
3	ATTENDANCE	3
	3.2 Apologies	3
	3.3 Approved Leave Of Absence	3
4	DISCLOSURE OF INTEREST SUMMARY	3
5	DELEGATED AUTHORITY BY COUNCIL	4
6	TERMS OF REFERENCE	4
7	CONFIRMATION OF MINUTES	5
9	REPORTS.....	5
10	GENERAL BUSINESS	5
	10.1 Aboriginal Engagement Framework - Concept Design.....	5
	10.2 Place Names – Project Update	17
	10.3 Nominations For Community Representatives – Reconciliation Advisory Committee	21
	10.4 2024 NAIDOC Perth Award Update	23
	10.5 Genocide In The Wildflower State – Reschedule Of Film Screening	24
	10.6 Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	25
11	NEXT MEETING	44
12	CLOSURE	44

1 OFFICIAL OPENING**2 ACKNOWLEDGEMENT OF COUNTRY**

In accordance with the City of Bayswater's Reflect Reconciliation Action Plan November 2019-November 2020, the Presiding Member will deliver the Acknowledgement of Country.

Noongar Language

Ngalla City of Bayswater kaatanginy baalapa Noongar Boodja baaranginy, Wadjuk moort Noongar moort, boordiar's koora koora, boordiar's ye yay ba boordiar's boordawyn wah.

English Language Interpretation

We acknowledge the Traditional Custodians of the Land, the Whadjuk people of the Noongar Nation, and pay our respects to Elders past, present and emerging.

3 ATTENDANCE**Presiding Member**

Cr Nat Latter

Elected Members

Cr Dan Bull

Cr Lorna Clarke

Community Members

Jim Morrison

Donna Moody

Angus McGuire

Liz Narkle

Dorothy Bagshaw

Officers

Bianca Sandri

Director Community Services

Julie-Ann Gray

Manager Community Development

Melissa Dias

Coordinator Community Development

Sherri Bagshaw

Community Development Officer - Reconciliation

Stephanie Barrett

Executive Assistant Support

3.2 Apologies

No apologies have been received at the time of agenda distribution.

3.3 Approved Leave of Absence

Nil.

4 DISCLOSURE OF INTEREST SUMMARY

In accordance with section 5.65 of the *Local Government Act 1995*:

A member who has an interest in any matter to be discussed at a Council or Committee meeting that will be attended by the member must disclose the nature of the interest -

- (a) in a written notice given to the CEO before the meeting; or
- (b) at the meeting immediately before the matter is discussed.

5 DELEGATED AUTHORITY BY COUNCIL

There are no item appearing in this agenda for which the Reconciliation Advisory Committee has been granted delegated authority by Council in accordance with section 5.23(1)(b) of the *Local Government Act 1995 (WA)*; this meeting is closed to the Public.

6 TERMS OF REFERENCE

Purpose

The purpose of the Reconciliation Advisory Committee is to advise Council on the development and implementation of the Reconciliation Action Plan (RAP) for the City of Bayswater, with the aim to help the workplace to facilitate understanding, strengthen relationships and trust with Aboriginal and Torres Strait Islander People; promote meaningful engagement, increase equality and develop sustainable employment and business opportunities.

Membership

Three Elected Members. A minimum of three is required under legislation.

Up to five community members who satisfy one or more of the following criteria:

1. Identify as a person of Aboriginal and Torres Strait Islander descent;
2. Is a Whadjuk Noongar Elder;
3. Is an Aboriginal and Torres Strait Islander business partner representative; and/or
4. Is an Aboriginal and Torres Strait Islander representative living in the City of Bayswater community.

The quorum for this Committee is four members.

All Councillors are appointed as Deputies.

Members must abide by the *City of Bayswater Code of Conduct for Council Members, Committee Members and Candidates*.

Delegated Authority

This Committee does not have any delegated authority. The Committee will make recommendations to Council on report items. Report items will then be presented for Council's consideration at the next available Ordinary Council meeting.

Meetings

Committee meetings are to be held in accordance with the *City of Bayswater Standing Orders Local Law 2021*.

The Committee shall meet monthly at the City of Bayswater Civic Centre.

Liaison Officer

Director Community Services

7 CONFIRMATION OF MINUTES

The Minutes of the Reconciliation Advisory Committee Meeting held on 24 July 2024 which have been distributed, be confirmed as a true and correct record.

The Minutes of the Reconciliation Advisory Committee Meeting held on 21 August 2024 which have been distributed, be confirmed as a true and correct record.

With the exception of items identified to be withdrawn for discussion, the remaining reports will be adopted by exception (enbloc).

An adoption by exception resolution may not be used for a matter:

- (a) in which an interest has been disclosed;
- (b) that has been the subject of a petition or deputation;
- (c) that is a matter on which a Member wishes to make a statement; or
- (d) that is a matter on which a Member wishes to move a motion that is different to the recommendation.

9 REPORTS

Nil.

10 GENERAL BUSINESS**10.1 Aboriginal Engagement Framework - Concept Design**

The City of Bayswater sought Expressions of Interest from Aboriginal artists with a connection to Noongar Whadjuk Country to create an artwork that visually represents the City of Bayswater's Aboriginal Engagement Framework, as seen in **Attachments 1 - 3**.

