



Additional documents

Ordinary Meeting of Council

Wednesday, 26 June 2019, 6.00 pm

Table of Contents

Contents	Page
FPOL1906-2 WALYALUP RECONCILIATION ACTION PLAN 2019 – 2022	1
FPOL1906-2 WALYALUP RECONCILIATION ACTION PLAN 2019 – 2022	2

FPOL1906-2 WALYALUP RECONCILIATION ACTION PLAN 2019 – 2022

Proposed amendment submitted by Cr Sam Wainwright

To insert the following action under heading 11 in the Walyalup Reconciliation Action Plan 2019-2022:

<p>11: Support a detailed feasibility study into an excellent Aboriginal and Torres Strait Islander Cultural Centre</p>	<p>11.3 If co-funding for a new Aboriginal Cultural Centre at Manjaree/Arthurs Head is not secured in the short term, with the 2021 commitments made during the state election and its outcome being an important indicator, the City will propose alternative interim configurations for an expanded Walyalup Aboriginal Cultural Centre that can fulfil some of the functions proposed for the new centre as described in the Visioning Report.</p>	<p>October 2020</p>	<p>Director Community Development</p>
--	--	----------------------------	--

Reason for change:

The City is committed to a new Aboriginal cultural centre at Manjaree/Arthurs Head which would both serve for public events and activities engaging the wider non-Indigenous population as well as non-public activities for the local Indigenous community. However this project is dependent on federal and/or state co-funding which has not yet been secured, and even if it is, construction might still be many years away from proceeding. In the interim the vacant unit in J-shed will be a good place to host Walyalup Aboriginal Cultural Centre activities but it won't be able to accommodate the more internal community centred activities.

FPOL1906-2 WALYALUP RECONCILIATION ACTION PLAN 2019 – 2022

Officer's alternative recommendation

1. **Adopt the City of Fremantle Walyalup Reconciliation Action Plan 2019 – 2022, as amended, and ~~provided in Attachment 1 of the Finance, Operations and Legislation Committee Minutes (12 June 2019)~~ note that the Plan will be subject to further formatting and styling as determined by the Chief Executive Officer, prior to publication.**
2. **Note the City of Fremantle Walyalup Community Engagement Report, as provided in Attachment 2 of this item in the Finance, Operations and Legislation Committee Agenda (12 June 2019).**
3. **Forward the City of Fremantle Walyalup Reconciliation Action Plan 2019 – 2022 to Reconciliation Australia for final endorsement.**

Reason for change:

Following the Finance Policy Operations and Legislation committee meeting held on 12 June 2019, officers were advised by Reconciliation Australia that they may take up to three weeks to review the plan for endorsement. Reconciliation Australia have since provided initial feedback and the plan has been updated accordingly, however the plan is yet to be endorsed and further amendments may be required.

Reconciliation Australia recent feedback requests separating Naidoc and Reconciliation Week actions. Reconciliation Week now (section 6) and Naidoc Week now (section 10) along with additional deliverables in (section 5) promoting Reconciliation Australia's Narragunnawali program in local and neighbouring schools and to expand (section 7) promoting positive race relations through anti-discrimination strategies.

Officers are not anticipating any major changes to the plan from Reconciliation Australia, however if the changes are considered significant, the plan will be brought back to council for further consideration.

The amended plan has been included in the additional documents and includes the recommendations from received from Reconciliation Australia after the Finance Policy, Legislation and Operations Committee meeting, and amendments that were adopted at that meeting.

Draft version – to be formatted and designed.

City of Fremantle
Walyalup Reconciliation Action Plan July, 2019 – July 2022

Acknowledgement

Kaya nidja Walyalap, wadjak boodja wer nyidiyang boodja. (Hello this is free wadjak country and white fella country). Ngalak kaadatj ngalang wadjak moort wirin keniny, kawininy, kakarookiny wer warangkiny, (We acknowledge our wadjak families spirits celebrating, laughing, dancing and singing)¹.

The City of Fremantle acknowledges that we are located and meet on the traditional country of the Whadjuk people. The land where Fremantle (Walyalup) sits has always been a place of ceremonies, significant cultural practices and trading. Our close relationship with Whadjuk people is built upon values of respect, honesty and trust. This is demonstrated with City of Fremantle actions such as celebrating Australia day on a more inclusive date and dual naming the City with the original Whadjuk name of Walyalup. We understand that our relationship with Traditional Owners hasn't always been this close but we are committed to nurture and heal this so we can work and walk together.

In 1829 European settlement began. This has led to the Fremantle that we know and love today. However, we acknowledge the truth; it was built on the dispossession of Whadjuk people, with devastating and ongoing impacts. Therefore, we commit to playing our part, in collaboration with Whadjuk and other Aboriginal people, in the recovery from that dispossession. 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*".

The City is aware that there is an important debate on whether 'Nyoongar' or 'Bibbulmun' is the correct collective term for the 14 clan groups of the South West. Aboriginal members of the Reconciliation Working Group have advised that they will work towards resolution of this important question. The City will respond to their advice when it is agreed. The terms are used interchangeably here.

Our vision for reconciliation

Our vision for reconciliation is to create an inclusive, caring community where Aboriginal and Torres Strait Islander people experience the same life outcomes as other Australians, and where their special place in our nation and our City is recognised. We want a community and an organisation in which Aboriginal and Torres Strait Islander people are acknowledged, listened to and understood; a

¹ The use of Nyoongar language was a suggestion that came from the WRAP working group meeting on 29/4/19. The opening acknowledgement has been permitted and translated by Nyoongar Linguist Sharon Gregory.

community and organisation that respect and tell the truth about history, and where healing and growth is nurtured by all of us. Ultimately, we want this to be a shared vision for Fremantle, where the City embraces culture and heritage, and where Aboriginal and Torres Strait Islander people are part of making decisions and improvements for the wellbeing of people. Our Walyalup Reconciliation Action Plan (RAP) is a three year plan that is reported on annually. This is Council's first RAP following the formative policy for respect, recognition and conciliation with Aboriginal and Torres Strait Islander people in 2000. Based on recommendation from Reconciliation Australia on the work the City of Fremantle has done thus far, Council decided to begin with a Stretch RAP that is focused on Relationships, Respect, Opportunity and Governance.

DRAFT

Our Organisation

The City of Fremantle sits on Walyalup and surrounds approximately 18 kilometres southwest of the Perth CBD. It includes the suburbs of Beaconsfield, Fremantle, Hilton, North Fremantle, O'Connor, Samson, South Fremantle and White Gum Valley. We are a local government, and as such, we serve, and make decisions with and on behalf of, all those who live, work and play within our boundaries.

