Innovate
Reconciliation Action Plan

June 2022 – June 2024

CITY OF PERTH



Acknowledgement of Country

We acknowledge the Whadjuk Nyoongar people, Traditional Owners of the lands and waters where the City of Perth is today and pay our respects to Elders past, present and emerging. Nyoongar peoples are the original inhabitants and Traditional Owners of the South West of Western Australia. While Nyoongar is identified as a single language there are variations in both pronunciation and spelling – Noongar, Nyungar, Nyoongar, Nyoongah, Nyungah, Nyugah, Yungar and Noonga. The City of Perth uses 'Nyoongar', as the spelling preferred by the City's Elders Advisory Group.

Cultural Sensitivity Warning

Aboriginal and Torres Strait Islander people are advised that this document may contain names and images of deceased persons.

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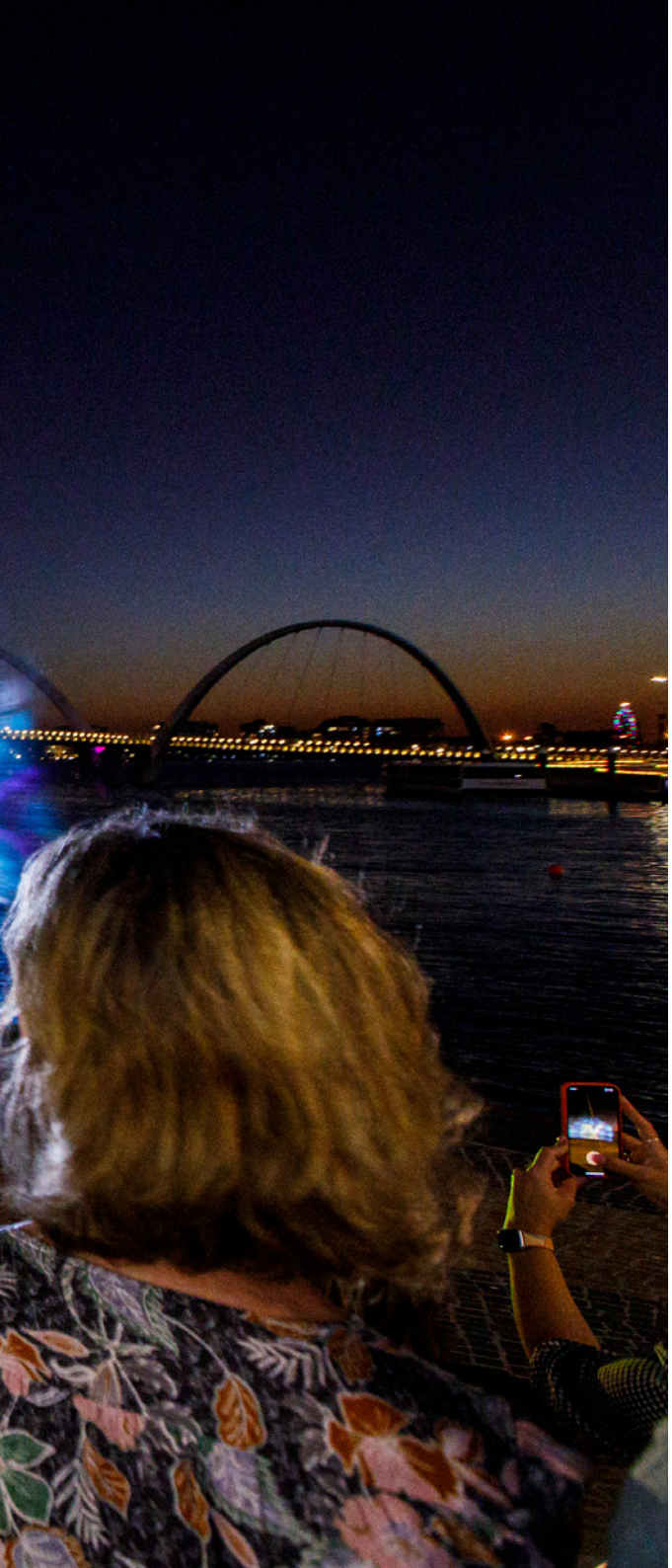
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Cover and inside illustrations: *Together,* Nani Creative
Image left: Left: Signing of the Yacker Danjoo Ngala Bidi, 2021



Image: Shining the Light: Yarning Together



Kaya Wanju from the **Elders Advisory Group**

The City of Perth's Elders Advisory Group was formed in 2018 as part of the City's first Reconciliation Action Plan (RAP) and have been meeting regularly since that time. Sadly, two of our original members have passed and we acknowledge them for their very important contribution: Aunty Theresa Walley and Aunty Doolann Leisha Eatts.

We, the Elders that form the City's Elders Advisory Group, take our responsibilities with the City very seriously and feel proud that we have a valuable and essential role with the City, what it does and what it represents. There was a time when we were kicked out of the City for being Aboriginal and now we sit down with the Lord Mayor as Birdiyas (bosses). The Nyoongar word for boss or leader is Birdiya so when we meet with the Lord Mayor we meeting as equals, a Birdiya to Birdiya conversation.

The City's Elders Advisory Group endorse the City of Perth's Reconciliation Action Plan. It provides the framework to continually grow the relationships between Aboriginal and non-Aboriginal people, increase respect for Aboriginal culture and people, and enable Aboriginal people to access hope and opportunity available to all Australians. The Elders Advisory Group continue to look forward to working with the City's staff, Council and Lord Mayor into the future.



Image: **Laurel Nannup** *First Contact* (2015)
Cast aluminium, Western Promenade, Elizabeth Quay,
The Esplanade, Perth





Basil Zempilas
Lord Mayor, City of Perth

CITY OF PERTH
City of Light

Kaya Wanju from the **City of Perth Lord Mayor**

The City of Perth, City of Light, is a city that is made up of many cultures living together – that's what makes Perth so special.

We are privileged to be living amongst the oldest living continuous culture in the world, and we pay our respects to the Traditional Owners of Boorloo (Perth), the Whadjuk Nyoongar people, and honour Elders past, present and emerging.

In 2022, we launched a new logo for the City of Perth. The Aboriginal-inspired logo features heavy inspiration from Perth native surrounds including Ngangk (the sun), Kaarta Gar-up (Kings Park), Moodjar Tree, Banksia, Kangaroo Paw, and Derbarl Yerrigan (Swan River).