Whadjuk/Wagyl Kaip/Ballardong artist, Sarah Weston, was successfully appointed and will share three concept designs with the Committee for discussion. The Reconciliation Advisory Committee members are asked for their views on the draft concept designs before the City progresses with the final design.

The final artwork will form part of the City's Aboriginal Engagement Framework. This will ensure a clear, consistent and culturally appropriate approach to engaging with local Aboriginal community members. Further text will be added to share with community how the Aboriginal peoples prefer to be engaged about Aboriginal cultural matters and other engagement.

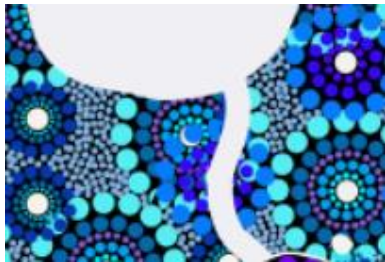
HARMONY RISING



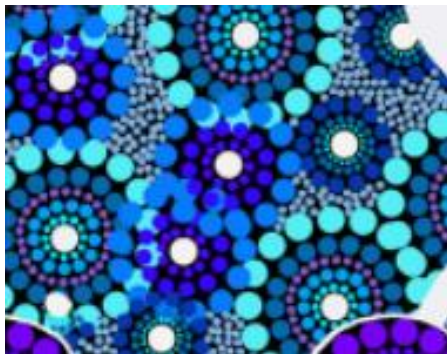
This is the City of Bayswater - a place where ideas flow and memories are created through different experiences and stories shared by the local community and its people over many years of walking the same paths. Journeys are taken together to achieve a common goal of a rich, robust future of closing the gap with an inclusive reconciliation action plan delivered into the local community and the relationships between Nyoongar and non-Aboriginal people, stakeholders, City of Bayswater and their community - all working together.

By Sarah Weston

KEY POINTS OF INTEREST



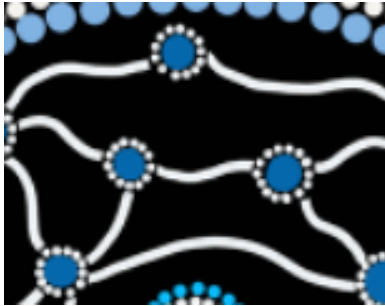
The white meeting places and pathways at the top of the picture represent the main significance of the RAP plan, which follow through the local community, building connections and resources that will ensure a vibrant cultural environment for all to enjoy.



The multi-sized dots in the top half represent the past, present and upcoming events of significance within the City of Bayswater.



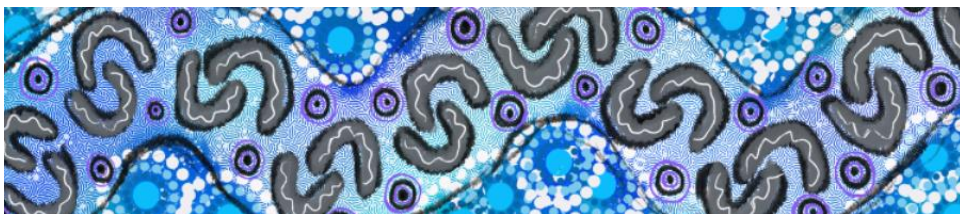
The Mia mia (semi-circle) represents the City of Bayswater and its ever-growing commitment to keeping the community and the people in it strong and connected to Nyoongar culture.



The small meeting places and pathways inside the Mia mia (semi-circle), represent the links between all the significant people and groups involved including Nyoongar and non-Aboriginal people, stakeholders, City of Bayswater and all other relevant people and groups that have helped create a successful RAP plan.



The bottom half blue circles represent the water of the Derbal Yerrigan (Swan River) that runs through the City of Bayswater and which has a significant part in Nyoongar culture.



The Wagyl (rainbow serpent) and the the people (“U” shapes) within it, represent Nyoongar culture and knowledge that’s passed down from generation to generation, imparting the wisdom and knowledge of elders of the past.

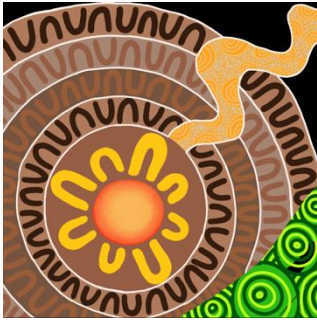
TOGETHER BAYSWATER



This artwork shows a thriving and inclusive community. The City of Bayswater strives towards an all-inclusive community by building better relationships between indigenous and non-indigenous people within its community. The people involved are engaging in actions that align with the City of Bayswater's efforts to implement its reconciliation action plan. They are working to foster inclusivity and strengthen relationships between Nyoongar and non-indigenous communities. This includes participating in community events, educational programs, or collaborative projects designed to promote mutual understanding and respect.

