

Innovate Reconciliation Action Plan

October 2021 –
October 2023



bayswater.wa.gov.au



Acknowledgement of Country

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.

The City of Bayswater acknowledges the Traditional
Custodians of the land, the Whadjuk people of the Noongar
Nation, and pays its respects to elders past, present and
emerging.

Accessibility

This publication is available in alternative formats, including hard copy
in large print or standard print, electronic format, audio, and Braille.

This publication can be found on the City's website and can be made available in
languages other than English upon request.

可根据要求以其他格式和语言提供此信息。

Queste informazioni sono disponibili in altri formati
e lingue su richiesta.

Chúng tôi có thể cung cấp thông tin này bằng những dạng và ngôn
ngữ khác khi được yêu cầu.

COVER:

WHADJUK NOONGAR REPRESENTATIVE VAUGHN MCGUIRE PERFORMS A
TRADITIONAL SMOKING CEREMONY TO COMMENCE CONSTRUCTION AT
THE MAYLANDS WATERLAND REDEVELOPMENT



Contents

Uluru Statement from the Heart	2
Message from the Mayor	4
Message from the CEO	7
Message from Reconciliation Australia	8
The City of Bayswater vision	10
About the City	12
Noongar knowledge - south-west of Western Australia map	14
Our Innovate Reconciliation Action Plan	16
Achievements, challenges, and learnings	22
Timeline - our Reconciliation journey	26
Key pillars of reconciliation	28
Relationships	28
Respect	32
Opportunities	38
Governance	42

Uluru Statement from the Heart

The City of Bayswater wholeheartedly supports the Uluru Statement from the Heart adopted in 2017. This was officially endorsed by Council in 2018.

We believe recognition of this statement is a national priority and remain committed to advocating for structural reforms including constitutional change. The City has independently undertaken the following actions in support of this statement.

- 1 Becoming a signatory to the ACOSS statement of support for the Uluru Statement from the Heart.
- 2 Acknowledging Aboriginal and Torres Strait Islander peoples as the Traditional Owners of this country and paying respect to their ongoing spiritual and cultural connections with it.
- 3 Recognising the need for constitutional change that goes beyond the symbolic and gives breath to the benefits that a treaty offers all Australians.
- 4 Thanking those who gathered at the 2017 National Constitutional Convention in Uluru for their persistence and patience, under the guidance of the co-chairs of the Referendum Counsel, Ms Pat Anderson AO and Mr Mark Leibler AC.
- 5 Lodging a submission to the Joint Select Committee on Constitutional Recognition Relating to Aboriginal and Torres Strait Islander peoples.
- 6 Showing outward support by placing a framed copy of the Uluru Statement from the Heart within the City's public honorary cabinets at the entrance of the Council Chambers.



Statement from the Heart artwork

This publication uses excerpts from the artwork designed by Whadjuk Ballardong Noongar artist, James Egan.

- 7 Writing a letter of support from Council to request the Western Australian Local Government Association (WALGA), who advocate on behalf of 138 local governments, to embrace the Uluru Statement from the Heart.
- 8 Writing a letter of support from Council to the Prime Minister and Federal Leader of the Opposition showing our support for the Uluru Statement from the Heart.
- 9 Writing a letter of support from the City's Reconciliation Advisory Committee to the National Indigenous Australians Agency supporting a First Nations Voice to Parliament to be enshrined in the Constitution.

The City of Bayswater has received unique recognition among Perth metropolitan local governments for its actions taken to show its support for the Uluru Statement from the Heart.

To learn more about the Uluru Statement from the Heart, visit the City's Reconciliation page on our website bayswater.wa.gov.au

Our commitment

Following the City's successful and meaningful implementation of its first Reconciliation Action Plan – Reflect, I am proud to present the City's Innovate Reconciliation Action Plan October 2021 – October 2023.

This achievement will see the City of Bayswater continue on its reconciliation journey over the next two years to positively contribute to building a reconciled Australia.

The launch of the City's Innovate Reconciliation Action Plan 2021-2023 demonstrates our genuine commitment to reconciliation, and cements a positive way forward as we seek to walk with the Traditional Owners of the City of Bayswater, the Whadjuk people of the Noongar Nation, and all other First Nations peoples.

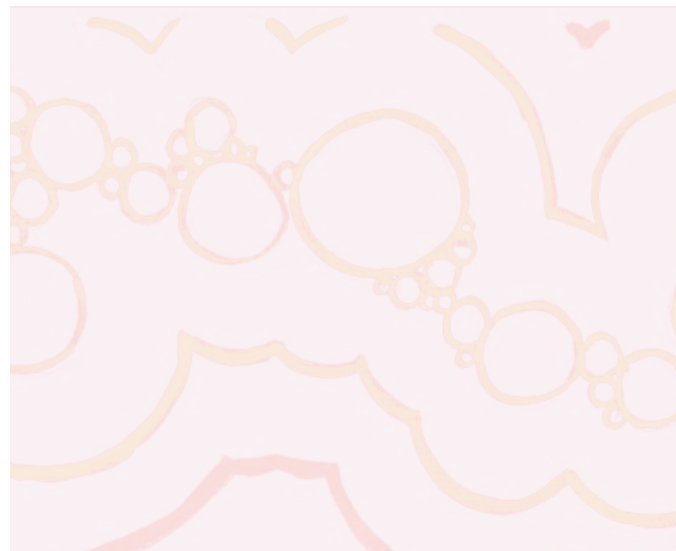
As a district rich in Aboriginal history, we understand the importance of continuing to grow with our community in order to advance reconciliation in the City. My fellow Councillors and I are proud of the work being done, with everyone doing their part to continue the national reconciliation movement. I also wish to thank the City's Reconciliation Advisory Committee for their invaluable support and guidance, and for their continued sphere of influence.

Cr. Filomena Piffaretti

Mayor



“As a district rich in Aboriginal history, we understand the importance of continuing to grow with our community in order to advance reconciliation in the City.”





WHADJUK NOONGAR REPRESENTATIVE, VAUGHN MCGUIRE PERFORMS SMOKING CEREMONY AT THE RECONCILIATION ACTION PLAN LAUNCH 2019



**FAMILY GROUP BY RUSSELL FITZGERALD, NOONGAR ARTIST
ON THE MAYLANDS FORESHORE, ALONG THE DERBARL YERRIGAN**

A connected and inclusive community

The City of Bayswater is proud to present our Innovate Reconciliation Action Plan October 2021- October 2023.

Since the launch of the City's Reflect Reconciliation Action Plan, September 2019, which had a focus on spending time developing relationships with Aboriginal and Torres Strait Islander stakeholders and exploring our sphere of influence, we have strengthened relationships with Aboriginal and Torres Strait Islander communities.

Our Innovate Reconciliation Action Plan determines how we will continue to proactively engage City staff and external stakeholders, to work in partnership to develop innovative strategies that empower Aboriginal and Torres Strait Islander communities.

We look forward to strengthening our relationships with existing and new key stakeholders, whilst deepening community awareness to further supporting the national reconciliation movement.

In committing to our vision for reconciliation, we trust everyone will enjoy the benefits of a connected and inclusive community.

Andrew Brien
CEO



“In committing to our vision for reconciliation, we trust everyone will enjoy the benefits of a connected and inclusive community.”

