

Minutes

Reconciliation Advisory Committee

Wednesday 19 April 2023

By signing these minutes I certify that they were confirmed at the Reconciliation Advisory Committee held on 30 August 2023

CR SALLY PALMER
CHAIRPERSON

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Minutes of the Reconciliation Advisory Committee of the Bayswater City Council which took place in the Embleton Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on Wednesday 19 April 2023.

1 OFFICIAL OPENING

The Chairperson, Cr Sally Palmer, declared the meeting open at 5:35pm.

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.

Dorothy Bagshaw delivered an Acknowledgement of Country.

3 ATTENDANCE

Members

Cr Sally Palmer	Chairperson
Cr Giorgia Johnson	
Cr Dan Bull	
Cr Josh Eveson	
Alisha Roberts	
Liz Narkle	
Vaughn McGuire	
Dorothy Bagshaw	

Non-Voting Members

Des Abel	Director Community and Development
Julie-Ann Gray	Manager Community Development

Officer

Melissa Dias	Coordinator Community Development
Karen D'Cunha	Coordinator Governance

Observers

Press – Nil.
Cr Filomena Piffaretti Mayor

Leave of Absence

Nil.

3.1 Apologies

Betty Garlett
Peter Phillips
May McGuire

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.

Nil.

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) *. *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 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 PUBLIC QUESTION TIME

In accordance with the *Local Government Act 1995*, the *Local Government (Administration) Regulations 1996* and the *City of Bayswater Standing Orders Local Law 2018* the following procedures relate to public question time:

1. A member of the public who raises a question during question time, is to state his or her name and address.
2. Each member of the public with a question is entitled to ask up to 3 questions.
3. The minimum time to be allocated for public question time is 15 minutes.
4. Questions from the public must relate to a matter affecting the local government. Questions relating to matters of business listed on the agenda will be considered in the first instance, followed by questions relating to Council business not listed on the agenda.
5. A summary of each question raised by members of the public at the meeting and a summary of the response to the question will be included in the minutes of the meeting.
6. Where a question is taken on notice at the meeting, a summary of the response to the question will be provided in writing to the member of public and included in the agenda for the following meeting.

7.1 Responses To Public Questions Taken On Notice

Nil.

7.2 Public Question Time

Mr John Monaco - Bedford

Question(s)

- 1. Your budgeted numbers show that circa \$110,000 is being spent on the RAC/RAP. Given there has been money spent already, does the \$110,000 include or exclude what has already been spent?**
- 2. Please advise the benefits that the money spent is going to provide to the aboriginals in the area?**
- 3. Given the significant amount being spent, how many people is the \$110,000 going to be split between and how much is each member going to collect?**
- 4. How much is it going to cost to continue this team in future years?**
- 5. What evidence will be provided to support the benefit that the \$110,000 spend will give to the local aboriginals of Bayswater?**
- 6. How will the benefits be measured?**

Response to Questions

The current total budgeted amount for Reconciliation 2022/23 is \$109,948. This amount includes what has already expended in this financial year. The funds are used for; programming, implementation of the Reconciliation Action Plan, special events, meetings, and staffing costs inclusive.

Reimbursements for community members are claimed per meeting, with the current meeting being the last one for this financial year. Community members of the RAC are eligible to receive reimbursement for costs such as; travel, professional time to a committee and child care.

The estimated future reimbursements to committee members depend on their attendance at meetings, and is estimated to be \$4,500 per year, this does not include other costs such as; programming, implementation of the Reconciliation Action Plan, special events, and staffing costs. The continuation of the committee and associated costs is at the discretion of Council.

At an Ordinary Council Meeting held on 23 August 2016, Council resolved to establish an Aboriginal Advisory Committee to develop a Reconciliation Plan. Since 2017, it is considered that the City of Bayswater has progressed numerous benefits to the Aboriginal and Torres Strait Islander peoples through the successful delivery of our 'Reflect' Reconciliation Plan from 2019 - 2021, and to date through our 'Innovate' Reconciliation Action Plan 2021 - 2023.

