

Agenda

Reconciliation Advisory Committee Wednesday 30 August 2023

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 30 August 2023** commencing at **5:30 pm**.

This meeting is open to the public.

Yours sincerely

JEREMY EDWARDS
CHIEF EXECUTIVE OFFICER

23 August 2023

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

Non-Voting Members

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

Officers

Melissa Dias	Coordinator Community Development
Vaughn McGuire	Community Development Officer Reconciliation

Observers

Press -
Public -

Leave of Absence**3.1 Apologies**

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.

In accordance with section 5.23(1)(b) of the *Local Government Act 1995* the COVID-19 Advisory Committee has delegated authority, as approved by Council, to make decisions regarding urgent measures that would usually require Council direction in relation to the COVID-19 Coronavirus pandemic.

This meeting is open to the public.

The Audit and Risk Management Committee has certain legislated powers and authority as outlined in the Terms of Reference, however no Delegated Authority has been provided by Council.

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 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

8 CONFIRMATION OF MINUTES

The Minutes of the Reconciliation Advisory Committee meeting held on 19 April 2023 which have been distributed, be confirmed as a true and correct record.

9 PRESENTATIONS

9.1 Deputations

10 REPORTS**10.1 Innovate Reconciliation Action Plan - Progress Report for April - July 2023**

Responsible Branch:	Community Development
Responsible Directorate:	Community
Authority/Discretion:	Executive/Strategic
Voting Requirement:	Simple Majority Required
Attachments:	1. Innovate Reconciliation Action Plan 2021 2023 Progress April 2 [10.1.1 - 18 pages]

SUMMARY

For Committee to note the City's Innovate Reconciliation Action Plan October 2021 - October 2023 deliverables that have been actioned between April 2023 to July 2023, 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 April 2023 to July 2023, 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 April 2023 to July 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 12 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.	1-2
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.	3-12
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.	-
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.

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 Report to Reconciliation Australia submitted each year.	

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	\$53,250 for year three (2023-2024)		\$74,519	N/A	N/A	N/A	\$127,769 for year three (2023-2024)

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: April 2023 – July 2023	
AUTHOR	Manager Communications, Engagement and Customer Relations
BRANCH	Communications, Engagement and Customer Relations
STRATEGY	Relationships
ACTION	2. Build relationships through celebrating National Reconciliation Week (NRW) and other days of significance.
DELIVERABLE	(e) Raise awareness of the activities and events organised by the City to celebrate days of significance.
INFORMATION	Over this period, the City shared the information about NAIDOC week activities and events on its social media platforms, ie. Facebook, Instagram and LinkedIn. The National Reconciliation Week and NAIDOC Week recognition dates were further promoted using channels such as the City staff e-signature, 24-hour social media stories, fortnightly community e-newsletter, article in the Bayswater Brief 2023 winter edition, and a news article and What's On event listings on the City's website.
OUTCOMES	Raised awareness of the activities and events organised by the City to celebrate days of significance, including National Reconciliation Week and NAIDOC Week. Increased understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning including the sharing of Noongar seasons.



Image 1: Family and friends recognising Elder May McGuire during NAIDOC Week 2023.



Image 2: City of Bayswater Facebook – Promotion of events for NAIDOC Week.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: April 2023 – July 2023	
AUTHOR	Manager Communications, Engagement and Customer Relations
BRANCH	Communications, Engagement and Customer Relations
STRATEGY	Relationships
ACTION	2. Build relationships through celebrating National Reconciliation Week (NRW) and other days of significance.
DELIVERABLE	(e) Raise awareness of the activities and events organised by the City to celebrate days of significance.
INFORMATION	Over this period, the City shared the below news and event promotions of a full list of program activities on its social media platforms, i.e. Facebook, Instagram and LinkedIn for National Reconciliation Week and NAIDOC Week, as listed below in the Facebook, Instagram and LinkedIn post links below.
OUTCOMES	<p>This raises awareness and educates community about Reconciliation and Aboriginal and Torres Strait culture. It invites participation and demonstrates how the City leads Reconciliation and celebration of days of significance, including the National Reconciliation Week and NAIDOC Week.</p> <p>Increased understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning, including sharing the Noongar seasons.</p>

