

Agenda

Reconciliation Advisory Committee

Wednesday 14 September 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 **Wednesday 14 September 2022** commencing at **5:00 pm**.

Yours sincerely



JEREMY EDWARDS
CHIEF EXECUTIVE OFFICER

8 September 2022

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1 OFFICIAL OPENING**2 ACKNOWLEDGEMENT OF COUNTRY**

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

Noongar Language

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

English Language Interpretation

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

3 ATTENDANCE**Members**

Cr Sally Palmer	Chairperson
Cr Georgia Johnson	
Cr Dan Bull	
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

Observers

Press -
Public -

Leave of Absence**3.1 Apologies**

Cr Josh Eveson

3.2 Approved Leave Of Absence

Nil.

4 DISCLOSURE OF INTEREST SUMMARY

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

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

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

5 DELEGATED AUTHORITY BY COUNCIL

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.

6 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) *. <i>*minimum three required under legislation</i>
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 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

7 CONFIRMATION OF MINUTES

The Minutes of the Reconciliation Advisory Committee held on 14 June 2022 which have been distributed, be confirmed as a true and correct record.

8 PRESENTATIONS

8.1.1 Maylands Historical And Peninsula Association

The Maylands Historical and Peninsula Association (MHPA) is seeking advice from the Reconciliation Advisory Committee in relation to recognizing and celebrating Aboriginal culture and history, within and through the Association's events and activities.

8.2 Deputations

Nil.

9 REPORTS**9.1 Innovate Reconciliation Action Plan - Progress Report For June 2022 To August 2022**

Responsible Branch:	Community Development
Responsible Directorate:	Community and Development
Authority/Discretion:	Executive/Strategic
Voting Requirement:	Simple Majority Required
Attachments:	1. Attachment 1 Information Reports [9.1.1 - 17 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 June 2022 to August 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 June 2022 to August 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 June 2022 to August 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 the City's sphere of influence and establish a best practice approach to advancing reconciliation across the four pillars of the plan being: Relationships, Respect,

Opportunities and Governance.

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

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

The 11 information reports that have been progressed from June 2022 to August 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.	1-4
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.	5-11
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.	12
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.	-

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 Funds:** of Municipal

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

Notes: Nil.

ITEM NO.	CAPITAL / UPFRONT COSTS (\$)	ONGOING COSTS (\$)		INCOME (\$)	ASSET LIFE (YEARS)	WHOLE OF LIFE COSTS (\$)	CURRENT BUDGET (\$)
		MATERIALS & CONTRACT	STAFFING				
1	\$55,800 for year two (2022-2023)		\$54,148	N/A	N/A	N/A	\$109,948 for year two (2022-2023)

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: June 2022 to August 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	<p>(a) Circulate Reconciliation Australia's NRW resources and reconciliation materials to City staff.</p> <p>(c) Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</p> <p>(d) Organise at least one NRW event each year, and register all our NRW events on Reconciliation Australia's NRW website.</p>
INFORMATION	<p>Through Community Development, senior leaders, staff and volunteers were invited to attend the NRW events as part of the City's commitment to acknowledge and celebrate National Reconciliation Week. Staff participated in; the Aboriginal Cultural Awareness Sessions, a lunch time Reconciliation Film followed by a yarn session; and attended the Reconciliation WA's National Reconciliation Week Virtual Breakfast. The City of Bayswater events were registered on the Reconciliation Australia's NRW website.</p> <p>The City also participated in the Department of Local Government, Sport and Cultural Industries (DLGSC) 2022 Street Banner Project by sponsoring a banner that was displayed on signage at the reserve adjacent to the Civic Centre during Reconciliation Week. The artwork was from emerging Western Australian Nyangumarta artist Narlene Waddaman, and the art was entitled <i>Karlamilyi – My Mothers Country</i>.</p>
OUTCOMES	<p>38 staff and volunteers participated in two Aboriginal Cultural Awareness training sessions facilitated by Noongar leader Danny Ford. There was a response rate of 100% for the evaluation surveys. This indicated a satisfactory effectiveness of the training. All participants either agreed or strongly agreed that the training was; enjoyable, they gained a better understanding of Aboriginal culture and history; and the training prompted participants to reflect on their learning.</p> <p><u>Feedback comments:</u></p> <p><i>"To be an ally to support reconciliation is vitally important."</i></p> <p><i>"That there is still a lot to do to fix the damage inflicted by the past, however everyone can play a role."</i></p> <p><i>"Over my 15 years with the City of Bayswater, that this was the most interesting, informative and well-run workshop we have had. I also very much appreciated the non-bias and the no blame environment of the workshop to allow us to engage in deep, open and honest conversation."</i></p> <p><i>"This was the best training that I have ever attended."</i></p> <p><i>"More time on appropriate ways to respectfully acknowledge and engage, with a focus on closing the gaps that exist."</i></p>



