CITY OF MELVILLE
RECONCILIATION ACTION PLAN  2013 - 2016

March 2013
Contents
Acknowledgements
Use of Terms
Our Vision for Reconciliation
Our Business
Our Reconciliation Action Plan Journey
Our Action Plan –
  1. Relationships
  2. Respect
  3. Opportunities
  4. Tracking Progress and Reporting
Appendix 1 - Reconciliation Action Plan Working Group members
Appendix 2 - List of abbreviations, RAP contact details
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 provided valuable input to the development of this plan through participation in the Reconciliation Action Plan (RAP) Working Group.

The City of Melville would like to acknowledge the artwork by Kaya Morrison.

The City of Melville appreciates the support of Reconciliation Australia in developing its RAP. The goal of Reconciliation Australia is building relationships for change between Aboriginal and Torres Strait Islander Peoples and other Australians.
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 Working Group. ‘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”. South west ‘tribal’ boundaries after Tindale, 1974

Figure 1
OUR VISION FOR RECONCILIATION
The City of Melville’s vision for reconciliation between Aboriginal and Torres Strait Islander people and other Australians is for a positive shared future grounded in respect and strong relationships. The special place that the First Australians have in the development of our nation and our communities is recognised and celebrated. Acknowledgement of past hurts and injustices has helped bring about healing. United and working together, we are able to build a stronger community for the benefit of all.

OUR BUSINESS
The City of Melville is one of the largest local government areas in the Perth metropolitan region. The City encompasses a total land area of about 52 square kilometres. It is bounded in the north by the Swan River, in the east by the Canning River and the City of Canning, in the south by the City of Cockburn, and in the west by the City of Fremantle and the Town of East Fremantle. The river plays an important part in the identity of the City of Melville with over 18 kilometres of foreshore for recreation and leisure, and 210 parks and reserves including 600 hectares of public open space and 300 hectares of bushland. A number of significant Aboriginal sites are located in the City, including Djoondalup (Point Walter), Goolugatup (Heathcote), Yagan’s Lookout (Wireless Hill park and Bidi Katitijiny (Piney Lakes Aboriginal Women’s Trail).

The City is predominantly residential and includes eighteen suburbs. It is serviced by several commercial areas, including Garden City Booragoon and a number of district and neighbourhood shopping centres. The Myaree Mixed Business precinct is the largest industrial-service commercial area, providing a diversity of business, retail and industrial functions.
City of Melville map

The City of Melville’s population is close to 100,000. 58,758 residents were born in Australia and 32,642 born overseas. 564 residents were of Aboriginal and Torres Strait Islander background (2011 Census).

Our core business is the delivery of a range of services to residents and businesses in the City. These services include health and well being, safety and security, environmental health, waste and recycling, cultural and community development, planning and building. In addition the City is responsible for providing and maintaining facilities and infrastructure, including roads, footpaths, parks and reserves, and community facilities. The City also partners with a number of community organisations to provide services and assistance to our diverse community, including young people, seniors, people with a disability and their carers, and families with children.

725 staff are employed by the City of Melville, with 0.5 % identifying themselves as “Indigenous” (description as used in internal survey 2010)
OUR RECONCILIATION ACTION PLAN (RAP) JOURNEY

The City of Melville has been taking steps over a number of years to engage more effectively with Aboriginal and Torres Strait Islander residents and community organisations, and demonstrate respect for Bibbulmun culture. Our reconciliation journey began in 1995 with the Willagee Aboriginal Reconciliation Project, and the subsequent employment of an Aboriginal Liaison Officer (now Aboriginal Engagement Officer). With the support of the Council, the City of Melville was one of the first metropolitan local governments to create such a role.

Past successes include the development of an Aboriginal History Leaflet, the creation of the Bidi Katitijiny Women’s Trail at Piney Lakes, significant community art works involving Aboriginal artists, and numerous community events for NAIDOC Week and Reconciliation Week. The City’s commitment to developing a Reconciliation Action Plan builds on and extends these earlier steps.

The journey to create the City of Melville’s first RAP began with the establishment of a RAP Working Group in March 2012, to actively involve internal and external stakeholders in the development of the plan. The working group was assembled through targeted recruitment and expressions of interest and is composed of staff from key sections across the organisation, local Aboriginal Elders and community members, and a representative from the Walyalup Reconciliation Group. Appendix 1 provides a list of Working Group members and guests.