Fremantle offers a diverse range of housing options, exceptional access to public transport and a dynamic economy, creating jobs and opportunities that enable our residents, as well as visitors, to enjoy rich lives and experiences. The City of Fremantle is a certified One Planet Council, with the aim of becoming Perth's most sustainable local government and a global leader – a place where we foster community in a way that supports quality of life, while respecting the limits of the planet on which we live. One Planet Living is based on a framework of ten interconnected principles of sustainability and the development of the RAP is a top priority for 2019 under the principle of 'culture and community'.

As an organisation, the City employs more than 400 people, of whom 4.5% are Aboriginal and Torres Strait Islander. We serve more than 30 000 residents over a land area of 19 square kilometres. We are the most visited tourist destination outside of the Perth CBD. We are visited by many international tourists, and people from all over Perth and Australia come here to enjoy the rich heritage, culture and cuisine. The arts are strikingly represented within the city, and numerous food, arts and music festivals take place in Fremantle each year. All of this creates numerous opportunities for shared and positive cultural experiences — a perfect foundation for positive cultural engagement between Whadjuk people and others.

In the 2016 Census, 454 of the 28,893 residents (1.6%) counted in Fremantle said that they had Aboriginal or Torres Strait Islander origins, or both. Of these, 94% were Aboriginal.



Grassroots meeting supporting decision to Change the Date at Dumbartung Aboriginal and Torres Strait Islander Corporation 2016, back row Councillor Sam Wainwright far left and Mayor Brad Pettitt 4th from left.

Our place in history

Fremantle is an important place for Aboriginal and Torres Strait Islander people. It lies within the Nyoongar/Bibbulmun region of Beeliar which at the time of white settlement was led by Midgegooroo². In an open letter to the editor of the Perth Gazette on 6 January 1834 Lyon wrote "*The sooner the national rights of the Aboriginal inhabitants are recognised by some regular deed or charter, the better it will be for them, and the British colonies in this hemisphere. It is an act of justice, as well as humanity, and therefore ought not to be delayed. Delays in all such cases are dangerous, and may lead to a great sacrifice of human life*"³. The Nyoongar/Bibbulmun name for Fremantle is Walyalup (the place of walyo or woylie) and its local people are known as the Whadjuk people. To the local Whadjuk people, whose heritage dates back tens of thousands of years, Fremantle is a place of ceremonies, significant cultural practices and trading. Walyalup has several significant sites and features in many traditional stories. It is a place that has strong social, spiritual, cultural and historic significance.

In 1829, of course, everything changed, and much was broken. In 1830 the first killing of Aboriginal and Torres Strait Islander people in Western Australia began with a detachment of soldiers led by Captain Irwin. They attacked an Aboriginal and Torres Strait Islander encampment north of Fremantle in the belief it contained men who had broken into and plundered the house of a man called Paton and killed some poultry. Paton had called together a number of settlers who, armed with muskets, set after the Aboriginal and Torres Strait Islander people and came upon them not far from the home. "*The tall savage who appeared the Chief showed unequivocal gestures of defiance and contempt*" and was accordingly shot. Irwin stated, "*This daring and hostile conduct of the natives induced me to seize the opportunity to make them sensible to our superiority, by showing how severely we could retaliate their aggression.*" In actions that followed over the next few days, more Aboriginal and Torres Strait Islander people were killed and wounded⁴.

Until recently though, far too little was known, or discussed, about our place in the dispossession of Whadjuk, and other Aboriginal and Torres Strait Islander people. We are one of the first hubs of white settlement and therefore dispossession, and were the embarkation point for Rottnest Island (Wadjemup), which became a notorious prison—profoundly important in the dispossession of Aboriginal and Torres Strait Islander Western Australians for 96 years. There is much pain in this history, and our attempts to ignore it have, if anything worsened that pain, and the consequent mistrust, over the years. But recognising pain is often the first step towards healing and recovery. Whadjuk and other Aboriginal and Torres Strait Islander people are leading us, with strength and resilience, not just towards recovery but towards a rich future. The City of Fremantle wants to walk with them in that. We want to respond to our history by creating greater respect, stronger and more trusting relationships, and more opportunities.

² This information was described to Lyon by Yagan, a son of Midgegooroo.

³ <https://trove.nla.gov.au/newspaper/article/641694>, Perth Gazette, 11 Jan 1834, p.215

⁴ https://en.wikipedia.org/wiki/List_of_massacres_of_Indigenous_Australians, Accessed 13/6/19.

As a port City, Fremantle's place in Western Australian modern history is rich. After colonisation, we were for a century and a half, the key gateway between the rest of the world and Western Australia. Our place in immigration and trade, and the consequent diversity of people who lived here or passed through has created the vibrant Fremantle of today. It's important to add: we are more than our port and city centre. We also have rich and diverse suburbs, with a vibrant array of architecture, cultures, socio-economic groups and parklands. All of these, too, are ripe for activities relating to the respect, relationships and opportunities of reconciliation.

DRAFT

Community relations

Fremantle's most important assets are its heritage and its people of diverse backgrounds and cultures. Its irresistible character is inviting and rich in history.

As a major hub for the entire South West Corridor, many non-residents, including Aboriginal and Torres Strait Islander non-residents are drawn to the City for employment, services, opportunities, connection and/or cultural experiences. While this is a huge part of what makes our City such a vibrant place, it can also lead to tension between people of very different values, circumstances, historic experiences, incomes and so on. These tensions can, of course, be diminished in part by developing more respect, relationship and opportunities, so we see this Walyalup Reconciliation Action Plan as central to more positive community relations.

***Reconciliation is what we all need so our guilt of the past can be freed at last.
Don't leave it too late; we don't want to live in the land of the free with a heart full of hate.
Black people need white people to set them free at last white people need black people to be set free of the guilt of the past.
So let's all come together in peace and harmony, respect, love and care for each other and from all evils of the past and present we will be set free. Marie Thorne 1990 Aboriginal Elder***

Supporting our future

The City of Fremantle Strategic Community Plan sets a vision for Fremantle to be a compassionate city and a key council focus over the last few years has been to sustainably revitalise the city centre. The strategies that we've initiated, including innovative planning scheme amendments across key non-heritage inner-city areas, have led to a significant increase in investor confidence in Fremantle. There is currently an unprecedented level of commercial, residential, retail and hotel projects. Not since the America's Cup, more than 30 years ago, has Fremantle gone through such a massive transformation with primarily private sector-funded infrastructure set to change the face of the city. This is coupled with a strong focus on positioning Fremantle as Western Australia's second capital city, reinforcing its position as a place of great significance to Western Australia, being home to modern facilities and high quality infrastructure. This could myriad opportunities for incorporating Reconciliation related activities and actions into community, cultural and infrastructure projects.

