

# Agenda

## Reconciliation Advisory Committee

**Wednesday 2 June 2021**

### Notice of Meeting

The next Reconciliation Advisory Committee will take place in the Council Chambers, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on **Wednesday 2 June 2021** commencing at **5:30 pm**.

Yours sincerely



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

26 May 2021

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**1 ELECTION OF ACTING CHAIRPERSON****2 OFFICIAL OPENING****3 ACKNOWLEDGEMENT OF COUNTRY**

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

Noongar Language

*Ngalla City of Bayswater kaatanginy baalapa Noongar Boodja baaranginy, Whadjuk 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 Wadjuk people of the Noongar Nation, and pay our respects to Elders past, present and emerging.*

**4 ATTENDANCE****Members**

Cr Dan Bull, Mayor (Deputising on behalf of Cr Stephanie Gray, Chairperson)  
Cr Lorna Clarke  
Cr Sally Palmer  
Mr Shem Garlett  
Ms Clare Goodall  
Ms Stacey Maxted

**Non-Voting Members**

Ms Karen Quigley Manager Community Development  
Ms Michele Fletcher Coordinator Community Development  
Ms Rachael Funch Community Development Officer  
Ms Belinda Salvoni Place Manager  
Ms Elizabeth Breen Personal Assistant

**Guests**

Mr Ken Aitchison Strategy Coordinator, Aboriginal Engagement, METRONET  
Ms Catherine Holland Project officer, Aboriginal Engagement, METRONET

**Leave of Absence**

Cr Stephanie Gray Chairperson

**4.1 Apologies**

Mr Des Abel Director Community and Development

**4.2 Approved Leave Of Absence**

| Councillor        | Date of Leave                         | Approved by Council                 |
|-------------------|---------------------------------------|-------------------------------------|
| Cr Stephanie Gray | 1 June 2021 to 30 July 2021 inclusive | Ordinary Council Meeting 25.05.2021 |

**5 DISCLOSURE OF INTEREST SUMMARY**

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

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

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

Nil.

**6 DELEGATED AUTHORITY BY COUNCIL**

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

This meeting is open to the public.

**7 TERMS OF REFERENCE**

| <b>TERMS OF REFERENCE<br/>Reconciliation Advisory Committee</b> |  |
|---|--|
| <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 Reconciliation 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, strengthen relationships and trust with Aboriginal and Torres Strait Islander People; 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 and Torres Strait Islander people within the City of Bayswater, where the City can have a direct influence.</li> </ul> |
| <b>Role of Representatives</b>                                  | <p>The roles and responsibilities of the City of Bayswater representatives this Committee are:</p> <ul style="list-style-type: none"> <li>• Member in own right; and</li> </ul>  |

| <b>TERMS OF REFERENCE<br/>Reconciliation Advisory Committee</b> |   |
|---|---|
|   | <ul style="list-style-type: none"> <li>Spokesperson for City of Bayswater</li> </ul>  |
| <b>Elected Members:</b>   | Three Elected Council Members.<br>All other Councillors are deputies.   |
| <b>Non-Council Members:</b>                                     | Up to five community members who satisfy one or more of the following criteria: <ul style="list-style-type: none"> <li>Aboriginal and Torres Strait Islander community members to make up at least 50% of non-Council membership.</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; and</li> <li>Other officers as required.</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 2021.</li> </ul>  |
| <b>Delegated Authority:</b>                                     | 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.  |
| <b>Sitting Fees:</b>  | Nil (included as part of the annual Sitting Fees paid to Councillors)   |

## 8 CONFIRMATION OF MINUTES

The Minutes of the Reconciliation Advisory Committee Meeting held on 3 March 2021 which have been distributed, be confirmed as a true and correct record.

Moved:

Seconded:

**9 REPORTS**

**9.1 Progress Of Reflect Reconciliation Action Plan 2019 - 2020 Implementation**

|                                 |   |
|---------------------------------|---|
| <b>Responsible Branch:</b>      | Community Development   |
| <b>Responsible Directorate:</b> | Community and Development   |
| <b>Authority/Discretion:</b>    | Executive/Strategic   |
| <b>Voting Requirement:</b>      | Simple Majority Required  |
| <b>Attachments:</b>             | 1. Reflect RAP 2019-2020 Update [9.1.1 - 15 pages]  |
| <b>Refer:</b>                   | Item 10.6.5: OCM 23.03.2021<br>Item 8.1: RAC 3.03.2021<br>Item 10.6.1: OCM 27.01.2021<br>Item 10.1: RAC 2.12.2020<br>Item 9.1: RAC 2.09.2020<br>Item 10.5.3: OCM 24.03.2020<br>Item 10.5.2.1: OCM 3.09.2019 |

**SUMMARY**

For Council to note the City’s Reflect Reconciliation Action Plan 2019 – 2020 implementation progress from February to May 2021, as contained within **Attachment 1**.

**OFFICER’S RECOMMENDATION**

**That Council:**

- 1. Notes the information provided in this report regarding the progress of the City’s Reflect Reconciliation Action Plan 2019–2020 from February to May 2021, as detailed in Attachment 1 to this report.**
- 2. Notes the following feedback from the City’s Reconciliation Advisory Committee in relation to the implementation progress of the City’s Reflect Reconciliation Action Plan 2019- 2020:**
  - (a) \_\_\_\_\_
  - (b) \_\_\_\_\_
  - (c) \_\_\_\_\_

**BACKGROUND**

The Reconciliation Advisory Committee (RAC) Terms of Reference, outlines one of the responsibilities of the Committee is to consider and make recommendations on the implementation of the Reflect Reconciliation Action Plan (RAP) 2019-2020. There are four pillars supporting reconciliation within the Plan, as follows:

- Pillar 1 – Relationships
- Pillar 2 – Respect
- Pillar 3 – Opportunities
- Pillar 4 – Governance

There are four additional themes embedded under each of the pillars and are noted as being; Rituals and Protocols; Cultural; Employment and Training; and Sharing, Learning and Building Connections.

