



# Reconciliation Action Plan

## REFLECT

July 2020 - December 2021





# WADANDI ARTWORK

## **About the artist - Sandra Hill**

**Elder and Custodian of Wadandi / Pibulmun / Menang Boodja, (Country)**

**I am a Yorga (woman) of the Bibbulmun (Noongar) people of the South-West of Western Australia.**

My journey with art has been the one constant throughout my life.

As a member of the stolen generation, art became a way to immerse my sense of loss, of sadness and grief into something more tangible and concrete. I wanted to expose the segregation, injustice, mental, physical and emotional cruelty meted out to my people since colonisation by visually telling the stories of the injustices suffered by my people in the very recent past.

Making art has been the driving force behind me reclaiming my cultural and personal identity, it gave me a voice, which continues to make me strong and it helped to guide me back home. Back to my family, my culture, my people, my community, my Heritage and my country.

My art symbolises our strength and resilience as a people but most importantly, it celebrates the ongoing survival of the Bibbulmun people and our culture.

## **About the artwork “Six Seasons”**

Traditionally, the Noongar people of the South-West of Western Australia divided the year up into six seasons instead of four.

The painting is sectioned into rectangles, which represents the carving up of the land by the colonisers, turning Bibbulmun country into ‘acreage’ or estates, a monetary commodity that defines ‘ownership’ by individuals or families.

However, this can never relinquish the traditional heritage of the original people and their existence throughout this, their country. The Waugul, the creation serpent of the Bibbulmun people, has touched every ‘acre’ in the painting. It moves across the land showing it’s ongoing presence, leaving its cultural track or footprint on all land throughout the southwest of the state, just as we have done as a people. The six ochre dots represent the six seasons and the ongoing custodial responsibility that we have in regard to our traditional lands.

### **Contact details for public enquiries about our RAP**

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An electronic version of the City of Busselton’ Reflect RAP 2020-2021 is available at [www.busselton.wa.gov.au](http://www.busselton.wa.gov.au)



# KAYA

## ACKNOWLEDGEMENT OF COUNTRY

The City of Busselton acknowledges the Traditional Custodians, the Wadandi Bibulmun people, on whose land we are living, and pay our respects to Elders, past, present and emerging.

## CITY OF BUSSELTON VISION STATEMENT

The City of Busselton acknowledges the Traditional Custodians, recognises our past and seeks to trust and grow together.

We will acknowledge, reconcile and collaborate





# City of Busselton

## Grant Henley, Mayor

In 2016, Council initiated the process of writing this Reconciliation Action Plan (RAP). Over the course of the last three years, City officers have been consulting with the local Wadandi Bibulmun people in a number of different ways.

From individuals to larger groups, we have recorded the aspirations and opportunities of the Traditional Custodians of this country. The information collected has greatly assisted in drafting this plan and provides a guide to its implementation as part of the City's core business.

We recognise that the relationship with the Wadandi Bibulmun people needs to be nurtured and grown with acknowledgement and respect. Through conversations with City officers, I can assure the community that we are passionate about utilising the RAP as a resource to work with the Traditional Custodians to progress a wide range of cultural and environmental projects for the benefit of our future relationships and generations to come. In fact, many of the initial ideas have already begun.

RAP's are not the end of the conversation, they are the beginning. Reconciliation is a journey which requires us to work together and to talk honestly and openly. I would like to thank the Wadandi Bibulmun people for their contribution to the process thus far which has been both insightful and practical.

I sincerely hope this RAP is way we can learn about each other and move forward together.

# Reconciliation Australia

## Karen Mundine, CEO

Reconciliation Australia is delighted to welcome the City of Busselton to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, City of Busselton joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures. Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community — governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides City of Busselton a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, City of Busselton will lay the foundations for future RAPs and reconciliation initiatives.

We wish City of Busselton well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

**“Reconciliation is hard work—it's a long, winding and corrugated road, not a sections of the community will be essential to make reconciliation a reality.”**

On behalf of Reconciliation Australia, I commend City of Busselton on its first RAP, and look forward to following its ongoing reconciliation journey.