Supporting our RAP

The City is developing a RAP for many reasons but primarily to engage better with Aboriginal and Torres Strait Islander people and the general community to advance values of inclusiveness and equality. It's been almost 20 years since council committed to developing a *Policy on Conciliation, Respect and Recognition* and 3 years on from an *Aboriginal and Torres Strait Islander Engagement Plan*. A key learning from this is that maintaining relationships with Aboriginal and Torres Strait Islander people is like an investment with the more invested the better the return. This RAP will add to this work and form an overarching framework for what is occurring now and to update and measure future deliverables.

Page 7

In recent years, the City has achieved a number of initiatives that continue to build on the commitment articulated in the *Policy* and in the *Engagement Plan*. These include an Aboriginal and Torres Strait Islander employment target of 4%, the establishment in 2014 of the Walyalup Aboriginal Cultural Centre at 12 Captains Lane, Arthurs Head and, the development of the Statements of Significance recognising the historical relationship with the Whadjuk people in the Fremantle area, and the acknowledgement and recognition of the Traditional Owners through Welcome to Country and the annual Wardarnji Festival that attracts over 2,700 people each year. In 2018 the City introduced the staff online reward and recognition 'stars' program that is based on the values of celebrating success, owning it, working together and being open to change. This program is designed based on six Nyoongar seasons, at present 16 staff and 16 teams have received recognition through this process.

This RAP was developed through community consultation starting in November 2017 with Traditional Owners nomination of two delegates to sit on the RAP working group and represent the Whadjuk People. Then in 2018 we held a powerful and engaging community meeting attended by over 100 committed people including key Aboriginal and Torres Strait Islander people and Elders, as well as the Mayor, Elected Members and city staff. The group workshop generated organic and grass roots discussion around people, spirit and place in Fremantle and summarised into a practical plan for Reconciliation. At the meeting nominations for membership to the working group were accepted. This working group is diverse and consists of Traditional Owners (Whadjuk People), Aboriginal and Torres Strait Islander people both young and older, Non Aboriginal and Torres Strait Islander external people, Elected Members and city staff including the Director Community Development, Manager Community Development and the Aboriginal Engagement Officer.

Officers captured all the diverse input from over 100 people at previous meetings and summarised into a practical plan for Reconciliation holding a further meeting in April 2019 to seek endorsement for the thrust of the Walyalup Reconciliation Action Plan and the 15 main 'Actions' in the RAP.

Our Executive Team and Management Team play an important and active role in the implementation of the Walyalup RAP to ensure outcomes are delivered and that the intentions of the RAP become part of the City's culture. Many city staff have selected to be RAP champions who will encourage participation in our RAP activities and events, communicate our reconciliation message, and influence peers to build positive relationships between Aboriginal and Torres Strait Islander and Torres Strait Islander people and organisations.

Internal WRAP champions include the Mayor and Elected Members, along with the Chief Executive Officer and the Executive and Management teams, staff from the Events, Arts and Festival teams, Communication, Parks and Landscape, Economic Development, Strategic Planning and our Aboriginal Trainees who have assisted throughout this process.



Aboriginal Elders pictured at the Community and Stakeholder workshop for RAP Fremantle 12/9/18.

Our Reconciliation Journey so far.....

1992 Fremantle Festival ceremony marking the closure of Fremantle Prison, acknowledging the histories of the site, as well as Black Deaths in Custody.

1993 The Baldja Corroboree was 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 was laid on the monument in Esplanade Park in order to acknowledge the suffering imposed on Aboriginal and Torres Strait Islander people during this period.

1996 City of Fremantle employs first Aboriginal and Torres Strait Islander Engagement Officer.

1996 Nyoongar welcome and Ceremonial opening to Fremantle Festival.

1996 The City lead a project aimed at producing a map to identify Nyoongar/Bibbulmun place names along the Swan River. The project was a joint effort between 12 local governments located along the Swan River. The map was 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 involved a reconciliation component for the first time. Australians for Reconciliation spoke at the ceremony, and Aboriginal and Torres Strait Islander artists performed.

1997 Sorry Day events occurred in conjunction with the Fremantle Reconciliation Group, the City hosted several Sorry Day events, these included the Fremantle Sorry Day Ceremony and the Stolen Generations Story Circle.

1998 Began hosting the annual Wardarnji Aboriginal and Torres Strait Islander festival.

1998 Council not become a party to the Federal Court proceedings on the Native Title Claims 94/10, 95/81 and 95/86.

1998 Council notify 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 the People of this area.

2000 Reconciliation Policy that included 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 was flown from the Fremantle Town Hall.

2002 Walyalup Dreaming, Performance, 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 that recognises and celebrates Aboriginal stories and heritage.

2012 Identifies possible site for an Aboriginal and Torres Strait Islander Cultural Centre at Arthur Head.

2012 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.

2014 Walyalup Aboriginal Cultural Centre opened at Arthurs Head, and the development of a Fremantle Indigenous Employment and Reconciliation compact target of 4%.

2014 Installed Aboriginal and Torres Strait Islander signage at Bathers Beach, including acknowledgment of the site where 3400 Aboriginal and Torres Strait Islander men left for Rottneest Island prison.

2015 City of Fremantle Aboriginal Engagement Plan endorsed by Council.

2016 Statement of Significance for Fremantle developed after consultation with Traditional Owners on Cantonment Hill sacred site.

2016 Wanju Nidja Walyalup – Whadjuk Boodja Wayfinding project with Peter Farmer artwork.

2016 Council proposes to move the date of celebrating Australia Day respecting feelings of Aboriginal and Torres Strait Islander people.

2017 Council supports the development of a Reconciliation Action Plan.

2017 Council supports the feasibility study for an Indigenous Cultural Centre.

2018 Supports the Uluru Statement from the Heart.

2019 Notes the Visioning Report for the feasibility study for an Indigenous Cultural Centre.

2019 Wanju Whadjuk Boodja entrance signage, as part of the THIS IS FREMANTLE brand launch.

2019 Kaya and Wanju Nidja Walyalup – Whadjuk Boodja included as part of the FREMANTLE visitor brochure.

2019 Anzac Day Ode of Remembrance translated and recited in Nyoongar language by Professor Len Collard.

2019 Fremantle Festival “10 Nights in Port” Wowak (Breathe) musical collaboration with five Nyoongar family groups and Perth Symphony Orchestra.

