

Agenda

Reconciliation Advisory Panel Tuesday 5 May 2026

Notice of Meeting

The next Reconciliation Advisory Panel will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on **Tuesday 5 May 2026** commencing at **4:00pm**.

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1 OFFICIAL OPENING**2 ACKNOWLEDGEMENT OF COUNTRY**

Chairperson, Cr Nat Latter, 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.

3 ATTENDANCE**Members**

Cr Nat Latter	Chairperson
Cr Cale Black	Deputy Chairperson
Isabelle Adams	
Dorothy Bagshaw	
Vaughn Joshua McGuire	
Brant Bibby	
John Morrison	

Officers

Jeremy Edwards	Chief Executive Officer
Ryan Hall	Director Community Services
Timothy Dawson	Acting Manager Community Planning
Amy Tolley	Community Strategy and Programs Manager
Misha Elliott	Senior Community Strategy Officer
Sherri Bagshaw	Community Development Officer
Sally Bradbury	Community Development Officer
Manon Arnold	Executive Assistant Community Services

Leave of Absence**3.1 Apologies****3.2 Approved Leave of Absence**

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 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

6 CONFIRMATION OF MINUTES

OFFICER'S RECOMMENDATION

That the Reconciliation Advisory Panel notes the minutes of the Reconciliation Advisory Panel meeting of 3 March 2026 and recommends to Council that these minutes be confirmed.

7 ITEMS**7.1 Reconciliation Action Plan (RAP) Presentation by Reconciliation WA**

Francine Bayet, General Manager Members, Partners and Engagement (Reconciliation WA) will provide a presentation on the background of RAPs, what good practice looks like, and common challenges or hurdles.

7.2 Outcomes of the Innovate RAP 2026–2028 Community Engagement Survey

City officers will provide an overview of the key outcomes and insights from the Innovate Reconciliation Action Plan (RAP) 2026–2028 Community Engagement Survey.

7.3 Discussion: Key Priorities for the Innovate RAP 2026–2028 and Annual Corporate Business Planning

Panel members will be invited to provide feedback to inform the development of the vision and deliverables for the new Innovate Reconciliation Action Plan (RAP) 2026–2028 and the Annual Corporate Business Planning process.

The following attachments are provided to the Panel members for reference:

- **Attachment 1:** Reconciliation Australia: Mandatory Actions and Deliverables Fact Sheet
- **Attachment 2:** City of Bayswater Innovate RAP 2021 - 2023 Traffic Light Report
- **Attachment 3:** City of Bayswater Innovate Reconciliation Action Plan 2021-2023 Information Update Report: August 2025 – April 2026

Reconciliation Australia – Mandatory Actions and Deliverables

Each type of RAP outlines a set of actions and deliverables that workplaces are required to commit to in order to receive Reconciliation Australia's endorsement and unique RAP logo. The following table provides a list of required actions and deliverables workplaces must commit to for each type.

RELATIONSHIPS			
ACTION	REFLECT DELIVERABLES	INNOVATE DELIVERABLES	STRETCH DELIVERABLES
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	- Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. - Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	- Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. - Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	- Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement. - Review, update and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders. - Establish and maintain <i>[number]</i> formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations, including <i>[list organisations]</i>: (Either set measurable target AND/OR list organisation names)
Build relationships through celebrating National Reconciliation Week (NRW).	- Circulate Reconciliation Australia's NRW resources and reconciliation materials to 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.	- Circulate Reconciliation Australia's NRW resources and reconciliation materials to 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 - Organise at least one NRW event each year. - Register all our NRW events on Reconciliation Australia's NRW website.	- Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff. - RAP Working Group members to participate in an external NRW event. - Encourage and support staff and senior leaders to participate in <i>[number]</i> external events to recognise and celebrate NRW, including <i>[list events]</i>: (Either set measurable target AND/OR list events) - Organise <i>[number]</i> internal NRW events, including at least one organisation-wide NRW event, each year.

