

# Agenda

## ABORIGINAL ADVISORY COMMITTEE

**11 APRIL 2019**

### Notice of Meeting

The next meeting of the **Aboriginal Advisory Committee** will take place in the Council Chambers, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on Thursday 11 April 2019 commencing at **5:00pm**.

Yours sincerely



**ANDREW BRIEN**  
**CHIEF EXECUTIVE OFFICER**

**4 April 2019**

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## AGENDA

### 1. OFFICIAL OPENING

### 2. ACKNOWLEDGEMENT OF COUNTRY

### 3. ATTENDANCE

#### **Members**

Cr Stephanie Gray  
Cr Sally Palmer  
Cr Giorgia Johnson  
Ms Jan Wheare  
Ms Carol Foley  
Ms Danielle Cameron  
Mr Barry McGuire  
Ms Stacey Maxted

#### **Officers**

Mr Des Abel	Director Community and Development
Ms Karen Quigley	Manager Community Development
Ms Fiona Bentley	Manager Strategic Planning Projects
Mr Dan West	Manager People, Culture and Safety
Ms Michele Fletcher	Coordinator Community Development
Ms Sherilee Macready	Community Development Officer
Ms Karen D'Cunha	Administration Officer

#### **Observers**

Nil.

#### 3.1 Apologies

Nil.

#### 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

There are no items appearing in this agenda for which the Aboriginal Advisory Committee has been granted delegated authority by Council in accordance with section 5.23(1)(b) of the *Local Government Act 1995*; this meeting is closed to the Public.

## 6. TERMS OF REFERENCE

TERMS OF REFERENCE Aboriginal Advisory Committee	
<b>Meeting occurrence:</b>	As required
<b>Day of Meeting:</b>	When suitable
<b>Time of Meeting:</b>	When suitable
<b>Location of Meeting:</b>	City of Bayswater, Civic Centre, 61 Broun Avenue, Morley WA 6062
<b>Liaison Officer:</b>	Director Community and Development or nominated officer
<b>Purpose of Committee:</b>	<ul style="list-style-type: none"> <li>The Aboriginal Advisory Committee advises and assists in the development, implementation and monitoring of a Reconciliation Action Plan (RAP) for the City of Bayswater, with the aim to help the workplace to facilitate understanding, promote meaningful engagement, increase equality and develop sustainable employment and business opportunities.</li> <li>The Aboriginal Advisory Committee may also provide advice and make recommendations to the City of Bayswater on matters other than the RAP that affect Aboriginal people within the City of Bayswater, where the City can have a direct influence.</li> </ul>
<b>Elected Members:</b>	Three Elected Council Members
<b>Non-Council Members:</b>	Up to five community members who fit one or more of the following criteria: <ul style="list-style-type: none"> <li>Aboriginal and Torres Strait Islander community members.</li> <li>Individuals who work with or for the Aboriginal and Torres Strait Islander community on a professional level.</li> <li>Any community member who lives or works within the City of Bayswater or is regularly engaged with the Bayswater community, who is interested in reconciliation and its potential to influence the culture of the organisation.</li> </ul>
<b>Non-Voting Members:</b>	<ul style="list-style-type: none"> <li>Director Community and Development</li> <li>Manager Community Development</li> <li>Manager People, Culture and Safety</li> <li>Coordinator Community Development</li> <li>Community Development Officer</li> <li>Community and Development Administration Officer</li> <li>An additional officer representative from each of the Directorates to be invited to and on a rotating basis to attend the meetings.</li> </ul>
<b>Terms of Membership:</b>	<ul style="list-style-type: none"> <li>Elected members - Two years commencing after each Ordinary Council election</li> <li>Non-Council members - from the date of appointment by Council until October 2019.</li> </ul>
<b>Delegated Authority:</b>	Nil
<b>Sitting Fees:</b>	Nil (included as part of the annual Sitting Fees paid to Councillors)



**7. CONFIRMATION OF MINUTES**

The Minutes of the Aboriginal Advisory Committee Meeting held on 12 December 2018 which have been distributed, be confirmed as a true and correct record.

Moved:

Seconded:

**8. PRESENTATIONS**

**8.1 Presentations**

Nil.

**8.2 Deputations**

Nil.

## 9. REPORTS

### 9.1 Draft Reconciliation Action Plan (Reflect)

<b>Responsible Branch:</b>	Community Development	
<b>Responsible Directorate:</b>	Community and Development	
<b>Authority/Discretion:</b>	<input type="checkbox"/> Advocacy <input type="checkbox"/> Executive/Strategic <input type="checkbox"/> Legislative	<input checked="" type="checkbox"/> Review <input type="checkbox"/> Quasi-Judicial <input type="checkbox"/> Information Purposes
<b>Voting Requirement:</b>	Simple Majority Required	
<b>Attachments:</b>	1. First draft City of Bayswater Reconciliation Action Plan Reflect July 2019 - June 2020 with Feedback from Reconciliation Australia.  2. Revised draft City of Bayswater Reconciliation Action Plan Reflect July 2019 – June 2020 following feedback from Reconciliation Australia.	
<b>Refer:</b>	Item 10.5.2: OCM 29.01.2019 Item 10.4.4: OCM 23.10.2018 Item 13.17: OCM 28.08.2018 Item 13.2: OCM 26.06.2018 Item 13.4: OCM 22.05.2018 Item 13.1.1: OCM 24.04.2018 Item 11.3: OCM 23.08.2016 Item 10.5.2: OCM 12.12.2018	

## SUMMARY

For Council to receive feedback from Reconciliation Australia on the City of Bayswater's draft 'Reconciliation Action Plan (RAP) Reflect July 2019 – June 2020', and consider the revised RAP in response to the feedback.

## OFFICER'S RECOMMENDATION

**That Council:**

1. **Notes the feedback received from Reconciliation Australia with regards to the first draft City of Bayswater Reconciliation Action Plan Reflect July 2019 – June 2020.**
2. **Adopts the revised draft City of Bayswater Reconciliation Action Plan Reflect July 2019 – June 2020 as contained in Attachment 2 to this report.**
3. **Approves the revised draft Reconciliation Action Plan Reflect July 2019 – June 2020 to be forwarded to Reconciliation Australia for endorsement.**

## BACKGROUND

At the Ordinary Council Meeting held 29 January 2019, Council considered the draft City of Bayswater Reconciliation Action Plan Reflect July 2019 – June 2020 and resolved as follows:

*"That Council:*

1. *Notes the feedback received from the Aboriginal Advisory Committee with regards to the draft City of Bayswater Reconciliation Action Plan Reflect July 2019 – June 2020.*

2. *Adopts in-principle the draft City of Bayswater Reconciliation Action Plan Reflect July 2019 – June 2020 as contained in Attachment 1 to this report.*
3. *Considers an allocation of \$161,000 for the implementation of the Reconciliation Action Plan Reflect July 2019 – June 2020 as part of the draft 2019/2020 budget process.*
4. *Approves the draft Reconciliation Action Plan Reflect July 2019 – June 2020 to be forwarded to Reconciliation Australia for endorsement."*

Reconciliation Australia is the peak national body in the area of Reconciliation and provides endorsement of Reconciliation Action Plans.

Feedback was received from Reconciliation Australia in March 2019 and this report details revisions to the Draft RAP in response to this feedback. Reconciliation Australia in reviewing the draft RAP has advised that:

*"The attached draft is a very strong Reflect RAP, and goes above and beyond the requirements of the Reflect template in many areas. We're pleased to see the Council will be working toward the development of an Innovate RAP at the end of the year, as we believe you are already demonstrating Innovate-level commitments in many areas of the plan."*

## **EXTERNAL CONSULTATION**

The first draft City of Bayswater Reconciliation Action Plan Reflect July 2019 – June 2020 was submitted to Reconciliation Australia on 5 February 2019.

The City received a response from Reconciliation Australia on 12 March 2019. It included their feedback responses which have been incorporated into the revised draft City of Bayswater Reconciliation Action Plan Reflect July 2019 – June 2020 which is presented in **Attachment 2**.

## **OFFICER'S COMMENTS**

In reviewing the City's RAP Reconciliation Australia has asked for some additional actions which will make the RAP more consistent with the Reflect RAP template. All of these changes are consistent with the intentions of the draft RAP previously presented to Council and therefore it is recommended to incorporate the actions identified. These changes include:

- Promote anti-discrimination strategies (Relationships).
- Celebrate National Reconciliation Week (Relationships).
- RAP Working Group (Governance)
- RAP Support (Governance)
- RAP reporting (Governance)
- Develop next RAP (Governance).

The revised draft RAP Reflect July 2019 – June 2020 is presented for consideration and feedback by the City's Aboriginal Advisory Committee (AAC) and consideration by Council. Each additional action item has been considered for any additional implications not already identified in the previous version. The only new implications are:

- National Reconciliation Week materials being provided to staff (anticipated cost \$0 as these are distributed free through a website); and
- Investigate Supply Nation membership.