Building strong foundations

Reconciliation Australia commends City of Bayswater 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 Bayswater 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 Bayswater 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 over 2.3 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 Bayswater 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 Bayswater 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 Bayswater on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
CEO Reconciliation Australia



WHADJUK NOONGAR ELDER, MAY MCGUIRE STORYTELLING
WITH MORLEY PRIMARY SCHOOL STUDENTS

“An inclusive community, building a sustainable and thriving City.”

The City of Bayswater is committed to improving our understanding of equity and diversity across the City. Through committing to our vision, we trust everyone will enjoy the benefits of a connected and inclusive community.

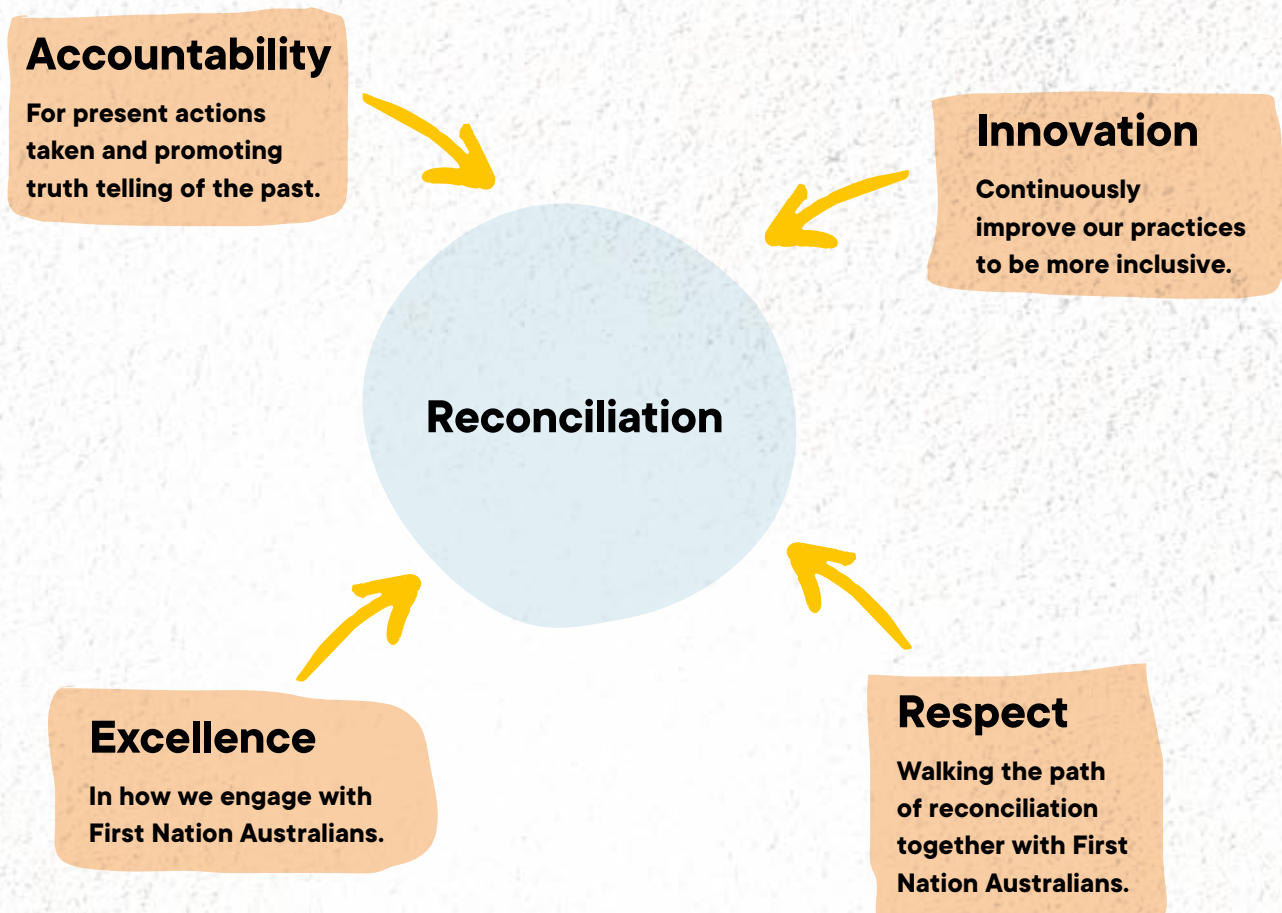


NGALAK NIDJA, NAIDOC 2021

The Uluru Statement from the Heart underpins the City's vision for reconciliation.

In 2018 Council unanimously carried a Notice of Motion in support of the Uluru Statement From The Heart. We believe recognition of this statement is a national priority and the City remains committed to advocating for structural reforms including constitutional change to provide for an inclusive community.

Our vision for reconciliation is guided by our four values:



About the City

Our business

The core business of the City of Bayswater is to make decisions on planning and delivering essential services in the community, including waste, roads, parks, playgrounds and gardens, as well as statutory responsibilities in planning and building approvals, public health and various licencing requirements.

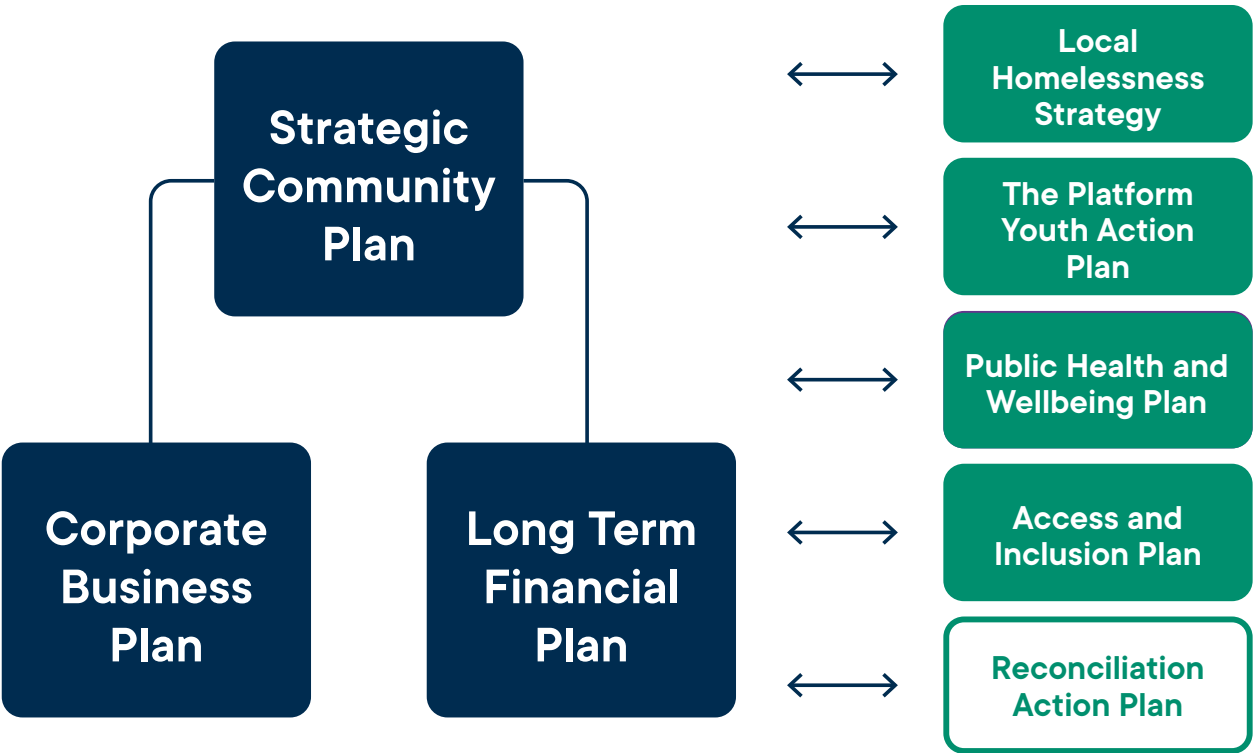
City of Bayswater Integrated Planning and Reporting Framework

The City has a number of planning and reporting documents that articulate the community’s vision, as detailed in the City’s Strategic Community Plan 2021-2031. These plans and strategies translate the community’s vision into operational plans for the City of Bayswater.

