

Minutes

Reconciliation Advisory Committee

Wednesday 26 February 2025

By signing these minutes I certify that they were confirmed at the Reconciliation Advisory Committee held on 14 May 2025 by resolution of Council

Cr Nat Latter
PRESIDING MEMBER

TABLE OF CONTENTS

1 OFFICIAL OPENING.....3

2 ACKNOWLEDGEMENT OF COUNTRY3

3 ATTENDANCE3

3.1 Apologies3

3.2 Approved Leave of Absence4

4 DISCLOSURE OF INTEREST SUMMARY4

5 DELEGATED AUTHORITY BY COUNCIL4

6 TERMS OF REFERENCE4

7 CONFIRMATION OF MINUTES.....5

8 PREVIOUS MATTERS DEALT WITH NOT ON THE AGENDA5

9 REPORTS.....5

10 CITY UPDATES.....6

10.1 Reconciliation Advisory Committee – Member updates.....6

10.2 City of Bayswater – Employment and engagement with First Nations people.....7

10.3 Galleria Shopping Centre – Feedback on artwork concept proposal.....8

10.4 Vulnerable Communities Plan – update21

10.5 Place Names – update22

10.6 Reconciliation Action Plan – brainstorm.....23

10.7 Progress Report – Reconciliation24

11 GENERAL BUSINESS42

12 NEXT MEETING42

13 CLOSURE42

Minutes of the Reconciliation Advisory Committee of the Bayswater City Council which took place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on Wednesday 26 February 2025.

1 OFFICIAL OPENING

The Presiding Member, Cr Latter, declared the meeting open at 6.06pm.

A minute of silence was recognised for those that have passed.

2 ACKNOWLEDGEMENT OF COUNTRY

The Presiding Member, Cr Latter will open the meeting and 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.

The Presiding Member, Cr Nat Latter acknowledged the Traditional Custodians of the land, the Whadjuk people of the Noongar nation, and paid respects to Elders past, present and emerging.

3 ATTENDANCE

Presiding Member

Cr Nat Latter Chairperson

Members

Cr Sally Palmer
Jim Morrison
Donna Moody
Dorothy Bagshaw
Tony Hansen

Officers

Helen Smith	Manager Community Development
Anna Gillespie	Manager People, Culture and Safety (by electronic means)
Melissa Dias	Coordinator Community Development
Katrina Pantelis	Executive Assistant – Community Services (minute - taker)

Leave of Absence

Cr Dan Bull

3.1 Apologies

Sherri Bagshaw	Community Development Officer - Reconciliation
Bianca Sandri	Director of Community Development
Liz Narkle	

3.2 Approved Leave of Absence

Councillor	Date of Leave	Approved by Council
Cr Dan Bull	27 January 2025 to 10 March 2025 inclusive	Ordinary Council Meeting 10 December 2024

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.

No disclosures of interest were declared at the meeting.

5 DELEGATED AUTHORITY BY COUNCIL

There are no items 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 six 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 five 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 quarterly at the City of Bayswater Civic Centre.

Liaison Officer

Director Community Services

7 CONFIRMATION OF MINUTES

COMMITTEE RESOLUTION

That the Minutes of the Reconciliation Advisory Committee held on 20 November 2024 which have been distributed, be confirmed as a true and correct record.

8 PREVIOUS MATTERS DEALT WITH NOT ON THE AGENDA

Nil.

9 REPORTS

Nil.

10 CITY UPDATES

10.1 Reconciliation Advisory Committee – Member updates

The group welcomed Tony Hansen to the Reconciliation Advisory Committee.

10.2 City of Bayswater – Employment and engagement with First Nations people

Manager of People, Culture and Safety attended the meeting online to discuss the City's approach to employing and engaging with First Nations people.

The City has reviewed the recruitment process and has removed the requirement for selection criteria to be completed by applicants for all roles. This removes a potential barrier for applications. It was noted during the meeting that there is no Aboriginal or Torres Strait Islander person on the recruitment panel. Currently the panel consists of City staff and usually comprises of a Team Leader, People and Culture Advisor and a Team Member.

It was discussed that it is currently hard to attract Aboriginal and Torres Strait Islander people to the City and the question was asked how we could attract more people from this background to apply for jobs within the City. Currently, the City is accessing the Aboriginal Workforce Development Centre (AWDC) however any further source suggestion would be welcomed. It was suggested that the City could pay to advertise job vacancies on the AWDC website.

A Committee Member asked if job vacancies details could be emailed to RAC members to share with their networks.

