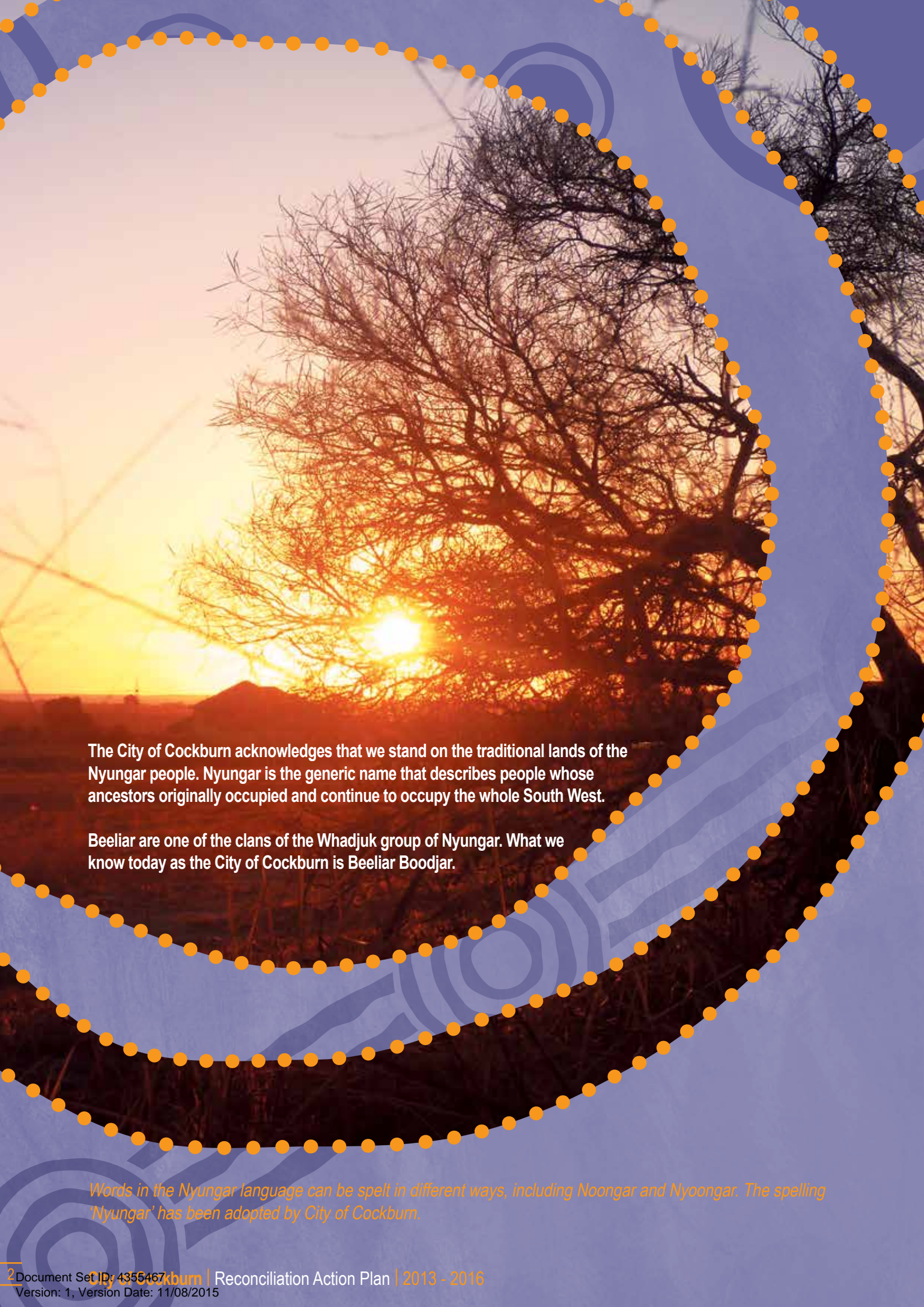


City of Cockburn

Reconciliation Action Plan

2013 - 2016





The City of Cockburn acknowledges that we stand on the traditional lands of the Nyungar people. Nyungar is the generic name that describes people whose ancestors originally occupied and continue to occupy the whole South West.