The RAP process was launched as part of an all-staff morning tea event held to mark National Close The Gap Day. A series of sessions, guided by an independent facilitator, were held with the RAP Working Group from March until October 2012 to develop content for the City’s first RAP. The sessions included guest speakers who provided informative and inspirational material relevant to reconciliation, opportunities for self-reflection, and group brainstorming of ideas and opportunities. Site visits were made to Wireless Hill and Willagee Community Centre, both of which are local places of significance for Whadjuk people. Importantly, the format and conduct of these sessions were designed to build relationships between Aboriginal and non-Aboriginal employees, and between City of Melville staff and local Aboriginal people.

The Hon Fred Chaney AO, a director of Reconciliation Australia, was also invited to participate in a RAP briefing session with Elected Members. The Department of Indigenous Affairs and Reconciliation Australia provided valuable advice and guidance during the RAP development process.
The RAP is aligned with a range of community driven, corporate and strategic documents from across the City of Melville, such as the Strategic Community Plan, Corporate Plan, Natural Areas Asset Management Plan, Future of Libraries and Local History Plan and Cultural Vitality Plan. The RAP reflects the organisation’s values of well being, excellence, relationships and vibrancy. Many of the actions identified by the RAP Working Group have links to existing plans.

Meetings have been held with relevant stakeholders from across the organisation to discuss and finetune the action plan, and gain commitment. Feedback has been sought from the Walyalup Reconciliation Group and Djidi Djidi Women’s Aboriginal Corporation.

The RAP format and structure was developed by Reconciliation Australia and has been adopted by all organisations that are developing RAPs. Actions are measurable and deliverable in specific timeframes, and linked to positions within the organisation. They are developed around the three themes of –

Relationships
Respect
Opportunities.

The City’s first Reconciliation Action Plan covers a three-year period (2013 – 2016) and will be reviewed annually during this period.

It is a requirement that this plan is endorsed by the Council of the City of Melville as well as Reconciliation Australia. This is anticipated to take place in early 2013.
ACTION PLAN

1. RELATIONSHIPS

Getting to know each other better assists us to communicate more effectively and develop empathy and understanding. Respectful relationships enable us to learn from each other and develop an inclusive strong community.

Focus areas – Opportunities for staff and Aboriginal and Torres Strait Islander community members to develop and strengthen relationships through shared activities and increased learning

<table>
<thead>
<tr>
<th>Actions</th>
<th>Responsibility</th>
<th>Timeline</th>
<th>Budget implications</th>
<th>Measurable Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1 Build on the existing RAP Working Group to establish a Continuous Improvement Team (CIT) to support the implementation of this plan.</td>
<td>CIT/Aboriginal Engagement Officer (AEO)</td>
<td>Dec 2013 Dec 2014 Dec 2015</td>
<td>Existing budget</td>
<td>3 meetings each year</td>
</tr>
<tr>
<td>1.2 Provide City of Melville staff with opportunities to participate in Aboriginal cultural activities that support relationship building.</td>
<td>CIT/AEO <em>(see Appendix 2 – List of abbreviations)</em></td>
<td>Dec 2013 Dec 2014 Dec 2015</td>
<td>Existing budget</td>
<td>2 events each year</td>
</tr>
<tr>
<td>1.3 Build relationships with Aboriginal and Torres Strait Islander peoples, organisations or communities in our organisation, local area, and business niche including celebrating National Reconciliation Week.</td>
<td>CIT/AEO</td>
<td>Dec 2013 Dec 2014 Dec 2015</td>
<td>Existing budget</td>
<td>Internal event annually</td>
</tr>
<tr>
<td>1.4 Develop a consistent, internal marketing plan promoting an annual Calendar of Events - related to Aboriginal and Torres Strait Islander culture and reconciliation - that City of Melville staff can engage in. For example Sorry Day, Closing</td>
<td>AEO/Marketing and Comms Coordinator (MCC)</td>
<td>July 2013 July 2014 July 2015</td>
<td>Existing budget</td>
<td>Calendar and PR material developed and deployed Updated annually</td>
</tr>
</tbody>
</table>
1.5 Develop and support the implementation across the organisation of an Aboriginal Engagement Strategy (AES).