What I love most about this logo is that it was designed in close consultation with the Aboriginal community and the City's Elders Advisory Group. Work from the Group's respected Elder Margaret Culbong was a huge inspiration for the logo. I'm proud that we're able to look at this logo and be reminded every day of our commitment to walk together with the Aboriginal and Torres Strait Islander community towards reconciliation and shining a light on injustice. It is through this Plan, and the actions within it, that we build on the progress made in our preceding Reconciliation Action Plan.







Michelle Reynolds
Chief Executive Officer,
City of Perth

Kaya Wanju from the **City of Perth CEO**

I am pleased to present the City's Innovate Reconciliation Action Plan, the second plan in our journey towards reconciliation with the Aboriginal and Torres Strait Islander community.

This Action Plan builds on the Yacker Danjoo Ngala Bidi, an historic commitment signed in 2021 by the City of Perth and representatives of the City's Elders Advisory Group.

Yacker Danjoo Ngala Bidi means 'Working Together Our Way' in Nyoongar and was an action from the City's Reflect Reconciliation Action Plan. The Yacker Danjoo Ngala Bidi publicly communicates the desire of both parties to respectfully work together to improve the future of Aboriginal people and to ensure the true history and culture of Aboriginal people is visible throughout the City of Perth.

Our Innovate Reconciliation Action Plan 2022 - 2024 will guide us in delivering the next set of actions to build on the relationships, respect and opportunities for our Aboriginal and Torres Strait Islander community in Perth.

Image top: **Tjyllyungoo – Lance Chadd,** *Wirin* (2018) Yagan Square, Perth
Image bottom: Yokai stolen generations memorial installation, 2021



Coolbaroo Dance, Perth Town Hall, 2020

Introduction

Our vision for reconciliation is to create an equitable, diverse, and inclusive community where Aboriginal and Torres Strait Islander people are welcome and Aboriginal culture is embraced. A City where there is respect and acceptance for traditions, languages, and cultures. We want a City where Aboriginal and Torres Strait Islander Peoples experience the same life outcomes as other Australians, and are acknowledged, listened to and understood. We will strive to champion equity to ensure everyone can participate equally and we create meaningful inclusion that fosters a sense of belonging.

The City of Perth is proud to make a commitment to fully support reconciliation. We strive to evolve to excellence and seek to understand and embrace reconciliation within our organisation and to encourage reconciliation across the city and through our connections nationally and internationally.

Through this next iteration of our reconciliation journey, we build on the commitment of the Yacker Danjoo Ngala Bidi. Co-developed between the Elders Advisory Group and the City of Perth this document demonstrates the City's intention to learn from the past. It also provides the guiding principles for how we will work together in our continuing reconciliation journey.

The Innovate Reconciliation Action Plan puts these principles into practice through tangible initiatives across the areas of relationships, respect, opportunities and governance.

"Our vision for reconciliation is to create an equitable, diverse, and inclusive community where Aboriginal and Torres Strait Islander peoples are welcome and Aboriginal culture is embraced."

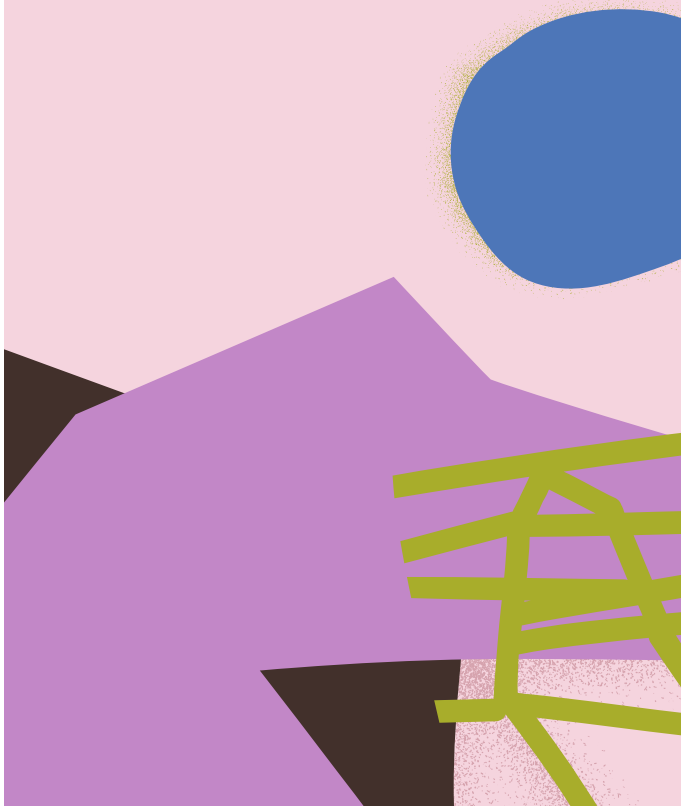


Image Right: Nyumbi, 2020, Yagan Square



The City of Perth

Whadjuk Country

Boorloo (the City of Perth) sits within Whadjuk Country, located on the northern banks of the Derbarl Yerrigan (Swan River) with over 13 kilometres of river frontage. Perth is privileged to be home to sites of cultural and historical significance to the Whadjuk people including; Kaarta Gar-up (Kings Park), Matagarup (Heirisson Island), Pinjar (the lakes — location of the Perth train station and surrounds) and Byerbrup (the ridge line linking Kaarta Gar-up and Matagarup).

Traditionally, the Whadjuk Nyoongar people sourced food from the Derbarl Yerrigan and the extensive system of freshwater lakes linking the coast with the escarpment, ensuring Perth played an important role for meeting, travel and trade.

City of Perth: the organisation

Perth is the capital city of Western Australia, covering 19.3 square kilometres of land. The City of Perth (the City) is the local government authority responsible for six 'neighbourhoods' within our council boundary; Central Perth (the CBD), Northbridge, West Perth, East Perth and Crawley-Nedlands.

Our organisation's purpose is set out in the *Local Government Act 1995* and *City of Perth Act 2016*. We are to provide for the good governance of persons in our district - residents, ratepayers (residential and commercial) and visitors to the area - while meeting the needs of current and future generations through a balanced integration of environmental protection, social advancement and economic prosperity.

The main locations that our organisation operates from are: Council House, Citiplace (Community Centre and Rest Centre), the Town Hall, the City of Perth Library and our depot. Our workforce comprises of around 700 positions. Around 1.2% of the City's workforce self-identify as Aboriginal or Torres Strait Islander.

