City of Stirling
City of Choice

RECONCILIATION ACTION PLAN
INNOVATE

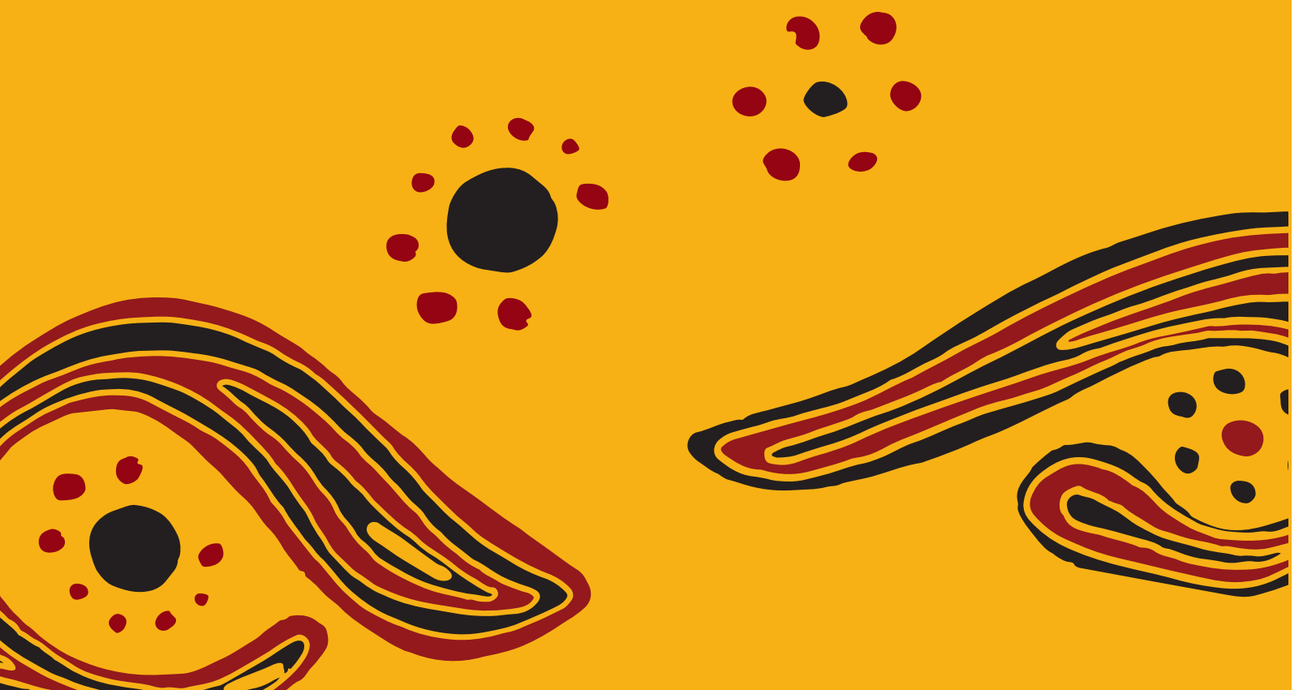
Reconciliation Action Plan
July 2021 – June 2023



Acknowledgements

City of Stirling kaadatj Nyoongar moort Nyoongar boodja-k Wadjak boodja-k. Ngalak kaadatj Nyoongar nedingar wer birdiya koora koora wer yeyi. Baalabang koondarm, malayin wer nakolak baalap yang ngalany-al. Ngalak dandjoo barn wer kaaratj bandang boodja-k.

The City of Stirling acknowledges the traditional custodians of this land, the Wadjak people of the Nyoongar nation, and pays respect to the Elders past, present and future, for they hold the memories, the traditions, the culture and hopes of Aboriginal Australia.



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Foreword from the Mayor



It has been more than a decade since the City of Stirling began consultations with local Aboriginal communities to develop our first Reconciliation Action Plan (RAP). While we have made good progress, we are ambitious about advancing our relationship further. The development of our RAPs has solidified our commitment to ensuring the world's oldest living cultures are celebrated in our city and that Aboriginal and Torres Strait Islander people are given every opportunity to thrive.

