

Walyalup Stretch Reconciliation Action Plan

July 2024 - June 2027





Acknowledgement of Country

The City of Fremantle acknowledges the Traditional Country of the Whadjuk people and pays respect to Elders past and present. Elders know Fremantle as a place of ceremonies, significant cultural practices and trading. The City acknowledges Whadjuk people as Traditional Owners of Fremantle. In 1829 European settlement began which had a devastating and irrevocable impact upon the lives of Aboriginal people. At settlement there were close to 200 Whadjuk people in the area, nine of them survived and were named to identify the Whadjuk claim group in 2011. The City wishes this history could have been different, accepts that it can't, and is committed to making amends. This commitment was highlighted by the City's support of the Uluru Statement from the Heart in 2018 and continues with a commitment to telling the truth to support equality and equity for Aboriginal and Torres Strait Islander people. In the words of a wise Aboriginal Elder,

“Fremantle was at the centre of the spread of colonisation, it can now be at the centre for reconciliation.”



Front cover artwork: This large-scale cultural map was created by Nyoongar Elders and community members during the Place Names Walyalup project. Credit Community Arts Network.



Wardarnji Festival at Esplanade Reserve.



City of Fremantle Mayor Endorsement

As the Mayor of Fremantle, one of the deep privileges of my role is to represent a community that, for a long time now, has demonstrated an active and inclusive commitment to reconciliation. At the mouth of the Derbal Yerrigan (Swan River), Walyalup/ Fremantle has for tens of thousands of years been a place of gathering, ceremony and trade. In 1829 it was the arrival point of colonisation in Western Australia. For the past centuries, as a port city, we've also welcomed people from across the globe who have come here seeking to start a new life in Australia. We are a community that embraces the vivacity that comes from sharing different experiences, cultures, traditions and ways of living, and we are richer for it. Fundamental, though, is our acknowledgement that this always was, and always will be, Whadjuk Nyoongar land and that the wisdom and guidance we can gain from listening to the first people of this place is essential, as we walk together towards a better future for all.

Hannah Fitzhardinge
Mayor City of Fremantle





Working Group Members Endorsement

With successful completion of the City of Fremantle's previous RAP, a Working Group of new members has been formed to guide the next reiteration. The diversity of the new Working Group members, which includes younger and older members of the Aboriginal and/or Torres Strait Islander or First Nations Indigenous and non-Indigenous communities, and City staff and Councillors, will ensure a balanced approach to the work going forward.

The role of the Working Group has already been valuable in codesigning many of the deliverables through meetings and workshops with the City. The City of Fremantle RAP Working Group have endorsed the new Stretch RAP and look forward to the continued work, particularly on the new Truth-telling pillar.

Brendan Moore
Chair RAP Working Group



Wardarnji Festival at Esplanade Reserve.

Reconciliation Australia CEO Statement

On behalf of Reconciliation Australia, I congratulate City of Fremantle on continuing its formal commitment to reconciliation as it implements its second Stretch Reconciliation Action Plan (RAP).

The City of Fremantle (Walyalup) is located on Whadjuk Nyoongar Boodja. Its sphere of influence is considerable, it is recognised locally and internationally as a tourism, arts and culture destination.

It has a long-standing history of reconciliation action including being one of the first councils in Australia to challenge the appropriateness of 26 January as a day of national celebration; and by showing sustained support of the Uluru Statement from the Heart.

This Stretch RAP is built upon the considerable experience garnered in its previous RAP including the importance of adapting dual approaches to engagement that meet the diverse needs and considerations of Traditional Owners and those of other Aboriginal and/or Torres Strait Islander residents. This includes engaging young people through leadership programs and opportunities to be directly involved in Council's decision-making processes.

The 2021 Kings Square/Walyalup Koort renaming was part of the commitment to identify opportunities for the naming or co-naming of locations, streets and parks in the area.



Reconciliation Australia CEO Karen Mundine.

This commitment continues in this second Stretch RAP to consider (in consultation with Traditional Owners) 21 proposed Whadjuk Nyoongar words for road naming, and to identify public art to be included in a dual naming project.

In alignment with the Walyalup commitment to the Uluru Statement from the Heart, the city has included an additional pillar focussed on truth-telling in this RAP that will deepen the city's understanding of the truth of the shared histories of the Walyalup region.

This includes a far-reaching five-year plan to work towards acknowledging Western Australia's bicentenary (2029) through truth-telling.

The City of Fremantle's commitment to expand their sphere of influence extends to collaborating with neighbouring City of Melville, and Cockburn local governments, to expand the truth telling programming across the southern corridor.

With these learnings, and building on them with actions, City of Fremantle has solid foundations upon which to expand and embed its commitments in this RAP.

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

Karen Mundine
Chief Executive Officer,
Reconciliation Australia



Uluru Statement from the Heart.



History of Walyalup Whadjuk Story

For tens of thousands of years Manjaree at Walyalup (place of the Walyo or Woylie) has been a meeting place for Whadjuk Nyoongar people to trade, observe customs, celebrate ritual and enjoy the land and waters. The Derbal Yerrigan forms a natural boundary between the lands of Whadjuk Nyoongar people, north of the bilya was Mooroo the territory of Yellagonga and south Beeliar the territory of Midgegooroo. At least two river crossings were used by Whadjuk people and strict permissions governed how the river would be crossed.



Our Vision For Reconciliation

Our vision for reconciliation is to create an inclusive, caring community where Aboriginal and Torres Strait Islander and non-Indigenous people are equal. We want Aboriginal and Torres Strait Islander people to be acknowledged, listened to and understood. We want to be an organisation that respects and tells the truth about history and nurtures healing and growth in the community. Ultimately, we want this to be a shared vision for Fremantle/Walyalup, with the City embracing culture and heritage and Aboriginal and Torres Strait Islander people being part of making decisions and improvements for the wellbeing of all people.

Smoking Ceremony at Manjaree/Bathers Beach.

The Waugual was swimming down Derbal Yerrigan when he smelt Yondock the ancestral Crocodile swimming down from the north. The Waugual and the Spirit Crocodile began to fight and got locked into a death roll. As they rolled and tumbled, they gouged out Derbal Nara (Cockburn Sound) and all the sea waters came rushing in. The Waugual was losing the fight with the Spirit Crocodile when he remembered the Lizard's advice and bit the tail off the Spirit Crocodile.

The body of the Spirit Crocodile drifted off and became Garden Island. You can see at the northern end of Garden Island is all white cliffs. This is where the tail was bitten off. This is why Garden Island is called Meeandip.

The Waugual placed the tail of the Spirit Crocodile at the mouth of the Swan River to prevent saltwater coming up the river. It became a limestone sand bar. The tail is secured with hair from the armpits of the Waugual on the southern side of the river and with toenails from the crocodile on the northern side of the river. The Waugual knew that if the tail and body of the Spirit Crocodile were ever re-joined, there would be serious trouble. So, he told Dwert – the dingo – to watch over the coast and make sure that this never happened and Dwert Wirrinup (Cantonment Hill) is named in the dingo's honour for her loyalty.



Our Fremantle (Walyalup)

Fremantle/Walyalup is located on Whadjuk Nyoongar Boodja (country). European settlement of Western Australia began at Walyalup in 1829, but Whadjuk people had owned and occupied the area using it as a major trading and gathering place for thousands of years. Midgegooroo and his family group including Yagan were the Whadjuk Traditional Owners of Beeliar which extended south of the Derbal Yerrigan (Swan River) from Walyalup to the Dyarlgarro (Canning River).