- Supply Nation provides Australia's leading database of verified Indigenous businesses where you can search by business name, product, service, area, or category.
- The membership is currently costed at \$8,000 per annum.
- Staff will investigate the suggested database membership benefits and compare this to other services available, through the RAP Reflect July 2019 - June 2020 implementation timeframe. Upon investigation, recommendations for an annual membership to a preferred data base will be considered within the City's Innovate RAP due for development in 2019 - 2020.

Additional changes made to the revised draft RAP Reflect July 2019 – June 2020 include identified timeframe amendments for various deliverables.

On the advice of Reconciliation Australia, the estimated costs of the Action Plan will be removed for the published document, although the information will be retained for internal monitoring.

Once the AAC has considered the Reconciliation Australia feedback and supported any proposed changes, the following steps will occur:

1. Presentation of the revised draft RAP Reflect to Council for adoption;
2. Endorsement of revised draft RAP Reflect by Reconciliation Australia, and provision of message for inclusion;
3. Publishing of the final RAP Reflect document; and
4. The City will hold an official launch event.

Timeframes to launch and implement the inaugural RAP may be subject to change, as the City is unaware of how long Reconciliation Australia may require for endorsing the final document.

## **LEGISLATIVE COMPLIANCE**

*Local Government Act 1995.*

## **FINANCIAL IMPLICATIONS**

The financial implications of the draft RAP have previously been reported to the AAC and Council and were estimated at \$161,000 including a possible additional staff resource. There are no additional costs to report within the revised draft RAP Reflect July 2019 – June 2020.

## **STRATEGIC IMPLICATIONS**

In accordance with the City of Bayswater Strategic Community Plan 2017-2027, the following applies:

Theme: Our Community.

Aspiration: An active and engagement community.

Outcome C2: Accessible services that recognise diversity.

The development of a Reconciliation Action Plan is a specific Action in the City's Corporate Business Plan and directly linked to the aspirations of the Strategic Community Plan.

## **CONCLUSION**

It is recommended that, given the minor changes and positive feedback received from Reconciliation Australia, the proposed changes be accepted and the revised draft RAP Reflect July 2019 – June 2020 be referred to Council for endorsement.

**Attachment 1**

**City of Bayswater  
Reconciliation Action Plan  
REFLECT**

**July 2019 – June 2020**

### **ACKNOWLEDGEMENT OF COUNTRY**

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

*(Ask Barry McGuire to provide a Welcome to Country*

*Provide context about the local people*

*Use Noongar words – reflect the English words)*

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### Vision for this first Plan/statement of intent

Our Reflect Plan encourages us to positively contribute to the nation's reconciliation journey by:

acknowledging and respecting the culture and contribution of Aboriginal and Torres Strait Islander people;  
making our services more culturally sensitive, inclusive and accessible for Aboriginal and Torres Strait Islander people;  
inviting our elected members and employees to take part in cultural appreciation training;  
and  
building enduring partnerships with our Aboriginal and Torres Strait Islander Elders and community members.

**Comment [RA1]: Suggested:**  
Recommend pluralising words such as cultures and contributions to acknowledge diversity.

### Message from Reconciliation Australia

*To be provided by Reconciliation Australia*

**Comment [RA2]:** We will provide this message upon endorsement

### Message from Mayor - proposed

It is with great pride that I introduce the 'Reconciliation City of Action Bayswater' Plan 2019 – 2020.

Our first Reconciliation Action Plan will pave the way for the journey and provide a framework to guide the City's staff and Council towards inclusive and respectful environment in which the cultures of our first peoples are acknowledged, shared and celebrated.

**Comment [RA3]: Suggested:**  
Recommend capitalising First Peoples.

It has been extraordinary to witness the time, effort and good will that has led to its creation, and I would like to thank everyone who's hard work and dedication of our Reconciliation journey a possibility. In particular, the Aboriginal Advisory Committee and their Chair Cr Stephanie Gray, members of the community who participated in numerous community engagement activities and our Council and staff. I would also like to thank Reconciliation WA for their ongoing support and guidance throughout this entire process.

Our Reconciliation Action Plan is something we can all be proud of, and with this solid foundation we can work together to create a future in which Aboriginal and Torres Strait Islander people feel welcome and supported in the City of Bayswater and beyond.

Dan Bull

City of Bayswater Mayor



### Message from CEO - notes for development

For thousands of years the area now known as the City of Bayswater have been home to the Whadjuk peoples of the Noongar nation. Their cultures and traditions are a significant part of our community's past, present and future. Whilst the City has recognised the Whadjuk people in Council events and meetings, it has been recognised that this was only the first step in moving forward with genuine actions focused on reconciliation.

Through the development of our first Reconciliation Action Plan, we have embarked on a very important journey towards building stronger relationships, respect and opportunities for positive change. Our Reconciliation process is about producing sustainable outcomes that hold real meaning for our entire community. Most importantly our Reconciliation Action Plan has been developed in partnership, recognising that it is essential for ownership of the Plan by all sectors of the Bayswater community.

The City's Reflect plan sets out the steps we will take as we move forward and will provide direction for future Reconciliation Action Plans and initiatives in the coming years. An incredible amount of time, work and care has gone into the development of our first Reconciliation Action Plan and it is with this plan that we will grow together to create a future that recognises and empowers our Aboriginal and Torres Strait Islander peoples.

Andrew Brien, Chief Executive Officer

### City of Bayswater - who and what are we?

The City of Bayswater includes an area of 34.6km<sup>2</sup> on the banks of the Swan River, the Derbal Yerrigan, and at its closest boundary is only 8km from Perth Central Business District. It includes the suburbs of Noranda, Morley, Embleton, Bedford, Bayswater, Maylands and Mt Lawley.

At the 2016 Census the City had a population of 66,050 people, with 50% between the ages of 25 and 60 years old. 46% of the City's population were born overseas and 1.3% is of Aboriginal or Torres Strait Islander descent.

We celebrate a rich environment with 181 parks and 10km of river foreshore. Remnant bushland and wildlife sanctuaries are valued and cared for by the City and the community.

There are many significant places in the City of Bayswater to both Aboriginal and non-Aboriginal people which open up opportunities to make fresh connections between the environment and the people.

We recognise ground breaking programs and services for Aboriginal and Torres Strait Islander people within the City but also concerns and problems that we need to work together to solve.

#### Comment [RA4]: Required:

In addition to the following information about the Bayswater LGA, please provide further information about the Council/organisation itself, including:

- What is your core business?
- How many people does your workplace employ in Australia?
- How many Aboriginal and Torres Strait Islander staff does your workplace currently employ (if known)?

**Aboriginal Advisory Committee**

In proposing the development of this first Reconciliation Action Plan the City of Bayswater Council requested that an Aboriginal Advisory Committee (the Committee) be created to advise and assist in the development and implementation of a Reflect Plan. The purpose of the Committee is to help facilitate understanding, promote meaningful engagement, increase equality and facilitate sustainable employment and business opportunities.

Expressions of interest for community representatives were widely advertised and promoted through local organisations and networks. The nominations received provided a diverse range of interests and skills including previous experience with the development and delivery of Reconciliation Action Plans.

The Chair of the Committee, Councillor Stephanie Gray, has valued the support of all the members who have not only attended the formal meetings but also participated in the engagement activities and shared their stories. We acknowledge the contributions to the Committee by the Board of Reconciliation WA.

The Committee was active in reviewing the content of the Plan, providing ideas and advice and asking questions to prompt new thinking about reconciliation.

**Membership of the Aboriginal Advisory Committee**

Cr Stephanie Gray, Chair  
Cr Sally Palmer  
Cr Giorgia Johnson  
Mr Barry McGuire  
Ms Jan Wheare  
Ms Carol Foley  
Ms Stacy Maxted  
Ms Danielle Cameron

**Officers, non-voting**

Director Community and Development  
Manager Community Development  
Manager People Safety and Culture  
Community Development Officer  
Strategic Planning Projects Manager  
Administrative assistance; and  
Others who have attended meetings during the development of Reflect Plan.

**Getting to know our local community**

Our Aboriginal Advisory Committee urged us to sit down with the community and listen to the stories of the people. We planned opportunities to meet different parts of the community and were surprised and delighted by what we heard and learned.

Opportunities included:

- We met local Elders and seniors at morning tea at the Bayswater Seniors Centre;

- We hosted a Noongar storytime session at busy Galleria Shopping Centre;

- We played beatball with young people in partnership with Nyoongar Wellbeing and Sports;

- We discovered bush tucker together at Morley Library;

We invited Yirra Yaakin Theatre Company to perform during school holidays;

- We partnered with the Town of Bassendean and participated in the NAIDOC Family Day event at Ashfield Reserve, meeting so many people who felt that this was a safe place to say and write what they felt.

We participated in the Dandjoo Koorliny Walk for Reconciliation;

We participated in the Walk for Reconciliation hosted by Reconciliation WA;

- We also invited Elder Marie Taylor to share her story with our staff and then yarned with them about opportunities to make a difference in Bayswater;

- We provided Cultural Awareness training for over 30 staff;

- and We partnered with Aboriginal agencies and organisations.

In September we invited local community to join us for a yarning session and the community responded. We learned so much that helped to frame our good intentions and ground them in local knowledge and experience.