## THANK YOU

Many people and groups have contributed to the development of the City of Busselton Reconciliation Action Plan over the last few years who are too numerous to mention.

The City appreciates the generous contributions by the many Aboriginal organisations and key Aboriginal people in the community who have given so freely of their time and their thoughts, contributions and feedback.



# REFLECT RAP

The RAP process is a framework to support organisations in their achievement of their reconciliation aspirations and goals. There are four types of RAP: Reflect, Innovate, Stretch or Elevate. As outcomes are achieved, the organisation shifts between RAP types.

The City of Busselton is working towards a Reflect RAP. This means it is scoping and developing relationships with the Aboriginal community to determine the outcomes it hopes to achieve and focus on. These goals and outcomes have been informed by Aboriginal community feedback and mark the commencement of a formal journey of reconciliation.

This RAP will work to build relationships between the City and the Aboriginal community, and raise awareness of protocols about communicating with the Aboriginal community as contributors to the conversation.

The City will work towards determining actions that will build on growing respect, encouraging positive relationships, and help educate the broader community through cultural interpretation lead by the Cultural Custodians.





# OUR BUSINESS

The City of Busselton is located within the South West corner of Western Australia and is part of Noongar country that is called the Wadandi Boodja. The Wadandi Bibulmun people have been living in this area for over 40,000 years. It was and continues to be a place of plenty. The City is bound by the Shires of Augusta-Margaret River, Capel, Donnybrook-Balingup and Nannup.

The population is approximately 39,623. The 2016 Census recorded that 1.6% residents identified as Aboriginal or Torres Strait Islander. By 2030, the total population of the District is expected to grow to 55,000<sup>1</sup>. The City of Busselton is one of the fast-growing local governments in WA, delivering a vast range of facilities and services for the community.

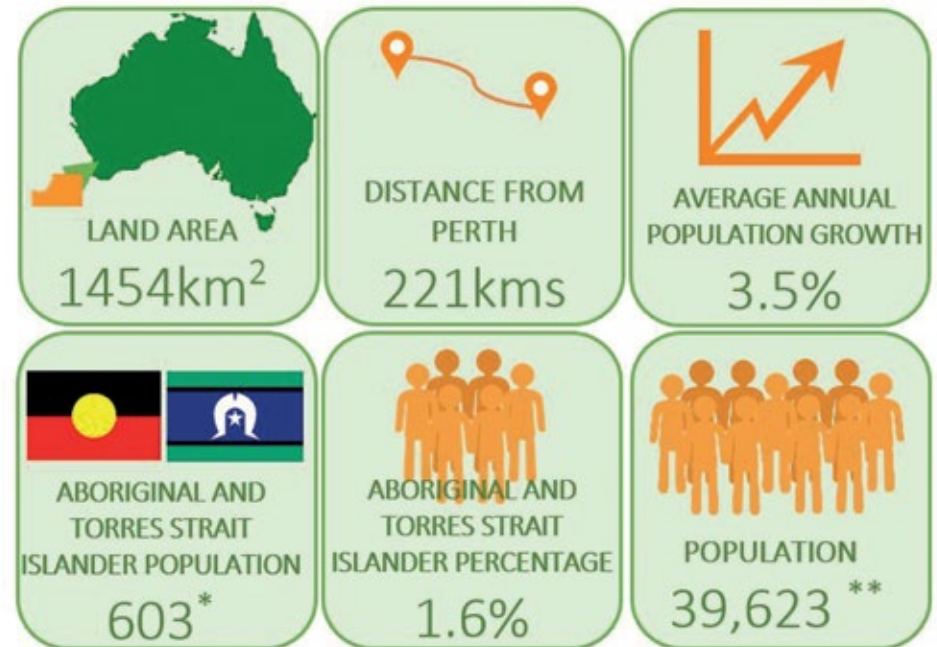
The City has nearly 400 employees and is working towards building an environment where Aboriginal community members will feel comfortable. Currently the City has three school based traineeship students and one employee.

The City Councillors and officers are passionate about growing their relationships with local Aboriginal community members and groups. Through discussing the community's concerns about environmental observations and issues, officers are learning about opportunities for alternative treatment methods, and will investigate the viability of recommendations put forward by the Aboriginal community. These Actions will be integrated into the City's core business where possible.

