

The background of the entire page is a complex Indigenous artwork. It features a dark brown base with numerous concentric circles in shades of orange, yellow, and white. These circles are interconnected by wavy, dotted lines. There are also smaller, stylized floral or petal-like shapes in red and white scattered throughout the design.

# Stretch Reconciliation Action Plan

March 2025 - March 2028



City of  
**Melville**



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.

City of Melville nagolik Bibbulmen Nyungar ally-maga milgebar gardukung naga boordjar-il narnga allidja yugow yeye wer ali kaanya Whadjack Nyungar wer netingar quadja wer burdik.

**Marie Taylor**

Whadjuk Balardong Nyungar Birdiyia



Nolan Hunter speaks on the Voice to Parliament at Wilgi Kaartdijin Mia.  
Credit: Clique Photography

# Our vision for reconciliation

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Our vision for reconciliation is a country that values the living cultures of Aboriginal and Torres Strait Islander peoples, embraces truthful reflection of the history and experiences of First Nations peoples, and is dedicated to equity, opportunity and respect for Aboriginal and Torres Strait Islander communities.

Our vision for reconciliation begins with understandings of Country that have always underpinned Whadjuk ways of knowing and being. Reconciliation extends beyond lines on a map – it weaves its way across Country, connecting all of us. We seek to reach out our hands, to work alongside our neighbours to make reconciliation possible for all Australians.

Our actions for reconciliation are grounded in strong, rich and meaningful relationships. We seek to walk together on a journey of reconciliation that is grounded in First Nations ways of knowing, being and understanding, and celebrate the knowledge, resilience and generosity of Aboriginal and Torres Strait Islander peoples.

Our call for reconciliation is loud and strong. It extends beyond the present moment, stretching behind us to the past and forward to the future, telling the true histories and stories of this place, and reaching towards a better future. We seek to connect, to listen, to understand and, most of all, to act and to make change.

We know that racism impacts the daily lives of Aboriginal and Torres Strait Islander peoples. We are ever thankful for First Nations communities for their generosity in sharing this journey with us – but we know that the work of reconciliation is the work of non-Aboriginal peoples. We know there is work to be done and we humbly commit to the labour of reconciliation.

We want all young people to grow up feeling their lives, identities, stories and culture matter, for their living cultures to be valued and celebrated. We commit to working with Aboriginal and Torres Strait Islander peoples for equity, changing systems that do not work and striving to understand the deep and rich culture that flows through this place and its people. These voices need to be heard – our ears are open.



# Statement from the Mayor

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Credit: Hugh Sando\*

As the City of Melville Mayor, I am deeply grateful for the opportunity to live and work on this land and acknowledge the strong and unbroken connection that Aboriginal and Torres Strait Islander peoples have with Country.

Reconciliation requires meaningful action. It can't just be a word that we use; it needs to be matched with action and a strong commitment to making change. This change is multi-dimensional and must ripple across First Nations and non-Indigenous communities to create a more equitable society with better outcomes for everyone.

The City of Melville is proud to share this Stretch Reconciliation Action Plan (RAP) 2025-2028. This Reconciliation Action Plan is our second Stretch RAP, but it is part of a greater journey of reconciliation that the City of Melville has been on for a number of years. This plan commits us to working harder to make change for and with First Nations peoples. It is a robust plan that comes from the community and reflects years of consultation, embedding actions that will generate positive change, reduce disadvantage and improve opportunities for First Nations peoples.

A significant aspect of this RAP is a focus on actions that will improve outcomes for Aboriginal and Torres Strait Islander peoples in the City of Melville. This commitment is reflected in actions that will improve relationships with stakeholders and services, build better supports for young people and embed opportunities across the country. We are also improving ways of working and accountability across the City of Melville, making the work of reconciliation everyone's business.

I invite you to walk with us on this journey of reconciliation.

Katy Mair  
**Mayor, City of Melville**

\*These photographs were taken at Yagan Mia Wireless Hill. This place was decoded as part of the City of Melville's Place Names project and its meaning revealed as "Home of the long-necked turtle".



# Statement from the CEO

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Credit: Hugh Sando\*

I am very pleased to share the City of Melville's second Stretch Reconciliation Action Plan.

I am incredibly proud to lead a local government organisation that so thoroughly embeds the work of reconciliation. The drive for reconciliation is led by the passion, hard work and commitment of staff at all levels. I thank them, along with the City's RAP Working Group and our Elected Members, for their vision and determination to make change.

This plan is an important marker in the City's journey towards reconciliation. It comes at an important time, with recent Closing the Gap reports illustrating that Aboriginal and Torres Strait Islander Australians still experience disadvantage against almost all life outcomes. Now more than ever, it is up to everyone to take action for reconciliation. It is about bringing people together, recognising and respecting the First Peoples of this land, developing strong and respectful relationships and providing opportunities that address inequity. By working together, a better future is possible for us all.

This plan has been informed by years of community consultation with Aboriginal and Torres Strait Islander residents, Elders, Traditional Custodians and knowledge holders, and the broader community and will help guide and support the organisation to make tangible change. I am excited to be part of the next three years of implementing this plan, but also acknowledge that this work will continue well beyond 2028.

A Stretch RAP requires organisations to embed reconciliation initiatives, so they become business as usual. At the City of Melville, it is everyone's responsibility to work together towards being an organisation that listens to, empowers and works with First Nations peoples to achieve better community outcomes for everyone.

I look forward to working with you all to take action for reconciliation, every day.