Beeliam are one of the clans of the Whadjuk group of Nyungar. What we know today as the City of Cockburn is Beeliam Boodjar.

Words in the Nyungar language can be spelled in different ways, including Noongar and Nyoongar. The spelling 'Nyungar' has been adopted by City of Cockburn.

Our Vision for Reconciliation

The City of Cockburn's vision for reconciliation is to create an inclusive community with strong relationships across cultures based on mutual respect and understanding. Our actions will contribute to the goal of closing the gap between Aboriginal and Torres Strait Islander peoples and other Australians so that all people can be valued and participate fully in the Cockburn community.

Nidja City Cockburn baal djinang dandjoo-koorl moort-al warn moorditj kenyak yambo boola-boola dudjarak koordoodjinyal wer kaadadjiny. Ngaalang warn boorder-be dandidin djit kardakor Nyungar wer Torres Strait Islander wer warma noonakutt wagbella ali bandang moort baalap boorder-be yokiny wer banga Cockburn moort.

(Nyungar language translation by Sealin Garlett and Charmaine Bennell)





Our Business and Our People

The City of Cockburn is located in Perth's outer southern suburbs, approximately between 15 and 29 kilometres south of the Perth GPO. The area is made up of residential, industrial and rural residential areas and is developing a retail and commercial centre in the suburb of Cockburn Central. The City of Cockburn is a fast-growing West Australian metropolitan local government area with a population of 100,000 comprising approximately 1.8% Aboriginal and Torres Strait Islander people.

Our core business is the delivery of a wide range of services to Cockburn residents including law, order and community safety; environmental health; community amenity services such as waste collection and recycling, community venues; recreation, cultural and community development services; roads and footpaths; engineering and capital works development; libraries; parks and gardens; and building guidelines.

The City of Cockburn also manages a number of grant-funded services providing direct service delivery to residents, including Family Support programs, Financial Counselling, Early Years program, targeted Youth Services programs and others.

816 staff are currently employed at the City (full-time/ part-time permanent; contract positions and casual) with 1.83% being Aboriginal and Torres Strait Islander people.



Our Reconciliation Action Plan (RAP)

This is the second Reconciliation Action Plan (RAP) for the City of Cockburn, with the first covering 2011 – 2013. The purpose of our RAP is to turn good intentions into measurable actions that support Aboriginal and Torres Strait Islander people achieve equality in all aspects of life – a goal which benefits all Australians.

The City of Cockburn's RAP has been developed in consultation with the RAP steering group made up of City staff, residents and representatives of the Aboriginal community. In addition consultations were held with the public, and specific groups such as the 'My Time' Aboriginal parenting group, Walyalup Reconciliation Group and the City of Cockburn's Aboriginal Reference Group. A public as well as staff survey was available on the website. Input from these consultations has been extensive and has informed both the past and current RAP.

We recognise that reconciliation is an on-going process and want our RAP to be a document that can realistically deliver actions and outcomes. The City has a genuine intent to be working together with residents of our diverse community and making a difference where there is still inequity.

Our Progress So Far

The City of Cockburn has been taking action over the past number of years to build and strengthen relationships with Aboriginal and Torres Strait Islander people in the region through its Aboriginal Reference Group (established 2002), Aboriginal Community Development Officer staff position (since 2003), and events and groups.

