

Agenda

Reconciliation Advisory Committee

14 June 2022

Notice of Meeting

The next Reconciliation Advisory Committee will take place in the Embleton Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on **Tuesday 14 June 2022** commencing at **5:00 pm**.

Yours sincerely



CLIFF FREWING
CHIEF EXECUTIVE OFFICER

9 June 2022

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1 ELECTION OF CHAIRPERSON

In accordance with section 5.12 of the *Local Government Act 1995* the members of the Committee are to elect a chairperson (presiding member) from amongst themselves.

2 OFFICIAL OPENING

3 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.

4 ATTENDANCE

Members

Cr Giorgia Johnson
Cr Dan Bull
Cr Sally Palmer
Cr Josh Eveson
Betty Garlett
Alisha Roberts
Peter Phillips
May McGuire
Liz Narkle
Vaughn McGuire
Dorothy Bagshaw

Non-Voting Members

Des Abel	Director Community and Development
Julie-Ann Gray	Manager Community Development
Leanne McDonagh	Community Development Officer
Michele Fletcher	Coordinator Community Development

Observers

Cr Filomena Piffaretti, Mayor

Press -
Public -

Leave of Absence

Nil.

4.1 Apologies**4.2 Approved Leave Of Absence**

Nil.

5 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.

6 DELEGATED AUTHORITY BY COUNCIL

In accordance with section 5.23(1)(b) of the *Local Government Act 1995* the Reconciliation Advisory Committee has delegated authority, as approved by Council, to make decisions relating to the implementation of the actions contained within the City's Reconciliation Action Plan documentation and as included in the approved City annual budget.

This meeting is open to the public.

7 TERMS OF REFERENCE

TERMS OF REFERENCE Reconciliation Advisory Committee	
Purpose:	The purpose of the Committee is to develop and monitor 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.
Elected Members membership:	Four Elected Members (one representative per ward) *. *minimum three required under legislation
External Members membership:	Up to seven community members who satisfy one or more of the following criteria: <ul style="list-style-type: none"> 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.
Role of Representatives:	The roles and responsibilities of the City of Bayswater representatives on this Committee are: <ul style="list-style-type: none"> Member in own right; and Spokesperson for City of Bayswater.

Non-Voting Members:	<ul style="list-style-type: none">• Director Community and Development;• Manager Community Development; and• Community Development Officer – Reconciliation
Delegated Authority:	The Reconciliation Advisory Committee has delegated authority, as approved by Council, to make decisions relating to the implementation of the actions contained within the City's RAP documentation and as included in the approved City annual budget.
Meetings:	Committee meetings are to be in accordance with the <i>City of Bayswater</i> <ul style="list-style-type: none">• <i>Standing Orders Local Law 2021</i>.
Meeting occurrence:	As required
Day of Meeting:	When suitable
Time of Meeting:	When suitable
Location of Meeting:	City of Bayswater, Civic Centre, 61 Broun Avenue, Morley WA 6062
Liaison Officer:	Director Community and Development or nominated officer

The Committee to review their terms of reference and recommend any changes that are considered necessary.

8 CONFIRMATION OF MINUTES

Nil.

9 PRESENTATIONS

9.1 Presentations

9.1.1 Draft Design Under Redcliffe Bridge Community Activation

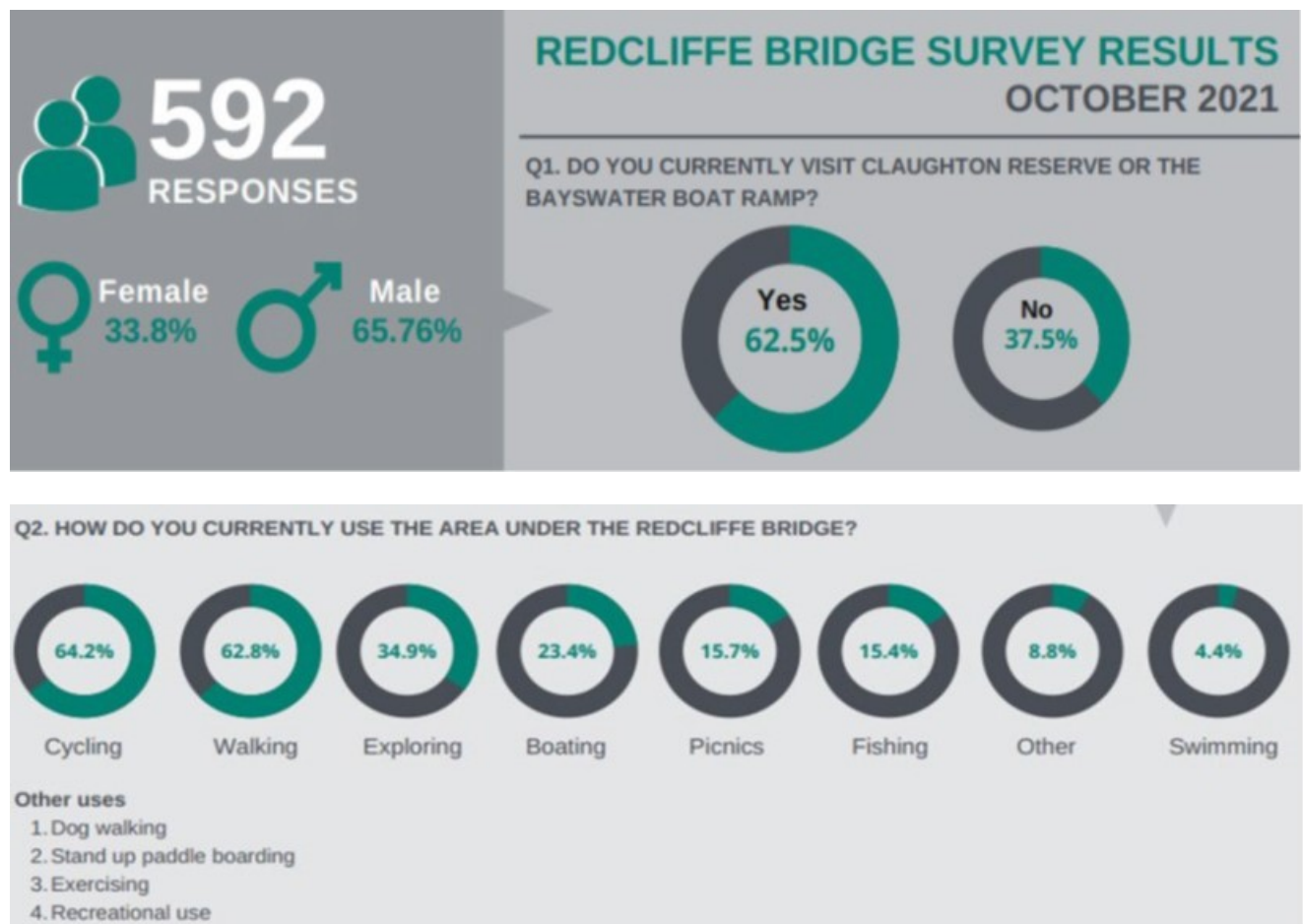
Dirk Baumgartel and David Wheeler from the Tonkin Gap Alliance (TGA) will be in attendance to present to the Reconciliation Advisory Committee on the community activation under the Redcliffe Bridge.

Construction is well underway on the new Redcliffe Bridge in Bayswater. A key component of the work includes bridge span replacements and additional spans being added to widen the bridge structure. The bridge carries the Tonkin Highway over the Swan River and is connected with a network of shared pathways with links to Bayswater, Morley, Bassendean, Belmont and beyond.

The project is led by TGA, on behalf of Main Roads Western Australia (MRWA), and will be delivered by a range of stakeholders.

In conjunction with the work and in recognition of appropriate community amenity, consideration has been given to what community facilities might be developed in and around the site, and in this instance, under the bridge in order to activate any redeveloped space.

In October 2021, MRWA commenced engagement with the community and stakeholders with a range of key questions regarding the area and surrounding amenity.





Suggestions from stakeholders and the community have so far included elements such as a pump track, fishing platform, nature walks and shared path facilities.