It is the second metropolitan city in Perth located 20km south of the Central Business District, with the local government area encompassing 19.3km². With an estimated population of 33,007 (2023) and median age of 42 years, the population reflects considerable diversity with approximately a third of the population born overseas. Bounded by Wardan (the Indian Ocean) in the West, and encompassing the Derbal Yerrigan (Swan River) the City includes the working port of Fremantle.

The City of Fremantle currently employs 14 Aboriginal and Torres Strait Islander people from a total staff of more than 400 people. The Aboriginal and Torres Strait Islander employment represents 3.5%, which is twice the Fremantle population of Aboriginal and Torres Strait Islander people 1.6%.

Our main office is located at Walyaup Koort, which was previously known as Kings Square but renamed in Nyoongar language meaning the heart of Fremantle. We named our new office Walyalup Civic Centre and have Nyoongar names for all our rooms and spaces.

Fremantle city centre is significant for its colonial and world heritage. There are narrow streets and an eclectic mix of retail and hospitality, a range of housing options and exceptional access to public transport. It is a globally recognised tourism, arts and culture destination with a vast expanse of waterfront. The City's Gross Regional Product is \$4.57 billion with an economy that strongly reflects its designation as a port city, and with a significant presence of State Government services.



Walyalup Dockers smoking ceremony in 2023.

Over the past five years, Fremantle/Walyalup has undergone a transformation building on natural attributes such as its walkability, and its reputation as a vibrant arts and culture port city. Its beautiful heritage buildings and exciting architecture such as the award-winning Walyalup Civic Centre are shaping new ways for the City to thrive and grow.

The catalyst for revitalising Fremantle has been the \$270million Walyalup Koort project which is at the heart of the city and integrates civic space with retail and hospitality businesses.

Fremantle/Walyalup also has significant spiritual importance for Aboriginal and Torres Strait Islander people, informing dreamtime stories and as an area of historical importance for ceremonies, cultural practices and trade. The City includes a number of Aboriginal heritage sites under the Aboriginal Heritage Act 1972 (WA).

Fremantle/Walyalup is the place of the arrival of the first boats, the first Aboriginal relations, and the development of the early Swan River Colony and its buildings and public spaces that embody Western Australian colonial history.

It is therefore critical that an inherent imbalance in pre-colonial history is addressed by the City of Fremantle as it continues its reconciliation journey.

The City's ongoing commitment to reconciliation saw the finalisation of its Walyalup Reconciliation Action Plan 2019–2022 with significant achievements over the period. A new draft Reconciliation Action Plan (RAP) was formulated incorporating the pillar of truth-telling on a local level to guide reconciliation actions for the next three years 2024–2027.

The City is committed to the Uluru Statement from the Heart, which called for Voice, Treaty and Truth – a series of processes for reconciliation and based on this, the new RAP group had advised the City to learn more about the truth of the Fremantle community's shared history and promote awareness of the ongoing impact of the past.

In 2024, the City completed a major review of its Strategic Community Plan and engaged with nearly 5,000 people through digital and face-to-face interactions. The information gathered in that comprehensive process has also helped inform some aspects of the City's new RAP with the hope that the momentum of this engagement will help the community work towards a future where all Australians enjoy equal rights.





MENT FROM THE HEART

National Constitutional Convention, coming from
ern sky, make this statement from the heart:

es were the first
and its adjacent
and customs,
koning of our
mon law from
than 60,000

cannot be because we have no love for them. And our youth
languish in detention in obscene numbers. They should be our
hope for the future.

These dimensions of our crisis tell plainly the structural nature
of our problem. This is the torment of our powerlessness.

We seek constitutional reforms to empower our people and
take a rightful place in our own country. When we have power
over our destiny our children will flourish. They will walk in
two worlds and their culture will be a gift to their country.

We call for the establishment of a First Nations Voice enshrined
in the Constitution.

Makarrata is the culmination of our agenda: the coming together
for a struggle. It captures our aspirations for a fair and truthful
relationship with the people of Australia and a better future
for our children based on justice and self-determination.

Makarrata Commission to supervise a process of
reconciliation between governments and First Nations
about our history.

ed, in 2017 we seek to be heard. We leave
our mark across this vast country. We invite
the movement of the Australian people for

Richard Dixon
Gordon Robinson
N.L.C.
Abigail Hawk
Kalkulgal
Nami Bagan
Trish Rigby
Mitakoodie, old
Dark Doons Donald
Pakana Tas
Yalari
Zany O'Shane
Yalari
Sohn Christensen
Mia Christensen
Nurem
Geoff Clark
Tjapmarra
Mara SAR
Lara Mumbin
No Janyan
Mungun Mungun
Nitanluk
Mac Mac Morris
TSI - Althaji
Justin Mahomed
Gordon Gorman
Peter Wink
Thudgaxi
Barbara R Shaw
660 - m Nancy Camp
K OAL MARRIN HAZELDAE
A SALLABANG
W BODDING
M Rodney Gibbins
JAN KICKETT
Shawn Brown
Patricia Laurie
Xagil/Bundjalung
Nation Northern NSW
Christy Cain
Melissa McVicar, Theresa Roe
BALNGARRAWARRA
Tina Williams
WIDJAEUL - WARRA
NATION GAIL GORMELIN
Rosanna De Santos
TINI ISLANDS
MUEL BUSH - BUNNARI
MAILAI - EAST ARNHAM
va Heschi TSI
Michael Perkins
Guugu Yimidhirr
Pitjan Tjara
MARUKU
ARTs by Anaq



Unveiling the Nyoongar Six Seasons signage at Samson Park.

Our RAP is a written demonstration of the commitments we make to reconciliation between the City of Fremantle and Aboriginal and Torres Strait Islander people. It provides a framework and timeline for deliverables in a concise document for our City and Aboriginal and Torres Strait Islander people that refer to it as a pathway.

RAP Achievements 2019-2022

Our previous Reconciliation Action Plan (RAP) was initiated through extensive community consultation, beginning with a large meeting in November 2018. This gathering was attended by over 100 dedicated individuals, including respected Aboriginal and Torres Strait Islander leaders, Elders, the Mayor, Elected Members, and City staff. The consultation process was structured to include a workshop, enabling interested participants to nominate for membership in a working group aimed at further developing the RAP in collaboration with the City.



Rug Hub rugs on Walyalup terrace.

A significant challenge identified from our earlier RAP was effectively managing the roles of the Working Group, reconciliation business, and engagement with Traditional Owners. Through this experience, we have come to understand that reconciliation efforts require two distinct Aboriginal and Torres Strait Islander engagement approaches. Firstly, focused engagement exclusively with Traditional Owners, particularly the Whadjuk people whose lands and heritage sites we are involved with. Secondly, broader engagement encompassing all Aboriginal and Torres Strait Islander communities, including the Whadjuk people. To embody this understanding, we are committed to establishing an Aboriginal and Torres Strait Islander policy that reflects these dual approaches.

Additionally, we recognise the transition from predominantly engaging with Elders, many of whom have passed away, to actively encouraging participation from the younger generation of Aboriginal and Torres Strait Islander leaders. Therefore, we intend to ensure representation from at least two young Aboriginal and/or Torres Strait Islander individuals on our Change Makers youth engagement networks: Change Makers (18–30) and Young Change Makers (<18). These networks are integral parts of our youth leadership program, providing opportunities for participants to develop personally and professionally while contributing actively to the Council's decision-making processes.



Revealed Exhibition at Fremantle Arts Centre.