Approximately 150,000 people work in the city (with around 60% in the CBD)[1], which with students and over 3 million visitors to the city a year[2] adds to the vibrancy of the city. Our total population is 28,463, which includes 360 of whom identify as Aboriginal or Torres Strait Islander (2021)[3].

The full demographic profile of the city's residents is available at Profile.id.com.au/Perth.

[1] Colliers International (2019), via the City's Local Planning Strategy Part One, July 2021, p. 28
[2] Tourism Research Australia (figures available on thinkperth.com)
[3] Profile.id.com.au/Perth (Census figures)

The City's sphere of influence

Figure 1 Illustrates the City's sphere of influence from most influence (the centre) graduating to less influence on the outer sphere.

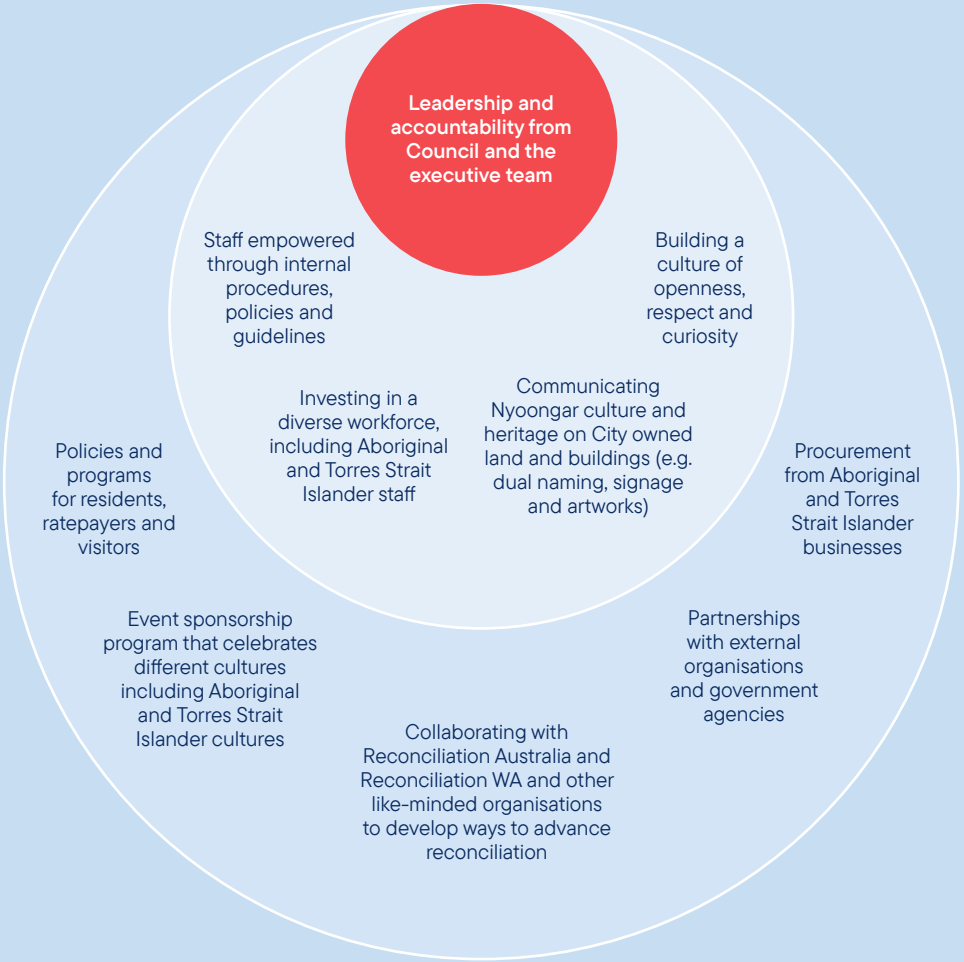


FIGURE 1 The City's sphere of influence

Our Reconciliation Journey



2017

August

The City of Perth's External RAP Reference Group held its first meeting.

September

Whadjuk Elder Margaret Culbong presented the City with a symbol of reconcilation, an Aboriginal flag that she had hand crocheted in the shape of a sheld to represent the 'osmosis' (coming together) of two cultures.



2018

June

First meeting of the City's Elders Advisory Group.

February

City endorses its Reflect Reconciliation Action Plan.



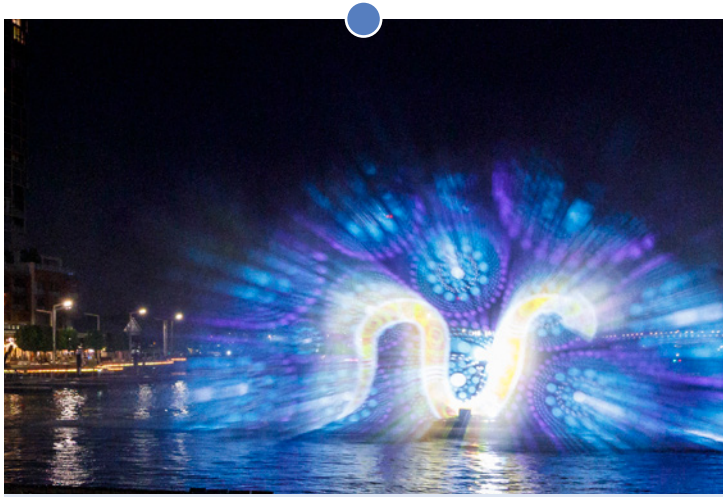
2020

August / October

Danjoo Koorliny Walking Together Festival supported.

The City supported the Danjoo Koorliny Walking Together Festival in 2020 and 2021. The Festival is an Aboriginal-led project about walking together as Aboriginal and non-Aboriginal people towards 2029 (200 years of colonisation in Perth) and beyond.

The Festival brings together international, national, state, and local leaders to foster progress and social change.



2021

January

Shining The Light: Yarning Together shown at Elizabeth Quay inlet.

As part of the City's Australia Day Festival in 2021, a captivating water projection display shone light on the story of the Whadjuk Nyoongar people starting from dreamtime. Members of the Elders Advisory Group shared their stories of courage and resilience during the time of colonisation, lighting the way towards a brighter, more inclusive future.

Over 2,000 people were able to witness this truth-telling event with sold out crowds across five nights.