Whilst it is difficult to quantify a financial benefit, the broader societal benefits are considered tangible. The evidence of these benefits is illustrated at each Reconciliation Advisory Committee reporting that outline the outcomes of the deliverables. The City is committed to continuing to help the workplace and communities to facilitate understanding, strengthen relationships and trust with Aboriginal and Torres Strait Islander communities, promote meaningful engagement, increase equality, and develop sustainable employment and business opportunities through the four themes of; Relationships, Respect, Opportunities and Governance. The benefits are measured through the Reconciliation Australia Impact Questionnaire completed annually by the City. At its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians, and indeed those living within the City of Bayswater.

8 CONFIRMATION OF MINUTES

The Reconciliation Advisory Committee meeting held on 14 September 2022, it was identified that the requirement for a quorum to proceed with a valid formal meeting had not been met. Accordingly, item 9.1 on that meeting agenda has been resubmitted for consideration at this Reconciliation Advisory Committee meeting.

As such, the minutes for the meeting held 14 September 2022 are not submitted to the Committee for confirmation, but will remain a record of the meeting that was held. A notation has been put on the unconfirmed minutes as follows:

“Subsequent to the Reconciliation Advisory Committee meeting held on 14 September 2022, it was identified that the requirement for a quorum to proceed with a valid formal meeting had not been met. Accordingly, item 9.1 on that meeting agenda will be resubmitted for consideration at the next Reconciliation Advisory Committee meeting scheduled to take place on 19 April 2023.”

ADDITIONAL INFORMATION

The City officers have further considered the quorum situation at the Reconciliation Advisory Committee meeting held on 14 September 2022, and are of the view that the minutes of that meeting should be confirmed despite a quorum not having been achieved. However, amendments are needed to the minutes that clearly identify what occurred at the meeting, and the subsequent action taken.

It is proposed that the text under section 8, Confirmation of Minutes for the agenda for the meeting of 19 April 2023 be replaced with the below changes to the existing text as denoted with underlining.

Following the Reconciliation Advisory Committee meeting held on 14 September 2022, it was identified that the requirement for a quorum to proceed with a valid formal meeting had not been met.

Accordingly, Item 9.1 on that meeting agenda, and the 14 June 2022 Reconciliation Advisory Committee minutes have been resubmitted for consideration at this Reconciliation Advisory Committee meeting.

A notation has been put on the unconfirmed minutes from 14 September 2022 as follows:

“Subsequent to the Reconciliation Advisory Committee meeting held on 14 September 2022, it was identified that the requirement for a quorum to proceed with a valid formal meeting had not been met. Accordingly, item 9.1 on this meeting agenda, and the 14 June 2022 Reconciliation Advisory Committee minutes, will be resubmitted for consideration at the next Reconciliation Advisory Committee meeting scheduled to take place on 19 April 2023.”

The minutes of the meeting of 14 September 2022 also need to be updated to show that as a quorum was not met, that any decisions made at the meeting are consider to not be ‘CARRIED’ but ‘Lapsed for want of a Quorum’.

RECOMMENDATION IMPLICATIONS

In light of the above, it is recommended that the Committee confirm both the minutes of 14 June 2022 and 14 September 2022, in two separate motions, as follows:

Confirmation of Minutes 14 June 2022

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

Cr Giorgia Johnson Moved, Alisha Roberts Seconded

CARRIED UNANIMOUSLY: 8/0

For: Cr Sally Palmer, Cr Giorgia Johnson, Cr Dan Bull, Cr Josh Eveson, Alisha Roberts, Liz Narkle, Vaughn McGuire and Dorothy Bagshaw.

Against: Nil.

Confirmation of Minutes 14 September 2022

That the Minutes of the Reconciliation Advisory Committee meeting held on 14 September 2022 which have been distributed, be confirmed as a true and correct record subject to the following amendments:

1. The inclusion of a notation on the front cover explaining that the requirement for a quorum at the meeting was not met, and that the items on the agenda will be resubmitted for consideration at the next Reconciliation Advisory Committee meeting; and
2. That any decisions contained in the minutes for the 14 September 2022 Reconciliation Advisory Committee meeting are noted to have 'lapsed for want of a quorum'.

Liz Narkle Moved, Vaughan McGuire Seconded

CARRIED: 7/1

For: Cr Sally Palmer, Cr Giorgia Johnson, Cr Dan Bull, Cr Josh Eveson, Alisha Roberts, Liz Narkle and Vaughn McGuire.

Against: Dorothy Bagshaw.