Our journey of reconciliation began with a focus on recognising the importance of our First Nations people and the valuable contributions they continue to make to our community. The evolution of the Plan has delivered an increasing focus on action, and I am pleased to say that this will be our last 'Innovate' RAP. We are moving beyond aspiration to making real tangible changes with measurable results that benefit the entire community. By 2024, I want us to be done with 'piloting' and 'aspiring' and 'working towards'. By 2024, we will be ready to 'stretch'.

It is important that we have mature strategies, strong approaches and long-term plans, and that reconciliation is so embedded across the whole organisation that we can say it really is 'business as usual'.

We have maintained a wonderful partnership with the Wadjak Northside Aboriginal Corporation that is driven by a committed and hardworking group of community members. This partnership has been formalised in a new agreement, which outlines how our two organisations will work together in the future.

Our shared vision is to improve outcomes for the Aboriginal community by increasing engagement, identifying priority areas and delivering a range of initiatives in response to community needs.

The new RAP identifies many opportunities to improve employment outcomes with the goal of increasing our Aboriginal and Torres Strait Islander workforce. We have made a commitment to removing barriers to employment and ensuring that we support culturally safe workplaces. Aboriginal and Torres Strait Islander employees at the City are already our greatest asset in helping us get this right, and I want them to know we've only just begun.

The City now has a framework for increasing its engagement with Aboriginal and Torres Strait Islander suppliers, beginning with the development of a procurement strategy. These business opportunities will support improved economic and social outcomes in the long term.

Greater inclusion in this space will add diversity and richness to the City, helping to grow and evolve our working culture. Inclusion and respect are values we work hard to uphold at the City of Stirling. In doing so, we acknowledge how fortunate we are to live and work on the traditional lands of the Wadjak Nyoongar people, who still hold a deep connection to family, community and culture.

We have endeavoured to weave the aspirations of the RAP into every facet of our work and I am so proud to say that it has been embraced by our Councillors and employees. Working with the RAP Working Group has been both a pleasure and an honour, and I want to particularly thank and acknowledge each of the members of that group for delivering this Plan.

The City of Stirling looks forward to moving ahead with the next phase of our reconciliation journey, building on the great work already completed, achieving positive outcomes for First Nations people and creating a harmonious community for all.



Mark Irwin
City of Stirling Mayor

Message from Reconciliation Australia



Reconciliation Australia commends City of Stirling on the formal endorsement of its third Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. City of Stirling continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that City of Stirling will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the City of Stirling using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for City of Stirling to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, City of Stirling will ensure shared and cooperative success in the long term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of City of Stirling's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations City of Stirling on your third Innovate RAP and I look forward to following your ongoing reconciliation journey.



Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our vision for reconciliation

“City of Stirling” moorditj moort warniny kwaba-djinanginy, boola waam moort-al dandjoo koorliny, wer moorditj Nyoongar, Aboriginal wer Torres Strait moort koota-djinanginy. Nyoongar, Aboriginal, Torres Strait wer kendjil Australia-ak moort ngalang koora manda-yang kaditj, wer koorta kwaba dandjoo maladjiny wer koota-djinganginy. Ngala dandjoo kaditj wer maladjiny, wer kalyakool kendjil moort dandjoo koorliny.

The City of Stirling’s vision for reconciliation is an inclusive community where the value and strength of Aboriginal and Torres Strait Islander cultures are recognised and celebrated. Aboriginal and Torres Strait Islander and non-Indigenous Australians will acknowledge our shared history and develop positive relationships built on respect and understanding. We will learn and grow as we journey together towards a future where everyone is empowered with equal opportunities.

Our business

The City of Stirling provides more than 200 services to our thriving community, including recreation centres, libraries, home and community care, waste services, environmental health, community safety and events, as well as managing a range of facilities, public spaces and infrastructure. The City has 22 workplace locations including a main administration building, works depot, community centres, libraries, museum and recreation facilities. A total of 1,400 staff are employed across the organisation. Of these staff, 13 staff identify as Aboriginal and/or Torres Strait Islander peoples.

The City of Stirling is a major local government authority in Western Australia. It is the largest local government in WA by population, with over 220,000 residents, and the 17th largest in Australia. The City is located eight kilometres north of Perth’s Central Business District and covers an area of around 100 square kilometres from Scarborough, Trigg and North Beach in the west to Balga and Inglewood in the east, and from Beach Road in the north to Herdsman in the south.