Image (2020 - August/October) Credit: Kazzaroo@streetwandererphotography.com

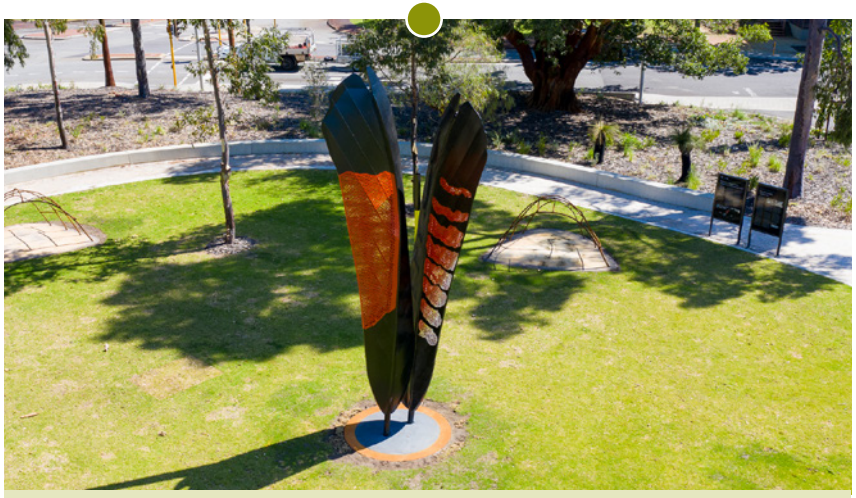


2021

October
Yacker Danjoo Ngala Bidi signed.

Meaning ‘Working Together Our Way’ in Whadjuk Nyoongar, this document is reflective of the genuine steps the City has taken with its Elders Advisory Group towards reconciliation.

See page 18 for more information.



2021

November
Created by artist Sandra Hill, Elder and Custodian of the Wadandi (salt water) people, Mia Mias is a dedicated place of healing in the north-west corner of the the culturally significant Wellington Square.

The artwork features a central beacon incorporating the male and female feathers of the red-tailed black cockatoo (Kaarak), surrounded by five traditional dwellings (mia mias). To finalise the work, the footprints of Sandra’s grandchildren were cemented into the concrete.

“The feathers represent the girls and boys that were taken and portrays collective pain and collective loss … My whole public art career has been moving towards this moment in time. The whole meaning is about bringing them home. This is the most important work that I have ever done over the last 30 years.” Sandra Hill



Image: **Sandra Hill,** *Mia Mias* (2021) Wellington Square, Perth

Strategic Context

Equity, Diversity, and Inclusion Framework

In July 2021, the City of Perth developed an Equity, Diversity, and Inclusion Framework. The Framework provides an overarching set of principles to guide all aspects of the organisation to ensure social justice is at the core of everything we do.

The Framework is underpinned by existing and future plans, including this Innovate Reconciliation Action Plan, which will actively deliver on the five principles of the Framework.

Stakeholder Engagement Summary

Between March 2019 and April 2022, the City conducted consultation with the following groups:

- Internal RAP Working Group
- City of Perth executive leadership team (ELT)
- External RAP Working Group
- Elders Advisory Group
- Reconciliation Western Australia
- Reconciliation Australia

This brought together the different knowledge and perspectives of a range of stakeholders. Data from these engagements formed the basis of this ambitious Innovate Reconciliation Action Plan.

