

Minutes

Reconciliation Advisory Panel

Tuesday 3 March 2026

By signing these minutes I certify that they were confirmed at the Reconciliation Advisory Panel held on Tuesday 3 March 2026.

Cr Nat Latter
PRESIDING MEMBER

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1 OFFICIAL OPENING

Ryan Hall, Director Community Services, declared the meeting open at 4:40pm.

2 ACKNOWLEDGEMENT OF COUNTRY

The Presiding Member will open the meeting and deliver the Acknowledgement of Country.

Noongar Language

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

English Language Interpretation

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

Ryan Hall, Director Community Services, acknowledged the Traditional Custodians of the land, the Whadjuk people of the Noongar nation, and paid respects to Elders past, present and emerging.

3 ATTENDANCE

Members

Cr Cale Black
Cr Nat Latter
Dorothy Bagshaw
Brant Bibby
John Morrison

Officers

Jeremy Edwards	Chief Executive Officer
Ryan Hall	Director Community Services
Helen Smith	Manager Community Development
Amy Tolley	Community Strategy and Programs Manager
Manon Arnold	Executive Assistant Community Services

Observers

Nil.

3.1 Apologies

Isabelle Adams
Vaughn Joshua McGuire

3.2 Approved Leave of Absence

Nil.

4 DISCLOSURE OF INTEREST SUMMARY

No disclosures of interest were declared at the meeting.

5 APPOINTMENT OF CHAIRPERSON

Panel members were invited to nominate and elect a Chairperson to preside over Panel meetings.

The Chairperson was elected at this point in the meeting, with the Chair being an Elected Member, as per the Terms of Reference.

Cr Latter nominated for the position of Chair. Cr Black seconded this nomination. Cr Latter was declared as chairperson. Cr Latter nominated Cr Black as Deputy Chairperson. As there were no objections, Cr Black was declared Deputy Chairperson.

Cr Latter assumed the Chair.

6 TERMS OF REFERENCE

Purpose

The purpose of the Reconciliation Advisory Panel is to advise Council on the development and implementation of the Reconciliation Action Plan (RAP) for the City of Bayswater, with the aim to help the workplace to facilitate understanding, strengthen relationships and trust with Aboriginal and Torres Strait Islander People; promote meaningful engagement, increase equality and develop sustainable employment and business opportunities.

Membership

Two Elected Members as appointed by Council.

Up to five community members who satisfy one or more of the following criteria:

1. Identify as a person of Aboriginal and Torres Strait Islander descent;
2. Is a Whadjuk Noongar Elder;
3. Is an Aboriginal and Torres Strait Islander business partner representative; and/or
4. Is an Aboriginal and Torres Strait Islander representative living in the City of Bayswater community.

Community Members will be appointed and paid in accordance with the *Independent Advisory Group Member Policy*.

All Councillors are appointed as Deputies.

Members must abide by the *City of Bayswater Code of Conduct for Council Members, Committee Members and Candidates*.

Chairperson

The Advisory Panel members are to elect a Chairperson and Deputy Chairperson at the first meeting, both of whom must be an Elected Member of Council.

The Chairperson will preside at all meetings. In the absence of the Chairperson, the Deputy Chairperson will assume the Chair, and in their absence, a person is to be elected by the Advisory Group present to assume the Chair.

The Chairperson is responsible for the proper conduct of the Advisory Panel.

Delegated Authority

This Group performs an advisory function and does not have any delegated authority.

Meetings

The Panel shall meet no more than quarterly at the City of Bayswater Civic Centre.

Administration

Notification of the meeting will be provided at least a fortnight prior to the meeting date.

An agenda shall be provided to members one week before the meeting. Minutes of the meeting will be provided to all members, and all City Councillors, within 14 calendar days following the meeting date.

Liaison Officer

Director Community Services

7 CONFIRMATION OF MINUTES**PANEL CONFIRMATION**

That the Minutes of the Reconciliation Advisory Panel held on 15 August 2025 which have been distributed, be confirmed as a true and correct record.

Cr Nat Latter Moved, Dorothy Bagshaw Seconded

8 ITEMS**8.1 Advisory Panel Induction Presentation**

Ryan Hall, Director Community Services, presented the Reconciliation Advisory Panel ('the Panel') Induction.

Jeremy Edwards, Chief Executive Officer and Amy Tolley, Community Strategy and Programs Manager, provided the panel an overview of the 2026 Reconciliation Advisory Plan (RAP), including a projected timeline for completion of the RAP, as below

- November 2025 Project Commences
- Thursday 11 December 2025 - Friday March 6 2026: Public Consultation Period
- May 2026: Draft Innovate RAP 2026-2028 goes to the Ordinary Council Meeting for approval to release for public comment.
- 8-29 May 2026: Public comment period.
- June 2026: Reconciliation Advisory Panel meet to approve first draft Innovate RAP 2026-2028.
- June 2026: First draft submission to Reconciliation Australia.
- September 2026: Reconciliation Advisory Panel meet to approve final RAP Innovate 2026-2028.
- October 2026: Final endorsement from Reconciliation Australia.
- November 2026: Launch of Innovate RAP 2026-2028.
- November 2026 - November 2028: Implementation of Innovate RAP 2026-2028.

Notes from the Panel

The panel requested to provide feedback prior to the Draft Innovate RAP 2026-2028 being considered by Council at the May Ordinary Council Meeting (OCM). As the next Reconciliation Advisory Panel meeting is scheduled for Tuesday 2 June, it was decided an additional meeting should be scheduled in either April or May to allow for panel member feedback. This meeting would also provide an opportunity to provide feedback on the City's business planning and budgeting process. The date of this meeting is to be confirmed.

9 GENERAL BUSINESS

The Panel raised the following matters under general business.

Australia Day Citizenship Ceremonies

Panel member Dorothy Bagshaw presented a media article from *Perth Now newspaper*, published on 26 February 2026, titled “*City Returns Events to Australia Day.*” The article referenced Council Item 11.1 – *Proposed Change of Day for Annual Australia Day Citizenship Ceremony and Awards* - endorsed at the Ordinary Council Meeting on 24 February 2026.

Cr Nat Latter acknowledged the article which had been circulated at the meeting by a Panel member and a discussion on the article concerning the Council decision was held.

Panel members Dorothy Bagshaw, John Morrison and Brant Bibby expressed frustration and disappointment with the decision. Concerns were raised that ‘the Panel’ and the development of the RAP could be perceived by the community as tokenistic and noted the importance of demonstrating a genuine commitment to reconciliation to mitigate this perception.

Cr Latter, Cr Black, and CEO Jeremy Edwards acknowledged the feedback highlighting the positive work undertaken so far, reiterating the City’s ongoing commitment to reconciliation.

10 NEXT MEETING

The next meeting of the Reconciliation Advisory Panel will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley at a date and time to be confirmed.

11 CLOSURE

There being no further business to discuss, the Chairperson, Cr Latter, declared the meeting closed at 5:40pm.