

September/2025



Reconciliation Action Plan

Annual Progress Report

2024/2025



Reconciliation Action Plan – Annual Progress Report

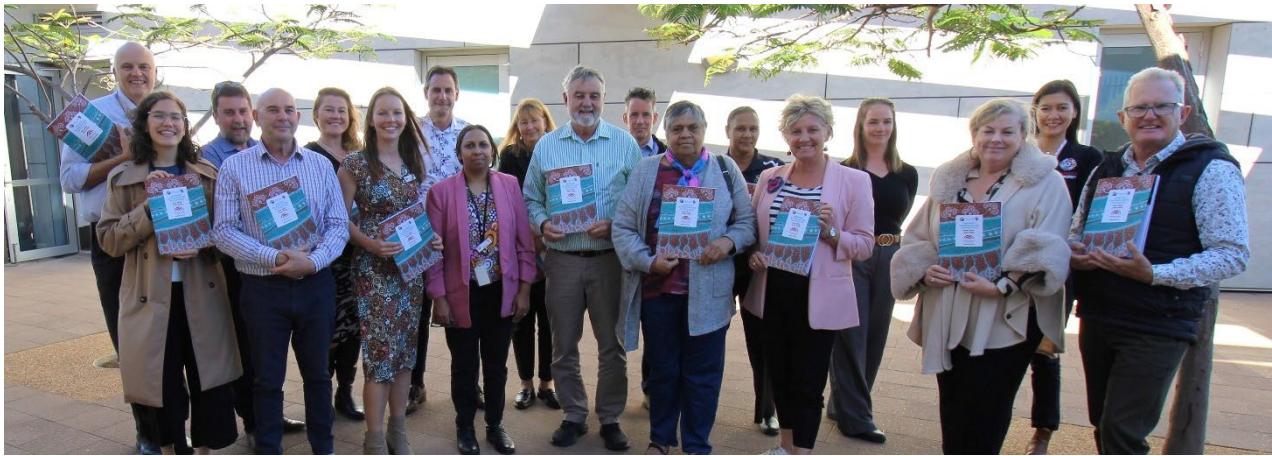
The City of Greater Geraldton is pleased to present the annual review of the Innovate Reconciliation Action Plan (2024–2026). This report reflects the progress the City has made over the past year in strengthening relationships, deepening respect and creating opportunities with Aboriginal and Torres Strait Islander peoples across the community.

Relationships

The City has focused on building and maintaining respectful relationships with Aboriginal and Torres Strait Islander peoples organisations and stakeholders through regular engagement, collaborative projects and the development of procedures that embed cultural perspectives.

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

- City leaders participated in key community events including *Yamaji On Country* in Bundiyarra Aboriginal Corporation (September 2024 and 2025) and the *Bundiyarra THRIVE Mission Get Together* (November 2024).
- The City continues to coordinate and participate in bi-monthly RAP networking meetings with a group of local stakeholders (Ngala, Centacare, Geraldton Port, Geraldton University Centre, Museum of Geraldton, Ruah, Hope Community Services, St John of God and CBH) focused on collaboration, information sharing, progressing RAP actions and supporting other organisations in the development of their own RAPs.
- The City continues to collaborate with the Yamaji Southern Regional Corporation (YSRC) through initiatives such as site visits to review the upkeep of the Yamaji Drive Trail and the ongoing development of the Welcome to Country Guide, which provides guidance on cultural protocols and respectful engagement with Traditional Owners.
- One-on-one engagement with Geraldton Regional Aboriginal Medical Services (GRAMS) and Bundiyarra has supported the development of the Public Health Plan, ensuring Aboriginal health perspectives are meaningfully embedded in future planning and service delivery.
- The Late-Night Basketball program, a highly popular initiative among local youth, was delivered in partnership with Headspace Geraldton, Midwest Employment and Economic Development Aboriginal Corporation (MEEDAC), Geraldton Sporting Aboriginal Corporation, Geraldton PCYC, WA Police Force, GRAMS and the Geraldton Amateur Basketball Association.
- The Memorandum of Understanding between the City and Bundiyarra Aboriginal Corporation is currently under review.
- A Dog Vaccination Day was delivered on 20 August 2025 at the Bundiyarra, supporting animal health and community wellbeing.



Reconciliation Action Plan 2024-2026 endorsement

2 Build Relationships through Celebration National Reconciliation Week

The City celebrated National Reconciliation Week (NRW) 2025 through creative and collaborative initiatives that strengthened relationships and encouraged community reflection. These activities highlighted Aboriginal voices, shared histories and fostered dialogue across the wider community.