This report is a progress update for the City’s RAC on the Reflect RAP 2019-2020 strategies progressed from February to May 2021.

**EXTERNAL CONSULTATION**

Community consultation was not required for this report.

**OFFICER'S COMMENTS**

Reflect RAP 2019-2020 progress updates are provided to the RAC at each scheduled meeting. The last RAC meeting was held on 3 March 2021. There is one attachment to this report that focuses on the City's progress in working towards achieving deliverables, as listed in the Reflect RAP 2019-2020.

Various City branches, whose core business relates to progressing deliverables within the Plan from February to May 2021 have been consulted to inform the information update reports in **Attachment 1**.

The seven information update reports, contained within **Attachment 1**, are presented under the relevant themes and actions that have been progressed from February to May 2021, as tabled below.

**Pillar 1 – Relationships**

| Theme    | Action  | Information update Report |
|----------|---|---------------------------|
| Cultural | <ul style="list-style-type: none"> <li>Build relationships through celebrating National Reconciliation Week.</li> </ul> | 1                         |

**Pillar 2 – Respect**

| Theme                                      | Action  | Information update Report |
|--|---|---------------------------|
| Rituals and Protocols                      | <ul style="list-style-type: none"> <li>Display the Aboriginal and Torres Strait Islander flags at City buildings where staff are located.</li> </ul>                  | 2                         |
| Rituals and Protocols                      | <ul style="list-style-type: none"> <li>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</li> </ul>               | 3                         |
| Sharing, Learning and Building Connections | <ul style="list-style-type: none"> <li>Share local (City of Bayswater) Aboriginal and Torres Strait Islander people's cultural history with the community.</li> </ul> | 4                         |

**Pillar 3 – Opportunities**

| Theme                                      | Action   | Information update Report |
|--|--|---------------------------|
| Cultural                                   | <ul style="list-style-type: none"> <li>Strengthen the natural environment and focus on the importance of native flora and fauna.</li> </ul>              | 5                         |
| Sharing, Learning and Building Connections | <ul style="list-style-type: none"> <li>Actively seek the involvement of Aboriginal and Torres Strait Islander peoples in projects and events.</li> </ul> | 6                         |

**Pillar 4 – Governance**

| Theme          | Action  | Information update Report |
|----------------|---|---------------------------|
| Not applicable | <ul style="list-style-type: none"> <li>Continue our reconciliation journey by developing our next Reconciliation Action Plan (RAP) Innovate.</li> </ul> | 7                         |

**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.

|                                  |  |                                |  |
|----------------------------------|--|--------------------------------|--|
| <b>Officers Recommendation</b>   | <p><b>That Council:</b></p> <ol style="list-style-type: none"> <li><b>Notes the information provided in this report regarding the progress of the City’s Reflect Reconciliation Action Plan 2019 – 2020 from February to May 2021, as detailed in Attachment 1 to this report.</b></li> <li><b>Notes the following feedback from the City’s Reconciliation Advisory Committee in relation to the implementation progress of the City’s Reconciliation Action Plan 2019-2020:</b> <ol style="list-style-type: none"> <li>_____</li> <li>_____</li> <li>_____</li> </ol> </li> </ol> |                                |  |
| <b>Risk Category</b>             | <b>Adopted Risk Appetite</b>   | <b>Risk Assessment Outcome</b> |  |
| 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                            |  |
| <b>Conclusion</b>                | <p>It is considered that there are low risks associated with the information provided in this report, as it meets the objectives of the City’s Reflect RAP 2019–2020 and the information will be used to inform the City’s annual RAP Impact Measurement Questionnaire to Reconciliation Australia to be submitted by 30 September 2021.</p>   |                                |  |

**FINANCIAL IMPLICATIONS**

The following financial implications are applicable:

**Item 1:** Implementation of the City’s Reflect Reconciliation Action Plan (2019/20).

**Asset Category:** N/A **Source of Funds:** Municipal

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

**Notes:** The adopted 2020/21 budget includes \$8,650 to complete the implementation of the Reflect RAP 2019-2020. This will allow the City to complete the Plan’s commitments from 1 July 2020 to 30 June 2021.

| ITEM NO. | CAPITAL / UPFRONT COSTS (\$) | ONGOING COSTS (\$) ANNUAL |   | INCOME (\$) | ASSET LIFE (YEARS) | WHOLE OF LIFE COSTS (\$) | CURRENT BUDGET (\$) |
|----------|------------------------------|---------------------------|---|-------------|--------------------|--------------------------|---------------------|
|          |                              | MATERIALS & CONTRACT      | STAFFING  |             |                    |                          |                     |
| 1        | \$8,650                      | N/A                       | Varied costs (funded by existing annual salaries budgets) | N/A         | N/A                | N/A                      | \$8,650             |

### STRATEGIC IMPLICATIONS

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

Theme: Our Community

Aspiration: An active and engaged community

Outcome C2: Accessible services that recognise diversity.

Pillar 1 Relationships – the City seeks to establish its sphere of influence by establishing mutually beneficial relationships within the local area.

Pillar 2 Respect – the City seeks to increase its understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories knowledge and rights through cultural learning.