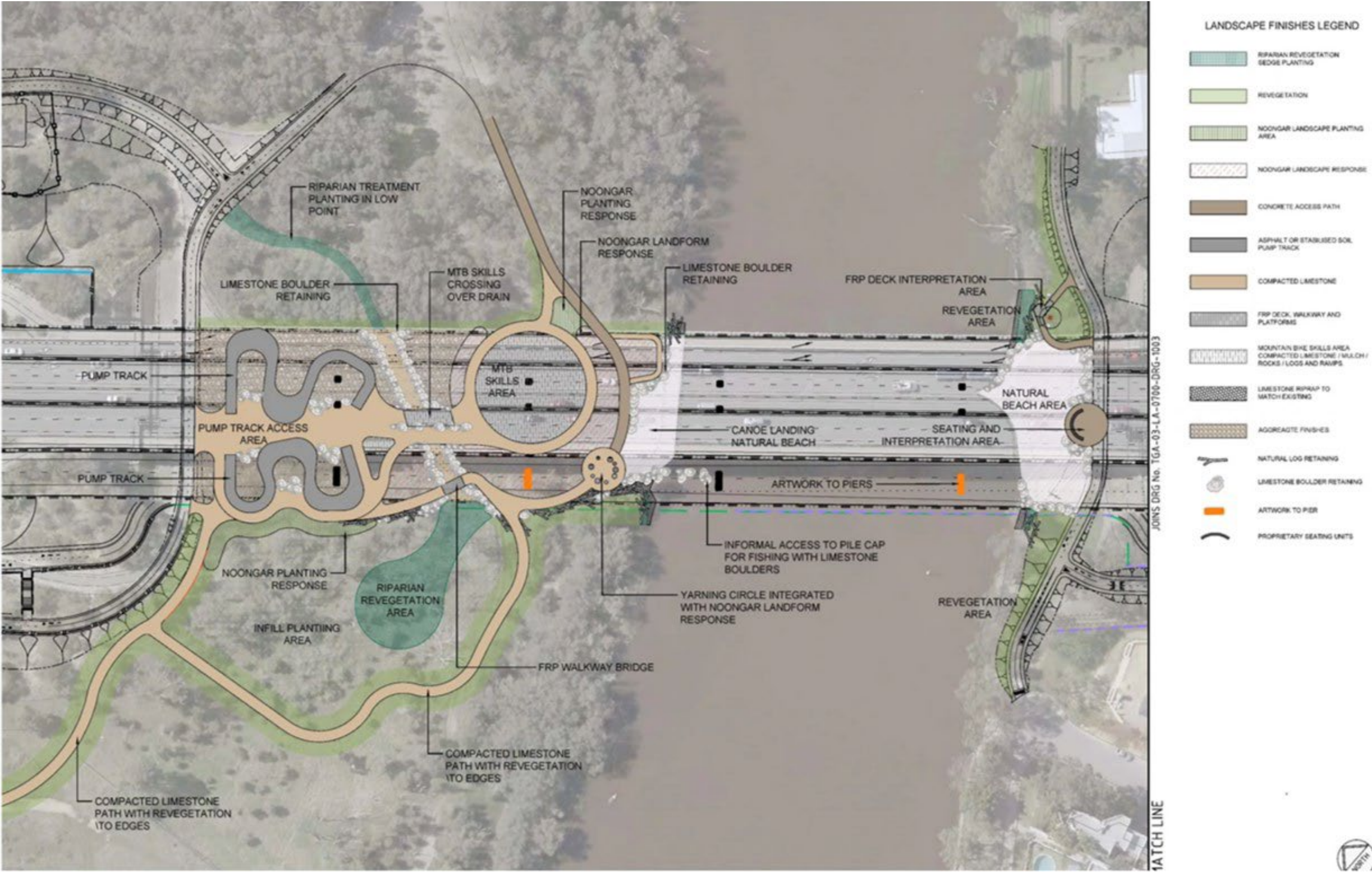
As such, the below draft plan to activate the area under the Redcliff Bridge has been developed.

The plan as detailed in **Attachment 1**:

- Connects with the existing shared path network;
- Provides a pump track and mountain bike skills area;
- Allows for Noongar and Native planting incorporating a riparian vegetation area; and
- Provides walkways and yarning/meeting points.

The area will be constructed by TGA and become a community asset of the City of Bayswater.

Accordingly, TGA welcomes the input of the Reconciliation Advisory Committee on the draft design.



9.1.2 Location of Wind Telephone at Claughton Reserve, Bayswater

Outcome:

A member of the public wishes to present to the Reconciliation Advisory Committee, about an item that was previously resolved by Council, in relation to the appropriate positioning of the installation of a 'wind telephone' at Claughton Reserve, Bayswater. The proponent will present the proposal with the aim to find an agreed suitable location within the reserve.

Background

The City was contacted by a member of the public (proponent) requesting that Council considers granting permission to them to provide a 'wind telephone' within Claughton Reserve for their family and others to use who wish to talk to a loved one who has passed away. As this is a relatively new concept, officers sought further information about the concept and it was described as below:

"The wind phone (kaze no denwa) is an unconnected telephone booth in Ōtsuchi, Iwate Prefecture, Japan, where visitors can hold one-way conversations with deceased loved ones. Initially created by garden designer, Itaru Sasaki in 2010, to help him cope with his cousin's death. It was opened to the public in the following year after the 2011 Tōhoku earthquake and tsunami that killed over 15,000 people in the Tōhoku region. A number of replicas have been constructed around the world, and it has served as the inspiration for several novels and films."



Image 1: Location (Tree) proposed by proponent



Image 2: Example of the Wind Telephone concept

The proponent is providing a wind telephone that they have constructed from timber proposed for installation at Claughton Reserve, Maylands in a location as agreed.

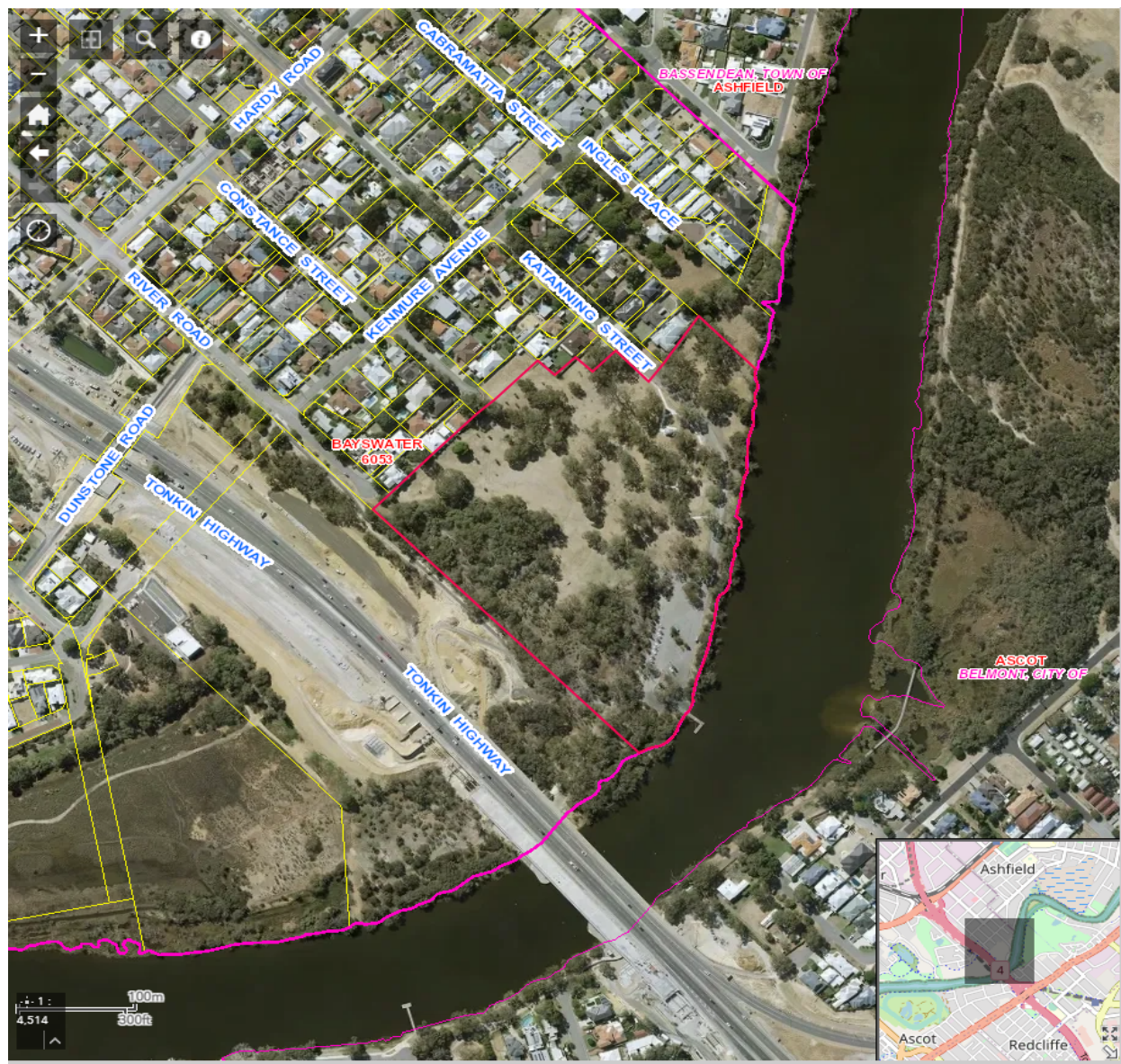


Image 3: Cloughton Reserve aerial map showing boundary outline in red.

The City has a policy approved by Council which addresses memorials in public places, but it specifically refers to the provision of memorial seats. As the wind telephone is not a memorial to any particular person(s), officers were unable to assess this request in accordance with the City's policy.

The request was therefore presented to the Ordinary Council Meeting held on 22 February 2022, and Council resolved as follows:

"That Council:

- 1. Authorises the Chief Executive Officer to permit the proponent to install a wind telephone at Cloughton Reserve to City specifications using a suitably insured contractor, and to engage with the relevant First Nations Australians to determine appropriate positioning of the installation;*
- 2. Authorises the Chief Executive Officer to advise the proponent that the installation would be their responsibility to maintain in good working order, and replace should vandalism occur;*
- 3. Notes should the installation not be kept in good order it will be removed by the City."*

In relation to limb 1 of Council's resolution, officers are required to "...engage with the relevant First Nations Australians to determine appropriate positioning of the installation;"

The City has an established relationship with the Whadjuk people of the Noongar Nation who are the traditional custodians of the place/land adjacent to the Swan River (Derbarl Yerrigan) within the City of Bayswater. It was therefore suggested that the proponent, through the City, would engage with the Whadjuk Elders on this matter.