Facebook posts

- [Noongar season of Makuru](#)
- [National Reconciliation Week 2023 album](#)
- [Event: Yarning with Uncle Noel Nannup and Community Planting Day](#)
- [Event: Bushwalk with Belinda Cox and Community Planting Day](#)
- [Event: Smoking Ceremony and Community Planting Day](#)
- [NAIDOC Week in the City](#)
- [Event: Boodja Bush and Noongars \(Ages 5 – 12\)](#)
- [Event: Noongarts and Crafts \(Ages 5 – 12\)](#)
- [Event: Noongar Bingo \(Ages 5 – 12\)](#)
- [Elder May McGuire recognition award event](#)
- [Wrap up of NAIDOC Week events in the City](#)

Instagram posts

- [Noongar season of Makuru](#)
- [National Reconciliation Week 2023](#)
- [NAIDOC Week in the City](#)
- [Elder May McGuire recognition award event](#)
- [Wrap up of NAIDOC Week events in the City](#)

LinkedIn posts

- [Noongar season of Makuru](#)
- [National Reconciliation Week 2023 album](#)

- Elder May McGuire recognition award event
- Wrap up of NAIDOC Week events in the City

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: April 2023 – July 2023	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Respect
ACTION	1. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocol.
DELIVERABLE	(e) Develop a calendar of significant events and invite a Whadjuk Noongar Elder to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.
INFORMATION	The City of Bayswater now incorporates a Welcome to Country into all community development events including the Citizenship ceremonies.
OUTCOMES	The City continues to include an Acknowledgement to Country at all formal meetings and events.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT	
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 Aboriginal Cultural Awareness training during this period as part of the 2023 Community Upskiller Program.</p> <p>Facilitated by skilled Aboriginal Trainer Trish Hill Wall, this training was aimed to provide attendees with the first stepping-stone towards understanding Aboriginal people and culture, as well as improved communication and better relationships.</p> <p>Key components of Australia’s First Nations people were explored including their; experiences, history, beliefs and values, lifestyles; and relations with other Australian cultural groups today.</p> <p>Topics that were covered include:</p> <ul style="list-style-type: none"> • <u>Understanding cultural safety;</u> • <u>Aboriginal culture;</u> • <u>Impact of colonisation;</u> • <u>Intergenerational trauma;</u> • <u>Social and emotional wellbeing;</u> • <u>Inclusive practices;</u> • <u>Building trust;</u> • <u>Language tools;</u> • <u>Acknowledging Country; and</u> • <u>Welcoming workplaces and services.</u>
OUTCOMES	<p>This training developed participant’s awareness and sensitivity on Aboriginal culture, whilst providing practical skills and actionable real-world ways to improve how we engage with Aboriginal people and their communities.</p> <p>The following feedback was received in the post-workshop survey:</p> <p><i>“The facilitator was friendly and shared their lived experiences, although they were not pleasant to tell.”</i></p> <p><i>“I loved learning how to respectfully approach my First Nations neighbours and that the knowledge came from the source.”</i></p> <p><i>“I appreciated the information provided on etiquette when talking to Indigenous Australians and more importantly Elders.”</i></p> <p><i>“The facilitator was respectful in welcoming us and was honest in sharing her lived experiences without putting the blame on the current generation. This allowed me to ask honest questions and clear my understanding.”</i></p>



Image 1 - Aboriginal Cultural Competence Training – City of Bayswater Civic Centre.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: April 2023 – July 2023	
AUTHOR	Environment Manager
BRANCH	Parks and Environment
STRATEGY	Respect
ACTION	1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
DELIVERABLE	(e) Facilitate training opportunities for community groups and sporting clubs to attend Aboriginal and Torres Strait Islander cultural learning training.
INFORMATION	During the reporting period, the Environment team organised a workshop through Tucker Bush to allow community members the opportunity to learn how to grow bush tucker fruits, roots, nuts, seeds and leaves from plants naturally adapted to our climate and soil. Over 60 participants attended the workshop and attendees could purchase plants to take home on the night.
OUTCOMES	The workshop encourages sustainable practices and also explores native plants with edible fruits that is said to be an integral part of Aboriginal and Torres Strait Islander culture for thousands of years.