With regards to practices where developments may impact sites of cultural significance or when possible artifacts are revealed, the City's objective is to always engage with representative Elders to assist in protecting their heritage alongside complying with legal requirements. When the City is intending to undertake works within a known heritage area or an area considered to have a high risk, this advice is provided to the relevant officers well in advance to allow for the proper planning and engagement of Elders to monitor at the location.

The City continues to support Aboriginal organisations through partnerships in managing parks like Merenj Boodja at the ArtGeo Cultural Complex and Walgin Gardens on the northwest side of Causeway Bridge, Busselton. The City has also leased premises to the Undalup Association in which to hold their meetings and activities.

The Councillors and City officers will continue to work with the Aboriginal community, growing in respect for cultural knowledge and awareness of this special country.



<sup>1</sup>WA Tomorrow Report No. 11, Busselton LGA, Band A and Band forecast.

\*Australian Bureau of Statistics Busselton LGA 2016

\*\*Australian Bureau of Statistics, 3218.0 – Regional Population Growth, Estimate of 2019 in LGA

# OUR JOURNEY

In November 2007, the then Shire of Busselton held a number of community meetings with Aboriginal community members, various agencies, State departments and the local Police, in writing a Local Aboriginal Justice Agreement (LAJA). The Busselton LAJA was endorsed by Council in May 2009 however due to changes in key stakeholders, it was not progressed.

Over the last ten years, the City has liaised with the Aboriginal community in various ways, and the relationship between the City and Aboriginal community has been cautious.

The many years that have passed constitutes a journey of hills and valleys; learning and more learning, all towards an appreciation and respect of Aboriginal culture and history.

2015 AUGUST - DECEMBER	2016 JANUARY - AUGUST	2016 DECEMBER	2017 MARCH - JULY	2017 AUGUST - NOVEMBER
<ul style="list-style-type: none"> <li>• In partnership with Rio Tinto and Cinefestoz, the 2015 Colours: Country to Coast was exhibited at ArtGeo Gallery. Local Elder women met with the Yinjaa Barni Art Centre artists for the exhibition and film festival. A number of local Aboriginal artists were invited to loan artworks from private collections.</li> <li>• At the December Council meeting, it was proposed to include an Acknowledgement of Country at the beginning of Council meetings and the motion was not supported. However informally Councillors expressed an interest in investigating a Reconciliation Action Plan in the coming year.</li> </ul>	<ul style="list-style-type: none"> <li>• Findings from investigations were presented to Council in March 2016 and steps towards a RAP were proposed and agreed upon.</li> <li>• Councillors and City officers participated in Cultural Awareness Training facilitated by Dr Robert Isaacs AM OAM, an Elder with family links to Wadandi Boodja. The program discussed the history and impact of the Aborigines Act 1905 and Stolen Generations. The RAP framework was outlined.</li> <li>• Three community meetings were held in June through August and it was noted that as fewer Aboriginal community members were attending it was necessary to reconsider the approach.</li> </ul>	<ul style="list-style-type: none"> <li>• The Deputy Mayor and two City officers met with the South West Boojarah Working Party in Busselton (SWBWP).</li> <li>• At this meeting, there was feedback received about the City's Funeral Practices. As a result, the process which had been in place since 2009, included further traditional funeral customs in consideration of Aboriginal families.</li> <li>• Planning began to develop a process for the City of Busselton RAP.</li> <li>• Aboriginal heritage consultations were undertaken in Busselton. These resulted in footpath realignments. The work was monitored in case any artefacts were unearthed.</li> </ul>	<ul style="list-style-type: none"> <li>• The fifth Settlement Art Project sculpture of an Aboriginal person was agreed upon with Aboriginal Elders and community representatives. Gaywal was an Elder and leader at the time of European settlement in The Vasse. George Layman was speared by Gaywal in retaliation for breaking cultural Lore.</li> <li>• Artwork for Reconciliation Week and NAIDOC Week clothing was created by Busselton Senior High School and Busselton Primary School students and the City participated in the Undalup Association's NAIDOC Week Festival.</li> <li>• The Aboriginal flag was approved to fly permanently outside the new City Administration building.</li> </ul>	<ul style="list-style-type: none"> <li>• Informal conversations with local Aboriginal community members began again in order to understand what was important to them to include in the RAP.</li> <li>• An Aboriginal Work Placement student commenced with the City of Busselton and helped create a NAIDOC Week project and Aboriginal Art Auction event.</li> <li>• Undalup Association coordinated their Kambarang Children's Week activities at ArtGeo Cultural Complex.</li> <li>• The City's Courthouse Interpretation Plan identified a garden in the ArtGeo Cultural Complex as a potential place for a native bush garden. Exploration of this idea commenced with the Undalup Association.</li> </ul>