Pillar Key Achievements

Relationships

During the life of the Reconciliation Action Plan (RAP), Fremantle Council organised several events to commemorate National Reconciliation Week (NRW). Among the highlights was “Disclosure: Strong Black Women” - a panel discussion held at the Fremantle Arts Centre. Notable speakers included Clothide Bullen, Gina Williams, Chloe Ogilvie, and Sharyn Egan. Additionally, the Revealed Art Markets were hosted online throughout Reconciliation Week, alongside the Revealed Exhibition. Another significant event was the Artist Talk titled “Nih! Yeyi Yorga Waankiny”, where artists from Nih! Yeyi Yorga Wangkiny shared insights into their artwork and their lives as Nyoongar yorga (women).

Each year, dedicated programs were delivered across various departments of the organisation including the Walyalup Aboriginal Cultural Centre (WACC), Library, Community Development, Communications, and Events, showcasing Fremantle Council’s ongoing commitment to honouring and promoting reconciliation.

Council participates in, facilitates and supports a range of networks including the Elders Group, Imagined Futures District Leadership Group, Fremantle Prison Aboriginal Heritage Plan Reference Group, Community Arts Network Mapping Walyalup Group, Mapping Walyalup Project Team, East Fremantle Primary School Reconciliation Action Plan Reference Group, St Patricks Reference Group, Department of Communities through joint traineeship program. Involvement in these groups and networks has strengthened our pathway towards reconciliation building and nurturing relationships for the benefit of the wider community.

Establishment of an internal **RAP Champions Group** developed with Aboriginal and/or Torres Strait Islander members and senior staff representation from each business area including the Director of Creative Arts and Community as the executive sponsor.

Establishment of the external Walyalup Reconciliation Action Plan Working Group (RAP WG).



Kids painting classes at Walyalup Aboriginal Cultural Centre.

Pillar

Key Achievements

Respect

The Council has established ongoing dialogue with Whadjuk Aboriginal Corporation to achieve significant projects such as the re-naming of Walyalup Koort (formerly Kings Square) with plans to continue and strengthen the working relationship with Whadjuk Aboriginal Corporation moving forward including two positions on the RAP Working Group.

Education about Aboriginal and Torres Strait Islander culture and history through different forums such as, cultural awareness training for staff, information located on the City's website, the Walyalup Aboriginal Cultural Centre's (WACC) program based on the Nyoongar Six Seasons, focused programs during Reconciliation Week and NAIDOC Week, to sharing our own journey through the Local History Centre installation.

By the end of 2019, 90% of new hire staff completed the online Indigenous Awareness Training. In 2019/20, 47 employees successfully completed 'other' Indigenous awareness training (14% Workforce). In total for 2019/20 the City had 26% of its workforce complete cultural awareness or other Indigenous related training.

First Australians design features incorporated into Walyalup Aboriginal Cultural Centre and Community Development team uniform, acknowledgement plaques located at our out centres, Reconciliation Action Plan design, Community Arts Network Mapping Walyalup Project, artwork displayed at the WACC, showcasing of Revealed Art Exhibition, City of Fremantle Art Collection with Aboriginal and Torres Strait Islander work on display at Walyalup Civic Centre.

Nyoongar Acknowledgment Policy adopted by Council on 10 June 2020. The policy was developed through consultation with Traditional Owners and the Walyalup Reconciliation Action Plan Reference Group. The policy can be found on the City of Fremantle's Reconciliation web page.

At the City it is mandatory to have an Acknowledgement to Country at the start of every meeting.

Acknowledgement of Country written on rates notice for 2021/22 financial year.



2024 NAIDOC Week celebrations at Hilton PCYC.

Pillar Key Achievements

Opportunities

Staff training with the finance team regarding procurement was conducted as part of the induction process. Approximately 1.4% of the total procurement expenditure was directed towards Indigenous organisations, with all quotes and tenders advertised through the Noongar Chamber of Commerce & Industry (NCCI) to invite participation from interested organisations. In January 2020, the City initiated a search within the 'One Nation' supplier database and contacted Indigenous-owned organisations in Western Australia, informing them of available tenders and quote opportunities.

To enhance accountability and effectiveness, measurements have been recommended to track expenditure with Indigenous organisations.

Fremantle Council has continued to prioritise and expand its Indigenous traineeship program. Over the course of the Reconciliation Action Plan (RAP), two cohorts of trainees have participated in the program, with a majority successfully securing employment upon completion.

The most recent traineeship program was a collaborative effort between the City and the Department of Communities. Participants in this program split their time between Local Government and State roles, providing them with a broader and more comprehensive learning experience compared to previous traineeship initiatives.

One Aboriginal and Torres Strait Islander staff member was promoted to Senior Aboriginal Engagement Officer and a previous trainee was supported to achieve Cert IV in Leadership and Management.

Governance

RAP endorsed by Reconciliation Australia (RA) to use their RAP framework in 2019.

RAP Champion Network was maintained throughout the life of the RAP and played an important part in capturing outcomes and deliverables, creating the network, and getting the right people involved was a key to the achievement of the majority of deliverables.

A RAP deliverable tracking system was embedded to ensure that everything was captured. A reporting document in the form of a spreadsheet was developed and shared across the RAP Champions Network which proved to be a successful approach.



Walyalup Aboriginal Cultural Centre's 10 year anniversary in May 2024.

Key Learnings

The City of Fremantle is learning and growing as an organisation as it progresses on its reconciliation journey. As a City we have discovered that listening is one of the most important attributes to building effective relationships with Aboriginal and Torres Strait Islander communities and stakeholders from the conception of One Day to renaming of Kings Square (Walyalup Koort) to supporting the Voice to Parliament at our Local Government level listening to our community has always informed us on our decisions to challenge the status quo.

While as a City we have made great strides along our reconciliation pathway, the last three years has presented a few challenges and reinforced the need for us to continuously reflect and seek to embed activities of the RAP in our business-as-usual processes. Like many industries and sectors Local Government has experienced skills shortages, supply issues and other impacts because of the COVID pandemic. The City continues to work towards a stronger future based on respectful recognition of the past and is committed to continuous training and development of its employees.

The City, through its relationships and commitment to engaging closely with the the RAP Working Group, is in a good position to embark on its second Stretch RAP 2024.





The Walyalup RAP Working Group in 2023.

The RAP Working Group

We deeply recognise and appreciate the dedication and wisdom of the previous members of our RAP Working Group. Their efforts and guidance have laid a strong foundation for our ongoing work. We will remember them, with great respect and gratitude. Their legacy continues to inspire and guide our initiatives, and their contributions are deeply embedded in the fabric of our work. As we continue to advance our RAP objectives, we are committed to building on this legacy.

This Working Group is diverse and consists of Traditional Owners (Whadjuk people), Aboriginal people both younger and older, non-Indigenous external people, Elected Members and City of Fremantle staff including executive staff that champion the RAP internally, comprising managers of Community Development, People and Culture, Economic Development and Marketing, Culture and the Arts and Customer Experience and Learning.

Early consultation with Whadjuk people ensured Traditional Owners were embedded in the RAP Working Group.

Three City officers and additional officer representatives from each of the directorates will attend as needed to ensure communication between the external RAP Working Group and internal staff.

The development of our current RAP was completed with Aboriginal engagement and in consultation with the RAP Working Group in early December 2023. This ensured Working Group members had the opportunity to provide comments and contribute to the deliverables of the RAP.

The current RAP builds on the previous work and includes a new Truth-telling pillar.

City of Fremantle will continue to advocate for First Australians and communities. We are committed to working with Traditional Owners through the Whadjuk Aboriginal Corporation. We are continuing to build the capacity of young Aboriginal and Torres Strait Islander leaders, looking at what role local governments play in the South West Settlement – focusing on a five-year plan of telling the true history of the Swan River Settlement within Fremantle.