Reconciliation Australia – Mandatory Actions and Deliverables

			Register all our NRW events on Reconciliation Australia's NRW website.
Promote reconciliation through our sphere of influence.	- Communicate our commitment to reconciliation to all staff. - Identify external stakeholders that our organisation can engage with on our reconciliation journey. - Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	- Implement strategies to engage our staff in reconciliation. - Communicate our commitment to reconciliation publically. - Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. - Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	- Implement strategies to engage all staff to drive reconciliation outcomes. - Communicate our commitment to reconciliation publically. - Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes. - Collaborate with <i>[number]</i> RAP and other like-minded organisations to implement ways to advance reconciliation, including <i>[list organisations]</i>: (Either set measurable target AND/OR list organisation names)
Promote positive race relations through anti-discrimination strategies.	- 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.	- Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. - Develop, implement and communicate an anti-discrimination policy for our organisation. - Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. - Educate senior leaders and managers on the effects of racism.	- Continuously improve HR policies and procedures concerned with anti-discrimination. - Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy. - Implement and communicate an anti-discrimination policy for our organisation. - Provide ongoing education opportunities for senior leaders and managers on the effects of racism. - Senior leaders to publically support anti-discrimination campaigns, initiatives or stances against racism.

Reconciliation Australia – Mandatory Actions and Deliverables

RESPECT			
ACTION	REFLECT DELIVERABLES	INNOVATE DELIVERABLES	STRETCH DELIVERABLES
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	- Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. - Conduct a review of cultural learning needs within our organisation.	- Conduct a review of cultural learning needs within our organisation. - Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy. - Develop, implement and communicate a cultural learning strategy for all staff. - Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	- Conduct a review of cultural learning needs within our organisation. - Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy. - Implement and communicate a cultural learning strategy for our staff. - Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning. [%] all staff to undertake formal and structured cultural learning.
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	- Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. - Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	- Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. - Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. - Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. - Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	- Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. - Implement and communicate a cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country and Acknowledgement of Country. - Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at [number] significant events each year, including [list events]: (Either set measurable target AND/OR list events) - Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.

Reconciliation Australia – Mandatory Actions and Deliverables

			- Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events. - Display an Acknowledgment of Country plaque or other appropriate protocols in our office/s or on our buildings.
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	- Raise awareness and share information amongst staff about the meaning of NAIDOC Week. - Introduce staff to NAIDOC Week by promoting external events in our local area. - RAP Working Group to participate in an external NAIDOC Week event.	- RAP Working Group to participate in an external NAIDOC Week event. - Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. - Promote and encourage participation in external NAIDOC events to all staff.	- RAP Working Group to participate in an external NAIDOC Week event. - Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. - Support all staff to participate in <i>[number]</i> external NAIDOC Week events in our local area, including <i>[list events]</i>: (Either set measurable target AND/OR list events) - In consultation with Aboriginal and Torres Strait Islander stakeholders, support <i>[number]</i> external NAIDOC Week events each year, including <i>[list events]</i>: (Either set measurable target AND/OR list events)

Reconciliation Australia – Mandatory Actions and Deliverables

OPPORTUNITIES			
ACTION	REFLECT DELIVERABLES	INNOVATE DELIVERABLES	STRETCH DELIVERABLES
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	- Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. - Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	- Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. - Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. - Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. - Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. - Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. - Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	- Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. - Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. - Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. - Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. - Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions. - Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce from [%] to [%].
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	- Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. - Investigate Supply Nation membership.	- Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. - Investigate Supply Nation membership. - Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. - Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	- Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. - Investigate Supply Nation membership. - Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. - Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.

Reconciliation Australia – Mandatory Actions and Deliverables

		• Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	• Maintain commercial relationships with <i>[number]</i> Aboriginal and/or Torres Strait Islander businesses, including <i>[list businesses]</i>: <i>(Either set measurable target AND/OR list business names).</i> • Increase our overall spend on goods and services purchased each year with Aboriginal and Torres Strait Islander owned businesses from <i>[%]</i> to <i>[%]</i>. • Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.
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Reconciliation Australia – Mandatory Actions and Deliverables