9 PRESENTATIONS**9.1 Deputations**

Cr Filomena Piffaretti Mayor left at 5:45pm.

10 REPORTS**10.1 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. Information Reports [10.1.1 - 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.

COMMITTEE RESOLUTION

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.

Cr Dan Bull Moved, Alisha Roberts Seconded

CARRIED UNANIMOUSLY: 8/0

For: Cr Sally Palmer, Cr Giorgia Johnson, Cr Dan Bull, Cr Josh Eveson, Alisha Roberts, Liz Narkle, Vaughn McGuire and Dorothy Bagshaw.

Against: Nil.

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.	

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: Nil.

ITEM NO.	CAPITAL / UPFRONT COSTS (\$)	ONGOING COSTS (\$) ANNUAL		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

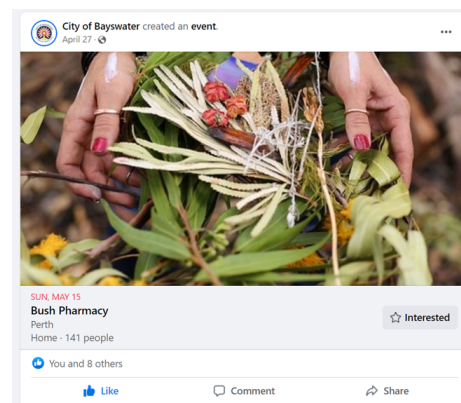


Image 2: Bush Pharmacy Community Event

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 Lancelo Morich; Acacia Collard of Acacia Cultural Designs and Evolve Alliance Manager Travis Tremain.



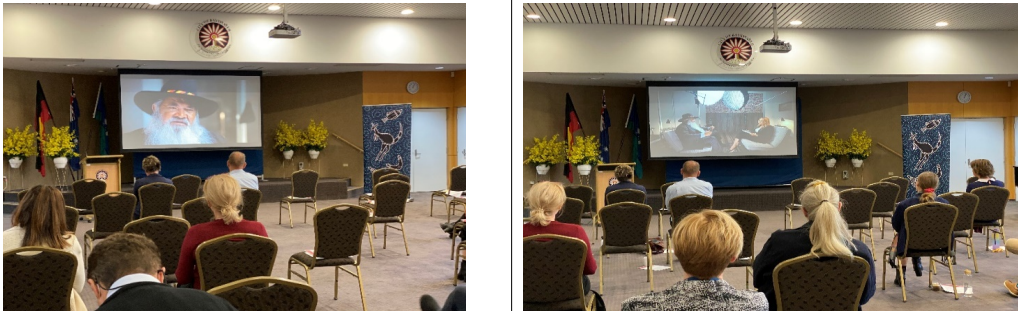
Image 5: METRONET Bayswater Station NAIDOC Event

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>

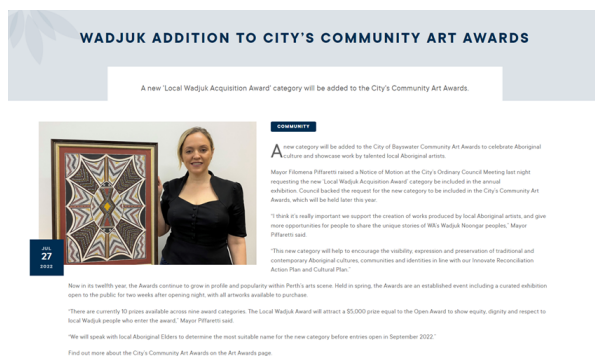


Image 1: City of Bayswater Website – News – Introduction of new 'Local Whadjuk Acquisition Award*' category in the Community Arts Awards

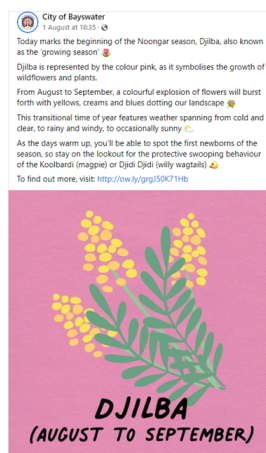


Image 2: Promotion of Noongar Seasons through Facebook

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.