Since the development of our first Reconciliation Action Plan (2011 - 2013) some of our key achievements include:

- Increased opportunities for Aboriginal and non-Aboriginal people to come together at events and activities
- The inclusion of a 'Welcome to Country' at each citizenship ceremony
- Delivery of Aboriginal Cultural Awareness training for council staff
- Creation of a quarterly good news stories newsletter
- Purchasing an Aboriginal artwork annually for display at the City's buildings
- Creation of an Aboriginal history brochure, 'Beeliar Boodjar'
- Development of an Aboriginal Employment Strategy
- Implementation of an Aboriginal student award for every school in our area
- Healthy eating and physical activities programs for Aboriginal people

RELATIONSHIPS

City of Cockburn values the diversity of the people in our community and understands that through respectful and genuine relationships we can learn from each other. Providing leadership in strengthening relationships with Aboriginal and Torres Strait Islander peoples is important to the City in developing an inclusive, strong and healthy community.



FOCUS AREAS

Engagement; bringing people together; and cultural awareness training.

Action	Responsibility	Timeline/ Resources	Measurable Target
1 EVENTS:			
1.1 Ensure that Events such as NAIDOC Week, Reconciliation Week, and others, have a goal of building and strengthening relationships.	Family Services Manager Aboriginal Community Development Officer	March 2014	Events include audience participation and interaction and opportunities for Aboriginal and Torres Strait Islanders and other people to build positive relationships with one another.
1.2 Develop and maintain database of Aboriginal and Torres Strait Islander Elders, performers, caterers and speakers.	Aboriginal Community Development Officer	December 2013 and ongoing	Database developed and made available to City staff electronically for event organising, and updated regularly.
Encourage inclusion of Aboriginal performers and providers in major events, where possible.	Events Coordinator	June 2014	Aboriginal performers and providers are considered and included in major events where appropriate.
1.3 Provide a Cultural Bus tour annually during Reconciliation week for both Aboriginal and non-Aboriginal residents.	Aboriginal Community Development Officer Family Services Manager	Reconciliation Week each year (May/June) Existing recurrent budget	Bus Tour occurs with Aboriginal and non-Aboriginal residents in attendance.

Action	Responsibility	Timeline/ Resources	Measurable Target
2 REFERENCE GROUPS:			
2.1 Aboriginal Reference Group (ARG). The City fosters a respectful working relationship with the ARG and encourages the Group to provide advice and recommendations as needed.	Aboriginal Community Development Officer	Existing and ongoing	Officers across business units are made aware of and make contact with the ARG as needed. The City is provided with advice and recommendations from the ARG as required.
2.2 Youth Advisory Council (YAC) Promote the YAC to young Aboriginal people and encourage their involvement.	Youth Services Manager	July 2014	Youth Advisory Council is promoted to young Aboriginal people.
2.3 Children's Reference Group (CRG) Promote the CRG to young Aboriginal and Torres Strait Islander children to encourage their involvement.	Children's Development Officer	September 2013 and ongoing	Children's Reference Group is promoted to young Aboriginal people and participation is encouraged.
3 CONSULTATION			
3.1 Review of 'Strategic Consultation with Community Stakeholders' Policy.	Manager Human Services	June 2014	Revised policy created and adhered to in all consultations with the ARG ensuring cultural relevance.
4 RAP STEERING GROUP:			
4.1 RAP Steering group to meet regularly and to actively monitor RAP development, including implementation of actions and progress tracked.	Family Services Manager	July 2014 and ongoing	The group is meeting three times/year Review membership for Aboriginal involvement. The RAP steering group is actively monitoring the RAP development, process is tracked and reported on.



Action	Responsibility	Timeline/ Resources	Measurable Target
5 SENIORS: 5.1 Organise an event/program for Aboriginal and non-Aboriginal seniors to come together to build respectful relationships.	Senior Centre Coordinator Aboriginal Community Development Officer	June 2014 Existing Resources	Event or program held at the Cockburn Seniors Centre and outcomes evaluated.
6 SCHOOLS: 6.1 Hold workshop with Principals, Aboriginal and Islander Education Officers, and Aboriginal Education District Office representatives, to establish firmer links and inform of materials such as the Beeljar Boodjar booklets.	Aboriginal Community Development Officer Family Services Manager	July 2014 Existing	Workshop delivered annually where possible.
7 COMMUNITY CONTACTS: 7.1 Establish a database of Aboriginal and Torres Strait Islander community residents and contacts relevant to the City of Cockburn for imparting information.	Aboriginal Community Development Officer	December 2013 and ongoing	A relevant database for the City of Cockburn is created, and updated regularly.