GOVERNANCE			
ACTION	REFLECT	INNOVATE	STRETCH
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation. Draft a Terms of Reference for the RWG. Establish Aboriginal and Torres Strait Islander representation on the RWG.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG. • Establish and apply a Terms of Reference for the RWG. • RWG meet at least four times per year to drive and monitor RAP implementation.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG. • Apply a Terms of Reference for the RWG. • RWG meet at least four times per year to drive and monitor RAP implementation.
Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation. • Engage senior leaders in the delivery of RAP commitments. • Define appropriate systems and capability to track, measure and report on RAP commitments.	• Define resource needs for RAP implementation. • Engage senior leaders and other staff in the delivery of RAP commitments. • Define and maintain appropriate systems and capability to track, measure and report on RAP commitments. • Appoint and maintain an internal RAP Champion from senior management.	• Embed resource needs for RAP implementation. • Embed key RAP actions in performance expectations of senior management and all staff. • Embed appropriate systems and capability to track, measure and report on RAP commitments. • Maintain an internal RAP Champion from senior management. • Include our RAP as a standing agenda item at senior management meetings.
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.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. Report RAP progress to a staff and senior leaders quarterly. Publically report our RAP achievements, challenges and learnings, annually. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. Report RAP progress to a staff and senior leaders quarterly. Publically report against our RAP commitments annually, outlining achievements, challenges and learnings. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.
Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.

City of Bayswater Innovate RAP 2021 - 2023 Traffic Light Report



11.1 Relationships

Action	Deliverable	Complete	In Progress	Incomplete
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	(a) Develop and communicate an Aboriginal and Torres Strait Islander engagement plan in consultation with local Elders to support a clear approach for engaging Aboriginal and Torres Strait Islander stakeholders.			
	(b) Meet with local Aboriginal and Torres Strait Islander stakeholders to develop guiding principles for future engagement.			
2. Build relationships through celebrating National Reconciliation Week (NRW) and other days of significance.	(a) Circulate Reconciliation Australia's NRW resources and reconciliation materials to City staff.			
	(b) Invite Reconciliation Advisory Committee members to participate in a range of external NRW events			
	(c) Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.			
	(d) Organise at least one NRW event each year and register all our NRW events on Reconciliation Australia's NRW website.			

	(e) Raise awareness of the activities and events organised by the City to celebrate days of significance.			
3. Promote reconciliation through our sphere of influence.	(a) Implement strategies to engage our staff in reconciliation through; (i) Host a lunch and learn session for staff focused on the four pillars of the RAP (ii) Join the Reconciliation Film Club and host one annual reconciliation film screening (iii) Create a 'reconciliation tool kit' for staff to refer to including references to films, books, podcasts and resources			
	(b) Prepare a communication plan to promote the achievements, milestones and events of the City's Innovate Reconciliation Action Plan including online and traditional media. The Plan will target Noongar radio** as part of its public relations activities.			
	(c) Engage staff in the launch of the Innovate RAP to encourage conversation (i.e. Showcasing staff responses to actions they will take to progress reconciliation)			
	(d) Collaborate with external stakeholders to drive reconciliation outcomes. (i.e. schools, community groups, sporting clubs, and other likeminded organisations)			
	(e) Explore opportunities to positively influence our stakeholders to drive reconciliation outcomes.			
4. Promote positive race relations through	(a) Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.			

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anti-discrimination strategies.	(b) Develop, implement and communicate a City of Bayswater Policy for Reconciliation			
	(c) Engage with Aboriginal and Torres Strait Islander staff and the Reconciliation Advisory Committee to consult on the City of Bayswater Policy for Reconciliation.			
	(d) Educate senior leaders on the effects of racism			



11.2 Respect

Action	Deliverable	Complete	In Progress	Incomplete
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	(a) Conduct a review of cultural learning needs within our organisation.			
	(b) Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors and the City's Reconciliation Advisory Committee on the development and implementation of a cultural learning strategy for Elected Members and staff.			
	(c) Develop, implement and communicate a cultural learning strategy for Elected Members and staff. Add the City's Reconciliation Action Plan to the new employee information pack and investigate options of inclusion in new employee inductions.			