We are very grateful to everyone - both Aboriginal and non-Aboriginal - who participated and shared their interests, concerns and ideas. In particular we are very thankful for the wisdom and guidance of the Committee who continue to point us in the right direction.

**Uluru Statement from the Heart**

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

We see recognition of this statement as national priority. The City is independently undertaking the following actions in support of this statement.

1. Becoming a signatory to the ACOSS statement of support for the Uluru Statement from the Heart.
2. Acknowledging Aboriginal and Torres Strait Island people as the Traditional Owners of this country and paying respect to their ongoing spiritual and cultural connections with it.
3. Recognising the need for constitutional change that goes beyond the symbolic and gives breath to the benefits that a treaty offers all Australians.
4. Thanking those who gathered at the 2017 National Constitutional Convention in Uluru for their persistence and patience, under the guidance of the co-chairs of the Referendum Counsel, Ms Pat Anderson AO and Mr Mark Leibler AC.
5. Lodging a submission to the Joint Select Committee on Constitutional Recognition Relating to Aboriginal and Torres Strait Islander people.
6. Showing outward support by placing a framed copy of the Uluru Statement from the Heart within the City's public honorary cabinets at the entrance of the Council Chambers.
7. Writing a letter of support from Council to request the Western Australian Local Government Association (WALGA), who advocate on behalf of 138 local governments, to embrace the Uluru Statement from the Heart.
8. Writing a letter of support from Council to the Prime Minister and Federal Leader of the Opposition showing our support for the Uluru Statement from the Heart.

**Themes identified and explained**

Four key themes have emerged from our interaction with members of the Bayswater community who attended the engagement activities. The themes are:

**Rituals and Protocols** - for example: the displaying of Aboriginal and Torres Strait Islander flags by the City of Bayswater; Welcome to Country Ceremonies performed at key City of Bayswater events and occasions; an Acknowledgement of Country observed at significant City meetings and forums; demonstration of appropriate Aboriginal and Torres Strait protocols.

**Cultural** - for example: inclusion of Aboriginal stories and activities as part of City events and programs; and co-naming of facilities and spaces with Noongar names;

**Employment and Training** - for example: creating opportunities to employ more Aboriginal people at the City of Bayswater, and provide appropriate training; representation of Aboriginal people on Council Committees; and City staff working with other organisations to promote greater Aboriginal employment and training opportunities; and

**Sharing, Learning and Building Connections** - for example: increasing Noongar resources at the City libraries; use and awareness of Aboriginal languages; breaking down barriers in the community; and participating in joint projects.

**Actions for Reconciliation**

The Action Plan in this document sets out realistic and achievable tasks that the City of Bayswater is committed to delivering in the 2019/20 period. It is important that we build the confidence of the community and our own organisation by delivering what we promise.

The actions have been developed in response to feedback from community, reviewed and refined with input from the Committee and Reconciliation WA, and organised within the framework of the identified themes.

Reconciliation Australia has provided us with advice and helped to shape this document so that it best reflects the interests of reconciliation in this place.

Each Action responds to one of the key aspects of Reconciliation - Relationships, Respect and Opportunities - and has been assigned to City staff to implement. In some cases, the City's role is to facilitate or partner with others to deliver improved outcomes. These opportunities have also been identified within the Action Plan.

Importantly the Action Plan provides us with a framework to report back to community about our progress as we take these first steps towards reconciliation.

CITY OF BAYSWATER RECONCILIATION ACTION PLAN - REFLECT 2019/2020

1. RELATIONSHIPS								
1.1 Rituals and Protocols								
Action No.	Action	Deliverables	2019-2020				Estimated Resources	Responsibility/ Collaboration
			Q1	Q2	Q3	Q4		
1.1.1	Continue the involvement of the Aboriginal Advisory Committee (AAC).	Continue bi-monthly meetings.					\$2,000	Manager Community Development
1.1.2	Strengthen existing relationships and build new relationships with local Elders to assist with building relationships in the community.	Create opportunities to visit/meet with local Elders and build relationships with a possibility of establishing an informal Elders Group.					\$0	Manager Community Development;  Manager People, Culture and Safety,
		Improve opportunities for Aboriginal Torres Strait Islanders (ATSI) engagement and consultation regarding projects, planning and initiatives.					\$0	Community Engagement Advisor;  All departments
1.1.3	Strengthen existing relationships and build new relationships with local ATSI community members of all ages to assist with building relationships in the community.	Invite young ATSI youth to join the City's Youth Advisory Committee.					\$0	Manager Community Development

**Comment [RA5]:** It's great to see considerable work has already commenced to appropriately resource the RAP. Please note, the final draft you submit to Reconciliation Australia for endorsement does not require this 'estimated resources' column, however, you may include it if you wish. Please be aware that your RAP will be a public document published on Reconciliation Australia's website.

**Comment [RA6]: Required:**  
This deliverable should include the development of engagement and/or partnership principles to meet the requirements of the Reflect RAP template.

**Comment [RA7]:** Recommend expanding the acronym ATSI throughout the RAP. This is seen as a sign of respect across many Aboriginal and Torres Strait Islander communities, however, please be guided by your Advisory Committee, local Elders and Aboriginal and Torres Strait Islander communities on this point.

**Comment [RA8]: Suggested:**  
Recommend expanding.



	Strengthen relationships with existing suppliers and establish new suppliers who provide Welcome to Country and other Aboriginal ritual/ protocol based services.	Grow the existing database of contacts.							<b>Manager Governance;</b>  Manager Community Development
<b>1.2 Cultural</b>									
1.2.1	Include Aboriginal stories and activities at City events, Libraries and the Bayswater and Morley Community Centres.	Initiate discussions on including ATSI stories and activities at City events, Libraries and the Bayswater and Morley Community Centres.						\$0	<b>Manager Library and Customer Services;</b>  Coordinator Active Ageing & Volunteers;  Manager Community Development
1.2.2	Naming of City buildings and places.	Investigate and report to Council on the co-naming of existing City buildings and places, and naming of appropriate new buildings and places with Noongar only names i.e. start by co-naming internal rooms/spaces at the City of Bayswater Civic Centre with Noongar names.  Include meaningful interpretive signage when co-						\$10,000	<b>Manager Community Development;</b>  Manager Strategic Planning and Place;  Manager Project Services;  Manager Building Works;

Comment [RA9]: Suggested: Recommend expanding.



		naming and naming City buildings and places.						Manager Sustainability and Environment.
1.2.3	Participate in NAIDOC Week celebrations.	Continue to partner with the Town of Bassendean and increase the City of Bayswater's involvement in the event.					\$5,000	<b>Manager Community Development</b>
		Continue to partner with Nyoongar Outreach Services on programs and future NAIDOC celebrations.					\$0	<b>Manager Strategic Planning and Place;</b> Manager Community Development
		Host an Aboriginal Theatre school holiday event.					\$1,500	<b>Manager Community Development</b>
<b>1.3 Employment and Training</b>								
1.3.1	Provide cultural awareness training for minimum of 100 City staff in year one. Offer cultural awareness training to Elected Members.	Provide cultural awareness training for a minimum of 100 City staff in year one and have a plan for future delivery.					\$15,000	<b>Manager People, Culture and Safety;</b> Manager Community Development.
		Offer annual cultural awareness training to Elected Members.					\$2,500	<b>Manager People, Culture and Safety</b>

**Comment [RA10]: Required:**  
The following action and deliverables (as per Reflect RAP template) must be included within the Relationships section. We think this aligns best to your employment and training focus:

**Action:**  
Promote positive race relations through anti-discrimination strategies.

**Deliverables:**  
•Research best practice and policies in areas of race relations and anti-discrimination.  
•Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.

**Comment [RA11]: Suggested:**  
Recommend moving this action/deliverables to the Respect section to align with the Reflect RAP template/framework.

1.4 Sharing, Learning and Building Connections									
1.4.1	Continue engagement with the wider community.	Conduct yarning sessions with members of the community once a year.					\$1,500	Manager Community Development	
		Invite local Elders to participate in the activities held at Bayswater and Morley Community Centres.					\$0	Manager Community Development	
1.4.2	Create more partnerships with neighbouring local governments to share information and ideas.	Meet with neighbouring local government officers at least once throughout the duration of the Reflect RAP to discuss matters relating to RAPs.					\$80 (catering)	Manager Community Development	
1.4.3	Increase promotions during the year of ATSI activities and events that the community and City of Bayswater are participating in.	Increase use of social media, e-newsletters and website promotions.					\$100 (two boosted Facebook posts).	Manager Marketing & Communications;	
								Manager Community Development	

**Comment [RA12]: Required:**  
The following action and deliverables (as per Reflect RAP template) must be included within the Relationships section. We think this aligns best to your sharing, learning and building connections focus:

**Action:**  
Build relationships through celebrating National Reconciliation Week (NRW).

**Deliverables:**

- Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.
- RAP Working Group members to participate in an external NRW event.
- Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.

