

# CITY OF GREATER GERALDTON RECONCILIATION ACTION PLAN 2016 - 2019



*Photo courtesy of Stacey Heberle.*

## *Acknowledgement:*

*The City of Greater Geraldton would like pay our respect to the Yamaji people who are the Traditional Owners and First People of the land on which we meet. We would like to pay our respect to the Elders past, present and future for they hold the memories, the traditions, the culture and hopes of the Yamaji people.*

# Foreword



## Mayor Shane Van Styn

I am pleased to present the City of Greater Geraldton's Reconciliation Action Plan which outlines Council's support for the strategies developed to meet the needs of the Aboriginal and Torres Strait Islander communities.

The Reconciliation Action Plan for 2016-19 reflects our commitment to the process of reconciliation in supporting the challenges of closing the gap of disadvantage between Aboriginal and non-Aboriginal Australians. The plan outlines the City strategies to provide equitable access to Aboriginal people to the City's facilities and services and to build capacity, support and respond to the current and future identified needs of Aboriginal and Torres Strait Islanders. The plan will be overviewed by a Reconciliation Advisory Committee, who will meet regularly to review the progress of the City in working towards the actions outlined in the Reconciliation Action Plan.

The City is committed to supporting and acknowledging the Traditional Owners- the Yamaji people- and all people from Aboriginal and Torres Strait Islander backgrounds. We look forward to implementing the Reconciliation Action Plan for 2016-19 and the future developments and improvements to support Aboriginal and Torres Strait Islander peoples and cultures.

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*Ellendale Pool – the resting place for Bimarra (the serpent) and a meeting place where “salt water people” from the coast would meet with the Wajarri people from inland to trade shellfish and shell tools for spears, kangaroo and emu.*

## Our Vision for Reconciliation

When we talk about reconciliation we are talking about a process of building relationships between Aboriginal and non-Aboriginal Australians that enables us to work together to close the gaps and to achieve a shared sense of fairness and justice. In being committed to building a sustainable, supportive, cohesive and inclusive community the City of Greater Geraldton recognises the value and strength of culture, families and beliefs within the Greater Geraldton region.

The City of Greater Geraldton looks forward to continuing to build and strengthen respectful relationships between the Aboriginal and non-Aboriginal community with this second Reconciliation Action Plan. The City will monitor the progress towards reconciliation by implementing programs and projects that will increase and enhance opportunities for Aboriginal and non-Aboriginal people to participate in the social, economic and political activities together within the City of Greater Geraldton.

## Our business

The City of Greater Geraldton is the service centre of Western Australia's Mid-West region and lies 420km north of Perth, with a population of over 40,000 and is perched on a spectacular coastline to the west and a vast inland area stretching eastward to include the town of Mullewa. The City of Greater Geraldton employs a workforce of 274 fulltime staff and part-time staff. Of this number, there are currently a total of 8 fulltime and part-time Aboriginal and/or Torres Strait Islander staff that are currently working for the City.

The superb positioning and Mediterranean climate make Geraldton a unique location to visit and live. Geraldton is a port city servicing the agricultural and the mining resource industries, with a world leading rock lobster fishery. The City of Greater Geraldton is the hub of the Mid-West region and is rapidly expanding with the population predictions forecasting that it will grow to more than 100,000 people. It is a thriving and sustainable regional city and is fast becoming a significant centre known internationally for its liveability; science, mining and trade industries; food production; and renewable energy.

In Geraldton the Aboriginal population is estimated to be around 4,200 and represents 9.5% of the total population. As Geraldton is the commercial centre for the region population figures fluctuate, as people visit from rural regions for business, health services and family connections. The number of Aboriginal persons in some locations is higher than others and is around 30% in the suburban areas of Rangeway and Spalding and the inland town of Mullewa. The City has established relationships with a number of government agencies and service providers in the areas of health, education, arts and tourism and participates in sector networks of service providers.