Gail Bowman  
**CEO, City of Melville**



# Statement from the First Nations Coordinator

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Credit: Hugh Sando\*

I am honoured to lead the implementation of this Stretch Reconciliation Action Plan.

It is a marker of the City's commitment to acknowledging the strong connections First Nations peoples have with Country and honouring the contributions we bring to the community.

More importantly, it makes clear that reconciliation is something that we all need to work towards. The work of reconciliation should not sit with the First Nations community - it is only by working together that we can make a difference.

This plan outlines tangible actions and initiatives that will guide the City in promoting true reconciliation and equity in our community. The outcomes reflect our commitment to building positive relationships and opportunities for First Nations peoples.

Reconciliation is a continuing journey, and everyone has a responsibility to be part of it. Together, we can build a more inclusive and equitable community that honours, celebrates, and respects First Nations peoples. I know that with the support of the First Nations Team, our fierce allies, and the Melville community, we can make real change.

Aimee Ryan

**First Nations Coordinator, City of Melville**



# Statement from Reconciliation Australia

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On behalf of Reconciliation Australia, I congratulate the City of Melville on its formal commitment to reconciliation, as it implements its second Stretch Reconciliation Action Plan.

Formed around the pillars of relationships, respect and opportunities, the RAP program helps organisations realise the critical role they can play in driving reconciliation across their work and area of expertise. Through the creation of this Stretch RAP, the City of Melville continues to contribute to the ever-growing community of RAP organisations that have taken this consideration and goodwill, and transformed it into action.

This Stretch RAP is built upon the experience the City of Melville garnered in previous RAPs. Its 'Connection to Country' and drop-in programs support Aboriginal and Torres Strait Islander youth to build cultural connections and career pathways while place based initiatives preserve and revive cultural heritage. Through these and other RAP activities, the City of Melville has learned that the work of reconciliation requires real investment from non-Indigenous people. To facilitate this, it must embed ways in which non-Indigenous people can do the work, so the heavy lifting of reconciliation does not fall on Aboriginal and/or Torres Strait Islander peoples. This coupled with the understanding that First Nations voices must be sought, heard and respected on matters of Country, culture and reconciliation has strengthened the City of Melville's approach to its new RAP commitments.

These learnings are reflected in actions centred around relationship building and the thoughtful distribution of RAP responsibilities. By committing to establish and maintain formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations, the City of Melville demonstrates that it understands the transformative power of true collaboration. Similarly, its establishment of a National Reconciliation Week working group led by but not comprised of First Nations staff, further embeds the ethos that reconciliation is everyone's responsibility.

With past lessons informing its successes to come, the City of Melville has the potential to drive considerable reconciliation outcomes across its sphere of influence. On behalf of Reconciliation Australia, I commend the City of Melville on this Stretch RAP and look forward to following its ongoing reconciliation journey.

Karen Mundine  
**CEO, Reconciliation Australia**



# The City of Melville's Reconciliation Action Plan commission: *Paving the Way*, by Ilesha Wyatt

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In 2022, the City commissioned local resident Ilesha Wyatt to create this artwork for the Stretch Reconciliation Action Plan to acknowledge key Indigenous sites and connect communities.

Ilesha Wyatt is an emerging Yued Noongar artist working in both painting and digital mediums, with a background in fine art and graphic design.

Ilesha started with a map, marking points of significance, roads and the river, but it was only when she removed the hard borders of the map that the piece came to life. She found that the work began to grow around the idea that the roads currently showing on our maps actually follow traditional paths, laid out for thousands of years. These paths not only connect important places but they pull together the past with the present and form a link that will continue long into the future.

The name of the artwork *Paving The Way* honours those who go ahead, making it easy for others to follow and references the tracks of the Wagyl as it forms the bends of the river. Most importantly, it explicitly acknowledges that bitumen and asphalt have been laid upon paths made by human feet.

Ilesha often chooses to work with digital tools to make her art. She finds the nature of the technology, which allows her to constantly update and change her images, colours and layers, mimics the way maps are always changing and being brought into the present. While a digital image can be constantly changed and manipulated, the evolutionary process that created it remains embedded in the data, documenting every decision made and giving the work great depth and meaning.









# Willagee

Willagee Library was dual-named  
Wilgi Kaartdijin Mia in 2024.  
Credit: Natasja Kremers



# Our business

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## The City of Melville did not exist in ancient times.

The City of Melville sits on the traditional lands of the Bibbulmun peoples, whose bidi (pathways) travel across this Country. Their connection to this Country is continuous and unbroken.

As in ancient times, the bilya (river) is the life of this Country. Over 18 kilometres of foreshore run through this place, and the land between these rivers includes sites of enormous significance to the Bibbulmun peoples: Yagan Mia (Wireless Hill), Goolugatup (Heathcote) and Dyoondalup (Point Walter) among them.

The City's role is to work alongside First Nations peoples as the caretakers of this place. As a local government authority, the City of Melville delivers services to residents and businesses located within our boundaries. Aboriginal and/or Torres Strait Islander people make up almost one per cent of the City of Melville's total residents (almost 920 of 103,523). By comparison, 3.2 per cent of Australia's population identify as being of Aboriginal and/or Torres Strait Islander descent in the 2021 census.

The City of Melville provides services including cultural and community development, health and well-being, safety and security, environmental health, waste and recycling, planning and building. The City is responsible for providing and maintaining facilities and infrastructure, including roads, footpaths, parks and reserves, and community facilities. In the delivery of all of these services, we have much to learn from Aboriginal and Torres Strait Islander ways of knowing and being.

In November 2023, the City employed 749 staff, which included 13 who chose to identify as Aboriginal and/or Torres Strait Islander peoples. This is 1.8 per cent of the total number of employees.