<table>
<thead>
<tr>
<th>Actions</th>
<th>Responsibility</th>
<th>Timeline</th>
<th>Budget implications</th>
<th>Measurable Target</th>
</tr>
</thead>
</table>

**Related Community Aspirations and Actions in the Strategic Community Plan**

Accessible and inclusive –
- Ensure we inform, communicate and engage in ways that reach all sectors of our community

Involved and engaged –
- Provide opportunities and processes which allow all voices to be heard

Sense of community –
- Encourage and support community groups and initiatives that encourage residents to work together for the benefit of the community

**Related Goals, Strategies and Actions in the Corporate Plan**

Goal – A City for People

Strategy – Contribute to a vibrant and connected community

Action – Implement Reconciliation Action Plan to progress a positive shared future between Aboriginal and Torres Strait Islander peoples and other Australians grounded in respect and strong relationships.
Related Actions in the Cultural Vitality Plan

Seek direction from local Aboriginal community members about developing a Reconciliation Action Plan for the City of Melville. Develop an Aboriginal Engagement Strategy for the City. Seek advice and assistance from local Aboriginal community members.

2. RESPECT

Learning about Aboriginal and Torres Strait islander culture and heritage in our area helps build respect and understanding. Sharing this learning and acknowledging special sites and cultural protocols demonstrates respect for Aboriginal and Torres Strait Islander peoples as the First Australians.

Focus areas – cultural awareness raising and development of cultural protocols.