**Comment [RA13]: Suggested:**  
Recommend expanding.

1.4.4	Strengthen and build relationships with local Elders to increase educational opportunities for City of Bayswater staff.	Offer staff a quarterly educational opportunity to hear from local Elders and share stories of information that relates directly to the City of Bayswater geographical area.			\$1,200	Manager Community Development
	Strengthen the existing relationship with the East Metro Perth Reconciliation Group	Host at least one meeting between the East Metro Perth Reconciliation Group and the City's Aboriginal Advisory Committee.			\$0	Manager Community Development

2. RESPECT									
2.1 Rituals and Protocols									
2.1.1	Display the Aboriginal and Torres Strait Islander flags at City buildings where staff are located.	Identify existing flagpole locations (other than Civic Centre) where the Aboriginal flag can be installed.					\$600	<b>Manager Community Development;</b>  Manager Library and Customer Services	
		Desk flags in Administration where no flag poles available.					\$320	<b>Manager Community Development;</b>  Manager Library and Customer Services	
2.1.2	Include Acknowledgement of Country at all City run meetings.	Include Acknowledgement of Country at Council meetings, committee meetings, meetings involving residents and ratepayers, and gradually introduce the practice of explaining to members of the public and staff the importance of the Acknowledgement.					\$0	<b>Manager Governance</b>	

2.1.3	Include Acknowledgement of Country in all key City strategic documents.	Include Acknowledgement of Country in the Annual Report, Strategic Community Plan, and Corporate Business Plan as priorities.			\$0	<b>Manager Governance;</b>  All departments.
2.1.4	More involvement in rituals and ceremonies at formal Council events.	Encourage the involvement of ATSI people in membership of Council, committees and other activities. For example include the RAP in information kits for Local Government elections.			\$0	<b>Manager Governance;</b>  Chief Executive Officer;  Manager Community Development
		Involve local Elders to do a Welcome to Country at a minimum of three City run events per year.			\$1,500	<b>Manager Community Development</b>
		Educate City staff about appropriate ATSI rituals and protocols and their significance.			\$0	<b>Manager Community Development;</b>  Manager People, Culture and Safety.

**Comment [RA14]: Suggested:**  
Recommend expanding.

**Comment [RA15]: Suggested:**  
Recommend expanding.

**Comment [RA16]: Suggested:**  
Recommend expanding.

2.2 Cultural									
2.2.1	Encourage participation in NAIDOC Week activities.	Deliver a range of NAIDOC Week activities at various City venues and promote these well in the community i.e. a different activity each working day during NAIDOC Week.					\$2,400	Manager Community Development;	
								All Departments	
		Improve awareness of NAIDOC Week at the City's buildings and facilities and submit stories and announcements to Noongar Radio.					\$100	Manager Marketing and Communications;	
								Manager Community Development	
		Encourage representation from Elected Members, Executive and Management teams and City Officers at various NAIDOC Week celebrations.					.\$0	Manager Community and Development;	
								All departments	

**Comment [RA17]: Required:**  
Promote to council staff as well.

**Comment [RA18]: Required:**  
And to council staff as well.

**Comment [RA19]: Required:**  
This deliverable should include the RAP Working Group as well to meet the requirements of the Reflect RAP template.

		Encourage community participation through increased promotion of the event/stories at the same level as non-Aboriginal significant events.					\$0	<b>Manager Marketing and Communications;</b>  Manager Community Development
2.2.2	Showcase and celebrate other significant events for example National Reconciliation Week and Sorry Day.	Investigate opportunities to acknowledge National Reconciliation Week and Sorry Day through storytelling, song, art, choir, dance and other creative ways.					\$1,800	<b>Manager Community Development;</b>  Manager Marketing and Communications
2.2.3	Share local (City of Bayswater) Aboriginal cultural history with the community.	Collect/capture local history and stories					\$3,200	<b>Manager Library and Customer Services;</b>  Manager Community Development;  Aboriginal Advisory Committee

**Comment [RA20]: Suggested:**  
Recommend expanding.

**Comment [RA21]: Required:**  
Please see comment at item 1.4 for template requirements around National Reconciliation Week.

**Comment [RA22]: Suggested:**  
Recommend expanding.

2.2.4	Recognise that many ATSI people use "word of mouth" as a means of communication to find out about activities and events.	Identify opportunities to use a range of communication forms. For example, creating networks involving Elders; the City's Aboriginal Advisory Committee; Noongar Radio and; influential community members to assist with "word of mouth promotions".						\$0	<b>Manager Marketing and Communications;</b>  Manager Community Development in conjunction with Aboriginal Advisory Committee
<b>2.3 Employment and Training</b>									
2.3.1	Increase awareness of the City's RAP among new employees to the City of Bayswater.	Add the City's RAP to the new employee information pack and investigate options of inclusion in new employee inductions.						\$0	<b>Manager People, Culture and Safety;</b>  Manager Community Development
<b>2.4 Sharing, Learning and Building Connections</b>									
2.4.1	Increase use and awareness of Aboriginal languages.	Introduce Aboriginal language at events.						\$0	<b>Manager Community Development</b>
		Offer Noongar language classes at the library.						\$4000	<b>Manager Library and Customer Services;</b>  Manager Community Development

**Comment [RA23]: Suggested:**  
Recommend expanding.

**Comment [RA24]: Suggested:**  
Recommend moving this action/deliverable to the Relationships section to align with the Reflect RAP template/framework.



		As part of Meeting Minutes record the Noongar words of the Acknowledgement of Country.					\$300	<b>Manager Community Development;</b>  All relevant departments.
		Start with simple use of Noongar words for example greetings on Facebook and in promotions					\$0	<b>Manager Marketing and Communications</b>
2.4.2	Encourage increased participation by Aboriginal people in City of Bayswater to facilitate better community connection.	Promote to the community positive <b>ATSI</b> role models and showcase positive activities that local groups are participating in and start by gathering this information from local schools (Aboriginal and Islanders Education Officers), universities and Noongar Radio.					\$0	<b>Manager Marketing and Communications,</b>  Manager Community Development,  Manager Strategic Planning and Place
		Include <b>ATSI</b> people in advertising and promotions.					\$0	<b>Manager Marketing and Communications</b>

**Comment [RA25]: Suggested:**  
Recommend expanding.

**Comment [RA26]: Suggested:**  
Recommend expanding.

2.4.3	Strengthen existing relationships and build new relationships with local community organisations for example schools.	Build relationships with local schools through their Aboriginal and Islander Education Officers and Chaplains.					\$0	Manager Community Development
2.4.4	Strengthen the natural environment and focus on the importance of native flora and fauna.	Continue with existing City native planting programs and restoration of original natural areas to establish biodiversity corridors.					\$0	Manager Sustainability and Environment
		Interact/yarn with and learn from local Elders and ATSI experts who have knowledge in the area of native flora and fauna history in order to better inform practices.					\$3,600	Manager Sustainability and Environment
2.4.5	Make public spaces more welcoming to ATSI people through installation of artworks and other culturally appropriate displays.	Reflect appropriate ATSI themes and stories in the Public Art Strategy to be developed by the City of Bayswater.					\$10,000	Manager Strategic Planning and Place;
								Manager Community Development
2.4.6	Include relevant culturally appropriate information in the City's Annual Report.	Consider the use of language, stories and historical Aboriginal context to local places within the City's Annual Report.					\$0	Manager Marketing and Communications

Comment [RA27]: Suggested:  
Recommend expanding.

Comment [RA28]: Suggested:  
Recommend expanding.

Comment [RA29]: Suggested:  
Recommend expanding.

	Promote and record the actions taken by the City with regards to the Uluru Statement from the Heart.	Display information on the City's website and other media.					\$0	<b>Manager Community Development,</b>  Manager Marketing and Communications
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3. OPPORTUNITIES									
3.1 Rituals and Protocols									
3.1.1	Procure more Aboriginal owned businesses and community organisations for City events and project work.	Develop/formalise a process for procurement from Aboriginal owned businesses and community organisations which mirrors the State Government policy to match % of budget to % of Aboriginal population. (3% currently)						\$0	Manager Governance
		Encourage staff to consider Aboriginal owned businesses when procuring services and goods.						\$0	Manager Governance; All departments
		Work with WALGA and the Aboriginal Chamber of Commerce and Industry to grow the database of Aboriginal owned businesses and community organisations.						\$0	Manager Governance; Manager Community Development
3.1.2	Create more opportunities to demonstrate protocols informally and formally.	Strengthen partnerships with prominent ATSI organisations for example South West Aboriginal Land & Sea Council; to support and provide advice to the City on appropriate rituals and protocol practice.						\$0	Manager Community Development

**Comment [RA30]: Required:**  
Include the following deliverable to meet template requirements:  
• Investigate Supply Nation membership.

**Comment [RA31]: Suggested:**  
Recommend expanding.

**Comment [RA32]: Suggested:**  
Recommend expanding.

		Identify opportunities to demonstrate ATSI protocols.						\$0	Manager Community Development
3.2 Cultural									
3.2.1	Increase opportunities for the community to participate in ATSI related art, music and dance activities.	Create more opportunities for participation in culturally specific activities for example school holiday activities at libraries, outstations, youth holiday programs; community training courses/upskilling.						\$3,400	Manager Community Development;
		Incorporate ATSI stories and guest authors/presenters into existing Library 'Storytime' sessions.						\$1,200	Manager Library and Customer Services; Manager Recreation
3.2.2	Consider involvement in ATSI Australia Day and Citizenship ceremonies.	Commence a discussion around City events and activities held on Australia Day and Citizenship Ceremonies to look for opportunities to include and increase ATSI cultural activities, themes and protocols from Australia Day 2021.						\$0	Manager Community Development

Comment [RA33]: Suggested: Recommend expanding.