2019 National Awards for Local Government, Winner for Promoting Indigenous Recognition for One Day.

MAYOR ENDORSEMENT MESSAGE

For tens of thousands of years Walyalup, the place we now know as Fremantle, was a place of immense significance for the local Whadjuk people.

As an important crossing point of the Derbarl Yerrigan, Swan River, was a meeting place, a trading place, a ceremonial place and a spiritual place.

This significance did not diminish with the arrival of the first British colonists in 1829, although Walyalup has also been a place of sadness for the Whadjuk people since that day.

Fremantle is now also remembered as the place where the dispossession of Western Australia's traditional owners started, and also where thousands of Aboriginal and Torres Strait Islander people from across Western Australia were locked up before being shipped to the notorious prison on Wadjemup - Rottnest Island - many never to return.

The City of Fremantle's Strategic Community plan outlines a vision of Fremantle as being a place that embraces culture and heritage, thrives on innovation and diversity and dares to be different.

In accordance with this vision, I'm proud of the way Fremantle respects and honours its Traditional Owners, has embraced Aboriginal and Torres Strait Islander culture and been brave enough to endorse the Uluru Statement from the Heart and lead the national conversation on whether 26 January is the most appropriate date to celebrate what's great about being Australian. On a practical level our target of 4% Aboriginal and Torres Strait Islander employment is currently at 4.5% with the recent engagement of five trainees that are working across different areas of the organisation.

This action plan is another step on the path to genuine reconciliation with Fremantle's Aboriginal and Torres Strait Islander People to recognise the painful truth of our past and walk hand-in-hand towards peace and healing.

WORKING GROUP MEMBERS ENDORSEMENT MESSAGE

Working together with local Aboriginal and Torres Strait Islander people, the Council has created, through this Walyalup Reconciliation Action Plan (WRAP), a foundation for action in furthering reconciliation. By implementing this action, they will demonstrate genuine commitment, and we can all use this Plan to hold them accountable to that commitment. The WRAP demonstrates the City's leadership – not just in leading its local community but also as a leader of other Local Governments across Perth, WA and Australia.

Page 13

Walyalup and Fremantle matter deeply to us, for a range of reasons, and we hope this WRAP will help us all feel connected to, and fully welcomed by, this Boodjar and this community. For we who are Aboriginal and Torres Strait Islander and have felt, for too long, excluded, recognition of our central place helps the process of healing, recovery and trust. For we who are non-Aboriginal and Torres Strait Islander, our growing knowledge of, and connection with the ancient and modern Aboriginal and Torres Strait Islander history of this place, and with contemporary protocols, helps us experience authentic belonging, (as though we might finally understand and accept the 'welcome to country').

In the course of developing this RAP, we have had rigorous conversations about appropriate protocols. As we come to agree on, and adhere to, these protocols, trust, respect and connection will build. If we don't know the truth, we can't reconcile. We hope that, as the City implements this RAP, it will strive to ensure that all its citizens and stakeholders know, accept, and understand the full truth of what has happened here, and how it continues to haunt us today. In doing that, the path to recovery, strength and unity will be faster and more complete.

Our hope is that, in working together, speaking together, hearing each other and most of all committing to a better future together we will replace ignorance, mistrust, racism and hostility with genuine connection, trust and unity.

MESSAGE FROM RECONCILIATION AUSTRALIA

Awaiting on statement from Reconciliation Australia



Aboriginal Elders and stakeholders pictured at the Community workshop for WRAP Fremantle 29/4/19

Relationships			
<i>The City of Fremantle understands that developing and maintaining meaningful relationships assist Council to respond to the aspirations of local Aboriginal and Torres Strait Islander communities.</i>			
Focus area: <i>The City has endorsed an Aboriginal and Torres Strait Islander Engagement Plan that identifies two streams of engagement, one with Traditional Owners (the Whadjuk People) and another with the general Aboriginal and Torres Strait Islander and Torres Strait Islander community which includes Traditional Owner's.</i>			
Action	Deliverable	Timeline	Responsibility
1: Establish a strategy, and agreed representation, for Aboriginal and Torres Strait Islander and stakeholder input.	1.1 Confirm an Elders group that will meet twice per year with Mayor, Councillors, CEO and Senior Management to further build relationships.	November & April 2019/2020/2021/2022	Manager Community Development
	1.2 Establish and consolidate a Walyalup Reconciliation Reference Group, with a broad membership, and clear, agreed Terms of Reference (refer Administration Policy, endorsed by Council March 2018). <ul style="list-style-type: none"> • Provide feedback on the implementation of the Walyalup RAP and promote accountability. • Frequency of meetings; one per quarter. 	September 2019	Manager Community Development
2: Develop in consultation with the two groups, clear protocols for engagement.	2.1 Walyalup Reconciliation Reference Group to refer to the City's Aboriginal and Torres Strait Islander Engagement Plan to; <ul style="list-style-type: none"> • Determine engagement for community matters; and land and heritage through <i>Aboriginal and Torres Strait Islander Heritage Act (1972)</i> and <i>Native Title Act (1993)</i>. • Establish a list of TO's that are descendants of the named ancestors on the Whadjuk People Native Title Claim via South West Aboriginal and Torres Strait Islander Land and Sea Council. • Establish clear protocols on "who can speak for what". 	September 2019/2020/2021/2022	Manager Community Development

	2.2 Implement and promote protocols agreed to through 2.1 ⁵	October 2019	Manager Community Development
	2.3 Provide 'leadership training' and capacity building for connected Elders and leaders (including young leaders) and staff. This would include support in developing 'intra-Aboriginal and Torres Strait Islander' protocols and communications.	March 2021	Manager Community Development
3: Explore viability of a local 'Treaty' or equivalent.	3.1 Commence discussions with Walyalup Reconciliation Reference Group and other key Elders and leaders, the potential benefits and risks of a local treaty, or equivalent agreement.	March 2020	Director City Business
	3.2 Monitor progress and learnings of City of Perth and/or other Councils on their investigations into the idea of a local 'treaty' or equivalent.	June 2020/2021/2022	Director City Business
	3.3 If '3.1' and '3.2' indicate that the concept of a local 'treaty' may have value, propose, to WALGA, that they establish a working group to consider the opportunities of local government-led treaties (or equivalent).	October 2022	Director City Business
4: Create strategic approaches to build trust between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander people	4.1 Publicise the 5 dimensions around Reconciliation. eg race relations, equality and equity, institutional integrity, unity and historical acceptance.	September 2019	Manager Community Development
	4.2 Host 'cross-cultural partnership' training, building the capacity of Fremantle's community and business leaders to develop genuine partnership with Aboriginal and Torres Strait Islander people, and take constructive approaches to cross-cultural tensions, build trust between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander people.	April 2020/2021/2022 2	Manager Community Development

⁵ These will include appropriate inclusion of Welcome to Country, and Acknowledgement of Country.