The flowchart below highlights how the City’s plans and strategies, including how the Innovate Reconciliation Action Plan links to the Strategic Community Plan 2021- 2031.

Our sphere of influence

The City’s Innovate Reconciliation Action Plan is a significant plan that will be progressed in partnership with Aboriginal and Torres Strait Islander communities, Aboriginal businesses, local schools, community groups, government and non-government organisations through the delivery of programs, events and initiatives that build community capacity and strengthen community networks.



Our workforce

The City's overarching workforce strategy is to build a diverse, highly capable and empowered workforce which will be highly productive at an individual level, as well as, driving innovation and efficiency through programs and services to deliver quality outcomes for the community.

The City has a total workforce of 506 staff, of which four have voluntarily disclosed that they are an Aboriginal and/or Torres Strait Islander person.

Employing people from diverse backgrounds offers our organisation increased opportunities including:

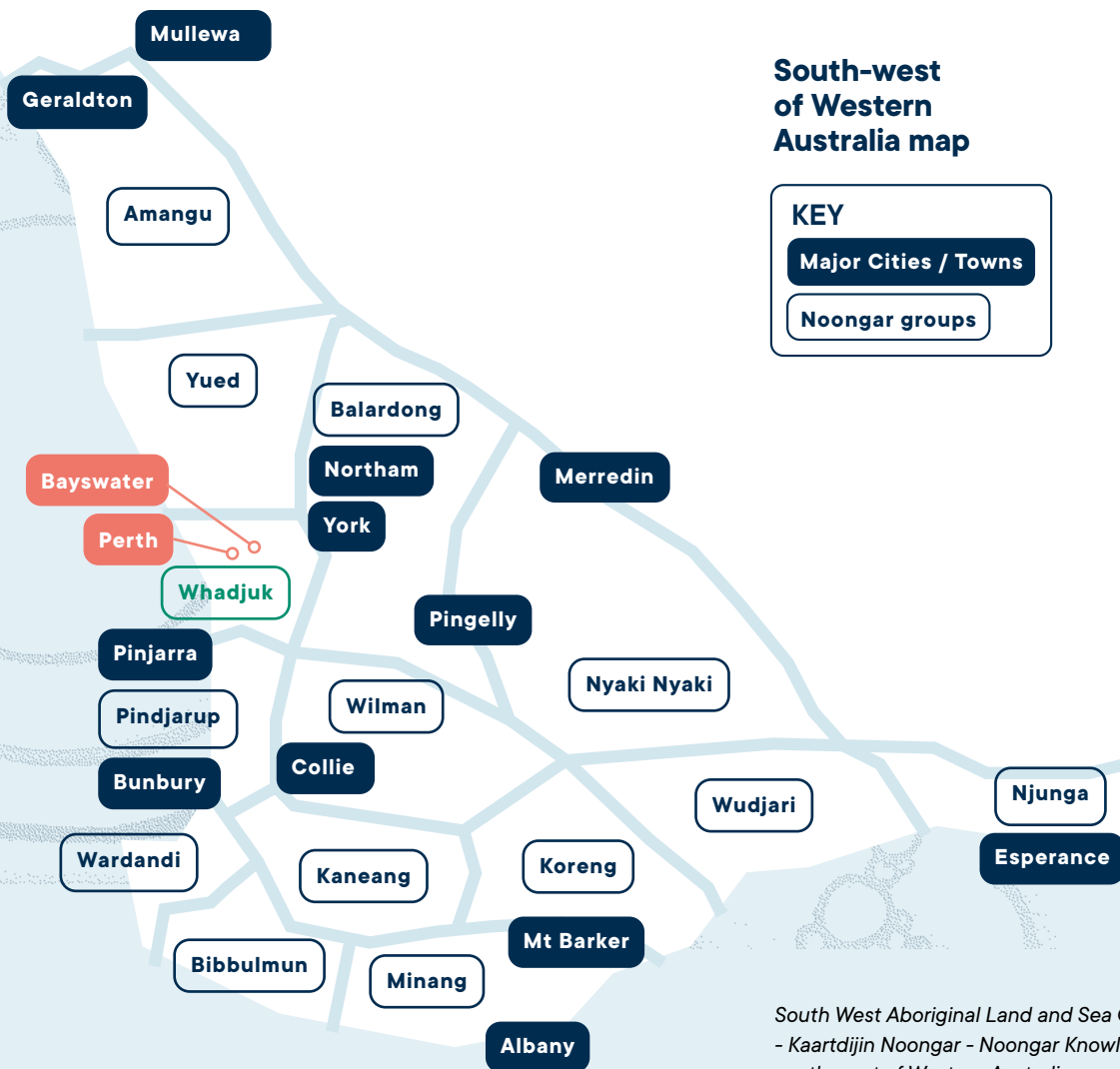
- Better reflecting the local community
- Fostering an inclusive workforce
- Diversity in customer connections
- Innovation through capitalising on diverse perspectives and ideas.

The City's workforce is spread over 11 civic locations within our geographical boundaries, and includes:

- Bayswater Community Centre
- Bayswater Library
- Bayswater Waves
- City of Bayswater Civic Centre
- Maylands Library
- Maylands Waterland
- Morley Community Centre
- Morley Library
- Paddy Walker Works Depot
- Rangers and Security Office and Animal Management Facility
- The RISE (Recreation, Information, Socialise, Entertainment) Community Hub.



Noongar knowledge



Our community

The City of Bayswater sits on the land of the Noongar Nation within the Whadjuk region. The Noongar people are the Traditional Custodians of the south-west of Western Australia.

The City is set against the backdrop of four thriving town centres, spanning over 380 hectares of green open space and a 10km stretch of the Swan River, known to the Whadjuk people of the Noongar Nation as the Derbarl Yerrigan.

The City of Bayswater is bounded by the City of Swan in the north, the Town of Bassendean in the east, the Swan River and the City of Belmont in the south, and the Cities of Stirling and Vincent in the west.

The City comprises six suburbs: Bayswater, Bedford, Embleton, Maylands, Morley and Noranda, as well as parts of Bassendean, Mount Lawley, Dianella and Beechboro.

There are many significant places in the City of Bayswater to both Aboriginal and non-Aboriginal peoples which open up opportunities to make fresh connections between the environment and the people. The City maintains around 380 hectares of public open space with 24 sporting and 145 passive reserves.

Our Aboriginal and Torres Strait Islander community

According to the Australian Bureau of Statistics 2016 Census, the City had a population of 66,050, people with 1.3% (854) people identifying as being an Aboriginal and/or Torres Strait Islander person.