	(d) Provide opportunities for Reconciliation Advisory Committee members, Elected Members, Youth Advisory Committee members and all City staff to participate in formal and structured cultural learning.			
	(e) Facilitate training opportunities for community groups and sporting clubs to attend Aboriginal and Torres Strait Islander cultural learning training.			
	(f) In collaboration with Whadjuk Noongar people, provide internal and external opportunities to learn more about Noongar language and build partnerships with external training organisations (i.e. inclusion of Noongar greetings in communications, where appropriate on social media platforms, corporate publications and oral communications)			
	(g) Support City staff to attend the annual 'Danjoo Koorliny Walking Together Social Impact' events series relevant to local government.			
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	(a) Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.			
	(b) Evaluate and communicate the City's Reconciliation Protocols and Rituals Management Practice.			
	(c) Develop a calendar of significant events and invite a Whadjuk Noongar Elder to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.			
	(d) Continue to include an Acknowledge of Country or other appropriate protocols at the commencement of important meetings.			

	(e) Enhance Citizenship Ceremonies to educated new Australians through the delivery of a Welcome to Country and development of a cultural information package.			
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	(a) Reconciliation Advisory Committee to participate in an external NAIDOC Week event.			
	(b) Review Human Resources policies and procedures to remove barriers to staff participating in NAIDOC Week.			
	(c) Promote and encourage participation in external NAIDOC events to all staff.			
	(d) Seek opportunities throughout the year for the City to produce stories in Noongar language and videos in Noongar language to be shared during NAIDOC Week			
4. Promote connection to the City's natural and built environment and focus on importance of native fauna	(a) Identify endemic native plants to the area and continue with existing City native planting programs and restoration of original natural areas and establishment of nature links.			
	(b) Engage with local Elders and the South West Aboriginal Land and Sea Council who have knowledge in the area of native flora and fauna history, to better inform practices. E.g. Scar trees.			
	(c) Identify and apply for funding to formally record Aboriginal sacred sites and sites of significance in the City of Bayswater.			

	(d) Consult local Elders and Aboriginal families and respective Aboriginal organisations to identify community need and prioritisation for the first naming and co-naming of City buildings, places and spaces, in alignment with Landgate's Aboriginal Dual Naming Guidelines, and planned City projects and upgrades.			
	(e) Review the City's Naming Policy to include dual and renaming to Aboriginal names			
5. Promote healing at local sites of significance to promote reconciliation.	(a) Collaborate with Traditional Custodians and share stories that will contribute to intergenerational healing.			
	(b) Promote storytelling of sites of significance in the City of Bayswater in culturally acceptable ways, in consultation with Traditional Custodians.			
	(c) Explore and seek funding to establish and facilitate local gatherings to support truth telling conversations at sites of significance			



11.3 Opportunities

Action	Deliverable	Complete	In Progress	Incomplete
1. Appoint a dedicated 50D Reconciliation Community Development Officer or consultant, as required.	(a) Appoint a dedicated 50D Reconciliation Community Development Officer or consultant, as required, to assist with the implementation of the City's Innovate RAP 2021-2023.			
2. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment,	(a) Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities through the establishment of a diversity champions' internal working group.			

retention and professional development within the City's workforce.	(b) Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy, including peer mentoring.			
	(c) Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.			
	(d) Engage with external parties, employment agencies and training organisations to effectively reach Aboriginal and Torres Strait Islander stakeholders for employment and work placements			
	(e) Review the City's Human Resource and recruitment processes to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.			
	(f) Increase the percentage of Aboriginal and Torres Strait Islander peoples within our workforce including staff employment, school-based traineeships and work experience placements.			
	(g) Identify opportunities to attract Aboriginal and Torres Strait Islander candidates through recruitment practices and policies.			
3. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	(a) Investigate Supply Nation membership			
	(b) Utilise and communicate the Aboriginal Business Directory to-increase supplier procurement.			
	(c) Implement a new Contract Management System, which will give the City greater reporting capability to help identify the participation rates of Aboriginal and Torres Strait Islander businesses.			

	(d) Increase the number of commercial relationships with Aboriginal and Torres Strait Islander businesses.			
	(e) Encourage and support Aboriginal and Torres Strait Islander community groups, clubs, and businesses to apply for community grant funding to deliver programs in the City of Bayswater.			