The City of Stirling’s population and households are increasingly diverse. In 2016, the Census determined that over one third of the population were born overseas and about a quarter of the population spoke a language other than English at home. The Census counted more than one per cent of the City’s population to be Aboriginal or Torres Strait Islander people. Approximately four per cent of the City’s population were identified as requiring assistance with core activities.
The City is mainly urban, with over 96,000 private dwellings counted in the 2016 Census. It also has 1,780 hectares of open space for reserves, parks, natural conservation areas and special purpose lands, including over 600 hectares of natural bushland, 26 wetland sites and 6.5 kilometres of coastal dunes and beaches.

The City of Stirling is the second largest employment district in Western Australia after the Perth CBD. Key employment sectors include retail, manufacturing, health and education. Stirling supports 80,350 jobs and has an annual economic output of $31.438 billion.

Stirling has a number of strategic advantages. Its unique mix of location, cultures, major transport links, beaches, bushland, facilities and services, options for recreation and leisure, high-quality retail and commercial centres, restaurants, cinemas, tourist accommodation and available industrial land make it a natural hub for economic and tourist activity.



Our RAP

The City of Stirling recognises the rich culture of the Wadjak Nyoongar people who have lived in and nurtured Mooro country for over 40,000 years. The City acknowledges Wadjak Nyoongar traditions and beliefs and takes pride in the contributions they have made as the oldest living culture in the world. The City understands the impacts of colonisation and the dispossession of Aboriginal and Torres Strait Islander peoples, and is committed to working with the community on a journey that recognises and acknowledges past wrongs and their impact as we work towards a future of understanding and respect.

In 2010, the City of Stirling conducted consultations with a specific focus on Aboriginal and Torres Strait Islander communities that identified key issues relating to the City's relationship with Aboriginal and Torres Strait Islander peoples. As a result of this consultation, the City established the Aboriginal Action Group, a group which consisted of local Aboriginal Elders, City employees and the Mayor. This group initiated the development of the City's first RAP. Some of its original members continue to make valuable contributions to the City's current RAP Working Group. The City of Stirling is now delivering its third RAP implementation and will be continuing to deliver its Innovate RAP from July 2021 to June 2023. While delivering RAPs, the City has undergone a transformation in attitude towards reconciliation which we plan to harness as we continue on our journey of reconciliation.

The transformation has enabled the City and the RAP Working Group to make considerable progress towards building relationships, fostering respect and creating opportunities. This RAP will see the City building on these strong foundations through a firm commitment to bring more staff along on this journey. Through the formation of sub-groups, a broad cross section of City of Stirling staff will collaborate with RAP Working Group members on important initiatives. The sub-groups will focus on improving employment outcomes, creating opportunities to work with Aboriginal and Torres Strait Islander businesses, celebrating Aboriginal and Torres Strait Islander histories and cultures and undertaking a truth-telling journey that recognises and acknowledges the impact of past wrongs and how it echos in the present as we work towards a future of understanding and respect.

The City's RAP Working Group consists of representatives from community, businesses, service providers and local government employees. The City maintains a minimum of 12 community members on its RAP Working Group:

- Eight from Aboriginal and Torres Strait Islander backgrounds
- Four non-Aboriginal or Torres Strait Islander community members
- Five City of Stirling Staff members.

The Director of Community Development is the City's RAP Champion. Other staff members on the RAP Working Group include the Aboriginal Engagement Officer, Manager Community Services, Service Lead of Cultural Diversity and Community and the Strengthening Communities Team Leader. The RAP is a core part of City of Stirling's integrated planning process and forms part of the Corporate Business Plan 2020 – 2024. It sits within Theme 3 — Engaged Communities. Its aspirational objective is that the City of Stirling will be a place where people from diverse backgrounds will feel included and respected. Residents will be informed and involved in important local issues and encouraged to participate in community life.

RAP reflections

The City of Stirling is committed to providing opportunities for recognition and celebration of Aboriginal and Torres Strait Islander peoples, contribution to our community. Over the past three years, with the support of the RAP Working Group, the City is proud to have achieved the following:

- Developed a partnership agreement with Wadjak Northside Aboriginal Community Corporation
- Included an Acknowledgement of Country in the e-signature of all staff which is translated in English and Nyoongar language
- Supported Wadjak Northside Aboriginal Community Corporation in the development of business strategies that harness the economic opportunities in the cultural tourism market
- Facilitated Yarning Circles to share information on traditional Nyoongar governance practices and promote voter participation among the local Aboriginal Community.
- Developed a Recognition of Traditional Owners Management Practice which provides guidance to staff regarding the implementation of cultural protocols including Welcome to Country and Acknowledgement of Country.