2017 DECEMBER	2018 FEBRUARY - MARCH	2018 APRIL	2018 JULY	2018 SEPTEMBER - OCTOBER	2018 NOVEMBER - DECEMBER	JANUARY 2019 - APRIL 2020
<ul style="list-style-type: none"> <li>• Councillors were briefed on the progress in developing the RAP including feedback from Aboriginal community consultation.</li> <li>• Officers commenced working with the Undalup Association on concepts for an Aboriginal native bush garden at ArtGeo Cultural Complex.</li> <li>• Aboriginal heritage consultations undertaken on locations in Yallingup, Vasse, Cape Naturaliste, Dunsborough, and Busselton. These resulted in an increase in a buffer zone around a significant site, and changes to carparks, drains, footpaths, roads, and foreshores.</li> </ul>	<ul style="list-style-type: none"> <li>• The Undalup Association signed a lease agreement with the City for rooms at the High Street Hall as a place for an office, to hold meetings and run activities.</li> <li>• RAP consultation intensified with formal meetings and interviews with groups, individuals, families and organisations outlining the aspirations and ideas of the Aboriginal community.</li> <li>• Three local Aboriginal women participated in International Art Space (IAS) workshops and some Aboriginal community members had their interviews recorded by Danish IAS artist, Michelle Eistrup.</li> </ul>	<ul style="list-style-type: none"> <li>• New Council Standing Orders were endorsed with an Acknowledgement of Country included at the opening of Council meetings.</li> <li>• The “Walking on Boodja” Project commenced. Local schools were invited to create feet in black, red or yellow felt and write messages that celebrated Aboriginal women which was in line with the NAIDOC Week theme, “Because of Her, We can.” The feet were exhibited at the ArtGeo Cultural Complex during NAIDOC Week.</li> <li>• Aboriginal community members met to discuss the design of a statue at the Busselton Jetty as part of the Sculpture and Seascape Walk.</li> <li>• Local residents met with Aboriginal Cultural Custodians about developing a concept for artwork in Yallingup.</li> </ul>	<ul style="list-style-type: none"> <li>• NAIDOC Week activities included the student led “Walking on Boodja” at ArtGeo Cultural Complex and “Boola Kala, Moodjitch Exhibition” Aboriginal Art Exhibition in the Ballarat Room in Railway House.</li> <li>• The Undalup Association unveiled the name of the Merenj Boodja Native Bush Food Garden at the ArtGeo Cultural Complex.</li> <li>• The representative Aboriginal group for the sculpture of Gaywal visited artist Greg James in Fremantle, to view the sculpture as part of the Settlement Art Project in its clay form.</li> <li>• RAP consultation continued.</li> </ul>	<ul style="list-style-type: none"> <li>• A RAP Vision Statement Workshop was conducted with Councillors and City officers and Aboriginal community members. The workshop included videos of community members who shared their aspirations for the RAP. Three options for the Vision Statement were developed.</li> <li>• City officers met with Undalup Association representatives to discuss solutions for environmental issues and concerns through the Association’s Ranger Program.</li> <li>• The interpretation for the sculpture of Gaywal was developed as part of the Settlement Art Project.</li> </ul>	<ul style="list-style-type: none"> <li>• The Mayor and City officers attended a South West Boojarah Working Party meeting to present information about the draft RAP and the renaming of a foreshore park.</li> <li>• Consultation with Cultural Custodians for re-landscaping Walgin Garden was undertaken.</li> <li>• Cultural custodians were engaged to name a reserve in Dunsborough. The name selected was Quedjinmia.</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal Sculpture of Gaywal was unveiled in the ArtGeo Cultural Precinct as part of the Settlement Art Project.</li> <li>• Aboriginal community consultation to maintain the name of Yoganup Park the Busselton Foreshore Precinct undertaken.</li> <li>• Three Aboriginal school based work trainee placement students commenced with the City.</li> <li>• Draft RAP consultation with Aboriginal community members for 3 months. Final edit with the Undalup Association.</li> <li>• Vasse River revegetation works undertaken by Undalup Association.</li> <li>• RAP endorsed by Council October 2019.</li> <li>• Djiljit Mia Community Gathering Space approved by SWBWP with artwork by Cultural Custodian Josh Whiteland. Undalup Association to work with Dunsborough Coast and Landcare group to work on Dugalup Brook.</li> <li>• Cultural Awareness training undertaken by City staff.</li> </ul>





