

Reconciliation Committee Meeting Meeting Minutes

Meeting Name	Reconciliation Committee Meeting	ng	Meeting No.	D-13-14203
Meeting Date	Friday, 1 February 2013		•	
Meeting Time	9.30am to 10.30am			
Meeting Location	Cathedral Avenue, Councillors C	Committee M	eeting Room	
Attendees	Cr Chris Gabelish (Chair)	CG	By Invitation	Ron Bradfield (observer)
	Cr Des Brick Cr Peter Fiorenza Cr Neil Bennett Kevin Merritt Merrilyn Green	DB PF NB KM MG	Apologies	Gordon Gray Tom Hartman Lou Tatasciore Jamie Strickland
	Paul Ihanimo Miranda Rounsevell Gordon Gray Patricia Delaney Wayn McDonald Jim Sandy Derek Councilor Elise Ronan Steven Jacobs Andrea Selvey Renee Ellis Wendy Cowley (minute taker)	PI MR GG PD WM JS DC ER SJ AS RE	Distribution	as above

1.	. Welcome & Apologies	
	The Chair welcomed all members and apologies were noted.	
2.	Meeting Logistics	
	It was noted that the meetings of this committee would be held bi-monthly. WC to arrange suitable dates with members. Members to please confirm contact details to WC if incorrect.	WC
3.	Audit of RAP Progress	
	It was noted that a significant amount of work had been done over and above RAP.	
	Bereavement Package:	
	SJ is in the process of developing a bereavement package which had started in Mullewa with a plan to roll out to the whole City. Package to be available to the community which would include everything family members would need to do and know with regards to arranging funerals. Input was being received from Bundiyarra and the Police.	
	MR noted that they had also been providing some information to the community.	

Reconciliation Committee Meeting

	CG noted that an area for SJ to include would be mitigating family feuds and relocation of children resulting from bereavements. CG also noted that there are free legal services available that may be useful if Family Court Orders are required. SJ to forward a copy of the package out to all members to see who could provide any further information for the package. RE noted that there was a restructure of the CD&E team. The Chair invited the outreach staff to the next meeting to be introduced. RE to extend the invitation to the staff.	SJ RE
		IXL.
4.	Aboriginal Employment Strategy One of the City's employment strategy targets is to reach 10% Aboriginal employees. It was noted that the City have a framework for providing a structured traineeship and cadetship program and one of the elements is an Indigenous School Based Traineeship program. Part of the Reconciliation Action Plan was to look at Aboriginal employment in the City, namely where and what type of positions are affected in the 10%. RE noted that the team were looking at how advertisements were being presented in terms of being culturally appropriate and encouraging community members from diverse backgrounds to apply for positions. Part of the process would involve looking at a specified cultural awareness training program as part of the strategy. RE to provide update at the next meeting. SJ was working closely with the HR team and that the involvement of the Yamaji people was imperative. DC advised that he was working closely with Bundiyarra in pulling together traditional people of the area and pulling together knowledge into one package and delivering it to Bundiyarra. AS said that all City employees do receive cultural awareness training regularly however the program could always be improved. RE and SJ would be working with stakeholders to ensure the program the City runs addresses community and council. The Chair suggested that the training also be offered to the Councillors and the Mullewa office. Ongoing mentoring and support to be provided RB (observer) requested the opportunity to ask a question at the meeting, the Chair agreed. RB questioned if the positions available at the City were targeted positions. The Chair responded negatively. RB noted that it could aid the strategy if positions were targeted and that the mentoring program would need to be strong and not just include the work place but also on a personal level. AS responded that this would be investigated taking into account the City's EEO policy and legislation and recommendations would be made to the Committee. Areas to i	RE
	CG also noted that the strategy looked at positions right through the City including senior levels and it would be useful to be informed about how our employment targets through the organisations are being met. DB queried if the City receives feedback on the cultural awareness training. AS/RE to investigate and ensure that feedback is done. The number of Aboriginal staff has gone up from last year at 2.6% to 5.1% this year.	AS/RE
5.	Indigenous School-Based Traineeships	
J.	The framework for the Indigenous School Based Traineeships, which involves a rigorous process for supervisors, was presented to the Executive Management Team and endorsed. Part of this process involved having to identify appropriate positions, cultural awareness training and support. The program will commence in March 2013 with eight trainees for an 18 month program. The team are looking at	