Pillar 3 Opportunities – the City seeks to improve outcomes relating to Aboriginal and Torres Strait Islander supplier diversity to improve economic and social outcomes.

Pillar 4 Governance – the City seeks to maintain and progress the effective governance of the Reflect RAP through reporting its Reflect RAP achievements, challenges, and learnings both internally and externally.

### CONCLUSION

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

Attachment 1

| <b>City of Bayswater</b><br><b>Reflect Reconciliation Action Plan</b><br><b>INFORMATION UPDATE REPORT</b> |   |
|---|---|
| <b>AUTHOR</b>   | <b>Manager Community Development</b>  |
| <b>BRANCH</b>   | Community Development   |
| <b>STRATEGY</b>   | Relationships - Cultural  |
| <b>ACTION</b>   | Build relationships through celebrating National Reconciliation Week (NRW).   |
| <b>DELIVERABLE</b>  | <p>Circulate Reconciliation Australia's NRW materials to our staff.</p> <p>Reconciliation Advisory Committee members participate in an external event NRW event.</p> <p>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</p> <p>Develop and implement NRW promotional plan to increase awareness and understanding of significance of the week amongst staff and community.</p>   |
| <b>INFORMATION</b>  | <p>Reconciliation Australia - National Reconciliation Week (NRW) takes place 27 May - 3 June every year. The theme for 2021 is "<i>More than a word. Reconciliation is action</i>". Refer <b>Image 1</b>.</p> <p>To commemorate this year's NRW, the City delivered two initiatives to raise community awareness including:</p> <ol style="list-style-type: none"> <li><b>1. Flag raising ceremony and Local Elder Storytelling</b><br/>The City hosted its first NRW flag raising ceremony followed by a story telling session with Noongar Elder, Aunty May McGuire about the two significant reconciliation milestones, being the 1967 Referendum and the Mabo Day High Court decision of 1992.</li> <li><b>2. Department of Local Government, Sport and Cultural Industries (DLGSCI) 2021 Street Banner Project</b><br/>In commemoration of NRW, the City is participating in the State-wide DLGSCI 2021 Street Banner Project through sponsorship of an outdoor banner. The banner will feature the City's corporate logo alongside this year's reconciliation message '<i>More than a word. Reconciliation takes action</i>' and artwork from Western Australian Aboriginal artist Tee Jay Worrigal. Refer <b>Image 2</b>.</li> </ol> |
| <b>OUTCOMES</b>   | <p><b>Develop and implement NRW promotional plan to increase awareness and understanding of significance of the week amongst staff and community</b></p> <p>The City supports NRW and is committed to increasing awareness about NRW including:</p> <ul style="list-style-type: none"> <li>Sponsorship of one WA Department Local Government, Sport and Cultural Industries - NRW 2021 Street banner project, displayed outside the Civic Centre.</li> <li>A series of social media posts that link to the City's web page for National Reconciliation Week.</li> </ul>   |

|  |  |
|--|--|
|  | <ul style="list-style-type: none"> <li>• Inform and educate City staff about NRW via direct emails featuring the NRW logo.</li> </ul> <p><b>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW</b></p> <p>The City delivered a flag raising ceremony on Thursday 27 May 2021, 9:30am to 10:30am at the City of Bayswater Civic Centre.</p> <p>Noongar Elder May McGuire, delivered the Welcome to Country and her son, Vaughn McGuire performed a traditional Whadjuk song - 'Trap Door Spider'. This was followed by Morley Primary School Choir singing the song Wanjoo (Welcome), a song that the students were taught by Noongar artists Gina Williams and Guy Ghouse in 2020. This event was delivered on 27 May 2021 at the Civic Centre.</p> <p>Due to COVID-19 social distancing restrictions, the event was by invitation only and included:</p> <ul style="list-style-type: none"> <li>• Local Traditional Custodians Elder May McGuire and Vaughn McGuire</li> <li>• Local Aboriginal and Torres Strait Islander residents/representatives</li> <li>• City of Bayswater Mayor and Councillors</li> <li>• Freemen of the City of Bayswater</li> <li>• Local state and federal members of Parliament</li> <li>• District Superintendent WA Police (Mirrabooka District)</li> <li>• Morley Primary School Choir</li> <li>• City of Bayswater 2019 and 2020 Citizens of the Year Awardees</li> <li>• Local community representatives who have actively participated in the City's Reconciliation Action Plan community engagement process</li> <li>• City staff</li> </ul> <p><b>Circulate Reconciliation Australia's NRW materials to our staff</b></p> <p>On Friday 21 May 2021, as part of the CEO's staff and Councillor fortnightly update, all City staff were informed about NRW and this year's theme- '<i>More than a word. Reconciliation is action</i>', in addition to web links to events, activities and resources from Reconciliation WA and Reconciliation Australia.</p> <p>Staff were encouraged to reflect on the part the City has played towards our journey towards reconciliation with a number of staff attending the flag raising ceremony on 27 May 2021.</p> <p>The City's corporate email footer also included the NRW email signature featuring the NRW theme '<i>More than a word. Reconciliation is action</i>'.</p> <p><b>Reconciliation Advisory Committee members participate in an external event NRW event</b></p> <p>The City has shared NRW event information with RAC members to attend activities and events hosted by Reconciliation WA including the RWA breakfast on Friday 28 May, from 7:00am at Optus Stadium for which the City purchased a corporate table for 10 guests, with priority given to RAC members followed by City staff. Refer <b>Image 3</b>.</p> |
|--|--|



**Image 1** Reconciliation Australia: National Reconciliation Week 2021 theme - 'More than a word. Reconciliation takes action'