	4.3 Continue to host safe, open community forums that enable yarning circles, storytelling, truth-telling hearing different perspectives.	January 2019/2020/2021 /2022	Manager Community Development
	4.4 In organising community events, host activities that will attract, and connect Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander people.	July 2019/2020/2021 /2022	Manager Community Development
	4.5 Continue to advocate with local providers for culturally appropriate health and social services in the City of Fremantle.	September 2019/2020/2021 /2022	Manager Community Development
	4.6 Continue relationships with other Local Councils to share reconciliation learnings, challenges, and to collaborate on Walyalup RAP initiatives.	May 2019/2020/2021 /2022	Manager Community Development
	4.7 Encourage local organisation and partnerships to deliver community led initiatives that build trust between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander people.	April 2020/2021/2022	Manager Community Development
	4.8 Develop/maintain at least two formal two-way partnerships with Aboriginal and Torres Strait Islander communities/organisations.	May 2019/2020/2021 /2022	Manager Community Development
5: Promote reconciliation through our sphere of influence	5.1 Engage the senior management group across the organisation in the delivery of Walyalup RAP outcomes.	August 2019	Manager Community Development
	5.2 Develop and oversee the implementation of a Walyalup RAP Implementation Plan to engage and inform staff of their responsibilities within our Walyalup RAP and opportunities to drive reconciliation outcomes.	August 2019/2020/2021 /2022	Manager Community Development
	5.3 Communicate the Walyalup RAP to all City of Fremantle employees, highlighting how the outcomes of the Walyalup RAP are contributing to the success of the business.	July 2019/2020/2021 /2022	Manager Community Development

	5.4 Promote the Walyalup RAP, and call on large local organisations and businesses to develop, implement and promote their own (as part of a 'Freo RAP champion's network') eg St Patricks Community Centre, Fremantle Ports and neighbouring councils, Chamber of Commerce.	July 2019/2020/2021 /2022	Manager Community Development
	5.5 Collaborate with at least two RAP and other like-minded organisations to implement ways to advance reconciliation.	July 2019/2020/2021 /2022	Manager Community Development
	5.6 Attend at least two external events, creating an opportunity to engage with and support other RAP organisations in their journey.	May 2019/2020/2021 /2022	Manager Community Development
	5.7 Engage and promote the WRAP to the wider community through the City's New Residents Welcome Pack, City Publications, Newsbytes and Social Media channels.	July 2019/2020/2021 /2022	Manager Community Development
	5.8 Encourage schools and early learning centres in our local area to develop a RAP through the Reconciliation Australia Narragunnawali program.	September 2019	Manager Community Development
	5.9 Promote Narragunnawali; Reconciliation in Education to neighbouring schools.	September 2019	Manager Community Development
6: Celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between Aboriginal and Torres Strait Islander staff and other staff	6.1 Continue to encourage attendance of staff (and remove any barriers) to attend NRW events that draw Aboriginal and Torres Strait Islander people, or focus on related issues. Attending external NRW events in the local area is a great way to meet and establish relationships with Torres Strait Islander People.	May 2020/2021/2022	Manager Community Development
	6.2 Circulate Reconciliation Australia's NRW resources and reconciliation material to all staff.	May 2019/2020/2021 /2022	Manager Community Development
	6.3 WRAP Reference Group members to participate in at least two external NRW events. This is an opportunity to engage with and support other RAP organisations in their reconciliation journey.	May 2019/2020/2021 /2022	Manager Community Development

	6.4 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2019/2020/2021 /2022	Manager Community Development
	6.5 Organise at least two internal events, including at least one community-wide NRW event, each year to encourage with and support other RAP organisations in their reconciliation journey.	May 2019/2020/2021 /2022	Manager Community Development
	6.6 Register all our NRW events on Reconciliation Australia's website.	May 2019/2020/2021 /2022	Manager Community Development
7: Promote positive race relations through anti-discrimination strategies	7.1 Provide ongoing education opportunities for Senior Management and Managers on the effects of racism.	June 2020/2021/2022	Director People & Culture
	7.2 City to publically support anti-discrimination campaigns, initiatives or stance against racism via the City's website and media channels.	June 2020/2021/2022	Director People & Culture
	7.3 Provide a copy of the City's "Equal Employment Opportunity Anti-Discrimination and Bullying in the Work Place" Policy that has been developed as per legislative requirements to the Reconciliation Aboriginal Reference Group.	March 2019/2021	Director People & Culture
	7.4 Engage with Aboriginal and Torres Strait Islander staff and/or the Reconciliation Aboriginal Reference Group members to promote and advocate our Equal Employment Opportunity Anti-Discrimination and Bullying in the Work Place Policy.	March 2021	Director People & Culture
	7.5 Communicate the Equal Employment Opportunity Anti-Discrimination and Bullying in the Work Place Policy to City staff through the Intranet messaging service.	October 2019/2020/2021 /2022	Director People & Culture

Respect			
<i>Respect for Aboriginal and Torres Strait Islander and Torres Strait Islander communities creates healthy relationships, embraces diversity and promotes harmony.</i>			
Focus area: <i>To recognise and support the Traditional Owners – the Whadjuk people and to celebrate the history, culture and unique place of the Walyalup area</i>			
Action	Deliverable	Timeline	Responsibility
8: Maximise cross-cultural competence within Council	8.1 In consultation with Aboriginal and Torres Strait Islander advisors, develop, implement and review an Aboriginal and Torres Strait Islander and Cultural Awareness training strategy for our staff, which defines continuous cultural learning needs of employees in all areas of the organisation and considers various ways cultural learning can be provided (on line, face to face or cultural immersion).	September 2020/2021/2022	Manager Community Development
	8.2 Commit to ongoing cross-cultural competence training for our staff and Councillors annually with the cumulative target of at least 80%. This should include (in addition to information about history and culture) <ul style="list-style-type: none"> • Clarity about contemporary dynamics (including impacts of dispossession). • Keys to developing genuine partnership today. • Importance of present day protocols (including Welcome to Country and Acknowledgement). • Dynamics and impacts of racism and ethnocentricity. 	Commenced in 2018, continue through October 2019/2020/2021/2022	Director Community Development
	8.3 Develop cultural awareness as part of the induction process for new staff. <ul style="list-style-type: none"> • Commit all WRAP Reference Group members, Senior Management and all new staff to undertake formal and structured cultural learning. • Continue to achieve the cumulative target of at least 80% of staff to undertake structured cultural learning across the organisation through face to face or online training opportunities, achieving at least 60% target annually. 	March 2020/2021/2022	Director People and Culture