Considerations:

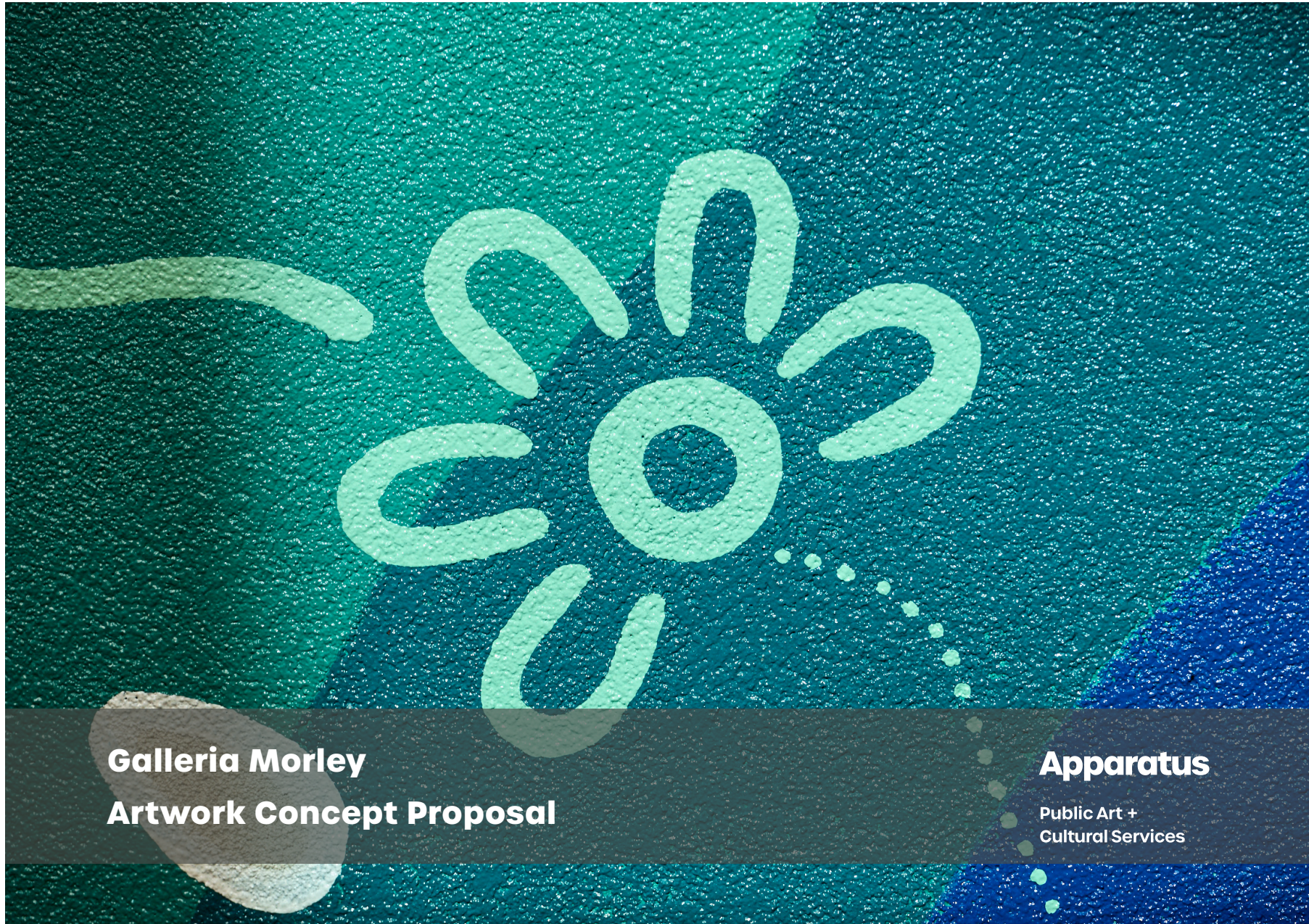
- It was agreed that City staff will email RAC members a link to the City's job website page.
- It was suggested that in order to attract Aboriginal and Torres Strait Islanders to work at the City should consider hosting social events and encouraging youth engagement.
- Another suggestion was to utilise social media to promote job opportunities.
- It was suggested that RAC members may be able to promote the Youth Advisory Council through their networks, as the City has tried to recruit young Aboriginal people to the YAC previously without success.

10.3 Galleria Shopping Centre – Feedback on artwork concept proposal

The proposed artwork by Jade Dolman for the Galleria Shopping Centre was liked by all in attendance and the significance explained.

The only concern raised was regarding the protection of the artwork. It was explained that an anti-graffiti coating would be applied over the top of the artwork. The artwork will provide an opportunity for the wider community to appreciate Aboriginal artwork.

It was also suggested that the section of artwork near the shopping trolley return racks could benefit from more detail.



Galleria Morley
Artwork Concept Proposal

Apparatus

Public Art +
Cultural Services

THE APPARATUS STUDIO IS LOCATED ON WHADJUK NOONGAR BOODJAR.

WE ACKNOWLEDGE THE BIBBULMUN NOONGAR AS THE TRADITIONAL OWNERS OF THE LAND ON WHICH THE CITY STANDS TODAY.