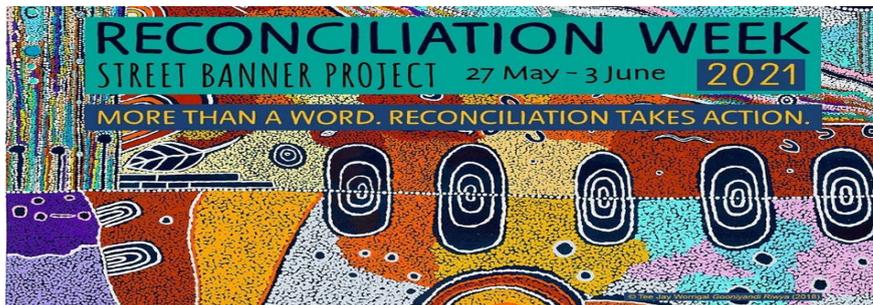


Photo: Reconciliation Week Street Banner. Banner artwork by Western Australian Aboriginal artist Tee Jay Worrigal

**Image 2** Department of Local Government, Sport and Cultural Industries 2021 Street Banner Project artwork by Western Australian Aboriginal artist Tee Jay Worrigal.

Subject: City of Bayswater Invitation - Reconciliation WA: National Reconciliation Week breakfast, Friday 28 May 2021

Dear RAC members

**INVITATION: RECONCILIATION WA - NATIONAL RECONCILIATION WEEK BREAKFAST**

The City of Bayswater requests the pleasure of your company to attend the Reconciliation WA - National Reconciliation Week (NRW) breakfast on the 2021 theme "More than a Word. Reconciliation takes action".

The NRW breakfast is an opportunity for leaders and allies across the government, community and corporate sectors to engage in the Reconciliation movement and champion change in their respective communities.

**Date:** Friday 28 May 2021  
**Time:** 7:00am arrival. 7:30am start. Ends 9:30am  
**Venue:** Riverside Room, Cytus Stadium, 333 Victoria Park Drive, Burswood

The City will purchase a corporate table of 10. Members of the Reconciliation Advisory Committee are given first priority followed by City staff, should not all tickets be allocated.

**RSVP:** To confirm your attendance and any dietary requirements, please email Rachael Funch, Community Development Officer at [rachael.funch@bayswater.wa.gov.au](mailto:rachael.funch@bayswater.wa.gov.au) or call 9272 0658 no later than 10am on Monday 10 May, 2021.  
 With kind regards  
 Rachael  
 Rachael



**Image 3** City of Bayswater invitation to the City's RAC to attend the Reconciliation WA NRW breakfast, Friday 28 May 2021.

| <b>City of Bayswater</b><br><b>Reflect Reconciliation Action Plan</b><br><b>INFORMATION UPDATE REPORT</b> |   |
|---|---|
| <b>AUTHOR</b>   | Manager Building Services<br><b>Manager Community Development</b>   |
| <b>BRANCH</b>   | Building Works<br>Community Development   |
| <b>STRATEGY</b>   | Respect - Rituals and Protocols   |
| <b>ACTION</b>   | Display the Aboriginal and Torres Strait Islander flags at City buildings where staff are located.  |
| <b>DELIVERABLE</b>  | Develop a plan of action for installing Aboriginal and Torres Strait Islander flagpoles at locations other than the City of Bayswater Civic Centre.   |
| <b>INFORMATION</b>  | The City has investigated three key City facilities for possible installation of flagpoles to display the Aboriginal and Torres Strait Islander flags. These facilities include: <ol style="list-style-type: none"> <li>1. Maylands Memorial (in close proximity to The RISE recreation centre).</li> <li>2. City of Bayswater Paddy Walker Works Depot.</li> <li>3. Bayswater Waves Recreation Centre.</li> </ol>  |
| <b>OUTCOME</b>  | <p>Site assessment for Paddy Walker Works Depot and the Bayswater Waves Recreation Centre was undertaken. The supply, delivery and installation of flag poles at these two locations will require further investigative works including drilling and marking out the exact position and level of each flag pole foundation base. Quotations for these sites are expected to start from \$15,065.</p> <p>Based on the above findings, the site assessment of Maylands Memorial was deemed to be the preferred location for flag pole and flag installation utilising funds available in the 2020/21 budget. At this site, three new flagpoles will be installed next to the existing single flag pole providing for a total of four flagpoles and flags (Australian / Western Australian / Aboriginal / Torres Strait Islander), by 30 June 2021.</p> <p>The Maylands Memorial site will complement the commemorative plaque unveiled at the Maylands War Memorial, 6 July 2015, honouring Aboriginal and Torres Strait Islander servicemen and women who have served in World War I. Refer <b>Images 1 and 2</b>.</p> |



**Image 1** *Maylands War Memorial Commemorative plaque honouring Aboriginal and Torres Strait Islander World War One veterans, unveiled Monday 6 July 2015*

**Aboriginal & Torres Strait Islander Memorial** Print Page

The plaque on the war memorial commemorates Aboriginal and Torres Strait Islanders who have served in World War One.

Officially, around 1000 Aborigines served in World War One and 5000 in World War Two, but the figure could be far higher as at the time the Veterans Affairs Department was required only to list names and not cultural backgrounds.

Upon return to Australia, Aboriginal diggers received not thanks but ignorance and racism, and were ineligible for land grants provided to other returned veterans. Membership of Returned Services Leagues clubs was also denied.