11.4 Governance

Action	Deliverable	Complete	In Progress	Incomplete
1. Establish and maintain an effective Reconciliation Advisory Committee to drive governance of the RAP.	(a) Maintain Aboriginal and Torres Strait Islander representation on the Reconciliation Advisory Committee.			
	(b) Establish and apply a Terms of Reference for the Reconciliation Advisory Committee.			
	(c) The Reconciliation Advisory Committee to meet at least four times per year to drive and monitor RAP implementation.			
2. Provide appropriate support for effective implementation of RAP commitments.	(a) Define resource needs for RAP implementation.			
	(b) Engage our senior leaders and other staff in the delivery of RAP commitments.			
	(c) Define and maintain appropriate systems to track, measure and report on RAP commitments.			

	(d) Appoint and maintain RAP champions from within the organisation, including representatives from senior management.			
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	(a) Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.			
	(b) Report RAP progress to all staff and senior leaders quarterly.			
	(c) Publicly report our RAP achievements, challenges and learnings, annually.			
	(d) Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.			
4. Continue our reconciliation journey by developing our next RAP.	(a) Register via Reconciliation Australia's website to begin developing our next Reconciliation Action Plan-Stretch			



City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT: AUGUST 2025 – APRIL 2026	
AUTHOR	Community Strategy and Programs Manager
BRANCH	Community Development
PILLAR	Relationships
ACTION	1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
DELIVERABLE	(a) Develop and communicate an Aboriginal and Torres Strait Islander engagement plan in consultation with local Elders to support a clear approach for engaging Aboriginal and Torres Strait Islander stakeholders.
INFORMATION	<u>Pre-engagement with local Elders and Traditional Owners</u> In order to develop an engagement plan, the City decided to first represent the principles of engagement visually, then consult with Aboriginal Community members to develop a written guide. An EOI was distributed for an Aboriginal artist to design an artwork that visually represented the concept. The artwork is now complete and on display in the Civic Centre. Community engagement sessions were held with 10 Elders and Aboriginal community members to develop the Aboriginal Engagement Plan and the next RAP. With their feedback and input, the City developed an engagement plan to engage with the Aboriginal community authentically and respectfully to obtain meaningful input for the RAP. The outcomes report from consultation is now complete.



Photo 1: Pre-engagement workshop with Danny Ford.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT: AUGUST 2025 – APRIL 2026	
AUTHOR	Manager Community Development
BRANCH	Community Development
PILLAR	Relationships
ACTION	2. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
DELIVERABLE	(b) Meet with local Aboriginal and Torres Strait Islander stakeholders to develop guiding principles for future engagement.
INFORMATION	<u>Community consultation for RAP Innovate 2026-2028</u> The survey reached 336 community members and stakeholders and reveals key insights into what is desired to improve reconciliation outcomes in the City. Along with pre-engagement workshops with 10 local Aboriginal and Torres Strait Islander people, the two school workshops were attended by 27 Aboriginal and Torres Strait Islander students. In total, 373 community members took part in engagement. The City also spoke to numerous community members at pop-ups and City events. Engagement across surveys, qualitative feedback and student workshops shows: • Strong community support for authentic and ongoing Aboriginal-led, culturally grounded programming in the City. • Aboriginal and Torres Strait Islander voices were strongly represented and consistently highlighted the value of on-country experiences, truth-telling, language, arts, education, and programs for Elders and young people. • Existing activities are highly valued by those who attend, with lack of awareness identified as the main barrier to participation. • Overall, the findings point to a clear opportunity to strengthen promotion, deepen Aboriginal leadership, and expand ongoing, locally delivered cultural programs that reflect community priorities across generations. A full engagement outcomes report is available.



Image 1: Community Development staff conducting community engagement at pop-ups.



Image 2: Community Development staff conducting student engagement workshop.