(Please note: the wording of the word "Whadjuk" can be alternatively worded depending on what region the person comes from i.e. the spelling "Wadjuk" is also used).

The proponent had previously engaged with a local Elder, May McGuire, after the item went to Council, requesting advice on the location, with the feedback indicating that area surrounding the site is of Aboriginal significance. The proponent has then sought further consultation through a presentation to the Reconciliation Advisory Committee, with the aim of agreeing on the location for the wind telephone in Claughton Reserve.

Community and Stakeholder Engagement

As the Council item referred to engaging with the relevant First Nation Australians, the proponent has agreed to present this item at the Reconciliation Advisory Committee to consult with members of the committee about the most suitable location in Claughton Reserve to install the wind telephone.

Key Points:

Following the discussion with Elder May McGuire, this matter is being presented to the Reconciliation Advisory Committee for feedback on the positioning of the wind telephone at Claughton Reserve.

The Committee comprises Councillors, and community members who identify as persons of Aboriginal and/or Torres Strait Islander descent, and they provide advice to the City on all matters that affect Aboriginal people within the community.

9.2 Deputations

10 REPORTS

10.1 Innovate Reconciliation Action Plan - Progress Report

Responsible Branch:	Community Development
Responsible Directorate:	Community and Development
Authority/Discretion:	Executive/Strategic
Voting Requirement:	Simple Majority Required
Attachments:	1. Information Reports [10.1.1 - 34 pages]
Refer:	Item 10.4.6: OCM 22.03.22 Item 10.2.10.6: OCM 26.10.21 Item 8.1: RAC 01.09.2021 Item 10.6.5: OCM 23.03.2021

SUMMARY

For Committee to note the City's Innovate Reconciliation Action Plan October 2021 - October 2023 deliverables that have been actioned between October 2021 and May 2022, as detailed in **Attachment 1** to this report.

OFFICER'S RECOMMENDATION

That Committee notes the information provided in this report regarding the progress of the City's Innovate Reconciliation Action Plan (2021-2023), from October 2021 to May 2022, as detailed in Attachment 1 to this report.

BACKGROUND

The Reconciliation Advisory Committee (RAC) Terms of Reference, is to develop and monitor implementation of the Reconciliation Action Plan (RAP) 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. 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 October 2021 to May 2022 that support the City's Innovate Reconciliation Action Plan October 2021- October 2023 (Innovate RAP).

EXTERNAL CONSULTATION

Community consultation was not required for this report.

OFFICER'S COMMENTS

The Council endorsed the City's draft Innovate RAP in March 2021. The plan was then officially accredited by Reconciliation Australia on 25 November 2021.

The Innovate RAP commitments listed within the Plan will support the City to gain a deeper understanding of our 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 Reconciliation Advisory Committee (RAC) at each scheduled meeting.

In the 2021/22 financial year budget, the allocation of municipal funds to implement the Innovate RAP October 2021 – October 2023 was adopted by Council.

Various City branches, whose core business relates to progressing deliverables within the Innovate RAP have contributed to inform the information update reports as contained in **Attachment 1**.

The 24 information reports that have been progressed from October 2021 to May 2022, 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.	1-6
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.	7-18
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.	19-21
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.	22-24

LEGISLATIVE COMPLIANCE

Not applicable

RISK ASSESSMENT

In accordance with the City's Risk Management Framework, the officer's recommendation has been assessed against the City's adopted risk tolerance. Comments are provided against each of the risk categories.

Officer's Recommendation	That Committee notes the information provided in this report regarding the progress of the City's Innovate Reconciliation Action Plan (2021-2023), from October 2021 – May 2022, as detailed in Attachment 1 to this report.	
Risk Category	Adopted Risk Appetite	Risk Assessment Outcome
Strategic Direction	Moderate	Low
Reputation	Low	Low
Governance	Low	Low
Community and Stakeholder	Moderate	Low
Financial Management	Low	Low
Environmental Responsibility	Low	Low
Service Delivery	Low	Low
Organisational Health and Safety	Low	Low

Conclusion	It is considered that there are low risks associated with the information provided in this report, as it meets the objective of the City's Innovate Reconciliation Action Plan October 2021-October 2023 and the information will be used to inform the City's annual RAP Impact Measurement Questionnaire to Reconciliation Australia to be submitted by 30 September 2022.
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FINANCIAL IMPLICATIONS

The following financial implications are applicable:

Item 1: Implementation of the City's Innovate Reconciliation Action Plan October 2021-October 2022

Asset Category: Not applicable **Source of Funds:** Municipal

LTFP Impacts: Not itemised in the City's Long Term Financial Plan

Notes: The budget amount listed in the table below was adopted by Council at the Ordinary Council Meeting 23 March 2021. The budget listed is reflective of the 2021/22 adopted annual operational budget to implement the City's Innovate RAP strategies in 2021/22.

ITEM NO.	CAPITAL / UPFRONT COSTS (\$)	ONGOING COSTS (\$) ANNUAL		INCOME (\$)	ASSET LIFE (YEARS)	WHOLE OF LIFE COSTS (\$)	CURRENT BUDGET (\$)
		MATERIALS & CONTRACT	STAFFING				
1	\$47,933 for year one (2021-2022)		0.1 additional FTE to the City's current 0.5 FTE allocation (Reconciliation Community Development Officer or contractor) – additional \$7,433 per annum for two years	N/A	N/A	N/A	\$55,366 for year one (2021-2022) including additional 0.1 FTE

STRATEGIC IMPLICATIONS

In accordance with the City of Bayswater Strategic Community Plan 2021-2031, the following applies:

Theme: Community

Goal C1: Create safe and inviting places for people to come together.

Goal C2: Celebrate multiculturalism, arts and culture by supporting local events and initiatives.

Goal C4: Empower the community by helping them develop social connections.

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.

CONCLUSION

In light of the above, it is recommended that Council notes the information contained within this report and in **Attachment 1**.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT October 2021 to May 2022	
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	(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; and (d) Organise at least one NRW event each year and register all our NRW events on Reconciliation Australia's NRW website.
INFORMATION	<p>A memorandum was prepared and disseminated to Councillors, CEO, Directors and Managers informing of the National Reconciliation Week (NRW) theme "Be Brave. Make Change" and on overview of initiatives that will be delivered between 27 May and 3 June 2022 to increase staff and community awareness. This includes:</p> <ul style="list-style-type: none"> Reconciliation WA's National Reconciliation Week Virtual Breakfast (27 May); NITV/SBS Reconciliation film "<i>Living Black Episode: 'Patrick Dodson – Father of Reconciliation'</i>" (27 May – 3 June); and Department of Local Government, Sport and Cultural Industries National Reconciliation Week Banners Project entitled <i>Karlamilyi – My Mother's Country</i> (27 May – 3 June). <p>In addition, the City hosted two Aboriginal Cultural Awareness and Knowledge staff training sessions through provider Auspire Training on 30 May 2022.</p> <p>The City of Bayswater National Reconciliation event information has been shared with Reconciliation Advisory Committee Members. Refer to Image 1.</p> <p>All City of Bayswater NRW events have been registered with Reconciliation Australia.</p>
OUTCOMES	An evaluation survey will be distributed to stakeholders participating in the National Reconciliation Week program. An Information Report providing a summary of those findings will be presented at the next scheduled Reconciliation Advisory Committee meeting.

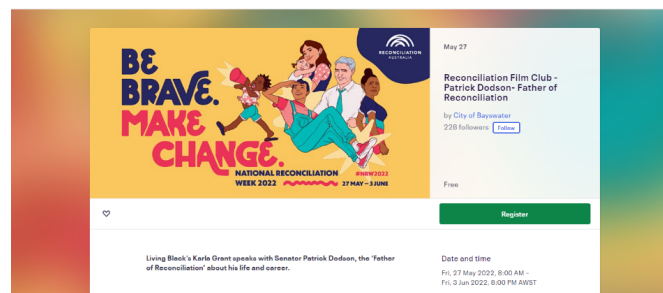
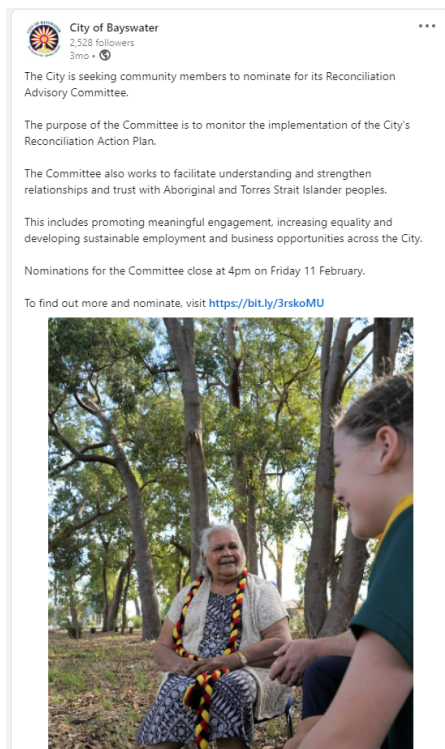