Relationships

Koort kwaba moort moorditj dandjoo yoodaniny. “City of Stirling” boola waam moort-al dandjoo koorl wer koota-djinang. Nyoongar, Aboriginal, Torres Strait wer kendjil moort-al moorditj dandjoo yoodaniny wer maladjiny.

Positive relationships are the foundation of cohesive communities. The City of Stirling places great importance on working with its diverse community to build strong relationships between Aboriginal and Torres Strait Islander peoples and the broader community.



Strategic Community Plan alignment: Thriving Communities: Inclusive and harmonious City

Action | Baaminy	Deliverable | Djoonginy	Timeline | Nginda	Lead | Birdiya
1. **Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations**	**1.1** Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	June 2022	Community Engagement Coordinator
	1.2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2022	Community Engagement Coordinator
	1.3 Maintain partnership with the Wadjak Northside Aboriginal Community Corporation (WNACC).	June 2023	Cultural Diversity & Community Service Lead
	1.4 Identify opportunities to engage with and develop partnerships with Aboriginal and Torres Strait Islander communities and stakeholders.	June 2023	Aboriginal Engagement Officer/ Aboriginal Youth Development Officer
	1.5 Provide funding to enable community members and stakeholders to deliver community led responses to community needs.	June 2022 June 2023	Community Collaborations Officer
2. **Build relationships through celebrating National Reconciliation Week (NRW)**	**2.1** Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022 May 2023	Cultural Diversity & Community Administration Officer
	2.2 RAP Working Group members to participate in an external NRW event.	May 2022	Strengthening Communities Team Leader
	2.3 Encourage and support staff and senior leaders to participate in at least 1 event to recognise and celebrate NRW.	May 2023	Director Community Development
	2.4 Organise 1 annual NRW event in partnership with WNACC.	May 2022 May 2023	Aboriginal Engagement Officer/ Aboriginal Youth Development Officer
	2.5 Register all our NRW events on Reconciliation Australia's NRW website.	May 2022 May 2023	Cultural Diversity & Community Administration Officer
	2.6 Raise awareness about Reconciliation Week activities and its purpose across business units.	May 2022 May 2023	Diversity Champions

Strategic Community Plan alignment: Thriving Communities: Inclusive and harmonious City

Action | Baaminy	Deliverable | Djoonginy	Timeline | Nginda	Lead | Birdiya
3. **Promote reconciliation through our sphere of influence**	**3.1** Implement strategies to raise awareness about reconciliation and its importance and engage our staff in reconciliation.	July 2022	Diversity Champions
	3.2 Communicate our commitment to reconciliation publicly.	May 2022 May 2023	Media and Corporate Affairs Advisor/ Social Media Officer
	3.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	February 2022	Aboriginal Engagement Officer
	3.4 Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	December 2021 December 2022	Aboriginal Engagement Officer/ Aboriginal Youth Development Officer
4. **Promote positive race relations and reduce discrimination**	**4.1** Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2023	Service Lead HR Operations
	4.2 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination practice.	June 2023	Service Lead HR Operations
	4.3 With support from the Cultural Protocols and Civic Participation sub-group; develop, implement and communicate an anti-discrimination management practice for the City of Stirling.	June 2023	Service Lead HR Operations/ Corporate Communications Officer
	4.4 Host an internal forum and workshops aimed at raising awareness about the impact of discrimination and how to respond to it in the workplace.	March 2022 March 2023	Director Corporate Services
	4.5 Educate senior leaders on the effects of racism.	January 2022	Service Lead HR Operations/ Aboriginal Engagement Officer
	4.6 Develop an inclusion lens toolkit for staff to utilise for all programs, projects and events, ensuring they are inclusive of all communities.	December 2023	Social Planning Facilitator

Respect

“City of Stirling” djerabiny ngalang wardakadak kwedjang koota-djinanginy. Nyoongar, Aboriginal wer Torres Strait moort kalyakoorl nidja boodjar kaaradjiny, wer nidja boodjar-ak boola wardakadak Wadjak Nyoongar miya nyininy.