RESPECT

Respect for the local Nyungar people and those from other areas who have settled in Cockburn is an essential foundation for building meaningful relationships and full participation in the community. An understanding of Aboriginal and Torres Strait Islander culture and history is central to respect. Making this visible through events, art, signage and cultural protocols demonstrates our regard and appreciation for the diversity of people in our community and the significance of land, culture and history.

FOCUS AREAS

Visible recognition of Aboriginal and Torres Strait Islander cultures, history and peoples; and protocols.

Action	Responsibility	Timeline/ Resources	Measurable Target
8	ABORIGINAL CULTURAL AWARENESS:		
8.1 Where appropriate Aboriginal Community Development Officer to attend annual meetings with relevant community groups and deliver a short Cultural Awareness session.	Aboriginal Community Development Officer	July 2016	Aboriginal Community Development Officer delivering short Cultural Awareness Session when attending annual meetings.
8.2 Cultural Awareness Training trialled at the Cockburn Youth Centre, open to all youth.	Youth Services Manager	December 2015 New resources \$5000	Training is offered at the Youth centre, and outcomes evaluated.
8.3 Deliver Aboriginal Cultural Awareness and Development Training to City staff.	Aboriginal Community Development Officer Family Services Manager	Existing resources	Data is maintained by HR on delivery and attendance at staff training – key performance indicator measurement.
9	FLAG FLYING:		
9.1 Fly both the Aboriginal and Torres Strait Islander flags daily. Include a Flag Raising Ceremony at appropriate times/ events.	Executive Services	Ongoing	The flags are flown daily in front of the Council building. Flag Raising ceremonies take place at least during Naidoc Week.
10	PROCEDURES, POLICIES AND STRATEGIES:		
10.1 Include a 'Welcome to Country' in each of Council's Citizenship ceremonies.	Executive Services	Existing Resources	A 'Welcome to Country' is included in each of Council's Citizenship ceremonies.
Create a list of 'Welcome to Country' providers (Elders)	Aboriginal Community Development Officer		Information on Elders/ providers is available for event organisers and the public.

Action	Responsibility	Timeline/ Resources	Measurable Target
10.2 An 'Acknowledgement of Country' to be included in Council meetings and other official events open to the public.	Executive Services/ The Mayor	Ongoing	An 'Acknowledgement of Country' is included in Council meetings and other official events open to the public.
10.3 Assist employees in understanding the protocols on 'Acknowledgement of Country' and 'Welcome to Country' ceremonies, to ensure cultural appropriateness and understanding.	Family Services Manager	July 2014	A protocol document is implemented and communicated in the organization.
11 ARTWORKS:			
11.1 Encourage Aboriginal/Torres Strait Islander artists to participate in the City's annual 'Show Off' art exhibition.	Community Arts and Cultural Development Coordinator	Ongoing	Aboriginal artists are invited and encouraged to participate.
11.2 Invite and encourage Aboriginal/Torres Strait Islander artists to submit proposals for public artwork tenders.	Community Arts and Cultural Development Coordinator	July 2014	Aboriginal/ Torres Strait Islander artists are encouraged, informed and invited to submit.
11.3 The City commits to purchasing an Aboriginal /Torres Strait Islander artwork annually.	Community Arts and Cultural Development Coordinator	July 2014	One Aboriginal/Torres Strait Islander painting purchased annually to add to the City's art collection.
12 SIGNAGE AND NAMING:			
12.1 Create a list of appropriate Nyungar names to be used in naming Cockburn sites, roads and trails.	Family Services Manager	Ongoing	List is developed and accessed for signage and naming purposes.
12.2 Encourage dual language on public signs, such as park signs, welcoming signs etc. where possible, plus historical descriptions of the land use.	Manager Parks Environment	July 2015 Existing	Where possible and appropriate dual language is used.
12.3 Encourage the use of Aboriginal names for buildings/parks.	Manager Parks Environment	July 2014	Use of appropriate Aboriginal names/words for buildings or parks is considered in planning.

