



City of
Melville



RECONCILIATION
ACTION PLAN

STRETCH

Stretch Reconciliation Action Plan 2017-2021

Summary



Acknowledgements

The City of Melville acknowledges the Bibbulmun people as the Traditional Owners of the land on which the City stands today and pays its respects to the Whadjuk people, and Elders both past and present.

The City of Melville would like to thank the Elders, members of the community, and staff from across the organisation who have provided valuable input to the second development of this plan through participation in the Reconciliation Action Plan (RAP) Continuous Improvement Team (CIT).

The City of Melville would like to acknowledge the artwork by Brenda Hill, Else Woods, Laurel Nannup, Tania Spencer, Jason Hirst, Kath Wheatley and Kaya Morrison.

The City of Melville appreciates the support of Reconciliation Australia in developing its second RAP. The goal of Reconciliation Australia is building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander Peoples.

Corina Abraham and Hayden Howard from the Mooditj Koolangars Leadership Program with local young people.



Message from the Mayor

I am pleased to present the Reconciliation Action Plan (RAP) for 2017-2021 for the City of Melville.

This is the City's second RAP, and is the next stage in our RAP journey. The particular RAP type we developed is called a Stretch RAP, a Stretch RAP aims at challenging organisations and embedding tried and tested strategies through clear and measurable targets.

The 2017-2021 RAP is aligned with a range of community driven, corporate and strategic plans including the Strategic Community Plan, Corporate Plan and Natural Areas Asset Management Plan. It continues to build on the City's commitment to promoting and facilitating equal opportunity, inclusion and access to all members of our community.

The Plan has been developed in consultation with a number of stakeholders including the RAP Continuous Improvement Team including staff and local community members, the Djidi Djidi Aboriginal Women's Group, the Walyalup

Reconciliation Group and Reconciliation Australia.

Following a number of key achievements associated with the implementation of the 2013-2016 RAP, which you can read more about on page 5, we can now focus on our next step.

Our Stretch RAP will involve greater engagement with the community and working relationships, and broadening our networks to advance the great opportunities already in place. Having this plan allows Melville to delve deeper into the reconciliation process to ensure stronger outcomes and positive impacts on our community. The RAP is our commitment to continuously work towards improving relationships, opportunities and respect, and efforts to reconcile our community.

Mayor Russell Aubrey





Message from The CEO, Reconciliation Australia

Reconciliation Australia congratulates the City of Melville on its deep commitment to reconciliation as it implements its second Reconciliation Action Plan (RAP).

The implementation of a Stretch RAP signifies that the City of Melville is a leading advocate for reconciliation, and is demonstrating a deep dedication to making progress across the key pillars of the RAP program - respect, relationships, and opportunities.

The City of Melville understands the importance of building and maintaining respectful relationships with Aboriginal and Torres Strait Islander peoples in order to produce mutually beneficial outcomes. It champions this by taking a local approach to establishing partnerships with organisations and communities within its sphere of influence, such as the Djidi Djidi Women's Aboriginal Corporation.

Respect for Aboriginal and Torres Strait Islander peoples, histories and cultures is key

to the City of Melville's core values and vision for reconciliation. This is exemplified by its commitment to build on the achievements of its 2013-16 RAP by expanding its oral history collection, and continuing to collect, archive and share Bibbulmun and Whadjuk oral histories in a culturally sensitive manner.

The City of Melville is dedicated to driving reconciliation through employment and training opportunities for Aboriginal and Torres Strait Islander peoples, as demonstrated by its actionable goal to increase Aboriginal and Torres Strait Islander employment to 1.6% over the next four years, and advertise all employment vacancies in Aboriginal and Torres Strait Islander media.

On behalf of Reconciliation Australia, I commend the City of Melville on its Stretch RAP, and look forward to following its ongoing reconciliation journey.

A handwritten signature in black ink, appearing to read 'Justin Mohamed'.