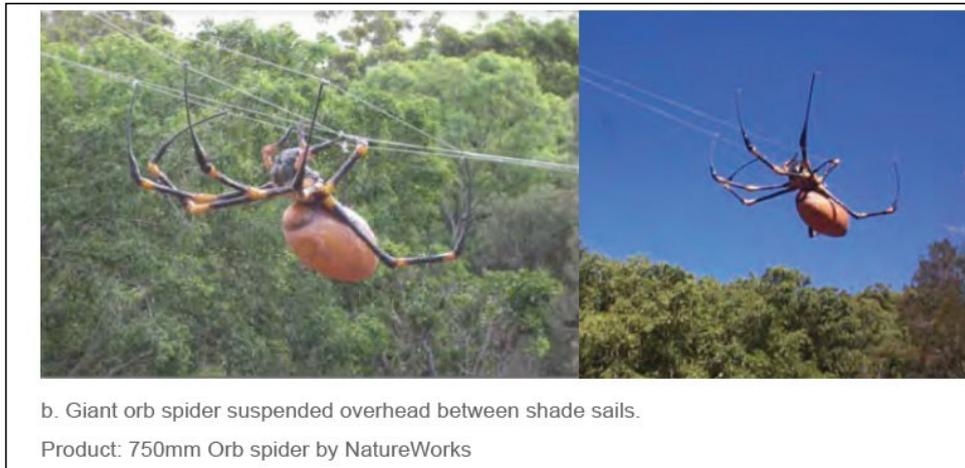
**Location**

|                 |  |
|-----------------|--|
| <b>Address:</b> | Guildford Road & Eighth Avenue, War Memorial, Maylands Town Hall Gardens, Maylands, 6051 |
| <b>State:</b>   | WA   |
| <b>Area:</b>    | AUS  |

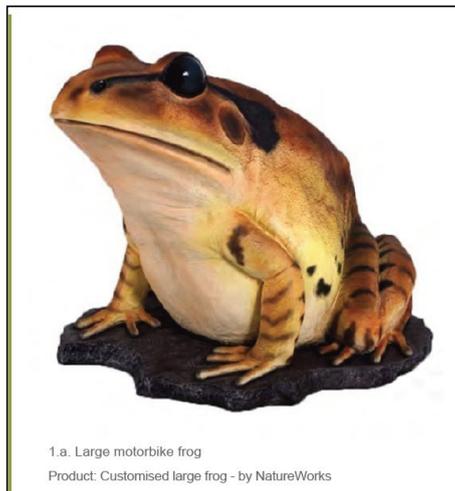
12-June-2018

**Image 2** *Maylands War Memorial Commemorative plaque honouring Aboriginal and Torres Strait Islander World War One veterans, unveiled Monday 6 July 2015*

| <b>City of Bayswater</b><br><b>Reflect Reconciliation Action Plan</b><br><b>INFORMATION UPDATE REPORT</b> |  |
|---|--|
| <b>AUTHOR</b>   | <b>Coordinator Project Services</b>  |
| <b>BRANCH</b>   | Project Services   |
| <b>STRATEGY</b>   | Respect - Rituals and Protocols  |
| <b>ACTION</b>   | Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.  |
| <b>DELIVERABLE</b>  | Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within the City's operational area.   |
| <b>INFORMATION</b>  | <p>On 10 March 2020 Council adopted a draft concept plan for the redevelopment of the Maylands Waterland facility at the Maylands Foreshore Reserve. In May 2020, the City awarded the tender to Josh Byrne and Associates to design and redevelop the Maylands Waterland. This family friendly City project was championed by the Friends of Maylands Waterland on behalf of the community.</p> <p>Community information sessions were conducted in August and September 2020 and it is anticipated that stage one will be completed and open for the community to use by December 2021. Josh Byrne and Associates have also prepared concept plans for stage two and is subject to future funding.</p> <p>The design of the redeveloped Maylands Waterland is inspired by the Swan River, local native species and fauna. This theme will be incorporated within the facility through custom made play elements, artworks and sculptures.</p> <p>The design incorporates best practice in bioengineering that will ensure that the facility does not negatively impact the health and ecological value of the Swan River. There will also be opportunities for environmental education and interpretation along the river foreshore. The balance of Whadjuk Noongar and European heritage linked to the site is also reflected in many of the design features.</p> |
| <b>OUTCOMES</b>   | <p>The City is engaging with local Traditional Custodian, Balladong, Wadjuk, Nyungar Representative Barry McGuire, to assist with obtaining approval from the Department of Planning Lands and Heritage for the Maylands Waterland redevelopment.</p> <p>Barry McGuire has met with Josh Byrne Associates landscape design team to inform the Aboriginal significance of native flora, fauna and wildlife at Maylands Waterland. This cultural information will be embedded in the colour design and artwork of play and pool elements including:</p> <ul style="list-style-type: none"> <li>• Motorbike frog themed splash pad.</li> <li>• A giant size trap door spider and giant motorbike frog that are both unique to the area and Aboriginal dreamtime. Refer <b>Images 1 and 2</b>.</li> </ul> <p>A smoking ceremony, to keep spiritual watch over the workers, is scheduled for June 2021. Invitations will be sent to Council, City staff, the Reconciliation Advisory Committee and contractors.</p>   |