Walyalup Reconciliation Action Plan Working Group Members

Gerrard Shaw

Aboriginal Community
Member (ext)

Sharon Calgaret

Aboriginal Community
Member (ext)

Freda Ogilvie

Aboriginal Community
Member (ext)

Clive Morrison

Aboriginal Community
Member (ext)

Sharyn Egan

Aboriginal Community
Member (ext)

Rebecca Blurton

Aboriginal Community
Member (ext)

Geoffrey Addison

Aboriginal Community
Member (ext)

Tenika Calgaret

Aboriginal Community
Member (ext)

Kelvin Garlett

Whadjuk Aboriginal
Corporation (ext)

Dulce Donaldson

Whadjuk Aboriginal
Corporation (ext)

Levi Islam

South Metro Tafe (ext)

Traci Cascioli

St Pats (ext)

Andrew Canion

PCYC (ext)

Catherine Atoms

Community Member (ext)

Susie Waller

Community Member (ext)

Hannah Fitzhardinge

Mayor (int)

Cr Jenny Archibald

(int)

Cr Ben Lawver

(int)

Cr Andrew Sullivan

(int)

**Cr Jemima
Williamson-Wong**

(int)

Brendan Moore

Senior Aboriginal
Engagement Officer
(Chair and RAP Champion)
(int)

Vikki Barlow

Manager Community
Development (int)

Pete Stone

Director Creative Arts
and Community (int)



Our Reconciliation Journey So Far

1992

Fremantle Festival ceremony marks the closure of Fremantle Prison, acknowledging the histories of the site, as well as Black Deaths in Custody.

1993

The Baldja Corroboree is a joint project between the Fremantle Baldja Network and the City of Fremantle in order to celebrate Aboriginal and Torres Strait Islander culture during the International Year for Indigenous People.

1994

Special plaque for the Explorer's Monument is laid on the monument in Esplanade Park in order to acknowledge the suffering imposed on Aboriginal and Torres Strait Islander peoples during this period.

1996

City of Fremantle employs first Aboriginal and Torres Strait Islander Engagement Officer.

Nyoongar welcome and Ceremonial opening to Fremantle Festival.

The City leads a project aimed at producing a map to identify Nyoongar/Bibbulmun place names along the Swan River. The project is a joint effort between 12 local governments located along the Swan River. The map is presented to the Crown Prince of Netherlands in time for the Tri Centenary of the landing of Willem de Vlamingh in January 1997.

1997

Australia Day Celebrations in Fremantle involve a reconciliation component for the first time. Australians for Reconciliation speak at the ceremony, and Aboriginal and Torres Strait Islander artists perform. Sorry Day events occur in conjunction with the Fremantle Reconciliation Group. The City hosts several Sorry Day events, including the Fremantle Sorry Day Ceremony and the Stolen Generations Story Circle.



1998

City of Fremantle begins hosting the annual Wardarnji Aboriginal and Torres Strait Islander festival. Council does not become a party to the Federal Court proceedings on the Native Title Claims 94/10, 95/81 and 95/86. Council notifies the State Government as the owner of the land under claim accordingly and notify that the City of Fremantle wishes to maintain the community uses of the land under claim.

1999

City of Fremantle Statement of Commitment to Reconciliation between local people that had a connection to Fremantle.

2000

Reconciliation Policy includes a framework for allowing relevant Indigenous groups an advisory role in the management of the vested lands that are subject to Native Title claims. The Policy and above mentioned framework should identify places in the City of Fremantle where tangible recognition of the prior ownership of the Fremantle area by Aboriginal and Torres Strait Islander people can take place.

2002

The Aboriginal and Torres Strait Islander flag is flown from the Fremantle Town Hall. Walyalup Dreaming Performance at Fremantle Festival.

2003

Establishment of the Walyalup Moort in Fremantle CBD (Nyoongar Patrol).

2004

Walyalup Dreamings Visual Art Exhibition, Moores Building Contemporary Art Gallery.

2011

Cultural Development Strategy and developed an Indigenous Action Group.

2012

Public Art Policy recognises and celebrates Aboriginal stories and heritage. Council and community Identifies possible site for an Aboriginal and Torres Strait Islander Cultural Centre at Arthur Head. Mayor writes to Department of Local Government in support of Designated Aboriginal and Torres Strait Islander position on Council.

2013

Community Consultation for an Aboriginal and Torres Strait Islander Cultural Centre.



The initial consultation group in 2018 who worked on the City's first Reconciliation Action Plan. Aboriginal and Torres Strait Islander people should be respectfully aware that this picture contains imagery of deceased persons.

2014

Walyalup Aboriginal Cultural Centre opens at Arthurs Head, and the development of a Fremantle Indigenous Employment and Reconciliation compact target of 4%. Installed Aboriginal and Torres Strait Islander signage at Bathers Beach, including acknowledgment of the site where 3,400 Aboriginal and Torres Strait Islander men left for Rottnest Island prison.

2015

City of Fremantle Aboriginal Engagement Plan is endorsed by Council.

2016

Statement of Significance for Fremantle is developed after consultation with Traditional Owners on Cantonment Hill sacred site. Wanju Nidja Walyalup— Whadjuk Boodja Wayfinding project with Peter Farmer artwork (pictured to the right).

2017

Council proposes to move the date of celebrating Australia Day respecting feelings of Aboriginal and Torres Strait Islander people. One Day was created so Aboriginal and Torres Strait Islander people could feel better included in their country celebrations and not on January 26 which to them represented European settlement, the beginning of colonisation and the myth of Terra Nullius.

Council supports the development of a Reconciliation Action Plan. Council supports the feasibility study for an Indigenous Cultural Centre.

Implementation of the Aboriginal and Torres Strait Islander Traineeship Program.



2018

Council supports the Uluru Statement from the Heart. In 2018, the City of Fremantle joined organisations across Australia in a national week of action to voice their support for the Uluru Statement from the Heart. Since then the City has advocated for the Uluru Statement from the Heart through providing opportunities for the Perth Dialogue to attend events to raise awareness, attending the 2019 Uluru Statement from the Heart Youth Summit in Cairns, hosting Sub-Working Group meetings with the main purpose of helping to guide and work towards Fremantle's commitments towards Western Australia's bicentenary (2029) and shaping what the Uluru Statement from the Heart would look like within Walyalup (Fremantle).



Revealed Exhibition at Fremantle Arts Centre. Credit Jessica Wyld.

2019

Council notes the Visioning Report for the feasibility study for an Indigenous Cultural Centre.

Wanju Whadjuk Boodja entrance signage forms part of the THIS IS FREMANTLE brand launch.

Kaya and Wanju Nidja Walyalup—Whadjuk Boodja message included in THIS IS FREMANTLE visitor brochure.

Anzac Day Ode of Remembrance translated and recited in Nyoongar language by Professor Len Collard.

Fremantle Festival

10 Nights in Port Wowak (Breathe) musical collaboration with five Nyoongar family groups and Perth Symphony Orchestra.

Mayor hosts an Elders lunch as part of NAIDOC 2019 focus on Voice, Treaty, Truth whereby he showcased the Walyalup Reconciliation Action Plan 2019–22.

City of Fremantle's One Day event wins Promoting Indigenous Recognition at the National Awards for Local Government.

2020

Fremantle's new civic building and library named Walyalup Civic Centre.

Revealed Arts Market goes online.

Wadjemup Yarns - Aboriginal Engagement Officer shares the story of his ancestor survival on Rottnest Island - Tommy Nettle.

Inaugural Sealin Garlett Award.

2021

Kings Square renaming - Walyalup Koort ('Walyalup' - traditional name for Fremantle area, 'Koort' - Heart) the Whadjuk name meaning 'Heart of Fremantle'

Moombaki presented at Biennale 2021

Official opening of Walyalup Koort.