Reconciliation Committee Meeting

	a cross section of the organisation, customer service facing with some outside and inside administration trainees. The City is working in conjunction with Apprenticeships Traineeships Cadetships. AS acknowledged the great work SJ and Sara Walker (Organisational Development & Reform Coordinator) have done on the project.	
6.	Status of Partnership Discussions with Bundiyarra	
	AS reported that there was collaboration between Bundiyarra, GG as Chair of MAOA and the City and investigations into possible opportunities for City funding to be used as leverage to obtain further funding was ongoing. It was noted that the logistics for the two positions needed to still be worked out and a formal presentation to MAOA will be made in February. The grant application would require formal endorsement from MAOA. The reason the City would be the grant applicant was due to funding from the City. GG to arrange a meeting between the MAOA Board, AS, RE and SJ.	GG
	NB advised that their Lotterywest grant would be a fixed term of three years resulting in one ongoing position and one position targeted for three years.	
	RE noted that the City and Bundiyarra would be looking at producing a collaborative newsletter which would be distributed to the community.	
7.	Assistance with National Sorry Day Celebrations	
	The City through the grants process had received \$880 for National Sorry Day and would be displaying the 2029 and Beyond information and banners on the day. The City would receive formal acknowledgement of participation and CG would be speaking on the day.	
8.	Updating Committee Membership	
	It was noted that the committee membership had errors in it and the contact list would be amended and recirculated by WC to members for any updates.	WC
9.	Update on Planning (Brand Highway / Eastward Road Aboriginal & Social Housing Project)	
	NB noted an update that Brian Robartson (Manager Land Development) was working on Brand Highway / Eastward Road Aboriginal & Social Housing Project and there were significant historical links.	
	An update provided by the Land Development team is that the City facilitated discussions between State and the Aboriginal Land Development Corporation however although the City were still being updated they were not involved in any great detail.	
	DC advised that cultural tours of the area were being provided. It was suggested that Councillors and Executives be invited to the tours. RE to arrange the invite to Councillors and Executives with the possibility of including the Reconciliation Committee on the tour. AS noted that as part of the 2029 & Beyond and Rangeway, Utakarra, Karloo precinct planning projects the City had partnered with Weeara Tours to deliver cultural awareness tours.	RE
10	10. Aboriginal Components in City's Draft Heritage Strategy / Draft Community Development Plan and Draft City Cultural Plan	
	Items 10 and 11 on the agenda were to be joined.	
	NB noted that Councillors put a strong importance on Aboriginal heritage and it was important to understand that as a Committee.	
	The City's commitment flows from the community vision and aspiration that came through strongly in the 2029 & Beyond process which has evolved into our community strategic plan. There has been some prioritisation but essentially celebrating and promoting Yamaji culture are the main priorities for Council. The planning has been happening concurrently but is reflected in the Heritage Strategy which is a draft document. It is also included in our Creative City Plan where	

Reconciliation Committee Meeting

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contemporary Yamaji culture is being acknowledged and promoted.	
The ten year plan, four year plan and annual plans all relate to our vision which the community have given us. Councillors had choices about where the priorities were to be and they selected five key areas. The plans will be put to the community for comment and agreement.	
SJ noted that discussions were taking place with Joanne Panter (Events & Bookings Officer), regarding providing cultural awareness information on Australia Day.	
11. Aboriginal Representation on Council Approved Visit to China	
Council had made a brief trip to China in 2012 where gifts were exchanged at official meetings with the City presenting gifts of Yamaji paintings. Following discussions and subsequent visits by delegates it was identified that there is a clear interest with the Aboriginal culture.	
The Chair reported that there would be a further delegation around 20 March 2013 for approximately one week and noted that it would be a good opportunity for representation from the Committee could be included. The fee per delegate was approximately \$4000. AS advised that other possible delegates could include a	
delegate from Yamaji Art. AS to discuss with Alison Yearwood and the Chairman. AS noted that there was a very positive video of DC talking about Yamaji country where he says we would give a proper welcome to country when you visit. This was a three minute video and this might be an opportunity to use the video in	AS
China. AS to discuss with Tony Brun.	AS
There were opportunities for a joint telecast from the Queens Park Theatre of the Chinese cultural dances and vice versa.	
12. Update on Department of Indigenous Affairs Strategic Framework	
No update was provided.	
13. Any Other Business	
WM - DIA RAP Supporting Regional Area: WM to forward information to WC to distribute with the minutes and to add as an agenda item for the next meeting (Department Structure). Members were asked to please comment on the attachment.	WM/WC
NB - Wicherina Dam: The dam had a wealth of Aboriginal history and culture attached to it. There had been planning issues and capacity, resourcing, priorities and funding needed to be discussed. It was agreed that WC add this to the next meeting's agenda to discuss further and Phil Melling to be invited to the meeting.	WC
DC noted that as a Yamaji the difference can be seen and recognition is being made and would like to thank the City.	
14. Next Meeting	
WC to schedule the next meeting and notify members.	WC