By Sarah Weston

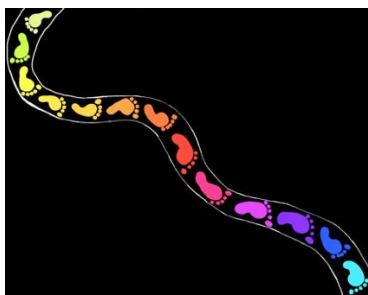
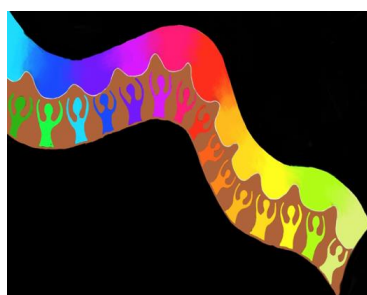
KEY POINTS OF INTEREST



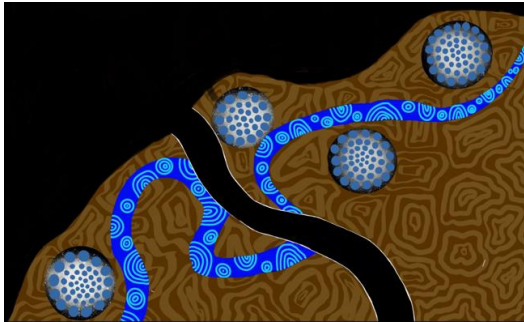
The brown meeting place at the bottom left represents the City of Bayswater and all the people within it. Represented by “U” shapes are the Aboriginal people, their elders (traditional owners & knowledge holders) and non-indigenous people.



All the green circles, dots and lines all represent the grasslands, parks, ovals and all the green spaces that the community utilises to celebrate special events throughout the year.



The Wagyl (rainbow serpent) represents the Aboriginal spirit within the community and the rainbow footprints represent the spirit and culture being carried on, moving forward throughout the City of Bayswater.



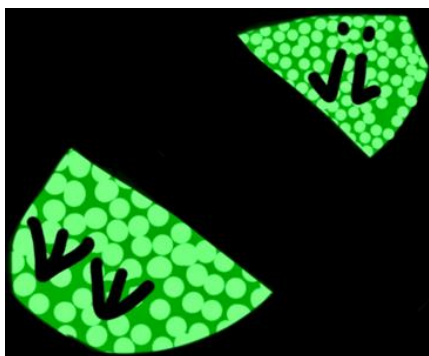
The brown land at the bottom right and four meeting places represent the City of Bayswater's four wards. The Derbarl Yerrigan (Swan River) that runs through the City of Bayswater is also represented in blue.



The brown multi-layered Mia mias represent the growth within Bayswater's community. The layers represent a community which grows year on year.



The yellow meeting place in the middle of the artwork represent the RAP committee representatives meeting up to implement its plan within its community, ensuring it is delivered inline with community expectations.



The kangaroo and emu footprints represent a community which is always moving forwards and never backwards – the way these animals actually live.



The group of meeting places and the pathways at the top of the picture represents the RAP and shows it thriving within the community.



The hands represent the people involved and their tireless efforts in keeping the RAP moving forward and being implemented within the community.

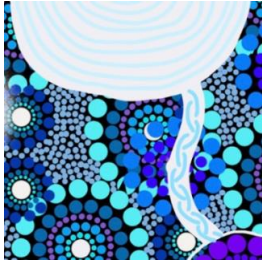
HARMONY RISING



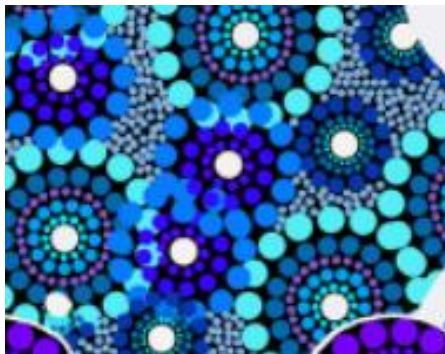
This is the City of Bayswater - a place where ideas flow and memories are created through different experiences and stories shared by the local community and its people over many years of walking the same paths. Journeys are taken together to achieve a common goal of a rich, robust future of closing the gap with an inclusive reconciliation action plan delivered into the local community and the relationships between Nyoongar and non-Aboriginal people, stakeholders, City of Bayswater and their community - all working together.

By Sarah Weston

KEY POINTS OF INTEREST



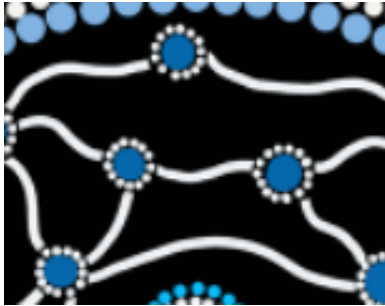
The striped meeting places and pathways at the top of the picture represent the main significance of the RAP plan, which follow through the local community, building connections and resources that will ensure a vibrant cultural environment for all to enjoy.



The multi-sized dots in the top half represent the past, present and upcoming events of significance within the City of Bayswater.



The Mia mia (semi-circle) represents the City of Bayswater and its ever-growing commitment to keeping the community and the people in it strong and connected to Nyoongar culture.



The small meeting places and pathways inside the Mia mia (semi-circle), represent the links between all the significant people and groups involved including Nyoongar and non-Aboriginal people, stakeholders, City of Bayswater and all other relevant people and groups that have helped create a successful RAP plan.



The bottom half blue circles represent the water of the Derbal Yerrigan (Swan River) that runs through the City of Bayswater and which has a significant part in Nyoongar culture.



The Wagyl (rainbow serpent) represents the Aboriginal spirit and culture within the community. The people shape's within the Wagyl represent our ancestors the traditional owners & knowledge holders guiding us towards a brighter future.



The hands represent the people involved and their tireless efforts in keeping the RAP moving forward and being implemented within the community.