<table>
<thead>
<tr>
<th>Actions</th>
<th>Responsibility</th>
<th>Timeline</th>
<th>Budget</th>
<th>Measurable Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1 Flying the Aboriginal and Torres Strait Islander flags outside the City of Melville administration building on a daily basis</td>
<td>AEO Civic Functions Officer (CFO)</td>
<td>June 2013</td>
<td>Existing budget</td>
<td>Flag flying daily at Civic</td>
</tr>
<tr>
<td>2.2 Provide Aboriginal and Torres Strait Islander employees the opportunity to engage in their culture through NAIDOC Week events.</td>
<td>Operational Management Team (OMT)/SES/SES/AEO</td>
<td>Oct 2013 Oct 2014 Oct 2015</td>
<td>Existing budget</td>
<td>Annual COM NAIDOC event for employees</td>
</tr>
<tr>
<td>2.3 Record local Whadjuk stories.</td>
<td>AEO Library Services</td>
<td>Oct 2013</td>
<td>Existing budget</td>
<td>Research and develop project plan</td>
</tr>
<tr>
<td>Actions</td>
<td>Responsibility</td>
<td>Timeline</td>
<td>Budget</td>
<td>Measurable Target</td>
</tr>
<tr>
<td>---------</td>
<td>----------------</td>
<td>----------</td>
<td>--------</td>
<td>-------------------</td>
</tr>
<tr>
<td>2.4 Include more images of Aboriginal and Torres Strait Islander people (including contemporary images) in City of Melville communications.</td>
<td>Coordinator (LSC) Museums and Local History Officer (MLHO)</td>
<td>Oct 2014 Oct 2015</td>
<td>Explore and secure external funding for project</td>
<td>Explore partnerships Commence collection of stories Promotion of stories</td>
</tr>
<tr>
<td>2.5 Include signage or artworks at the City of Melville administration building that acknowledges the Traditional Owners of the land on which the City of Melville is located.</td>
<td>AEO/MCC</td>
<td>Oct 2013 Oct 2014 Oct 2015</td>
<td>Existing budget</td>
<td>Develop and manage Aboriginal image library being mindful of cultural requirements. Annual update of website</td>
</tr>
<tr>
<td>2.6 Include appropriate engagement with local Whadjuk peoples in strategic developments within the City of Melville.</td>
<td>MND AEO Comm Dev Officer – Arts (CDO - Arts)</td>
<td>Dec 2014</td>
<td>Existing budget</td>
<td>Appropriate signage installed</td>
</tr>
<tr>
<td>2.7 Investigate the feasibility of adopting a dual-naming strategy for community spaces, public places and natural features within the City of Melville</td>
<td>Strategic Urban Planning Coordinator AEO</td>
<td>Dec 2013 Dec 2014 Dec 2015</td>
<td>See 1.5 above</td>
<td>Development of AES Deployment of AES</td>
</tr>
<tr>
<td></td>
<td>AEO Parks and Environment</td>
<td>Oct 2013 Oct 2014</td>
<td>Existing budget New</td>
<td>Complete research on suitable sites 1 site identified and</td>
</tr>
<tr>
<td>Actions</td>
<td>Responsibility</td>
<td>Timeline</td>
<td>Budget</td>
<td>Measurable Target</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>---------------------------</td>
<td>--------------------</td>
<td>----------------------------------------------------</td>
<td>----------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>2.8 Explore the feasibility of installing a memorial for Stolen Generation people within the City of Melville.</td>
<td>AEO</td>
<td>June 2014</td>
<td>Existing budget</td>
<td>Research completed on appropriateness and approach If decision made to proceed, determine type of memorial or recognition and source artwork</td>
</tr>
<tr>
<td></td>
<td>RAP CIT/AEO CDO - Arts</td>
<td>Dec 2015</td>
<td>Explore and secure external funding if proceeding</td>
<td></td>
</tr>
<tr>
<td>2.9 Develop a cultural learning framework and ensure that all City of Melville staff and Elected Members participate as part of their competency or induction training</td>
<td>SESO /AEO</td>
<td>Oct 2013 Oct 2014 Oct 2015</td>
<td>Existing budget</td>
<td>2 training sessions held each year and attendance recorded</td>
</tr>
<tr>
<td>2.10 Develop a clear policy for the inclusion of ‘Acknowledgement of Country’ and ‘Welcome to Country’ at City of Melville events.</td>
<td>AEO/CDC</td>
<td>Dec 2013 Dec 2014 Dec 2015</td>
<td>Existing budget New request $500 New request $500</td>
<td>Policy developed 1 event with Welcome to Country 1 event with Welcome to Country</td>
</tr>
<tr>
<td>Actions</td>
<td>Responsibility</td>
<td>Timeline</td>
<td>Budget</td>
<td>Measurable Target</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>---------------------------------</td>
<td>-----------------</td>
<td>-------------------------------</td>
<td>-----------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>2.11 Demonstrate respect for Aboriginal cultural protocols, and celebrate Whadjuk culture, during Citizenship ceremonies.</td>
<td>AEO CFO</td>
<td>Dec 2013</td>
<td>Existing budget</td>
<td>Policy adopted Aboriginal cultural information provided at Citizenship ceremonies</td>
</tr>
<tr>
<td>2.12 Develop cultural banners</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a) Whadjuk cultural banner</td>
<td>AEO CDO – Arts</td>
<td>Oct 2013</td>
<td>Existing budget</td>
<td>Contribute to COM banner review</td>
</tr>
<tr>
<td>b) Reconciliation Week banner.</td>
<td></td>
<td>June 2014</td>
<td>Existing budget</td>
<td>Develop local banners</td>
</tr>
<tr>
<td></td>
<td></td>
<td>June 2014</td>
<td>Explore and secure external funding</td>
<td>Participate in DIA Reconciliation Week banner project 2014 and 2015</td>
</tr>
<tr>
<td>2.13 Install interpretative signage at places of significance for Whadjuk people and consider ways to make material more interactive eg talking signs</td>
<td>AEO MLHO</td>
<td>Dec 2013</td>
<td>Existing budget</td>
<td>Review content of Aboriginal History leaflet</td>
</tr>
<tr>
<td></td>
<td>AEO/MCC/CDC/Parks and Environment Operations Team</td>
<td>Oct 2014</td>
<td>New request $5000</td>
<td>Design and publish revised Aboriginal history leaflet</td>
</tr>
<tr>
<td></td>
<td>AEO/CDC/Parks and Environment</td>
<td>Oct 2013</td>
<td>New request $5000</td>
<td>Enhance Aboriginal Women’s Trail with new planting and signage</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Oct 2015</td>
<td>New promotional</td>
<td>Identified sites well maintained</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actions</td>
<td>Responsibility</td>
<td>Timeline</td>
<td>Budget</td>
<td>Measurable Target</td>
</tr>
<tr>
<td>---------</td>
<td>----------------</td>
<td>----------</td>
<td>--------</td>
<td>------------------</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>material and signage developed</td>
</tr>
</tbody>
</table>

**Related Community Aspirations and Actions in the Strategic Community Plan**

**Sense of community –**
Preserve and celebrate our history and cultural heritage, including the special role of Bibbulmun people as the First People

**Clean and green environment –**
Recognise, respect and enhance our natural environment and natural assets

**Related Goals, Strategies and Actions in the Corporate Plan**

**Goal – A City for People**
**Strategy – Contribute to a vibrant and connected community**
**Action – Implement Reconciliation Action Plan to progress a positive shared future between Aboriginal and Torres Strait Islander peoples and other Australians grounded in respect and strong relationships.**

**Related Actions in the Cultural Vitality Plan**
Continue to fly the Aboriginal flag outside the City of Melville administration building throughout the year.
Introduce Aboriginal cultural awareness training as part of the competency or induction training that all City of Melville staff and Elected Members receive.
Observe culturally appropriate protocols during Council events, functions, and publications.
Investigate the feasibility of adopting a dual-naming strategy for natural features within the City of Melville.
Install interpretative signage at places of significance for Noongar people.
Develop a set of Aboriginal Culture Banners or Reconciliation Banners depending upon findings of program review and continuation of the program.
Record, protect, maintain, and promote Aboriginal cultural heritage sites.
3. OPPORTUNITIES

Encouraging educational, employment and economic development initiatives and projects for Aboriginal and Torres Strait Islander people and businesses, to enhance life opportunities within an inclusive community.