Image 1: - Eventbrite – Be Brave, Make Change

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Principal Communications and Marketing
BRANCH	Communications and Marketing
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 organised by the City to celebrate days of significance.
INFORMATION	<p>A communication and marketing plan was developed to promote NAIDOC Week that included the use of a variety of media platforms including; Facebook, the City of Bayswater You Tube channel. Examples are listed below:</p> <p>Social media posts</p> <ul style="list-style-type: none"> • Reconciliation Advisory Committee nominations • NAIDOC Week 2021 rescheduled event • NAIDOC event 2021 images • Postponed NAIDOC event • Promotion of National Reconciliation Week to the community <p>Videos</p> <ul style="list-style-type: none"> • Baigup Biidii - Path to Place of Rushes Feb 2021 https://www.youtube.com/watch?v=7VBD0Sea9hE • Carol Foley - Sharing stories, building community June 2021 https://www.youtube.com/watch?v=AncdXtY1GMYY • Share Culture - Heal Country – NAIDOC 2021 https://www.facebook.com/watch/?v=945845486148227 • Maylands Waterland Smoking Ceremony https://www.facebook.com/watch/?v=304088621418387 • National Reconciliation Week 2021 https://www.facebook.com/watch/?v=1135372783611993 <p>Events</p> <ul style="list-style-type: none"> • Multiple Noongar Boodjar Language and Culture Workshops • NAIDOC Week 2021
OUTCOMES	<p>The NAIDOC Communications and Marketing Plan outputs reached 2,228 people and had 92 responses. Refer to Images 1 to 7.</p> <p>The Communication and Marketing Plan for November included the promoted the Noongar Boodjar Language and Cultural Workshop, and this reached 811 people and had seven responses.</p> <p>Reconciliation Advisory Committee Expressions of Interest Engage Bayswater online Nominations visitor statistics:</p> <ul style="list-style-type: none"> • 193 visitors aware • 26 visitors informed • 2 visitors engaged



Images 1 and 2: - Reconciliation Advisory Committee Nominations.



Image3-4: - NAIDOC Events 2021 Rescheduled.

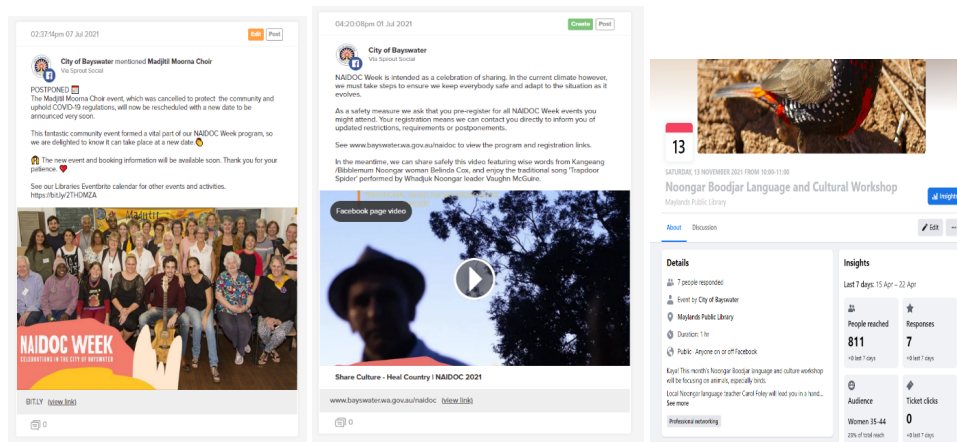


Image 5 and 6: - NAIDOC Events 2021 Postponement Notification and NAIDOC Events 2021.



Image 7: - NAIDOC Week reach

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Relationships
ACTION	3. Promote reconciliation through our sphere of influence
DELIVERABLE	(a) Implement strategies to engage our staff in reconciliation through; <ul style="list-style-type: none"> i. Host a Staff RAP lunch and learn information session for staff focussed on the four pillars of the RAP; (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).
INFORMATION	<p>An Innovate RAP Information Session information session was delivered to City staff on 14 February 2022 to build awareness about the four pillars of reconciliation (Relationships, Respect, Opportunities, and Governance), and the key deliverables of the City's Innovate RAP.</p> <p>The scheduling of the information session was aligned to recognise the Anniversary of the National Apology to the Stolen Generations (made by then Prime Minister Kevin Rudd on 13 February 2008). The Information Session also served as a 'soft launch' of the Innovate RAP to City staff.</p>
OUTCOMES	<p>37 staff registered to attend information session. Due to COVID-19 a number of staff were working from home, with 15 people were in actual attendance. The session was livestreamed via zoom and recorded. Refer to Image 1.</p> <p>Qualitative feedback received was that session was informative and acknowledged the work of the different directorates progressing reconciliation deliverables.</p>



Image 1: - Innovate RAP Lunchtime Information Session – 14 February 2022

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Relationships
ACTION	3. Promote reconciliation through our sphere of influence.
DELIVERABLE	(a)(ii) Join the Reconciliation Film Club and host one annual reconciliation film screening.
INFORMATION	<p>Hosted by SBS, the Reconciliation Film Club is an online platform that supports organisations to host screenings of a curated selection of Indigenous documentaries from Australia's leading Indigenous filmmakers.</p> <p>Hosting a Reconciliation Film Club screening was an opportunity to bring people together to develop a deeper understanding of Aboriginal and Torres Strait Islander perspectives, histories and cultures, and to ignite conversation and spark change. It is also a platform to engage staff in an organisation's RAP plan. There was no membership fee required to host a screening of a film.</p>
OUTCOMES	<p>As part of National Reconciliation Week 2022, the City booked a screening of Reconciliation Film Club Documentary <i>Living Black Episode: 'Patrick Dodson – Father of Reconciliation'</i>. Refer to Image 1.</p> <p>The <i>Living Black Episode: 'Patrick Dodson – Father of Reconciliation'</i> documentary will be promoted to City staff and community through Eventbrite and the City's social media platforms. There were 200 Eventbrite online tickets available.</p>

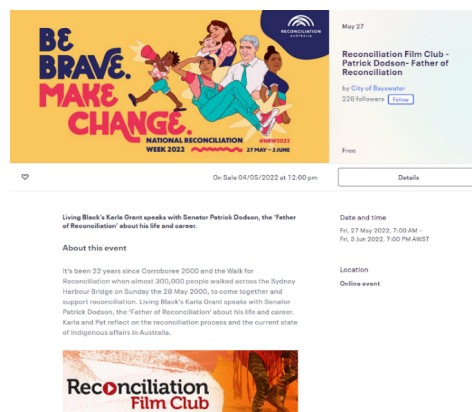


Image 1: - Eventbrite – Reconciliation Film Club - Living Black Episode: 'Patrick Dodson – Father of Reconciliation'.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Relationships
ACTION	3. Promote reconciliation through our sphere of influence.
DELIVERABLE	<p>(d) Collaborate with external stakeholders to drive reconciliation outcomes (i.e. schools, community groups, sporting clubs, and other likeminded organisations).</p> <p>(e) Explore opportunities to positively influence our stakeholders to drive reconciliation outcomes.</p>
INFORMATION	<p>The City scheduled a Community UpSkillers Cultural Competence training workshop to be facilitated by Evolve Events on 30 May during National Reconciliation Week 2022.</p> <p>The two workshops were promoted through the City of Bayswater website with tickets available on Eventbrite. The City has promoted the workshop to external stakeholders including; schools, community groups and sporting clubs through social media channels, the Club Connections e-newsletter, Community UpSkillers posters disseminated throughout the City and via direct email. This event sold out in May 2022. Refer to Image 1.</p>
OUTCOMES	An Information Report on the extent of community participation will be reported to the Reconciliation Advisory Committee at the next scheduled meeting.



Image 1: - Community UpSkillers Poster.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Relationships
ACTION	3. Promote positive race relations through anti-discrimination strategies.
DELIVERABLE	(a) Educate senior leaders on the effects of racism
INFORMATION	<p>An Aboriginal Culture Awareness and Knowledge workshop facilitated by Auspire was held for staff on 30 May 2022.</p> <p>The Aboriginal Culture Awareness and Knowledge workshops covered topics including; unconscious bias, diversity within Aboriginal culture, key cultural protocols and effects of colonisation, and dispossession including the effects of racism.</p> <p>Anecdotal feedback from some attendees indicated that the session was very worthwhile in meeting the strategy during reconciliation week to promote positive race relations, compassion and understanding of race discrimination.</p> <p>An evaluation report will be prepared by the training organisation to demonstrate effectiveness of cultural training. This was not completed at the time of writing this report.</p>
OUTCOMES	There were 37 staff and 1 councillor who participated in the cultural training. A full Information Report will be provided to the next scheduled Reconciliation Advisory Committee.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Community Development
BRANCH	Project 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	(e) Facilitate training opportunities for community groups and sporting clubs to attend Aboriginal and Torres Strait Islander cultural learning training
INFORMATION	<p>The City of Bayswater Community UpSkillers training program was offered free for the Cultural Competence Training to encourage members of community groups, sporting clubs and local residents to attend. The workshop was facilitated by Evolve Events and was scheduled to coincide and be delivered during National Reconciliation Week on 30 May (6-8pm) online via Zoom. This is sold out.</p> <p>The workshop aims to develop an awareness and sensitivity, while providing practical skills for clubs and community groups to be culturally welcoming and inclusive and culturally safe for Aboriginal people. Refer to Image 1.</p> <p>Topics covered will include: understanding cultural safety, Aboriginal culture, Impact of colonisation, inclusive practices, building trust and welcoming workplaces and services.</p>
OUTCOMES	An Information Report will be provided to the next scheduled Reconciliation Advisory Committee providing summary of participation.