# Our Reconciliation Action Plan

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The City of Melville's vision: Vibrant, Sustainable, Inclusive Melville.

To achieve this vision, the City of Melville has a long history of working to embed reconciliation across our organisation and within our community. Understanding of, support for, and investment in reconciliation at the City has grown over this period, reflecting leadership, engagement and commitment by First Nations peoples, community, staff and Elected Members.

The City's first Reconciliation Action Plan was launched in 2013 at the Innovate level. This document formalised the work of reconciliation that was already happening in the community and made the City accountable for its own reconciliation journey.

This new Reconciliation Action Plan has been developed with input from Executive, RAP champions, employees across various departments of the organisation, and a Working Group of Aboriginal and Torres Strait Islander community members, Elders and Traditional Owners.

The External Working Group has been intrinsic in the development of this RAP and, more broadly, in driving outcomes for Aboriginal and Torres Strait Islander communities in the City of Melville. The External Working Group is made up of eleven Aboriginal and/or Torres Strait Islander community members. The generosity of this group in sharing their vision for reconciliation and change in the City of Melville cannot be underestimated.

Alongside this group, reconciliation is further supported by an Internal Working Group of staff tasked with progressing reconciliation within their own work area. Alongside the CEO, this group is made up of diverse members of staff including:

Director Environment and Infrastructure  
Director Community Development  
Manager Cultural Services (RAP Champion)  
First Nations Coordinator  
First Nations Community Development Officer  
Team Leader Willagee Library  
Reconciliation Lead

This group includes two Aboriginal and/or Torres Strait Islander members of staff.

Representatives from the Internal Working Group also sit on the External Working Group and report back to the Internal Working Group on these meetings. These representatives are the CEO, Manager Cultural Services (RAP Champion), First Nations Coordinator and Reconciliation Lead. Both groups attend key events in the City's reconciliation calendar, including National Reconciliation Week and NAIDOC Week.

Opposite page: A participant in the Connection to Country program holds a bead they made for a collective artwork with Yabini Kickett.  
Credit: Clique Photography.





# Achievements

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Since the development of our first RAP, the City has done significant work in the reconciliation space. There is still so much to do, but the following are some key projects that exemplify the City's reconciliation journey to date.

## Place Names Melville

Place Names Melville demonstrates the City's commitment to reconciliation, agreement making and truth-telling through working alongside Elders and the community to decode, express and celebrate the ancient Noongar place names in the City of Melville. It builds on the work the City has undertaken with local Elders since 1997 to research significant Indigenous sites and to understand their history. The project is being undertaken in partnership with Community Arts Network (CAN) as creative producers, Moodjar Consultancy and the Noongar community. Drawing on the collective knowledge and guidance of Professor Len Collard and Geri Hayden, Cultural Advisor and Facilitator, the project is a community-led, creative model for decoding and revealing the ancient meanings embedded in Noongar place names.

## Goolugatup Lowerlands

This ambitious First Nations-led project, developed in collaboration with the Whadjuk community, Traditional Owners, community members, and stakeholders, seeks to realise the potential of Goolugatup (formerly Heathcote) Lowerlands by upgrading the existing parklands while preserving its current character and history. It aims to explore meaningful pathways to reconciliation and increase community connection to the Goolugatup Lowerlands. The project for this significant cultural and heritage site will rejuvenate the natural environment, create a recreational space for people to enjoy, and provide opportunities for cultural activities. It represents place-based reconciliation in action, advancing the City's Reconciliation Action Plan goals.

## Willagee Youth Drop-in

Willagee Library and Community Centre have run a youth drop-in for First Nations young people for a number of years. This group of young people, and their communities, have longstanding relationships with the library through programs such as after-school homework help at the Willagee library and community centre. As part of youth drop-in, Youth Engagement Officers support participants to engage with diverse activities, often centring around creative practices. A key concept that underpins these programs is to highlight career pathways, providing these young people with the role models "like them" – because you can't be what you can't see.

## National Reconciliation Week Working Group

In 2022, the City of Melville changed the way we delivered National Reconciliation Week (NRW). From the responsibility of the First Nations Engagement team, NRW became a shared responsibility across a panel of non-Aboriginal staff, who program NRW in consultation with First Nations team members, with the load always on non-Aboriginal members of the panel. They look to First Nations advisors for guidance and wisdom, but do not expect them to do the work of reconciliation. This shift was truly meaningful for the First Nations Engagement Team – they felt heard, seen and acknowledged. It also made space for non-Aboriginal staff to learn and listen. This is truly reconciliation in action.

Opposite page: Geri and Aunty Elizabeth Hayden perform a smoking ceremony to begin Place Names Melville.  
Credit: Hugh Sando.



### Connection to Country

This project engages at-risk young people and builds their cultural knowledge, connection to Country and artistic practice. Elders work with participants at culturally important places around the City of Melville, developing their knowledge of each place. Mentor artists support participants to create arts-focused outcomes that reflect this learning.

### Reconciliation in Conversation

Reconciliation in Conversation is an ongoing series of bi-monthly public talks at AH Bracks Library + Creative Space that highlights projects, stories, individuals and organisations working for reconciliation outcomes. Launched in 2022 as part of National Reconciliation Week, Reconciliation in Conversation has included speakers such as Kim Farmer, Nolan Hunter, Luisa Mitchell and Dr Cindy Solonec.