Comment [RA34]: Suggested: Recommend expanding.

Comment [RA35]: Suggested: Recommend expanding.

Comment [RA36]: Suggested: Recommend expanding.

Comment [RA37]: Suggested: Recommend expanding.

3.3 Employment and Training									
3.3.1	Commence investigation of employment opportunities and career pathways that the City could offer in the future.	Encourage self-identification of ATSI employees through updating of personal details.					\$0	Manager People, Culture and Safety	
		Create a target for percentage of ATSI employees the City wishes to employ in the future.					\$0	Manager People, Culture and Safety	
		Consult with community as to the kinds of industries/roles that ATSI peoples would like to be employed in and how they learn about job opportunities.					\$0	Manager People, Culture and Safety;	
		Understand the needs of future ATSI employees and create opportunities that support them beyond a standard role for example mentoring, reverse mentoring, 2 days in the office, 3 days outside etc.					\$0	Manager People, Culture and Safety,	
		Connect with Employment support agencies that specialise in supporting employers who wish to employ ATSI peoples for example Jobs & Skills W.A. through the Department of Training & Workforce Development, and Outcare.					\$0	Manager People, Culture and Safety;	

**Comment [RA38]:** Suggested: Recommend expanding.

**Comment [RA39]:** Suggested: Recommend expanding.

**Comment [RA40]:** Suggested: Recommend expanding.

**Comment [RA41]:** Suggested: Recommend expanding.

**Comment [RA42]:** Suggested: Recommend expanding.

							\$0	<b>Manager People, Culture and Safety;</b>  Manager Community Development
3.3.2	Investigate training development opportunities.	career and	Investigate the feasibility and options for implementing future Traineeships.				\$0	<b>Manager People, Culture and Safety;</b>  Manager Engineering Works;  Manager Building Works;  Manager Parks and Gardens;  Manager Rangers and Security;  Manager Sustainability & Environment;

**Comment [RA43]:** Suggested: Recommend expanding.

								Manager Community Development
		Investigate the feasibility and first steps of implementing TAFE scholarships.					\$0	Manager People, Culture and Safety
<b>3.4 Sharing, Learning &amp; Building Connections</b>								
3.4.1	Increase Noongar resources in the City's Libraries and customer service reception areas.	Investigate supplier options and plan for the necessary budget required to increase Noongar resources in the City's Libraries and customer service reception areas.					\$5,000	Manager Library and Customer Services
3.4.2	Offer Noongar language classes and cultural activities at the libraries.	Promote Noongar resources and books to local schools so they are aware of what is available.					\$500	Manager Library and Customer Services
		Offer Noongar language classes at the libraries.					\$0	Manager Library and Customer Services



		Include Human Libraries that focus on local Aboriginal and Torres Strait Islander histories and stories.					\$500	<b>Manager Library and Customer Services</b>
3.4.3	Participate in Indigenous Literacy Day.	Participate in Indigenous Literacy Day through City Libraries in September.					\$400	<b>Manager Library and Customer Services</b>
		Develop a Library display or activity for Indigenous Literacy Day.					\$0	<b>Manager Library and Customer Services</b>
3.4.4	Actively seek the involvement of Aboriginal and Torres Strait Islander people in projects and events.	Invite Aboriginal representatives to be a part of the City's Cultural Plan/ Arts Advisory Committee.					\$0	<b>Manager Community Development</b>
		Invite Aboriginal and Torres Strait Islander stallholders, performers and businesses to be a part of existing/established Council events; for example Baysie Waves Fest, Have a Go Day and events at The RISE and Bayswater Waves.					\$0	<b>Manager Community Development;</b>  Manager Recreation
3.4.5	Form partnerships and promote to the Aboriginal and Torres Strait Islander community available culturally appropriate support services for	Strengthen partnerships with existing support services in the areas of accommodation, drug and alcohol dependence, mental health and suicide prevention; and promote these to the local Aboriginal and					\$0	<b>Manager Community Development;</b>  Manager Marketing and Communications

	men, women and older people.	Torres Strait Islander community.						
3.4.6	Identify other community outreach services for other Aboriginal and Torres Strait Islander groups (other than Noongar).	Include identified outreach services in the City's community directory.					\$0	<b>Manager Community Development</b>
	Promote significant Reconciliation events and programs to the City of Bayswater community that are organised by other organisations, for e.g. NAIDOC Week Opening Ceremony in Perth City, and the Walk for Reconciliation held during Reconciliation Week.	Promote significant Reconciliation events and programs to the City of Bayswater community through a range of media e.g. social media, the City webpage, and word of mouth.					\$200	<b>Manager Marketing and Communications;</b>  Manager Community Development
	Membership of Reconciliation Western Australia.	Maintain annual membership of Reconciliation Western Australia.					\$1,500	<b>Manager Community Development</b>

**TOTAL ESTIMATED COST: \$79,400**

**Tracking and Progress**

The City of Bayswater is committed to delivering the actions that have been identified in this Plan in 2019/20.

Progress towards achieving these actions will be reported formally to Council and Reconciliation Australia, and to the Community through a variety of mediums, including Facebook, newsletters, the City's website and local newspapers.

As we deliver this Plan the City will also commence developing its second, Innovate, Reconciliation Action Plan. The launch of the Innovate Plan will provide an opportunity to report on the success and learnings of the Reflect Plan in 2020.

**Comment [RA44]: Required:**  
Please include an action table with all required actions and deliverables outlined within the 'Governance' section of the Reflect RAP template.

Importantly, this table will include a commitment to establish a RAP Working Group (please note this group has a different function to the Council's existing AAC) and to participate in Reconciliation Australia's RAP Impact Measurement questionnaire.

Refer to template for all requirements.

**Contact us**

**City of Bayswater - Community Development**

61 Broun Avenue, Morley, WA

Opening Hours - 8.30am - 4.30pm (Monday to Friday)

PO Box 467 Morley 6943

Telephone - 9272 0622

FAX - 9272 0665

Email - [mail@bayswater.wa.gov.au](mailto:mail@bayswater.wa.gov.au)

Website - [www.bayswater.wa.gov.au](http://www.bayswater.wa.gov.au)

This document can be provided in alternate formats

**Attachment 2**

**City of Bayswater  
Reconciliation Action Plan  
REFLECT**

**July 2019 – June 2020**

### **ACKNOWLEDGEMENT OF COUNTRY**

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

*(Ask Barry McGuire to provide a Welcome to Country*

*Provide context about the local people*

*Use Noongar words – reflect the English words)*

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**Vision for this first Plan/statement of intent**

Our Reflect Plan encourages us to positively contribute to the nation's reconciliation journey by:

- acknowledging and respecting the cultures and contributions of Aboriginal and Torres Strait Islander people;
- making our services more culturally sensitive, inclusive and accessible for Aboriginal and Torres Strait Islander people;
- inviting our elected members and employees to take part in cultural appreciation training; and
- building enduring partnerships with our Aboriginal and Torres Strait Islander Elders and community members.

**Message from Reconciliation Australia**

*To be provided by Reconciliation Australia following endorsement*

**Message from Mayor - proposed**

It is with great pride that I introduce the City of Bayswater's Reflect - Reconciliation Action Plan 2019 – 2020.

Our first Reconciliation Action Plan will pave the way for the City's unique Reconciliation journey and provide a framework to guide the City's staff and Council towards creating an inclusive and respectful environment in which the cultures of our First Peoples are acknowledged, shared and celebrated.

It has been extraordinary to witness the time, effort and good will that has led to its creation, and I would like to thank everyone who's hard work and dedication has made the beginning of our Reconciliation journey a possibility. In particular, thank you to members of the City's Aboriginal Advisory Committee and their Chair Cr Stephanie Gray, members of the community who participated in numerous community engagement activities and our Council and staff. I would also like to thank Reconciliation WA for their ongoing support and guidance throughout this entire process.

Our Reconciliation Action Plan is something we can all be proud of, and with this solid foundation we can work together to create a future in which Aboriginal and Torres Strait Islander people feel welcome and supported in the City of Bayswater and beyond.

Dan Bull

City of Bayswater Mayor



**Message from CEO - notes for development**

For thousands of years the area now known as the City of Bayswater have been home to the Whadjuk peoples of the Noongar nation. Their cultures and traditions are a significant part of our community's past, present and future. Whilst the City has recognised the Whadjuk people in Council events and meetings, it has been recognised that this was only the first step in moving forward with genuine actions focused on reconciliation.

Through the development of our first Reconciliation Action Plan, we have embarked on a very important journey towards building stronger relationships, respect and opportunities for positive change. Our Reconciliation process is about producing sustainable outcomes that hold real meaning for our entire community. Most importantly our Reconciliation Action Plan has been developed in partnership, recognising that it is essential for ownership of the Plan by all sectors of the Bayswater community.