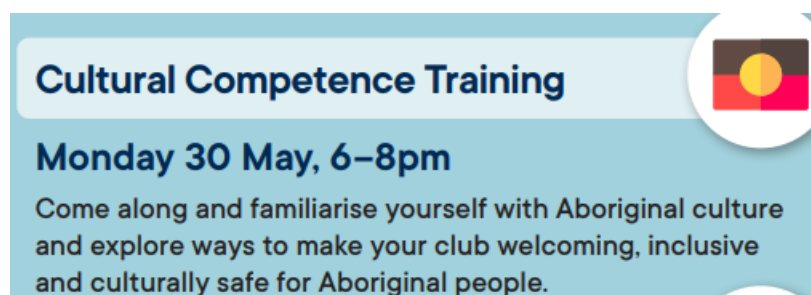


Image 1: - City of Bayswater Community UpSkillers [extract from poster]

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
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	(e) 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 METRONET's Gnarla Biddi (Our Pathways) Strategy to acknowledge the traditional and ongoing connection of Noongar people to Country, METRONET in partnership with the City of Bayswater, delivered a presentation on the Noongar place names for the new Bayswater and Morley Stations on 13 October 2021.</p> <p>With support from the City, METRONET engaged with Aboriginal consultants to work with a METRONET Noongar Reference Group to identify and recognise Noongar place names and their meanings or associated narratives for use on METRONET projects.</p> <p>As each place name and its meaning is understood, they will be considered for inclusion at stations in public art, architecture, landscaping, structural design, materials and finishes and interpretative signage. More information is available on the METRONET website in the document entitled <i>Recognising Noongar Place Names fact sheet</i>.</p> <p>The Noongar Place names and meanings for Bayswater and Morley train stations were as follows:</p> <ul style="list-style-type: none"> • <u>Bayswater Train Station</u>: Biraliny - Meaning/narrative: 'the track to where the meriny (food) is located'. • <u>Morley Train Station</u>: Weeip - Meaning/narrative: A leader, Birdiyia (leader) of the Upper Swan Region'
OUTCOMES	Further information can be found online in the publication entitled METRONET East Bayswater Project Area Strategy (July 2021) Refer to Image 1.

3.4.2 Historical and Social Context

The Project Area is within the traditional lands of the Noongar people. Bayswater is found within the region of the Whadjuk dialectical groups. The Project Area is within the traditional lands of the Noongar people with Bayswater being found within the region of the Whadjuk dialectical groups.

In *Aboriginal Perth: Bibbulmun Biographies and Legends*, the Noongar name for Bayswater is Beeralain. Early documentation for this place name includes articles written by Daisy Bates, who in 1909 wrote about life-long stories she had learnt from Noongar people, including those from Fanny Balbuk, who shared with Bates stories of her uncle Nyoongaitch, identifying him as the custodian of the area **Beeralain**.⁴ 'Beeralain' is now spelled 'Biraliny' on the advice of the METRONET Noongar Reference Group). **NB: At the time of writing the Noongar place name is currently under review by the METRONET Office and METRONET Noongar Reference Group and may be amended in consultation with stakeholders.**

Image 1: - Excerpt from METRONET East Bayswater Project Area Strategy July 2021(pages 9-11).

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
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) In collaboration with Whadjuk Noongar people, provide internal and external opportunities to learn 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 City provided a variety of opportunities for the community to learn about Noongar language and culture, including:</p> <ul style="list-style-type: none"> • School Holiday Activity – Noongarts and Crafts with Belinda Cox 16 July 2021, Morley Library <p>12 children and eight adults participated in this interactive workshop presented by Belinda Cox to learn about Noongar people, their cultural practices and way of life. Participants were able to explore and touch traditional artefacts, learn songs in language, create traditional craft and even got the chance to throw a spear. Refer to Image 1.</p> <ul style="list-style-type: none"> • Bayswater Bilbies Reading Club Launch, Tuesday 5 October 2021, Maylands Library <p>Families attending the Bayswater Bilbies Reading Club launch were treated to a performance from the Madjitil Moorna choir. The choir performed a mixture of songs in English and Noongar and the audience were given the chance to learn the words and actions to the songs. There were 100 people in attendance at the event. Refer to Image 2.</p> <ul style="list-style-type: none"> • Noongar Culture and Language Workshops Monthly at Maylands Library <p>These recurring workshops provide participants with an opportunity to learn about various aspects of Noongar language and culture, with a different theme for each month. Examples of themes explored in 2021/22 include the six Noongar seasons, birds and animals, and bush tucker. At the end of May 2022, seven workshops had been held, with a total of 99 participants.</p>
OUTCOMES	As of the end of May, a total of 219 people participated in all activities to learn about Noongar language and culture at Library events.



Image 1: - Noongarts and Crafts with Kangeang/Bibblemun yorga Belinda Cox from Djirrily Dreaming.

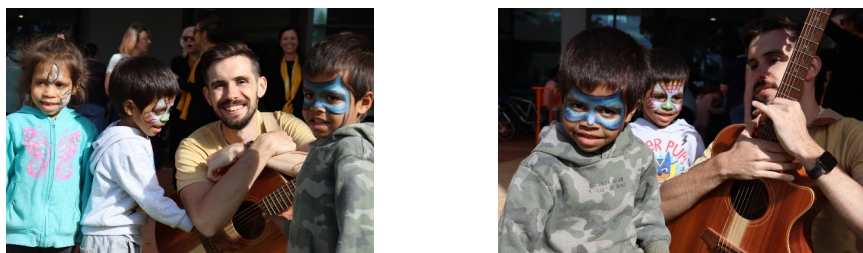


Image 2: Bayswater Bilby Reading Club launch with Madjitil Moorna choir.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
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) Support City staff to attend the annual 'Danjoo Koorliny Walking Together Social Impact' event series relevant to local government.
INFORMATION	<p>Danjoo Koorliny Walking Together Towards 2029 (Danjoo Koorliny) and Beyond Social Impact Festival, now in its third year, took place in the Noongar season of Kambarang (October and November) the season of birth, with over 450 people attending. The annual festival moves its timing to align with the Noongar six season cycle and provides the basis of the Danjoo Koorliny project framework.</p> <p>Danjoo Koorliny is an Aboriginal-led journey towards the 2029 commemoration and recognition of 200 years of colonisation in Western Australia. It is a platform for conversations working towards a movement for systems change for inclusive involvement of all, especially first Australians.</p> <p>Danjoo Koorliny is a movement to bring together the collective knowledge and experiences of people to co-design system change processes to ensure that we are not making mistakes that may have been made in the past or redoing work that has already been done.</p> <p>In Dr Noel Nannup's words, <i>"We have a vision set for the next 10 years, and that is to care for everything. This has been used to describe the narrative and mindset shift that has been set for the journey"</i>.</p>
OUTCOMES	<p>One staff member from Community Development and two staff members from Sustainability and Environment attended the Danjoo Koorliny Walking Together Social Impact Summit in October 2021.</p> <p>Information about Danjoo Koorliny walking together, the team, the journey so far and reflections is available on the website available at: Journey Danjoo Koorliny Walking Together</p>

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
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	<p>(a) Increase the understanding of the purpose of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country</p> <p>(b) Evaluate and communicate the City's Reconciliation Protocols and Rituals Management Practice</p> <p>(c) Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.</p>
INFORMATION	<p>The City developed its internal Management Practice for Reconciliation Rituals and Protocols Management Practice in July 2020. The Management Practice ensures all staff understand the importance of respectfully acknowledging Aboriginal and Torres Strait Islander peoples in business operations through the delivery of culturally appropriate ritual and protocols.</p> <p>The Management Practice for Reconciliation Rituals and Protocols outlines minimum requirements and responsibilities of all City staff who deliver programs, services or events where there is an opportunity to demonstrate respect and acknowledgement of Aboriginal and Torres Strait Islander people.</p>
OUTCOMES	<p>An evaluation of the internal City of Bayswater Reconciliation Rituals and Protocols management practice is scheduled to be implemented in June 2022 in consultation with City staff.</p> <p>The evaluation will aim to determine the effectiveness and practical use of the Management Practice since its implementation and will also identify opportunities for continuous improvement.</p> <p>An Information Report summarising changes made to Version 1 of the Management Practice for Reconciliation Rituals and Protocols reported to the Reconciliation Advisory Committee at the next scheduled Reconciliation Advisory Committee meeting.</p>

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Project Services
BRANCH	Project Services
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	<p>The City conducted a smoking ceremony to bless the site at the commencement of construction at Maylands Waterland in July 2021. The ceremony was led by local Noongar leader Vaughn McGuire. Maylands Waterland is within an area of cultural significance.</p> <p>MG Construction Group is the lead contract for both Maylands Waterland and Wotton Skatepark construction. Waterland is due for completion in May 2022 and Wotton Skatepark construction commenced in April 2022, and concludes August/Sept 2022.</p> <p>MG Group has developed its own RAP and as an organisation is committed to fostering a more inclusive, diverse and accepting culture.</p>
OUTCOMES	In May/June 2022, the City will engage with the local community including local Elders to determine what if any community art could be incorporated to complement the new Wotton Skatepark with construction soon to commence within Wotton Reserve, Embleton.



Image 1: - Vaughn McGuire, Whadjuk Noongar Representative leading the Smoking Ceremony at Maylands Waterland

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
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. (e) Enhance Citizenship Ceremonies to educate new Australians through the delivery of a Welcome to Country and development of a cultural information package.
INFORMATION	The City of Bayswater has implemented a Welcome to Country at all Citizenship Ceremonies, and at four significant events in the City of Bayswater Summer Community Events Calendar as listed below: <ol style="list-style-type: none"> 1. Avon Descent Family Fun day (15 August 2021) 2. Carols By Candlelight (18 December 2021) 3. Community BBQ Breakfast (26 January 2022) A Welcome to Country was planned for the Bayswater Community Concert (5 February 2022), but the event was postponed to next year.
OUTCOMES	A Welcome to Country has been included in all Citizenship Ceremonies to 18 May 2022, aligned with the 2021/22 - Welcome to Country – Event Schedule events which is listed in <u>Attachment 1</u> .