Morley

251 people identifying as an Aboriginal and/or Torres Strait Islander person.

Noranda

57 people identifying as an Aboriginal and/or Torres Strait Islander person

Embleton

96 people identifying as an Aboriginal and/or Torres Strait Islander person

Bedford

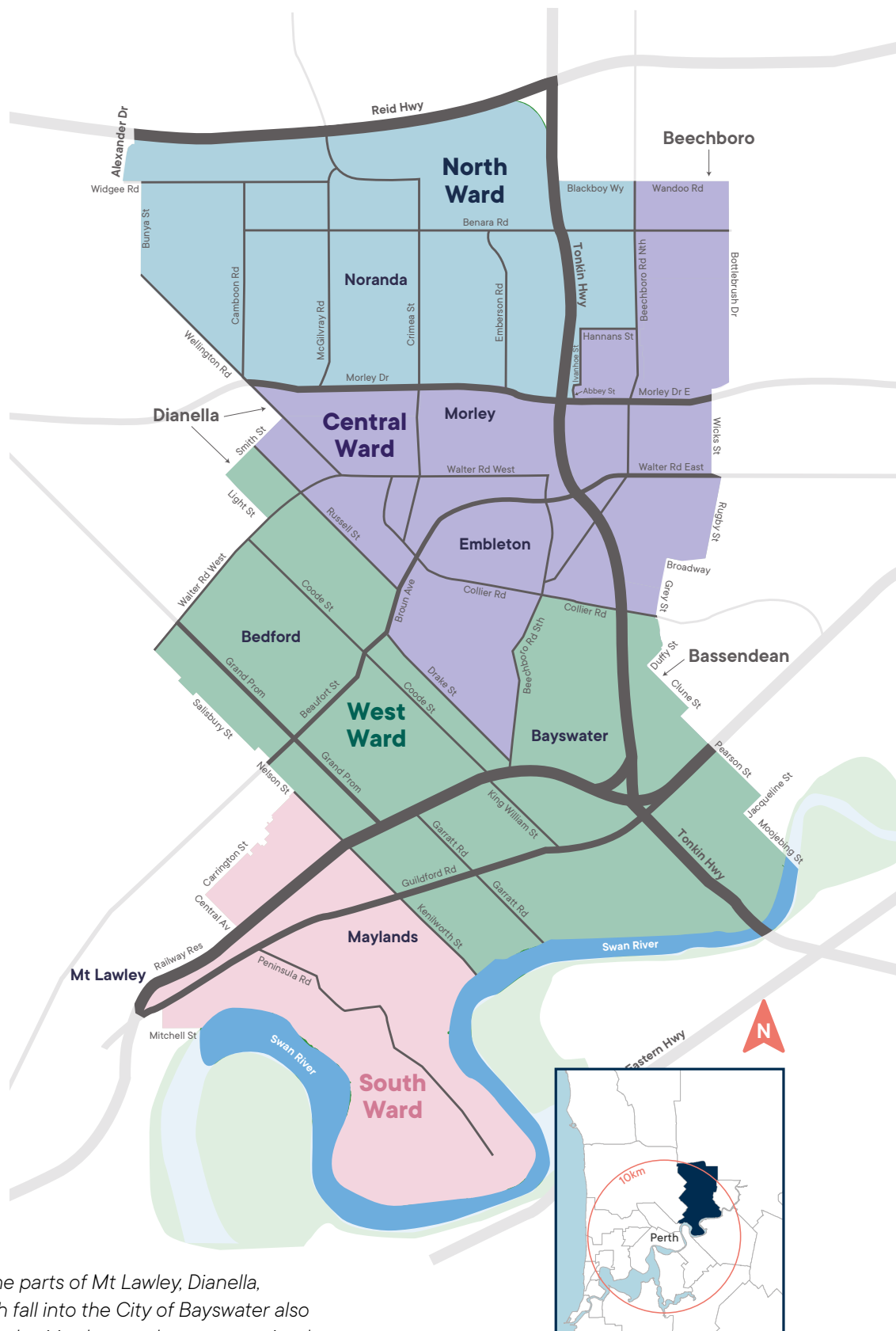
98 people identifying as an Aboriginal and/or Torres Strait Islander person

Bayswater

228 people identifying as an Aboriginal and/or Torres Strait Islander person

Maylands

124 people identifying as an Aboriginal and/or Torres Strait Islander person



Note: Demographic data for the parts of Mt Lawley, Dianella, Beechboro, Bassendean which fall into the City of Bayswater also into other local government authorities has not been ascertained.

Our Innovate Reconciliation Action Plan

October 2021-October 2023

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

Full reconciliation can only occur when we make measurable strides forward in race relations, equality and equity, unity, and institutional integrity.

This is why it is important for the City to continue the reconciliation journey through implementing our Innovate Reconciliation Action Plan. This will guide our organisation as we continue to engage with City staff and stakeholders to develop innovative strategies that will empower Aboriginal and Torres Strait Islander communities.

As a local government organisation, we are the tier of government closest to the community. We are in a position to lead by example and create a truly inclusive community.

We will achieve this by:

- fostering a diverse and culturally proud workforce;
- supporting community groups to attend and deliver inclusive community events;
- honouring the different cultures of people at City events,
- educating staff, the community and stakeholders about our shared cultures,
- histories and achievements; and
- working closely with external stakeholders to develop new opportunities for Aboriginal and Torres Strait Islander peoples.

By doing so, we will strengthen relationships, deepen community awareness and broaden the impact we can have - which will help us make a real and lasting difference.





**WHADJUK NOONGAR ELDER, DR NOEL NANNUP OAM
STORYTELLING AT BARDON PARK WETLANDS**

Our Innovate Reconciliation Action Plan is an important strategic document that will be championed by the entire organisation. The Executive Leadership team, managers and Council will use it as a guiding document to ensure the City's reconciliation actions are embedded in business as usual activities.

We will achieve this through:

Relationships

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.

Respect

Advancing cultural understanding and respect of Aboriginal and Torres Strait Islander cultures and histories within our sphere of influence.

Opportunities

Continuing to strengthen sustainable employment and enhance procurement practices to increase the social and economic inclusion of Aboriginal and Torres Strait Islander peoples.

Governance

Working within the City's established governance structure, including a Reconciliation Advisory Committee with Aboriginal and/or Torres Strait Islander 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 reconciliation achievements.

Our Reconciliation Advisory Committee

Together with Council and City staff, the Reconciliation Advisory Committee advises and assists the City in the development and implementation of our Reconciliation Action Plans.

The Committee, was first established in 2017, as the Aboriginal Advisory Committee. In September 2019, the City re-established the Committee and renamed it to the Reconciliation Advisory Committee.

The aim of the Committee is to help the workplace to facilitate understanding, strengthen relationships and trust with Aboriginal and Torres Strait Islander communities, promote meaningful engagement, increase equality, and develop sustainable employment and business opportunities.

Our Committee is elected every two years and is represented by:

- Aboriginal and Torres Strait Islander community members, to make up at least 50% of non-Council membership.
- Individuals who work with or for the Aboriginal and Torres Strait Islander community on a professional level.
- Community members who live or work within the City of Bayswater or are regularly engaged with the Bayswater community, and who are interested in reconciliation and its potential to influence the culture of the organisation.
- Three Councillors
- City staff - Director Community and Development, Manager Community Development, Coordinator Community Development, Community Development Officer - Reconciliation.