Image 1: Tucker Bush workshop - City of Bayswater Civic Centre.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: April 2023 – July 2023	
AUTHOR	Environment Manager
BRANCH	Parks and Environment
STRATEGY	Respect
ACTION	1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
DELIVERABLE	(f) In collaboration with Whadjuk Noongar people, provide internal and external opportunities to learn 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>During the reporting period, the Environment team organised three NAIDOC week activities including:</p> <ol style="list-style-type: none"> 1. A yarning session with Noongar Elder Dr Noel Nannup at Bardon Park (Malgamongup); 2. An interactive experience with Belinda Cox from Djirilly Dreaming, learning about Noongar uses of plants and wetland areas at Baigup Wetlands; and 3. A smoking ceremony with Trevor Stack at Maylands Samphires (Clarkson Reserve). <p>Each of these events were followed by community planting days.</p>
OUTCOMES	Volunteers and community members learnt more about the history and culture of the Noongar peoples, and understand the significance of traditions, such as smoking ceremonies in relation to the natural environment within the City of Bayswater.



Image 1: Yarning session at Bardon Park.



Image 2: Learning about Noongar uses of plants and wetlands at Baigup Wetlands.



Image 3: The Smoking Ceremony at Maylands Samphire Flats.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: April 2023 – July 2023	
AUTHOR	Library Services Manager
BRANCH	Community Development
STRATEGY	Respect
ACTION	1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
DELIVERABLE	(a) In collaboration with Whadjuk Noongar people, provide internal and external opportunities to learn 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	The City's Library Service's monthly Noongar Language and Culture Workshop with Carol Foley continued at the Maylands Library. This also includes the inclusion of Noongar greetings in communications, where appropriate on social media platforms, corporate publications and oral communications.
OUTCOMES	A total of 59 people attended the three workshops offered throughout this reporting period. These workshops provide the opportunity for participants to better understand local Aboriginal and Torres Strait culture and develop the ability to respect, co-exist and community with people of different cultural backgrounds.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: April 2023 – July 2023	
AUTHOR	Library Services Manager
BRANCH	Community Development
STRATEGY	Respect
ACTION	1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
DELIVERABLE	(f) In collaboration with Whadjuk Noongar people, provide internal and external opportunities to learn more about Noongar language and build partnerships with external training organisations (i.e. inclusion of Noongar greetings in communications, where appropriate on social media platforms, corporate publications and oral communications).
INFORMATION	<p>Collection Management - the Library Service's collection of resources was reviewed with the intention of identifying opportunities to increase the number and range of resources recoding Indigenous history, experience and culture. The collection will continue to grow with assistance from suppliers with expertise in this area.</p> <p>These resources were promoted throughout National Reconciliation Week in a variety of ways including the Library Service's e-Newsletter, and a display at Morley Library.</p>
OUTCOMES	Increased opportunities for people to access information to learn more about Noongar language and culture through materials and publications that is contemporary.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: April 2023 – July 2023	
AUTHOR	Manager Communications, Engagement and Customer Relations
BRANCH	Communications, Engagement and Customer Relations
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	The City of Bayswater Communications, Engagement and Customer Relations team continued to share information on Noongar seasons promotions on social media platforms. On 1 June 2023 the City celebrated the introduction of the season of Makuru from June to July. The Community Development Officer – Reconciliation shares cultural knowledge to inform these posts regarding the Noongar seasons.
OUTCOMES	Community members are able to learn about the six seasons of the Noongar calendar through these regular posts on social media.