2022

Walyalup Civic Centre rooms named after Whadjuk Nyoongar Flora and Fauna.

Establishment of Sub-Working Group - working towards Fremantle Bicentennial (2029) to shape Walyalup response Uluru Statement from the Heart.

2023

One Day 2023 had a strong focus on the Voice to Parliament with Thomas Mayo attending to give a keynote speech on the Voice to Parliament and Referendum.

Completion of first Stretch RAP 2019 - 2022.



Relationships

Building and maintaining reliable and trusted relationships is central to the achievement of the City of Fremantle's vision of building a platform where Aboriginal and Torres Strait Islander people are acknowledged, listened to, and understood. The City strives to be an organisation that respects and tells the truth about history, where healing and growth is nurtured in the community. We recognise that working in partnership informs decision making and assists Council to respond to the aspirations of local Aboriginal and Torres Strait Islander communities.

Focus area

Build stronger relationships with the Aboriginal and Torres Strait Islander communities and provide opportunities for Aboriginal and Torres Strait Islander people to contribute to Council decision making processes.

Action

1

Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations

	Deliverable	Timeline	Responsibility
	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement.	September 2024, December 2024, March 2025, June 2025, September 2025, December 2025, March 2026, June 2026, September 2026, December 2026, March 2027, June 2027	Manager Community Development
	Review, update and implement an engagement policy to work with Aboriginal and Torres Strait Islander stakeholders.	December 2024	Manager Community Development
	Establish and maintain formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations and highlight at least one successful relationship each year through our internal communications channels.	December 2024	Manager Community Development
	Investigate which facilities and assets can potentially be gifted or sold to the Whadjuk Aboriginal Corporation (WAC) for delivering funded community support services or business opportunities, such as those related to homelessness, family and domestic violence (FDV), rehabilitation, recovery, and commerce.	December 2024	Manager Community Development
	Scope the possibilities of Whadjuk Aboriginal Corporation and City of Fremantle reaching an agreement on a treaty or similar agreement.	December 2024	Manager Community Development



Relationships

Building and maintaining reliable and trusted relationships is central to the achievement of the City of Fremantle's vision of building a platform where Aboriginal and Torres Strait Islander people are acknowledged, listened to, and understood. The City strives to be an organisation that respects and tells the truth about history, where healing and growth is nurtured in the community. We recognise that working in partnership informs decision making and assists Council to respond to the aspirations of local Aboriginal and Torres Strait Islander communities.

Focus area

Build stronger relationships with the Aboriginal and Torres Strait Islander communities and provide opportunities for Aboriginal and Torres Strait Islander people to contribute to Council decision making processes.

Action

2

Build relationships through celebrating National Reconciliation Week (NRW)

3

Promote reconciliation through our sphere of influence

	Deliverable	Timeline	Responsibility
	Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.	May 2025, May 2026, May 2027	Manager Community Development
	RAP Working Group members to participate in three external NRW events.	June 2025, June 2026, June 2027	Manager Community Development
	Encourage and support staff and senior leaders to participate in three external events to recognise and celebrate NRW, including the Virtual Breakfast, Walk for Reconciliation, and Yarning Circles.	August 2024, June 2025, June 2026, 2027	Manager Community Development
	Organise two internal NRW events, including at least one organisation-wide NRW event each year, such as Reconciliation WA's Virtual Breakfast, and other events at the Walyalup Aboriginal Cultural Centre.	June 2025, June 2026, June 2027	Manager Community Development
	Register all our NRW events, including NRW events at the Walyalup Aboriginal Cultural Centre that engage broader Fremantle community, on Reconciliation Australia's NRW website.	May 2025, May 2026, May 2027	Manager Community Development
	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	December 2025	Manager Community Development
	Maintain at least two young Aboriginal and/or Torres Strait Islander people to sit on the Change Makers (18-30) and Young Change Makers (<18) youth engagement networks.	December 2025	Manager Community Development
	Communicate our commitment to reconciliation publicly through our social media channels, website and other channels of communication.	December 2024, December 2025, December 2026	Manager Strategic Communications and Stakeholder Relations



Relationships

Building and maintaining reliable and trusted relationships is central to the achievement of the City of Fremantle's vision of building a platform where Aboriginal and Torres Strait Islander people are acknowledged, listened to, and understood. The City strives to be an organisation that respects and tells the truth about history, where healing and growth is nurtured in the community. We recognise that working in partnership informs decision making and assists Council to respond to the aspirations of local Aboriginal and Torres Strait Islander communities.

Focus area

Build stronger relationships with the Aboriginal and Torres Strait Islander communities and provide opportunities for Aboriginal and Torres Strait Islander people to contribute to Council decision making processes.

Action

3

Promote reconciliation through our sphere of influence

4

Promote positive race relations through anti-discrimination strategies

	Deliverable	Timeline	Responsibility
	Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes including developing and promoting case studies showcasing local partnerships to share with the local government sector through the State and Local Government Partnership Framework for Closing the Gap.	December 2025	Manager Community Development
	Collaborate with at least two RAP and other like-minded organisations to implement ways to advance reconciliation, including City of Cockburn, City of Melville and Town of East Fremantle.	December 2024, December 2025, December 2026	Manager Community Development
	Attend at least two quarterly RAP leadership gatherings per year and promote the City's reconciliation work. This will include gatherings at state level either with WALGA and LGA from around the state.	August 2024, June 2025, June 2026	Manager Community Development
	Continuously improve policies and procedures concerned with anti-discrimination.	December 2024, December 2025, December 2026	Manager People and Culture
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to continuously improve our anti-discrimination policy.	December 2024, December 2025, December 2026	Manager People and Culture
	Implement and communicate an anti-discrimination policy for our organisation.	December 2024, December 2025, December 2026	Manager People and Culture
	Provide ongoing education opportunities for senior leaders and managers on the effects of racism.	December 2024, December 2025, December 2026	Manager Community Development



Relationships

Building and maintaining reliable and trusted relationships is central to the achievement of the City of Fremantle's vision of building a platform where Aboriginal and Torres Strait Islander people are acknowledged, listened to, and understood. The City strives to be an organisation that respects and tells the truth about history, where healing and growth is nurtured in the community. We recognise that working in partnership informs decision making and assists Council to respond to the aspirations of local Aboriginal and Torres Strait Islander communities.

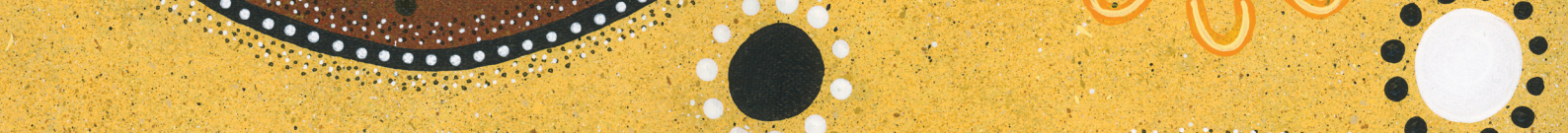
Focus area

Build stronger relationships with the Aboriginal and Torres Strait Islander communities and provide opportunities for Aboriginal and Torres Strait Islander people to contribute to Council decision making processes.