## The Yamaji people

Within the Midwest Region there are various localised Aboriginal language groups which are collectively known as Yamaji and include the Amangu people, Naaguja people, Wajarri people, Nanda people, Badimia people and additionally the region includes the Western Desert people known as the Martu people.

The Yamaji people have a strong presence in the region and a major focus for the City is to engage and consult with Aboriginal community groups on all key aspects pertaining to culture and to foster a unified approach towards building a positive sustainable future.

## Our Reconciliation Action Plan

The City of Greater Geraldton's Reconciliation Action Plan has been developed with consideration for the established actions from the previous plan which commenced in 2011. Additionally, the RAP for 2016-19 has been guided by Reconciliation Australia guidelines, by the City of Greater Geraldton's Community Strategic Plan and by internal and external consultation.

The Reconciliation Action Plan compliments the City of Greater Geraldton's Strategic Community Plan 2013-2023 and will support the development of improved services and outcomes for the people of Greater Geraldton. Furthermore, the plan will be reviewed annually so that it can continue to evolve with the ever changing climate of our region to best support the needs of our Yamaji and wider community.

The City's inaugural Reconciliation Action Plan for 2011- 16 was well received by the community and made a range of achievements, particularly in relation to events that sought to create greater inclusion and reconciliation in the community.

Major achievements from the City of Greater Geraldton's Reconciliation Action Plan 2011-16 include:

- Established a Reconciliation Working Group comprised of government and non-government agencies. These agencies pooled their resources together in order to deliver Reconciliation Week. A Mid-West Region Welcome to Country Guide was developed and officially launched at NAIDOC celebrations for 2015.
- Aboriginal portal established on City website with regular updates on events and programs.
- The City of Greater Geraldton leading the way in Geraldton with the flying of the Aboriginal Flag at the front of the City's administrative offices.
- Mayor for the City of Greater Geraldton officially opens all council meetings with an acknowledgement to the Traditional Owners.
- Welcome to Country and/or Acknowledgement of Country are performed at all City major events.
- Interpretive panels erected at Ellendale Pool, Bootenal Springs and The Leaning Tree.
- Reconciliation week and NAIDOC week celebrated with successfully planned activities.
- Successful negotiations for the placement of 5 Aboriginal school based trainees.
- Media support with advertising, interviews and live broadcasts from RadioMAMA and Mulga Mail.
- Archie Roach and Yamaji Music Showcase 2014 Concert.

The 'Stretch' Reconciliation Action Plan for 2016-19 will build upon the many achievements reached with the original Reconciliation Action Plan and will seek to extend our efforts towards reconciliation moving into the future.

In addition to considering the learnings from the inaugural Reconciliation Action Plan, The City of Greater Geraldton Community Strategic Plan was considered in depth. The Community Strategic Plan has a number of objectives which inform and underpin the actions of the Reconciliation Action Plan namely:

- *Recognising and celebrating Yamaji people and their languages and culture.*
- *Promoting Aboriginal and Torres Strait Islander history and communities.*
- *Fostering and facilitating art in all its forms.*
- *Facilitating and promoting Aboriginal and Torres Strait Islanders art.*
- *Fostering and facilitating community arts and cultural events.*
- *Attraction of large art exhibitions.*
- *Improving services and accommodation for an aging population including Aboriginal and Torres Strait Islander aged care facilities.*
- *Removing barriers to ensure seniors who are isolated are included in community life*
- *Creating a City that supports family living, the Aboriginal and Torres Strait Islander communities, multicultural groups, people with disabilities, young people and seniors.*
- *Encouraging the improvement of health services and facilities for the greater community including Aboriginal and Torres Strait Islander health facilities to support future population growth.*
- *Providing consistent community engagement where constructive feedback results in action.*
- *Fostering a more trusting relationship between the Council, City staff and the community to build trust through the engagement process.*
- *Facilitate more Aboriginal and Torres Strait Islander participation in engagement processes.*