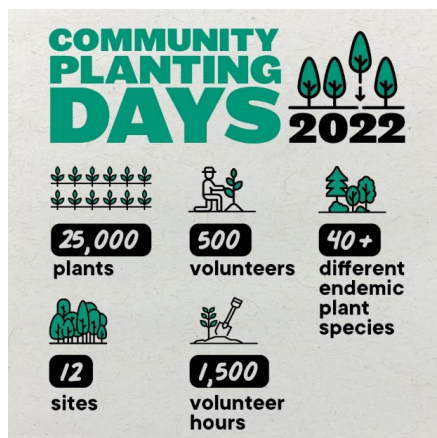


Image 1: Community Planting Days 2022 Statistics



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: A Welcome to Country at Avon Descent

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 Kudjij 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.

10.2 Innovate Reconciliation Action Plan Progress Report For September 2022 To April 2023

Responsible Branch:	Community Development
Responsible Directorate:	Community and Development
Authority/Discretion:	Executive/Strategic
Voting Requirement:	Simple Majority Required
Attachments:	1. Information Reports [10.2.1 - 11 pages]
Refer:	Item 10.1: RAC 14.09.2023

SUMMARY

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

COMMITTEE RESOLUTION

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

Cr Dan Bull Moved, Liz Narkle Seconded

CARRIED UNANIMOUSLY: 8/0

For: Cr Sally Palmer, Cr Giorgia Johnson, Cr Dan Bull, Cr Josh Eveson, Alisha Roberts, Liz Narkle, Vaughn McGuire and Dorothy Bagshaw.

Against: Nil.

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 September 2022 to March 2023 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

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 September 2022 to March 2023, 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.	-
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.	1-5
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.	6-7
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.	8

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.

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 is for noting the Plan's progress.	

FINANCIAL IMPLICATIONS

The following financial implications are applicable:

Item 1: Implementation of the City's Innovate Reconciliation Action Plan October 2021-October 2023

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

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

Notes: Nil.

ITEM NO.	CAPITAL / UPFRONT COSTS (\$)	ONGOING COSTS (\$) ANNUAL		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**.

Cr Dan Bull left at 6.06pm and returned at 6.08pm.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: September 2022 – March 2023	
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	(g) 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) – walking together towards cultural understanding and the future – a platform for conversation and change which began in 2021. Danjoo Koorliny is a bold, long-term, large-scale, systems change project designed by Aboriginal leaders to help communities all walk together towards 2029 and beyond.</p> <p>The Danjoo Koorliny Social Impact Festival, now in its fourth year, took place in the Noongar season of Birak (December-January) the season of the young, with over 500 people attending. The annual festival moved its timing to align with the Noongar six season cycle and provides the basis of the Danjoo Koorliny project framework.</p>
OUTCOMES	<p>Five City of Bayswater staff members attended the recent Danjoo Koorliny Walking Together Social Impact Summit held on 30 November and 1 December 2022 at Poolgarla Parklands Kings Park. The theme for the summit for 2022 was '<i>Caring for Boodja, By Us, For Us, With Us</i>' and aligns with the release of the '<i>Australia – State of the Environment Report 2021</i>' highlighting traditional, scientific and local knowledge of Australia's environment.</p> <p>The City engaged on topics such as; Aboriginal thinking embedding Aboriginal thinking and practices into landscape restoration, healing waterways, respectful and meaningful engagement, economic development and management of natural resources, and how non-Aboriginal people can connect to Country.</p>



Image 1: City of Bayswater Staff at Danjoo Koorliny

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: September 2022 – March 2023	
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 Whaduk Noongar Elder to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.
INFORMATION	<p>At the City of Bayswater Art Awards opening on 4 November 2022, the City showcased an Indigenous artist Jarred Wall (Boox Kid) to perform.</p> <p>In March, the City has planned Music in the Park which will be held on 15 April 2023 at Robert Thompson Reserve in Noranda. This event celebrates the Noongar season of Djeran.</p> <p>Vaugh Maguire will deliver a Welcome to Country and the event will showcase the following Indigenous performers:</p> <ul style="list-style-type: none"> • Della Rae Morrison and the Della Mob; • Kobi Morrison; • Charley Caruso (Abrynz); • Boss Arts Creative; and • Jarred Wall (Boox Kid). <p>Marissa Verma from Bind Bindi dreaming will offer bush tucker tasting along with Indigenous stallholders Emma Jane Weaving, Kaarli, Art by Thomas Betts, Deadly Denim and the Whadjuk Artist Collective.</p>
OUTCOMES	<p>The City is continuing to focus on booking more Indigenous performers and content for other City community events.</p> <p>Relationships are being established with Indigenous artists, performers, and stallholders.</p>