The City's Reflect plan sets out the steps we will take as we move forward and will provide direction for future Reconciliation Action Plans and initiatives in the coming years. An incredible amount of time, work and care has gone into the development of our first Reconciliation Action Plan and it is with this plan that we will grow together to create a future that recognises and empowers our Aboriginal and Torres Strait Islander peoples.

Andrew Brien, Chief Executive Officer

**City of Bayswater - who and what are we?**

The City of Bayswater includes an area of 34.6km<sup>2</sup> on the banks of the Swan River, the Derbal Yerrigan, and at its closest boundary is only 8km from Perth Central Business District. It includes the suburbs of Noranda, Morley, Embleton, Bedford, Bayswater, Maylands and Mt Lawley. The City's core business is to make decisions on planning and delivering core services in their community including waste, roads, parks, playgrounds and gardens, as well as statutory responsibilities in planning and development approvals, public health and various licencing requirements.

At the 2016 Census the City had a population of 66,050 people, with 50% between the ages of 25 and 60 years old. 46% of the City's population were born overseas and 1.3% is of Aboriginal or Torres Strait Islander descent. The City employs more than 350 FTE and at time of printing only one of these identifies as Aboriginal.

We celebrate a rich environment with 181 parks and 10km of river foreshore. Remnant bushland and wildlife sanctuaries are valued and cared for by the City and the community.

There are many significant places in the City of Bayswater to both Aboriginal and non-Aboriginal people which open up opportunities to make fresh connections between the environment and the people.

We recognise ground breaking programs and services for Aboriginal and Torres Strait Islander people within the City but also concerns and problems that we need to work together to solve.

### **Aboriginal Advisory Committee**

In proposing the development of this first Reconciliation Action Plan the City of Bayswater Council requested that an Aboriginal Advisory Committee (the Committee) be created to advise and assist in the development and implementation of a Reflect Plan. The purpose of the Committee is to help facilitate understanding, promote meaningful engagement, increase equality and facilitate sustainable employment and business opportunities.

Expressions of interest for community representatives were widely advertised and promoted through local organisations and networks. The nominations received provided a diverse range of interests and skills including previous experience with the development and delivery of Reconciliation Action Plans. This Committee's term expires in October at the time of Local Government elections and expressions of interest will be called at that time for membership of the Aboriginal Advisory Committee.

The Chair of the Committee, Councillor Stephanie Gray, has valued the support of all the members who have not only attended the formal meetings but also participated in the engagement activities and shared their stories. We acknowledge the contributions to the Committee by the Board of Reconciliation WA.

The Committee was active in reviewing the content of the Plan, providing ideas and advice and asking questions to prompt new thinking about reconciliation.

### **Membership of the Aboriginal Advisory Committee**

- Cr Stephanie Gray, Chair
- Cr Sally Palmer
- Cr Giorgia Johnson
- Mr Barry McGuire
- Ms Jan Wheare
- Ms Carol Foley
- Ms Stacy Maxted
- Ms Danielle Cameron

#### **Officers, non-voting**

- Director Community and Development
- Manager Community Development
- Manager People Safety and Culture
- Community Development Officer
- Strategic Planning Projects Manager
- Administrative assistance; and
- Others who have attended meetings during the development of Reflect Plan.

### Getting to know our local community

Our Aboriginal Advisory Committee urged us to sit down with the community and listen to the stories of the people. We planned opportunities to meet different parts of the community and were surprised and delighted by what we heard and learned.

Opportunities included:

- We met local Elders and seniors at morning tea at the Bayswater Seniors Centre;
- We hosted a Noongar storytime session at busy Galleria Shopping Centre;
- We played beatball with young people in partnership with Nyoongar Wellbeing and Sports;
- We discovered bush tucker together at Morley Library;
- We invited Yirra Yaakin Theatre Company to perform during school holidays;
- We partnered with the Town of Bassendean and participated in the NAIDOC Family Day event at Ashfield Reserve, meeting so many people who felt that this was a safe place to say and write what they felt.
- We participated in the Dandjoo Koorliny Walk for Reconciliation;
- We participated in the Walk for Reconciliation hosted by Reconciliation WA;
- We also invited Elder Marie Taylor to share her story with our staff and then yarned with them about opportunities to make a difference in Bayswater;
- We provided Cultural Awareness training for over 30 staff; and
- We partnered with Aboriginal agencies and organisations.

In September we invited local community to join us for a yarning session and the community responded. We learned so much that helped to frame our good intentions and ground them in local knowledge and experience.

We are very grateful to everyone - both Aboriginal and non-Aboriginal - who participated and shared their interests, concerns and ideas. In particular we are very thankful for the wisdom and guidance of the Committee who continue to point us in the right direction.

**Uluru Statement from the Heart**

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

We see recognition of this statement as national priority. The City is independently undertaking the following actions in support of this statement.

1. Becoming a signatory to the ACOSS statement of support for the Uluru Statement from the Heart.
2. Acknowledging Aboriginal and Torres Strait Island people as the Traditional Owners of this country and paying respect to their ongoing spiritual and cultural connections with it.
3. Recognising the need for constitutional change that goes beyond the symbolic and gives breath to the benefits that a treaty offers all Australians.
4. Thanking those who gathered at the 2017 National Constitutional Convention in Uluru for their persistence and patience, under the guidance of the co-chairs of the Referendum Counsel, Ms Pat Anderson AO and Mr Mark Leibler AC.
5. Lodging a submission to the Joint Select Committee on Constitutional Recognition Relating to Aboriginal and Torres Strait Islander people.
6. Showing outward support by placing a framed copy of the Uluru Statement from the Heart within the City's public honorary cabinets at the entrance of the Council Chambers.
7. Writing a letter of support from Council to request the Western Australian Local Government Association (WALGA), who advocate on behalf of 138 local governments, to embrace the Uluru Statement from the Heart.
8. Writing a letter of support from Council to the Prime Minister and Federal Leader of the Opposition showing our support for the Uluru Statement from the Heart.

**Themes identified and explained**

Four key themes have emerged from our interaction with members of the Bayswater community who attended the engagement activities. The themes are:

- **Rituals and Protocols** - for example: the displaying of Aboriginal and Torres Strait Islander flags by the City of Bayswater; Welcome to Country Ceremonies performed at key City of Bayswater events and occasions; an Acknowledgement of Country observed at significant City meetings and forums; demonstration of appropriate Aboriginal and Torres Strait protocols.
- **Cultural** - for example: inclusion of Aboriginal stories and activities as part of City events and programs; and co-naming of facilities and spaces with Noongar names;
- **Employment and Training** - for example: creating opportunities to employ more Aboriginal people at the City of Bayswater, and provide appropriate training; representation of Aboriginal people on Council Committees; and City staff working with other organisations to promote greater Aboriginal employment and training opportunities; and
- **Sharing, Learning and Building Connections** - for example: increasing Noongar resources at the City libraries; use and awareness of Aboriginal languages; breaking down barriers in the community; and participating in joint projects.

**Actions for Reconciliation**

The Action Plan in this document sets out realistic and achievable tasks that the City of Bayswater is committed to delivering in the 2019/20 period. It is important that we build the confidence of the community and our own organisation by delivering what we promise.

The actions have been developed in response to feedback from community, reviewed and refined with input from the Committee and Reconciliation WA, and organised within the framework of the identified themes.

Reconciliation Australia has provided us with advice and helped to shape this document so that it best reflects the interests of reconciliation in this place.

Each Action responds to one of the key aspects of Reconciliation - Relationships, Respect, Opportunities and Governance - and has been assigned to City staff to implement. In some cases, the City's role is to facilitate or partner with others to deliver improved outcomes. These opportunities have also been identified within the Action Plan.

Importantly the Action Plan provides us with a framework to report back to community about our progress as we take these first steps towards reconciliation.

CITY OF BAYSWATER RECONCILIATION ACTION PLAN - REFLECT 2019/2020

1. RELATIONSHIPS							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
1.1 Rituals and Protocols							
1.1.1	Continue the involvement of the Aboriginal Advisory Committee (AAC).	Continue bi-monthly meetings.					Manager Community Development
1.1.2	Strengthen existing relationships and build new relationships with local Elders to assist with building relationships in the community.	Create opportunities to visit/meet with local Elders and build relationships with a possibility of establishing an informal Elders Group.					Manager Community Development;  Manager People, Culture and Safety.
		Develop engagement and/or partnership principles to improve opportunities for Aboriginal and Torres Strait Islander engagement.					Community Engagement Advisor;  All departments
1.1.3	Strengthen existing relationships and build new relationships with local Aboriginal and Torres Strait Islander community members of all ages to assist with building relationships in the community.	Invite young Aboriginal and Torres Strait Islander youth to join the City's Youth Advisory Committee.					Manager Community Development



1. RELATIONSHIPS							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
1.1.4	Strengthen relationships with existing suppliers and establish new suppliers who provide Welcome to Country and other Aboriginal ritual/ protocol based services.	Grow the existing database of contacts.					Manager Governance; Manager Community Development
1.2 Cultural							
1.2.1	Include Aboriginal stories and activities at City events, Libraries and the Bayswater and Morley Community Centres.	Initiate discussions on including Aboriginal and Torres Strait Islander stories and activities at City events, Libraries and the Bayswater and Morley Community Centres.					Manager Library and Customer Services; Coordinator Active Ageing & Volunteers; Manager Community Development
1.2.2	Naming of City buildings and places.	Investigate and report to Council on the co-naming of existing City buildings and places, and naming of appropriate new buildings and places with Noongar only names i.e. start by co-naming internal rooms/spaces at the City of Bayswater Civic Centre with Noongar names.  Include meaningful interpretive signage when co-naming and naming City buildings and places					Manager Community Development; Manager Strategic Planning and Place; Manager Project Services; Manager Building Works; Manager Sustainability and Environment.