ACTIONS	DELIVERABLES	RESPONSIBILITY	TIMELINE
1.1 Demonstrate respect for Aboriginal people by developing cultural protocols	a. Develop protocols for Welcome to Country and Acknowledgement of Country to ensure Elders are invited to attend civic ceremonies or events where appropriate and ensure respectful treatment of Elders at such events.	Public Relations Coordinator; Community Services; Human Resources	December 2020
	b. All Council and staff to be Welcomed on Country.	Human Resources Coordinator, Governance Coordinator	July 2020
1.2 Acknowledge Traditional Custodians	a. Ensure inclusion of Welcome to Country at major City managed and supported events and significant openings.	Public Relations Coordinator; Events Team	July 2020
	b. Ensure continued inclusion of Welcome to Country or Acknowledgement of Country at Council meetings and civic events.	Governance Coordinator; Public Relations; Events	July 2020
	c. Ensure all organisations having events in the City have Welcome to Country or Acknowledgement of Country through the Event Package.	Event Coordinator; Public Relations	July 2020
	d. Develop a register of Aboriginal community members who may do a Welcome to Country.	Cultural Development Officer	December 2020
	e. Ensure the Aboriginal and Torres Strait Islander Flag is raised during NAIDOC and National Reconciliation Weeks.	Customer Services Coordinator	July 2020
	f. Encourage inclusion of Acknowledgement of Country in Council's strategic documents and electronic communications.	Governance Coordinator	July 2020
1.3 Create a sense of Aboriginal place	a. Support the Aboriginal community in the development of artwork and/or interpretation in spaces and places within the City of Busselton that have a strong Aboriginal connection.	Cultural Development Officer; Public Relations; Environmental Services; Engineering and Technical Services; Economic Development Services; Strategic Planning	August 2020 - ongoing
1.4 Encourage Cultural Custodians to share knowledge and stories of Aboriginal history and raise awareness of culture	a. Seek permission from Cultural Custodians to include cultural information as part of awareness raising activities, e.g. the inclusion of Noongar six seasons information in the City Events Calendar Planning. Work towards the use of Aboriginal language in signage, interpretation and other material where appropriate.	Cultural Development Officer; Public Relations; Events Team	December 2020
	b. Promote and identify opportunities for naming of Council owned assets in Aboriginal language.	Cultural Development Officer; Engineering and Technical Services; Operational Services; Public Relations	December 2020