Image 1: Vaughn McGuire delivering a Welcome to Country at Evening in the Park 2023



Image 2: Boox Kid performing at The City of Bayswater Arts Awards 2022



Image 3: Trevor Walley performing Welcome to Country at Bayswater Skate Park opening

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: September 2022 – March 2023	
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	(b) Engage with local Elders and the South West Aboriginal Land and Sea Council (SWALSC) who have knowledge in the area of native Flora and Fauna history, to better inform practices e.g. scar trees
INFORMATION	<p>The City has partnered with SWALSC in the Metropolitan Noongar Ranger Pilot Program. Through this program the City has one trainee working with the bushcare team to help manage our natural areas. The objectives of this program are:</p> <ul style="list-style-type: none"> • Working with Aboriginal communities to develop and implement a successful and sustainable Aboriginal Ranger Program to provide new jobs, protect the environment and provide social and economic benefits to Aboriginal people.; • Providing training for Aboriginal people to develop their skills in conservation and land management to better meet the demand for ranger work; • Scaling up and expanding the Aboriginal Ranger Program by leveraging funds from other State and Commonwealth agencies, industry and philanthropic groups; and • Increasing Aboriginal ranger employment within the metropolitan area.
OUTCOMES	Staff have increased knowledge of native flora and fauna history. Building relationships with SWALSC and engaging to better manage and inform practices.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Respect
ACTION	5. Promote healing at local site of significance to promote reconciliation.
DELIVERABLE	(a) Collaborate with Traditional Custodians and share stories that will contribute to intergenerational healing
INFORMATION	<p>The City has recently upgraded three transit vans and one Ford Ranger Van to include the '<i>Ngalla Maya – Our Place</i>' artwork from Aboriginal artist Marcia McGuire.</p> <p>This has received positive feedback from the community as an inclusive and positive statement increasing awareness about the City's positive relationship with the Indigenous communities.</p>
OUTCOMES	The City is showcasing significant Aboriginal cultural artwork with the wider community.



Image 1: Transit van displaying artwork by Marcia McGuire.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: September 2022 – March 2023	
AUTHOR	Manager Parks and Gardens
BRANCH	Parks and Gardens
STRATEGY	Respect
ACTION	5. Promote healing at local sites of significance to promote reconciliation.
DELIVERABLE	(b) Promote storytelling of sites of significance in the City of Bayswater in culturally acceptable ways, in consultation with Traditional Owners.
INFORMATION	<p>As supported by Councillors at the August 2022 Councillor Briefing, the City is in the process of engaging a sign maker to fabricate new park name signs that incorporates an extract from Marcia McGuire's 'Ngalla Maya - Our Place' artwork.</p> <p>The new signs will be fabricated with weathered Corten steel as a natural aesthetic reflective of the City's parks and will be categorised into three sizes based on the size hierarchy. The City will incorporate Aboriginal artist Marcia McGuire's artwork '<i>Ngalla Maya – Our Place</i>' etched into each sign using extracts for the different sign sizes with Moral Rights attributed clearly on the sign. The artwork extracts will be laser cut into the steel structure to create a strong contrast that is subtle and complementary to the surrounding park context. Using extracts from this artwork incorporates an important cultural heritage theme that reflects the rich cultural diversity of the City of Bayswater in addition to the cultural significance of the natural environment, particularly the watercourses, wetlands and bushland that exist within the City.</p> <p>The City will be installing the new signs to at least eight parks in May/June 2023. The City is planning for larger, continuous installation of new signs, with Indigenous artwork included.</p>
OUTCOMES	<p>The promotion of local sites of significance inclusive of local Indigenous designs etched into steel.</p> <p>Installation of new signs at:</p> <ul style="list-style-type: none"> • Gibbney Reserve • Bert Wright Park • Dick Lucas Park • Birkett Reserve • Feredy Reserve • Armada Reserve • Kelvin St Reserve • Gracechurch Reserve