The City of Stirling places great value on its heritage; takes pride in the rich histories, cultures and contributions of Aboriginal and Torres Strait Islander peoples; and is home to several culturally significant sites.



Strategic Community Plan alignment: Thriving communities: Inclusive and harmonious City			
Action | Baaminy	**Deliverable | Djoonginy**	**Timeline | Nginda**	**Lead | Birdiya**
5. **Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning**	5.1 Conduct a review of cultural learning needs within our organisation.	October 2022	Service Lead HR Operations/ Aboriginal Engagement Officer
	5.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	December 2022	Service Lead HR Operations/ Strengthening Communities Team Leader
	5.3 Develop, implement and communicate a cultural learning strategy for our staff.	June 2022	Service Lead HR Operations/ Strengthening Communities Team Leader
	5.4 Work with the Recognition of Aboriginal and Torres Strait Islander History and Culture sub-group to develop online learning tools to complement existing face-to-face training opportunities.	December 2022	Service Lead HR Operations/ Aboriginal Engagement Officer
	5.5 Continue to deliver cultural awareness training to City of Stirling staff • 100% people leaders to undertake cultural awareness training. • 20% of all staff undertake cultural awareness training.	June 2023	Service Lead HR Operations/ Aboriginal Engagement Officer
	5.6 Conduct a review of staff inductions to incorporate cultural learning.	June 2022	Service Lead HR Operations
	5.7 Circulate a biannual staff survey to measure awareness and ownership of the RAP across the organisation.	January 2023	Manager Community Services
	5.8 Facilitate a rite of passage back to country cultural immersion trip for RAP Working Group members, Executive, council members and other key leadership staff to participate in.	October 2021	Director Community Development
	5.9 Expand on the City's Aboriginal and Torres Strait Islander peoples library and museum collections and develop strategies to showcase to service users.	June 2023	Librarian Community Engagement/ Museum Curator
	5.10 Facilitate 4 Mooro Country Tours for community to learn about culturally significant sites within the City of Stirling, including 1 larger tour in partnership with surrounding local governments.	October 2021/22 March 2022/23	WNACC/Aboriginal Engagement Officer
	5.11 Facilitate 4 Newcomer Tours annually to enable newly arrived community members to learn about Aboriginal and Torres Strait Islander people's histories and cultures and City of Stirling services.	2021 – 2023 March May August November	Welcome Hub Capacity Building Officer
	5.12 Facilitate 4 Interfaith Tours to enable community members to learn about Aboriginal and Torres Strait Islander people's creation stories and cultural beliefs and other faiths.	2021 – 2023 February April July October	Multicultural Engagement Officer



Strategic Community Plan alignment: Thriving communities: Inclusive and harmonious City

Action | Baaminy	Deliverable | Djoonginy	Timeline | Nginda	Lead | Birdiya
6. **Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols**	6.1 Work with Cultural Protocols and Civic Participation sub-group to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2021	Manager Governance
	6.2 Continue to maintain a list of appropriate Aboriginal and Torres Strait Islander community contacts to conduct activities within the City of Stirling.	June 2023	Cultural Diversity & Community Administration Officer
	6.3 Follow Recognition of Traditional Owners management practice regarding Welcome to and Acknowledgement of Country.	June 2023	Manager Governance/ Aboriginal Engagement Officer
	6.4 Raise staff awareness of the Recognition Management Practice (Acknowledgement and Welcome to Country).	December 2021	CEO/Internal Communications Officer
	6.5 Re-name the Stirling Administration Centre meeting rooms to Nyoongar names in consultation with Traditional Owners/Nyoongar Elders.	December 2021	Manager Facilities, Projects & Assets
	6.6 Development of a Protocols Management Practice for consultation/engagement with community regarding works at significant sites and projects with a high level of impact on Aboriginal and Torres Strait Islander communities.	March 2022	Manager Governance/ Community Engagement Coordinator
	6.7 Protocols Management Practice is embedded in to the City's Engagement Planning process.	March 2022	Community Engagement Coordinator
	6.8 Facilitate 2 Elders Advisory Group meetings per year to present and seek feedback on City projects and initiatives that impact Aboriginal and Torres Strait Islander communities.	September 2021 March 2022 September 2022 March 2023	Aboriginal Engagement Officer
	6.9 Amend the local law to include Acknowledgement in all Council meetings.	October 2021	Manager Governance
	6.10 Develop an Acknowledgement video in Nyoongar language.	December 2021	Service Lead Marketing & Communications