Image 3: Community Development staff conducting community engagement at pop-up stall.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT: AUGUST 2025 – APRIL 2026	
AUTHOR	Manager Community Development
BRANCH	Community Development
PILLAR	Relationships
ACTION	2. Build relationships through celebrating National Reconciliation Week (NRW) and other days of significance.
DELIVERABLE	(e) Raise awareness of the activities and events organised by the City to celebrate days of significance.
INFORMATION	<u>National Reconciliation Week</u> - The City shares details of activities and events to celebrate days of significance on social media platforms: Facebook, Instagram and LinkedIn. National Reconciliation Week and NAIDOC Week in particular saw further promotion, using channels such as social media stories, posters, the City's fortnightly community e-newsletter, digital screens, the Bayswater Brief, a news article and What's On event listings on the City's website. - Participation in the National Reconciliation Week Street Banner Program. - Delivered a National Reconciliation Week WA Virtual breakfast event for all City staff. - Delivered a National Reconciliation Week On-Country Talk event for the Community at Malgamongup (Bardon Park).
	 Image 1: John Forrest Secondary College students at the NRW On-Country Talk.



Image 2: Community members at the NRW On-Country Talk.



Image 3: Staff at the NRW Virtual Breakfast.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT: AUGUST 2025 – APRIL 2026	
AUTHOR	Manager Community Development
BRANCH	Community Development
PILLAR	Relationships
ACTION	3. Promote reconciliation through our sphere of influence.
DELIVERABLE	(d) Collaborate with external stakeholders to drive reconciliation outcomes. (i.e. schools, community groups, sporting clubs, and other likeminded organisations)
INFORMATION	Partnerships - The City worked with Moodjar Consultancy and Aboriginal community members to identify five significant sites for the Place Names project. - Partnership with Spear Foundation. The partnership has resulted in delivery of 9 Everlasting Elders events in 2024/25. The City has provided Community Events grant funding to Spear Foundation to further support the delivery of 5 events in 2026. - Partnership with Yirra Yaakin Theatre Company to hold a performance for NAIDOC Week 2025. - The City partnered with Yokai by waiving all venue hire fees to support the delivery of weekly healing sessions for Aboriginal people within the community and information sessions on the Stolen Generations Redress Scheme.
	 Image 1: The CEO, Mayor and Councillor Elli Petersen-Pik with Spear Foundation staff.



Image 2: Yirra Yaakin performance for NAIDOC Week 2025.



Image 2: Place Names project exhibition at The RISE.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT: AUGUST 2025 – APRIL 2026	
AUTHOR	Manager Community Development
BRANCH	Community Development
PILLAR	Relationships
ACTION	3. Promote reconciliation through our sphere of influence.
DELIVERABLE	(e) Explore opportunities to positively influence our stakeholders to drive reconciliation outcomes.
INFORMATION	Partnerships - Partnership with Vicinity and Yokai to deliver a screening of the film <i>Genocide in the Wildflower State</i> at Morley Galleria. - Partnership with Perth Festival to host a Karla Bidi Beacon of Light sculpture at Riverside Gardens between February and March 2025. The Karla Bidi Beacon of Light is an open-air sound and light installation co-created with Perth Festival by First Nations artists with guidance from Nan Vivienne 'Binyarn' Hansen.
	 Image 1: Karla Bidi light sculpture at Riverside Gardens.



City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT: AUGUST 2025 – APRIL 2026	
AUTHOR	Manager Community Development
BRANCH	Community Development
PILLAR	Relationships
ACTION	4. Promote positive race relations through anti-discrimination strategies.
DELIVERABLE	(d) Educate senior leaders on the effects of racism
INFORMATION	<u>Cultural Awareness Training for Elected Members</u> Cultural Awareness Training was delivered to Elected Members and the Executive Leadership Team. The training was delivered by Auspire and facilitated by Whadjuk Noongar Elder Danny Ford. <u>Cultural Awareness Training for the Community</u> The City provided Community Events grant funding to support Auspire to deliver a free Cultural Awareness training event for the community.



City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT: AUGUST 2025 – APRIL 2026	
AUTHOR	Manager Community Development
BRANCH	Community Development
PILLAR	Respect
ACTION	1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
DELIVERABLE	(e) Facilitate training opportunities for community groups and sporting clubs to attend Aboriginal and Torres Strait Islander cultural learning training.
INFORMATION	<u>Community Upskillers program</u> As part of the City's 'Upskillers' program, the City has offered free community education sessions with an Aboriginal Trainer to understand Aboriginal culture and understand cultural safety.