The Committee has delegated authority, as approved by Council, to make decisions relating to the implementation of the actions within the City's Reconciliation Action Plan.

We extend our thanks to our Committee members past and present, who have effectively guided the City in the development and delivery of our Reconciliation Action Plans. Our new Committee will be elected by Council to serve a two year term from October 2021 to October 2023.

For more information about the Reconciliation Advisory Committee, visit the City's website bayswater.wa.gov.au

Diversity and Inclusion Committee

The City of Bayswater Diversity and Inclusion Committee is an internal group that provides leadership and strategic direction in the management of workplace diversity and inclusion across the organisation, and acts as a conduit for meeting our social and organisational diversity development objectives.

The Diversity and Inclusion Committee was established in May 2021 and meets quarterly to review progress against both the City's Workforce Diversity and Inclusion Plan and the Innovate RAP. One of the additional aims of the committee is to champion the Innovate RAP within the organisation.

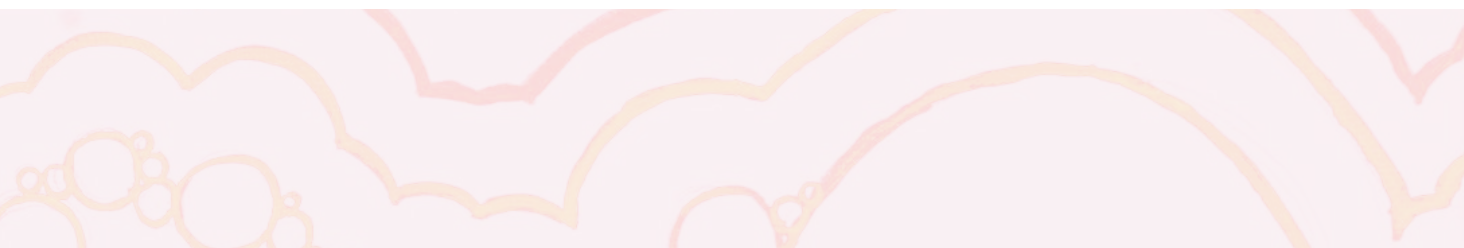
Committee membership:

- A member of the Executive Leadership Team, rotated every two years
- A member of the operational management team
- Six employee representatives with a term of appointment of two years, each to be representative of at least one of the following diversity areas:
 - Women
 - Aboriginal and Torres Strait Islander peoples
 - People with disability
 - Culturally and linguistically diverse people
 - Youth
 - Diverse sexualities and genders
- People Culture & Safety representative
- Community Development representative
- Ex Officio members to be co-opted on an as required basis.



“The aim of the Committee is to help the workplace to facilitate understanding, strengthen relationships and trust with Aboriginal and Torres Strait Islander communities”





ACACIA COLLARD YAMATJI - NOONGAR WOMAN -
CULTURAL SAND MURAL



Development of the Innovate Reconciliation Action Plan Consultation

The community consultation process to inform the development of the Innovate RAP involved key internal and external stakeholders, including:

- Local Aboriginal and non-Aboriginal families
- Local schools
- Community groups
- Aboriginal businesses and organisations that support Aboriginal and Torres Strait Islander communities
- City of Bayswater residents.

Throughout the consultation period, the City's Reconciliation Advisory Committee, Councillors and staff also provided feedback to inform the development of the plan. Community engagement activities included:

- A community engagement workshop
- Survey feedback
- Public comment on the draft Innovate RAP

The community consultation process was widely advertised and promoted.

Findings

Feedback received from the Innovate RAP consultation period was used to inform the two year implementation plan.

Achievements, challenges, and learnings

Since the launch of the City's Reflect Reconciliation Action Plan, September 2019, the City has achieved key deliverables and identified the following key learnings and challenges.



Achievements

Relationships

- Council unanimously carried a Notice of Motion in support of the Uluru Statement from the Heart in 2018. The City received unique recognition amongst Perth metropolitan local governments for its actions taken to show its support for the Uluru Statement from the Heart.
- The City hosted a one-day tour and 'Consultative Yarning' with local Whadjuk Noongar Elders to share cultural knowledge and raise awareness about the City's Aboriginal sites of significance. This included a Welcoming To Country before tour departure and a Smoking Ceremony at the Scarred Tree in Maylands.
- 2020 National Reconciliation Week – 'In this together'. The City's Reconciliation Advisory Committee members publicly shared their personal reflections.
- 2021 National Reconciliation Week – 'More than a word. Reconciliation takes action.' The City hosted its first National Reconciliation Week flag raising ceremony including a Welcome to Country by Whadjuk Noongar Elder May McGuire and storytelling session.
- The City's Reconciliation Advisory Committee wrote a letter of support to the National Indigenous Australians Agency supporting a First Nations Voice to Parliament to be enshrined in the Constitution.

The City hosted a one-day tour and 'Consultative Yarning' with local Whadjuk Noongar Elders to share cultural knowledge and raise awareness about the City's Aboriginal sites of significance.

Respect

- The City was gifted the Acknowledgement of Country in Noongar language by Balladong, Whadjuk, Nyungar Representative Mr Barry McGuire and this is now used in all corporate documents, public meetings and events together with the English translation.
- Compulsory staff online cultural awareness training was rolled out in December 2019.
- Free Noongar language and cultural sessions delivered by a Noongar Language and Cultural Specialist at the Maylands library. Participants learn Noongar language incorporating the six Noongar seasons, Aboriginal craft, drawing and mapping.
- Free school holiday programs with Aboriginal artists and businesses who share Noongar lore, language and culture at the City's Morley library. Morley Primary School learned Noongar language through song. Children also learned about native animals, flora and fauna through dreamtime stories.
- 2020 NAIDOC Week – 'Always Was, Always Will Be'. Free community Noongar weaving workshops with Noongar artists, supported by grant funding from National Indigenous Australians Agency.
- City of Bayswater Citizenship Ceremonies now include a Welcome to Country by local Whadjuk Noongar representatives.
- The City added an electronic Acknowledgement of Country, in English translation, to its corporate email signature, website and City Spatial mapping system.
- City staff are regularly delivering the City's Acknowledgement of Country in English interpretation at City meetings and external events. The Mayor and some staff deliver an Acknowledgement of Country in Noongar language.





**BELINDA COX KANGEANG BIBBLEMUN WOMAN
DJIRRLY DREAMING**

Opportunities

- The City delivered its first school based trainee model with organisations that support training and employment for Aboriginal and Torres Strait Islander peoples. The City's first school based trainee gained experience as part of her studies in Certificate II Sport and Recreation.
- The City collaborated with Whadjuk Elders to produce a video of Baigup Biidii – Path to Place of Rushes. This educational video is promoted on the City's reconciliation web page and receives regular praise from the community members seeking to learn and understand local Whadjuk Noongar culture.
- The City collaborated with Balladong, Whadjuk, Nyungar Representative Mr Barry McGuire and Belinda Cox, Kangeang/Bibblemun Woman, to produce a video of Lightning Swamp highlighting Whadjuk Noongar cultural significance and history of the site. This educational video is also promoted on the City's reconciliation web page.
- The City provided a grant to support a free community program of dance and live drawing workshops named 'Djilba: (Spring) A Moment in Time', at Eric Singleton Wetlands and Bird Sanctuary. The artists told of First Nations stories from Rainbow Coast in WA's Great Southern region, and the time of Djilba, the Noongar season of transition and growing.
- The City's Natural Area Coordinator presented at the 2021 WA Wetland Management Conference on the subject of working together to restore the wetlands of the Derbarl Yerrigan (Perth Swan River).