The City has also been guided by the Reconciliation Australia guidelines for developing a Reconciliation Action Plan. All strategies and actions within the plan have been formulated under each of the following directions from Reconciliation Australia:

1. **Relationships;** *Respectful relationships between Aboriginal and Torres Strait Islander peoples and the City are the foundation of effective working relationships and leadership of reconciliation outcomes.*
2. **Respect;** *Promoting respect for Aboriginal culture and communities to increase the City of Greater Geraldton's capacity to embrace diversity and create stronger relationships.*
3. **Opportunities;** *Providing opportunities for Aboriginal people to actively participate in the social, economic and political activities within the City of Greater Geraldton.*

The Reconciliation Action Plan 2016- 19 has also been informed by extensive internal and external consultations. The consultation process has led to recommendations in governance process improvements and, once the RAP is finalised, an internal Reconciliation Working Group will meet regularly to monitor and review the progress of implementation actions and to evaluate new initiatives and make recommendations. The Reconciliation Working Group will be comprised of internal City representatives from various Departments, particularly ensuring inclusivity of those representatives who are accountable for implementing key actions within the RAP.

Additionally, a Reconciliation Advisory Committee has been established. In accordance with the Terms of Reference for the Committee, the purpose of the Committee is as follows:

The primary objective of the Committee is to evaluate and continually update the Reconciliation Action Plan;

In addition, the Committee will;

- Advise and recommend to Council on all matters relating to the progression of Reconciliation in the City of Greater Geraldton.
- Identify and recommend to Council on the strategic direction for the progression of Reconciliation.
- Oversee, monitor and progress the City of Greater Geraldton Reconciliation Action Plan and review and update the RAP as required.

The composition of the Reconciliation Advisory Committee is as follows:

The Reconciliation membership will consist of:

- Councillor
- Councillor
- Councillor (Proxy)
- CGG Officers as required

External Members – Representatives from the following groups/agencies;

- Amangu Native Title Group
- Naaguja Native Title Group
- Wajarri Native Title Groups
- Department of Aboriginal Affairs
- Geraldton Streetwork Aboriginal Corporation
- Housing Authority
- Mulga Mail Western Indigenous Media
- Department of Education and Training
- Midwest Aboriginal Organisations Alliance
- Bundiyarra Aboriginal Community Aboriginal Corporation
- Yamaji Marlpa Aboriginal Corporation
- Community Representative X2
- Child Protection Family Services

Community Members as follows;

- 2- EOI's



*National Reconciliation Week BBQ in the Park event 2016.  
Clinton Wilkes.  
Photo courtesy of Caroline Carson.*



## Reconciliation Action Plan

**Relationships.** *Strengthening Relationships between Aboriginal and Torres Strait Islander peoples and our organisation are important because they are the foundation of our leadership of reconciliation in our local government area. It underpins effective working relationships and leads to better policy outcomes.*

**Focus area:** Building relationships to ensure growth by connecting people, sharing experiences, governance, communication, engagement and partnerships.

Action	Responsibility	Timeline	Target
<b>1.1</b> Provide governance, development, implementation and review of the Reconciliation Action Plan.	Community and Cultural Development Manager.	Register the RAP by September 2016. Annual reporting August.	<b>1.1.a</b> Register a Council endorsed Reconciliation Action Plan and provide annual progress reports to Reconciliation Australia and promote via the City web and community.
	Community and Cultural Development Manager.	Annual reporting August.	<b>1.1.b</b> Complete and submit the Reconciliation Action Plan Impact Measurement Questionnaire to Reconciliation Australia annually.
	Community and Cultural Development Manager.	Quarterly Meetings.	<b>1.1.c</b> Implement a Reconciliation Advisory Committee to be responsible for overseeing the progress of the plan, to review the annual progress report and to evaluate policy, processes and recommendations.
<b>1.2</b> Provide community engagement opportunities with Aboriginal people.	Community and Cultural Development Manager.	Quarterly meetings.	<b>1.2.a</b> Implement a Reconciliation Advisory Committee that meets twice per year and is open to all community members through public advertisement.
	Community and Cultural Development Manager.	Quarterly meetings.	<b>1.2.b</b> Identify and develop stakeholder and community consultation opportunities.
	Community and Cultural Development Manager.	Ongoing for term of RAP.	<b>1.2.c</b> In collaboration with stakeholders, provide positive and diversionary engagement activities.
<b>1.3</b> Celebrate and coordinate National Reconciliation Week activities.	Community and Cultural Development Manager.	Annually May- June.	<b>1.3.a</b> Coordinate, implement and promote National Reconciliation Week activities.
	Community and Cultural Development Manager.	Annually May- June 2016-19.	<b>1.3.b</b> Coordinate a City hosted community event that encourages staff participation and attendance.