Image 1: Aboriginal Cultural Awareness and Knowledge Training



Image 2: Department of Local Government, Sport and Cultural Industries (DLGSC) 2022 Street Banner Project at Civic Centre

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: June 2022 to August 2022	
AUTHOR	Manager Communications and Marketing
BRANCH	Communications and Marketing
STRATEGY	Relationships
ACTION	2. Build relationships through celebrating National Reconciliation Week (NRW) and other days of significance. 3. Promote reconciliation through sphere of influence.
DELIVERABLE	2(e) Raise awareness of the activities and events organised by the City to celebrate days of significance. 3(e) Explore opportunities to positively influence our stakeholders to drive reconciliation outcomes.
INFORMATION	Communication and marketing plans were developed to promote National Reconciliation Week and NAIDOC Week. This included the use of a variety of media platforms including Facebook, Instagram, and on the City's website to promote the following: <ol style="list-style-type: none"> 1. NAIDOC Week 2022 2. Community Upskillers Cultural Competence Training 3. National Reconciliation Week 4. Local Aboriginal artist donates work to the City 5. Whadjuk category added to City's Art Awards 6. Noongar season of Djilba 7. Bush Pharmacy at Bardon Park 8. Noongar Dance Workshop at Bardon Park 9. Gibney reserve Redevelopment Smoking Ceremony 10. Metronet Bayswater Station NAIDOC Event
OUTCOMES	Facebook engagement: <ol style="list-style-type: none"> 1. Cultural Competence Training – Community Upskiller event 2. Bush Pharmacy event 3. Noongar Dance Workshop event 4. Djirily Dreaming events at Bardon Park – Sunday 15 May pre-event 5. Local Aboriginal artist donates work to the City 6. Noongar Language and Culture Workshop 7. Living Black episode event 8. National Reconciliation Week 2022 pre-event 9. NRW 2022 Civic Centre banner 10. Smoking Ceremony at Gibney Reserve 11. NAIDOC Week 2022 pre-event 12. Noongarts and Craft event 13. Nyitting (Dreaming) Stories event

	<ul style="list-style-type: none"> 14. Biddi Wangkiny Bush walk event 15. NAIDOC Week Smoking Ceremony and Community Planting Day event 16. NAIDOC Week Noongar Culture and Language Workshop event 17. Bush Animals Noongar Language Workshop event 18. NAIDOC Week 2022 pre-event 19. NAIDOC Week 2022 post-event 20. NAIDOC Week 2022 album 22. NAIDOC Week 2022 video 23. Whadjuk category added to City's Art Awards 24. Noongar season of Djilba 25. Noongar Culture and Language Workshop event <p>Instagram engagement:</p> <ul style="list-style-type: none"> 1. Djirrily Dreaming events at Bardon Park – Sunday 15 May pre-event 2. Local Aboriginal artist donates work to the City 3. Djirrily Dreaming events at Bardon Park – Sunday 15 May post-event 4. National Reconciliation Week 2022 pre-event 5. NRW 2022 Civic Centre banner 6. Smoking Ceremony at Gibbney Reserve 7. NAIDOC Week 2022 pre-event 8. NAIDOC Week 2022 reminder 9. NAIDOC Week 2022 post-event 10. NAIDOC Week 2022 video 11. Whadjuk category added to City's Art Awards 12. Noongar season of Djilba <p>LinkedIn engagement:</p> <ul style="list-style-type: none"> 1. Local Aboriginal artist donates work to the City 2. Local Aboriginal artist donates work to the City 3. NRW 2022 Civic Centre banner 4. NRW 2022 Internal events for staff 5. Smoking Ceremony at Gibbney Reserve 6. NAIDOC Week METRONET event 7. NAIDOC Week 2022 post-event 8. NAIDOC Week 2022 video 9. Whadjuk category added to City's Art Awards 10. Noongar season of Djilba
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Facebook engagement