Image 1: City of Bayswater Facebook post – Makuru season.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: April 2023 – July 2023	
AUTHOR	Manager Community Development
BRANCH	Community Development
STRATEGY	Respect
ACTION	1. Demonstrate Respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocol.
DELIVERABLE	(c) Develop a calendar of significant events and invite a Whaduk Noongar Elder to provide Welcome to Country or other appropriate cultural protocol at significant events each year.
INFORMATION	<p>The City delivered a free community event called 'Music in the Park' that celebrated the Noongar Season of Djeran. The event was held on the 15 April at Robert Thompson Reserve. Indigenous entertainment included; Kobi Morrison, Della Mob, Boss Arts Creative, Abrynz and Box Kid and markets stall holders.</p> <p>The City invited a local Whadjuk man to conduct The Smoking Ceremony and Welcome to Country.</p>
OUTCOMES	The City facilitated the sharing of Aboriginal and Torres Strait Islander culture and showcased Aboriginal artists to the community.



Image 1: Welcome to Country and Smoking Ceremony at Music in the Park.



Image 2: Community members immersing themselves in a smoking ceremony experience.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: April 2023 – July 2023	
AUTHOR	Library Services Manager
BRANCH	Community Development
STRATEGY	Respect
ACTION	2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
DELIVERABLE	(b) Continue to include an Acknowledge of Country or other appropriate protocols at the commencement of important meetings.
INFORMATION	The Library Service continues to include an Acknowledgement of Country at events and programs hosted at the City's three libraries.
OUTCOMES	Community members have an increased understanding and respect for the Traditional Custodians of the lands.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: April 2023 – July 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	(d) Provide opportunities for Reconciliation Advisory Committee members, Elected Members, Youth Advisory Committee members and all City staff to participate informal and structured cultural learning.
INFORMATION	In June, the City invited an informal opportunity for the City’s new Reconciliation Officer to address the Executive Management Team and Operational Managers Team, to informally increase their understanding, value and recognition of Aboriginal and Torres Strait Islander culture from the perspective of a local Whadjuk person. City leaders were offered an opportunity to share and ask questions.
OUTCOMES	Provided informal learning and raised awareness of Aboriginal culture. It increased understanding, value and recognition of Aboriginal and Torres Strait Islander peoples directly with the leaders of the City’s administration.

11 GENERAL BUSINESS**11.1 Committee Updates**

- 1. Reconciliation Advisory Committee - Notice of Resignation** – (Julie-Ann Gray, Manager Community Development).

Vaughn McGuire was appointed by the City of Bayswater as Community Development Officer – Reconciliation and commenced in the role on 3 May 2023. As a result of the offer of appointment, the City accepted Vaughn McGuire’s resignation from the Reconciliation Advisory Committee on 1 May 2023.

We would like to thank Vaughn for his contribution to the Committee, his efforts and advice in regard to the City’s Reconciliation Action Plan. We are now working with Vaughn and recognise the vast strengths he brings to the City with cultural relationship building, connection to communities and Reconciliation expertise.

- 2. ‘Places Names’ Collaborative Project** – (Co-presented by City and CANWA. City representatives; Vaughn McGuire Community Development Officer – Reconciliation, Julie-Ann Gray, Manager Community Development and Melissa Dias, Community Development Coordinator; with CANWA Representatives; Michelle White, CAN Executive Producer, Geri Hayden, CAN Cultural Advisor, Monica Kane, Moodjar Consultancy, and Gia Hilditch, CAN Place Names Producer.

In 2022, the City of Bayswater submitted an Expression of Interest to Community Arts Network (CAN WA) to collaborate on a ‘Place Names’ project in the City of Bayswater.

‘Place Names’ is a Community Arts Network Project supported through the Australian Government’s Indigenous Languages and Arts program, the Australia Council for the Arts and principal partner Moodjar Consultancy.

In July City staff met with CAN WA to discuss this opportunity to work alongside and collaboratively. CAN WA has since gained endorsement from their Whadjuk Cultural Advice Committee to proceed with the project. The next step is for CAN WA and the City, to present a project proposal to RAC members to gain further support to progress.

This project will be incorporated as part of a larger project by the City to explore opportunities for dual naming. It is not part of the City of Bayswater Naming Register that is currently open for public comment (point below update).

- 3. City of Bayswater Naming Register** - (Melissa Dias, Coordinator Community Development).

Further to advice via email, the City is inviting the public to submit proposed names to build a register for the future naming of parks, reserves, streets, right of ways (laneways) and infrastructure. The City will assess the suitability of submissions and approved names will be considered when a naming request is received.