Action	Responsibility	Timeline	Target
<b>1.4</b> Support community stakeholders with the implementation of NAIDOC activities.	Community and Cultural Development Manager.	Annually July.	<b>1.4.a</b> Assist community groups and organisations with promoting and delivering activities for NAIDOC Week.
<b>1.5</b> Develop, coordinate and implement Aboriginal cultural events.	Community and Cultural Development Manager.	Ongoing for term of RAP.	<b>1.5.a</b> Identify, develop and promote a calendar of Aboriginal dates of significance.
	Community and Cultural Development Manager.	Ongoing for term of RAP.	<b>1.5.b</b> Create and promote opportunities for staff to participate in Aboriginal cultural events.
	Community and Cultural Development Manager.	Ongoing for term of RAP.	<b>1.5.c</b> Support community groups and organisations in promoting and delivering a local community achievements event.

**Enhancing Respect.** *Our Council believes that respect for Aboriginal and Torres Strait Islander peoples, cultures and histories are an important factor in our own organisational learning and our leadership of reconciliation in our community.*

**Focus area:** Respecting the connection to land and sea, pride in cultures and histories, understanding, appreciation, acknowledgement, learning, success, achievements and celebration by the Traditional Owners of the region.

Action	Responsibility	Timeline	Target
<b>2.1</b> Ensure appropriate acknowledgement of local language groups and Welcome to Country in City events, council meetings and cultural activities.	Community and Cultural Development Manager.	Following Council Elections.	<b>2.1.a</b> Provide Welcome to Country guidelines to all elected members and staff.
	Community and Cultural Development Manager.	Annually.	<b>2.1.b</b> Promote and distribute City of Greater Geraldton Welcome to Country Guide for use throughout the community.
	Community and Cultural Development Manager.	Annually.	<b>2.1.c</b> Review Welcome to Country Guide and representative speakers contact list annually.
	Community and Cultural Development Manager.	Commenced 2016.	<b>2.1.d</b> Develop an Aboriginal and Torres Strait Islander cultural protocols guide and promote the use of this guide to community groups and organisations.
	City of Greater Geraldton.	Ongoing for term of RAP.	<b>2.1.e</b> Conduct an Acknowledgement of Country at all City events.
	Community and Cultural Development, Manager.	Ongoing for term of RAP at all major events.	<b>2.1.f</b> Coordinate a Traditional Owner to give a Welcome to Country address at significant City events.