ACTIONS	DELIVERABLES	RESPONSIBILITY	TIMELINE
	c. Promote and identify opportunities for dual-naming. Develop small plaques of stories and names for plants and animals as a first step.	<b>Cultural Development Officer;</b> Public Relations	September 2020 - ongoing
	d. Facilitate opportunities for oral histories to be recorded and freely accessible.	<b>Local History Librarian</b> Community Development	December 2021
<b>1.5 Respect Aboriginal cultures and histories by celebrating NAIDOC Week</b>	a. Raise awareness and share information amongst Officers about the meaning of NAIDOC Week; and support NAIDOC Week events in the region.	<b>Cultural Development Officer;</b> Customer Services	July 2020
	b. RAP Working Group to participate in an external NAIDOC Week event.	<b>Cultural Development Officer;</b> Customer Services	July 2020
<b>1.6 We recognise the value of the culture, history, knowledge, Lore and rights of Aboriginal people and work to increase our understanding of this</b>	Councilors: a. Develop Cultural Awareness information as part of the induction process for new Councillors. b. Provide updated information on the RAP.	<b>Governance Coordinator;</b> Human Resources  <b>Cultural Development Officer</b>	November 2020, 2021  November 2020, 2021
	Staff: c. Inclusion of Cultural Awareness information as part of induction d. Grow Cultural Awareness through information sessions and/or targeted training.	<b>Human Resources Coordinator;</b> Governance; Customer Services	July 2021
	e. Encourage Officers in relevant areas to attend cultural awareness training.	<b>Environmental Services Manager;</b> Community Development; Engineering & Technical Services; Operational Services; Development Services	September 2020 - ongoing
<b>1.7 Develop cultural protocols and processes to acknowledge traditional customs and heritage</b>	a. Provide processes for funeral practices which acknowledges the traditional customs of the City's diverse cultures.	<b>Customer Services Coordinator</b>	September 2020 - ongoing
	b. Undertake due diligence investigations and compliance with legislation for Aboriginal Heritage Act 1972. Provide support for sites that require works or protection.	<b>Engineering and Technical Services;</b> Operational Services; Environmental Services	September 2020 - ongoing



ACTIONS	DELIVERABLES	RESPONSIBILITY	TIMELINE
<b>2.1 Recognise Aboriginal history</b>	a. Develop a project planning process for City projects to include Aboriginal engagement as an early step to recognise Aboriginal culture.	<b>Designated Project Manager;</b> all Directorates	December 2021
	b. Continue to ensure identification of potential heritage impacts as part of development assessment processes.	<b>Manager Development Services</b>	August 2020
	c. Work with key stakeholders to continue to build a database of culturally significant sites as they are shared.	<b>Operational Services Coordinator;</b> Environmental Services	December 2021
	d. Work with Cultural Custodians to develop cultural interpretation and stories for sites as approved by the Aboriginal community.	<b>Community Development Team;</b> Environmental Services; Operational Services	August 2020 - ongoing
<b>2.2 Promote reconciliation through our sphere of influence</b>	a. Communicate the City's commitment to reconciliation with City staff.	<b>Cultural Development Officer;</b> all Directorates	August 2020 - ongoing
	b. Identify other like-minded organisations that the City could approach to collaborate with on the reconciliation journey.	<b>Cultural Development Officer</b>	August 2020 - ongoing
<b>2.3 Build relationships through celebrating National Reconciliation Week</b>	a. Encourage participation in National Reconciliation Week (NRW) activities and events; work with schools and associations on National Reconciliation Week events and activities.	<b>Cultural Development Officer</b>	May 2021
	b. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	<b>Cultural Development Officer</b>	May 2021
	c. RAP Working Group to participate in an external NRW event.	<b>Cultural Development Officer;</b> RAP Working Group	May 2021
	d. Encourage and support staff and senior leaders to attend at least one external event to recognise and celebrate NRW.	<b>Cultural Development Officer;</b> RAP Working Group	May 2021
<b>2.4 Establish working relationships with key Aboriginal stakeholders and community members</b>	a. Establish regular meetings with interested stakeholder groups. E.g. identifying environmental issues with the Undalup Association Ranger Program to work on projects that assist the City in the management and maintenance of drains and reserves.	<b>Cultural Development Officer;</b> Operational Services; Environmental Services	May 2021