City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT: AUGUST 2025 – APRIL 2026	
AUTHOR	Manager Community Development
BRANCH	Community Development
PILLAR	Respect
ACTION	1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
DELIVERABLE	(f) In collaboration with Whadjuk Noongar people, provide internal and external opportunities to learn more about Noongar language and build partnerships with external training organisations (i.e. inclusion of Noongar greetings in communications, where appropriate on social media platforms, corporate publications and oral communications)
INFORMATION	<u>Noongar language classes</u> • Basic Noongar language classes presented by Carol Foley are held monthly at Maylands library. • A 5-week program of Noongar language classes presented by Dylan Collard was held at Maylands library. <u>Songs, Stories and Dance on Country</u> From March to October 2026, community members will join Aunty Tj and Aunty Alta to learn Noongar stories, language, culture and dance in a natural setting at Riverside Gardens, Bayswater. 9 children and 8 adults attended the first session. Sessions will also include creative activities using materials found beside the Derbal Yerrigan. This program will enable families to participate with their young children in a teaching/learning framework of cultural knowledge sharing of First People's understanding of the natural world. It will also raise awareness in young people in Caring for Country (the environment) through the eyes of animals.



Image 1: Songs, Stories and Dance on Country.



Image 2: Songs, Stories and Dance on Country.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT: AUGUST 2025 – APRIL 2026	
AUTHOR	Manager Community Development
BRANCH	Community Development
PILLAR	Respect
ACTION	1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
DELIVERABLE	(g) Support City staff to attend the annual 'Danjoo Koorliny Walking Together Social Impact' events series relevant to local government.
INFORMATION	Danjoo Koorliny- Walking Together City officers attended <i>Danjoo Koorliny – Walking Together</i> hosted by Reconciliation WA, during National Reconciliation Week. The Walk was an important occasion for truth-telling, reflection, and solidarity at the culturally significant site Galup (formerly known as Lake Monger)
	 Image 1: City Officers attend Danjoo Koorliny - Walking Together at Galup during National Reconciliation Week.

City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT: AUGUST 2025 – APRIL 2026	
AUTHOR	Manager Community Development
BRANCH	Community Development
PILLAR	Respect
ACTION	2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
DELIVERABLE	(e) Enhance Citizenship Ceremonies to educated new Australians through the delivery of a Welcome to Country and development of a cultural information package.
INFORMATION	Citizenship Ceremonies and Community Events The City delivers a Welcome to Country at all Citizenship Ceremonies, and Community Events.
	 Image 1: Welcome to Country at a Citizenship Ceremony.



City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT: AUGUST 2025 – APRIL 2026	
AUTHOR	Manager Community Development
BRANCH	Community Development
PILLAR	Opportunities
ACTION	3. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.
DELIVERABLE	(c) Implement a new Contract Management System, which will give the City greater reporting capability to help identify the participation rates of Aboriginal and Torres Strait Islander businesses.
INFORMATION	<u>Improved Procurement Process</u> Financial Services have implemented reporting capability for Aboriginal owned businesses. New suppliers can now select to be registered as a First Nations supplier, enabling officers to easily search for First Nations suppliers when procuring services.



City of Bayswater Innovate Reconciliation Action Plan 2021-2023 INFORMATION UPDATE REPORT: AUGUST 2025 – APRIL 2026	
AUTHOR	Manager Community Development
BRANCH	Community Development
PILLAR	Governance
ACTION	All
DELIVERABLE	All
INFORMATION	<u>Governance</u> - The City maintains governance of its Reconciliation Action Plan (RAP) through an active advisory structure and regular reporting. A Reconciliation Advisory Panel, appointed through to October 2027, will meet at least four times per year to provide guidance and feedback. Resources are allocated annually to support RAP delivery. - Progress is reported quarterly and the City contributes to national monitoring through reporting to Reconciliation Australia via the annual RAP Impact Measurement Questionnaire.

8 NEXT MEETING

The next meeting of the Reconciliation Advisory Committee will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on Tuesday 2 June 2026 at 4:30pm.

9 CLOSURE