### Koolangka Waangkiny

Koolangka Waangkiny is a weekly storytime program that introduces Noongar language, stories and culture to children five years old and under and their families, friends and carers. The sessions are facilitated by Rickeeta Walley and engage children's imaginations through the use of traditional storytelling and creative play. The aims of the program are to:

- Introduce simple Noongar language to parents so that they can replicate it and continue learning at home
- Celebrate Noongar stories, storytelling and culture in an accessible setting
- Engage children and families in creative activities that connect with Noongar stories, storytelling and culture.



# Key learnings from our reconciliation journey

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- 1** The heavy lifting of reconciliation is the work of non-Aboriginal people, and we need to embed ways in which they can do this labour.
- 2** Not all questions about First Nations histories, cultures, Country and/or programming are the responsibility of the First Nations team.
- 3** There needs to be space for the First Nations community to have a voice and influence on decision making. The community is strong and this needs to be valued and respected. We need to listen to and be accountable to what they have to say.
- 4** There is still a lot of learning that needs to be done across the organisation and the community about First Nations histories, cultures and lived experiences.
- 5** We need to support the employment, retention and career development aspirations of Aboriginal and Torres Strait Islander staff, which includes creating identified roles.
- 6** The work of reconciliation requires investment. We need to be realistic about what we can do and ensure that the whole organisation is behind it.
- 7** It is important for our organisation to create a culturally safe space in the workplace and for our communities.
- 8** Relationships take time.





Akira Tamura, Assistant Team Leader  
at Willagee Library, chats to a student at  
Caralee Community School for Write Club.  
Credit: Cole Baxter.



Whadjuk Noongar yok Kay Walley warms her hands at the cultural fire at Melville Midwinter. Credit: Miles Noel.





# Relationships

The heart of reconciliation is strong, respectful and meaningful relationships with Aboriginal and Torres Strait Islander peoples. The City of Melville is committed to building connections with Aboriginal and Torres Strait Islander communities, to continue to learn, hear First Nations peoples' voices and be guided by First Nations peoples' expertise.

The underpinning of these relationships must be in trust, but trust doesn't come without listening and action. The City of Melville is committed to ensuring Aboriginal and Torres Strait Islander peoples have a seat at the table, and to ensuring our actions demonstrate that we have heard what they have to say.

Action	Deliverable	Timeline	Responsibility
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Review the City's existing Aboriginal Engagement Plan and develop an Aboriginal Engagement Policy to guide the way the City consults with Traditional Owners, Elders and Aboriginal and Torres Strait Islander community members.	Mar 2026	First Nations Coordinator (Lead) Reconciliation Lead (Support)
	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement.	Jul 2025	First Nations Coordinator (Lead)
		Jul 2026	Manager Cultural Services (Support)
		Jul 2027	Manager Cultural Services (Support)
	Establish and maintain at least four formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations, including:	Jul 2025 Jul 2026 Jul 2027	First Nations Coordinator (Lead) Reconciliation Lead (Support) Manager Cultural Services (Support)
	<ul style="list-style-type: none"> <li>Whadjuk Aboriginal Corporation</li> <li>Moodjar Consultancy</li> <li>South West Aboriginal Land and Sea Council (SWALSC)</li> <li>Western Australian Local Government Association (WALGA) Aboriginal Engagement Network</li> <li>Aboriginal Productions</li> </ul>		



Action	Deliverable	Timeline	Responsibility
Build relationships through celebrating National Reconciliation Week (NRW).	Develop and deliver a meaningful, rich and engaging program of events for NRW, including: <ul style="list-style-type: none"> <li>Two public-facing events that invite the community to come together for reconciliation.</li> <li>Up to five learning opportunities for City of Melville staff.</li> <li>Screenings of Reconciliation WA's virtual breakfast program.</li> </ul>	May 2025 May 2026 May 2027	Reconciliation Lead
	Establish a working group of staff to manage and deliver programming for NRW in consultation with the First Nations Engagement Team.	Mar 2026	Reconciliation Lead
	Develop guidelines for the operation of the NRW working group.	Mar 2026	Reconciliation Lead
	Encourage Elected Members and staff to engage with NRW by: <ul style="list-style-type: none"> <li>Supporting staff to attend NRW events within work time.</li> <li>Promoting key events happening within the City of Melville.</li> <li>Promoting Reconciliation WA and Reconciliation Australia's program of events for NRW.</li> </ul>	May 2025 May 2026 May 2027	Reconciliation Lead (Lead) First Nations Coordinator (Support) Communications Officer (Support)
	RAP External and Internal Working Group members to participate in NRW events, ensuring Internal Working Group members attend at least two events.	May 2025 May 2026 May 2027	Reconciliation Lead
	Promote opportunities for City of Melville staff to participate in the NRW Working Group.	May 2025 May 2026 May 2027	Reconciliation Lead (Lead) Communications Officer (Support)
	Promote NRW events hosted by City of Melville, Reconciliation WA and Reconciliation Australia through all City of Melville communications channels.	May 2025 May 2026 May 2027	Communications Officer (Lead) Reconciliation Lead (Support)
	Register all City of Melville events on Reconciliation Australia and Reconciliation WA's NRW websites.	May 2025 May 2026 May 2027	Reconciliation Lead
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.	May 2025 May 2026 May 2027	Reconciliation Lead