10.2 Place Names – Project Update

Place Names is a partnership project between Moodjar Consultancy, Community Arts Network WA and the City of Bayswater. The next phase of the Place Names Bayswater project, Cultural Mapping, has commenced with the group enjoying a bus tour of significant sites.

During this next stage, the group will share stories and memories that will expand further on the narratives that were uncovered in the decoding phase. These workshops have been led by Bruce Denny, a renowned Yamatji/Native American playwright, and the content will form part of the final celebration with a public art outcome.

Zali Morgan, an emerging Noongar printmaker, will lead the creation of the 'map' with community members starting 18 September, as seen in **Attachments 4 & 5**.





Place Names Bayswater Decoded Names

Birralyn / Beeralyn/ Biraliny/ Beeralyn

Noongar	Breakdown	Translation
Birralyn/ Beeralyn/ Biraliny/ Beeralyn	Birra / Beer / Bir	Banksia, embers, sparks
	ala / al	That, over there
	yn / iny	Situated here, located here
	Embers/ sparks of the banksia that are located over there	

Nyurrdup

Noongar	Breakdown	Translation
Nyurrdup	nyurra	above
	da	Access to
	up	place of
	the place that rises upwards	

Moorordup

Noongar	Breakdown	Translation
Moorordup	Moor	Family, kin, skin groups
	d/da	Access to
	Up	Place of
	The access to the place of the families	



Malgamongup

Noongar	Breakdown	Translation
Malgamongup	m	
	al	That over there
	ga	Belonging to
	mong	Fish trap
	up	Place of
	A place of the fish traps	

Woorat/ Wu-rut

Noongar	Breakdown	Translation
Woorat/ Wu-rut	woorat	Throat / movement
	The throat / movement	

10.3 Nominations for Community Representatives – Reconciliation Advisory Committee

The City recently advertised for Expressions of Interest to fill a vacant position on the Reconciliation Advisory Committee, due to the resignation of Angus McGuire. Applications will be assessed against the selection criteria, decided by Council, and the successful applicant will be informed once this process is complete.



CITY OF BAYSWATER RECONCILIATION ADVISORY COMMITTEE - CALL FOR NOMINATIONS FOR COMMUNITY REPRESENTATIVES

The Reconciliation Advisory Committee advises and assists the City of Bayswater in the implementation of its Innovate Reconciliation Action Plan and the development of future Reconciliation Action Plans.

We are seeking one (1) community member for a term until 18 October 2025, who meet one or more of the following criteria:

- Identify as a person of Aboriginal and Torres Strait Islander descent;
- Is a Whadjuk Noongar Elder;
- Is an Aboriginal and Torres Strait Islander business partner representative; and/or
- Is an Aboriginal and Torres Strait Islander representative living in the City of Bayswater community.

Successful applicants will receive payment for attendance at Reconciliation Advisory Committee meetings.

For more information and to apply, visit the City's [Reconciliation Advisory Committee](#) page on the City's website.

Send your completed submission to:

City of Bayswater, PO Box 467, Morley WA 6943 or email: mail@bayswater.wa.gov.au

Please mark submissions for the attention of: Bianca Sandri, Director Community Services.

Nominations close 4:00pm on Saturday 31 August 2024.

**Jeremy Edwards
CHIEF EXECUTIVE OFFICER**

10.4 2024 NAIDOC Perth Award Update

The City would like to congratulate Sherri Bagshaw for receiving the Theme Award at the 2024 NAIDOC Perth Awards. The Theme Award recognises Sherri's dedication to the Perth Aboriginal and Torres Strait Islander community, and celebrates Aboriginal and Torres Strait Islander people, culture and communities.

10.5 Genocide in the Wildflower State – Reschedule of Film Screening

The City, in partnership with Vicinity Galleria, had planned a screening of Genocide in the Wildflower State further to the National NAIDOC Week 2024 celebrations. The documentary screening is rescheduled to Wednesday, 23 October 2024. Commencing at 5.00pm for arrival - light refreshments and networking, a Welcome to Country, followed by the documentary screening. A panel will follow with stolen generation community members.

10.6 Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024

The City's Innovate Reconciliation Action Plan October 2021 - October 2023 deliverables actioned between March 2024 to July 2024, are provided in **Attachment 6**.

The Reconciliation Advisory Committee (RAC) Terms of Reference is to develop and monitor implementation of the Reconciliation Action Plan (RAP). It aims to help the workplace to facilitate understanding, strengthen relationships and trust with Aboriginal and Torres Strait Islander People; promote meaningful engagement, increase equality and develop sustainable employment and business opportunities. There are four pillars supporting reconciliation within the Plan, as follows:

- Pillar 1 – Relationships
- Pillar 2 – Respect
- Pillar 3 – Opportunities
- Pillar 4 - Governance

This report is a progress update for the City's RAC on initiatives delivered from March 2024 to July 2024 that support the City's Innovate Reconciliation Action Plan October 2021- October 2023 (Innovate RAP).

Council endorsed the City's draft Innovate RAP in March 2021. The plan was then officially accredited by Reconciliation Australia on 25 November 2021. In 2023, the City endorsed the extension of the RAP to the end of 2024.

The Innovate RAP commitments listed within the Plan will support the City to gain a deeper understanding of the City's sphere of influence and establish a best practice approach to advancing reconciliation across the four pillars of the plan being: Relationships, Respect, Opportunities and Governance.