Image 1: Example of reserve signage

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: September 2022 – March 2023	
AUTHOR	Manager People, Culture and Safety
BRANCH	People, Culture and Safety
STRATEGY	Opportunities
ACTION	2. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development within the City's workforce.
DELIVERABLE	<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 City has employed one trainee as an Environmental Field Officer in the Sustainability Environment and Waste branch through the Metropolitan Noongar Ranger Pilot Program. This is in partnership with the South West Aboriginal Land and Sea Council and Kudj (an Indigenous owned and operated, not for profit organisation providing a range of services which offer accessible training, work experience and employment opportunities to clients).</p> <p>The City is also the host employer of an Indigenous apprentice who is completing his Certificate III in Horticulture in the Parks and Gardens branch. The apprentice was recruited through AFL Sports ready program.</p>
OUTCOMES	The City is developing its relationships with external providers as a way of promoting the City as an employer of choice for Aboriginal and Torres Strait Islander peoples.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: September 2022 – March 2023	
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	(g) Identify opportunities to attract Aboriginal and Torres Strait Islander candidate through recruitment practices and policies.
INFORMATION	<p>The City is a member of Reconciliation Australia. As part of this network the City attends the Reconciliation in Action Forums. These are a series of forums conducted two-four times a year in Perth. They bring together organisations interested in enhancing the outcomes across Aboriginal workforce recruitment and retention, and supply and procurement.</p> <p>The forums are a combination of keynote presentations, panel discussions, breakout workshops and yarning circles with the aim of delivering a supportive and collaborative approach across sectors to delivering on Reconciliation Action Plan commitments. It includes industry leader guest speakers, case studies in the areas of cultural safety, retention and employment, procurement and innovation.</p> <p>Retention and Employment Panel and discussion spoke about cultural loading of Aboriginal staff and how it can add to the workload of the staff member. Other points discussed included using yarning type interviews, cultural safety for all staff and parity in leadership roles.</p> <p>The Moving into Innovation Panel session spoke to the importance of relationship/partnerships and innovation being essential for cultural growth. Advice provided by panel members included <i>every step counts</i>, including <i>The small step' to Keep learning and celebrate successes, and It's not too late, and to grab every opportunity with pride.</i></p> <p>The forum finished with a panel who spoke about the Uluru Statement from the Heart and how to consider the Uluru Statement in the workplace through educating and informing staff.</p> <p>The October 2022 Reconciliation in Action Forum was hosted in joint partnership between Reconciliation WA and the Waalitj Foundation.</p>
OUTCOMES	City of Bayswater Councillor and staff attended the Reconciliation in Action Forum on 27 October held at Reconciliation WA offices in West Perth.



Image 1: Reconciliation in Action Forum Panel

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: September 2022 – March 2023	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Governance
ACTION	2. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.
DELIVERABLE	(a) Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.
INFORMATION	<p>Participation in Reconciliation Australia's annual RAP Impact Measurement Questionnaire is a requirement for all RAP organisations. The RAP Impact Measurement Questionnaire is an online questionnaire designed to measure progress against the minimum requirements of the RAP program for 1 July 2021 to 30 June 2022.</p> <p>Information submitted through the RAP Impact Measurement Questionnaire contributes to Reconciliation Australia's annual RAP Impact Measurement Report and enables Reconciliation Australia to determine the effectiveness of the RAP program. The key achievements and learnings collated will assist Reconciliation Australia to further develop the RAP program and contribute to its ongoing evaluation.</p> <p>The RAP Impact Report captures the data, stories and progress of the Reconciliation Action Plan Program.</p> <p>At an organisational level, the information gathered provides an opportunity to assess how the organisation is tracking against its commitments.</p>
OUTCOMES	City of Bayswater Councillor and staff attended the Reconciliation in Action Forum on 27 October held at Reconciliation WA offices in West Perth.

11 GENERAL BUSINESS**11.1 Change Of Date Of Annual Australia Day Citizenship Ceremony And Awards****Outcome**

At the 28 February 2023 Ordinary Council Meeting, Council resolved to consult with the Reconciliation Advisory Committee (RAC) in regard to the appropriateness of an alternative date to celebrate the Annual Australia Day Citizenship Ceremony and Awards (in light of the recent Federal Government announcement for greater flexibility for Citizenship Ceremonies that are normally held on 26 January). Council further resolved to address the alternative event date and the feedback from the Committee members in a further report to Council in May 2023.