Action	Deliverable	Timeline	Responsibility
Promote reconciliation through our sphere of influence.	Collaborate with other organisations to implement innovative approaches to advance reconciliation and drive reconciliation outcomes across the region using a place-based approach, including: <ul style="list-style-type: none"> <li>• City of Cockburn</li> <li>• City of Fremantle</li> <li>• City of Canning</li> <li>• Western Australian Local Government Association (WALGA)</li> </ul>	Jul 2025 Jul 2026 Jul 2027	First Nations Coordinator (Lead) Reconciliation Lead (Support) Cultural Services Manager (Support)
	Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.	Jul 2025 Jul 2026 Jul 2027	Cultural Services Manager
	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Aug 2025 Aug 2026 Aug 2027	Reconciliation Lead
	Publicly communicate our commitment to reconciliation and celebrate projects with reconciliation outcomes through communication channels including: <ul style="list-style-type: none"> <li>• Corporate website</li> <li>• Social media</li> <li>• E-news</li> </ul>	Jul 2025 Jul 2026 Jul 2027	Communications Officer (Lead) Reconciliation Lead (Support)
	Provide information on reconciliation initiatives – including National Reconciliation Week, the Reconciliation in Conversation talks series, and NAIDOC Week - in our public spaces including libraries, community centres and recreation centres.	Jul 2025 Jul 2026 Jul 2027	Coordinator Library Services Manager Healthy Melville



Action	Deliverable	Timeline	Responsibility
Promote positive race relations through anti-discrimination strategies.	Develop, implement, and communicate an Anti-Discrimination Policy for the City of Melville.	Jan 2027	Lead – Human Resources (Lead) Reconciliation Lead (Support)
	Revise and implement the Employee Assistance Program to ensure adequate supports are in place for First Nations employees.	Jan 2026	Lead – Human Resources (Lead) First Nations Coordinator (Support)
	Integrate First Nations cultural awareness and anti-discrimination training for all City of Melville Elected Members and staff.	Oct 2026	Lead – Human Resources (Lead) Head of Governance (Support) First Nations Coordinator (Support)
	Share available resources with local business, schools and organisations to drive anti-discrimination outcomes in our community.	Aug 2026	Reconciliation Lead (Lead) First Nations Coordinator (Support)
	Continuously improve HR policies and procedures concerned with anti-discrimination.	Jul 2025 Jul 2026 Jul 2027	Lead – Human Resources
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy.	Jul 2025 Jul 2026 Jul 2027	Lead – Human Resources
	Senior leaders to publicly support anti-discrimination campaigns, initiatives, and stances against racism.	Dec 2025 Dec 2026 Dec 2027	Chief Executive Officer

Nyangumarta, Ngarluma and Yindjibarndi  
Elders perform at Songs for Freedom, 2023.  
Credit: Cole Baxter.







# Respect

Respect is about honouring the First Peoples of this land and their Country. This cannot happen without acknowledging their sovereignty and the ongoing impact of colonisation on the lived experiences of Aboriginal and Torres Strait Islander peoples. As we move forward on this path of reconciliation, the City of Melville commits to respecting Aboriginal and Torres Strait Islander peoples' strong connection to family, land, language, and culture and acknowledging that this forms the foundation for social, economic, and individual wellbeing.

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Consult local Traditional Custodians and/or Aboriginal and Torres Strait Islander advisors on the implementation and communication of the City's cultural learning strategy including through an annual program of public cultural learning that explores cultural practices.	Sep 2026	Reconciliation Lead (Lead) First Nations Coordinator (Support) Events and Programming (Support)
	Embed cultural learning into onboarding processes for all new staff.	Mar 2026	Learning and Development Specialist
	Conduct a review of cultural learning needs within our organisation.	Jun 2025	First Nations Coordinator
	In accordance with the Cultural Learning Strategy, all staff to undertake formal and structured cultural learning including: <ul style="list-style-type: none"> <li>Mandatory online learning module/s for all staff.</li> <li>Face-to-face cultural learning programs for 10% of staff per annum.</li> </ul>	Mar 2026	Lead – Human Resources
	Work with Whadjuk Noongar Language speakers to deliver Whadjuk Noongar Language classes to staff and community, engaging up to 45 participants per year.	Mar 2026 Mar 2027 Mar 2028	Lead – Human Resources
	Celebrate Aboriginal and Torres Strait Islander creative practice and culture by displaying Aboriginal and Torres Strait Islander artwork in City of Melville's high-profile public spaces, meeting rooms and offices.	Nov 2025 Nov 2026 Nov 2027	Art Collection Curator



Action	Deliverable	Timeline	Responsibility
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Revise and communicate an Aboriginal Cultural Protocols Policy, which includes a clear payment structure and processes to ensure Aboriginal and Torres Strait Islander peoples are appropriately paid for their work, including sharing their cultural knowledge, Acknowledgement of Country and Welcome to Country.	Dec 2025	Reconciliation Lead (Lead) First Nations Coordinator (Support)
	Welcome all new Elected Members as part of the induction with a smoking ceremony and/or Welcome to Country from Traditional Custodians.	Dec 2025	Head of Governance (Lead) First Nations Coordinator (Support)
	Invite performers visiting from outside Noongar Country to attend a formal Welcome to Country from Traditional Custodians.	Dec 2025 Dec 2026 Dec 2027	Creative Producer
	Develop and circulate internally a list of Whadjuk Traditional Custodians who have authority to deliver Welcome to Country and/or other cultural business.	Dec 2025	First Nations Community Development Officer
	Review and update the City of Melville's Acknowledgement of Country in consultation with Traditional Custodians and Whadjuk Noongar language experts.	Dec 2026	First Nations Community Development Officer
	Ensure that Acknowledgement of Country and Traditional Custodians plaques and/or signage are displayed in all City of Melville offices and buildings.	Mar 2028	Director Environment and Infrastructure
	Develop and implement an Interpretation Strategy for significant sites in the City of Melville to better acknowledge and build understanding of stories, histories and cultural protocols at identified places.	Mar 2028	Reconciliation Lead (Lead) First Nations Coordinator (Support)
	Increase understanding of cultural protocols internally by: <ul style="list-style-type: none"> <li>Educating staff on the meaning and importance of Acknowledgement of Country and Welcome to Country through at least one annual lunch and learn session.</li> <li>Developing and promoting resources that support staff to create personalised Acknowledgments of Country that are reflective and responsive to place.</li> </ul>	Mar 2026 Mar 2027 Mar 2028	Reconciliation Lead
	Invite Traditional Custodian representatives to conduct a Welcome to Country and other appropriate cultural ceremonies at public events each year including but not limited to: <ul style="list-style-type: none"> <li>Key Events.</li> <li>Major exhibition openings and performances.</li> <li>Opening or unveiling of new projects and/or redevelopments.</li> <li>Citizenship ceremonies.</li> </ul>	Jul 2025 Jul 2026 Jul 2027	Creative Producer Senior Functions Officer
	Where a Welcome to Country is not possible, Elected Members and/or staff will provide an Acknowledgement of Country at all significant City of Melville events and/or meetings.	Sep 2025 Sep 2026 Sep 2027	Head of Governance Chief Executive Officer