Justin Mohamed
Chief Executive Officer
Reconciliation Australia

Our Key Achievements

The City developed its first RAP in 2013. Key Achievements of the Reconciliation Action Plan 2013-2016 include:

- Welcome to Country and Acknowledgement of Country Policy introduced to guide staff on protocols and embed respectful processes in City of Melville events and activities. Acknowledgement signage installed at Civic Centre.
- Recorded oral histories of four local Aboriginal community members.
- Filming of oral history of local Elder Laurel Nannup with support from the Film and Television Institute WA Inc. (FTI) - Indigenous Community Stories (ICS) grant.
- Opportunities for staff and the community to participate in Aboriginal cultural activities, such as Noongar language workshops, cultural tours at Piney Lakes, Wireless Hill and Willagee and shared stories, to mark significant days in the Aboriginal and Torres Strait Islander calendar, such as National Reconciliation Week and NAIDOC Week events.
- Incorporation of Noongar history and culture in the design of projects such as Carawatha Park, Wireless Hill interpretive signage and bus shelters.
- Delivery of cross cultural awareness training to staff and Elected Members.
- Developed a reconciliation banner for display at events and programs.
- Increased participation by Aboriginal and Torres Strait Islander artists in the City of Melville's annual Art Awards.
- Continuous Improvement Team established and maintained to monitor progress of the 2013-2016 RAP.
- Developed 'Engaging with Traditional Owners', a guide for staff working on land use projects.



Elder Sealin Garlett performs Welcome to Country at the Anzac Commemoration and Dedication Service at Wireless Hill.

- *Aboriginal Engagement Strategy: Directions from Aboriginal Communities 2015-2018* completed, guiding City staff on working with communities to identify and build on strengths and passions in our community. Achievements under key themes are included below:
 - › Youth and children – Noongar language classes, traditional dance workshops, afterschool sports, school holiday activities and after school library homework program.
 - › Community – sewing group, NAIDOC Week family event, new parents networking and workshop series
 - › Sense of place –Djeran Day at Piney Lakes
 - › Culture – Aboriginal art projects, adult language classes, cultural tours
- Engaged with Elders and family members on the feasibility of installing a memorial for the Stolen Generations people within the City of Melville.
- New signage at Piney Lakes Environmental Education Centre entry recognising it as a significant Aboriginal women's site.
- As an outcome of engaging more Aboriginal people in business, the City of Melville has contracted 20 Aboriginal and Torres Strait Islander businesses during the reporting period.
- Acknowledgement of Aboriginal contribution to the defence of Australia in the City of Melville War Memorial.
- The City's commitment to developing our second Reconciliation Action Plan builds on and extends these earlier steps.



Willagee Boys' Dance Group

Our Stretch RAP

This Stretch Reconciliation Action Plan (RAP) has been developed as a tool for the City of Melville to take the next step in its commitment to reconciliation. This Plan builds on our work on the Reconciliation Action Plan 2013-2016, adding targets and benchmarking so that we, as a City, can have tangible indicators of our progress on key actions such as employment and training.

The key themes as set by Reconciliation Australia are:

- Relationships
- Respect
- Opportunities

The City of Melville has created goals and actions against these themes. Actions under the theme of 'Relationships' are based on acknowledging key dates in the Aboriginal and Torres Strait Islander calendar, developing our relationships with Aboriginal communities and organisations, and promoting our RAP, and our commitment to it, to the broader community.

Actions under the theme of 'Respect' are focused on building our knowledge of past and current cultural practices, cultural protocols, as well as history, including the hurt that has been caused through past Government policies. We have made a commitment to staff training and community educational programs to improve our understanding and awareness.

The theme of 'Opportunities' is largely focused on setting targets for the employment of Aboriginal and Torres Strait Islander peoples at the City of Melville, as well as increasing our engagement of Aboriginal organisations and businesses.