This item is in response to the above resolution of Council.

Background

The City of Bayswater Mayor presented a Notice of Motion at the 28 February 2023 Ordinary Council Meeting, with consideration of material facts. The material facts are summarised below in the officer's comments. Committee members are asked to provide feedback of the appropriateness of an alternative date to celebrate the Annual Australia Day Citizenship Ceremony and Awards, and this will inform a further report to Council in relation to this matter.

External Consultation

No other consultation has yet occurred on this matter.

Officer's Comments

In summary, the City was advised this year, by the Federal Government that all local governments have been offered greater flexibility for the Citizenship Ceremonies. That is, now local governments have the option to hold the Australia Day Citizenship Ceremony on an alternative date to the Australia Day public holiday.

In June 2021, the City's RAC suggested the City change the name of the Australia Day celebration to the 'Community BBQ Breakfast'. The change was the result of a suggestion by the committee due to cultural sensitivities. Since 2022, the City has referred to the celebrations on Australia Day as the Community BBQ Breakfast, but continued to hold the celebration on the public holiday in conjunction with the citizenship ceremony and awards. The City considered this suggestion when planning its future events.

Current City of Bayswater Australia Day Program

The City has historically offered two activities as part of the Australia Day Program, of which the Citizenship Ceremony and awards was legislated, under the Australian Citizenship Ceremonies Code 2022, to occur on the National Australia Day public holiday. The City's celebrations were also held on the same public holiday as follows:

1. Annual Citizenship Ceremony and Australia Day Awards - 26 January - The City's ceremony is conducted on the morning of Australia Day in compliance with the Australian Citizenship Ceremonies Code 2022, and in partnership with Auspire (Australia Day Council of Western Australia).
2. Community BBQ Breakfast - 26 January - The City celebrates Australia Day on the public holiday each year, concurrently with the ceremony and awards in the morning, with a free sausage sizzle, community stalls, information, food and entertainment.

Neighbouring Local Governments Program

This year, the City of Belmont, City of Stirling, City of Perth, Town of Bassendean and Town of Victoria Park also celebrated Australia Day on the public holiday, with citizenship ceremony, awards and celebrations.

The City of Fremantle held separate activities, with the ceremonies held on Australia Day, and their celebrations on 28 January. The City of Vincent also separated activities, with their celebrations on the following day after Australia Day on 27 January, as a commitment to their Reconciliation Action Plan. The Town of Cambridge held their celebrations the day prior to Australia Day on 25 January.

Other Considerations

At the February Council meeting, members of the public asked questions during public question summarised below for consideration of the Committee members:

- The reason for considering an alternative date for the Citizenship Ceremony normally held on Australia Day;
- The financial implications of changing the date and consulting with the RAC;
- What steps would Council consider to engage more broadly;
- The impact to migrants by changing the date; and
- To consider the referendum outcome prior to deciding.

The RAC has authority as per the terms of reference, to consider items in relation to the implementation of the Reconciliation Action Plan. As the Australia Day Citizenship Ceremony is outside of the scope of the Terms of Reference, the City intends to collate feedback from the meeting and incorporate individual and/or consensus views into a report to Council in May 2023.

Conclusion

In respect to the above information, this item seeks the views of the members of the Reconciliation Advisory Committee to inform a report to Council in May 2023.

Committee Members' Feedback

Cr Josh Eveson asked if the change of date for the Citizenship Ceremony was in alignment with the Terms of Reference.

The purpose of this item was to collect feedback from the Committee members and does not seek to find a recommendation or resolution of the Committee. The intent of this general business item is to collate information/feedback to inform a full report to the 23 May 2023 Ordinary Council Meeting. It was acknowledged that Cr Eveson was correct that any resolution made by this Committee with regard to an event date is outside of the terms of reference.

The Committee members namely Dorothy Bagshaw, Vaughn McGuire, Liz Narkle and Alisha Roberts were of the view that the day of the Australia Day Citizenship Ceremony and Awards should be held after Australia Day (26 January). It was suggested that the City support a celebration after a 'Sorry Day'. It was also suggested to incorporate in such a day Aboriginal cultural information, Welcome to Country, Aboriginal food and entertainment themed to the season into the BBQ breakfast and ceremony. It was also the considered opinion of the Committee that this would be a positive experience for new citizens and be an integrated approach.