Categories for the name submissions include:

- Noongar language relevant to the area
- Bayswater identities
- Historic Bayswater businesses
- Native flora and fauna

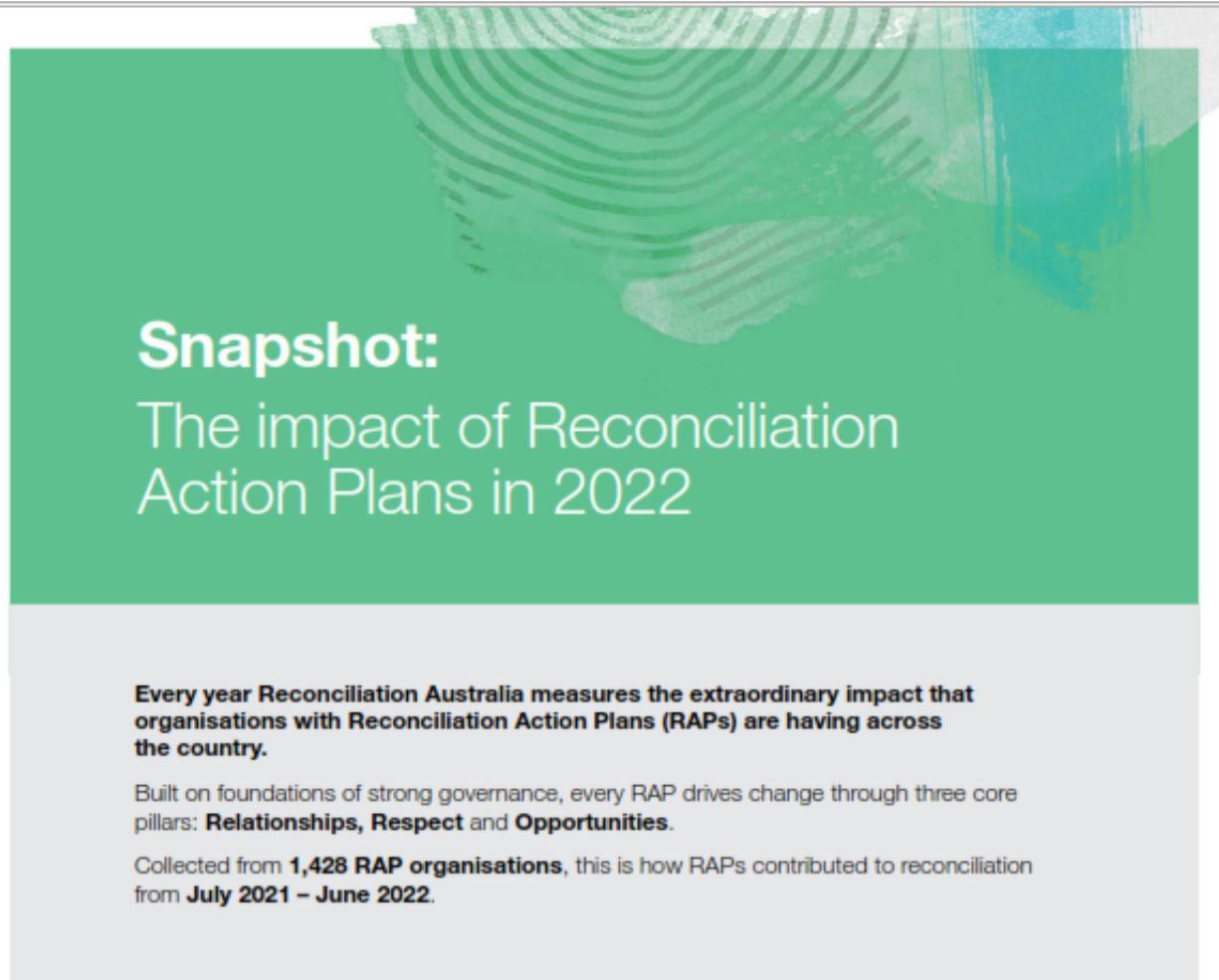
A culturally significant historic event, architectural style, artwork, waterway or other culturally iconic element connected with the area.