Action

4

Promote positive race relations through anti-discrimination strategies



	Deliverable	Timeline	Responsibility
	Senior leaders to publicly support anti-discrimination campaigns, initiatives, or stances against racism.	December 2024, December 2025, December 2026	Lead Manager Community Development Supported by Manager People and Culture and ELT
	Promote positive race relations during International Day for the Elimination of Racial Discrimination celebrations by providing opportunities for staff to feel safe to share/celebrate their culture.	December 2024, December 2025, December 2026	Manager Community Development
	Develop a campaign to build respect for understanding of different cultures and educate and inform the wider community of the diverse makeup of the Fremantle population.	December 2024, December 2025, December 2026	Lead Manager Community Development Supported by Manager Strategic Communications and Stakeholder Relations



Respect

The City of Fremantle understands and respects the important value Aboriginal and Torres Strait Islander people bring to the community with their rich cultures and histories as Australia's First Peoples. We understand that the Whadjuk people as Traditional Owners of Walyalup and the wider Perth area have special rights in land through State heritage legislation and importantly through the preeminent Nyoongar lore and customs that have existed pre European settlement.

Focus area

Continuous learning and expanding our understanding and knowledge of Aboriginal and Torres Strait Islander cultures, ways of being and traditions.

Action

5

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning

	Deliverable	Timeline	Responsibility
	Conduct a review of cultural learning needs within our organisation.	December 2024, December 2025, December 2026	Manager Community Development Manager People and Culture
	With the support of Community Development, consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the implementation of a cultural learning strategy.	December 2024	Manager People and Culture Manager Community Development
	Review, update and communicate a cultural learning strategy for our staff.	December 2024, December 2025, December 2026	Manager Community Development Manager People and Culture
	Commit all RAP Working Group members, the senior executive group and all new staff to undertake formal and structured cultural learning.	December 2024, December 2025, December 2026	Manager Community Development
	75% all staff undertake formal and structured face to face cultural learning. 90% of staff complete e-learning.	December 2026	Manager Community Development Manager People and Culture
	Investigate and develop cultural immersion opportunities for staff i.e. through cultural tours and the Aboriginal history Rottneest tours.	December 2024, December 2025, December 2026	Manager Community Development



Respect

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Focus area

Continuous learning and expanding our understanding and knowledge of Aboriginal and Torres Strait Islander cultures, ways of being and traditions.

Action

6

Demonstrate respect to Aboriginal and Torres Strait Islander people by observing cultural protocols

	Deliverable	Timeline	Responsibility
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols by providing lunch and learn sessions and presenting to senior leaders.	December 2025	Manager Community Development
	Seek guidance for Nyoongar Acknowledgement Policy to establish a list of Traditional Owners to perform Welcome to Country, Smoking Ceremonies, road, and facility naming.	December 2025	Manager Community Development
	Invite a local Traditional Owner to provide a Welcome to Country or other appropriate cultural protocol at 10 significant civic and community events each year.	December 2024, December 2025, December 2026	Manager Economy and Commercial Manager Culture and Arts
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of all Council meetings.	December 2024, December 2025, December 2026	Lead Manager Community Development Supported by All Staff
	Display three Acknowledgment of Country plaques in our office/s or on our buildings.	December 2024, December 2025, December 2026	Manager Community Development
	Implement and communicate a cultural protocol document (tailored for all local communities we operate in), including protocols for Welcome to Country and Acknowledgement of Country.	December 2025	Manager Community Development
	Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events.	December 2024, December 2025, December 2026	Lead Manager Community Development Supported by All Staff



Respect

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Focus area

Continuous learning and expanding our understanding and knowledge of Aboriginal and Torres Strait Islander cultures, ways of being and traditions.

Action

6

Demonstrate respect to Aboriginal and Torres Strait Islander people by observing cultural protocols

7

Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week

	Deliverable	Timeline	Responsibility
	Consult the Whadjuk Traditional Owners for the consideration of 21 proposed Whadjuk Nyoongar words for road naming.	December 2024	Manager Community Development
	Display Nyoongar room names in all our six buildings including, The Meeting Place, Fremantle Leisure Centre, Samson Recreation Centre, Fremantle Arts Centre, Sullivan Hall and North Fremantle Community Hall.	December 2024, December 2025, December 2026	Lead Manager Community Development Supported by Manager Facilities and Environmental Management
	RAP Working Group to participate in three external NAIDOC Week events.	July 2024, July 2025, July 2026	Manager Community Development
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2024, June 2025, June 2026	Manager People and Culture
	Support all staff to participate in <i>two</i> NAIDOC Week events in our local area, including the PCYC Hilton Annual NAIDOC Week Event and Walyalup Aboriginal Cultural Centre's events.	July 2024, July 2025, July 2026	Manager Community Development
	In consultation with Aboriginal and Torres Strait Islander stakeholders, support two external NAIDOC Week events each year, including the Walyalup Aboriginal Cultural Centre's events program and PCYC's NAIDOC Week Event.	December 2024, December 2025, December 2026	Manager Community Development



Respect

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Focus area

Continuous learning and expanding our understanding and knowledge of Aboriginal and Torres Strait Islander cultures, ways of being and traditions.

Action

8

Increase understanding, value and recognition of Whadjuk culture, history, knowledge and rights within the wider community

	Deliverable	Timeline	Responsibility
	Encourage full education (in Aboriginal and Torres Strait Islander perspectives on culture, history, and contemporary circumstances) through the Walyalup Aboriginal Cultural Centre (WACC) by holding sessions facilitating truth-telling discussions.	December 2024, December 2025, December 2026	Manager Community Development
	Continue to deliver 50 activities throughout the year at the Walyalup Aboriginal Cultural Centre (ACC) and Library Services sharing cultures, histories, and perspectives of Aboriginal and Torres Strait Islander peoples.	December 2024, December 2025, December 2026	Manager Community Development Manager Customer Experience and Learning
	Promote ‘Reconciliation Collection’ at the Library and through the Lifelong Learning and Fremantle History Centre i.e. Oral History Collection with further advertising about the value of the collection.	December 2024, December 2025, December 2026	Manager Customer Experience and Learning
	Continue to create opportunities, within the current Walyalup Aboriginal Cultural Centre (WACC), for cultural awareness and a greater understanding of Aboriginal and Torres Strait Islander culture, history, and current circumstances by all residents and visitors with the engagement of Aboriginal and Torres Strait Islander facilitators.	December 2024, December 2025, December 2026	Manager Community Development
	Develop and advertise an Expression of Interest to attract Aboriginal and Torres Strait Islander facilitators, artists and businesses to the Walyalup Aboriginal Cultural Centre (WACC).	December 2024, December 2025, December 2026	Manager Community Development



Respect

The City of Fremantle understands and respects the important value Aboriginal and Torres Strait Islander people bring to the community with their rich cultures and histories as Australia's First Peoples. We understand that the Whadjuk people as Traditional Owners of Walyalup and the wider Perth area have special rights in land through State heritage legislation and importantly through the preeminent Nyoongar lore and customs that have existed pre European settlement.

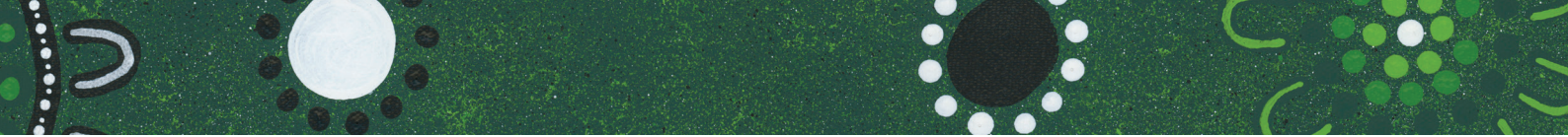
Focus area

Continuous learning and expanding our understanding and knowledge of Aboriginal and Torres Strait Islander cultures, ways of being and traditions.