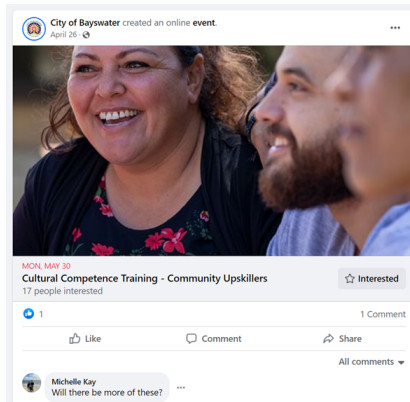


Image 1: Community Upskillers Cultural Competence Post

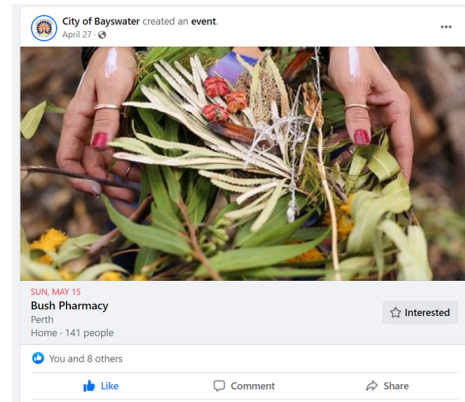


Image 2: Bush Pharmacy Community Event

Instagram engagement



Image 3: Local Aboriginal artist donates work to City



Image 4: Gibney Reserve Redevelopment Smoking Ceremony

LinkedIn engagement

In celebration of NAIDOC Week, Mayor and Councillors joined a special event with METRONET's Bayswater station project team last week.

The event included a Welcome to Country, a performance by the Koolankas Kreative dance group, an interactive art workshop with Acacia Cultural Designs and a chance for attendees to try some bush tucker!

Pictured: Public Transport Authority Delivery Manager, Jonathan Shuler; Cr Josh Eveson, Cr Sally Palmer, Aboriginal Engagement Advisor Lance Morich, Acacia Collard of Acacia Cultural Designs and Evolve Alliance Manager Travis Tremain.




Image 5: METRONET Bayswater Station NAIDOC Event

City of Bayswater
4,833 followers
Timo + 5

Bayswater residents were invited to Get Up! Stand Up! Show Up! at a range of free, family-run NAIDOC Week events recently.



Image 6: NAIDOC Week Events

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: June 2022 to August 2022	
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: (ii) Join the Reconciliation Film Club and host one annual reconciliation film screening.
INFORMATION	<p>As part of the City's acknowledgement of National Reconciliation Week and commitment to promote reconciliation, a screening of Reconciliation Film Club Documentary <i>Living Black Episode: 'Patrick Dodson – Father of Reconciliation'</i> was presented to City staff. The documentary screening was followed by a yarn session by three City staff sharing what reconciliation means to them.</p> <p>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>
OUTCOMES	<p>22 staff attended the Reconciliation Film and Yarn session at the City in June. Another 10 staff viewed the film online.</p> <p>The evaluation survey response rate was 100%, with feedback indicating that all participants strongly agreed that they enjoyed the session, and they would recommend the session to others.</p> <p><u>Feedback comments:</u></p> <p><i>"I thoroughly enjoyed the session especially hearing from the three speakers. All three had a different perspective of reconciliation which made it meaningful rather than just a talk."</i></p> <p><i>"I really enjoyed hearing from staff and what reconciliation means to them."</i></p> <p><i>"I would be good to have more."</i></p>
	

Images 1-2: Reconciliation Film Club Screening

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: June 2022 to August 2022	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Relationships
ACTION	3. Promote reconciliation through our spheres of influence.
DELIVERABLE	(e) Explore opportunities to positively influence our stakeholders to drive reconciliation outcomes.
INFORMATION	<p>Council considered a notice of motion at the Ordinary Council Meeting in July, and resolved to include a new category for the City of Bayswater Community Arts Awards; <i>The Local Wadjuk Acquisition Award*</i>, with the name to be confirmed through engagement with local Aboriginal Elders. The new category seeks to:</p> <ul style="list-style-type: none"> • Encourage the visibility, expression and preservation of traditional and contemporary Aboriginal cultures, communities, and identities through the arts; • Support the creation of significant works produced by local Aboriginal artists; • Enable opportunities for local Aboriginal artists, arts works and communities; and • Showcase the unique stories of Western Australia's First Nations peoples as part of the City of Bayswater Community Arts Awards. <p>*Note: The City has since discussed the naming of the award with local Elders, from the 8-10 August 2022, with the name; <i>Local Whadjuk Award (Acquisitive)</i> agreed to.</p> <p>The award attracts a \$5,000 prize equal to the Open Awards to show equity, dignity and respect to local Wadjuk people (Refer to Image 1).</p> <p>In addition, to further promoting reconciliation in the City's sphere of influence, the City has commenced promoting the Noongar seasons through its social media platforms to educate the wider community.</p>
OUTCOMES	<p>In July Council unanimously agreed to include the new category for the City of Bayswater Community Arts Awards – <i>Local Whadjuk Award</i>.</p> <p>The City launched the first of its Noongar seasons promotions on social media platforms on 1 August 2022 through the introduction of the season of Djilba from August to September. The social media posts provide a link to the Bureau of Meteorology Indigenous Weather Knowledge Noongar Calendar page (Refer to Image 2).</p>