The Innovate RAP progress updates are provided to the RAC at each scheduled meeting.

Various City branches, whose core business relates to progressing deliverables within the Innovate RAP have contributed to inform the information update reports.

The 14 information reports that have been progressed from March 2024 to July 2024, are tabled below.

Pillar	Action	Information Report
Relationships	The City of Bayswater is committed to developing strong and mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples and will continue to focus on connecting our diverse community to inclusive and respectful cultural learning experiences.	1-5
Respect	The City of Bayswater is committed to advancing cultural understanding and respect of Aboriginal and Torres Strait Islander cultures and histories within our sphere of influence.	6-13
Opportunities	The City of Bayswater will continue to strengthen sustainable employment and will enhance procurement practices to increase the social and economic inclusion of Aboriginal and Torres Strait Islander peoples.	1
Governance	The City of Bayswater has an established governance structure, including a Reconciliation Advisory Committee with Aboriginal and/or Torres Strait Islander	0

Pillar	Action	Information Report
	representation. This allows us to continue in our commitment to strengthen engagement with local Aboriginal and Torres Strait Islander peoples and continuously report on our Innovate RAP 2021 – 2023 milestones.	

The RAP is a strategic document that supports the City of Bayswater's community aspirations to create a safe and inviting place for people to come together in the spirit of reconciliation. The actions delivered this year include practical actions that will drive the City's contribution to walking together with our communities on the reconciliation journey.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Relationships
ACTION	1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islanders stakeholders.
DELIVERABLE	b) Meet with local Aboriginal and Torres Strait Islander stakeholders to develop guiding principles for future engagement.
INFORMATION	<p>In February the City launched Moorditj Wirin Circle, a place for Aboriginal women to gather for friendship and yarning.</p> <p>Moorditj Wirin Circle has held five yarning sessions in the City of Bayswater with the group meeting held at the Bayswater Community Centre. Participants take part in a range of activities such as; making fabric dolls, a BBQ lunch at Riverside Gardens, and a rock/canvas painting activity. The group is currently working on a collective artwork to enter the 'Showcase in Pixels' art competition.</p>
OUTCOMES	Moorditj Wirin Circle provides positive social inclusion in a culturally safe space for women to gather within the City of Bayswater to share their knowledge, journeys, and experiences.



Images 1 & 2: Participants at Moorditj Wirin Circle enjoying activities.



Image 3: Facebook post about City of Bayswater National Reconciliation Week 2024 event.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Relationships
ACTION	1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
DELIVERABLE	b) Meet with local Aboriginal and Torres Strait Islander stakeholders to develop guiding principles for future engagement.
INFORMATION	<p>Everlasting Elders is a Spear Foundation program that aims to reignite and rekindle kinship within Elders and sustain their timeless culture.</p> <p><u>Easter Everlasting Elders Bingo</u> The City of Bayswater hosted an Everlasting Elders Bingo event for Easter. 14 Elders enjoyed an afternoon starting with bingo games and prizes, before enjoying an afternoon tea.</p> <p><u>Pamper Day</u> In June, the City hosted a Pamper Day for Spear Foundation. There were 25 Elders who enjoyed pampering facials, shoulder massages and manicures by students from Guildford Grammar School.</p> <p>Elders were then treated to make-up by Shauna Narrier, and hair by Maurice Meade, before attending a professional 'glam' photo shoot. The City's CEO also provided an advocacy testimonial about the City, as a safe place for Aboriginal community members.</p>
OUTCOMES	The City's informal partnership with Spear Foundation assists in promoting respect and integration between Elders, City leaders, the broader community, and young Aboriginal people.



Image 1: Easter Everlasting Elders Bingo at City of Bayswater Civic Centre.



Image 2: Everlasting Elders Pamper Day at City of Bayswater Civic Centre.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Relationships
ACTION	2. Build relationships through celebrating National Reconciliation Week (NRW) and other days of significance.
DELIVERABLE	d) Organise at least one NRW event each year and register all our NRW events on Reconciliation Australia's NRW website.
INFORMATION	<p>In May, the City observed National Reconciliation Week by hosting a Welcome to Country, flag-raising ceremony and truth-telling session.</p> <p>Approximately 60 attendees enjoyed event, which was held at City of Bayswater Civic Centre. A Whadjuk Elder performed a Welcome to Country before the City's Mayor joined Hampton Senior High School students and local community representatives in raising the flags at City of Bayswater Civic Centre.</p> <p>Guests then took part in a Reconciliation yarn and Q&A with Tony Hansen and Alan Carter, co-chairs of Bringing Them Home WA, before morning tea.</p> <p>The City also took part in the Street Banner Project delivered by Reconciliation WA and the Department of Local Government, Sport and Cultural Industries, with this year's banner artwork 'Mina Mina' by artist Renita Brown Nungarrayi.</p>
OUTCOMES	Events such as these advocate for all Australians to share in an understanding of history and work towards a better future.