Focus areas – employment and training, economic development

<table>
<thead>
<tr>
<th>Actions</th>
<th>Responsibility</th>
<th>Timeline</th>
<th>Budget</th>
<th>Measurable Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1 Maintain City of Melville Aboriginal Engagement Officer position</td>
<td>MND, CDC, SESO</td>
<td>Dec 2015</td>
<td>Existing budget</td>
<td>Explore option for AEO position being an identified section 50D position</td>
</tr>
<tr>
<td>3.2 Establish an Aboriginal Employment Strategy for the City of Melville that encompasses strategies for attracting, retaining, and providing professional development for Aboriginal and Torres Strait Islander people. This may include cadetships, school-based training, graduate entry program.</td>
<td>SESO, AEO</td>
<td>Oct 2013, Oct 2014, Oct 2015</td>
<td>Existing budget, New request $2000, New request $2000</td>
<td>Establish relationship with SMYL, Establish relationship with local high schools and Wandoon Reintegration Facility, Murdoch, Provide mentoring for Aboriginal and Torres Strait Islander staff</td>
</tr>
<tr>
<td>3.3 Collaborate with Whadjuk people to investigate the feasibility of developing place/s within the City of Melville that</td>
<td>CIT, AEO</td>
<td>Oct 2013</td>
<td>Existing budget</td>
<td>Identify minimum of 4 gathering places</td>
</tr>
<tr>
<td>Actions</td>
<td>Responsibility</td>
<td>Timeline</td>
<td>Budget</td>
<td>Measurable Target</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>--------------------------</td>
<td>----------------</td>
<td>----------</td>
<td>-----------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>are focal points for the promotion and celebration of Aboriginal people and their culture.</td>
<td></td>
<td>Oct 2014</td>
<td></td>
<td>1 community event at identified place 1 community event at identified place</td>
</tr>
<tr>
<td>3.4 Establish and maintain partnerships and/or projects with Aboriginal and Torres Strait Islander businesses that are mutually beneficial and identify Aboriginal and Torres Strait Islander businesses in the City of Melville.</td>
<td>Economic Dev Officer Finance Officer AEO</td>
<td>Oct 2013, Oct 2014, Oct 2015</td>
<td>Existing budget</td>
<td>Become a member of Australian Indigenous Minority Supplies Committee (AIMSC) and identify local Aboriginal and Torres Strait Islander businesses Utilise AIMSC resources as appropriate within Council purchasing policy Continue to develop partnerships</td>
</tr>
<tr>
<td>3.5 Encourage increased participation by Aboriginal and Torres Strait Islander artists in the City of Melville’s Annual Art Award.</td>
<td>CDO – Arts AEO MCC</td>
<td>Dec 2013, May 2014</td>
<td>Existing budget</td>
<td>Research options for promoting art awards to Aboriginal artists Determine appropriate approach and develop promotion</td>
</tr>
<tr>
<td>3.6 Support leadership development programs for Aboriginal</td>
<td>CIT/AEO</td>
<td>Oct 2013</td>
<td>Existing</td>
<td>3 sessions at Melville</td>
</tr>
<tr>
<td>Actions</td>
<td>Responsibility</td>
<td>Timeline</td>
<td>Budget</td>
<td>Measurable Target</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>----------------</td>
<td>------------------</td>
<td>------------------------</td>
<td>-----------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>and Torres Strait Islander young people in the City of Melville</td>
<td>SESO</td>
<td>Oct 2014, Oct 2015</td>
<td>budget</td>
<td>Senior High School 3 sessions at local high schools 3 sessions at local high schools</td>
</tr>
<tr>
<td>3.7 Commit to making a contribution to improving intergenerational literacy levels among Aboriginal and Torres Strait Islander families living in the City of Melville.</td>
<td>AEO/LSC/CDC</td>
<td>Oct 2013, Oct 2014, Oct 2015</td>
<td>Existing budget New request $2000 New request $2000</td>
<td>Introduce Better Beginnings (BB) to Willagee Library Maintain BB Purchase supporting resources Maintain BB Purchase supporting resources</td>
</tr>
</tbody>
</table>