Action	Responsibility	Timeline/ Resources	Measurable Target
13 EVENTS: 13.1 Provide the opportunity for Aboriginal/Torres Strait Islander employees to participate in appropriate NAIDOC Week events, to engage with their culture and community	Manager Human Services	July 2014	Policies and procedures are reviewed to ensure there are no barriers to Aboriginal and Torres Strait Islander employees participating in NAIDOC activities.
14 ABORIGINAL HISTORY IN COCKBURN: 14.1 Ensure that information and materials from the Nyungar Warden Katitjin Bidi (Cockburn Coast) project are made available to schools and the public, to complement the Beeliar Boodjar booklet.	Family Services Manager	June 2015 New resources \$1500	A plan has been developed to promote and distribute this information and materials.
14.2 Investigate grant funding opportunities to develop another Aboriginal history/culture/ environment booklet to complement the Beeliar Boodjar history booklet.	Family Services Manager	July 2015 Existing resources and potential grant funding	Potential grant funding has been researched, identified and applied for if feasible.
14.3 Investigate and consult with Aboriginal Elders to have a culturally appropriate focus on local Aboriginal history and cultural heritage within Manning Park. The Azelia Ley Museum in Manning Park will also provide this information for school excursions and school holiday activities.	Cultural Development Coordinator Museum Officer	December 2014 Existing Resources Potential grant funding as identified	A Plan is developed to focus on Aboriginal history and culture at Manning Park. Grant funding to implement the Plan is researched and investigated.
14.4 Investigate grant funding opportunities to further develop permanent Aboriginal-focused displays and stories at the Libraries. Research the possibility of adding to the current Oral History collection.	Manager Library Services Museum Officer	December 2014 Existing, plus potential grant funding to be researched	A plan is developed to install on-going displays at the City's libraries. Grant funding opportunities are identified.
15 VENUE HIRE: 15.1 The City's halls and venues are made available where possible for culturally appropriate activities. This includes the current 'Burdiya Hall' Policy for Wakes, but also consideration of other venues for activities on request.	Recreation Services Coordinator Manager Community Services	New Resources \$5000 July 2014	Aboriginal people are able to access Burdiya Hall for funerals/wakes. Cultural activities are considered on request, and venues provided where appropriate and available.

OPPORTUNITIES

By creating employment, economic, educational and other opportunities for Aboriginal and Torres Strait Islanders in our region, the City of Cockburn will contribute to closing the unacceptable life expectancy gap, improving services, and achieving full participation of all its residents and visitors.

FOCUS AREAS

Inclusion; employment; health and healing; and cultural opportunities.

Action	Responsibility	Timeline/ Resources	Measurable Target
16 EMPLOYMENT:			
16.1 Improve the employment outcomes for Aboriginal people, and employ more Aboriginal staff, through both identified positions or traineeships, and other roles.	Manager Human Resources	July 2014	Aboriginal and Torres Strait Islanders have been actively encouraged to apply for a range of positions.
16.2 Review and adapt current recruitment procedures to ensure they are culturally appropriate. Train Human Resources staff so they can adapt or apply recruitment procedures in a culturally sensitive manner.	Manager Human Resources	December 2014	Procedures have been reviewed and adapted. Human Resources staff have been trained and are working in a culturally sensitive manner with positive outcomes. Current Aboriginal employees are included in recruitment where there are Aboriginal candidates.
16.3 Research and explore the potential for a mentoring program for Aboriginal and Torres Strait Islander employees.	Manager Human Resources	December 2015	A potential Mentoring program has been researched and outcomes identified.
16.4 Advertise vacancies in Aboriginal and Torres Strait Islander specific media and other outlets.	Manager Human Resources	July 2014	Vacancies are regularly advertised in Aboriginal specific media.
16.5 Increase the Aboriginal Community Development Officer position to full-time.	Manager Human Services	July 2013/14 Existing \$25,000	The Aboriginal Community Development Officer position increased to full-time.