11.2 Committee Update

1. Reconciliation Action Plan (RAP) Impact Measurement Questionnaire 2022

The RAP Impact Measurement Questionnaire is an online annual mandatory reporting requirement of the RAP program designed to measure progress against the RAP program. The City submitted a questionnaire in September 2022 and will share findings with the Committee when Reconciliation Australia releases the annual RAP Impact survey in June 2023. The most recent report can be viewed [here](#).

2. Acknowledgement of Country

The Reconciliation Rituals Protocols Management Practice was developed to ensure all City of Bayswater employees understand the importance of respectfully acknowledging Aboriginal and Torres Strait Islander people.

The following Acknowledgement of Country in Noongar and/or English is used at the City of Bayswater:

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

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

In response to community feedback, it is proposed that the wording be changed to:

I begin today by acknowledging the Whadjuk people, of the Nyoongar nation Traditional Custodians of the land on which we <gather/meet> today, and pay my respects to their Elders past and present. I extend that respect to Aboriginal and Torres Strait Islander peoples here today.

Committee Members' Feedback

The Committee members namely Dorothy Bagshaw, Vaughn McGuire, Liz Narkle and Alisha Roberts were of the view that the current version of 'Acknowledgement to Country', including the reference to 'emerging' gifted to the City by Barry McGuire should remain in place. The Committee members thanked the City for raising this question with them.

Cr Josh Eveson asked if it was appropriate for multiple people to 'Acknowledge to Country' at an event. Members agreed that 'Acknowledgement to Country' is only needed to be said once.

3. 2023 NAIDOC Perth Awards

The City has submitted an award application to NAIDOC Perth nominating May McGuire in the female Elder of the year category. The closing date for applications was on 17 April 2023, and the NAIDOC Perth Awards Ceremony is on Friday 13 May 2023 at the Astral Rooms, Crown Perth.

4. National Reconciliation Week and NAIDOC Week 2023.

City staff provided an update on planning for National Reconciliation Week (27 May to 3 June) and NAIDOC Week (2 -9 July). (Refer to [Attachment 1](#))

Attachment 1**National Reconciliation Week 27 May – 3 June 2023**

The Community Development team is working on an event for National Reconciliation Week.

- **Wednesday 31 May 11am – 12pm** (CEO and Mayor are both booked for this) City Of Bayswater Civic Centre - Flag raising outside Civic Centre, followed by guest speaker(s) in Embleton Room.

Additionally, the following banner will be on display outside of the Civic Centre during National Reconciliation Week.

**NAIDOC Week 2-9 July 2023**

The Library Service has the following planned for NAIDOC Week:

- **Boodja Bush and Noongars – Ages 5-12**
Tuesday, 4 July, from 2pm until 3pm at Morley Library
Learn about Country and the ways of the Noongar people, 6 Seasons, Lore and the Dreaming.
- **Noongarts and Crafts – ages 5-12**
Wednesday, 5 July from 10am until 11am at Bayswater Library
Create a piece of art from raw materials, Noongar style based on the Dreaming
- **Noongar Bingo**
Thursday, 6 July from 2pm until 3pm at Maylands Library
Play bingo and learn language using Noongar symbols, plants, animals and win prizes.
- **Noongar Language and Culture Workshop with Carol Foley – young adults and adults**
Saturday, 8 July, from 10am until 11am at Maylands Library
Join Carol in a hands-on learning experience as we celebrate NAIDOC Week.



The Sustainability team is planning the following:

- **Storytelling and planting day at Bardon Park – All ages**
Sunday 2 July with Dr Noel Nannup
- **Baigup Wetlands planting day – All ages**
Saturday 8 July with Belinda Cox
- **Smoking ceremony and planting day at Maylands Samphires – All ages**
Sunday 9 July with Trevor Stack
- **Walk through Lightning Swamp Bushland – All ages**
Date TBA with Belinda Cox (TBC)

12 CLOSURE

There being no further business to discuss, the Chairperson, Cr Sally Palmer, declared the meeting closed at 6:48pm.

13 NEXT MEETING

The next meeting of the Reconciliation Advisory Committee will take place in the Council Chambers, City of Bayswater Civic Centre, 61 Broun Avenue, Morley, on 30 August 2023 commencing at 5.30pm.