<p><b>2.2</b> Recognising and celebrating Aboriginal connection to language, land and culture.</p>	<p>Community and Cultural Development Coordinator &amp; Community and Cultural Development Manager.</p>	<p>Bi-monthly.</p>	<p><b>2.2.a</b> Identify and promote Aboriginal culture through City media, ensuring at least six media releases are produced annually that celebrate local Aboriginal stories, projects and achievements through regional media networks.</p>
	<p>Community and Cultural Development Manager. Community and Cultural Development Coordinator, and Urban &amp; Regional Development Manager.</p>	<p>Ongoing for term of RAP.</p>	<p><b>2.2.b</b> Identify and develop opportunities for Aboriginal naming of local places of significance.</p>
	<p>Community and Cultural Development Manager. Community and Cultural Development Coordinator.</p>	<p>Ongoing for term of RAP.</p>	<p><b>2.2.c</b> Facilitate the use of local Aboriginal and Yamaji designs on City merchandise.</p>
	<p>Community and Cultural Development Manager. Community and Cultural Development Coordinator.</p>	<p>Ongoing for term of RAP.</p>	<p><b>2.2.d</b> Identify and develop opportunities to promote Wajarri and other localised recognised languages.</p>
<p><b>2.3</b> Provide appropriate protocols and cultural awareness training.</p>	<p>Community and Cultural Development Manager. Community and Cultural Development Coordinator.</p>	<p>Commencing September 2016 and monthly thereafter.</p>	<p><b>2.3.a</b> Develop an Aboriginal and Torres Strait Islander Peoples Cultural Protocols Training Package and deliver to all staff and elected members.</p>
	<p>Manager Human Resources. Community and Cultural Development Manager.</p>	<p>Commencing September and monthly thereafter.</p>	<p><b>2.3.b</b> Induct all new staff to the City's organisational Reconciliation Action Plan.</p>
	<p>Community and Cultural Development, Manager.</p>	<p>Ongoing for term of RAP.</p>	<p><b>2.3.c</b> Promote and provide mentorship and advice to staff, students, volunteers and elected members on cultural protocols and cultural issues.</p>

**Building Opportunities.** *Increasing and enhancing opportunities for Aboriginal and Torres Strait Islander peoples is important to our Council as it is a practical way to demonstrate our commitment to closing the gaps in employment and economic development. We are mindful that of the links this had to extending life expectancy.*

**Focus area:** City of Greater Geraldton being leaders in recruitment and retention of Aboriginal and Torres Strait Islander residents and sharing our knowledge in the community through participation, employment, procurement, professional development, retention, enabling access to systems and processes, education, arts and tourism.

Action	Responsibility	Timeline	Target
<b>3.1</b> Develop, implement and promote Aboriginal & Yamaji culture in City and Library programs, projects and resources.	Libraries and Heritage Services Manager. Community and Cultural Development Manager.	Commence 2016.	<b>3.1.a</b> Update and maintain web information on Aboriginal and Yamaji culture, services and programs provided by the City and community groups.
	Libraries and Heritage Services Manager. Community and Cultural Development Manager.	Commence 2016.	<b>3.1.b</b> Develop and implement Aboriginal and Yamaji culture in learning programs and events. <ul style="list-style-type: none"> <li>• Story time sessions.</li> <li>• Bus Tours, Displays &amp; Development of web content.</li> <li>• Yamaji culture in school visits.</li> <li>• Aboriginal History Orientations sessions.</li> <li>• Yamaji Yanda Archive Collection.</li> </ul>
	Libraries and Heritage Services Manager. Community and Cultural Development Manager.	Commence 2016 ongoing for term of RAP.	<b>3.1.c</b> Review, develop and promote the archive of localised Aboriginal Heritage collection.
	Libraries and Heritage Services Manager.	Annual.	<b>3.1.d</b> Implement an annual allocation of library resources on Aboriginal and Yamaji culture.
	Libraries and Heritage Services Manager. Community and Cultural Development Manager.	Commenced 2016 ongoing for term of RAP.	<b>3.1.e</b> Develop and implement opportunities for Aboriginal people to contribute and facilitate in City and Library programs, projects and resources.
<b>3.2</b> Investigate and develop employment opportunities for Aboriginal People.	Manager Human Resources.	Ongoing for term of RAP.	<b>3.2.a</b> Increase Aboriginal and Torres Strait Islander employment to up to 9% of staff composition with both direct and indirect appointments comprising the total.