ACTIONS	DELIVERABLES	RESPONSIBILITY	TIMELINE
	b. Maintain database of key stakeholders or organisations with Aboriginal focus; provide information that can be distributed to their networks. E.g. schools, health service providers.	<b>Cultural Development Officer</b>	July 2020 - ongoing
<b>2.5 Develop a relationship with the South West Native Title Settlement Group – South West Boojarah Working Party</b>	a. The City to keep informed of the progress of the Native Title Settlement agreement.	<b>Legal Services Coordinator;</b> Strategic Planning	July 2020 - ongoing
	b. Liaise with the SWBWP representatives and seek their involvement in the implementation of the RAP.	<b>Cultural Development Officer</b>	July 2020 - ongoing
<b>2.6 Connect community with services</b>	a. Support Aboriginal interagency collaboration to promote services and products to the local community.	<b>Community Development Officer;</b> Youth Development Officer	July 2020 - ongoing
	b. Promote early years and youth initiatives to the Aboriginal community.	<b>Community Development Officer</b>	July 2020 - ongoing
<b>2.7 Share and promote funding opportunities for Aboriginal groups</b>	a. Share information about grant opportunities as they arise; promote grant writing workshops.	<b>Community Development Officer</b>	July 2020 - ongoing
	b. Allocate resources for Aboriginal projects.	<b>All Directorates</b>	July 2020 - ongoing
<b>2.8 Promote positive relations through anti- discrimination strategies</b>	a. Research best practice and policies in areas of race relations and anti-discrimination.	<b>Human Resources Coordinator;</b> Community Development	December 2021
	b. Conduct a review of the City’s Human Resources policies and procedures to identify any anti-discrimination provisions, and future needs.	<b>Human Resources Coordinator</b>	December 2021

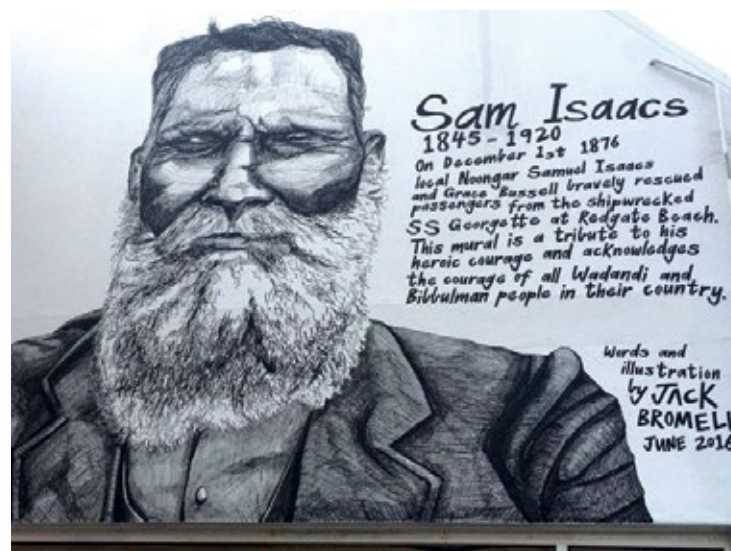




ACTIONS	DELIVERABLES	RESPONSIBILITY	TIMELINE	
<b>3.1 Improve employment outcomes by increasing Aboriginal Employment at the City</b>	a. Investigate opportunities for Aboriginal designated positions/ traineeships. b. Explore and promote external funding partnership opportunities. c. Ensure employment opportunities are presented to Aboriginal people.	<b>Human Resources Coordinator</b> <b>Operations Services Manager</b> <b>Human Resources Coordinator</b>	July - ongoing July - ongoing July - ongoing	
	d. Support designated Aboriginal work placements through school based traineeships.	<b>Human Resources Coordinator</b>	November 2020	
	e. Inform and encourage Aboriginal community about employment opportunities in Local Government through key stakeholders and key Aboriginal community contacts.	<b>Cultural Development Officer</b>	July 2020 - ongoing	
	f. List City job opportunities on Jobs & Skills WA Aboriginal Services Jobs Board.	<b>Human Resources Coordinator</b>	July 2020 - ongoing	
	g. Seek to encourage Aboriginal students to do work experience at the City. Prioritise to ensure there is one each year.	<b>Human Resources Coordinator;</b> Community Development	November 2020	
	<b>3.2 Support the Aboriginal community with employment information</b>	a. Run an annual workshop for Aboriginal people to increase understanding of how to apply for jobs within local government.	<b>Human Resources Coordinator</b>	July 2021
		b. Share information about the Public Sector Commission's school based Aboriginal Traineeships available in Federal and State Government.	<b>Cultural Development Officer</b>	July 2020
<b>3.3 Promote Aboriginal art in public spaces to show shared history</b>	a. Commission or purchase Aboriginal art for exhibition and use in City publications, presentations and RAP material.	<b>Public Relations Coordinator;</b> Community Development	December 2021	
	b. Develop an approach to incorporate artworks and interpretation in public spaces and places to reflect Aboriginal culture and history within the town centres.	<b>Designated Project Managers;</b> all Directorates	July 2020	