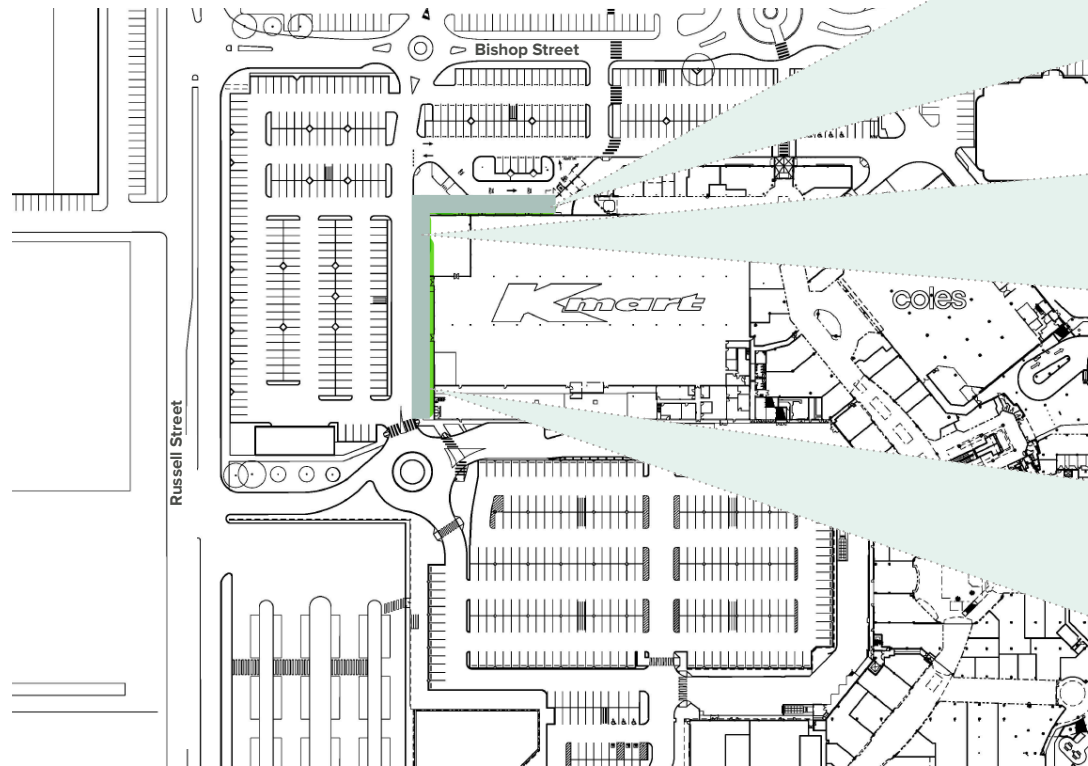
WE PAY RESPECT TO ALL ABORIGINAL PEOPLE,
THE CUSTODIANS OF THE OLDEST CONTINUOUSLY LIVING CULTURE IN THE WORLD.

Artwork Opportunity + Location

CONCRETE WALL MURAL

The mural will span the wall that extends from Bishop Street to Russell Street. Shown highlighted below

Wall considered for mural



Artist

Jade Dolman | Whadjuk/Balladong Nyoongar Eastern Arrente Indigenous Artist

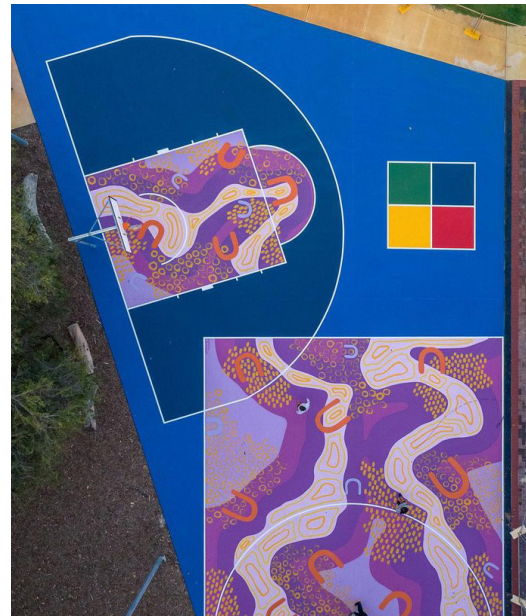
ABOUT THE ARTIST

Jade Dolman is a Whadjuk/Balladong Nyoongar (Mother's side), Eastern Arrente (Father's side) woman from Perth. As a visual artist, she highlights that all land is traditional Country on which her ancestors have practiced culture for thousands of years. Her murals / public art are a contemporary continuation of traditional culture, with an aim to stimulate conversations about Aboriginal people's struggles and their future.

In 2014, Jade founded her business **J.D. Penangke**, which takes its name from the artist's initials and the Penangke skin name she inherited from her father's line. Jade holds a Bachelor of Arts, with a major in Indigenous Knowledge, History & Heritage and Fine Arts (UWA, 2017). She also graduated from the West Australian Aboriginal Leadership Institute Women's Leadership Program, Yorga Djenna Bidi in 2016.