- As part of NRW 2025, the City partnered with the Museum of Geraldton to deliver the Best Moments on Country photo exhibition. Featuring over 40 standout images selected from nearly 100 community submissions, the exhibition celebrated cultural pride, identity and connection to Country through powerful visual storytelling. The event was highly attended and well received, showcasing the creativity of local photographers and fostering positive dialogue around reconciliation.
- The Geraldton Regional Library hosted a poetry display featuring works by respected Gija/Bardi poet Nola Gregory. The exhibition celebrated Aboriginal voices and offered the community a meaningful opportunity to engage with local storytelling, culture and reflection through poetry.
- In collaboration with the RAP Networking Group, the film *Genocide in Wildflower Country* was screened at Queens Park Theatre in May 2025. Supported by a \$2,000 contribution from the Mayor's Discretionary Fund, the event was attended by City staff, executives, and community members. It provided a strong platform for dialogue, reflection and learning, reinforcing the importance of collaboration in advancing reconciliation.
- The City developed and shared a NRW calendar to collate events happening across Geraldton. Promoted via CGG communication channels, the calendar ensured City staff and community members were aware of the range of activities and encouraged widespread participation.



(L-R) City of Greater Geraldton Mayor Jerry Clune, City of Greater Geraldton Director of Community and Culture Fiona Norling and Museum of Geraldton Technical Officer Exhibition James Thompson preview the Best Moments on Country Exhibition at the Museum of Geraldton.

3 Promote reconciliation through our sphere of influence

- The City hosted the official launch of its Innovate RAP in July 2024, inviting stakeholders to attend and following up with a public announcement through local media and City communication channels.
- Aboriginal flag badges and National Reconciliation Week (NRW) posters were prominently displayed at the Civic Centre, with additional promotional materials and merchandise shared through City platforms to enhance public visibility.
- To improve accessibility and raise awareness, the City developed and distributed a simplified, easy-to-read version of the RAP (RAP Snap) across City facilities and online.
- The City participated in the 2024 & 2025 NRW Street Banner Program, ensuring a strong and visible presence of reconciliation messaging throughout the community.
- Aboriginal bands and artists featured at major events including Australia Day, Sundays by the Sea, All Abilities Day, and Stargazing, embedding Aboriginal culture in celebrations.
- The Customer Experience (CX) team manages flag protocols across City facilities to ensure visibility and recognition of significant Aboriginal and Torres Strait Islander dates. At the Civic Centre, both the Aboriginal and Torres Strait Islander flags are respectfully displayed during key commemorative periods, including the Anniversary of the Apology to Members of the Stolen Generations, National Sorry Day, National Reconciliation Week and NAIDOC Week. This practice reinforces the City's commitment to cultural respect, visibility and reconciliation in public spaces.
- The City supported GRAMS in securing regular access to Rocks Laneway for Tackling Indigenous Smoking community engagement program. Free venue hire was provided for monthly events from

August 2025 to January 2026, reinforcing the City's commitment to health promotion and cultural inclusion. The City also supported the Justice and Community Network Committee (JCNC) and Aboriginal Family Legal Services by providing free venue hire at Rocks Laneway for their respective reconciliation and advocacy events in May 2025 and November 2024.

- The Mullewa Youth Service partnered with Bicycles for Humanity to deliver a youth diversionary program focused on community improvement and skill development. Through a consultative process, young Aboriginal people were asked how they could make Mullewa a better place. Their response was to clean up the town in exchange for a second-hand bicycle. Over a six-month period, 16 young participants collected 20 bags of rubbish and were rewarded with refurbished bicycles generously donated by Bicycles for Humanity.
- The Mullewa Youth Service collaborated with WACRH and Headspace to deliver the Binmaga Education program, designed to engage Aboriginal youth through creative, physical and educational activities. Held over four weeks, the program included basketball workshops, arts and crafts, health education and nutritious meals. A local artist facilitated the art sessions, encouraging participants to reflect on what matters most to them. The youth worked together to create a series of vibrant paintings, now proudly displayed in the Mullewa Youth Centre.
- The City supported the delivery of an Exhibition-Ready workshop in Mullewa with the Women's Art Group facilitated by MEEDAC, providing hands-on guidance in photographing artwork, hanging exhibitions, and writing artist statements. The workshop fostered creative expression, skill development, and cultural storytelling in a supportive environment.