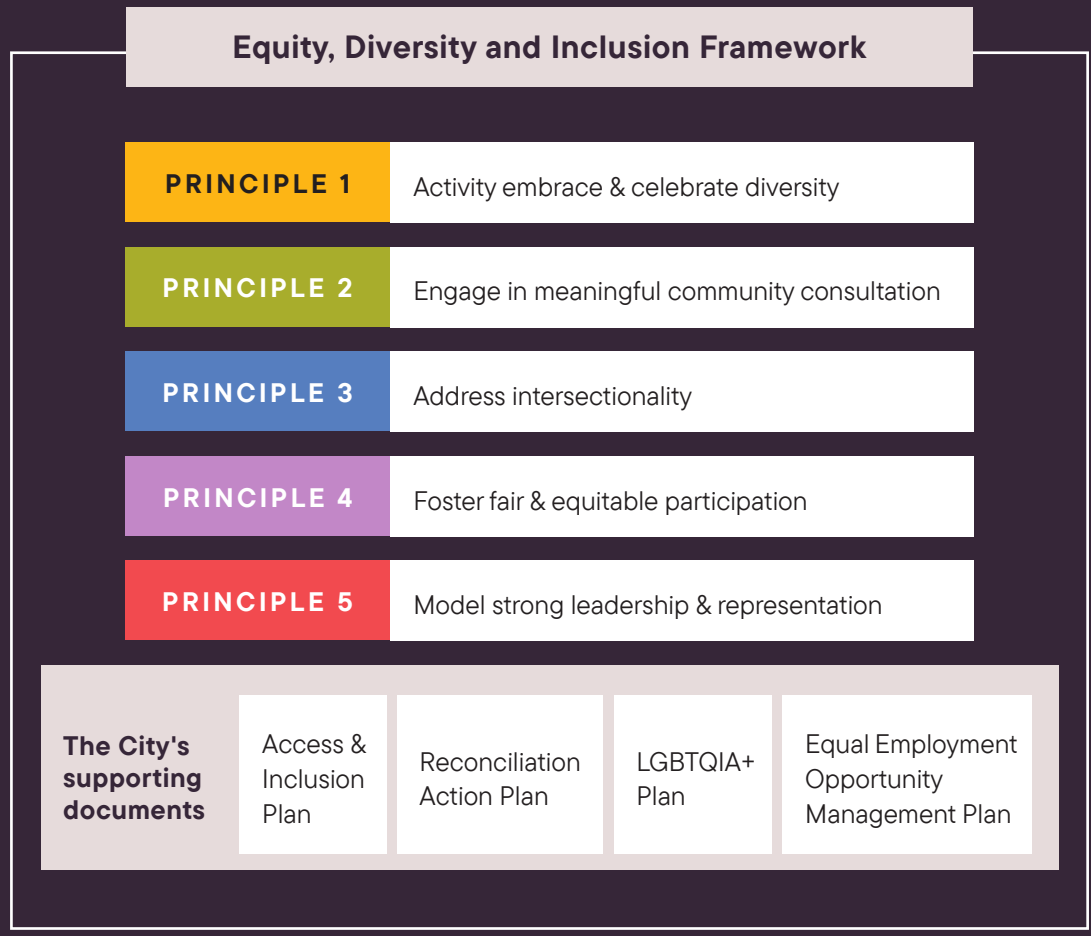
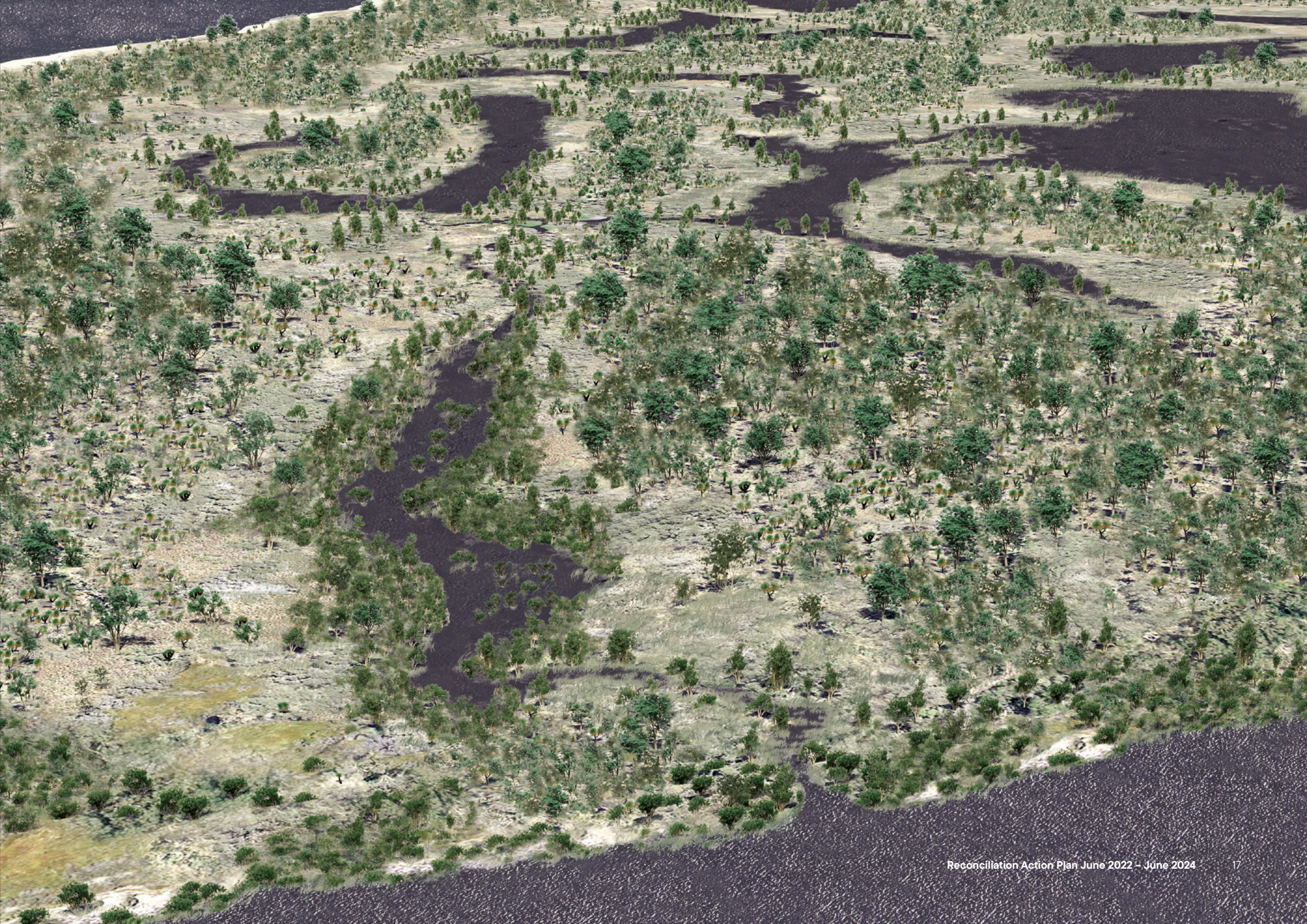


Image Right: Reimagining Perth's lost wetlands: Artistic impression of Perth as it may have appeared in 1827 (looking west from the Claise Brook entry to the Swan River across the lakes of central Perth). Copyright: Edith Cowan University 2014. Reproduced with the permission of Edith Cowan University, who wish to acknowledge research partners City of Perth and Landgate.