Strategic Community Plan alignment: Thriving communities: Inclusive and harmonious City

Action | Baaminy	Deliverable | Djoonginy	Timeline | Nginda	Lead | Birdiya
7. **Demonstrate respect to Aboriginal and Torres Strait Islander peoples by public displays of recognition of Traditional Custodians**	7.1 Display Acknowledgement of Country signage in public spaces that have new works that are of significance to Aboriginal and Torres Strait Islander peoples.	June 2023	Aboriginal Engagement Officer
	7.2 Display Acknowledgement of Country signage in City of Stirling owned or managed public facilities.	June 2023	Aboriginal Engagement Officer
	7.3 Fly the Aboriginal flag at any location where the City flies the Australian flag on an ongoing basis.	June 2023	Aboriginal Engagement Officer
	7.4 Develop and display signage that showcases Aboriginal and Torres Strait Islander histories and cultures in public spaces of cultural significance to Aboriginal and Torres Strait Islander peoples.	June 2023	Aboriginal Engagement Officer
	7.5 Introduce the Traditional Place name to the City's postal address in line with Australia Post's updated addressing guidelines.	December 2021	Service Lead Customer & Communications
	7.6 Investigate feasibility to amend existing entry signage or develop new entry signage with Nyoongar language.	July 2022	Manager Customer & Communications
8. **Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week**	8.1 Support the Mirrabooka NAIDOC committee to plan and implement an annual NAIDOC event.	July 2021 July 2022	Aboriginal Engagement Officer
	8.2 RAP Working Group to participate in an external NAIDOC Week event.	July 2021 July 2022	Aboriginal Engagement Officer
	8.3 Host internal initiatives that enable staff to participate in NAIDOC Week.	July 2021 July 2022	Diversity Champions
	8.4 Promote and encourage participation in external NAIDOC events to all staff.	July 2021 July 2022	Diversity Champions
9. **Develop and support a range of Aboriginal and Torres Strait Islander related art initiatives**	9.1 The City will direct a minimum of 25% of the annual acquisitions budget to Australian Aboriginal and Torres Strait Islander art within its art collection.	June 2022 June 2023	Team Leader Arts & Activation/Arts Officer
	9.2 Develop a Public Art Master Plan which is aligned to the City's commitment to embrace Aboriginal and Torres Strait Islander histories and cultures.	July 2021	Team Leader Arts & Activation/Arts Officer
	9.3 The City will continue to work with external agencies to develop and implement local community art projects that are inclusive of and celebrate Aboriginal and Torres Strait Islander cultures.	June 2023	Team Leader Arts & Activation/ Cultural Diversity & Community Service Lead

Opportunities

“City of Stirling” wer Nyoongar, Aboriginal wer Torres Strait moort-al yeyinyang mila malitj wardiny. Ngalak dandjoo moorditj, boola waam moort nakal maladjiny wer dandjoo koorliny.

By identifying opportunities for growth and development, the City of Stirling and Aboriginal and Torres Strait Islanders will achieve greater success and create a harmonious and inclusive community.