Jade's work often-times intersects with young people including through mentoring for Wirrpanda Foundation, Save the Children, Nyoongar Wellbeing & Sports Association and Department of Child Protection. Her business has engaged with more than 80 schools in WA, including childcare, primary, secondary & tertiary institutions.



P24-32 | APPARATUS X JADE DOLMAN | GALLERIA MORLEY | ART CONSULTANCY ARTWORK CONCEPT PROPOSAL | PAGE 10

Consultations and Brainstorming Ideas

Jade Dolman has consulted with her family, where she explored topics relevant to Morley area, such as: swampland, flora & fauna, food and land usage.

Morley Galleria is a focal centre for the City of Bayswater community, Jade took into account the surrounding areas including Embleton, Dianella, Noranda, and Bayswater.

Understanding the significance of the Galleria as a central hub for shopping, dining, and social interaction, Jade recognised that it played a vital role in connecting these diverse neighbourhoods.



Artwork Concept

The boundary of artwork has been approached with organic flow so that the lines move with the space and obstructions. The warm colours are Boodjar (land) while the cool colours are Kep (water). Jade has included a few local species of Morley flora and fauna which may be subject to change.

Section 1 Wall design: From the design below, we can recognise Yaakan, Koolbardi and flora.



P24-32 | APPARATUS X JADE DOLMAN | GALLERIA MORLEY | ART CONSULTANCY ARTWORK CONCEPT PROPOSAL | PAGE 15

Artwork Concept

Section 2 Wall design: From the design below, we can recognise Gilgies (crayfish) freshwater mussels and eastern great egret.



P24-32 | APPARATUS X JADE DOLMAN | GALLERIA MORLEY | ART CONSULTANCY ARTWORK CONCEPT PROPOSAL | PAGE 16

Artwork Concept

Section 3 Wall design: From the design below, we can recognise banksia, samphire and yaakan.



P24-32 | APPARATUS X JADE DOLMAN | GALLERIA MORLEY | ART CONSULTANCY ARTWORK CONCEPT PROPOSAL | PAGE 17

Artwork Concept

Combined design along the walls, from Bishop Street to Russell Street.



Visualisations

View from Busport



P24-32 | APPARATUS X JADE DOLMAN | GALLERIA MORLEY | ART CONSULTANCY ARTWORK CONCEPT PROPOSAL | PAGE 19

Visualisations

View from Russell Street



P24-32 | APPARATUS X JADE DOLMAN | GALLERIA MORLEY | ART CONSULTANCY ARTWORK CONCEPT PROPOSAL | PAGE 20

Visualisations

View from Russell Street



P24-32 | APPARATUS X JADE DOLMAN | GALLERIA MORLEY | ART CONSULTANCY ARTWORK CONCEPT PROPOSAL | PAGE 21

10.4 Vulnerable Communities Plan – update

A draft version of the Vulnerable Communities Plan was shared with the group at the meeting.

Specifically discussed was the Emergency Plan and who the City will contact to access vulnerable community members.

10.5 Place Names – update

The artwork for the Place Names Project is now complete. The project The City is working with Community Arts Network to finalise details of a community celebration event for an arts exhibition at The RISE in April.

The City will share an invitation with RAC members shortly.

10.6 Reconciliation Action Plan – brainstorm

Due to time constraints the brainstorming was delayed until the next meeting, however members were requested to provide topics that the City's officers prior to the next meeting to inform discussions.

Action: RAC members to provide suggestions to the City for topics for discussion at the next meeting.

10.7 Progress Report – Reconciliation

An update was provided regarding the Artist in Residence, Sarah Weston's part in the City's Flourish Community Arts Festival.

The City's Community Art Festival includes a Whadjuk Award, which was won by Brett Nannup in 2024.

The RAC recommended that the City investigate the option to have a pool of appropriate persons to deliver the "Welcome to Country" which would allow a rotation of persons delivering the welcomes.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: November 2024 – January 2025	
AUTHOR	Manager Communications and Marketing
BRANCH	Communications and Marketing
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>A focus in this reporting period was the promotion of Artist in Residence, Sarah Weston, as part of the City’s Flourish Community Arts Festival. The City promoted Sarah’s workshops with Facebook and What’s On events. Additionally, social media posts and inclusions in the City’s fortnightly e-newsletter Bayswater Buzz promoted Sarah as the winner of the People’s Choice Award within the City’s Community Art Awards 2024.</p> <p>Other Reconciliation initiatives included in the City’s Flourish Community Arts Festival program included a Whadjuk Award category of the Community Art Awards and a Noongarts and Crafts workshop. The City promoted the winner of the Whadjuk Award Brett Nannup for ‘Boorloo’ with social media posts, a web news article and inclusion in the City’s fortnightly e-newsletter. The Noongarts and Crafts workshop was promoted via event listings on Facebook, the City’s website and the City’s fortnightly e-newsletter.</p> <p>Further, the City was announced as the winner of WALGA’s Showcase in Pixels Community Group category for an artwork created by Moorditj Wirin Circle, the City’s Aboriginal women’s yarning group. This was promoted via a social post and the City’s fortnightly e-newsletter.</p>
OUTCOMES	<p>Raised awareness of the activities and events organised by the City to celebrate Aboriginal art and culture as part of its Flourish Community Arts Festival.</p> <p>Increased understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning, including sharing the Noongar seasons.</p>