Image 1: City of Bayswater Website – News – Introduction of new 'Local Whadjuk Acquisition Award*' category in the Community Arts Awards

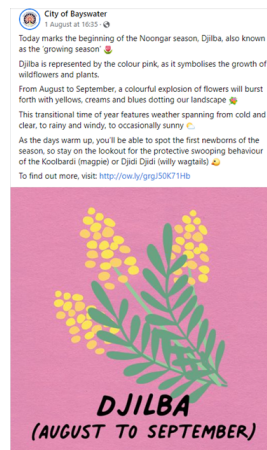


Image 2: Promotion of Noongar Seasons through Facebook

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: June 2022 to August 2022	
AUTHOR	Manager Project Services
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 delivered Cultural Competence Training through its Community Upskiller program. The workshop was facilitated by an Aboriginal woman, Trish Hill Wall, from Evolve WA and delivered online during National Reconciliation Week.</p> <p>The webinar focussed on helping participants familiarise themselves with aspects of Aboriginal culture, as well as exploring ways to make organisations and communication more welcoming, inclusive and culturally safe for Aboriginal peoples.</p> <p>Topics included:</p> <ul style="list-style-type: none"> • Understanding cultural safety; • Aboriginal culture; • Impact of colonisation; • Intergenerational trauma; • Social and emotional wellbeing; • Inclusive practices; • Building trust; • Language tools; • Acknowledging Country; and • Welcoming workplaces and services.
OUTCOMES	<p>This workshop developed participant's awareness and sensitivity of Aboriginal culture, whilst providing practical skills and actionable real-world ways to improve how we engage with Aboriginal peoples and their communities. There were 12 participants who attended the training.</p> <p>The below feedback was received in the post-workshop Engage Bayswater survey.</p> <p><u>Feedback comments:</u></p> <p><i>"It was very personal and moving, which made it very engaging and memorable."</i></p> <p><i>"This workshop assisted me in identifying the most senior elder in the group."</i></p> <p><i>"I now have a stronger understanding of intergenerational trauma."</i></p> <p><i>"I really appreciate the courage and bravery that Trish displayed when sharing her personal story."</i></p>

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: June 2022 to August 2022	
AUTHOR	Principal Library and Customer Services
BRANCH	Library and Customer Services
STRATEGY	Respect
ACTION	1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning
DELIVERABLE	(f) In collaboration with Whadjuk Noongar people, provide internal and external opportunities to learn more about Noongar language and build partnerships with external training organisations (i.e. inclusion of Noongar greetings in communications, where appropriate on social media platforms, corporate publications and oral communications)
INFORMATION	<p>The City hosted a range of activities in and around NAIDOC Week. The following events were provided to further community members' knowledge of and respect for First Nations Peoples culture, language, perspectives and history:</p> <ul style="list-style-type: none"> • Noongarts and Crafts with Belinda Cox, 5 July. • Nyitting (Dreaming) Stories with Belinda Cox, 6 July. • Noongar Language and Cultural Session with Carol Foley, 9 July. • Bush Creatures Noongar Language Workshop with Carol Foley, 15 July. <p>The ever popular Noongar Language and Culture Workshops facilitated by Carol Foley continue to be well received by the community. Workshops have been held each month throughout the quarter.</p> <p>The State-wide family literacy program, Better Beginnings, which is rolled out through public libraries and include free reading packs. The pack includes a book, <i>Baby Ways</i> that has recently been translated into Noongar language. Two copies of the book have been given to every public library on Noongar land, including the City's three libraries.</p> <p>Children's Book Week, which was delivered in August, and included two sessions with First Nations peoples, being:</p> <ul style="list-style-type: none"> • Launch of Book Week at Morley Library on Saturday, 20 August 2022, with author/illustration, Dr Helen Milroy, presenting her book <i>Backyard Bugs</i>. • The three one-hour session for school students facilitated by Cheryl Kickett-Tucker at Morley and Bayswater libraries, was planned but needed to be postponed to mid-November.
OUTCOMES	A total of 90 participants engaged with the NAIDOC Week events, all of which received very positive feedback.