- The City collaborated with Parks and Wildlife WA and Djirily Dreaming (Feather Dreaming), to share Noongar culture with children from 4 years of age during the April 2021 school holidays to create special Noongar bush craft and learn about the day in the life of a Noongar Family.

Governance

- The City celebrated the launch of the Reflect Reconciliation Action Plan November 2019 - November 2020
- Council appointed an Aboriginal Advisory Committee (AAC) in 2017 and resolved in December 2019 to re-establish the AAC under the new name, Reconciliation Advisory Committee (RAC). On 28 January 2020 Council appointed six community members to the RAC of which four community members are of Aboriginal descent.
- The City developed and implemented its first Management Practice for Reconciliation Rituals and Protocols and provided training to staff to support community engagement.
- The City submitted our first RAP Impact Measurement Report in September 2020, to help Reconciliation Australia measure the impact of the RAP network and improve the effectiveness of the RAP program.

Challenges

- There is a limited local network of Whadjuk Noongar Elders that live in the City of Bayswater. On occasion, the City has engaged with Whadjuk Noongar Elders that live outside the City to share local Aboriginal culture with Aboriginal and Torres Strait Islander and non-Aboriginal communities.
- The City has had a low number of Aboriginal and Torres Strait Islander applicants applying for employment at the City of Bayswater. The City is committed to working with organisations that support training and employment for Aboriginal and Torres Strait Islander peoples to identify ways we can improve recruitment and retention of Aboriginal and Torres Strait Islander peoples in the workforce.
- The COVID-19 pandemic meant that building relationships was difficult. The City's Reconciliation Advisory Committee meetings were postponed, and the planned National Reconciliation Week RAP collective event involving local organisations with a RAP or that were seeking to develop a RAP had to be cancelled in 2020.



ABORIGINAL DANCER KOOLANKAS KREATE

Learnings

Over the next two years the City has the capacity to address the identified challenges through broadening our sphere of influence and relationship with Aboriginal and Torres Strait Islander peoples, and through our involvement in the Danjoo Koorliny Walking Together change project.

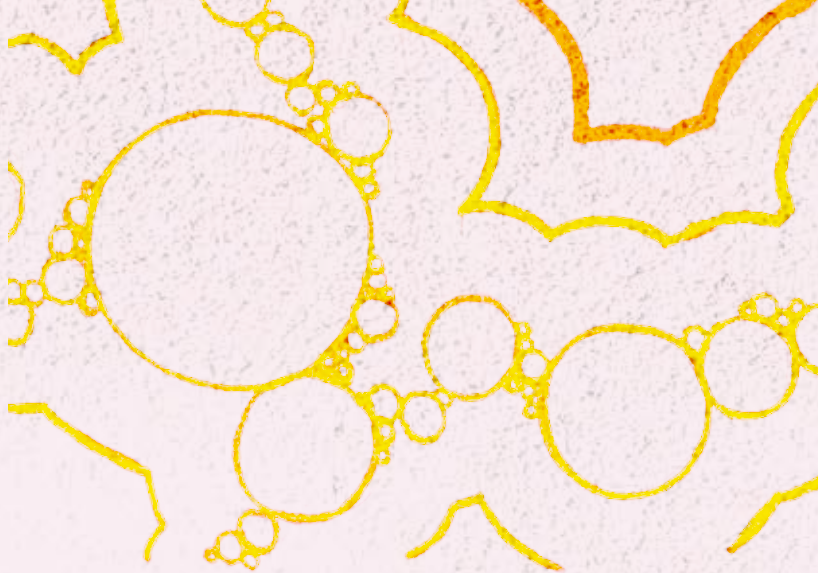
The City is an adaptable organisation. In 2020, during the height of the Coronavirus pandemic, we worked hard to keep our community up-to-date with information. City staff worked from home or were redeployed to other positions when frontline service delivery was affected. In addition, the City quickly moved to digital platforms such as social media, videos and online meetings to support the implementation of Reflect RAP deliverables

During this time, the City also bought forward an action listed in the Innovate RAP framework, which was the development of our first Management Practice for Reconciliation Rituals and Protocols. This document has proven to be invaluable to City staff and we are pleased to have completed it early, as part of our Reflect RAP.

Together, with the City's growing sphere of influence and strengthening of existing relationships, over the next two years the City will:

- Continue to develop 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.
- Advance cultural understanding and respect of Aboriginal and Torres Strait Islander cultures and histories.
- Continue to strengthen sustainable employment and enhance procurement practices to increase the social and economic inclusion of Aboriginal and Torres Strait Islander peoples.
- Strengthen our governance structure and representation of Aboriginal and/or Torres Strait Islander peoples.

Our Reconciliation journey



2017

Created an Aboriginal Advisory Committee
To develop our first Reconciliation Advisory Committee



2018 - 2019

Developed our Reflect RAP with local traditional custodians



2018

Council endorsed the Uluru Statement from the Heart (artwork designed by Whadjuk Ballardong Noongar artist, James Egan)



September 2019

Re-established former Aboriginal Advisory Committee (2017-2019) under new name Reconciliation Advisory Committee (2020-2021)



2020

Sharing, learning and building connections at our libraries with Noongar language and cultural specialist.



November 2020

Community workshop to develop Innovate RAP



November 2019

Launched Reflect RAP
(November 2019 - November 2020)

July 2020

First Management Practice Reconciliation Rituals and Protocols endorsed by CEO

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.

Action	Deliverable
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	a. Develop and communicate an Aboriginal and Torres Strait Islander engagement plan in consultation with local Elders to support a clear approach for engaging Aboriginal and Torres Strait Islander stakeholders.
	b. Meet with local Aboriginal and Torres Strait Islander stakeholders to develop guiding principles for future engagement.
2. Build relationships through celebrating National Reconciliation Week (NRW) and other days of significance.	a. Circulate Reconciliation Australia's NRW resources and reconciliation materials to City staff.
	b. Invite Reconciliation Advisory Committee members to participate in a range of external NRW events
	c. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.
	d. Organise at least one NRW event each year and register all our NRW events on Reconciliation Australia's NRW website.
	e. Raise awareness of the activities and events organised by the City to celebrate days of significance.