Action

8

Increase understanding, value and recognition of Whadjuk culture, history, knowledge and rights within the wider community



	Deliverable	Timeline	Responsibility
	Continue to base Walyalup Aboriginal Cultural Centre's programming calendar to the six Nyoongar seasons and facilitate workshops based on the season.	December 2024, December 2025, December 2026	Manager Community Development
	Open a new seasonal program of community open events at the Walyalup Aboriginal Cultural Centre with an event/workshop that recognises the season and educate in full what that season means i.e. what plants are in season, what food was eaten, where the Traditional people were based during this time.	Annually: Birak, Bunuru, Djeran, Makuru, Djilba and Kambarang July 2024, September 2024, November 2024, January 2025, March 2025, May 2025, July 2025, September 2025, November 2025, January 2026, March 2026, May 2026, July 2026, September 2026, November 2026, January 2027, March 2027, May 2027	Manager Community Development



Opportunities

Foster future opportunities for Aboriginal and Torres Strait Islander communities to contribute to our goal of becoming a thriving and inclusive City that supports diverse businesses. We recognise the need to address disparities in Aboriginal and Torres Strait Islander employment, education, and procurement through targeted initiatives. This includes setting a 4% employment target for Aboriginal and Torres Strait Islander individuals, with a specific focus on engaging Aboriginal and Torres Strait Islander youth as Changemakers. These initiatives aim to empower Indigenous youth to influence Council decision-making processes while striving towards economic independence for Aboriginal and Torres Strait Islander people.

Focus area

Develop and deliver educational, employment and economic development initiatives and projects for Aboriginal and Torres Strait Islander people and businesses.

Action

9

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development

	Deliverable	Timeline	Responsibility
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy.	December 2024, December 2025, December 2026	Manager People and Culture
	Review and update an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2024, December 2025, December 2026	Manager People and Culture
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2024, December 2025, December 2026	Manager People and Culture
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2024, December 2025, December 2026	Manager People and Culture
	Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions by providing leadership development opportunities.	December 2024, December 2025, December 2026	Manager People and Culture
	Work towards increasing the City's target for Aboriginal and Torres Strait Islander Employment by having a 0.25% yearly increment from 3.5% base at December 2024, 3.75% by December 2025 and 4% by December 2026.	December 2024, December 2025, December 2026	Manager People and Culture



Opportunities

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Focus area

Develop and deliver educational, employment and economic development initiatives and projects for Aboriginal and Torres Strait Islander people and businesses.

Action

10

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes

	Deliverable	Timeline	Responsibility
	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	December 2024, December 2025, December 2026	Manager Financial Services
	Investigate Supply Nation membership.	December 2025	Manager Financial Services
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	December 2024, December 2025, December 2026	Manager Financial Services
	Deliver a managers forum aimed at increasing knowledge and awareness of the policy on procurement of goods and services from Aboriginal and Torres Strait Islander businesses.	December 2024, December 2025, December 2026	Manager Financial Services
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2024, December 2025, December 2026	Manager Financial Services
	Deliver 2.5% per year total procurement target for goods and services for Aboriginal and Torres Strait Islander owned businesses managed and/or staffed businesses by 2027.	June 2027	Manager Financial Services
	Maintain commercial relationships with three Aboriginal and/or Torres Strait Islander businesses, including EON Protection (Aboriginal Controlled Security Services Company), Kulbardi and Dreamtime Kullilla-Art.	December 2024, December 2025, December 2026	Manager Financial Services



Opportunities

Foster future opportunities for Aboriginal and Torres Strait Islander communities to contribute to our goal of becoming a thriving and inclusive City that supports diverse businesses. We recognise the need to address disparities in Aboriginal and Torres Strait Islander employment, education, and procurement through targeted initiatives. This includes setting a 4% employment target for Aboriginal and Torres Strait Islander individuals, with a specific focus on engaging Aboriginal and Torres Strait Islander youth as Changemakers. These initiatives aim to empower Indigenous youth to influence Council decision-making processes while striving towards economic independence for Aboriginal and Torres Strait Islander people.

Focus area

Develop and deliver educational, employment and economic development initiatives and projects for Aboriginal and Torres Strait Islander people and businesses.

Action

10

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes

11

Support the growth of Aboriginal Tourism within Fremantle

	Deliverable	Timeline	Responsibility
	Train all relevant staff in contracting Aboriginal and Torres Strait Islander businesses through Supply Nation or an equivalent organisation.	December 2024, December 2025, December 2026	Manager Financial Services Manager Community Development
	Host/sponsor two relevant forums for the promotion of Aboriginal and Torres Strait Islander owned businesses to the organisation in collaboration with agencies such as Nyoongar Chamber of Commerce and Industry.	December 2024, December 2025, December 2026	Manager Economy and Commercial
	Work with Western Australia Indigenous Tourism Operators Council (WAITOC) and Tourism WA to support Aboriginal tourism operators wanting to develop products in Fremantle.	December 2024, December 2025, December 2026	Manager Economy and Commercial
	Identify and support the development of emerging market segments such as Aboriginal tourism.	December 2024, December 2025, December 2026	Manager Economy and Commercial
	Work with partners such as local Aboriginal communities and WAITOC to develop compelling Aboriginal product. The local content will appeal to tourists both locally and internationally and deliver Nyoongar food, dance, language and art.	December 2024, December 2025, December 2026	Manager Economy and Commercial
	Develop Aboriginal tourism initiatives, collateral and campaign activity to raise the profile of Fremantle's cultural diversity and institutions.	December 2024, December 2025, December 2026	Manager Economy and Commercial



Governance

Action

12

Establish and maintain an effective RAP working group to drive governance of the RAP

13

Provide appropriate support for effective implementation of RAP commitment

	Deliverable	Timeline	Responsibility
	Maintain Aboriginal and Torres Strait Islander representation on the RAP working group.	December 2024, December 2025, December 2026	Manager Community Development
	Review and update the Terms of Reference for the RAP working group.	July 2024, July 2025, July 2026	Manager Community Development
	Meet at least four times per year to drive and monitor RAP implementation.	September 2024, December 2024, March 2025, June 2025, September 2025, December 2025, March 2026, June 2026, September 2026, December 2026, March 2027, June 2027	Manager Community Development
	Invite Traditional Owner voices onto the RAP working group, by providing at least two Whadjuk positions, ensuring gender diversity to allow for cultural appropriateness.	December 2024, December 2025, December 2026	Manager Community Development
	Embed resource needs for RAP implementation.	December 2024, December 2025, December 2026	Manager Community Development



Governance

Action

13

Provide appropriate support for effective implementation of RAP commitment

14

Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally

	Deliverable	Timeline	Responsibility
	Embed key RAP actions in performance expectations of senior management and all staff.	December 2024, December 2025, December 2026	Manager Governance
	Embed appropriate systems and capability to track, measure, evaluate and report on RAP commitments.	December 2024, December 2025, December 2026	Manager Community Development
	Maintain an internal RAP Champion from senior management.	December 2024, December 2025, December 2026	Director Creative Arts and Community
	Include our RAP as a standing agenda item at Executive Leadership Team and Management Leadership Team meetings.	September 2024, December 2024, March 2025, June 2025, September 2025, December 2025, March 2026, June 2026, September 2026, December 2026, March 2027, June 2027	Manager Governance
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2024, September 2025, September 2026	Manager Community Development
	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2024, June 2025, June 2026	Manager Community Development



Governance

Action

14

Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally

15

Continue our reconciliation journey by developing our next RAP

	Deliverable	Timeline	Responsibility
	Report RAP progress to all staff and senior leaders quarterly.	September 2024, December 2024, March 2025, June 2025, September 2025, December 2025, March 2026, June 2026, September 2026, December 2026, March 2027, June 2027	Manager Community Development
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	September 2024, September 2025, September 2026	Manager Community Development
	Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings.	December 2024, December 2025, December 2026	Manager Community Development
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	February 2026	Manager Community Development
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	June 2027	Manager Community Development
	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2026	Manager Community Development

Truth-telling

The concept of including a new truth-telling pillar for the City's second Stretch RAP was supported at the inaugural meeting of the new Reconciliation Action Plan (RAP) Working Group in late 2023 and is aligned to our commitment to the Uluru Statement from the Heart, which called for Voice, Treaty and Truth.

