

Item	Resourcing	Notes
1.1.a Register a Council endorsed Reconciliation Action Plan and provide annual progress reports to Reconciliation Australia and promote via the City web and community.	Can be achieved within current operational budget.	
1.1.b Complete and submit the Reconciliation Action Plan Impact Measurement Questionnaire to Reconciliation Australia annually.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.
1.1.c 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.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.
1.2.a Implement a Reconciliation Advisory Committee that meets twice per year and is open to all community members through public advertisement.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.
1.2.b Identify and develop stakeholder and community consultation opportunities.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.
1.2.c In collaboration with stakeholders, provide positive and diversionary engagement activities.	Can be achieved within current operational budget.	This is about to commence with external funding (Attorney General U-Turn Project funded activities).
1.3.a Coordinate, implement and promote National Reconciliation Week activities.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.
1.3.b Coordinate a City hosted community event that encourages staff participation and attendance.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.

1.4.a Assist community groups and organisations with promoting and delivering activities for NAIDOC Week.	Can be achieved within current operational budget.	This does not require any additional budget as the City simply supports other organisations to deliver NAIDOC Week but does not directly deliver NAIDOC activities anymore.
1.5.a Identify, develop and promote a calendar of Aboriginal dates of significance.	Can be achieved within current operational budget.	This has not yet been done but can be easily achieved with current staffing capabilities.
1.5.b Create and promote opportunities for staff to participate in Aboriginal cultural events.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.
1.5.c Support community groups and organisations in promoting and delivering a local community achievements event.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.
2.1.a Provide Welcome to Country guidelines to all elected members and staff.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.
2.1.b Promote and distribute City of Greater Geraldton Welcome to Country Guide for use throughout the community.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.
2.1.c Review Welcome to Country Guide and representative speakers contact list annually.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.
2.1.d Develop an Aboriginal and Torres Strait Islander cultural protocols guide and promote the use of this guide to community groups and organisations.	Can be achieved within current operational budget.	This is underway and the only associated costs are the printing costs. This is budgeted for in the 2016/17 FY.
2.1.e Conduct an Acknowledgement of Country at all City events.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.
2.1.f Coordinate a Traditional Owner to give a Welcome to Country address at significant City events.	Can be achieved within current operational budget.	This is already occurring and can continue to occur under the new RAP.

<p>2.2.a 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>Can be achieved within current operational budget.</p>	<p>This target has not been committed to in the past but is easily achieved and does not have a cost associated with it.</p>
<p>2.2.b Identify and develop opportunities for Aboriginal naming of local places of significance.</p>	<p>Can be achieved within current operational budget.</p>	<p>No associated cost.</p>
<p>2.2.c Facilitate the use of local Aboriginal and Yamaji designs on City merchandise.</p>	<p>Can be achieved within current operational budget.</p>	<p>There will be a cost associated in producing City merchandise but the cost will not be affected by adjusting the design to reflect local Yamaji designs instead of using other designs.</p>
<p>2.2.d Identify and develop opportunities to promote Wajarri and other localised recognised languages.</p>	<p>Can be achieved within current operational budget.</p>	<p>No associated cost.</p>
<p>2.3.a Develop an Aboriginal and Torres Strait Islander Peoples Cultural Protocols Training Package and deliver to all staff and elected members.</p>	<p>Can be achieved within current operational budget.</p>	<p>This is already underway and is within the scope of work undertaken by the Aboriginal Development Officer.</p>
<p>2.3.b Induct all new staff to the City's organisational Reconciliation Action Plan.</p>	<p>Can be achieved within current operational budget.</p>	<p>This is already underway and is within the scope of work undertaken by the Aboriginal Development Officer.</p>
<p>2.3.c Promote and provide mentorship and advice to staff, students, volunteers and elected members on cultural protocols and cultural issues.</p>	<p>Can be achieved within current operational budget.</p>	<p>This is already underway and is within the scope of work undertaken by the Aboriginal Development Officer.</p>
<p>3.1.a Update and maintain web information on Aboriginal and Yamaji culture, services and programs provided by the City and community groups.</p>	<p>Can be achieved within current operational budget.</p>	<p>This is within the scope of work undertaken by the Aboriginal Development Officer. No budget required to achieve this.</p>