Image 1: City of Bayswater National Reconciliation Week 2024 event.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager Communications and Marketing
BRANCH	Communications, Engagement and Customer Relations
STRATEGY	Relationships
ACTION	2. Build relationships through celebrating National Reconciliation Week (NRW) and other days of significance.
DELIVERABLE	e) Raise awareness of the activities and events 5delivered5 by the City to celebrate days of significance.
INFORMATION	Over this period, the City shared the below news and events on its social media platforms; Facebook, Instagram and LinkedIn. National Reconciliation Week and NAIDOC Week in particular saw further promotion, using channels such as social media stories, posters, the City's fortnightly community e-newsletter, digital screens, the Bayswater Brief winter 2024 edition, a news article and What's On event listings on the City's website.
OUTCOMES	By raising awareness of the activities and events 5delivered 5by the City to celebrate days of significance, including National Reconciliation Week and NAIDOC Week, these activities provide an opportunity for all Australians to learn about shared histories, cultures, and achievements, and to explore how community members can contribute to achieving reconciliation in Australia.

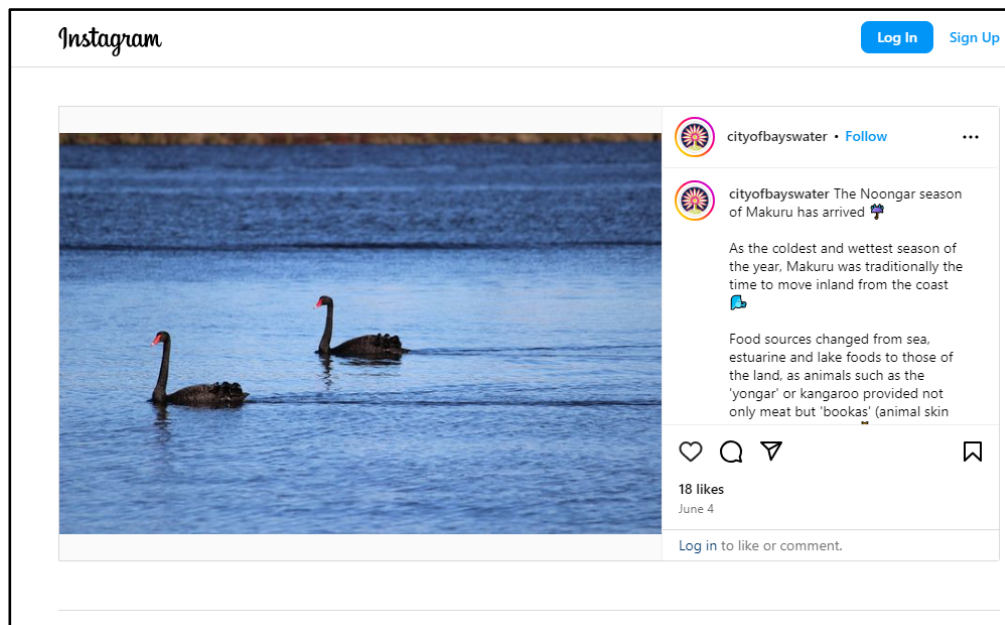


Image 1: Facebook post about the arrival of the Noongar season of Kambarang.

City of
Bayswater
Community Event

 **KEEP THE FIRE BURNING!
BLAK, LOUD AND PROUD**
7-14 JULY 2024

CELEBRATING NAIDOC WEEK

Celebrate NAIDOC Week
with a range of exciting
events. **7 - 14 JULY**



**Smoking Ceremony and
Community Planting Day**
Clarkson Reserve, Maylands
Sunday 7 July, 9am – 12pm



**Aboriginal Rock Painting
with Sarah Weston**
Galleria Shopping Centre,
In front of Connor
Tuesday 9 July, 10am – 1pm



**Yarning with Dr Noel
Nannup and Community
Planting Day**
Malgamongup (Bardon Park),
Maylands
Saturday 13 July, 9am – 12pm

**Storytelling with Noongar
Author Jayden Boundry**
Ages 5 – 11
Morley Library
Monday 8 July, 12 – 12.45pm
Maylands Library
Tuesday 9 July, 12 – 12.45pm
Bayswater Library
Wednesday 10 July, 12 – 12.45pm
Dymocks, Galleria Shopping Centre
Thursday 11 July, 12 – 1pm

**Genocide in the
Wildflower State**
Greater Union Morley,
Galleria Shopping Centre
Wednesday 10 July, 5.30 – 7pm
Tickets: \$15

**Koorat Kwoba (Good
Heart) Workshop and
Community Planting Day**
Eric Singleton Bird Sanctuary,
Bayswater
Sunday 14 July, 10am – 12pm

**MAMMUNG Documentary
Screening and Q&A with
Dr Noel Nannup**
City of Bayswater Civic Centre,
61 Broun Avenue, Morley
Thursday 11 July, 6.30 – 8pm
Tickets: \$10 for adults, \$5 for children

For more information and to book,
visit bayswater.wa.gov.au/naidoc



The City of Bayswater invites you
to acknowledge

National Reconciliation Week 2024

with a flag-raising ceremony and
Reconciliation yarn. This will be facilitated
by Tony Hansen and Alan Carter from
Bringing Them Home WA.

10.30am – 12.30pm, Tuesday 28 May
City of Bayswater Civic Centre
61 Broun Avenue, Morley

RSVP
community.services@bayswater.wa.gov.au
by Thursday 23 May

Refreshments provided

We look forward to welcoming you

**NOW MORE
THAN EVER**
NATIONAL RECONCILIATION WEEK 2024

Image 2 and 3: NAIDOC Week 2024 poster and National Reconciliation Week 2024 invitation.