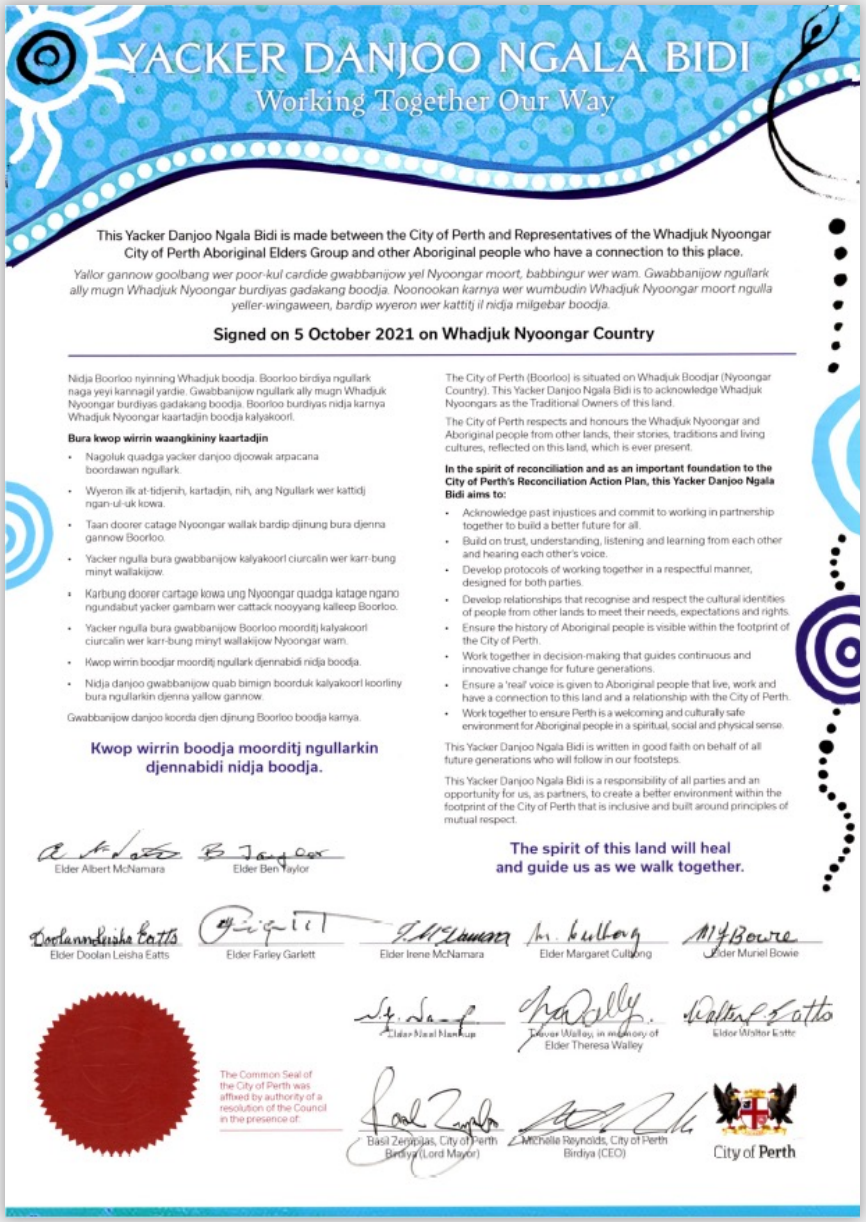


Governance

One of the key actions in the City's Reflect Reconciliation Action Plan was to strengthen the understanding and working relationship between the City of Perth and the Whadjuk Nyoongar people – one that would underpin the desired culture of the City and its RAPs, both current and future.

The resulting document, **Yacker Danjoo Ngala Bidi (meaning Working Together Our Way'** in Whadjuk Nyoongar) was developed through engagement sessions with the Elders and is presented in dual language.

Progressed and championed internally by the City's senior leadership (the Lord Mayor and the Chief Executive Officer) the Yacker Danjoo Ngala Bidi and the City's Reconciliation Action Plan publicly communicates the City's desire to learn from the past and make strides towards shared aims, as stated in the Yacker Danjoo Ngala Bidi. The Yacker Danjoo Ngala Bidi provides the guiding principles for how we will work together in a continuing reconciliation journey. It is a commitment by both parties to respectfully work together to improve the future of Aboriginal people and to ensure the true history and culture of Aboriginal people is visible throughout the City of Perth.



YACKER DANJOO NGALA BIDI

Working Together Our Way

This Yacker Danjoo Ngala Bidi is made between the City of Perth and Representatives of the Whadjuk Nyoongar City of Perth Aboriginal Elders Group and other Aboriginal people who have a connection to this place.

Yallor gannow goolbang wer poor-kul cardide gwabbanijow yel Nyoongar moort, babbingur wer wam. Gwabbanijow ngullark ally mugn Whadjuk Nyoongar burdiyas gadakang boodja. Noonookan karnya wer wumbudin Whadjuk Nyoongar moort ngulla yeller-wingaween, bardip wyeron wer kattitj il nidja milgebar boodja.

Signed on 5 October 2021 on Whadjuk Nyoongar Country

Nidja Boorloo nyinning Whadjuk boodja. Boorloo birdiya ngullark naga yeyi kannagil yardie. Gwabbanijow ngullark ally mugn Whadjuk Nyoongar burdiyas gadakang boodja. Boorloo burdiyas nidja karnya Whadjuk Nyoongar kaartadjin boodja kalyakoorl.

Bura kwop wirrin waangkininy kaartadjin

- Nagoluk quadga yacker danjoo djoowak arpacana boordawan ngullark.
- Wyeron ilk at-tidjenih, kartadjin, nih, ang Ngullark wer kattidj ngan-ul-uk kowa.
- Taan doorer catage Nyoongar wallak bardip djinung bura djenna gannow Boorloo.
- Yacker ngulla bura gwabbanijow kalyakoorl ciurcalin wer karr-bung minyt wallakijow.
- Karbung doorer cartage kowa ung Nyoongar quadga katage ngano ngundabut yacker gambarn wer cattack nooyyang kalleep Boorloo.
- Yacker ngulla bura gwabbanijow Boorloo moorditj kalyakoorl ciurcalin wer karr-bung minyt wallakijow Nyoongar wam.
- Kwop wirrin boodjar moorditj ngullark djennabidi nidja boodja.
- Nidja danjoo gwabbanijow quab bimign boorduk kalyakoorl koorliny bura ngullarkin djenna yallow gannow.

Gwabbanijow danjoo koorda djen djinung Boorloo boodja karnya.

Kwop wirrin boodja moorditj ngullarkin djennabidi nidja boodja.

The City of Perth (Boorloo) is situated on Whadjuk Boodjar (Nyoongar Country). This Yacker Danjoo Ngala Bidi is to acknowledge Whadjuk Nyoongars as the Traditional Owners of this land.

The City of Perth respects and honours the Whadjuk Nyoongar and Aboriginal people from other lands, their stories, traditions and living cultures, reflected on this land, which is ever present.

In the spirit of reconciliation and as an important foundation to the City of Perth's Reconciliation Action Plan, this Yacker Danjoo Ngala Bidi aims to:

- Acknowledge past injustices and commit to working in partnership together to build a better future for all.
- Build on trust, understanding, listening and learning from each other and hearing each other's voice.
- Develop protocols of working together in a respectful manner, designed for both parties.
- Develop relationships that recognise and respect the cultural identities of people from other lands to meet their needs, expectations and rights.
- Ensure the history of Aboriginal people is visible within the footprint of the City of Perth.
- Work together in decision-making that guides continuous and innovative change for future generations.
- Ensure a 'real' voice is given to Aboriginal people that live, work and have a connection to this land and a relationship with the City of Perth.
- Work together to ensure Perth is a welcoming and culturally safe environment for Aboriginal people in a spiritual, social and physical sense.

This Yacker Danjoo Ngala Bidi is written in good faith on behalf of all future generations who will follow in our footsteps.

This Yacker Danjoo Ngala Bidi is a responsibility of all parties and an opportunity for us, as partners, to create a better environment within the footprint of the City of Perth that is inclusive and built around principles of mutual respect.

The spirit of this land will heal and guide us as we walk together.