Exhibition-Ready workshop in Mullewa with the Women's Art Group

4 Promote positive race relations through an-discrimination strategies

- Equal Employment Opportunity (EEO) Training was delivered to all staff in March 2025, reinforcing their responsibilities under equal opportunity legislation and the City's internal policies.
- All City staff completed Active Bystander - Speaking Out Against Disrespect training through comprehensive face-to-face sessions. The program focuses on building practical skills to respond to inappropriate behaviour and fostering a safe, respectful and inclusive workplace culture.
- Psychological Hazard Training was conducted in April and May 2025, complementing EEO training by raising awareness of psychosocial risks and promoting a safe and inclusive work environment.
- The City's Equal Employment Opportunity (EEO) framework underpins its anti-discrimination policy, with ongoing consultation and engagement to strengthen its effectiveness. Staff are regularly engaged through wellness programs, staff surveys and the Greater Together Leadership program, providing continuous improvement opportunities and a platform for Aboriginal and Torres Strait Islander staff and advisors to contribute their perspectives.
- The City continues its active participation in the Community Respect and Equality (CRE) working group, reinforcing its commitment to embedding accountability, equity and inclusive practices across the organisation.

Respect

The City is committed to recognising and valuing the rich cultures, histories, and knowledge of Aboriginal and Torres Strait Islander peoples. Through cultural learning, heritage initiatives and strong partnerships with Traditional Owners, the City has continued to embed respect into its operations, community events and decision-making.

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

- Cultural Experience Day was delivered during Seniors Week (November 2024) to promote awareness and understanding of local Aboriginal culture. Inspired by the Yamaji Drive Trail, the event featured a guided cultural tour by a Traditional Owner Dale Forsyth, guest speakers, cultural cuisine and a fun quiz with prizes. The experience attracted 29 participants and received excellent community feedback, providing seniors with an engaging way to experience local culture while strengthening respect and connection to history.
- The City continues to deliver and provide multiple training opportunities to support both staff knowledge and leadership capability, building a respectful and inclusive culture across the organisation. Training programs included E-learning cultural program, face-to-face Cultural Protocols Induction, Active Bystander Training and Access and Inclusion Training.
- Supported cultural recognition during the Governor-General's visit to Bundiyarra.



The Governor General's visit to Bundiyarra Aboriginal Corporation.

6 Provide opportunities for all employees to engage with Aboriginal and Torres Strait Islander cultures and communities through NAIDOC Week events

- The City collaborated with the Geraldton Aboriginal Medical Service (GRAMS) to support the NAIDOC Flag Raising Event in July 2024 and 2025, providing catering, promotion and transport, with strong civic and organisational representation including the Mayor, Deputy Mayor, CEO, RAP Reference Group and over 20 staff.
- RAP Working group members attended the Justice and Community NAIDOC Event in July 2024 and 2025, providing in-kind support and contributing through involvement on the committee.
- City staff participated in the Mullewa NAIDOC Family Fun Day and Champion Bay Senior High School NAIDOC Event.
- A NAIDOC Week calendar was compiled and distributed to all staff to encourage broader participation in local events.
- During NAIDOC Week 2025, the Geraldton Regional Library hosted a Youth Poems Exhibition, showcasing works by celebrated Gija–Bardi poet Nola Gregory. Nola's powerful poetry was displayed to inspire and connect the community, aligning with the theme and spirit of NAIDOC Week.



City staff and the Deputy Mayor attending Flag raising ceremony and cake cutting at GRAMS

7 Explore the appropriate acknowledgement and renaming of culturally significant sites throughout the City of Greater Geraldton

- The City held meetings with Bundiyarra and the Irra Wangga Language Centre to progress discussions on dual naming for new or existing infrastructure including roads, parks and facilities. Local language groups are currently working towards a consensus on the process to ensure cultural accuracy and community ownership.

8 Ensure that Aboriginal and Torres Strait Islander cultural heritage is recognised, promoted, acknowledged and conserved throughout the City of Greater Geraldton

- The CGG Heritage Advisory Committee met regularly during 2024 and 2025 to provide advice and recommendations to Council. Through these meetings, the Committee supported initiatives that protect, conserve and celebrate Aboriginal heritage, ensuring cultural values remain central to heritage planning and decision-making. The City's Aboriginal Engagement Officer attends these meetings.
- The City engaged with Aboriginal stakeholders through ongoing consultation and planning discussions. This included consideration of renewed interpretive signage at Bootenal Spring, a site of Aboriginal heritage significance, to support greater community understanding and recognition of local Aboriginal history. Cultural advice was also sought regarding the Edith Cowan statue installation in Edith Cowan Square.

- The City worked in partnership with local Aboriginal researcher and author, Dale Forsyth, to revise the Yamatji Drive Trail and associated history booklet, “The Aboriginal History of Geraldton (Jambinu) and Surrounding Areas”. These items were first published in 2015. The booklet and drive trail brochure were sent to print in June 2025 and are now available for the community via the Geraldton Regional Library.
- Staff from Heritage Services attended a special Aboriginal family history training day with regard to “Storylines”, run by the State Library WA in August 2025.
- Local Yamatji authors and creatives, Mabel Gibson and Tamati Smith have been invited to be guest speakers at the Big Sky Readers and Writers Festival (24-26 October 2025). Including Tasma Walton, Boonwurrung woman, author and actor, who grew up in Geraldton.