Facebook posts

- [Noongar season of Djeran](#)
- [City's National Reconciliation Week 2024 event](#)
- [Noongar season of Makuru](#)
- [City's NAIDOC Week 2024 events](#)
- [NAIDOC Week video](#)

Facebook events

- [Smoking Ceremony and Community Planting Day](#)
- [Yarning with Dr Noel Nannup and Community Planting Day](#)
- [Koort Kwoba \(Good Heart\) Workshop and Community Planting Day](#)
- [MAMMUNG Documentary and Q&A with Dr Noel Nannup](#)
- [Storytelling with Noongar Author Jayden Boundry \(ages 5-11\)](#)
- [Rock Painting with Aboriginal Artist Sarah Weston](#)

Instagram posts

- [Noongar season of Djeran](#)
- [City's National Reconciliation Week 2024 event](#)
- [Noongar season of Makuru](#)
- [City's NAIDOC Week 2024 events](#)
- [NAIDOC Week video](#)

LinkedIn posts

- [Containers for Change supporting Bulup Kulung](#)
- [City's National Reconciliation Week event](#)
- [Reconciliation Officer Sherri Bagshaw award](#)
- [NAIDOC Week activities](#)

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Relationships
ACTION	3. Promote reconciliation through our sphere of influence.
DELIVERABLE	e) Explore opportunities to positively influence our stakeholders to drive reconciliation outcomes.
INFORMATION	The City provided a Community Events Grant to Hampton Senior High School to hold an event for NAIDOC Week.
OUTCOMES	City of Bayswater Community Event Grant funding supported this NAIDOC Week community event which was an opportunity for Hampton Senior High School to recognise the culture, history and achievements of Aboriginal and Torres Strait Islander people. The event also supported several local Aboriginal businesses, artists and organisations.



Image 1: Students created a beautiful artwork at Hampton Senior High School NAIDOC Week Community Event.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Respect
ACTION	1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
DELIVERABLE	a) Collaborate with Traditional Custodians and share stories that will contribute to intergenerational healing.
INFORMATION	<p>The City has partnered with Community Arts Network WA and Moodjar Consultancy to deliver the Place Names project in the City of Bayswater.</p> <p>A total of five workshops were held to date, during which the group of Elders and Traditional Owners have decoded five Noongar Place Names.</p> <p>The next stages of the project involve storytelling workshops, cultural mapping and artwork production, which will start on 14 August and continue through 18 December 2024. It is then expected that the project will culminate in a community celebration to showcase the outcome in February/March 2025.</p>
OUTCOMES	<p>This project has established a working group of Elders and Traditional Owners in the City of Bayswater to 'decode' Place Names in the City of Bayswater.</p> <p>The process puts Noongar knowledge at the forefront, drawing on local Elders' language and memories as primary sources, while drawing on historical research and wordlists created by European settlers, to uncover the meaning of the placename.</p> <p>This promotes intergenerational learning, a shared understanding of cultural identity, and reconciliation.</p>

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Library Service Manager
BRANCH	Community Development
STRATEGY	Respect
ACTION	1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
DELIVERABLE	f) In collaboration with Whadjuk Noongar people, provide internal and external opportunities to learn more about Noongar language and build partnerships with external training organisations (i.e. inclusion of Noongar greetings in communications, where appropriate on social media platforms, corporate publications and oral communications).
INFORMATION	<p>The Library Service hosted three storytelling sessions for NAIDOC Week. These events were presented by Jayden 10oundary from Ngalak Nidja who shared stories of language and culture. Jayden also played the didgeridoo to an engaged audience of children from 4-11 years and their parents.</p> <p>Additionally, the City's Library Service's popular monthly <i>Noongar Language and Culture Workshop with Carol Foley</i> continues to be held at Maylands Library.</p>
OUTCOMES	<p>95 people engaged with NAIDOC Week storytelling sessions, which received positive anecdotal feedback from attendees. There were 49 people who attended the four Noongar Language and Culture Workshop workshops offered throughout this reporting period.</p> <p>These workshops allow participants to better understand local Aboriginal culture and develop the ability to respect, coexist and community with people of different cultural backgrounds.</p>



Image 1: Storytelling with Jayden Boundary for NAIDOC Week 2024.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Respect
ACTION	1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
DELIVERABLE	f) In collaboration with Whadjuk Noongar people, provide internal and external opportunities to learn more about Noongar language and build partnerships with external training organisations (i.e. inclusion of Noongar greetings in communications, where appropriate on social media platforms, corporate publications and oral communications.
INFORMATION	<p>As part of the NAIDOC Week the City held two Aboriginal art workshops held at the Morley Library with Aboriginal artist Sarah Weston.</p> <p>An all-staff email was sent during NAIDOC Week advising of external events that were happening during the week and encouraged them to attend an event and to learn more about NAIDOC celebrations.</p>
OUTCOMES	Participants learnt about the role of art in Aboriginal culture, including the storytelling aspects and historical significance of rock painting



Image 1: NAIDOC Week art workshop at Morley Library with Aboriginal Artist.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager People, Culture and Safety
BRANCH	People, Culture and Safety
STRATEGY	Respect
ACTION	2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
DELIVERABLE	a) Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.
INFORMATION	New employees at the City of Bayswater are required to participate in an online cultural awareness training course as part of their induction to the workplace.
OUTCOMES	New employees will learn about Aboriginal and Torres Strait Islander culture, history and experiences which will enable them to work in a culturally informed way.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Respect
ACTION	2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
DELIVERABLE	c) Develop a calendar of significant events and invite a Whadjuk Noongar Elder to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.
INFORMATION	During this reporting period the City held several events that included a Welcome to Country including NAIDOC Week activities, International Women's Day – Women's Impact Event and the City's regular Citizenship Ceremonies.
OUTCOMES	The City of Bayswater continues to promote respect for Aboriginal and Torres Strait Islander cultural protocols by including a Welcome to Country and/ or Smoking Ceremony in city-led events.