Elder Albert McNamara · Elder Ben Taylor

Elder Doolan Leisha Eatts · Elder Farley Garlett · Elder Irene McNamara · Elder Margaret Culbong · Elder Muriel Bowie

Elder Maal Nankup · Trevor Walley, in memory of Elder Theresa Walley · Elder Walter Eatts

The Common Seal of the City of Perth was affixed by authority of a resolution of the Council in the presence of:

Basil Zempilas, City of Perth Birdiya (Lord Mayor) · Michelle Reynolds, City of Perth Birdiya (CEO)

City of Perth

Images Right: Left: Signing of the Yacker Danjoo Ngala Bidi, 2021





Internal RAP Working Group

The Internal RAP Working Group consists of several City of Perth staff from across the organisation. The Group's purpose is to support all Service Units to take ownership of building respect, relationships, and opportunities with the Aboriginal and Torres Strait Islander communities, through a whole-of-organisation approach. The Group seeks to collectively create a positive movement for changing work practices at the City.

External RAP Working Group

The External RAP Working Group includes key Aboriginal and Non-Aboriginal organisations who are located in the City of Perth or operate in the City of Perth. The purpose of the External RAP Reference Group is to identify opportunities for collaboration and partnership on key actions.

Elders Advisory Group (EAG)

The City of Perth's Elders Advisory Group was formed in 2018, following consultation with the City's Reflect RAP External Reference Group regarding potential members for the EAG.

In 2021, founding member of the EAG, Elder Theresa Walley, sadly passed away. The City of Perth recognises and acknowledges the significant contribution Aunty Theresa made to the City of Perth through the sharing of culture.

Internal RAP Working Group members

- Manager Governance and Executive Services
- Senior Media and Communications Advisor
- Human Resources Advisor
- Project and Business Support Officer
- Stakeholder Engagement Officer
- Young People's Services Librarian
- Marketing Assistant
- Cultural Development Officer
- Child Care Coordinator
- Coordinator Community Safety
- Urban Planner
- Senior Urban Designer
- Planning Officer
- Economic Development Officer
- Parks Technical Officer
- Financial Asset Management Officer
- Team Leader Parking Operation
- Community Development Officer

Elders Advisory Group members

- Elder Albert McNamara
- Elder Margaret Culbong – Moogeddy
- Elder Ben Taylor Cuimara
- Elder Muriel Bowie
- Elder Doolann Leisha Eatts
- Elder Noel Nannup
- Elder Farley Garlett – Kulbardi
- Elder Walter Eatts
- Elder Irene McNamara
- Elder Theresa Walley (deceased)





Image Left: Nyumbi, 2020, Yagan Square

Actions

Pillar 1:
Relationships

Over the years, the City has been learning to walk side by the side with Whadjuk people, learning to welcome one another, share and care for each other. We are focused on building relationships internally and externally, continuing to develop relationships with Traditional Owners who have helped us to learn about the history and culture of Aboriginal peoples, and working together for the common goal of reconciling our community.

GM = General Manager
Timeline is in financial year from June to July

Deliverables	Timeline: 2022 / 2023	2023 / 2024	Responsibility
ACTION 1.1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.			
a) Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	December		GM Community Development
b) Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.		July	GM Community Development
ACTION 1.2 Build relationships through celebrating National Reconciliation Week (NRW).			
a) Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials to our staff and the community.	May	May	GM Community Development
b) Internal RAP Working Group members to participate in an external NRW event.	May/June	May/June	GM Community Development
c) Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May/June	May/June	Chief Executive Officer
d) Organise at least one National Reconciliation Week event each year.	May/June	May/June	GM Community Development
e) Register all our National Reconciliation Week events on Reconciliation Australia's NRW website.	May	May	GM Community Development

Deliverables	Timeline: 2022 / 2023	2023 / 2024	Responsibility
ACTION 1.3 Promote reconciliation through our sphere of influence.			
a) Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Ongoing	Ongoing	GM Corporate Services
b) Communicate our commitment to reconciliation publicly.	Ongoing	Ongoing	Chief Executive Officer
c) Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Ongoing	Ongoing	GM Community Development
d) Collaborate with Reconciliation Australia and other like-minded organisations to develop ways to advance reconciliation.	Ongoing	Ongoing	GM Community Development
e) Actively promote the Grants and Sponsorship Program to Aboriginal and Torres Strait Islander organisations	Ongoing	Ongoing	GM Community Development
f) Investigate ways to reflect Whadjuk Nyoongar culture and history in the new Local Planning Scheme No.3, including consultation with relevant stakeholders	-	July 2023 – June 2024	GM Planning and Economic Development
g) Continue to promote digital maps/walking trails for Whadjuk Nyoongar cultural experiences in the City (e.g. Karla Yarning).	Ongoing	Ongoing	GM Community Development
ACTION 1.4 Promote positive race relations through anti-discrimination strategies.			
a) Conduct a review of the City's Equal Employment Opportunity policy and procedures to identify existing anti-discrimination provisions, and future needs.	March	March	GM Corporate Services
b) Review, update and communicate the City's Equal Employment Opportunity policy and procedures.	April	-	GM Corporate Services
c) Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	February	-	GM Corporate Services
d) All employees sign the Code of Conduct (our policy containing anti-discrimination) and complete the City Learn internal training on the Code of Conduct	Ongoing	Ongoing	GM Corporate Services
e) The City continues to educate staff on the effects of racism through cultural awareness training	Ongoing	Ongoing	GM Corporate Services

Pillar 2: **Respect**

We strive to understand and respect Aboriginal and Torres Strait Islander cultures, rights and experiences and acknowledge that this underpins progress towards reconciliation. Respect for Aboriginal and Torres Strait Islander ways of knowing and doing is fundamental to authentic and ongoing relationships. Shared pride in Aboriginal and Torres Strait Islander cultures and heritage is also fundamental to engendering a shared national identity.