Action	Deliverable	Timeline	Responsibility
Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	In consultation with Aboriginal and Torres Strait Islander stakeholders, support a meaningful, rich and engaging program of events for NAIDOC Week including one external event for community to come together, engaging at least 100 people.	Jul 2025 Jul 2026 Jul 2027	First Nations Community Development Officer (Lead) Reconciliation Lead (Support) Events and Programming (Support)
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Jul 2025	Lead - Human Resources
	Invite Reconciliation Action Plan Internal and External Working Group members to participate in at least one NAIDOC event, including arranging transport where appropriate.	Jul 2025 Jul 2026 Jul 2027	First Nations Coordinator (Lead) Reconciliation Lead (Support) Events and Programming (Support)
	Encourage Elected Members and staff to engage with NAIDOC Week by: <ul style="list-style-type: none"> <li>Supporting staff to attend at least one NAIDOC Week event within work time.</li> <li>Promoting key events happening within the City of Melville.</li> </ul>	Jul 2025 Jul 2026 Jul 2027	Communications Officer (Lead) Business Support (Administration) Coordinator (Support)
Educate the broader community about local Aboriginal heritage and culture.	Pilot at least two projects that integrate stories and histories of local Aboriginal and Torres Strait Islander community members into places through artwork, storytelling or other means.	Mar 2028	Manager Natural Areas and Parks (Lead) First Nations Community Development Officer (Support)
	Ensure urban and landscape designs that include references to Aboriginal cultures are in accordance with Indigenous Cultural and Intellectual Property rights.	Nov 2025 Nov 2026	Manager Natural Areas and Parks (Lead) First Nations Coordinator (Support)



Action	Deliverable	Timeline	Responsibility
Protect, recognise and promote local Aboriginal culture, heritage and place.	Review and update the City of Melville's Naming of Roads, Parks, Buildings and Infrastructure Policy to ensure its in accordance with Landgate Aboriginal place names guidelines.	Jul 2027	Reconciliation Lead (Lead) Director Environment and Infrastructure (Support)
	Identify significant places in the City of Melville for dual naming and work in consultation with Traditional Custodians to deliver at least one project per annum that focuses on dual-naming or using an Aboriginal place name.	Jul 2026 Jul 2027	First Nations Coordinator (Lead) Place Names Melville Project Coordinator (Support)
	Officially register places with Aboriginal place names or dual names through Landgate.	Jul 2026 Jul 2027	First Nations Coordinator (Lead) Place Names Melville Project Coordinator (Support)
	Deliver Place Names Melville in partnership with Lotterywest, Community Arts Network, Moodjar Consultancy and Noongar community members by: <ul style="list-style-type: none"> <li>Researching significant Noongar sites in the City of Melville.</li> <li>Decoding, expressing and celebrating 18 ancient Noongar place names in the City of Melville.</li> <li>Cultural mapping to explore the creative expression of place.</li> </ul>	Jun 2025	Place Names Melville Project Coordinator
	Publicly exhibit creative outcomes of Place Names Melville.	Apr 2025	Place Names Melville Project Coordinator
	Deliver a creative engagement program in conjunction with Place Names Melville to support three First Nations artists to further respond to the themes of the project.	Jun 2025	Place Names Melville Project Coordinator
	Create and share a short documentary that celebrates the processes and outcomes of Place Names Melville.	Jun 2025	Place Names Melville Project Coordinator
	Embed the outcomes of Place Names Melville through programming, events, naming, public art outcomes, signage and/or interpretation in situ.	Mar 2028	Place Names Melville Project Coordinator
	Use a First Nations-led approach in the redevelopment of Goolugatup Lowerlands and pilot First Nations-led management of this place.	Jan 2026 Jan 2027 Jan 2028	Strategic Initiatives Lead
Improve cultural safety at the City of Melville for staff and community.	In consultation with First Nations staff, conduct an audit of City of Melville spaces to evaluate how cultural safety can be improved across all sites.	Mar 2028	First Nations Coordinator (Lead) Executive Manager People and Culture (Support)
	Develop a plan to improve cultural safety across all work sites in the City of Melville.	Mar 2028	First Nations Coordinator (Lead) Executive Manager People and Culture (Support)



Aunty Marie Taylor performs a Welcome to Country at the reopening of Shirley Strickland Community Pavilion.  
Credit: Svetlana Gerasimova