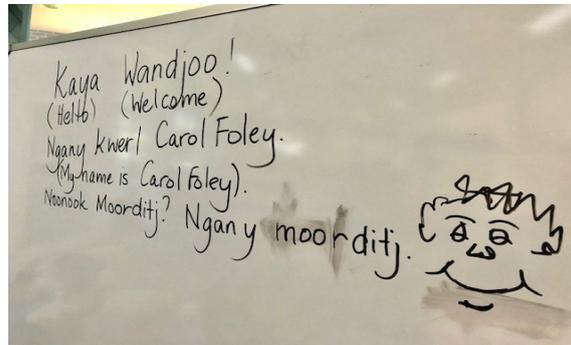


**Image 1** *Example of custom made, giant size Trap Door Spider*



**Image 2** *Example of custom made, giant size Motorbike Frog.*

| <b>City of Bayswater</b><br><b>Reflect Reconciliation Action Plan</b><br><b>INFORMATION UPDATE REPORT</b> |  |
|---|--|
| <b>AUTHOR</b>   | <b>Manager Library and Customer Services</b><br>Manager Community Development  |
| <b>BRANCH</b>   | Library and Customer Services  |
| <b>STRATEGY</b>   | Respect - Sharing, Learning and Building Connections   |
| <b>ACTION</b>   | Share local (City of Bayswater) Aboriginal and Torres Strait Islander people's cultural history with the community.  |
| <b>DELIVERABLE</b>  | Develop relationships with Aboriginal and Torres Strait Islander facilitators to share culture, history and achievements at City events i.e. art, dance, language, storytelling, sport.  |
| <b>INFORMATION</b>  | The City's public libraries continue to engage community with a range of literacy and language sessions. These programs attract people from a wide range of cultures.  |
| <b>OUTCOMES</b>   | <p>For this reporting period (February to May 2021) the City of Bayswater achieved the following outcomes in collaboration with Noongar Language and Cultural Specialist Carol Foley at Maylands Library. Refer <b>Image 1</b>.</p> <p><b>Noongar language and Cultural Session, 20 March 2021</b></p> <p>In celebration of the 2021 Harmony Day theme 'Inclusiveness, respect and a sense of belonging for everyone', participants learned about the Aboriginal interpretation, 'Doiytj – Doiytj Koorliny' (coming together). Through an art activity of making hands out of paper and other materials, participants reflected on the theme and illustrated their own story on paper hands. Refer <b>Images 2, 3, and 4</b>.</p> <p><b>Noongar language and Cultural Session, 17 April 2021</b></p> <p>This workshop coincided with the Noongar season, Djiran (April-May) and the Aboriginal significance of the weather, native flora and fauna at this time of year. Participants created a paper booklet telling the story of the Djiran season in Noongar language, and what the Djiran season means to them. This artwork, together with the artwork from the 'Doiytj – Doiytj Koorliny' March workshop, is displayed as a wall hanging at Maylands Library. Refer <b>Images 5 and 6</b>.</p> <p><b>Noongar language and Cultural Session, 15 May 2021</b></p> <p>To align with Library and Information Week and the theme Adventures in Space and Time, participants will learn Aboriginal storytelling and how to tell their story from an Aboriginal cultural perspective. Participants will be introduced to Aboriginal drawing and mapping as a language to tell stories through time.</p> |



**Image 1** *Noongar language and Cultural Session introduction with Carol Foley, Noongar Language and Cultural Specialist, Maylands Library, 20 March 2021.*



**Image 2** *Noongar language and Cultural Session, Harmony Day art activity, theme (inclusiveness, respect and a sense of belonging), Maylands Library, 20 March 2021.*



**Image 3** *Carol Foley, Noongar Language and Cultural Specialist, delivering Doiytj – Doiytj Koorliny (Coming together) Harmony Day themed workshop, Maylands Library, 20 March 2021.*



**Image 4** *Doiytj – Doiytj Koorliny (Coming together) Harmony Day themed workshop, group artwork, Maylands Library, 20 March 2021.*



**Image 5** *Compilation of Harmony Day and April Djiran season workshops, Maylands Library, 20 March 2021 and 17 April 2021.*

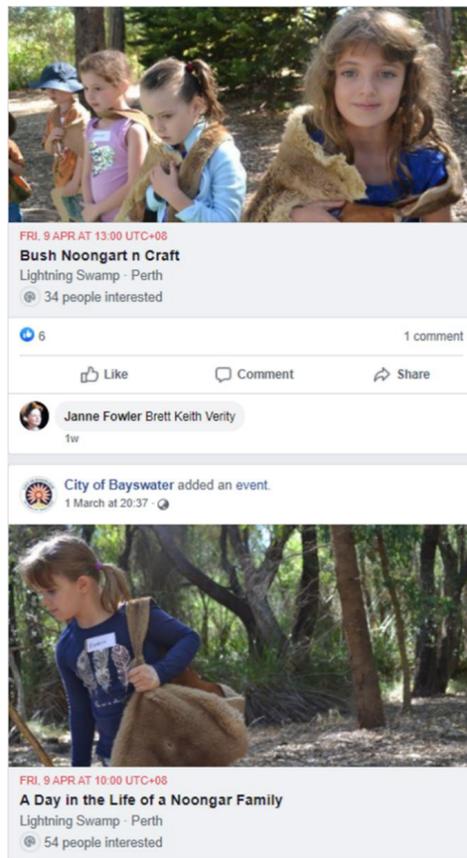


**Image 6** *Carol Foley, Noongar language specialist, with participants from the Djiran season (April-May) themed workshop, Maylands Library, 17 April 2021.*