GM = General Manager
Timeline is in financial year from June to July

Deliverables	Timeline: 2022 / 2023	2023 / 2024	Responsibility
ACTION 2.1 Increase the City's employees 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.	October	-	GM Corporate Services
b) Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	December	-	GM Corporate Services
c) Develop, implement, and communicate a cultural learning strategy for our staff.	February	-	GM Corporate Services
d) Provide opportunities for RAP Working Group members, HR manager and other key leadership staff to participate in formal and structured cultural learning.	-	July	GM Corporate Services
ACTION 2.2 Embed Nyoongar cultures into the City of Perth			
a) Advocate for the Aboriginal Cultural Centre to be located within the City of Perth	Ongoing	Ongoing	Chief Executive Officer
b) Advocate for Aboriginal and Torres Strait Islander representation to be included on planning committee for the Aboriginal Cultural Centre.	Ongoing	Ongoing	Chief Executive Officer
c) Develop an approach to dual naming of places in the City of Perth with original Nyoongar names.		August	GM Community Development
d) Design public signs/symbols at the two major gateways to the city (Causeway and Kings Park Road).	July - June	-	GM Planning and Economic Development
e) Construct and install the public sign/ symbol at the two major gateways to the city (Causeway and Kings Park Road).	-	July - June	GM Planning and Economic Development

Deliverables	Timeline: 2022 / 2023	2023 / 2024	Responsibility
f) Investigate an Aboriginal and Torres Strait Islander parade during the first Australian Football League (AFL) derby of the year.	-	December	GM Community Development
g) Install an "Acknowledgment of Country" message on a sign or plaque in selected owned Buildings.	-	July	GM Infrastructure and Operations
ACTION 2.3 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.	Ongoing	Ongoing	GM Community Development
b) Continue to implement, communicate, review (and update as required) the City's cultural protocols (protocols for Welcome to Country and Acknowledgement of Country)	Ongoing	Ongoing	GM Community Development
c) Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Ongoing	Ongoing	Chief Executive Officer
d) Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Ongoing	Ongoing	Chief Executive Officer
ACTION 2.4 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.			
a) RAP Working Group to participate in an external NAIDOC Week event.	July	July	GM Community Development
b) Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	September	-	GM Corporate Services
c) Promote and encourage participation in external NAIDOC events to all staff.	July	July	GM Community Development
ACTION 2.5 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.			
a) Explore/Investigate Heirisson Island being formally recognised as a site of significance (including being maintained, sustained, and protected as a site of significance)	July 2022 -June 2023	-	GM Community Development
b) Conduct a local heritage survey that collates the sites of significance across the city and the Nyoongar stories related to these sites	July 2022 – June 2023 (two-year project)		GM Community Development
c) Implement the Town Hall conservation management plan, which includes Nyoongar interpretation of the site	-	June - July	GM Community Development

Pillar 3:
Opportunities

The City of Perth aims to provide equal participation and access to opportunities and recognises that this is crucial for the well-being of all peoples, including Aboriginal and Torres Strait Islander peoples.

GM = General Manager
Timeline is in financial year from June to July



Deliverables	Timeline: 2022 / 2023	2023 / 2024	Responsibility
ACTION 3.1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.			
a) Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December	-	GM Corporate Services
b) Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy.	December	-	GM Corporate Services
c) Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	December	-	GM Corporate Services
d) Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Ongoing	Ongoing	GM Corporate Services
e) Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	-	December	GM Corporate Services
f) Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	Ongoing	Ongoing	GM Corporate Services
ACTION 3.2 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic, cultural, and social outcomes.			
a) Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	January	-	GM Corporate Services
b) Renew Supply Nation membership and build on the relationship.	August	August	GM Corporate Services
c) Develop, communicate and embed opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	July 2022 - June 2023	-	GM Corporate Services
d) Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July 2022 - June 2023	-	GM Corporate Services
e) Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Ongoing	Ongoing	GM Corporate Services

Pillar 4: **Governance**

We aim to establish structured, transparent and supportive governance, that provides accountability for delivery of the actions contained in this Plan.

Deliverables	Timeline: 2022 / 2023	2023 / 2024	Responsibility
ACTION 4.1 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.			
a) RWP to meet at least four times per year to drive and monitor RAP implementation (*planned dates, subject to circumstances)	Jan, Apr, July, Oct *	Jan, Apr, July, Oct *	GM Community Development
b) Promote Aboriginal and Torres Strait Islander representation on the RAP Working Group (dates to be prior to RWG meetings)	Jan, Apr, July, Oct	Jan, Apr, July, Oct	GM Community Development
c) Establish and apply a Terms of Reference for the RAP Working Group.	October	October	GM Community Development
ACTION 4.2 Provide appropriate support for effective implementation of RAP commitments.			
a) Define the resource needs for the implementation of the City's Reconciliation Action Plan.	January	January	Chief Executive Officer
b) Engage senior leaders and other staff in the delivery of Action Plan commitments.	Ongoing	Ongoing	GM Community Development
c) Define and maintain appropriate systems to track, measure and report on Action Plan commitments.	Ongoing	Ongoing	GM Corporate Services
d) Appoint and maintain an internal RAP Champion from senior management.	Ongoing	Ongoing	GM Community Development

GM = General Manager
Timeline is in financial year from June to July

Deliverables	Timeline: 2022 / 2023	2023 / 2024	Responsibility
ACTION 4.3 Build accountability and transparency through reporting Action Plan achievements, challenges, and learnings both internally and externally.			
a) Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September	September	GM Community Development
b) Report progress against the Reconciliation Action Plan to all staff and senior leaders quarterly.	Jan, Apr, July, Oct	Jan, Apr, July, Oct	GM Community Development
c) Publicly report our Action Plan achievements, challenges and learnings, annually.	September	September	GM Community Development
d) Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	September	-	GM Community Development
e) Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June	June	GM Community Development
f) Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August	August	GM Community Development
g) Submit a traffic light report to Reconciliation Australia at the conclusion of this Reconciliation Action Plan	-	April	GM Community Development
ACTION 4.4 Continue our reconciliation journey by developing our next RAP.			
a) Register via Reconciliation Australia's website to begin developing our next RAP.	-	March	GM Community Development



Image: **Rod Garlett, Richie Kuhaupt, Fred Chaney**
Koorden (2015), Bronze, Kings Square, Telethon Avenue, Perth

Evaluating the Plan

This Yacker Danjoo Ngala Bidi Innovate Reconciliation Action Plan will be reviewed and evaluated through:

Four meetings of the Internal Working Group	Bi-annual progress reports to the Elders Advisory Group	Bi-annual progress reports to the Executive Leadership Team
Annual status reports for the community through the City's Annual Report	Annual review to reflect progress and changing circumstances, as agreed by the Internal Working Group and Elders Advisory Group	
Tracking the delivery of individual action items against the progress of the overall plan	**Community Perception Survey** Measures the 'Equity, Diversity and Inclusion' (EDI) subjective experiences of our community and our staff, as per the EDI Framework. (A benchmark survey was conducted in March 2021)	

This publication is available in alternative formats and language upon request.

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