Use of Terms

The use of terms in this document has been guided by the advice of the Aboriginal members of the City of Melville's RAP Continuous Improvement Team (CIT). 'Aboriginal and Torres Strait Islander' is used in preference to 'Indigenous' to refer to the First Australians. The term 'Bibbulmun people' is used in preference to 'Noongars' to refer to Aboriginal people from the southwest portion of Western Australia including Perth. Bibbulmun is considered to be a more inclusive term because the term 'Noongars' (alternative spellings include Nyungars, Nyoongars, Nyoongahs, Nyungahs, Nyugahs, and Yungas) specifically refers to 'men' and there is a separate term, Yorgas, for 'women'.

It has been acknowledged that traditionally the region of Perth in which the Bibbulmun people resided was part of the Whadjuk (or Wadjuk) territory (see Figure 1). Tindale (1974) explains the Whadjuk's territory as extending: "[From the] Swan River and northern and eastern tributaries inland to beyond Mount Helena; at Kalamunda, Armadale, Victoria Planes, south of Toodyay, and western vicinity of York; at Perth; south along the coast to near Pinjarra".

Figure 1





Our Plan

Goal: **Respectful relationships**

Objective: Create opportunities for staff and Aboriginal and Torres Strait Islander community members to develop relationships through shared activities and increased learning.



Community members and staff on a cultural tour of Piney Lakes during National Reconciliation Week 2017.

Action

RAP Continuous Improvement Team (CIT) actively monitors RAP implementation.

Celebrate National Reconciliation Week to strengthen and maintain relationships between Aboriginal and Torres Strait Islander staff and other staff

Maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes

Raise internal and external awareness of our RAP to promote reconciliation across our business, sector and community.

How we will work towards this goal

- Ensure representation includes at least three Aboriginal representatives and one senior manager.
- Hold at least four meetings per year.

- Organise National Reconciliation Week events and support external events.

- Ensure correct protocols are followed when engaging with our Aboriginal and Torres Strait Islander stakeholders.
- Build capacity in Aboriginal and Torres Strait Islander organisations and/or communities.

- Promote our RAP through ongoing active engagement with all stakeholders.
- Senior leaders will be actively engaged in the delivery of RAP outcomes.

How we will know we are succeeding

- At least three Aboriginal people and one senior manager are on the RAP CIT.
- Four meetings are held per year.

- Opportunities are provided for all staff to participate in City of Melville Reconciliation Week events.
- Collated list of Reconciliation Week events in the City of Melville is promoted.

- South West Aboriginal Land and Sea Council (SWALSC) is consulted with annually to ensure correct protocols are followed.
- Partnerships are established to build capacity in Aboriginal and Torres Strait Islander communities.

- Staff surveys show an increase in awareness of reconciliation.
- The City's Facebook page has monthly posts on Reconciliation activities and Aboriginal content.



Goal: **Respect for Aboriginal and Torres Strait Islander culture**

Objective: Increased understanding of Aboriginal and Torres Strait Islander protocols, history and culture.

Action	How we will work towards this goal	How we will know we are succeeding
Increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> Provide cultural learning opportunities for staff to enable continuous cultural learning in all areas of our business. 	<ul style="list-style-type: none"> Cultural Learning Strategy is developed. Online learning is available for all new staff. Twenty staff participate in face to face cultural learning workshops per year. Five staff undertake cultural immersion learning activities.
	<ul style="list-style-type: none"> Add Aboriginal content to libraries for all age groups. Expand oral history collection by continuing to collect Bibbulmun/Whadjuk oral histories. Acquire contemporary artworks by Aboriginal and Torres Strait Islander artists. 	<ul style="list-style-type: none"> Five new library items are added per year. One new oral history is recorded per year. One new artwork is purchased per year.
	<ul style="list-style-type: none"> Use Aboriginal location names for relevant sites, localities, parks and roads. Engage with State Departments to encourage dual naming of roads and locations. 	<ul style="list-style-type: none"> Three new signage projects are completed per year.