<p>3.1.b Develop and implement Aboriginal and Yamaji culture in learning programs and events.</p> <ul style="list-style-type: none"> • Story time sessions. • Bus Tours, Displays & Development of web content. • Yamaji culture in school visits. • Aboriginal History Orientations sessions. • Yamaji Yanda Archive Collection. 	Can be achieved within current operational budget.	Underway and achieved 15/16 year. This action is simply a continuation of the work already undertaken by the library.
<p>3.1.c Review, develop and promote the archive of localised Aboriginal Heritage collection.</p>	Can be achieved within current operational budget.	Underway and achieved 15/16 year. This action is simply a continuation of the work already undertaken by the library.
<p>3.1.d Implement an annual allocation of library resources on Aboriginal and Yamaji culture.</p>	Can be achieved within current operational budget.	Underway and achieved 15/16 year. This action is simply a continuation of the work already undertaken by the library.
<p>3.1.e Develop and implement opportunities for Aboriginal people to contribute and facilitate in City and Library programs, projects and resources.</p>	Can be achieved within current operational budget.	Underway and achieved 15/16 year.
<p>3.2.a Increase Aboriginal and Torres Strait Islander employment to 6% of staff composition.</p>	Will require the implementation of the GATE Project. This will not cost anything but will mean emphasising the procurement of Aboriginal services.	Soon to commence.
<p>3.2.b Implement, review and update Aboriginal and Torres Strait Islander employment and retention strategy, which includes professional development.</p>	Can be achieved within current operational budget.	Underway.

<p>3.2.c Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.</p>	<p>Can be achieved within current operational budget.</p>	<p>This is within the scope of work undertaken by the Aboriginal Development Officer. No budget required to achieve this.</p>
<p>3.2.d Advertise all job vacancies in Aboriginal and Torres Strait Islander media when cost effective.</p>	<p>Can be achieved with increase to operational budget.</p>	<p>\$11, 500 quoted by Mulga Mail. Communications team exploring other outlets and opportunities.</p>
<p>3.3.a Consult and engage with Aboriginal communities in emergency management planning.</p>	<p>Can be achieved within current operational budget.</p>	<p>This will be undertaken by Coordinator Emergency Preparedness at no additional cost.</p>
<p>3.3.b Coordinate and implement annual community safety workshops with Ranger services regarding animal and environment issues.</p>	<p>Can be achieved within current operational budget.</p>	<p>Already underway by the Ranger Services Team.</p>
<p>3.4.a Create opportunities for Aboriginal people in performing and visual arts including NAIDOC and Reconciliation activities and urban art projects.</p>	<p>Can be achieved within current operational budget.</p>	<p>Underway and achieved 15/16 year.</p>
<p>3.4.b Identify, recommend and implement appropriate public art with significance to Aboriginal and Yamaji people.</p>	<p>Can be achieved within current operational budget.</p>	<p>Underway and achieved 15/16 year.</p>
<p>3.5.a Update and maintain City web information on Aboriginal and Yamaji cultural tourism.</p>	<p>Can be achieved within current operational budget.</p>	<p>Community and Aboriginal Development officer to spearhead. Develop content for visitgeraldton.com.au</p>
<p>3.5.b Develop and implement the promotion and review of local cultural tourism opportunities with business and community.</p>	<p>Can be achieved within current operational budget.</p>	<p>Community and Aboriginal Development officer to work in partnership with relevant stakeholders.</p>
<p>3.5.c Provide and implement opportunities for Aboriginal people in the development of cultural tourist information such as places of significance and cultural stories.</p>	<p>Can be achieved within current operational budget.</p>	<p>Creative Community plan - \$4000 for Yamaji Film Project Skills development project to produce short films on local sites of significance and Wajarri language</p>

		suitable for City & Visitor Centre websites
3.6.a Implement, review and update an Aboriginal and Torres Strait Islander procurement strategy.	Can be achieved within current operational budget.	Soon to commence with the GATE Project.
3.6.b Develop at least 3 commercial relationships annually with Aboriginal and Torres Strait Islander businesses or workforce providers.	Can be achieved within current operational budget.	Soon to commence with the GATE Project.