Facebook posts

- [Community Art Awards winners \(including Whadjuk Award winner\)](#)
- [People's Choice Award winner Sarah Weston](#)
- [Noongar season of Birak](#)

Facebook events

- [Telling Your Own Story with Sarah Weston](#)
- [Upcycle Wood Objects with Sarah Weston](#)
- [Noongarts and Crafts](#)

Instagram posts

- [Community Art Awards winners \(including Whadjuk Award winner\)](#)
- [People's Choice Award winner Sarah Weston](#)
- [Noongar season of Birak](#)

LinkedIn posts

- [Showcase in Pixels](#)

Have you heard the word? The City's Community Art Awards Exhibition is on now 🏆

Until Saturday 16 November, head to The RISE in Maylands from 10am to 4pm daily to browse a free exhibition of more than 230 artworks entered into this year's awards.

Winners were announced at a special opening ceremony on Saturday night.

Wesley Jackson took home the Open Award for his poetic and elegant photograph 'Leshi - Goddess of the forest', and Brett Nannup took home the Whadjuk Award for his powerful intaglio print artwork 'Boorloo' 🖼️👉

Congratulations to all our winners and thank you to everyone who submitted their artwork.

Baysie, the Community Bank Bayswater People's Choice Award is still up for grabs. Vote for your favourite artwork in this year's exhibition to go in the draw to win a \$50 VISA gift card.

To read more, visit <https://ow.ly/czzf50TZ1G5>

The City's 2024 Community Art Awards and Exhibition are proudly supported by [Art & Craft World](#), [Community Bank Bayswater](#), [The Seasonal Brewing Co.](#) and [Ellis House Art Centre - Art Gallery](#).

Pictured: [Filomena Piffaretti - Mayor City of Bayswater](#) with Whadjuk Award winner Brett Nannup



See insights and ads

Boost again

149

5 comments 10 shares

Image 1: City of Bayswater Art Awards - Whadjuk Award winner, Brett Nannup

 **City of Bayswater**
Published by Hootsuite
· 29 November 2024 · 🌐

The people have spoken 🗣️👥

We've counted your votes and are pleased to announce the City's Artist in Residence Sarah Weston as the winner of the [Community Bank Bayswater](#) People's Choice Award 🏆👤

Sarah will receive \$500 in prize money for her acrylic Aboriginal artwork, 'Bayswater Community'.

Sarah is a Noongar artist with family ties to Kanaeng, Ballardong and Whadjuk country and is the City's 2024 Artist in Residence.

Thank you to everyone who came along to the 2024 City of Bayswater Community Art Awards Exhibition and supported local artists by purchasing a piece of work.

The Community Art Awards were proudly supported by [Art & Craft World](#), [Community Bank Bayswater](#), [Ellis House Art Centre - Art Gallery](#) and [The Seasonal Brewing Co.](#)

Pictured: Community Bank Bayswater Deputy Chair Denise Beer and Sarah Weston.



[See insights and ads](#)

[Boost post](#)