Image 1 – Whadjuk Noongar Representative Vaughn McGuire conducting the Welcome to Country at the Bayswater Community Concert, 12 March 2021.

Attachment 1. 2021/22 - Welcome to Country – Event Schedule

July 2021	August 2021	September 2021	October 2021	November 2021	December 2021
21 July - Citizenship Ceremony	15 Aug - Avon Descent Finish Line - Family Day 2021 18 Aug - Citizenship Ceremony	17 Sept - Citizenship Ceremony	6 Oct - Citizenship Ceremony	17 Nov - Citizenship Ceremony	8 Dec - Citizenship Ceremony 18 Dec - Carols by Candlelight
January 2022	February 2022	March 2022	April 2022	May 2022	June 2022
26 Jan - Citizenship Ceremony 26 Jan - Community BBQ Breakfast	5 Feb - Bayswater Community Concert 16 Feb - Citizenship Ceremony	23 Mar - Citizenship Ceremony	20 Apr - Citizenship Ceremony	18 May - Citizenship Ceremony	22 Jun - Citizenship Ceremony

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
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	(a) Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.
INFORMATION	<p>An Acknowledgement of Country is delivered for all adult programs and events hosted at the Maylands Library.</p> <p>The City intends to ensure this occurs at all adult events and programs hosted at the City's libraries.</p>
OUTCOMES	An Acknowledgement of Country is included in all programs and events for adults. City staff are acknowledging their respect and honouring Aboriginal and Torres Strait Islander peoples.

City of Bayswater																				
Innovate Reconciliation Action Plan 2021-2023																				
INFORMATION UPDATE REPORT																				
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	(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.																			
INFORMATION	<p>The City is committed to celebrating NAIDOC Week and recognise the celebratory activities support the City’s journey of actively promoting reconciliation and improving social and economic outcomes for Aboriginal enterprises. This year’s theme ‘Get Up! Stand Up! Show Up!’</p> <p>The City’s schedule of planned NAIDOC activities are as follows:</p> <table><tr><th>Date/ Time</th><th>Venue</th><th>Description</th></tr><tr><td>5 July 10 - 11am</td><td>Morley Library</td><td>Noongarts and Crafts with Belinda Cox, Djirrily Dreaming</td></tr><tr><td>6 July 6 – 7 pm</td><td>Maylands Library</td><td>Nyitting (Dreaming) Stories with Belinda Cox, Djirrily Dreaming</td></tr><tr><td>8 July 2.30 – 3.30pm</td><td>Lightning Swamp, Noranda</td><td>Biddi Wangkiny Bushwalk with Belinda Cox, Djirrily Dreaming</td></tr><tr><td>9 July 10 – 11am</td><td>Maylands Library</td><td>Noongar Language and Cultural session with Carol Foley</td></tr><tr><td>10 July 9 – 10 am</td><td>Clarkson Reserve, Maylands</td><td>Learn about Smoking Ceremonies and planting day with Barry McGuire</td></tr></table> <p>Consultation with NAIDOC event facilitators to determine if there are opportunities to develop Noongar language videos during NAIDOC Week is still being progressed.</p> <p>The City was successful in its NAIDOC grant application to the National Indigenous Australians Agency to support the delivery of Nyitting Stories event.</p>		Date/ Time	Venue	Description	5 July 10 - 11am	Morley Library	Noongarts and Crafts with Belinda Cox, Djirrily Dreaming	6 July 6 – 7 pm	Maylands Library	Nyitting (Dreaming) Stories with Belinda Cox, Djirrily Dreaming	8 July 2.30 – 3.30pm	Lightning Swamp, Noranda	Biddi Wangkiny Bushwalk with Belinda Cox, Djirrily Dreaming	9 July 10 – 11am	Maylands Library	Noongar Language and Cultural session with Carol Foley	10 July 9 – 10 am	Clarkson Reserve, Maylands	Learn about Smoking Ceremonies and planting day with Barry McGuire
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10 July 9 – 10 am	Clarkson Reserve, Maylands	Learn about Smoking Ceremonies and planting day with Barry McGuire																		
OUTCOMES	An Information Report will be provided to the next scheduled Reconciliation Advisory Committee providing an event summary of participation.																			

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
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 the importance of native fauna
DELIVERABLE	(d) 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 has delivered 15 community planting days during 2021/2022 to plant 30,000 native tube stock. The following endemic native plants include: Eucalyptus species, Banksia species, sedges, WA Christmas Tree (Moodjar), samphires, Grass Trees and Xamia Palm.</p> <p>The City supports the native plants to residents' program, where residents can acquire 10 native plants per household at a heavily subsidised price. In 2021/2022, over 10,000 plants were obtained by the community. The City also offers a Waterwise Greening Program to help residents create their own Waterwise verge gardens. In this program residents can apply for a rebate of up to \$500. to assist in improving their verges with native plant species.</p>
OUTCOMES	<p>During the 2021/2022 planting season, the City planted 90,000 native tube stock at over 30 sites throughout the City including:</p> <ul style="list-style-type: none"> • Lightning Swamp Bushland (Registered Aboriginal Heritage Site) • Bardon Park (Malgamongup) • Maylands Samphires • Arbor Park • Eric Singleton Bird Sanctuary • Gobba Lake • Maylands Lakes • Mcpherson Reserve • Berringa Park • Drainage sites • Baigup Wetlands • Claughton Reserve



Image 1: - Community Planting Day at Bardon Park October 2021.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
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 the importance of native fauna
DELIVERABLE	(a) Engage with local Elders and SWALSC who have knowledge in the area of native flora and fauna history, to better inform practices e.g. Scar Trees.
INFORMATION	<p>Consulted with Barry McGuire, Whadjuk Noongar representative on projects to identify important trees (e.g. Tranby Foreshore Restoration).</p> <p>Currently working on educational signage at a number of sites to inform the public about Noongar culture, history and the importance of the local environment.</p>
OUTCOMES	Better understanding of the cultural and environmental importance of native species in City of Bayswater.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Respect
ACTION	4. Promote connection to the City's natural and built environment and focus on importance of native fauna.
DELIVERABLE	<p>(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.</p> <p>(e) Review the City's Naming Policy to include dual and renaming to Aboriginal names.</p>
INFORMATION	<p>Three City staff and one Elected Member attended the Dual Naming Business in Action Forum presented by Reconciliation WA.</p> <p>Landgate released the Aboriginal and Dual Naming Guidelines in 2020. The City of Bayswater is situated on the land of the Whadjuk people of the Noongar nation and recognises the importance of honouring Noongar language and place names.</p> <p>The Aboriginal Dual Naming process promotes reconciliation through the acknowledgment of the history of Aboriginal people and the importance of their connection to the land.</p> <p>The City of Bayswater has maintained an Aboriginal Dual Naming Request Register. The following requests have been received from community members which require Aboriginal Elder input and community consultation for dual naming:</p> <ol style="list-style-type: none"> 1. Bardon Park (Baigup) 2. Claughton Reserve 3. Lightning Park <p>The development of an Aboriginal Dual Naming process needs to be guided and developed in consultation with and supported by local Elder/s and Aboriginal families.</p> <p>The City does not have an Aboriginal Dual Naming process, and this will be discussed with the Reconciliation Advisory Committee. It is envisioned that a workshop with local Elders will commence the early planning of dual naming.</p> <p>The City has maps on Aboriginal sites on CitySpatial Refer to Images 1 – 4.</p>
OUTCOMES	By attending the Dual Naming Business in Action forum the City was able to proactively network with the sector, understand the consultative process for dual naming, and better understand the constructs of using dual naming at the City of Bayswater.