CULTURAL YARNING AT THE RISE

Responsibility	Timeframe		
	2021/22	2022/23	Budget
Manager Community Development Community Engagement Advisor	-	March 2023	\$3,000
Manager Community Development	May 2022	May 2023	Operational
Manager Community Development	May 2022	May 2023	Operational
Manager Community Development Executive Leadership Team Manager People, Culture and Safety	May 2022	May 2023	Operational
Manager Community Development	May 2022	May 2023	5,000 pa
Principal Marketing and Communications Manager Community Development	May 2022	May 2023	Operational



Relationships continued

Action	Deliverable
3. Promote reconciliation through our sphere of influence.	a. Implement strategies to engage our staff in reconciliation through; <ul style="list-style-type: none"> i. Host a lunch and learn session for staff focused on the four pillars of the RAP ii. Join the Reconciliation Film Club and host one annual reconciliation film screening iii. Create a 'reconciliation tool kit' for staff to refer to including references to films, books, podcasts and resources
	b. Prepare a communication plan to promote the achievements, milestones and events of the City's Innovate Reconciliation Action Plan including online and traditional media. The Plan will target Noongar radio** as part of its public relations activities.
	c. Engage staff in the launch of the Innovate RAP to encourage conversation (i.e. Showcasing staff responses to actions they will take to progress reconciliation)
	d. Collaborate with external stakeholders to drive reconciliation outcomes. (i.e. schools, community groups, sporting clubs, and other likeminded organisations)
	e. Explore opportunities to positively influence our stakeholders to drive reconciliation outcomes.
4. Promote positive race relations through anti-discrimination strategies.	a. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.
	b. Develop, implement and communicate a City of Bayswater Policy for Reconciliation
	c. Engage with Aboriginal and Torres Strait Islander staff and the Reconciliation Advisory Committee to consult on the City of Bayswater Policy for Reconciliation.
	d. Educate senior leaders on the effects of racism

Responsibility	Timeframe		Budget
	2021/22	2022/23	
Manager Community Development	May 2022	May 2023	Operational
Principal Marketing and Communications Manager Community Development	-	June 2023	\$10,000 ** year two
Manager Community Development	December 2021	-	
Manager Community Development Manager People, Culture and Safety	June 2022	June 2023	\$2,500 pa
Manager Community Development Manager People, Culture and Safety	June 2022	June 2023	Operational
Manager People, Culture and Safety	January 2021	-	Operational
Manager Community Development Community Engagement Advisor	-	July 2022	Operational
Manager Community Development Community Engagement Advisor	March 2022	-	Operational
Manager People, Culture and Safety	May 2022	June 2023	Operational

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.



Action	Deliverable
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	a. Conduct a review of cultural learning needs within our organisation.
	b. Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors and the City's Reconciliation Advisory Committee on the development and implementation of a cultural learning strategy for Elected Members and staff.
	c. Develop, implement and communicate a cultural learning strategy for Elected Members and staff. Add the City's Reconciliation Action Plan to the new employee information pack and investigate options of inclusion in new employee inductions.
	d. Provide opportunities for Reconciliation Advisory Committee members, Elected Members, Youth Advisory Committee members and all City staff to participate in formal and structured cultural learning.
	e. Facilitate training opportunities for community groups and sporting clubs to attend Aboriginal and Torres Strait Islander cultural learning training.
	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)
	g. Support City staff to attend the annual 'Danjoo Koorliny Walking Together Social Impact' events series relevant to local government.



Responsibility	Timeframe		
	2021/22	2022/23	Budget
Manager People, Culture and Safety	February 2022		\$10,000
Manager Community Development Manager People, Culture and Safety	June 2022	June 2023	\$4,000
Manager People, Culture and Safety Manager Community Development		October 2022	Operational
Manager People, Culture and Safety Manager Community Development		October 2022	\$10,000
Manager Community Development	May 2022	May 2023	\$2,000 pa
Manager Community Development Principal Marketing and Communications	June 2022	June 2023	Operational
Manager Community Development	October 2021	October 2022	\$1,500 pa



Respect continued

Action	Deliverable
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	a. Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.
	b. Evaluate and communicate the City's Reconciliation Protocols and Rituals Management Practice.
	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.
	d. Continue to include an Acknowledge of Country or other appropriate protocols at the commencement of important meetings.
	e. Enhance Citizenship Ceremonies to educate new Australians through the delivery of a Welcome to Country and development of a cultural information package
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	a. Reconciliation Advisory Committee to participate in an external NAIDOC Week event.
	b. Review Human Resources policies and procedures to remove barriers to staff participating in NAIDOC Week.
	c. Promote and encourage participation in external NAIDOC events to all staff.
	d. Seek opportunities throughout the year for the City to produce stories in Noongar language and videos in Noongar language to be shared during NAIDOC Week

Responsibility	Timeframe		Budget
	2021/22	2022/23	
Manager Community Development	May 2022	May 2023	Operational
Manager Community Development	May 2022	May 2023	Operational
Manager Community Development	October 2021	October 2022	3,600 pa
Manager Community Development	June 2022	June 2023	Operational
Manager Community Development	June 2022	June 2023	7,200 pa
Manager Community Development	-	July 2022	Operational
Manager People, Culture and Safety	June 2022	June 2023	Operational
Manager Community Development	-	July 2022	Operational
Manager Community Development	June 2022	June 2023	5,000 pa



Respect continued

Action	Deliverable
4. Promote connection to the City's natural and built environment and focus on importance of native fauna	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.
	b. Engage with local Elders and the South West Aboriginal Land and Sea Council who have knowledge in the area of native flora and fauna history, to better inform practices. E.g. Scar trees.
	c. Identify and apply for funding to formally record Aboriginal sacred sites and sites of significance in the City of Bayswater.
	d. Consult local Elders and Aboriginal families and respective Aboriginal organisations to identify community need and prioritisation for the first naming and co-naming of City buildings, places and spaces, in alignment with Landgate's Aboriginal Dual Naming Guidelines, and planned City projects and upgrades.
	e. Review the City's Naming Policy to include dual and renaming to Aboriginal names
5. Promote healing at local sites of significance to promote reconciliation.	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.
	c. Explore and seek funding to establish and facilitate local gatherings to support truth telling conversations at sites of significance

Responsibility	Timeframe		Budget
	2021/22	2022/23	
Manager Sustainability, Environment and Waste Manager Parks and Gardens	June 2022	June 2023	Operational
Manager Sustainability, Environment and Waste Manager Parks and Gardens Community Engagement Advisor	June 2022	June 2023	\$1,000 pa
Manager Community Development Principal Asset and Mapping Services	June 2022	June 2023	\$5,000 pa (with additional funding from external grant opportunities)
Manager Development and Place Manager Community Development	April 2022	June 2023	\$5,000 pa
Manager Development and Place	June 2022	June 2023	Operational
Manager Community Development:	June 2022	June 2023	
Manager Community Development:	June 2022	June 2023	\$5,000
Manager Community Development:	June 2022	June 2023	

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.



Action	Deliverable
1. Appoint a dedicated 50D Reconciliation Community Development Officer or consultant, as required.	a. Appoint a dedicated 50D Reconciliation Community Development Officer or consultant, as required, to assist with the implementation of the City's Innovate RAP 2021-2023.
2. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development within the City's workforce.	a. Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities through the establishment of a diversity champions' internal working group. b. Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy, including peer mentoring. c. Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. d. Engage with external parties, employment agencies and training organisations to effectively reach Aboriginal and Torres Strait Islander stakeholders for employment and work placements e. Review the City's Human Resource and recruitment processes to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. f. Increase the percentage of Aboriginal and Torres Strait Islander peoples within our workforce including; staff employment, school based traineeships and work experience placements. g. Identify opportunities to attract Aboriginal and Torres Strait Islander candidates through recruitment practices and policies.