Image 1: Smoking ceremony for National Reconciliation Week event 2024.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Respect
ACTION	3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.
DELIVERABLE	a) Reconciliation Advisory Committee to participate in an external NAIDOC Week event.
INFORMATION	<p>Reconciliation Advisory Group members joined Elected Members and staff from the City of Bayswater at an evening of networking, food and entertainment at the NAIDOC Perth Ball for the first time.</p> <p>Attendees enjoyed performances from Jessica Mauboy, Bibbulmun Koorda's Dance Group, Natasha Blurton and Pipeline.</p>
OUTCOMES	The NAIDOC Perth ball is the finale to the celebrations of NAIDOC Week. Attendees were able to celebrate collective achievements with the local Aboriginal community and this supports the strengthening of trust and relationships in community.



Image 1: NAIDOC Perth Ball 2024.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager Sustainability and Environment
BRANCH	Sustainability and Environment
STRATEGY	Respect
ACTION	4. Promote connection to the City's natural and built environment and focus on importance of native fauna.
DELIVERABLE	a) Identify endemic native plants to the area and continue with existing City native planting programs and restoration of original natural areas and establishment of nature links.
INFORMATION	<p>The City manages 42 natural areas within the City, encompassing approximately 143 hectares. These sites include the listed Aboriginal Heritage site 21393 (Lightning Swamp Bushland) and Historic Sites 3170 (Bardon Park), 3327 (Hillcrest Reserve) and 21392 and 3176 (Lightning Park). Other important sites include the Federally listed Threatened Ecological Community (TEC) at Maylands Samphires, and the nutrient stripping wetland at Eric Singleton Bird Sanctuary.</p> <p>The City also manages many sites alongside the Derberl Yerrigan, including Baigup Wetlands, Claughton Reserve and Berringa Park Wetlands. During the 2024 planting season, approximately 30,000 native tubestock were planted within the 42 natural areas, with a mix of wetland and dryland species. Officers also undertake regular weed control and clean up measures to restore these sites.</p>
OUTCOMES	<p>These programs and works lead to the following outcomes in the City of Bayswater</p> <ul style="list-style-type: none"> • Increased biodiversity • More habitat for native fauna • Healthier natural environments • Community education about native plants and biodiversity

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager Sustainability and Environment
BRANCH	Sustainability and Environment
STRATEGY	Respect
ACTION	4. Promote Connection to the City's natural and built environment and focus on importance of native fauna.
DELIVERABLE	b) Engage with local Elders and the South West Land and Sea Council who have knowledge in the area of native flora and fauna history, to better inform practices eg. scar trees.
INFORMATION	<p>Around 200 people attended NAIDOC week events managed by the Environment team in 2024. These included:</p> <ul style="list-style-type: none"> • A smoking ceremony and water ceremony performed by Josh McGuire before volunteers planted native tubestock at Maylands Samphires. • Over 80 people at a screening of the movie 'Mammung' at the City of Bayswater Civic Centre. This included a Q&A after the screening with Elder Dr Noel Nannup and the co-director Lillian Robb. • Yarning session with Elder Dr Noel at the Bardon Park planting day, followed by the planting of almost 2000 native tubestock. • Learnings from Belinda Cox from Djirrily Dreaming at the Eric Singleton Bird Sanctuary planting day, who yarned about Noongar life, and connection to Country.
OUTCOMES	By participating in events such as these, community members gain an increased appreciation of the importance of native fauna in the City of Bayswater.



Image 1: Smoking ceremony and Community



Image 2: Yarning with Dr Noel Nannup and community planting day at Bardon Park.



Image 3: Koort Kuoba (Good Heart) workshop and community planting day at Eric Singleton Bird Sanctuary



Image 4: Kangaroo skin at Koort and Kuoba (Good Heart) Workshop

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: March – July 2024	
AUTHOR	Manager People, Culture and Safety
BRANCH	People, Culture and Safety
STRATEGY	Opportunities
ACTION	1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development within the City's workforce.
DELIVERABLE	g) Identify opportunities to attract Aboriginal and Torres Strait Islander candidates through recruitment practices and policies.
INFORMATION	The City of Bayswater advertises all vacancies through the Aboriginal Services Jobs Board, a website designed to assist and support Aboriginal jobseekers in WA to find employment.
OUTCOMES	Advertising on Aboriginal Services Jobs Board is a recruitment strategy that aims to assist Aboriginal people to apply for vacancies at the City of Bayswater. Targeted advertising may assist the City of Bayswater to increase the representation of Aboriginal and Torres Strait Islander people in the workforce

11 NEXT MEETING

The next meeting of the Reconciliation Advisory Committee will take place in the Committee Room, City of Bayswater 61 Broun Avenue, Morley, on 16 October 2024 commencing at 6.00pm.

12 CLOSURE