Image 1: Nyitting (Dreaming) stories with Belinda Cox.



Image 1: Learning a Djidi Djidi song and dance at Noongarts and Crafts.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: June 2022 to August 2022	
AUTHOR	Manager Sustainability and Environment
BRANCH	Sustainability and Environment
STRATEGY	Respect
ACTION	2. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
DELIVERABLE	(f) In collaboration with Whadjuk Noongar people, provide internal and external opportunities to learn 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	Planned two NAIDOC week activities: 1. Bididi Wangkiny. 2. Smoking ceremony and community planting day.
OUTCOMES	The first event was with Belinda Cox from Djirrily Dreaming and consisted of a walk-through Lightning Swamp Bushland (Registered Aboriginal Heritage site). There was an estimated 50 people attended and learnt about bush tucker, a day in the life of a Noongar family and the correct words for flora and fauna species. The second event was to learn about the significance of a Smoking Ceremony from Barry McGuire and help revegetate the Maylands Samphire Flats. Over 60 people attended this event, and helped plant over 3000 tubestock.



Image 1: Nyitting (Dreaming) stories with Bididi Wangkiny with Belinda Cox from Djirrily Dreaming



Image 2: Smoking Ceremony and community planting day at Maylands Samphire Flats with Barry McGuire

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: June 2022 to August 2022	
AUTHOR	Principal Library and Customer Services
BRANCH	Library and Customer Services
STRATEGY	Respect
ACTION	2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
DELIVERABLE	(d) Continue to include an Acknowledge of Country or other appropriate protocols at the commencement of important meetings.
INFORMATION	<p>The City continues to include an Acknowledgement of Country at events hosted at the City's three libraries.</p> <p>In July, a staff member leading the English Conversation Group at Maylands Library included an Acknowledgement of Country at the beginning of the session. This led to a conversation regarding First Nation peoples around the world.</p>
OUTCOMES	Respect and understanding, particularly of the difference between the Welcome to Country and Acknowledgement of Country protocols.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: June 2022 to August 2022	
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) 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	Seedlings were installed by contactors, the City staff and community volunteers. Continued work on transforming drainage lines into 'living streams' to create biodiversity corridors.
OUTCOMES	Planting of 80,000 native endemic tube stock throughout the City.



Image 1: Community Planting Days 2022 Statistics



Image 2: Community Planting Day community

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: June 2022 to August 2022	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Respect
ACTION	4. Promote connection to the City's natural and built environment and focus on the importance of native fauna
DELIVERABLE	(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. i.e. Scar Trees.
INFORMATION	<p>A proposal to install a wind telephone at Claughton Reserve was presented to the Ordinary Council meeting in February 2022. The wind telephone was permitted with a condition to "...engage with the relevant First Nations Australians to determine appropriate positioning of the installation".</p> <p>The proponent presented the item at the Reconciliation Advisory Committee meeting in June. It was agreed that a site visit be arranged to discuss a suitable location within Claughton Reserve for the installation of the Wind Telephone.</p>
OUTCOMES	<p>A site visit at Claughton Reserve was conducted with members of Reconciliation Advisory Committee, City of Bayswater Mayor and staff, and the Wind Telephone proponent to determine a suitable location for the installation.</p> <p>Trees of cultural significance were identified, and following discussion, a suitable tree was identified for the installation of the Wind Telephone.</p>



Image 1: Meeting at Claughton Reserve for installation of Wind Telephone



Image 2: Consultation for installation of Wind Telephone

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: June 2022 to August 2022	
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>(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.</p> <p>(e) Enhance Citizenship Ceremonies to educate new Australians through the delivery of a Welcome to Country and development of a cultural information package.</p>
INFORMATION	<p>The City continues to implement a Welcome to Country at all City led events and civic ceremonies, including; the Citizenship Ceremonies, and this included the following;</p> <ol style="list-style-type: none"> 1. Citizenship Ceremonies on 18 May and 6 July. 2. Avon Descent Family Fun day on 14 August. <p>A Welcome to Country will be part of the Community Art Awards in November, and this welcome will be extended to include a performance.</p> <p>The Carols by Candlelight will also continue to include a Welcome to Country in December.</p>
OUTCOMES	The Welcome to Country was carried out in front 180 conferees at the two Citizenship Ceremonies, and the Welcome to Country at the Avon Descent was carried out in front of an estimated 100 people at the award ceremony.