	<p>8.4 Continue the commitment to the '6 Nyoongar seasons' staff online reward and recognition stars program based on the following values</p> <ul style="list-style-type: none"> • We celebrate success • We own it • We work together • We are open to change. 	Commenced in 2018, continue through July 2019/2020/2021/2022	Director People and Culture
	8.5 Maintain and disseminate across all business units a list of key contacts for organising a Welcome to Country as outlined in the City's Aboriginal Engagement Plan.	October 2019/2020/2021/2022	Manager Community Development
9: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	9.1 Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2020, 2021, 2022	Manager Community Development
	9.2 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.	March 2020, 2021, 2022	Manager Community Development
	9.3 Continue to Invite a Traditional Owner or Local Elder to provide a Welcome to Country or other appropriate cultural protocol at significant events.	July 2019	Manager Community Development
	9.4 Continue to include Acknowledgement of Country or other appropriate protocols at the commencement of Council meetings.	July 2019	Manager Governance
	9.5 Staff and senior leaders to continue to provide an Acknowledgement of Country or other appropriate protocols at all public events.	July 2019	Manager Communications & Events
	9.6 Display Acknowledgement of Country plaques in City office/s or on our buildings, Administration Building, Leisure Centre, Community Centre, Meeting Place, Arts Centre, Library.	July 2020	Director Infrastructure

<p>10: Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</p>	<p>10.1 WRAP Reference Group to participate in an external NAIDOC Week event. Focus is about celebration of Aboriginal and Torres Strait Islander cultures and achievements, generating pride in First Nations Cultures.</p>	<p>July 2019/2020/2021 /2022</p>	<p>Manager Community Development</p>
	<p>10.2 Review City's Policies and procedures to remove barriers to staff participating in NAIDOC Week.</p>	<p>July 2019/2020/2021 /2022</p>	<p>Manager Community Development</p>
	<p>10.3 Support all staff to participate in at least one NAIDOC Week event in our local area.</p>	<p>July 2019/2020/2021 /2022</p>	<p>Manager Community Development</p>
	<p>10.4 In consultation with Aboriginal and Torres Strait islander stakeholders support at least one external NAIDOC Week event each year.</p>	<p>July 2019/2020/2021 /2022</p>	<p>Manager Community Development</p>
<p>11: Support a detailed feasibility study into an excellent Aboriginal and Torres Strait Islander Cultural Centre</p>	<p>11.1 Endorse consultants' recommendations on the five principles for the future provision or delivery of a new Cultural Centre as outlined in the Visioning Report;</p> <ul style="list-style-type: none"> - A place of significance - A place to belong - A place to celebrate living culture - A place to thrive - A place of good cultural governance. <p><i>(Visioning Report Endorsed by Council 17 April 2019.)</i></p>	<p>April 2019</p>	<p>Director Community Development</p>
	<p>11.2 Continue to create opportunities, within the current Walyalup 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.</p>	<p>Birak Dec-Jan Bunura Feb-Mar Djeran Apr-May Makuru Jun-Jul Djilba Aug-Sep Kambarang Oct-Nov 2019/2020/2021 /2022</p>	<p>Manager Community Development</p>

<p>12: Generate, in the community, interest in, understanding and respect for Whadjuk and Aboriginal and Torres Strait Islander culture, historic experiences and perspectives.</p>	<p>12.1 Hold forums with local businesses to encourage:</p> <ul style="list-style-type: none"> • Perspective that Aboriginal and Torres Strait Islander people, history and culture can be an asset. • 'place-based' approaches to Reconciliation, exploring what each of us can do, individually and together. 	<p>May 2020/2021/2022</p>	<p>Manager Economic Development</p>
	<p>12.2 Encourage full education (in Aboriginal and Torres Strait Islander perspectives on culture, history, and contemporary circumstances) in schools within the City of Fremantle, through the support of activities such as the Woylie Festival. Continue to deliver the school holiday activities at the Walyalup Aboriginal and Torres Strait Islander Cultural Centre and Library Services.</p>	<p>July 2019/2020/2021 /2022</p>	<p>Coordinator Lifelong Learning</p>
	<p>12.3 Commit to continuation of, and increased publicity for, Nyoongar language courses through Lifelong Learning programs.</p>	<p>Birak Dec-Jan Bunura Feb-Mar Djeran Apr-May Makuru Jun-Jul Djilba Aug-Sep Kambarang Oct- Nov 2019/2020/2021 /2022</p>	<p>Coordinator Lifelong Learning</p>
	<p>12.4 Continue to publicly support the Uluru Statement, and host and/or support events that explain the rationale behind it. (Uluru Statement endorsed by Council July 2019).</p>	<p>May 2020/2021/2022</p>	<p>Manager Communications and Events</p>
	<p>12.5 Review, expand/or and promote 'Reconciliation Collection' (or similar) at the Library and through the Lifelong Learning and Fremantle History Centre.</p>	<p>Commenced in 2018, continue July 2019/2020/2021 /2022</p>	<p>Coordinator Lifelong Learning</p>
	<p>12.6 Provide access to information on sites of Aboriginal and Torres Strait Islander heritage significance which is captured in the City's Heritage databases.</p>	<p>Completed May 2019</p>	<p>Director Strategic Planning</p>