# Opportunities

Aboriginal and Torres Strait Islander members of the community continue to face significant gaps in life outcomes in comparison to non-Indigenous Australians. These communities face barriers to participation in education and employment and continue to face institutionalised racism at all levels. The City of Melville is committed to working with Aboriginal and Torres Strait Islander peoples; to provide opportunities for a genuine say in the design and delivery of policies, programs and services that affect them; and to support improved outcomes for Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility
Provide opportunities which support cultural, social, educational and economic development for Aboriginal and Torres Strait Islander community members.	Investigate the feasibility of Willagee Community Centre facilitating greater youth and cultural outcomes by integrating youth drop-in, social support and outreach programming with a focus on Aboriginal and Torres Strait Islander young people.	Jul 2027	Director Community Development
	Develop and deliver early learning programs for Aboriginal and Torres Strait Islander children aged two to five and their families and/or carers.	Dec 2025	Creative Learning Producer
	Share resources in a “welcome pack” to communicate funding and/or support pathways for families as they begin school in Melville.	Mar 2026	First Nations Community Development Officer
	Consult with Aboriginal and Torres Strait Islander communities on how Blue Gum Community Centre can better meet communities needs.	Jun 2026	Community Centre Supervisor
	Develop partnerships with Aboriginal and Torres Strait Islander community support organisations/service providers to better support the needs of community, including: <ul style="list-style-type: none"> <li>• Outcare.</li> <li>• Social Investment WA.</li> <li>• Child and Adolescent Mental Health Service.</li> </ul>	Jun 2025 Jun 2026 Jun 2027	First Nations Community Development Officer Team Leader, Willagee Library
	Provide Aboriginal and Torres Strait Islander community members and/or organisations with in-kind access to Council bookable spaces within libraries and community centres.	Mar 2026 Mar 2027 Mar 2028	Neighbourhoods Coordinator Coordinator Library Services
	Deliver the grant funded Connection to Country program for First Nations young people to build their cultural knowledge, connection to Country and artistic practice in partnership with Traditional Custodians, knowledge holders and Elders.	Dec 2026	First Nations Community Development Officer



Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Increase the number of Aboriginal and Torres Strait Islander employees at the City of Melville by 0.5 per cent per annum.	Mar 2026 Mar 2027 Mar 2028	Lead – Human Resources
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy for the City of Melville.	Jun 2027	Lead – Human Resources (Lead) First Nations Coordinator (Support)
	Consult with Aboriginal and Torres Strait Islander staff on the effectiveness of our recruitment, retention, and professional development strategy and remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Dec 2027	First Nations Coordinator
	Develop and deliver training for all relevant City of Melville staff on recruitment of Aboriginal and Torres Strait Islander peoples.	Mar 2028	Lead – Human Resources (Lead) First Nations Coordinator (Support)
	Review onboarding processes to ensure they are accessible for Aboriginal and Torres Strait Islander employees.	Jun 2027	Lead – HR Operations (Lead) First Nations Coordinator (Support)
	Develop and pilot a program that offers support to Aboriginal and Torres Strait Islander staff who face significant barriers to equitable participation in work.	Jun 2027	Lead – Human Resources
	Consult with work areas across the City of Melville to identify opportunities for training and mentorship for Aboriginal and Torres Strait Islander employees.	Jun 2027	Lead – Human Resources
	Support at least one Aboriginal and Torres Strait Islander employee to participate in the City of Melville's leadership development program per annum.	Sep 2025 Sep 2026 Sep 2027	Lead – Human Resources
	Develop and deliver an ongoing Aboriginal Rangers program.	Mar 2028	Strategic Initiatives Lead

Action	Deliverable	Timeline	Responsibility
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy that incentivises procurement from First Nations suppliers.	Jul 2027	Procurement & Contracts Coordinator
	Develop and deliver an education program for City of Melville staff that provides information about procurement from Aboriginal and Torres Strait Islander businesses relevant to diverse work areas, including information about Supply Nation.	Jun 2027	Reconciliation Lead (Lead) Procurement & Contracts Coordinator (Support)
	Increase dollar value of goods and/or services procured from Aboriginal and/or Torres Strait Islander businesses to \$250,000 in 2025-26 and then an additional \$50,000 per annum thereafter.	Jul 2026 Jul 2027	Procurement & Contracts Coordinator
	Procure from at least 50 Aboriginal and/or Torres Strait Islander suppliers, businesses, organisations and/or contractors in 2025-26, and then increase this by an additional 5 per annum thereafter.	Jul 2026 Jul 2027	Procurement & Contracts Coordinator
	Investigate Supply Nation membership.	Jul 2025 Jul 2026 Jul 2027	Procurement & Contracts Coordinator
	Increase Aboriginal and Torres Strait Islander supplier awareness of Supply Nation.	Jul 2025 Jul 2026 Jul 2027	Procurement & Contracts Coordinator
	Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.	Jul 2027	Reconciliation Lead (Lead) Procurement & Contracts Coordinator (Support)
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Jul 2026 Jul 2027	Procurement & Contracts Coordinator