Truth-telling encompasses any activity or process that exposes historical and/or ongoing truths. It often acts as a record of historical experiences as part of a process of relationship-building, political transformation, or reconstitution of political relations in divided societies.

Truth-telling isn't just about exposing Australia's colonial history, but about recognising and understanding First Nations connections to country and the contributions Aboriginal and Torres Strait Islander people have made to Australia's culture, development, and society.

Truth-telling can involve activities at local, state, national or international level but Fremantle's truth-telling program will consider the specific history and context of the Walyalup region.

Action

16

Work towards acknowledging Western Australia's bicentenary (2029) by telling the true history of the Swan River Settlement and Fremantle



	Deliverable	Timeline	Responsibility
	Establish a working group to determine the City of Fremantle's deliverables in truth-telling in the lead up to and during to Western Australia's bicentenary (2029).	June 2025	Manager Community Development
	Embed truth-telling which explains the false premise of terra-nullius across annual arts, cultural, community, libraries, and lifelong learning program.	March 2025, March 2026	Manager Community Development
	Collaborate with the City of Melville and City of Cockburn to expand the truth-telling programming across the southern corridor, where settlement first begun.	September 2025, July 2026	Manager Community Development
	Provide public events that will focus on truth-telling of settlement at Fremantle.	July 2025, July 2026, July 2027	Manager Community Development
	Create a five-year plan starting in 2024 that focuses on telling the true history of the Swan River Settlement in Fremantle.	December 2024	Manager Community Development
	Update information of the Maitland Brown Memorial at Esplanade Park, including providing the response by the La Grange Aboriginal community.	June 2025	Manager Community Development
	Identify public art to be included in a dual naming project that acknowledges Traditional Owners names and language. Settlement has largely honoured the European settlers in names of streets, bridges parks and gardens so the dual naming project will address the imbalance.	June 2025	Manager Community Development

Truth-telling

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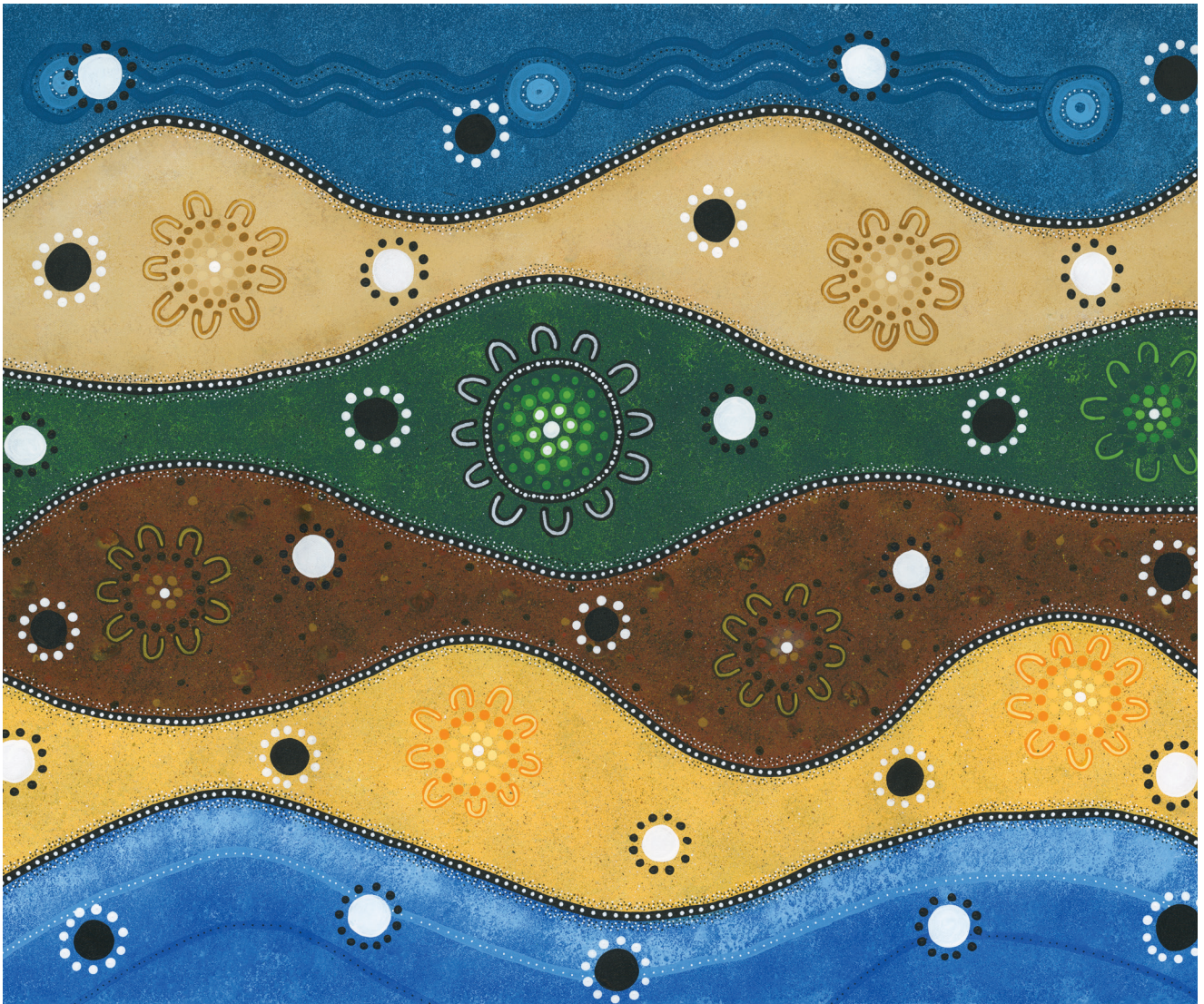
Action

17

Explore and deliver opportunities for truth-telling to facilitate learning, healing, and change in the City of Fremantle



	Deliverable	Timeline	Responsibility
	Facilitate community workshops involving Aboriginal people and members of the community to support truth-telling within City of Fremantle. These workshops will articulate what truth-telling is, truth listening and expand to community outreach into backyard community events.	December 2024	Manager Community Development
	In a communications plan explore some of the myths such as terra nullius and colonialism, such as Aboriginal lifestyle and culture vs nomadic occupation and land ownership vs terra nullius. Explore the reasons why myths were perpetuated. This will be explored through partnerships with education institutions and take the form of public forums and exhibitions.	August 2024, March 2025, March 2026	Manager Community Development
	In partnership with PCYC and Elders, expand youth programs at the Hilton PCYC to strengthen connections between Elders and young people to support intergenerational storytelling.	July 2025	Manager Community Development



'Walyalup Boodja' by local Nyoongar artist Turid Calgaret.

This painting encapsulates the essence of Walyalup/Fremantle. It portrays the convergence of the ocean, the river, and the land in-between —a symbolic representation of a place where communities have gathered. Elements of this painting have also been portrayed on pages 25-58.

CITY OF FREMANTLE

Walyalup Civic Centre
151 High Street
Fremantle WA 6160

fremantle.wa.gov.au