ACTIONS	DELIVERABLES	RESPONSIBILITY	TIMELINE
3.4 Promote Aboriginal Engagement Plans	a. Increase awareness and consideration of aspirations of Aboriginal organisations that have relevance to the City of Busselton through their Aboriginal Engagement Plans.	<b>Governance Coordinator;</b> Community Development; Engineering and Technical Services; Operational Services; Environmental Services	July 2020 - ongoing
3.5 Encourage Aboriginal Youth Leadership Skills	a. Inform Aboriginal youth about careers in local government; encourage attendance at and membership of SHIFT Youth Crew.	<b>Youth Development Officer</b>	July 2020 - ongoing
3.6 Support local Aboriginal suppliers to improve economic and social outcomes	a. Encourage Aboriginal owned businesses to join Vendor Panel.	<b>Designated Project Managers;</b>	July 2020 - ongoing all Directorates
	b. Encourage Aboriginal businesses to join Supply Nation and the Aboriginal Business Directory WA.	<b>Designated Project Managers;</b>	July 2020 - ongoing all Directorates
	c. Explore opportunities for contractors to report on the number of Aboriginal employees they employ as part of Conditions of Contract.	<b>Legal Services Coordinator</b>	July 2021
3.7 Develop Aboriginal Cultural Tourism	a. Work with Aboriginal tourism operators and businesses, other Local Governments, agencies and West Australian Indigenous Tourism Operators Council (WAITOC) to develop an Aboriginal Heritage Trail.	<b>Economic Development Coordinator;</b> Community Development	December 2021





ACTIONS	DELIVERABLES	RESPONSIBILITY	TIMELINE
<b>4.1 Establish an effective relationship with the Aboriginal community to ensure the implementation of the RAP</b>	a. Establish a relationship with the SWBWP as the representative body of the Aboriginal community, and continue relationships with the broader Aboriginal community.	<b>Cultural Development Officer;</b> Council representatives; Governance Services; Public Relations	December 2021
	b. Establish meetings with SWBWP and the Undalup Association and the broader Aboriginal community.	<b>Cultural Development Officer</b>	July 2020 - ongoing
<b>4.2 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP</b>	a. Form a RAP Working Group (RWG) to govern RAP Implementation.	<b>Manager Community Services;</b> Council	May 2021
	b. Draft a Terms of Reference for the RWG	representatives;	May 2021
	c. Establish representation of Aboriginal community and broader Aboriginal Community stakeholders on the RWG.	Environmental Services;	May 2021
	d. Nominate City of Busselton staff to join the RWG.	Operations Services and Governance Services	May 2021
<b>4.3 Establish RAP Champions across four Directorates to assist the RAP Working Group</b>	a. Call for nominations City of Busselton staff as RAP Champions for each directorate.	<b>Director Community &amp; Commercial Services</b>	July 2020
<b>4.4 Provide appropriate support for effective implementation of RAP commitments</b>	a. Update briefing to Council on RAP Achievements.	<b>RAP Champions;</b> RWG	December 2021
	b. Engage City of Busselton staff at all levels in the delivery of RAP commitments.		December 2021
	c. Define appropriate systems and capability to track, measure and report on RAP commitments.		December 2021
	d. Identify resources needed for RAP implementation. E.g. catering; workshops; promotions; printing; sitting fees (if required).		December 2021
<b>4.5 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally</b>	a. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	<b>Cultural Development Officer;</b> RAP Champions	September 2021
<b>4.6 Continue our reconciliation journey by developing our next RAP</b>	a. Register via Reconciliation Australia's website to begin developing the next RAP 'Innovate.'	<b>Cultural Development Officer;</b> RAP Champions	August 2021



# Reconciliation Action Plan

## REFLECT

Join Our Community



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