Action	How we will work towards this goal	How we will know we are succeeding
	<ul style="list-style-type: none"> Deliver cultural education programs to the wider community and to various school groups through Piney Lakes Environmental Education Centre. Address four key themes (Children and Youth, Community, Sense of Place and Culture) of the Aboriginal Engagement Strategy: Directions from Aboriginal Communities 2015 to 2018 through community programs. Install memorial for Stolen Generations people within the City of Melville 	<ul style="list-style-type: none"> Five cultural education programs for the wider community and ten for schools are held per year. Fifteen cultural workshops are delivered for young Aboriginal and Torres Strait Islander people per year. One intergenerational event for Aboriginal and Torres Strait Islander peoples is provided per year. Stolen generation memorial is installed with continuing engagement and guidance from elders.
Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions	<ul style="list-style-type: none"> Review and maintain Welcome to Country and Acknowledgement of Country Policy and Procedure. Invite Traditional Owner to provide a Welcome to Country at all Citizenship Ceremonies and significant events. Deliver an Acknowledgement to Country at all public events, and significant internal meetings. 	<ul style="list-style-type: none"> Welcome to Country and Acknowledgement to Country are reviewed every second year. Traditional owners are included in citizenship ceremonies doing Welcome to Country. Acknowledgement to Country is delivered at all public events and significant internal meetings.
Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff to engage with culture and community during NAIDOC Week.	<ul style="list-style-type: none"> Acknowledge NAIDOC Week and its importance by sharing the theme, holding events, promoting to the broader City of Melville community, and support community initiatives. 	<ul style="list-style-type: none"> Collated list of NAIDOC Week events in the City of Melville is promoted. Opportunities are provided for all staff to participate in City of Melville NAIDOC Week events.



Goal: **Increased opportunities for Aboriginal and Torres Strait Islander peoples**

Objective: Develop and deliver educational, employment and economic development initiatives and projects for Aboriginal and Torres Strait Islander peoples and businesses to enhance life opportunities within an inclusive community.

Action

Increase Aboriginal and Torres Strait Islander employment at the City of Melville to 1.6%.

How we will work towards this goal

- Develop an Aboriginal and Torres Strait Islander Employment and Retention Strategy including mentor programs, traineeships, employment networks and professional development.
- Advertise job vacancies in Aboriginal and Torres Strait Islander media.
- Utilise section 50d and section 51 of the Equal Opportunity Act to increase diversity.

How we will know we are succeeding

- Aboriginal and Torres Strait Islander Employment and Retention Strategy is complete.
- Aboriginal and Torres Strait Islander employment is at least 1.6%.

Increase Aboriginal and Torres Strait Islander supplier diversity

- Develop at least two new commercial relationships with Aboriginal and/or Torres Strait Islander businesses per year.
- Engage with at least four Aboriginal and Torres Strait Islander businesses per year.

- At least two new commercial relationships with Aboriginal and/or Torres Strait Islander businesses are developed per year.
- Four Aboriginal and Torres Strait Islander businesses are engaged with per year.

Action

Strengthen community linkages

How we will work towards this goal

- Strengthen linkages in relation to Aboriginal education, employment and training to maintain positive working partnerships for Council initiatives and programs.
- Continue to advocate for culturally appropriate health and social services in the City of Melville.
- Maintain City of Melville Community Development Officer - Aboriginal Engagement position.

How we will know we are succeeding

- Networks are expanded to ensure above targets are met.
- Engagement with local Aboriginal and Torres Strait Islander communities results in the presence of appropriate external services in the City of Melville.
- City of Melville Community Development Officer – Aboriginal Engagement position is maintained.

Review

The Stretch RAP is a four year plan for the period of 2017-2021 and will be reviewed internally every 12 months and by Reconciliation Australia after two years.

For more information, including the full version of the Stretch RAP, visit www.melvillecity.com.au/rap



Community Development Officers (Aboriginal Engagement) Leanne Woods and Shahna Rind with Aboriginal Filmmaker Karla Hart at NAIDOC week event 2017.



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Local dance groups perform together at the 1000 Paper Cranes event