Strategic Community Plan alignment: Vibrant economy: A great place to work, invest and do business			
Action | Baaminy	**Deliverable | Djoonginy**	**Timeline | Nginda**	**Lead | Birdiya**
10. **Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development**	**10.1** Continue to implement the current Aboriginal and Torres Strait Islander Employment Plan.	July 2021	Service Lead HR Operations/ Aboriginal Engagement Officer
	10.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development and review the City's Aboriginal and Torres Strait Islander Employment Plan.	June 2023	Service Lead HR Operations/ Aboriginal Engagement Officer
	10.3 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2023	Service Lead HR Operations/ Aboriginal Engagement Officer
	10.4 Host an Aboriginal and Torres Strait Islander employment expo.	January 2022	Service Lead HR Operations/ Aboriginal Engagement Officer
	10.5 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	June 2023	Service Lead HR Operations
	10.6 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	August 2021 August 2022	Service Lead HR Operations
	10.7 Establish 2 Aboriginal and Torres Strait Islander traineeship opportunities within the organisation.	July 2022	Manager Community Services/Manager Parks & Sustainability
	10.8 Increase the percentage of Aboriginal and Torres Strait Islander staff employed to 1% of our workforce.	June 2023	Director Corporate Services
11. **Increase Aboriginal and Torres Strait Islander voter participation and nominations in Council elections**	**11.1** Develop a marketing plan targeted at Aboriginal and Torres Strait Islander peoples.	July 2021	Senior Governance Advisor
	11.2 Engage with Aboriginal and Torres Strait Islander peoples to encourage participation in a prospective candidates information session.	July 2021	Senior Governance Advisor
	11.3 Develop a program to engage with young people and encourage them to become involved in civic activities.	July 2022	Senior Governance Advisor/Aboriginal Youth Engagement Officer

Strategic Community Plan alignment: Vibrant economy: A great place to work, invest and do business			
Action | Baaminy	**Deliverable | Djoonginy**	**Timeline | Nginda**	**Lead | Birdiya**
12. **Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes**	**12.1** Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	February 2022	Coordinator Strategic Sourcing & Contracts
	12.2 Compile and promote a database of local Aboriginal and Torres Strait Islander businesses.	June 2023	Community Services Project Administrator/ Internal Communications Advisor
	12.3 Host a workshop to assist Aboriginal and Torres Strait Islander businesses with the City's tendering process and provide support to register on the Aboriginal and Torres Strait Islander business directory.	March 2022	Economic Development Officer
	12.4 Include Aboriginal and Torres Strait Islander businesses in the Buy Local Policy.	March 2022	Manager Finance
	12.5 Obtain a Supply Nation membership.	July 2021	Manager Finance
	12.6 Identify key internal stakeholders and support them to engage with Aboriginal and Torres Strait Islander businesses.	February 2022	Economic Development for Aboriginal and Torres Strait Islanders sub-group
	12.7 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2023	All staff with suitable authority
	12.8 Identify Aboriginal and/or Torres Strait Islander businesses and match them with upcoming tender opportunities at the City.	June 2023	Strategic Sourcing & Contracting Specialists
	12.9 Partner with the Nyoongar Chamber of Commerce and Industry to host an event.	December 2022	Economic development for Aboriginal and Torres Strait Islanders sub-group

Strategic Community Plan alignment: Vibrant economy: A great place to work, invest and do business			
Action | Baaminy	**Deliverable | Djoonginy**	**Timeline | Nginda**	**Lead | Birdiya**
13. **Continue to maintain a formal agreement with Wadjak Northside Aboriginal Community Corporation to enable both organisations to act in the best interests of the community, respect Elders and observe cultural protocols while working collaboratively to respond to the needs of the community**	**13.1** Lease a facility to WNACC at subsidised rate.	July 2021 July 2022	Property Management Officer
	13.2 Provide financial support towards centre management, community engagement/consultation, programming and professional development cost.	July 2021 July 2022	Manager Community Services
	13.3 Provide financial support towards Centre operational costs including utilities and waste.	July 2021 July 2022	Manager Community Services
	13.4 Work with WNACC to host and provide financial support for weekly morning teas and activities for Wadjak Elders.	July 2021 July 2022	Aboriginal Engagement Officer
	13.5 Work in partnership with WNACC to engage with the community on an annual basis to identify community needs and co-develop shared responses.	September 2021 September 2022	Social Planning Facilitator
	13.6 Provide support to assist WNACC to: • Develop, deliver and evaluate programs. • Manage grant submissions, agreements and acquittals. • Manage policy development, implementation and review. • Access human resources mentoring regarding employment contracts and operational policies. • Access governance training, support and mentoring including conversion of its strategic plan into implementation/action plans.	June 2022 June 2023	Cultural Diversity & Community Service Lead
	13.7 Provide marketing support to assist with promotion of WNACC and its associated programs.	June 2022	Marketing Officer



Governance

Kaata-waangkinyiny-ak "RAP working group" mara-yanginy Aboriginal wer Torres Strait Moort moorditj maay-al waangkiny, wer mila waangkinyiny-al mara yanginy.