	Manager Human Resources.	Ongoing for term of RAP.	<b>3.2.b</b> Implement, review and update Aboriginal and Torres Strait Islander employment and retention strategy, which includes professional development.
	Manager Human Resources. All Managers.	Ongoing for term of RAP.	<b>3.2.c</b> Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.
	Manager Human Resources.	Ongoing for term of RAP.	<b>3.2.d</b> Advertise all job vacancies in Aboriginal and Torres Strait Islander media when cost effective.
<b>3.3</b> Ensure community safety, including crime prevention and emergency management, is inclusive of Aboriginal communities.	Coordinator Emergency Management	Ongoing for term of RAP.	<b>3.3.a</b> Consult and engage with Aboriginal communities in emergency management planning.
	Coordinator Ranger Services and Crime Prevention Officer.	Ongoing for term of RAP.	<b>3.3.b</b> Coordinate and implement annual community safety workshops with Ranger services regarding animal and environment issues.
<b>3.4</b> Provide opportunities for Aboriginal people to participate in arts and culture.	Arts and Culture Development Officer. Community and Cultural Development Manager.	Ongoing for term of RAP.	<b>3.4.a</b> Create opportunities for Aboriginal people in performing and visual arts including NAIDOC and Reconciliation activities and urban art projects.
	Arts and Culture Development Officer. Community and Cultural Development Manager.	Ongoing for term of RAP.	<b>3.4.b</b> Identify, recommend and implement appropriate public art with significance to Aboriginal and Yamaji people.
<b>3.5</b> Provide opportunities and support Aboriginal people in cultural tourism activities.	Coordinator Tourism & Visitor Information. Community and Cultural Development Manager.	Ongoing for term of RAP.	<b>3.5.a</b> Update and maintain City web information on Aboriginal and Yamaji cultural tourism.
	Coordinator Tourism & Visitor Information. Community and Cultural Development Manager.	Ongoing for term of RAP.	<b>3.5.b</b> Develop and implement the promotion and review of local cultural tourism opportunities with business and community.
	Coordinator Tourism & Visitor Information. Community and Cultural Development.	Ongoing for term of RAP.	<b>3.5.c</b> Provide and implement opportunities for Aboriginal people in the development of cultural tourist information such

	Manager.		as places of significance and cultural stories.
<b>3.6</b> Advocate for better education and health outcomes for Aboriginal people	Manager Community and Cultural Development.	Ongoing for term of RAP.	<b>3.6.a</b> Attend inter-agency stakeholder meetings at least once per quarter to encourage education and health agencies to work towards better outcomes for Aboriginal Community members.
	Manager Community and Cultural Development. Coordinator Youth Development.	Ongoing for term of RAP.	<b>3.6.b</b> Advocate for improved health and wellbeing and school attendance with targeted youth programs and projects
<b>3.7</b> Increase Aboriginal and Torres Strait Islander supplier diversity.	Manager Corporate Services.	2016 – 2019.	<b>3.7.a</b> Implement, review and update an Aboriginal and Torres Strait Islander procurement strategy.
	Manager Corporate Services.	2016 – 2019.	<b>3.7.b</b> Develop at least 3 commercial relationships annually with Aboriginal and Torres Strait Islander businesses or workforce providers.

Tracking progress and reporting			
Action	Responsibility	Timeline	Target
<b>1.</b> Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report.	Community and Cultural Development Manager.	30 September annually.	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia. Investigate participation in the RAP Barometer. Develop and implement systems and capability needs to track, measure and report on RAP activities.
<b>2.</b> Report RAP achievements, challenges and learnings internally and externally.	Community and Cultural Development Manager.	September annually.	Publically report our RAP achievements, challenges and learnings.
<b>3.</b> Review, refresh and update RAP.	Community and Cultural Development Manager.	September to December annually.	Review, refresh and update RAP based on learnings, challenges and achievements. Send draft RAP to Reconciliation Australia for formal feedback and endorsement.



*National Reconciliation Week Barbecue in the Park 2016.  
Students from Nagle Catholic College and Geraldton Senior College.  
Photo courtesy of Caroline Carson.*