	<p>12.7 Commit to offering cross-cultural awareness training to the broader community. This should include (in addition to information about history and culture):</p> <ul style="list-style-type: none"> • Clarity about contemporary dynamics (including impacts of dispossession). • Keys to developing genuine partnership today. • Importance of present day protocols (including Welcome to Country and Acknowledgement). • Dynamics and impacts of racism and ethnocentricity. 	<p>May 2020/2021/2022</p>	<p>Manager Community Development</p>
<p>13: Encourage (and publicise) events that foster connection and respect between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander people.</p>	<p>13.1 Continue to work with Elders and Walyalup Reconciliation Reference Group to ensure City delivered events recognise and respect Aboriginal and Torres Strait Islander history, culture and people. Recognise Aboriginal and Torres Strait Islander and Torres Strait Islander dates of significance.</p>	<p>January 2019/2020/2021 /2022</p>	<p>Manager Communications and Events</p>
	<p>13.2 Encourage organisers of various events (eg Sardine Festival, Blessing of the Fleet, International Women's Day, Walking Tours, Roundhouse, Arts festivals, etc) to incorporate Aboriginal and Torres Strait Islander activities, protocols (eg Welcome to Country) and perspectives into their events.</p>	<p>Ongoing as per the annual calendar of events & festivals 2019/2020/2021 /2022</p>	<p>Manager Communications and Events and Manager Arts and Culture</p>
	<p>13.3 Continue to include and acknowledge the Traditional Owners at key City events, such as Citizenship Ceremonies, Swearing in of Council members and regular Council meetings.</p>	<p>Four ceremonies per year Jan, March, June, September 2019/2020/2021 /2022</p>	<p>Manager Communications and Events</p>

	13.4 Develop partnerships with NAIDOC committee in creating an open and inclusive calendar of events for the week, and encourage non-Aboriginal and Torres Strait Islander (as well as Aboriginal and Torres Strait Islander) people to attend.	July 2019/2020/2021 /2022	Manager Community Development and Manager Communication and Events
	13.5 Develop partnerships with Reconciliation WA, and Reconciliation Australia, to establish a calendar of National Reconciliation Week events (including at least one 'organisation wide' or 'community wide' event.) Register all our NRW events on Reconciliation Australia's NRW website .	May 2019/2020/2021 /2022	Manager Community Development and Manager Communication and Events
	13.6 Continue to engage and promote Aboriginal and Torres Strait Islander artists at the Fremantle Arts Centre – local, state and nationally across a number of its activities.	May 2019/2020/2021 /2022	Director Fremantle Arts Centre
	13.7 Actively encourage participation by Aboriginal and Torres Strait Islander groups in the Wardarnji annual event celebrating Nyoongar and WA Aboriginal and Torres Strait Islander contemporary and traditional dance.	November 2019/2020/2021 /2022	Director Fremantle Arts Centre
	13.8 Continue to advocate to the State government for grant funding to present the annual Revealed event for new and emerging WA Aboriginal and Torres Strait Islander artists that includes workshops, public talks, exhibition and the one day Art Market.	April 2019/2020/2021 /2022	Director Fremantle Arts Centre
	13.9 Continue to deliver the Deadly Funny: WA Heats of annual Melbourne Comedy Festival national Aboriginal and Torres Strait Islander "unearthed" competition that actively encourages local participation.	November 2019/2020/2021 /2022	Director Fremantle Arts Centre
	13.10 Identify other key Aboriginal and Torres Strait Islander events (eg Aboriginal and Torres Strait Islander Children's Day) and encourage activity in the Fremantle region through the Lifelong Learning, It's All About Play program.	August 2019/2020/2021 /2022	Coordinator Lifelong Learning – Buster Program

	13.11 Continue the Aboriginal artists participating in the Artist In Residence program at the Fremantle Arts Centre.	2019/2020/2021 /2022	Director Fremantle Arts Centre
	13.12 Encourage the development of Cultural Tourism through working with new and existing Indigenous tourism operators to build capacity in the areas of marketing, promotion and product development.	October 2019/2020/2021 /2022	Manager Economic Development
	13.13 Continue to stock work of Aboriginal and Torres Strait Islander artists and makers in shop at the Fremantle Arts Centre.	July 2019/2020/2021 /2022	Director Fremantle Arts Centre
	13.14 Continue to support the '6 Nyoongar seasons' calendar of events, with a celebration to welcome in each season through the programming at the Walyalup Aboriginal Cultural Centre.	Birak Dec-Jan Bunura Feb-Mar Djeran Apr-May Makuru Jun-Jul Djilba Aug-Sep Kambarang Oct-Nov	Coordinator Community Development
	13.15 Encourage local media to produce local 'stories of place' that relate to Aboriginal and Torres Strait Islander peoples, history and/or culture.	September 2019/2020/2021 /2022	Manager Communications and Events
	13.16 Continue to work with Aboriginal and Torres Strait Islander creative and artistic directors on developing new works and will program Aboriginal and Torres Strait Islander content in its festivals including Fremantle International Street Arts Festival; Fremantle Festival; 10 Nights in Port and the Australian Heritage Festival.	July 2019/2020/2021 /2022	Manager Arts and Culture
14: Increase the 'visibility' of Aboriginal and Torres Strait Islander survival, culture and creativity.	14.1 Establish and promote Fremantle as an 'Aboriginal and Torres Strait Islander history and cultural precinct' – a place where tourists and other residents come to learn about our true history, and our ancient and contemporary culture. (This would incorporate 14.2 and 14.4, as well as 13.1, and 11.2).	September 2019/2020/2021 /2022	Coordinator Lifelong Learning and Local History

	14.2 Encourage cultural and tourist destinations (round-house, maritime museum, prisons, etc) to significantly increase Aboriginal and Torres Strait Islander content and awareness.	May 2019/2020/2021 /2022	Manager Community Development
	14.3 Identify (with Walyalup Reconciliation Reference Group, and/or Elders Group) opportunities as they present for naming/co-naming locations, streets, parks etc as they present, such as Booyembarra Park.	Sept 2019/2020/2021 /2022 as they present	Manager Parks and Landscape
	14.4 Incorporate Aboriginal and Torres Strait Islander knowledge (eg bush-tucker; traditional medicine, dreaming stories; principles of caring for country; artwork) into our parks, trails, open spaces and redevelopments as they present.	Sept 2019/2020/2021 /2022 as they present	Manager Parks and Landscape
	14.5 Continue to exhibit important local Aboriginal and Torres Strait Islander artists from the City's Art Collection.	May 2019/2020/2021 /2022	Director Fremantle Arts Centre
	14.6 Continue the Aboriginal and Torres Strait Islander exhibitions in gallery program.	May 2019/2020/2021 /2022	Director Fremantle Arts Centre
	14.7 Include significant symbols of, and information about, Whadjuk culture and history as part of the Kings square redevelopment.	September 2020/2021	CEO