The RAP Working Group provide Aboriginal and Torres Strait Islander peoples a voice within Council and increase opportunities for civic participation.



Strategic Community Plan alignment: Governance and leadership: Good governance

Action | Baaminy	Deliverable | Djoonginy	Timeline | Nginda	Lead | Birdiya
14. **Maintain dedicated 50D Aboriginal Engagement Officer and Aboriginal Youth Development Officer roles to drive the RAP implementation**	**14.1** The Aboriginal Engagement Officer and Aboriginal Youth Development Officer will take on a leadership role in the implementation of the RAP with the support of all City of Stirling staff.	June 2023	Aboriginal Engagement Officer/ Aboriginal Youth Development Officer
	14.2 The Aboriginal Engagement Officer and Aboriginal Youth Development Officer will support local Aboriginal and Torres Strait Islander communities to implement community-led projects.	June 2023	Aboriginal Engagement Officer/ Aboriginal Youth Development Officer
	14.3 RAP Working Group will provide adequate resources and support for the Aboriginal Engagement Officer and Aboriginal Youth Development Officer in the implementation of the RAP.	June 2023	RAP Champion
15. **Maintain an effective RAP Working Group (RAPWG) to drive governance of the RAP**	**15.1** Maintain Aboriginal and Torres Strait Islander representation on the RAPWG.	June 2023	Strengthening Communities Team Leader
	15.2 Review the terms of reference for the RAPWG.	July 2021	RAPWG
	15.3 Meet at least 4 times per year to drive and monitor RAP implementation.	July 2021/22 October 2021/22 January 2022/23 April 2022/23	Aboriginal Engagement Officer
16. **Maintain RAP sub-groups to drive the implementation of RAP actions**	**16.1** Maintain RAPWG and relevant staff representation on the following sub-groups: • Positive employment outcomes for Aboriginal and Torres Strait Islander peoples. • Economic development for Aboriginal and Torres Strait Islander peoples. • Recognition of Aboriginal and Torres Strait Islander histories and cultures. • Cultural protocols and civic participation	June 2023	Strengthening Communities Team Leader
	16.2 Meet as required to drive the implementation of RAP actions.	June 2023	Aboriginal Engagement Officer

Strategic Community Plan alignment: Governance and leadership: Good governance

Action | Baaminy	Deliverable | Djoonginy	Timeline | Nginda	Lead | Birdiya
17. **Provide appropriate support for effective implementation of RAP commitments**	**17.1** Allocate resources for RAP implementation.	December 2020 December 2021	Cultural Diversity & Community Service Lead
	17.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	July 2021 July 2022	Manager Community Service
	17.3 Continue to maintain appropriate systems to track, measure and report on RAP commitments.	June 2023	Social Plan Facilitator
	17.4 Appoint and maintain an internal RAP Champion from senior management.	July 2021	CEO
	17.5 Elders and RAPWG will meet with the Mayor, CEO and Elected Members annually for a 'Birdiya to Birdiya' (Boss to Boss) meeting.	August 2021 August 2022	CEO/Mayor
	17.6 Include a RAP update as a standing agenda item at Community Development directorate and Executive meetings.	Monthly 2021 2022 2023	Manager Community Service/Director Community Development
18. **Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally**	**18.1** Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2021 September 2022	Aboriginal Engagement Officer
	18.2 Publicly report our RAP achievements, challenges and learnings in the City's annual report, the Stirling Scene publication and website.	June 2022 June 2023	Aboriginal Engagement Officer/ Communications Officer
	18.3 Report RAP progress to all staff and senior leaders quarterly.	2021 – 2023 August November February May	Cultural Diversity & Community Service Lead
	18.4 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2022	Aboriginal Engagement Officer
19. **Continue our reconciliation journey by developing our next RAP**	**19.1** Register via Reconciliation Australia's website to begin developing our next RAP.	December 2022	Strengthening Communities Team Leader

Notes

City of Stirling
City of Choice

Administration Centre 25 Cedric Street Stirling WA 6021
Telephone (08) 9205 8555 | **Enquiries** www.stirling.wa.gov.au/enquiries | **Web** www.stirling.wa.gov.au | /citystirlingwa
This information is available in alternative formats on request. Please contact the Customer Contact Centre on (08) 9205 8555.