Image 1: Consultation for installation of Wind Telephone

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: June 2022 to August 2022	
AUTHOR	Manager Sustainability and Environment
BRANCH	Sustainability and Environment
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	<p>(d) Engage with external parties, employment agencies and training organisations to effectively reach Aboriginal and Torres Strait Islander stakeholders for employment and work placements.</p> <p>(f) Increase the percentage of Aboriginal and Torres Strait Islander peoples within our workforce including: staff employment, school-based traineeships and work experience placements.</p>
INFORMATION	<p>The Department of Biodiversity, Conservation and Attractions Aboriginal Ranger Program (ARP) is a State Government initiative to support the employment of Aboriginal peoples as rangers to learn and undertake land and sea (waterways) management activities.</p> <p>The Perth metropolitan ARP is funded through the South West Land and Sea Council (WALSC) and managed through Kudjir Employment Services. ARP participants will complete a Certificate II in Conservation and Land Management through Murdoch TAFE.</p> <p>The City of Bayswater successfully applied to participate in the ARP in the 2022 intake.</p>
OUTCOMES	Three Aboriginal people were interviewed for the Aboriginal Ranger Program with the City on 30 August 2022, and a successful applicant identified. The City is in the process of notifying the successful applicant to arrange commencement of work at the City.

10 PREVIOUS MATTERS DEALT WITH NOT ON THE AGENDA

Nil.

11 GENERAL BUSINESS**11.1 Committee Updates****1. 2023 Community Citizen of the Year Awards**

Nominations are now open and close on 31 October 2022. Community Citizens of the Year Awards are announced at the Australia Day Citizenship Ceremony on 26 January, 2023. The awards were presented in each of the below categories:

- Youth Citizen of the Year (under 25 years old)
- Senior Citizen of the Year (over 65 years old)
- Active Citizenship (Group or Event)
- Outstanding Women in Leadership (City of Bayswater only)
- Community Citizen of the Year.

Key dates:

- Nominations opened on 1 September
- Nominations close on 31 October
- November to December: shortlisting and selections.

The presentation of awards at local community breakfast and citizenship ceremony will take place on 26 January 2023. The link is as follows:

<https://www.citizenshipawards.com.au/nominate/>

2. Reconciliation Australia Impact Report

The City is submitting its report on the Innovate Reconciliation Action Plan (RAP) for the 2021/22 annual mandatory period for the RAP program. This is a commitment in the reporting section of every RAP. To meet the reporting requirements, organisations are required to complete the RAP Impact Measurement Questionnaire, once every 12 months. The RAP Impact Measurement Questionnaire is an online questionnaire designed to measure progress against the minimum requirements of the RAP Program.

3. Community Art Awards

In July Council unanimously agreed to include the new category for the City of Bayswater Community Arts Awards – Local Whadjuk Award. The new award aims to; encourage the visibility, expression and preservation of traditional and contemporary Aboriginal cultures, communities, and identities through the arts; support the development of significant works created and produced by local Aboriginal artists; enable employment opportunities for local Aboriginal artists, arts work and communities; and showcase the unique stories of Whadjuk peoples with new and diverse applications as part of the City of Bayswater Community Arts Awards. The item was dependent on the name being confirmed through engagement with local Aboriginal Elders, and this occurred in August. The City has discussed the naming of the award with local Elders, between the 8-10 August 2022, with the name; *Local Whadjuk Award (Acquisitive)* agreed to.

4. Wind Telephone

Thank you to those who attended the site meeting to discuss and agreed on the location of the wind telephone. The installation of the telephone at Claughton Reserve occurred on 21 September at 10.30am.

5. Reconciliation Rituals and Protocols

The City has updated the Reconciliation Rituals and Protocols staff management practice. The document now enables the City to perform a civic ceremony to raise the Aboriginal and Torres Strait Islander Flags for special weeks, such as NAIDOC Week in the first week of July and National Reconciliation Week from 27 May to 3 June each year. This will be coordinated by the City with local Elders invited.

12 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, commencing at a time and date to be advised.

13 CLOSURE