Action	Deliverable	Timeline	Responsibility
Build employment opportunities and professional pathways for Aboriginal and Torres Strait Islander young people.	Consult with Aboriginal and Torres Strait Islander young people on employment pathways they would like to see in our community.	Dec 2025	First Nations Community Development Officer
	Promote existing education and training programs available to Aboriginal and Torres Strait Islander young people in our community.	Jul 2025 Jul 2026 Jul 2027	First Nations Community Development Officer
	Develop internal mentorship, training and employment programs for Aboriginal and Torres Strait Islander young people.	Mar 2028	Willagee Library Team Leader Lead – Human Resources
	Work with local schools and universities to facilitate and promote professional pathways for Aboriginal and Torres Strait Islander young people.	Mar 2028	First Nations Coordinator (Lead) First Nations Community Development Officer (Support)
Improve outcomes for Aboriginal and Torres Strait Islander young people in the City of Melville.	Build collaborative relationships and communication channels with local schools to better support students' needs.	Feb 2026 Feb 2027 Feb 2028	First Nations Community Development Officer Team Leader Willagee Library
	Partner with other organisations to support Aboriginal and Torres Strait Islander young people, such as Child and Adolescent Mental Health Services (CAMHS), City of Cockburn Youth Team, Street Doctor, Food Bank, Aboriginal Family Legal Service, Moorditj Djena and Aboriginal Productions.	Mar 2026 Mar 2027 Mar 2028	First Nations Community Development Officer Team Leader Willagee Library



Rickeeta Walley mentors a young First Nations person in performing Meeyak Moon Karla Fire at Melville Midwinter 2023.  
Credit: Tashi Hall.





# Governance

We seek to understand First Nations ways of knowing, being and understanding, to build a relational way of working that acknowledges Aboriginal and Torres Strait Islander peoples. We seek to find new ways to integrate the voices, perspectives and stories of Aboriginal and Torres Strait Islander peoples across our work practices, acknowledging that good governance is fundamental to inclusive, safe, resilient and sustainable communities.

Action	Deliverable	Timeline	Responsibility
Establish and maintain effective consultation processes to advise on issues, policies and practices and structures relevant to Aboriginal and Torres Strait Islander communities.	Establish an advisory group of Aboriginal and Torres Strait Islander community members (including young people) to advise on issues, policies and practices relevant to Aboriginal and Torres Strait Islander communities.	Mar 2026	Manager Cultural Services
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RAP External Working Group.	Sep 2025 Sep 2026 Sep 2027	First Nations Community Development Officer
	Ensure the External Working Group meets at least four times per year to drive and monitor RAP implementation.	Sep 2025 Sep 2026 Sep 2027	First Nations Community Development Officer
	Ensure members are supported to attend meetings when needed, including by providing transport.	Sep 2025 Sep 2026 Sep 2027	First Nations Community Development Officer
	In consultation with members, develop and adopt terms of reference for the Reconciliation Action Plan External Working Group.	Mar 2026	First Nations Coordinator

Action	Deliverable	Timeline	Responsibility
Provide appropriate support for effective implementation of RAP commitments.	Embed resource needs for Reconciliation Action Plan implementation.	Sep 2025 Sep 2026 Sep 2027	Manager Cultural Services
	Allocate funding against National Reconciliation Week.	May 2025 May 2026 May 2027	Manager Cultural Services
	Engage staff in the delivery of RAP commitments through organisational plans.	Jul 2025 Jul 2026 Jul 2027	Chief Executive Officer
	Define and embed appropriate systems and capability to track, measure and report on RAP commitments.	Mar 2026 Mar 2027 Mar 2028	Reconciliation Lead
	Deliver education sessions for staff to build knowledge of the RAP and how it applies across diverse work areas.	Mar 2026 Mar 2027 Mar 2028	Reconciliation Lead
	Embed key RAP actions in performance expectations of senior management and relevant staff.	Mar 2026 Mar 2027 Mar 2028	Chief Executive Officer
	Maintain an internal RAP Champion from senior management.	Mar 2026 Mar 2027 Mar 2028	Manager Cultural Services
	Include the RAP as a standing agenda item at all Management Leadership Team and Executive Leadership Team meetings.	Mar 2026 Mar 2027 Mar 2028	Chief Executive Officer



Action	Deliverable	Timeline	Responsibility
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	Sep 2025 Sep 2026 Sep 2027	Reconciliation Lead
	Meet quarterly with Reconciliation Australia to support Reconciliation Action Plan Partner expectations and to promote alignment between our reconciliation agendas.	Mar 2026 Mar 2027 Mar 2028	First Nations Coordinator Reconciliation Lead
	Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.	Mar 2026 Mar 2027 Mar 2028	Communications Officer
	Participate in Reconciliation Australia's Workplace RAP Barometer every two years.	Mar 2025 Mar 2027	First Nations Coordinator Reconciliation Lead
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Mar 2028	First Nations Coordinator Reconciliation Lead
	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.	Jun 2025 Jun 2026 Jun 2027	Reconciliation Lead
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	Aug 2025 Aug 2026 Aug 2027	Reconciliation Lead
	Report RAP progress to all staff and senior leaders quarterly.	Jun, Oct 2025 Jan, Mar, Jun, Oct 2026 Jan, Mar, Jun, Oct 2027 Jan, Mar 2028	First Nations Coordinator Reconciliation Lead
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Nov 2027	Reconciliation Lead



First Nations Youth Engagement Officer Trey Lukacich and First Nations Coordinator Aimee Ryan at Willagee Youth Drop-In. Credit: Cole Baxter.





Lucy Arnall and Ilona McGuire  
perform at Melville Midwinter in 2023.  
Credit: Miles Noel.





## Contact details

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This Reconciliation Action Plan was created with the support of First Nations businesses Nani Creative and Blak Line Industries.

### **National Relay Service (hearing/speech impaired)**

133 677 (TTY) 1300 555 727 (speech relay)  
[www.relayservice.com.au](http://www.relayservice.com.au)

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City of  
**Melville**