| <b>City of Bayswater</b><br><b>Reflect Reconciliation Action Plan</b><br><b>INFORMATION UPDATE REPORT</b> |  |
|---|--|
| <b>AUTHOR</b>   | <b>Manager Sustainability and Environment</b><br>Manager Parks and Gardens   |
| <b>BRANCH</b>   | Sustainability and Environment   |
| <b>STRATEGY</b>   | Opportunities - Cultural   |
| <b>ACTION</b>   | Strengthen the natural environment and focus on the importance of native flora and fauna.  |
| <b>DELIVERABLE</b>  | Engage and work with Aboriginal and Torres Strait Islander peoples who have knowledge in the area of native flora and fauna history in order to better inform practices.   |
| <b>INFORMATION</b>  | Information is provided about culturally appropriate initiatives that focus on the importance of native flora and fauna during February to May 2021.   |
| <b>OUTCOMES</b>   | <p>For this reporting period (February to May 2021) the City of Bayswater achieved the following:</p> <p><b>2021 WA Wetland Management Conference</b></p> <p>City staff and representatives from City of Bayswater environmental community groups attended the 2021 WA Wetland Management Conference. The City's Natural Area Coordinator, presented at the conference on the subject of working together to restore the wetlands of the Derbarl Yerrigan. Refer <b>Image 1</b>.</p> <p>City staff met local indigenous representative, Barry Maguire on site with DBCA and MP Rogers (Environment Engineers) to discuss proposed foreshore restoration at Tranby House on Derbarl Yerrigan</p> <p><b>Department of Biodiversity, Conservation and Attractions / Parks and Wildlife Service - Nearer to Nature: Autumn's Aura 2021</b></p> <p>Together with Parks and Wildlife Service WA, the City's Sustainability and Environment team delivered two April school holiday activities on 9 April 2021, at Lightning Swamp as follows:</p> <p><u>Bush Noongart n Craft, 1:00pm to 2:30pm</u></p> <p>City staff, supported by Parks and Wildlife WA collaborated with Belinda Cox, Kangeang/Biblemun Woman, to share Noongar culture with 4 to 11 year old children. Children learned about traditional practices in prop bag collecting and spear throwing. The workshop included creating and keeping some special Noongar bush craft.</p> <p><u>A day in the Life of a Noongar Family, 10:00am to 11:30am</u></p> <p>City staff and Parks and Wildlife WA collaborated to offer a traditional prop bag gathering, spear throwing, song and dance and face painting, as we learnt about a day in the life of a Noongar Family. This activity was suitable for children 4-11 years of age. Refer <b>Image 2</b></p> |



**Image 1** *City of Bayswater 2019 Senior Citizen of the Year, David Dyke (kneeling), representatives from City of Bayswater Sustainable and Environment branch and representatives from City of Bayswater environmental community groups who attended the 2021 WA Wetland Management Conference, Mandurah Performing Arts Centre, 15-16 March 2021.*



**Image 2** *Parks and Wildlife Service WA Nearer to Nature school holiday activities hosted by City of Bayswater at Lightning Swamp, Friday 9 April 2021.*

| <b>City of Bayswater</b><br><b>Reflect Reconciliation Action</b><br><b>INFORMATION UPDATE REPORT</b> |   |
|--|---|
| <b>AUTHOR</b>  | <b>Manager Community Development</b>  |
| <b>BRANCH</b>  | Community Development   |
| <b>STRATEGY</b>  | Opportunities - Sharing, Learning and Building Connections  |
| <b>ACTION</b>  | Actively seek the involvement of Aboriginal and Torres Strait Islander peoples in projects and events   |
| <b>DELIVERABLE</b>   | Invite Aboriginal and Torres Strait Islander stallholders, performers and businesses to be a part of existing/established City led public events  |
| <b>INFORMATION</b>   | <p>On 21 July 2020, the City endorsed the first Management Practice - Reconciliation Rituals and Protocols as an internal tool to increase staff awareness on how to respectfully acknowledge Aboriginal and Torres Strait Islander people in business operations, through the observation and delivery of culturally appropriate rituals and protocols.</p> <p>As part of the Management Practice, a detailed guideline is provided for all staff to follow when planning and facilitating events or initiatives to demonstrate respect of Aboriginal and Torres Strait Islander peoples.</p>  |
| <b>OUTCOMES</b>  | <p>For this reporting period (February to May 2021) the City of Bayswater achieved the following:</p> <p>The City supported artist Floeur Alder and auspicing organisation Environment House Inc. via a Community Events Grant to deliver a free community program of dance and live drawing workshops named '<i>Djilba: (Spring) A Moment in Time</i>'.</p> <p>Djilba: A Moment in Time is a new and unique performative artwork by choreographer/dancer, Floeur Alder, and visual artist/writer, Virginia Ward. Floeur's connection to Indigenous culture began in 2012-2018 when she became a founding member of Ochre Contemporary dance company, the first non-indigenous and indigenous company in Australia. Through her experience in the company she was welcomed into their family and received her totem from Aunty Gail Yorkshire, which was Djidi Djidi, (Willie wagtail) while on tour on country in Tjuntjunjara.</p> <p>The performance program took place at Eric Singleton Wetlands and Bird Sanctuary on 27 February, 28 February and 1 March 2021. With more than 100 people at each performance, Floeur's solo performance told of First Nations stories from Rainbow Coast in WA's Great Southern region, and the time of Djilba, the Noongar season of transition and growing. Refer <b>Images 1 and 2</b>.</p> <p>The performance program was reviewed by Seesaw Arts, Kim Balfour, writer and former professional dancer, who has danced with companies such as WA Ballet and Sydney Dance Company who writes:</p> <p><i>"The richness of Alder's performance of Djilba is complemented by the work's diverse arrangement of music, from Tibetan flutes and chanting to Aphex Twin's album Wisp. The soundscape is well suited to Alder's wide range of movement and vivid dramatic capacity. Costumed in a rainbow mottled leotard and skirt, designed by Ward and Louise Mann, Alder moves with powerful</i></p> |

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|  | <p><i>grace, her languid limbs blossoming and imbued with the essence of spring. Alder's expressive choreography and technical range comprehensively cover many aspects of the eco environments that inspired the work."</i></p> |
|--|--|