1. RELATIONSHIPS							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
1.2.3	Participate in NAIDOC Week celebrations.	Continue to partner with the Town of Bassendean and increase the City of Bayswater's involvement in the event.					Manager Community Development
		Continue to partner with Nyoongar Outreach Services on programs and future NAIDOC celebrations.					Manager Strategic Planning and Place;  Manager Community Development
		Host an Aboriginal Theatre school holiday event.					Manager Community Development
1.3 Employment and Training							
1.3.1	Promote positive race relations through anti-discrimination strategies.	Research leading practice and policies in areas of race relations and anti-discrimination.					Manager People, Culture and Safety;  Manager Community Development.
		Conduct a review of Human Resources policies and procedures to identify existing anti-discrimination provisions, and future needs.					Manager People, Culture and Safety.
1.3.2	Increase awareness of the City's RAP among new employees to the City of Bayswater.	Add the City's RAP to the new employee information pack and investigate options of inclusion in new employee inductions.					Manager People, Culture and Safety;  Manager Community Development.

1. RELATIONSHIPS							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
1.4 Sharing, Learning and Building Connections							
1.4.1	Build relationships through celebrating national Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.					Manager Community Development
		RAP Working Group members to participate in an external NRW event.					Manager Community Development
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.					Manager Community Development
1.4.2	Continue engagement with the wider community.	Conduct yarning sessions with members of the community once a year.					Manager Community Development
		Invite local Elders to participate in the activities held at Bayswater and Morley Community Centres.					Manager Community Development
1.4.3	Create more partnerships with neighbouring local governments to share information and ideas.	Meet with neighbouring local government officers at least once throughout the duration of the Reflect RAP to discuss matters relating to RAPs.					Manager Community Development
1.4.4	Increase promotions during the year of Aboriginal and Torres Strait Islander activities and events that the community and City of Bayswater are participating in.	Increase use of social media, e-newsletters and website promotions.					Manager Marketing & Communications;  Manager Community Development

1. RELATIONSHIPS							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
1.4.5	Strengthen and build relationships with local Elders to increase educational opportunities for City of Bayswater staff.	Offer staff a quarterly educational opportunity to hear from local Elders and share stories of information that relates directly to the City of Bayswater geographical area.					Manager Community Development
	Strengthen the existing relationship with the East Metro Perth Reconciliation Group.	Host at least one meeting between the East Metro Perth Reconciliation Group and the City's Aboriginal Advisory Committee.					Manager Community Development

2. RESPECT							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
2.1 Rituals and Protocols							
2.1.1	Display the Aboriginal and Torres Strait Islander flags at City buildings where staff are located.	Identify existing flagpole locations (other than Civic Centre) where the Aboriginal flag can be installed.					Manager Community Development;  Manager Library and Customer Services
		Desk flags in Administration where no flag poles available.					
2.1.2	Include Acknowledgement of Country at all City run meetings.	Include Acknowledgement of Country at Council meetings, committee meetings, meetings involving residents and ratepayers, and gradually introduce the practice of explaining to members of the public and staff the importance of the Acknowledgement.					Manager Governance
2.1.3	Include Acknowledgement of Country in all key City strategic documents.	Include Acknowledgement of Country in the Annual Report, Strategic Community Plan, and Corporate Business Plan as priorities.					Manager Governance;  All departments.

2. RESPECT							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
2.1.4	More Aboriginal and Torres Strait Islander involvement in rituals and ceremonies at formal Council events.	Encourage the involvement of Aboriginal and Torres Strait Islander people in membership of Council, committees and other activities. For example include the RAP in information kits for Local Government elections.					<b>Manager Governance;</b>  Chief Executive Officer;  Manager Community Development
		Involve local Elders to do a Welcome to Country at a minimum of three City run events per year.					<b>Manager Community Development</b>
		Educate City staff about appropriate Aboriginal and Torres Strait Islander rituals and protocols and their significance.					<b>Manager Community Development;</b>  Manager People, Culture and Safety.
<b>2.2 Cultural</b>							
2.2.1	Encourage participation in NAIDOC Week activities.	Deliver a range of NAIDOC Week activities at various City venues and promote these well in the community and with City staff i.e. a different activity each working day during NAIDOC Week.					<b>Manager Community Development;</b>  All Departments
		Improve awareness of NAIDOC Week at the City's buildings and facilities and submit stories and announcements to Noongar Radio and City staff.					<b>Manager Marketing and Communications;</b>  Manager Community Development

2. RESPECT							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
		Encourage representation from Elected Members, Executive Management teams City Staff and RAP Working Group at various NAIDOC Week celebrations.					<b>Manager Community and Development;</b>  All departments
		Encourage community participation through increased promotion of the event/stories at the same level as non-Aboriginal significant events.					<b>Manager Marketing and Communications;</b>  Manager Community Development
2.2.2	Showcase and celebrate other significant Aboriginal and Torres Strait Islander events for example National Reconciliation Week and Sorry Day.	Investigate opportunities to acknowledge National Reconciliation Week and Sorry Day through storytelling, song, art, choir, dance and other creative ways.					<b>Manager Community Development;</b>  Manager Marketing and Communications
2.2.3	Share local (City of Bayswater) Aboriginal cultural history with the community.	Collect/capture local Aboriginal and Torres Strait Islander history and stories					<b>Manager Library and Customer Services;</b>  Manager Community Development;  Aboriginal Advisory Committee

<b>2. RESPECT</b>							
<b>Action No.</b>	<b>Action</b>	<b>Deliverables</b>	<b>2019-2020</b>				<b>Responsibility/Collaboration</b>
			<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	
2.2.4	Recognise that many Aboriginal and Torres Strait Islander people use "word of mouth" as a means of communication to find out about activities and events.	Identify opportunities to use a range of communication forms. For example, creating networks involving Elders; the City's Aboriginal Advisory Committee; Noongar Radio and; influential community members to assist with "word of mouth promotions".					<b>Manager Marketing and Communications;</b>  Manager Community Development in conjunction with Aboriginal Advisory Committee
<b>2.3 Sharing, Learning and Building Connections</b>							
2.3.1	Increase use and awareness of Aboriginal languages.	Introduce Aboriginal language at events.					<b>Manager Community Development;</b>
		Offer Noongar language classes at the library.					<b>Manager Library and Customer Services</b>  Manager Community Development;
		As part of Meeting Minutes record the Noongar words of the Acknowledgement of Country.					<b>Manager Community Development;</b>  All relevant departments
		Start with simple use of Noongar words for example greetings on Facebook and in promotions.					<b>Manager Marketing and Communications</b>



2. RESPECT							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
2.3.2	Encourage increased participation by Aboriginal people in City of Bayswater to facilitate better community connection.	Promote to the community positive Aboriginal and Torres Strait Islander role models and showcase positive activities that local groups are participating in and start by gathering this information from local schools (Aboriginal and Islanders Education Officers), universities and Noongar Radio.					<b>Manager Marketing and Communications;</b>  Manager Community Development;  Manager Strategic Planning and Place
		Include Aboriginal and Torres Strait Islander people in advertising and promotions.					<b>Manager Marketing and Communications</b>
2.3.3	Strengthen existing relationships and build new relationships with local community organisations for example schools.	Build relationships with local schools through their Aboriginal and Islander Education Officers and Chaplains.					<b>Manager Community Development</b>
2.3.4	Strengthen the natural environment and focus on the importance of native flora and fauna.	Continue with existing City native planting programs and restoration of original natural areas to establish biodiversity corridors.					<b>Manager Sustainability and Environment</b>
		Interact/yarn with and learn from local Elders and Aboriginal and Torres Strait Islander experts who have knowledge in the area of native flora and fauna history in order to better inform practices.					<b>Manager Sustainability and Environment</b>



2. RESPECT							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
2.3.5	Make public spaces more welcoming to Aboriginal and Torres Strait Islander people through installation of artworks and other culturally appropriate displays.	Reflect appropriate Aboriginal and Torres Strait Islander themes and stories in the Public Art Strategy to be developed by the City of Bayswater.					<b>Manager Strategic Planning and Place</b>  <b>Manager Community Development</b>
2.3.6	Include relevant culturally appropriate information in the City's Annual Report.	Consider the use of language, stories and historical Aboriginal context to local places within the City's Annual Report.					<b>Manager Marketing and Communications</b>
	Promote and record the actions taken by the City with regards to the Uluru Statement from the Heart.	Display information on the City's website and other media.					<b>Manager Community Development;</b>  Manager Marketing and Communications
2.3.7	Provide cultural awareness training.	Provide cultural awareness training for minimum of 100 City staff in year one and have a plan for future delivery.					<b>Manager People, Culture and Safety</b>  Manager Community Development
		Offer cultural awareness training to Elected Members.					<b>Manager People, Culture and Safety</b>