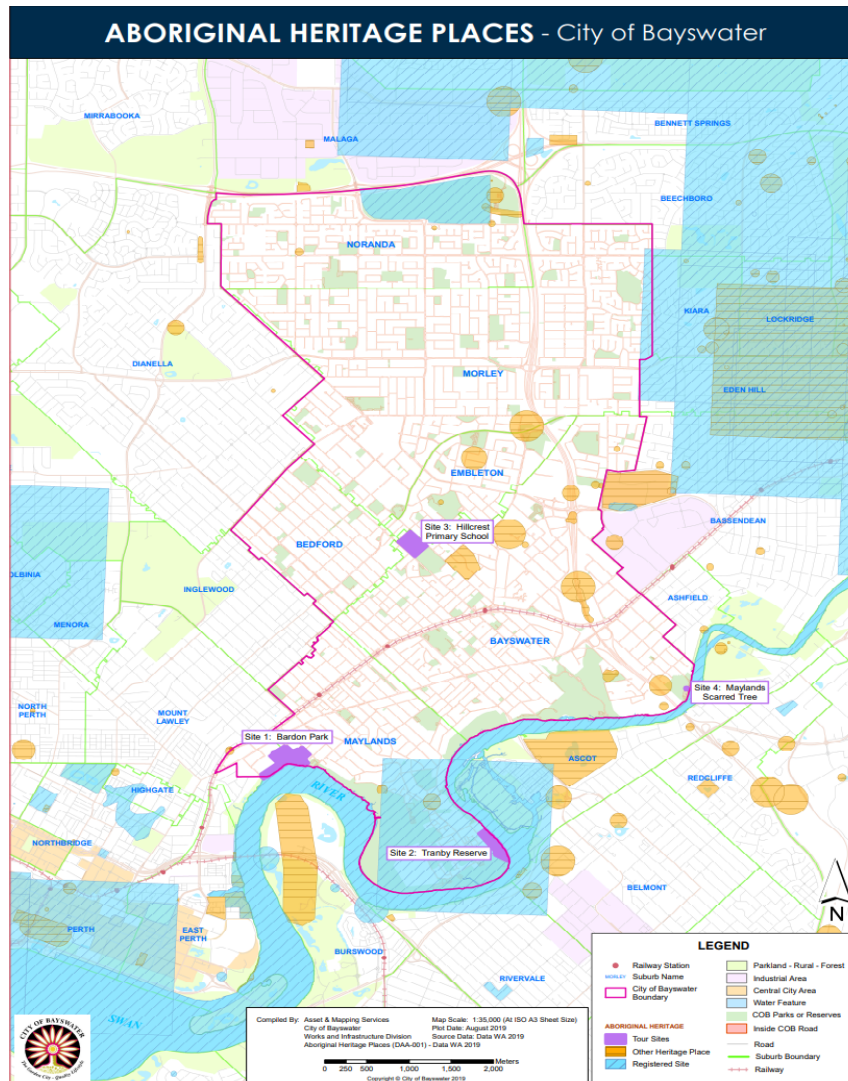


Image 1: - Aboriginal Heritage Sites – City of Bayswater.

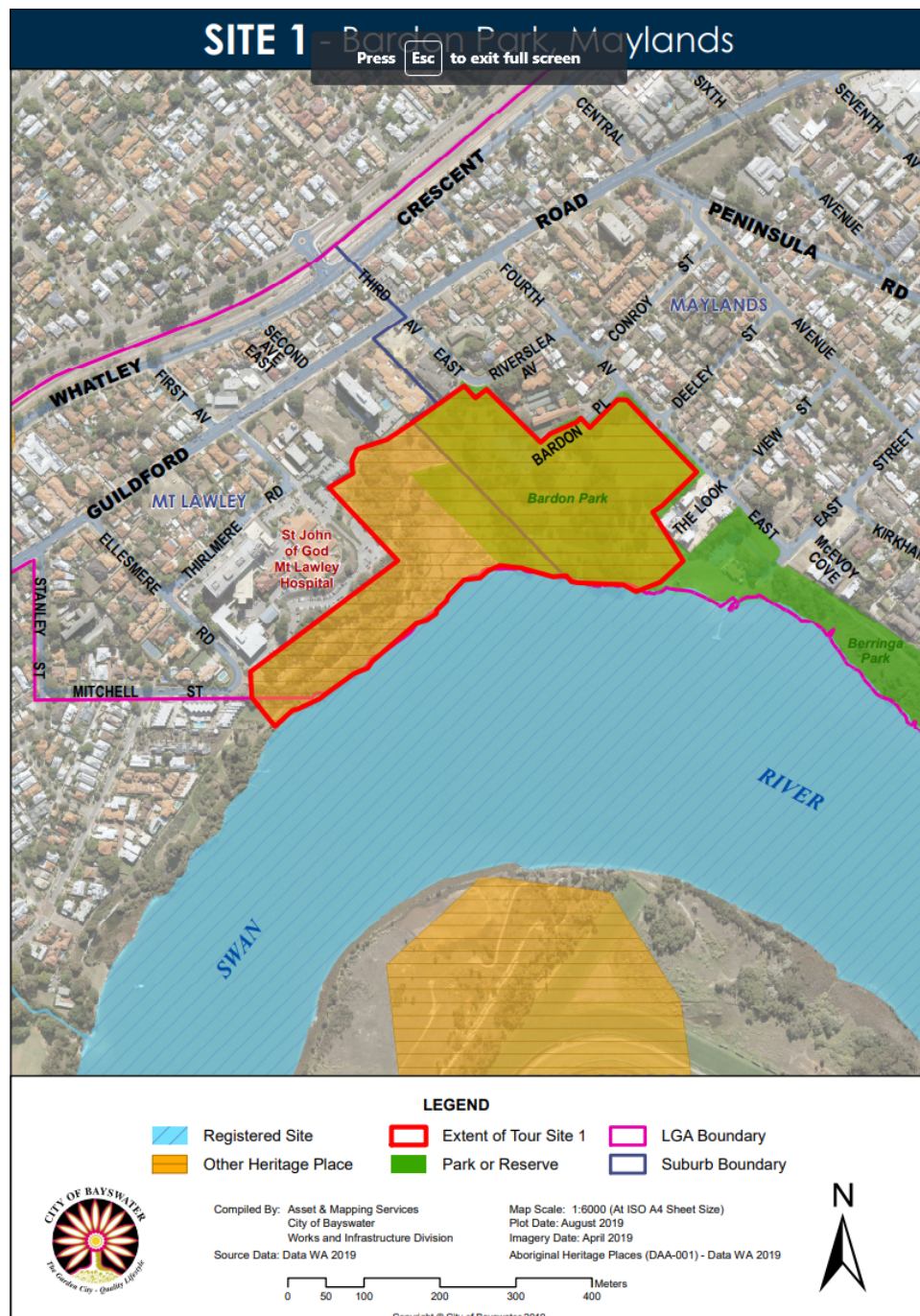


Image 2: - Aboriginal Heritage Sites - Bardon Park.



Image 3: - Aboriginal Heritage Sites - Tranby Reserve.



Image 4: - Aboriginal Heritage Sites - Hillcrest Primary School.