Opportunities			
<i>Providing opportunities for Aboriginal and Torres Strait Islander and Torres Strait Islander communities to assist Council in its goal of being a socially inclusive city.</i>			
<i>Focus area: Increasing the employment and retention of Aboriginal and Torres Strait Islander and Torres Strait Islander staff at the City of Fremantle, providing support to community groups and organisations and working with the Whadjuk and broader Aboriginal and Torres Strait Islander communities to increase cultural, economic and tourism opportunities in the City.</i>			
Action	Deliverable	Timeline	Responsibility
15: Increase procurement of Aboriginal and Torres Strait Islander services.	<p>15.1 The City work with state government to amend the Local Government Act to make provision for the setting of quota options in procuring services from Aboriginal and Torres Strait Islander Businesses.</p> <ul style="list-style-type: none"> • Investigation of Supply Nation membership. • Work towards a two percent total procurement target for goods and services from Aboriginal and Torres Strait Islander owned businesses, managed and/or staffed businesses. • Training key procurement staff in those opportunities, and how to maximise them. 	April 2020/2021/2022	Director City Business
	<p>15.2 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.</p> <ul style="list-style-type: none"> • Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses. • Review and update procurement practices to remove barriers in procuring goods and services from Aboriginal and Torres Strait Islander businesses. • Maintain commercial relationships with at least two Aboriginal and/or Torres Strait Islander businesses and staff, that could include the values of this initiative to the City and Aboriginal businesses. How staff can access preferred supplier list and undertake an equitable tendering process. 	September 2020/2021/2022	Director City Business

	15.3 Host/sponsor relevant forums for the promotion of Aboriginal and Torres Strait Islander owned businesses to the organisation in collaboration with agencies such as the Nyoongar Chamber of Commerce and Industry.	April / October 2020/2021/2022	Manager Economic Development
16: Increase Aboriginal and Torres Strait Islander employment	16.1 Review and expand the City's Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy (in collaboration with our existing Aboriginal and Torres Strait Islander staff) to: a) Continue to increase recruitment through the traineeship program and investigate a graduate program subject to the annual budget process. b) Identify a professional development strategy for existing Aboriginal and Torres Strait Islander staff. c) Provide culturally appropriate mentorship and professional development from the Elders Group.	April 2020/2021/2022	Director People and Culture
	16.2 Encourage local organisations and businesses to develop effective Aboriginal and Torres Strait Islander employment strategies in collaboration with the City of Fremantle.	April 2020/2021/2022	Manager Economic Development
	16.3 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Island stakeholders.	July 2019/2020/2021 /2022	Director People and Culture
	16.4 Review City's recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	April 2020/2021/2022	Director People and Culture
	16.5 Continue to work towards the City's 4% employment target of Aboriginal and/or Torres Strait Island peoples endorsed by Council June 2014.	July 2019/2020/2021 /2022	Director People and Culture
	16.6 Aboriginal and Torres Strait Islander employees to be supported to take on management and senior level positions.	April 2020/2021/2022	Director People and Culture

Governance, Tracking Progress and Reporting			
Action	Deliverable	Timeline	Responsibility
17: Establish and maintain an effective RAP Working group (RWG) to drive governance of the Stretch RAP. Involve young Aboriginal and Torres Strait Islander peoples in the RAP process.	17.1 Maintain Aboriginal and Torres Strait Islander and Torres Strait Islander representation including young leaders on the RWG.	July 2019/2020/2021/2022	Manager Community Development
	17.2 Apply a Terms of Reference for the RWG as outlined in the Administration Policy endorsed by Council March 2018, with a review every two years.	July 2021	Manager Community Development
	17.3 Meet at least four times per year to drive and monitor RAP implementation for Council endorsement.	February, April, June, September 2019/2020/2021/2022	Manager Community Development
18: Provide appropriate support for effective implementation of RAP commitments.	18.2 Ensure all RAP deliverables are assigned to relevant staff, and support those staff in driving their implementation.	September 2019	Manager Community Development
	18.3 Embed appropriate systems and capability to track, measure and report on Walyalup RAP commitments.	September 2019/2020/2021/2022	Manager Community Development
	18.4 Maintain an internal RAP Champion from senior management.	August 2019/2020/2021/2022	Director Community Development
	18.5 Embed resource needs for the Walyalup RAP implementation.	March 2019/2020/2021/2022	Director Community Development
	18.6 Include our Walyalup RAP as a standing agenda item at senior management meetings.	August 2019/2020/2021/2022	Director Community Development

19: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.			
	19.2 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2020/2021/2022	Manager Community Development
	19.3 Report Walyalup RAP progress to all staff and senior leaders.	April, October 2019/2020/2021/2022	Manager Community Development
	19.4 Publically report against our Walyalup RAP commitments annually, outlining achievements, challenges and learnings through the Annual Report.	July 2019/2020/2021/2022	Manager Community Development
	19.5 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2020	Manager Community Development
	19.6 Register via Reconciliation Australia's website to begin developing our next RAP.	January 2022	Manager Community Development

Implementation, Monitoring and Review

The Walyalup RAP will be a whole of organisation approach, guided and championed by the Walyalup Reconciliation Reference Group. The plan will be reviewed every 12 months in alignment with the financial year. Review with Reconciliation Australia after two years. Reports will be provided annually to Reconciliation Australia, and annually in the City's Annual Report.

ULURU STATEMENT FROM THE HEART

We gathered at the 2017 National Constitutional Convention, coming from all points of the southern sky, making this statement from the heart: Our Aboriginal and Torres Strait Islander and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands, and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the creation, according to the common law from 'time immemorial', and according to science more than 60,000 years ago. This sovereignty is a spiritual notion: the ancestral tie between the land, or 'mother nature', and the Aboriginal and Torres Strait Islander and Torres Strait Islander peoples whom were born therefrom, remain attached thereto, and must one day return thither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty. It has never been ceded or extinguished, and co-exists with the sovereignty of the Crown. How could it be otherwise? That people possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years? With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia's nationhood.

Proportionally, we are the most incarcerated people on the planet. We are not innately criminal people. Our children are alienated from their families at unprecedented rates. This cannot be because we have no love for them. 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 after 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. We seek a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling about our history. In 1967, we were counted, in 2017 we seek to be heard. We leave base camp and start our trek across this vast country. We invite you to walk with us in a movement of the Australian people for a better future.



Contact details

Name: Beverley Bone

Position: Manager Community Development

Phone: 08 9432 9723

Email: beverleyb@fremantle.wa.gov.au