3. OPPORTUNITIES							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
3.1 Rituals and Protocols							
3.1.1	Procure more Aboriginal owned businesses and community organisations for City events and project work.	Develop/formalise a process for procurement from Aboriginal owned businesses and community organisations which mirrors the State Government policy to match % of budget to % of Aboriginal population. (3% currently).					Manager Governance
		Encourage staff to consider Aboriginal owned businesses when procuring services and goods.					Manager Governance; All departments
		Work with WALGA and the Aboriginal Chamber of Commerce and Industry to grow the database of Aboriginal owned businesses and community organisations.					Manager Governance; Manager Community Development
3.1.2	Create more opportunities to demonstrate Aboriginal and Torres Strait Islander protocols informally and formally.	Strengthen partnerships with prominent Aboriginal and Torres Strait Islander organisations for example South West Aboriginal Land & Sea Council; to support and provide advice to the City on appropriate rituals and protocol practice.					Manager Community Development
		Investigate Supply Nation membership					Manager Community Development

3. OPPORTUNITIES							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
		Identify opportunities to demonstrate Aboriginal and Torres Strait Islander protocols.					Manager Community Development
3.2 Cultural							
3.2.1	Increase opportunities for the community to participate in Aboriginal and Torres Strait Islander related art, music and dance activities.	Create more opportunities for participation in culturally specific activities for example school holiday activities at libraries, outstations, youth holiday programs; community training courses/upskilling.					Manager Community Development;  Manager Library and Customer Services;  Manager Recreation
		Incorporate Aboriginal and Torres Strait Islander stories and guest authors/presenters into existing Library 'Storytime' sessions.					Manager Library and Customer Services
	Consider Aboriginal and Torres Strait Islander involvement in Australia Day and Citizenship ceremonies.	Commence a discussion around City events and activities held on Australia Day and Citizenship Ceremonies to look for opportunities to include and increase Aboriginal and Torres Strait Islander cultural activities, themes and protocols from Australia Day 2021.					Manager Community Development
3.2.2							
3.3 Employment and Training							
3.3.1	Commence investigation of employment opportunities and career pathways that the City could offer in the future.	Encourage self-identification of Aboriginal and Torres Strait Islander employees through updating of personal details.					Manager People, Culture and Safety

3. OPPORTUNITIES							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
		Create a target for percentage of Aboriginal and Torres Strait Islander employees the City wishes to employ in the future.					Manager People, Culture and Safety
		Consult with community as to the kinds of industries/roles that Aboriginal and Torres Strait Islander peoples would like to be employed in and how they learn about job opportunities.					Manager People, Culture and Safety All departments
		Understand the needs of future Aboriginal and Torres Strait Islander employees and create opportunities that support them beyond a standard role for example mentoring, reverse mentoring, 2 days in the office, 3 days outside etc.					Manager People, Culture and Safety Community Engagement Advisor
		Connect with Employment support agencies that specialise in supporting employers who wish to employ Aboriginal and Torres Strait Islander peoples for example Jobs & Skills W.A. through the Department of Training & Workforce Development, and Outcare.					Manager People, Culture and Safety; Manager Community Development

3. OPPORTUNITIES						
Action No.	Action	Deliverables	2019-2020			
			Q1	Q2	Q3	Q4
		Investigate potential 'feeder' programs to source Aboriginal and Torres Strait Islander applicants for roles; "Follow the Dream: Partnerships for Success" that runs at Hampton Senior High School, and other successful scholarship programs for example at Guildford Grammar, Trinity College and other partner organisations that can support students in transitioning to employment.				
						<b>Manager People, Culture and Safety;</b> Manager Community Development
3.3.2	Investigate career training and development opportunities.	Investigate the feasibility and options for implementing future Traineeships.				
						<b>Manager People, Culture and Safety;</b> Manager Engineering Works; Manager Building Works; Manager Parks and Gardens; Manager Rangers and Security; Manager Sustainability & Environment; Manager Community Development

3. OPPORTUNITIES							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
		Investigate the feasibility and first steps of implementing TAFE scholarships.					Manager People, Culture and Safety

3. OPPORTUNITIES							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
3.4 Sharing, Learning and Building Connections							
3.4.1	Increase Noongar resources in the City's Libraries and customer service reception areas.	Investigate supplier options and plan for the necessary budget required to increase Noongar resources in the City's Libraries and customer service reception areas.					Manager Library and Customer Services
3.4.2	Offer Noongar language classes and cultural activities at the libraries.	Promote Noongar resources and books to local schools so they are aware of what is available.					Manager Library and Customer Services
		Offer Noongar language classes at the libraries.					Manager Library and Customer Services
		Include Human Libraries that focus on local Aboriginal and Torres Strait Islander histories and stories.					Manager Library and Customer Services
3.4.3	Participate in Indigenous Literacy Day.	Participate in Indigenous Literacy Day through City Libraries in September.					Manager Library and Customer Services
		Develop a Library display or activity for Indigenous Literacy Day.					Manager Library and Customer Services
3.4.4	Actively seek the involvement of Aboriginal and Torres Strait Islander people in projects and events.	Invite Aboriginal representatives to be a part of the City's Cultural Plan/ Arts Advisory Committee.					Manager Community Development

3. OPPORTUNITIES							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
		Invite Aboriginal and Torres Strait Islander stallholders, performers and businesses to be a part of existing/established Council events; for example Baysie Waves Fest, Have a Go Day and events at The RISE and Bayswater Waves.					<b>Manager Community Development</b>  Manager Recreation <input type="checkbox"/>
3.4.5	Form partnerships and promote to the Aboriginal and Torres Strait Islander community available culturally appropriate support services for men, women and older people.	Strengthen partnerships with existing support services in the areas of accommodation, drug and alcohol dependence, mental health and suicide prevention; and promote these to the local Aboriginal and Torres Strait Islander community.					<b>Manager Community Development</b>  Manager Marketing and Communications
3.4.6	Identify other community outreach services for other Aboriginal and Torres Strait Islander groups (other than Noongar).	Include identified outreach services in the City's community directory.					<b>Manager Community Development</b>
	Promote significant Reconciliation events and programs to the City of Bayswater community that are organised by other organisations, for e.g. NAIDOC Week Opening Ceremony in Perth City, and the Walk for Reconciliation held during Reconciliation Week.	Promote significant Reconciliation events and programs to the City of Bayswater community through a range of media e.g. social media, the City webpage, and word of mouth.					<b>Manager Marketing and Communications</b>  Manager Community Development



3. OPPORTUNITIES							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
	Membership of Reconciliation Western Australia.	Maintain annual membership of Reconciliation Western Australia.					Manager Community Development

4. GOVERNANCE							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
4.1	Establish and maintain an effective internal RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.					Manager Community Development
		Draft Terms of Reference for the RWG.					Manager Community Development
		Strait Islander representation on the RWG.					Manager Community Development
4.2	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.					Manager Community Development

4. GOVERNANCE							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
		Engage senior leaders in the delivery of RAP commitments.					<b>Manager Community Development;</b>  Manager Marketing and Communications;  Manager Recreation;  Manager Library and Customer Services;  Manager People, Culture and Safety;  Manager Engineering Works;  Manager Building Works;  Manager Parks and Gardens; Manager Rangers and Security;  Manager Sustainability and Environment;  Community Engagement Advisor;  Manager Governance;  Manager Project Services;  Manager Strategic Planning and Place
		Define appropriate systems and capability to track, measure and report on RAP commitments.					<b>Manager Community Development</b>

4. GOVERNANCE							
Action No.	Action	Deliverables	2019-2020				Responsibility/Collaboration
			Q1	Q2	Q3	Q4	
4.3	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.					Manager Community Development
4.4	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin development our next RAP.					Manager Community Development

**Tracking and Progress**

The City of Bayswater is committed to delivering the actions that have been identified in this Plan in 2019/20.

Progress towards achieving these actions will be reported formally to Council and Reconciliation Australia, and to the Community through a variety of mediums, including Facebook, newsletters, the City's website and local newspapers.

As we deliver this Plan the City will also commence developing its second, Innovate, Reconciliation Action Plan. The launch of the Innovate Plan will provide an opportunity to report on the success and learnings of the Reflect Plan in 2020.

Contact us

**City of Bayswater - Community Development**

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This document can be provided in alternate formats

**10. PREVIOUS MATTERS DEALT WITH NOT ON THE AGENDA**

Nil.

**11. GENERAL BUSINESS**

**11.1 National Reconciliation Week (27 May - 3 June 2019)**

**11.2 Launch of RAP (Reflect)**

**11.3 NAIDOC Week Activities (7 - 14 July 2019)**

**12. CONFIDENTIAL ITEMS**

Nil.

**13. NEXT MEETING**

The next meeting of the Aboriginal Advisory Committee will take place in the Council Chambers, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on 13 June 2019 commencing at **5:00pm.**

**14. CLOSURE**