**Image 1** *Dancer Floeur Alder 'Djilba' performance, Eric Singleton Wetlands and Bird Sanctuary, 1 March 2021. Photo: Michael Juliff.*



**Image 2** *Dancer Floeur Alder 'Djilba' performance, Eric Singleton Wetlands and Bird Sanctuary, 1 March 2021. Photo: Michael Juliff.*

| <b>City of Bayswater</b><br><b>Reflect Reconciliation Action Plan</b><br><b>INFORMATION UPDATE REPORT</b> |   |
|---|---|
| <b>AUTHOR</b>   | <b>Manager Community Development</b>  |
| <b>BRANCH</b>   | Community Development   |
| <b>STRATEGY</b>   | Governance  |
| <b>ACTION</b>   | Continue our reconciliation journey by developing our next Reconciliation Action Plan (RAP) Innovate.   |
| <b>DELIVERABLE</b>  | Submit draft Innovate RAP to Reconciliation Australia for review.   |
| <b>INFORMATION</b>  | Given the COVID-19 pandemic, the City sought and attained an extension from Reconciliation Australia to submit the draft Innovate RAP for conditional endorsement by 30 June 2021. The extension ensured that the City could achieve all Reflect RAP deliverables, and has enabled the City to conduct a thorough community engagement process to support the development of the Innovate RAP 2021 - 2023 involving a broad range of stakeholders.  |
| <b>OUTCOMES</b>   | <p>At the Reconciliation Advisory Committee (RAC) meeting held on 3 March 2021, the draft Innovate Reconciliation Action Plan 2021 – 2023 was presented to the RAC. It was subsequently approved by Council at the Ordinary Council Meeting held on 23 March 2021, as follows:</p> <p><i>"That Council:</i></p> <ol style="list-style-type: none"> <li>1. <i>Approves the draft Innovate Reconciliation Action Plan 2021-2023 as contained in Attachment 1 to this report for submission to Reconciliation Australia for compliance review and endorsement.</i></li> <li>2. <i>Considers the revised implementation costs as contained in Attachment 1 as part of the 2021/22 and 2022/23 budget process and the Long Term Financial Plan.</i></li> <li>3. <i>Authorises the Chief Executive Officer to make amendments to the Innovate Reconciliation Action Plan 2021 – 2023 as contained in Attachment 1 following submission to Reconciliation Australia for compliance review and endorsement, so long as the changes are to address feedback from Reconciliation Australia and do not have further financial implications or change the intent of the current deliverables."</i></li> </ol> <p>The City's draft Innovate Reconciliation Action Plan 2021 – 2023 was submitted to Reconciliation Australia on 25 March 2021. The City received feedback on 6 May 2021 suggesting some minor amendments to the Plan.</p> <p>The City returned the draft Innovate Reconciliation Action Plan 2021 – 2023 with the requested amendments to Reconciliation Australia in late May 2021.</p> <p>It is expected that the second compliance review and endorsement will be received by late June 2021. The two year plan is expected to commence from 1 July 2021 and will be made available on the City's website, hard copy and will be available in an alternative format upon request.</p> |

**10 PREVIOUS MATTERS DEALT WITH NOT ON THE AGENDA****10.1 Community Engagement Review – Update**

The City's draft Community Engagement Strategy and Policy was presented to Council on 25 May 2021. The next steps are to release the documents for public comment. Once this happens, the City will once again seek input from the RAC.

**10.2 National Reconciliation Week 2021**

The City will provide an update on the activities delivered during National Reconciliation Week (27 May – 3 June 2021) and other activities attended by RAC members and City staff. An overview of these are also provided within the attachment to the *Progress of Reflect Reconciliation Action Plan 2019-2020 Implementation* in this agenda.

**10.3 Morley Library Artwork And Landscaping – Update**

In response to feedback provided by the RAC on the proposed Aboriginal art work at the Morley Library the proposed artwork will not be proceeding. However, the City will continue to work with the RAC and Aboriginal community to identify sites of cultural significance, which may be appropriate for artwork in the future. Other work on reactivating the Morley Library space will continue to occur, with landscaping works and an alternative artwork for the space. This artwork will not be targeted and will occur through the City's standard procurement process.

**11 GENERAL BUSINESS****11.1 Reconciliation Advisory Committee Member Resignation**

Lisa Garlett (née Bruyninckx) resigned from the RAC on 3 May 2021. Council noted Lisa's resignation and contribution to the RAC at the Ordinary Council Meeting on 25 May 2021. The RAC Terms of Reference did not require amendment and the RAC still has a quorum for voting with the six Committee members remaining.

**11.2 Innovate Reconciliation Action Plan 2021-2021 – Update**

City staff to provide an update in regard to the Plan's compliance review by Reconciliation Australia.

**11.3 NAIDOC Week 2021**

City staff to provide an update on the activities and initiatives planned for NAIDOC Week, including the possible launch of the City's Innovate Reconciliation Action Plan 2021-2023.

**11.4 METRONET Gnarla Biddi Strategy – Noongar Place Names**

METRONET representatives will present an overview of METRONET's commitments under the Gnarla Biddi Strategy; discuss work being undertaken around Noongar Place names; and seek guidance and support from the RAC for place names under discussion by the METRONET Noongar Reference Group.

**12 CONFIDENTIAL ITEMS**

Nil.

**13 NEXT MEETING**

The next meeting of the Reconciliation Advisory Committee will take place in the Council Chambers, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on Wednesday 1 September 2021 commencing at **5:30pm**.

**14 CLOSURE**