Responsibility	Timeframe		
	2021/22	2022/23	Budget
Manager Community Development Manager People, Culture and Safety	October 2021	-	\$7,433 pa (funds for an additional 0.1 FTE to existing 0.5 FTE allocation)
Manager People, Culture and Safety Manager Community Development	October 2021	-	Operational
Manager People, Culture and Safety Manager Community Development	March 2022	-	Operational
Manager People, Culture and Safety Manager Community Development	May 2022	-	Operational
Manager People, Culture and Safety	February 2022	January 2023	Operational
Manager People, Culture and Safety	January 2022	-	Operational
Manager People, Culture and Safety With support of all Managers	June 2022	June 2022	Operational
Manager People, Culture and Safety	December 2021	December 2022	Operational



Opportunities continued

Action	Deliverable
3. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	a. Investigate Supply Nation membership
	b. Utilise and communicate the Aboriginal Business Directory to increase supplier procurement.
	c. Implement a new Contract Management System, which will give the City greater reporting capability to help identify the participation rates of Aboriginal and Torres Strait Islander businesses.
	d. Increase the number of commercial relationships with Aboriginal and Torres Strait Islander businesses.
	e. Encourage and support Aboriginal and Torres Strait Islander community groups, clubs, and businesses to apply for community grant funding to deliver programs in the City of Bayswater.



Responsibility	Timeframe		Budget
	2021/22	2022/23	
Manager Governance and Strategy	December 2021	-	-
Manager Governance and Strategy	January 2022	-	Operational
Manager Governance and Strategy	March 2022	-	Operational
Manager Governance and Strategy	June 2022	June 2023	Operational
Manager Community Development	June 2022	June 2023	Operational

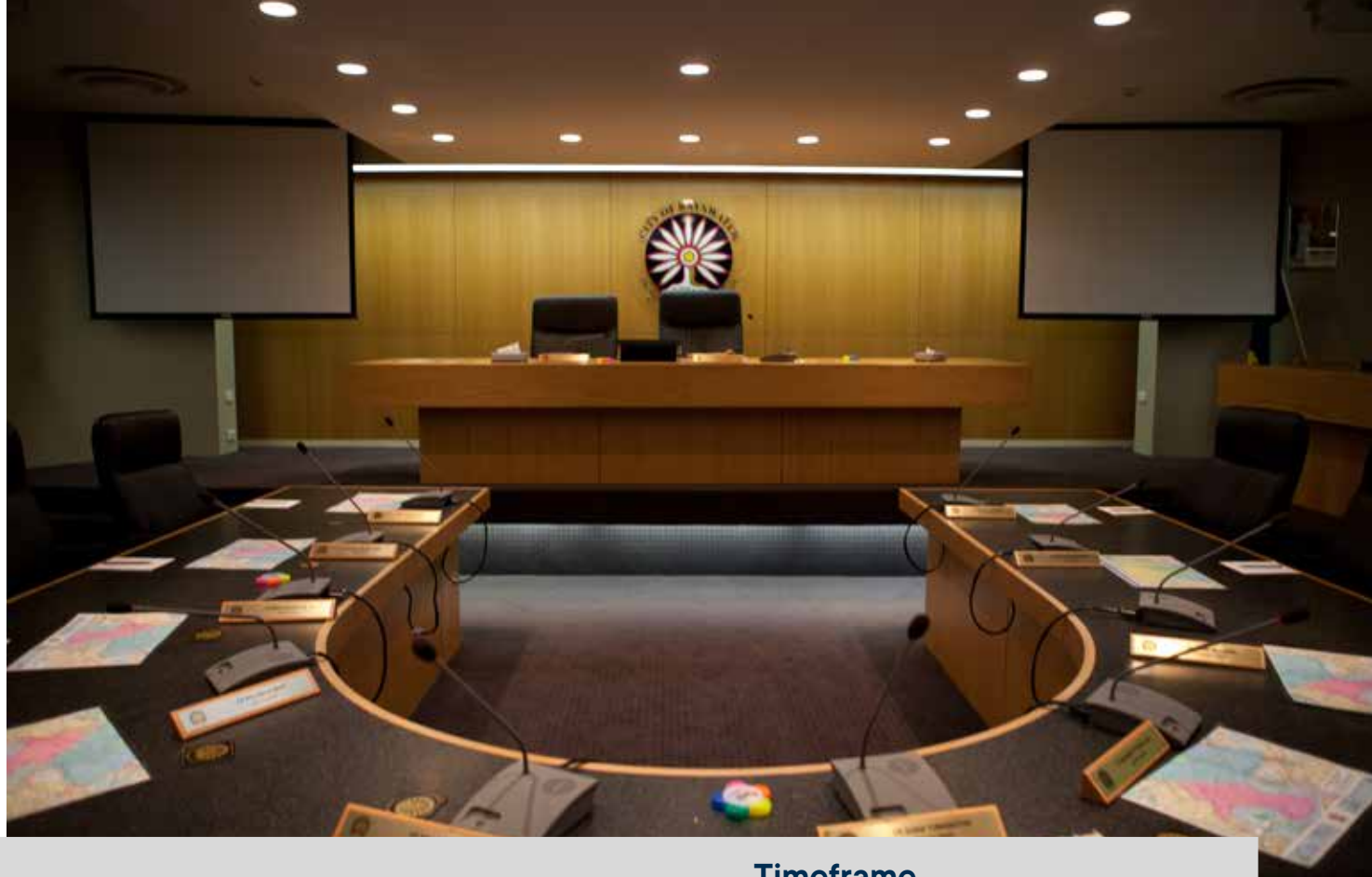


Governance



The City of Bayswater has an established governance structure, including a Reconciliation Advisory Committee with Aboriginal and/or Torres Strait Islander 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.

Action	Deliverable
1. Establish and maintain an effective Reconciliation Advisory Committee to drive governance of the RAP.	a. Maintain Aboriginal and Torres Strait Islander representation on the Reconciliation Advisory Committee.
	b. Establish and apply a Terms of Reference for the Reconciliation Advisory Committee.
	c. The Reconciliation Advisory Committee to meet at least four times per year to drive and monitor RAP implementation.
2. Provide appropriate support for effective implementation of RAP commitments.	a. Define resource needs for RAP implementation.
	b. Engage our senior leaders and other staff in the delivery of RAP commitments.
	c. Define and maintain appropriate systems to track, measure and report on RAP commitments.
	d. Appoint and maintain RAP champions from within the organisation, including representatives from senior management.



Responsibility	Timeframe		
	2021/22	2022/23	Budget
Manager Community Development	March 2022	July 2023	Operational
Manager Community Development	November 2021	-	Operational
Manager Community Development	July 2022	July 2023	Operational
Manager Community Development	February 2022	February 2023	Operational
Manager Community Development Manager People, Culture and Safety	June 2022	June 2023	Operational
Manager Community Development	October 2021	September 2022	Operational
Manager Community Development Director Community and Development	October 2021	October 2022	Operational



Governance continued

- | | |
|---|---|
| 3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | <ul style="list-style-type: none">a. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. |
| | <ul style="list-style-type: none">b. Report RAP progress to all staff and senior leaders quarterly. |
| | <ul style="list-style-type: none">c. Publicly report our RAP achievements, challenges and learnings, annually. |
| | <ul style="list-style-type: none">d. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. |
| 4. Continue our reconciliation journey by developing our next RAP. | <ul style="list-style-type: none">a. Register via Reconciliation Australia's website to begin developing our next Reconciliation Action Plan- Stretch |



Manager Community Development	September 2022	September 2023	Operational
Manager Community Development	October 2021 December 2021 March 2022 June 2022	September 2022 December 2022 March 2023 June 2023	Operational
Principal Marketing and Communications Manager Community Development	June 2022	June 2023	Operational
Manager Community Development	April 2022	-	\$3,000
Manager Community Development	-	January 2023	

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