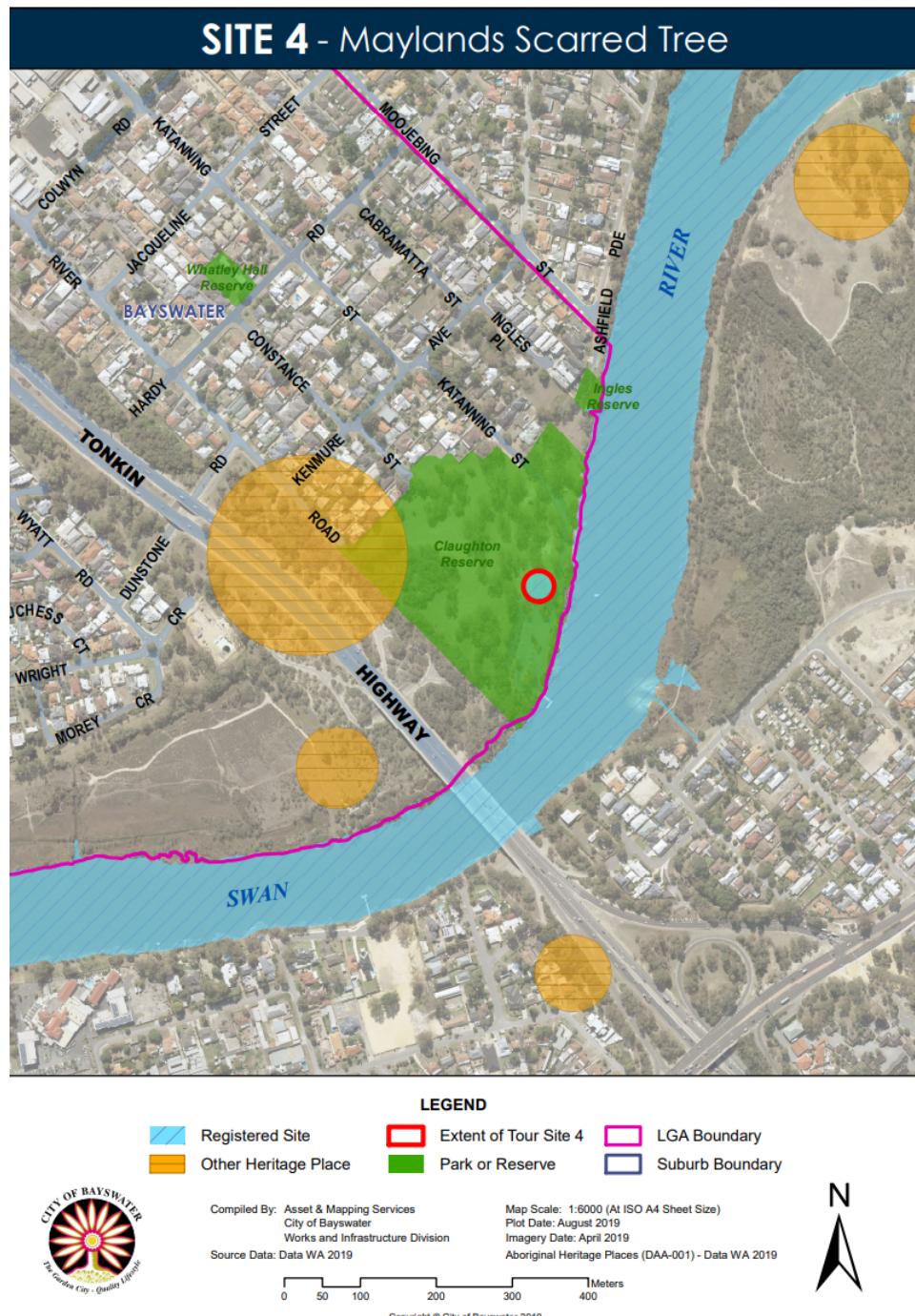


Image 5: - Aboriginal Heritage Sites - Maylands Scarred Tree.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Opportunities
ACTION	1. Appoint a dedicated 50D Reconciliation Community Development Officer or consultant, as required.
DELIVERABLE	(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.
INFORMATION	<p>The City of Bayswater advertised on the City's website and SEEK in 2021, and a part-time position (0.6) for Community Development Officer – Reconciliation was filled.</p> <p>For the Community Development Officer – Reconciliation position, Aboriginality was a genuine requirement under Section 50(D) of the <i>Equal Employment Opportunity Act of 1984 (WA)</i>.</p>
OUTCOMES	The Community Development Officer - Reconciliation commenced with the City of Bayswater on 22 September 2021.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Community Development
BRANCH	Community Development
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	(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.
INFORMATION	<p>The City of Bayswater established an internal Diversity and Inclusion Committee in August 2021 with the aim of providing leadership and strategic direction in the management of workforce diversity and inclusion across the City through the establishment of six sub-groups as listed below:</p> <ol style="list-style-type: none"> 1. Aboriginal and Torres Strait Islander 2. Disability 3. Women 4. Youth 5. LGBTQIA+ 5. Culturally and Linguistically Diverse <p>The Workforce Diversity and Inclusion Plan was approved by the City of Bayswater Executive Leadership Team on 25 November 2021. The Plan includes a commitment to meeting the deliverables in relation to employment of Aboriginal and Torres Strait Islander peoples aligned to the City's Innovate Reconciliation Action Plan.</p>
OUTCOMES	<p>The purpose of the Diversity and Inclusion Committee Aboriginal and Torres Strait Islander sub-group is to support the delivery of meaningful recruitment and retention employment outcomes for Aboriginal and Torres Strait Islander peoples.</p> <p>Five City staff sit on the Diversity and Inclusion Committee Aboriginal and Torres Strait Islander sub-group.</p> <p>The first meeting Aboriginal and Torres Strait Islander sub-group was held in September 2021. At the time the draft Innovate Reconciliation Action Plan had not been endorsed by Reconciliation Australia. Subsequently there is nothing to report from this meeting relating to the employment of Aboriginal and Torres Strait Islander peoples.</p>

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Governance
BRANCH	Governance
STRATEGY	Opportunities
ACTION	3. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.
DELIVERABLE	(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.
INFORMATION	<p>The City investigated Supply Nation membership in 2020 with the following findings:</p> <ul style="list-style-type: none"> • Supply Nation connects with over 2,100 verified Indigenous Business on Indigenous Business Direct with more than 450 paid corporate, government and no-for-profit members in every state and territory. • Government organisations of all sizes across Australia are finding that Supply Nation membership is a catalyst for growth and helps procurement teams unlock the potential and value of including Indigenous businesses in their supply chain whilst also helping achieve their Indigenous procurement targets. • Supply Nation's Indigenous Business Direct, is mandated by the Federal Government in the Indigenous Procurement Policy (IPP) as the first port of call for procurement officers to search for Indigenous suppliers to fulfil their targets. • Outside the IPP, many state and local governments are implementing their own Indigenous procurement targets. <p>The City determined that it was unable to meet the commitments of Supply Nation corporate membership in 2020, and plans to revisit membership in the 2022/2023 Financial Year.</p> <p>The City actively seeks to engage Indigenous owned businesses by using the Supply Nations Indigenous Business Direct database.</p>
OUTCOMES	The City continues to use the directory to actively promote Indigenous businesses with our operational business units and has successfully engaged one Indigenous company for building maintenance.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Governance
ACTION	1. Establish and maintain an effective Reconciliation Advisory Committee to drive governance of the RAP
DELIVERABLE	<p>(a) Maintain Aboriginal and Torres Strait Islander representation on the Reconciliation Advisory Committee.</p> <p>(b) Establish and apply a Terms of Reference for the Reconciliation Advisory Committee.</p> <p>(c) The Reconciliation Advisory Committee to meet at least four times per year to drive and monitor RAP implementation.</p>
INFORMATION	<p>In accordance with the Reconciliation Advisory Committee Terms of Reference endorsed by Council at the Ordinary Council Meeting on 28 January 2020, the two-year Term of Membership for Elected Members and Non-Council Members ceased with the last meeting of the RAC on the 1 September 2021, prior to the Local Government Elections in October 2021.</p> <p>At the Ordinary Council Meeting of 26 October 2021, Council approved as follows:</p> <p><i>"That Council</i></p> <ol style="list-style-type: none"> <i>Adopts the terms of reference for the Reconciliation Advisory Committee for the term 26 October 2021 to 20 October 2023 as outlined in <u>Attachment 6</u>.</i> <i>In accordance with the terms of reference, grants delegated authority to the Reconciliation Advisory Committee to make decisions relating to the implementation of the actions contained within the City's Reconciliation Action Plan documentation and as included in the approved City annual budget."</i> <p>Nominations calling for City of Bayswater Reconciliation Advisory Committee Community Members opened on Monday 17 January and closed on the 24 February 2022. The City of Bayswater sought nominations for five community members who satisfy one or more of the following criteria:</p> <ul style="list-style-type: none"> 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. <p>The City promoted Nominations for Community Members through the following channels:</p> <ul style="list-style-type: none"> A public advertisement in Perth Now newspaper on Thursday, 20 January 2022; Engage Bayswater; The City's website; The City's social media platforms; and (Refer to Image 1) Direct email to networks and community groups. <p>Hard copy Reconciliation Advisory Committee nomination forms were available from the City of Bayswater Civic Centre and the Morley, Maylands and Bayswater Libraries.</p>

OUTCOMES	<p>The City of Bayswater received a total of seven expressions of interest from community members. At the Ordinary Council Meeting of 22 March 2022, Council resolved as follows:</p> <p><i>“That Council:</i></p> <ol style="list-style-type: none"> <i>1. Amends the Reconciliation Advisory Committee Terms of Reference to change the external membership numbers from five to seven members.</i> <i>2. Appoints the nominated seven community/external members to the Reconciliation Advisory Committee, as contained in Confidential Attachments 2 and 3, from the date of appointment until 23 October 2023.</i> <i>3. Requires each community member of the Reconciliation Advisory Committee to participate in an induction regarding their role in the Committee and the City of Bayswater Code of Conduct 2021.”</i> <p>The first meeting for the Reconciliation Advisory Committee is scheduled for 14 June 2022 to monitor the implementation of the Innovate Reconciliation Action Plan October 2021 – October 2023.</p>
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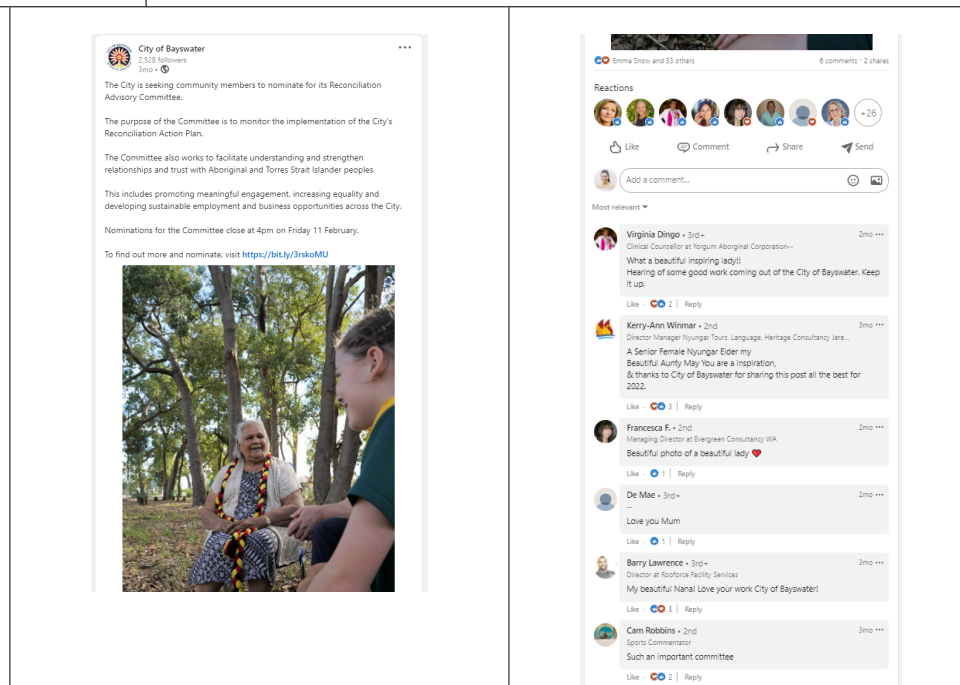


Image 1: - 9 February 2022 - Expressions of Interest (Facebook).

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Governance
ACTION	3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.
DELIVERABLE	(d) Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.
INFORMATION	In March 2022, Reconciliation Australia advised that the biennial Workplace RAP Barometer outlined in the City's Innovate RAP timetabled for April 2022 is now scheduled to be undertaken in August 2022.
OUTCOMES	Further investigation into the participation of the Reconciliation Australia's RAP Barometer within budget allocation is to be undertaken.

11 GENERAL BUSINESS

11.1 Committee Discussion

Meeting dates and times.

12 CLOSURE

13 NEXT MEETING

The next meeting of the Reconciliation Advisory Committee will take place in the Embleton Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on a date and time to be advised.