Image 2: City of Bayswater Art Awards - People's Choice Winner, Sarah Weston

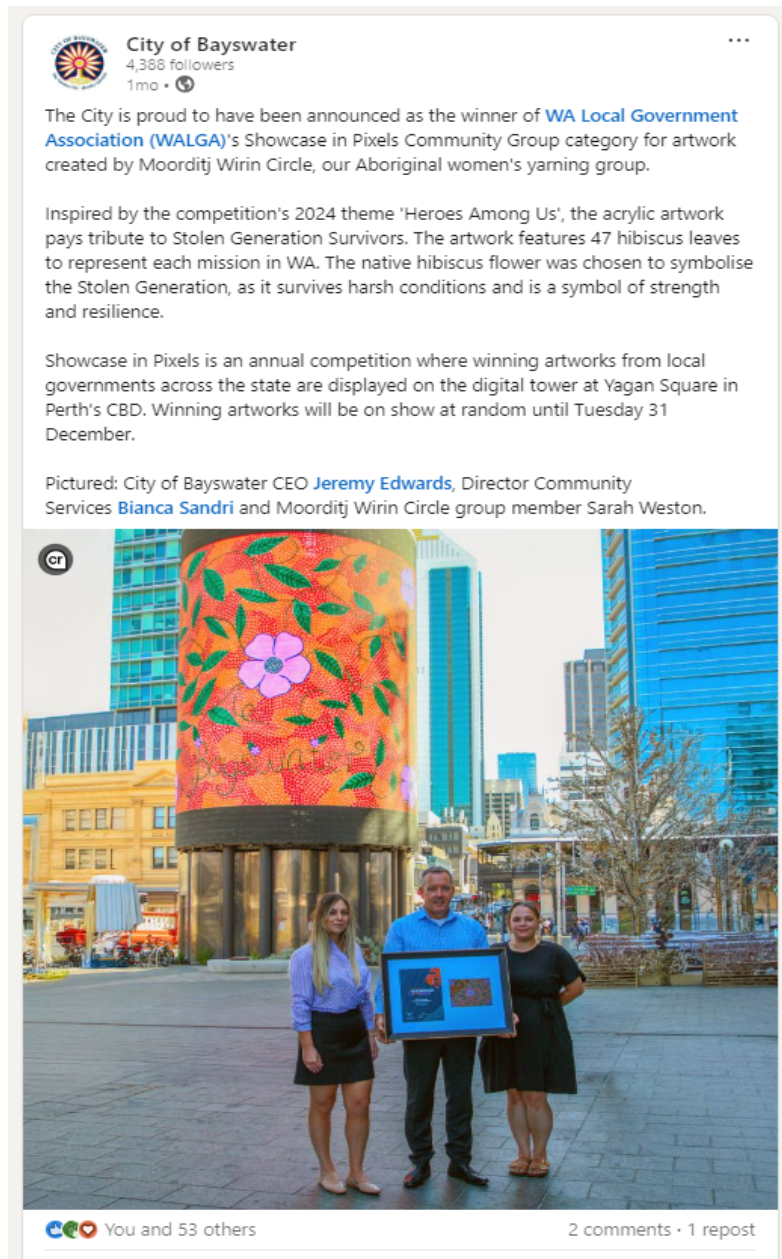


Image 3: Showcase in Pixels Community Group Category Winner, Moorditj Wirin Circle