	Action	Responsibility	Timeline/ Resources	Measurable Target
17	SCHOLARSHIPS: 17.1 Offer a specific Aboriginal/ Torres Strait Islander student award to schools.	Children's Development Officer	December 2013	Specific award being offered annually.
18	SENIORS: 18.1 Develop and implement innovative promotional activities for the Kwoberup Aboriginal Aged Care program, in order to increase attendance.	Cockburn Community Care Manager	July 2014	New activities are identified and offered, and numbers of attendees have increased.
19	HEALTH AND WELLBEING: 19.1 Co-Health to promote health programs in the area of nutrition and physical activity for Aboriginal and Torres Strait Islander people.	Healthy Communities Coordinator	2013/2014	Health and physical activity programs are offered and promoted.
	19.2 Healing Programs - Investigate theory and practices being developed and implemented in the field of Healing Programs for Aboriginal people affected intergenerationally by past Policies.	Family Services Manager	June 2015	Research completed, key factors identified. Proposals for potential actions also identified, for possible use in the future.
	19.3 Look at possible partnerships with organisations who can deliver Healing programs, and at potential grant funding opportunities.	Family Services Manager	June 2015	Potential partnerships are identified, and grant funding opportunities researched.
20	CULTURAL AND VISITOR'S CENTRE: 20.1 Keep a watching brief on the development of the City of Fremantle's Arthur Head Development to determine whether there is any duplication with the City of Cockburn's Proposed Centre.	Human Services Manager	2013/15	Watching brief is kept and reports provided.
	20.2 Commence Aboriginal community capacity building for the proposed centre and commence negotiations with Lotterywest and other relevant funding bodies regarding submitting funding applications for \$1,000,000 of Grant funding.	Human Services Manager	2015/16	Aboriginal community capacity building is commenced, and grant funding discussions started.



Action	Responsibility	Timeline/ Resources	Measurable Target
21 LITERACY: 21.1 Investigate and develop partnerships with appropriate agencies (eg Libraries, schools) to ensure literacy programs are available for adults, young people and others who require it.	Children's Development Officer Family Support Coordinator	July 2015	Information on Literacy programs is made available to those who require it.
22 SMALL BUSINESS: 22.1 Promote the benefits of supplier diversity within the City of Cockburn and encourage the use of Aboriginal and Torres Strait Islander businesses.	Procurement Manager	December 2015	A protocol document is implemented and communicated for the City. Staff are educated about using Aboriginal and Torres Strait Islander businesses.

Tracking progress and reporting

Action	Responsibility	Timeline	Measurable Target
City of Cockburn staff and RAP steering group to monitor progress	Manager Human Services	At meetings 3/ year	Minutes of Steering Group meetings are kept
City of Cockburn RAP made available to the public	Family Services Manager	August 2013 when new RAP adopted	RAP on City website and available on request in other formats
Produce Rap report annually and submit to Reconciliation Australia and to Council	Family Services Manager	<ul style="list-style-type: none"> • September 2013 • September 2014 • September 2015 • September 2016 	Progress is reported through the RAP Impact Measurement Questionnaire



RAP Enquiries

Family Services Manager or
Aboriginal Community Development Officer

T: 9411 3444

E: customerservice@cockburn.wa.gov.au

Artwork

The art/design throughout the City of Cockburn's
2013 Reconciliation Action Plan has been created by
the City's Graphic Designer, Darryl Bellotti.

The 'Hands' artwork on page 13 of the RAP is by
local Nyungar artist, Marilyn Garlett.



Printed on recycled paper



This document is available in
alternative formats upon request.

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