**Related Community Aspirations and Actions in the Strategic Community Plan**

**Growth and prosperity** –
- Support existing and encourage new and diverse industry and businesses, to provide economic stability and a range of employment opportunities
- Support the transition from education and training into employment

**Involved and engaged** –
- Provide leadership to and on behalf of our communities

**Sense of community** –
- Provide accessible and safe places where communities can gather
Related Goals, Strategies and Actions in the Corporate Plan

Goal – A City for People
Strategy – Contribute to a vibrant and connected community
Action – Implement Reconciliation Action Plan to progress a positive shared future between Aboriginal and Torres Strait Islander peoples and other Australians grounded in respect and strong relationships.

Related Actions in the Cultural Vitality Plan

Maintain the City of Melville Aboriginal Engagement Officer position.
Investigate the feasibility of developing an Aboriginal Employment Strategy for the City of Melville.
# 4. TRACKING PROGRESS AND REPORTING

<table>
<thead>
<tr>
<th>Actions</th>
<th>Responsibility</th>
<th>Timeline</th>
<th>Budget</th>
<th>Measurable Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1 Finalise and endorse the RAP.</td>
<td>RAP Working Group/CIT Elected Members Executive Management Team Reconciliation Australia</td>
<td>March 2013</td>
<td>Existing budget</td>
<td>RAP endorsed by Council and RA</td>
</tr>
<tr>
<td>4.2 Launch the RAP.</td>
<td>RAP Working Group/CIT Neigh Dev Officer (NDO)</td>
<td>May 2013</td>
<td>Existing budget</td>
<td>RAP published, loaded on web, displayed at the Civic Centre and libraries</td>
</tr>
<tr>
<td>4.3 Set up systems/processes to collect information on the number of Aboriginal and Torres Strait Islander employees working for City of Melville.</td>
<td>SESO</td>
<td>December 2013</td>
<td>Existing budget</td>
<td>Data collected</td>
</tr>
<tr>
<td>4.4 Explore the feasibility of using Social Return on Investment (SROI) methodology to calculate the amount of social value generated through implementing RAP actions.</td>
<td>CDC Customer Services</td>
<td>October 2014</td>
<td>Existing budget</td>
<td>SROI data collected</td>
</tr>
<tr>
<td>4.5 Provide annual updates on the RAP.</td>
<td>Working Group/CIT CDC AEO CMC</td>
<td>Dec 2013</td>
<td>Existing budget</td>
<td>Report to EMIS and EMT Report to RA Marketing and Communications Strategy</td>
</tr>
</tbody>
</table>
APPENDIX 1
Reconciliation Action Plan Working Group Members

Community Representatives
Laurel Nannup
Noel Nannup
Roma Loo (Djidi Djidi Women’s Aboriginal Corporation)
Sharon Loo
Scott Chisholm
Margaret Matassa (Walyalup Reconciliation Group)
Val Warren (Walyalup Reconciliation Group)

Guests
Jim Morrison (Water Corporation, Bringing Them Home Committee)
Richard Crane (South Metro Public Health Unit)

Independent Facilitator
Anne Goodall (Anne Goodall Consulting)

City of Melville Representatives
Marissa Verma, Aboriginal Engagement
Lesley Gilroy, Neighbourhood Development
Kaylene Poon, Local History
Jenny Bawden, Willagee Library
Liz Boyd, Customer Service
Kellie Motteram, Parks and Environment
Martin Spencer, Strategic Urban Planning
Shannon McCaughey, Planning
Sanja Tesic, Employee Services
Maria Lozinka, Employee Services
Naomi Andrighetto, Youth Development
APPENDIX 2

List of abbreviations
RAP Reconciliation Action Plan
CIT Continuous Improvement Team
AEO Aboriginal Engagement Officer
MCC Marketing and Communications Coordinator
SESO Senior Employee Services Officer
CFO Civic Functions Officer
OMT Operational Management Team
LSC Library Services Coordinator
MLHO Museums and Local History Officer
MND Manager Neighbourhood Development
CDO – ARTS Community Development Officer - Arts
CDC Community Development Coordinator
AES Aboriginal Engagement Strategy
DIA Department of Indigenous Affairs
NDO Neighbourhood Development Officer

For further information about our RAP –

RAP Continuous Improvement Team
City of Melville
Locked Bag 1
Booragoon 6954

Ph – 1300 635 845


Email – ReconciliationActionPlan@melville.wa.gov.au