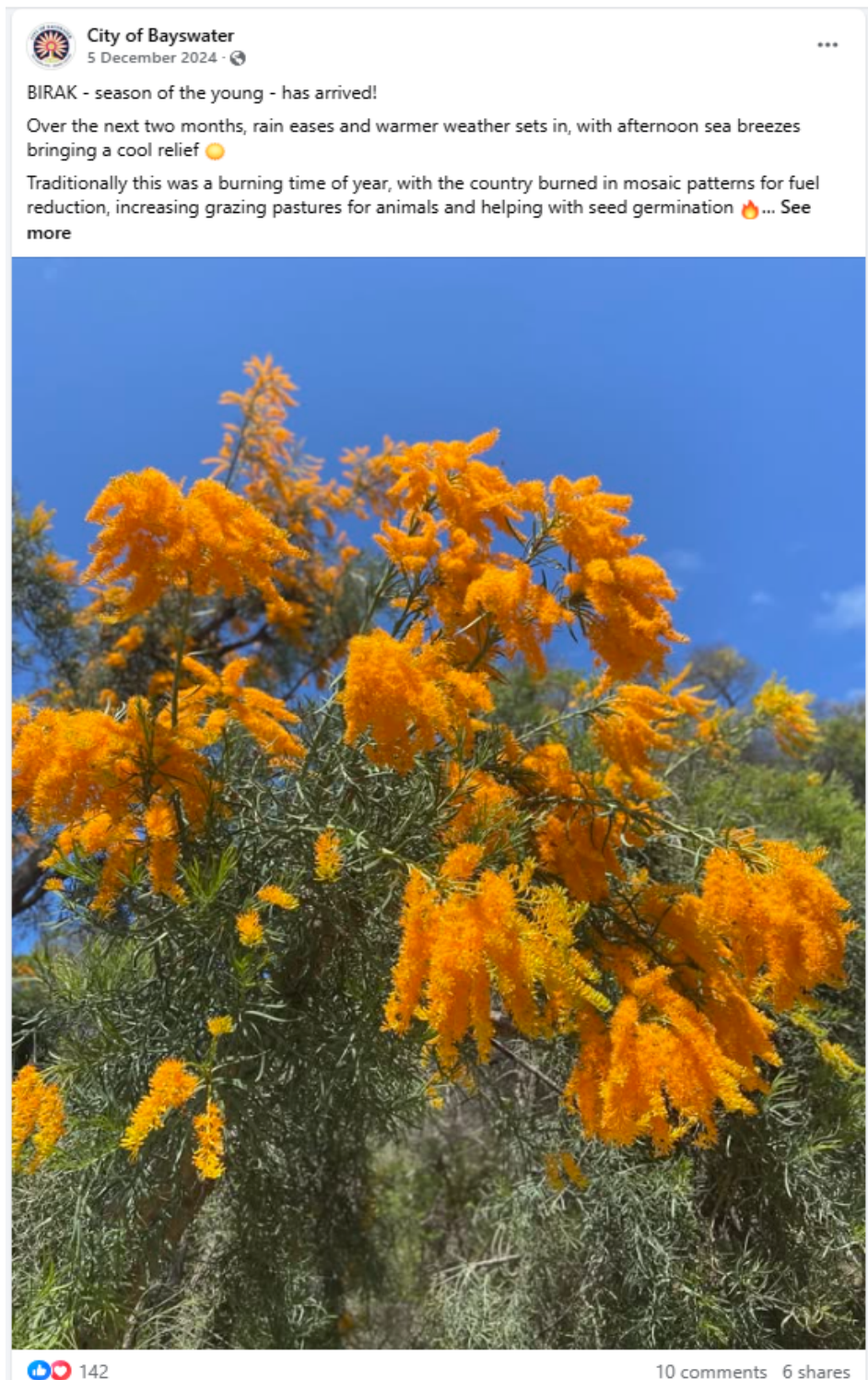


Image 4: City of Bayswater Facebook post on the season of Birak

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: November 2024 – January 2025	
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>Moorditj Wirin Circle were invited by the City to enter an artwork into the Community group category for the Showcase in Pixels 2024 competition.</p> <p>The theme was “Heroes Among Us” and the yarnning group decided to honour their heroes - Stolen Generation Survivors. The group created an artwork together using acrylic paints on canvas with 47 hibiscus leaves, each one representing a mission in Western Australia. The native hibiscus flower symbolises the Stolen Generation as it survives in harsh conditions and is a symbol of strength and resilience.</p>
OUTCOMES	<p>The artwork was displayed on the digital tower at Yagan Square which raised awareness of Aboriginal culture and the history of the Stolen Generation Survivors.</p> <p>The artwork created by Moorditj Wirin Circle won the Community Group award.</p>

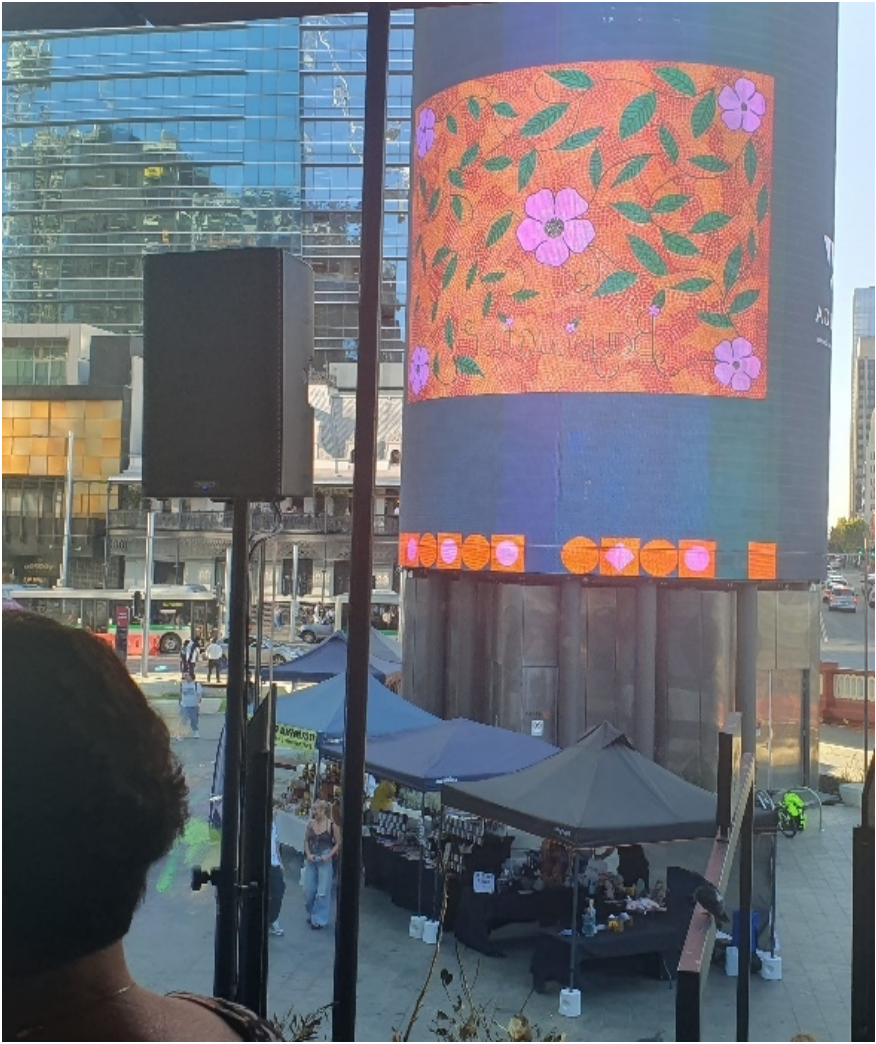


Image 1: Moorditj Wirin Circle artwork on display at Yagan Tower

Image 2: Place Names eco dye session – community members

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: November 2024 – January 2025	
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.
INFORMATION	As part of the City's Community Flourish Festival, there was an EOI process to select an artist to be the Artist in Residence, located in the empty café space at the Rise, Maylands. The artist was based there for a month, and delivered two free workshops to community members.
OUTCOMES	The Artist in Residence workshops delivered by Sarah Weston Creations, was successful. Her workshops were very well received, and the feedback was very positive. The two initial workshops were fully booked, and as a result two more workshops were added.