Yamatji Trail activity during Seniors Week 2025

9 Increase understanding and recognition of Aboriginal and Torres Strait Islander cultures, histories and knowledges throughout the City of Greater Geraldton

- The City ensures reconciliation is visible and accessible through its website and communication channels, regularly sharing updates, promoting Aboriginal and Torres Strait Islander histories and cultures, and highlighting significant events.

- National Reconciliation Week and NAIDOC Week calendars are created and promoted within the community and local organisations to encourage participation, while the City also provides support to community groups hosting reconciliation-focused activities and events.
- The City hosted a Basket Weaving Workshop at the QEII Seniors & Community Centre as part of NAIDOC Week celebrations. The event had strong attendance and provided participants with hands-on cultural learning while fostering connection and respect.

Opportunities

The City continues to build a more inclusive workforce by improving employment pathways for Aboriginal and Torres Strait Islander people.

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

- As of the current reporting period, Aboriginal and Torres Strait Islander staff represent 4.09% of the City's workforce (13 out of 318 FTE). While below the 6% target, the City continues to promote inclusive recruitment and professional development to support progress toward this goal.
- The City continues to deliver the Passport to Employment (P2E) program supporting students with disabilities, including Aboriginal students. Aboriginal participation represented 5.5% of total enrolment in 2024 and 2025.
- Over \$3,564,744 was spent with Aboriginal businesses in FY2024/2025, with 12 businesses contracted during the reporting period.
- City continues to promote vacancies through culturally appropriate channels and platforms to reach the Aboriginal and Torres Strait Islander community.

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

- The City continues to promote procurement opportunities from Aboriginal and Torres Strait Islander businesses through internal systems, including a procurement flag that identifies Indigenous-owned suppliers. Staff are encouraged to use supplier directories such as Supply Nation and the Aboriginal Business Directory WA, supporting informed and inclusive purchasing decisions.
- The City is not currently a Supply Nation member but continues to source equitably from both Supply Nation and the State Government's Aboriginal Business Directory WA. These directories are actively used to identify and engage Aboriginal and Torres Strait Islander businesses, supporting inclusive procurement practices while formal membership remains under consideration.

- The City renewed its corporate partnership with Radio MAMA, committing \$5,000 annually to support Aboriginal media and strengthen community engagement.



Mayor Jerry Clune and Radio Mama representative

12 Support initiatives that will encourage Aboriginal and Torres Strait Islander representation on City Council

- Local Government Election information session was delivered in August 2025 at Bundiyarra, the session provided guidance on becoming a Councillor in a culturally appropriate setting, supporting Aboriginal community members to explore civic leadership pathways. The event was actively promoted through City communication channels and within the community, encouraging participation and raising awareness of the importance of Aboriginal representation in local government.

13 Engage with First Nations voices in the City's development by actively involving Aboriginal and Torres Strait Islander communities in the planning of place-making, new capital works, and major infrastructure renewals.

- The City has partnered with Bundiyarra in the Geraldton Green Connect Project to ensure local Aboriginal Culture and language is used to inform and educate the broader community is incorporated into the Project's design.
- The City worked together with Aboriginal ranger groups to support environmental management. Erosion control works were carried out in partnership with the YSRC Sea Rangers, while weed management activities were delivered collaboratively with the Yungunya-Nya Rangers.



YSRC Sea Rangers and CGG Environmental and Sustainability Team

Governance

The City has maintained a strong governance structure to support the implementation of its RAP, ensuring Aboriginal and Torres Strait Islander representation and consistent oversight.

14 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP

- The RAP Working Group met quarterly throughout 2024 and 2025, except for one quarter due to recruitment challenges for the Aboriginal Engagement Officer role. Aboriginal members actively participated in the RWG, contributing cultural perspectives and community insights.

15 Provide appropriate support for effective implementation of RAP commitments

- A structured internal system is in place to track RAP actions, monitor progress and support cross-departmental collaboration. The Aboriginal Engagement Officer leads the implementation of RAP

actions, working closely with the Coordinator Community Development and supported by the Manager Community and Cultural Development and the Director of Community and Culture.

- Senior leaders and staff are actively involved in delivering RAP commitments, including participation in cultural learning and community events.
- Director Community and Culture is RAP Champion to advocate for reconciliation and support cross-organisational engagement.

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

- The City regularly communicates its RAP commitments and progress through internal communications, social media, and media releases, helping to foster awareness and engagement across the organisation and the broader community. RAP reporting to Reconciliation Australia has been met.
- This annual review report is shared with staff, senior leaders, council and the wider community to ensure visibility and collective ownership of reconciliation outcomes.