<https://engage.bayswater.wa.gov.au/naming-register>

Hard copies of the submission form will be available from the Civic Centre and the City's three libraries. Submissions close at 5pm on Monday 4 September 2023.

4. **Reconciliation Action Plan (RAP) - Reconciliation Australia's Impact Report for 2022** – (Julie-Ann Gray, Manager Community Development). At the 19 April 2023 meeting, the City provided an update on the timing of the release of the Reconciliation Australia's Impact Report for 2022. Refer to **Attachment 1** – Snapshot: The Impact of Reconciliation Action Plans in 2022, published by Reconciliation Australia in April 2023. This report collected information from 1,428 RAP organisations, including the reporting from the City of Bayswater.

Attachment 1



Snapshot:

The impact of Reconciliation Action Plans in 2022

Every year Reconciliation Australia measures the extraordinary impact that organisations with Reconciliation Action Plans (RAPs) are having across the country.

Built on foundations of strong governance, every RAP drives change through three core pillars: **Relationships, Respect and Opportunities.**

Collected from **1,428 RAP organisations**, this is how RAPs contributed to reconciliation from **July 2021 – June 2022.**

Relationships

At the heart of reconciliation is the relationship between the broader Australian community and Aboriginal and Torres Strait Islander peoples.

-  RAPs continued to have extensive reach across Australia, with **3,743,939 people working or studying in an organisation with a RAP.**
-  A further **6,242,562 people** were members of a **peak body or sporting club with a RAP.**
-  Effective partnerships are core to relationship-building and embedding change. Strong relationships endured across the network, with **16,844 formal and informal partnerships existing between RAP organisations and Aboriginal and Torres Strait Islander organisations** (13,591 in 2021).
-  Participation in National Reconciliation Week keeps growing, with **5,952 National Reconciliation Week events** being hosted by organisations with a RAP (4,173 in 2021).



Respect

Building understanding of Aboriginal and Torres Strait Islander cultures, rights and experiences underpins progress toward all five dimensions of reconciliation.



Participation in cultural immersion and face-to-face cultural learning experiences increased to above pre-pandemic levels, with **18,702 employees** of RAP organisations **participating in cultural immersion** (7,425 in 2020) and **72,313 in face-to-face cultural learning** (48,067 in 2020).



Online cultural learning has also increased to well above pre-pandemic levels: **528,095 employees** of RAP organisations participated (250,683 in 2020).



68% of RAP organisations **changed core operations and/or services because of their RAP**, showing RAPs continue to drive organisational outcomes.

Opportunities

Aboriginal and Torres Strait Islander peoples' equal and equitable participation in a range of life opportunities is crucial to reconciliation.



There was a **sustained increase** in **employment** and **procurement opportunities** across the RAP network.



73,565 Aboriginal and Torres Strait Islander people were **employed** by an organisation with a RAP (61,263 in 2021).



\$3,112,203,909 worth of **goods and services** were **procured** by RAP organisations from **Aboriginal and Torres Strait Islander-owned businesses** (\$2,799,542,877 in 2021).



Change requires **leadership commitment** and representation from First Nations people in **decision-making positions**. This has improved across the network, however there is still more work to be done.



490 Aboriginal and Torres Strait Islander people **sat on boards of RAP organisations** (362 in 2021).



491 Aboriginal and Torres Strait Islander people in RAP organisations **were in executive leadership roles** (388 in 2021).

As the program marks 16 years of contributing to reconciliation, this snapshot shows us where the RAP network has succeeded in making change, and where it needs to concentrate its efforts.

The increase of Aboriginal and Torres Strait Islander people in leadership positions, as well as the growth in partnerships between RAP organisations and First Nations organisations, are marked achievements in support of First Nations leadership and self-determination that must be sustained.

As always there is more work to be done, but this snapshot shows the ongoing impact of the RAP program as we take our next steps together on our national reconciliation journey.

To learn more about the impact of the RAP program, head to reconciliation.org.au/reconciliation-action-plans



12 NEXT MEETING

The next meeting of the Reconciliation Advisory Committee will be advised at a later date.

13 CLOSURE