Image 1: Artist in Residence – Sarah Weston holding an Aboriginal Art Workshop during Flourish Festival

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: November 2024 – January 2025	
AUTHOR	Manager Sustainability and Environment
BRANCH	Sustainability and Environment
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.
INFORMATION	A Noongarts and crafts session for Adults was held at Environment House. Belinda Cox, a proud Kangeang/ Bibblemun Noongar woman (Yorga), delivered an arts and crafts morning. This introduction to Noongar people through the Dreaming invited participants to learn communication styles through art symbols on paperbark, paintings and fire sticks. Participants were given the opportunity to create and keep some special Noongar bush craft.
OUTCOMES	Community members were given the opportunity to learn more about Aboriginal culture and history through arts and crafts.



Image 1: Native flora used during the Noongarts and crafts session

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: November 2024 – January 2025	
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.
INFORMATION	The City's Community Art Awards introduced the Whadjuk Award in 2023, to encourage participation from the Whadjuk community in the exhibition.
OUTCOMES	There were 21 submissions from artists that identified Aboriginal or Torres Strait Islander, 12 of which were artworks selected by the curator the exhibition. In 2024, the winner of the award was Brett Nannup, with his artwork Boorloo.



Image 1: Mayor – Filomena Piffaretti with 2024 Whadjuk Award winner Brett Nannup

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: November 24 – January 25	
AUTHOR	Manager Library and Customer Services
BRANCH	Library and Customer Services
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	One Noongar Language and Culture Workshop facilitated by Carol Foley was held at Maylands Library during this period. A total of 18 participants attended. Workshops were paused for the December–January holiday season.
OUTCOMES	These workshops can enhance understanding of local Aboriginal culture among attendees, fostering respect and improved cultural awareness.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: November 24 – January 25	
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	Local Noongar man, Vaughn McGuire, provided a Welcome to Country at our City signature event, Carols by the River 2024. Vaughn also provided a Welcome to Country at our Citizenship Ceremonies in November and January.

OUTCOMES	The City continued to respect Aboriginal and Torres Strait Islander peoples cultural protocols by continuing to include Welcome to Country in city-led events. We have also started to introduce Smoking Ceremonies at appropriate events.
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Image 1: Vaughn McGuire delivering a Welcome to Country at Carols by the River 2024

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: November 24 – January 25	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Respect
ACTION	5. Promote healing at local sites of significance to promote reconciliation
DELIVERABLE	a) Collaborate with Traditional Custodians and share stories that will contribute to intergenerational healing. b) Promote storytelling of sites of significance in the City of Bayswater in culturally acceptable ways, in consultation with Traditional Custodians.
INFORMATION	<p>From the decoding workshops, we have 5 Noongar Place names of significance in the City.</p> <p>Storytelling and yarning sessions were held at the commencement of the art and cultural mapping stage, around the five significant places that were decoded.</p> <p>The CAN art sessions for the Place Name Project has been completed, with the last session being held on 18th December 2024. We will now move onto the final phase which will be the community event/launch in March/April.</p>
OUTCOMES	Currently working with CAN on what the outcome for the community event/launch will look like. The event will be in March/April.



Image 1: Lino print artworks at Place Names workshop



Image 2: Place Names eco dye session – community members

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: November 24 – January 25	
AUTHOR	Manager People, Culture and Safety
BRANCH	People, Culture and Safety
STRATEGY	Opportunities
ACTION	2. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development within the City's workforce.
DELIVERABLE	f) Increase the percentage of Aboriginal and Torres Strait Islander peoples within our workforce including; staff employment, school based traineeships and work experience placements
INFORMATION	<p>The City continues to support an apprentice through the third year of his Certificate III in Sports Turf Management.</p> <p>In addition to our two existing Outside Staff, we are currently employing two additional Labour Hire staff in our Parks and Gardens team, bringing our total Aboriginal Outside workforce to four. Whilst we currently do not have existing vacancies for these contractors, we are providing them with additional skills and experience in the parks and gardens area. Should a vacancy arise in the team, we would encourage them (as we do all our contractors) to submit an application for a permanent position.</p> <p>The City advertises vacant positions on the Aboriginal Workforce Development Centre.</p>
OUTCOMES	The City provides a supportive environment to Aboriginal and Torres Strait Islander staff to develop in their career path.

11 GENERAL BUSINESS

Nil

12 NEXT MEETING

The next meeting of the Reconciliation Advisory Committee will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on 14 May 2025.

13 CLOSURE

There being no further business to discuss, the Presiding Member, Cr Latter, declared the meeting closed at 8pm.