



**TOWN OF BASSENDEAN**  
RECONCILIATION ACTION PLAN  
*2018 - 2020*

# Acknowledgement of Noongar People

The Town of Bassendean acknowledges the Noongar people as traditional custodians of this land and acknowledges their continuing connection to land and community.

We pay our respects to them, to their culture and to their Elders, past and present.

For the purposes of this document, use of the term 'Aboriginal' is inclusive of Torres Strait Islander peoples

## OUR VISION FOR RECONCILIATION

Our vision for reconciliation is to close the 17-year life expectancy gap between Aboriginal and non-Aboriginal peoples by building awareness, acceptance and understanding and to provide opportunities for the community to engage with Aboriginal and Torres Strait Islander peoples assist community empowerment and recognise the cultural and historical connections.

## OUR BUSINESS

The Town of Bassendean is a local government authority established by the Local Government Act 1995. The Town provides a range of statutory and community services and facilities to its residents and ratepayers.

The Town of Bassendean employs 125 Full Time Equivalent (FTEs), of which there are currently two (2) employees that identify as being of Aboriginal and Torres Strait Islander descent.

The Town is located approximately 10 kilometres northeast of Perth and five minutes from the Swan Valley. With a total area of 11 square kilometres, the Town is bounded by the Swan River, the City of Swan to the north and the City of Bayswater to the west. Office locations include the Administration and Council Chambers building, Bassendean Memorial Library, Wind in the Willows Childcare Centre, Senior Citizens Centre, Volunteer Centre, Youth Services and the Customer Service Centre. It has a river frontage of seven kilometres. Its primary focus is on servicing the needs of residents and ratepayers within its geographical area however it does seek to influence the State's approach to local government via the WA Local Government Association.

Bassendean is considered a greater area than just the town boundaries and is significant to Noongar Traditional Owners and Elders, the wider Perth Noongar community and Aboriginal and Torres Strait Islander and former residents.

There is a strong association for a large number of Aboriginal and Torres Strait Islander peoples with Bassendean and more specifically for Noongar/Whadjuk peoples with Ashfield, Success Hill and Eden Hill. In discussions with local Aboriginal and Torres Strait Islander peoples, their strong identification with the area becomes clear. If asked, most say they "come from" Bassendean, although they may currently live outside of the Town boundaries.

The Bassendean area has a rich history for the Nyoongar/Whadjuk peoples. Several significant Noongar sites are located within the Town or close-by to the Town. Some areas, such as Success Hill, have been well signposted by the Town with their Aboriginal and Torres Strait Islander cultural significance fully acknowledged.

According to Australian Bureau of Statistics (ABS) data from the 2016 census, 388 people have identified themselves as Aboriginal and Torres Strait Islander in the Town, out of a population of 14,404. This represents about 2.7 per cent of the total Town of Bassendean population. Consultations with the Town's Aboriginal and Torres Strait Islander community suggest that there is a slightly larger Aboriginal and Torres Strait Islander population in the Town than the census suggests and an even larger group who identify strongly with the Bassendean area. In discussions with locals, they estimate that there are at least 600 to 800 residents who identify as Aboriginal and Torres Strait Islander descent. This includes those people and their families who identify strongly with the area and are in the area regularly utilising local facilities and services.





## OUR RECONCILIATION ACTION PLAN

The main purpose for developing our Reconciliation Action Plan is that it was acknowledged that the actions taken by the Town prior to the adoption of the first Reconciliation Action Plan (2012-2016) had been ad hoc and uncoordinated and in May 2010, Council resolved to formalise affirmative action strategies within the context of Reconciliation Action Plan. The first Reconciliation Action Plan has expired; hence, the organisation has determined to continue its journey through the development and implementation of a new Reconciliation Action Plan for the period 2018 to 2020.

The Reconciliation Action Plan will be championed by members of the Bassendean Cultural Advancement Group, the Director Community Development and identified Town employees. The Chief Executive Officer has, and will continue to have, an overriding leadership role in encouraging and supporting the Reconciliation Action Plan initiatives. Likewise, the Mayor also plays a leading role in supporting Reconciliation Action Plan initiatives at the Council level.

A working party was established comprising employee representatives;

- Graeme Haggart – Director Community Development;
- Salvatore Siciliano - Manager Recreation and Culture;
- Anthony Dowling - Director Strategic Planning;
- Greg Neri – Manager Youth Services;
- William Barry – Senior Economic Development Officer;
- Janet Megarrity – Local Studies Librarian; and
- Rhonda Browning – Administration Officer.

The Bassendean Cultural Advancement Group (the members being Lyn Cox, Vivienne Weir, Diana Cox, Gemma Cox and Che Cox) was identified as a body to assist in coordinating community input.

## OUR RECONCILIATION JOURNEY TO DATE

Council expressed a desire for the Town of Bassendean to grow to know, understand and respect Whadjuk traditions and culture. Decisions and actions that it has taken in support of its Reconciliation Action Plan include:

- Adoption and successful implementation of a majority of the initiatives outlined in the first Reconciliation Action Plan – 2012-2016;
- Cultural awareness training for all employees in 2015;
- Raising the Aboriginal and Torres Strait Islander flags daily alongside the Australian, West Australian and Town flags;
- Conducting the NAIDOC Family Day - an annual free community festival on Thursday of NAIDOC Week in partnership with Derbarl Yerrigan Health Services;
- Promoting the annual Dandjoo Koorliny Harmony Walk;
- Construction of a gathering site at Mary Crescent Reserve;
- Respectful dialogue on Swan River foreshore rehabilitation and other capital projects in the Town;

## OUR PARTNERSHIPS/CURRENT ACTIVITIES

The Town has the following relationships:

- Bassendean Cultural Advancement Group;
- Derbarl Yerrigan Health Services;
- Aboriginal Workforce Development;
- Swan Districts Football Club;
- The David Wirrpanda Foundation; and
- Street Doctor – 360 Health.

## INTERNAL ACTIVITIES/INITIATIVES

The Town of Bassendean undertakes the following Reconciliation Action Plan related activities:

- Administrative support for the Bassendean Cultural Advancement Group and financial support for their activities;
- NAIDOC Family Day – an annual free community festival on each Thursday of NAIDOC Week (July) in partnership with Derbarl Yerrigan Health Services;
- Annual Dandjoo Koorliny Harmony Walk (July) in conjunction with the NAIDOC Family Day;
- Annual Closing the Gap luncheon with employees and local Aboriginal and Torres Strait Islander community members in March;
- Annual Sorry Day and tree planting event in May (Dandjoo Koorliny);
- Various youth programs such as the annual Adventure World event organised by the Town of Bassendean's Youth Services department; and
- Annual Christmas BBQ at Ashfield Reserve in conjunction with the Street Doctor.



# Relationships

The development of genuine two-way relationships with our Aboriginal and Torres Strait Islander families and communities will help our organisation to ensure its operations and practices reflect and support Aboriginal and Torres Strait Islander cultures and customs. Building strong relationships is also essential for improving and enhancing Aboriginal and Torres Strait Islander peoples experience and understanding of what our organisation does and demonstrates to Aboriginal and Torres Strait Islander peoples a practical commitment to reconciliation. Actions include a focus on strengthening both internal and external relationships, ensuring shared understanding, increasing awareness of our RAP and promoting reconciliation more broadly within the organisation and community. Our RAP Working Group will directly support the implementation of our RAP.

# Relationships

**FOCUS AREA:** OUR FOCUS AREA IS TO VALUE OUR COMMUNITY, HAVING A PLACE OF BELONGING THROUGH ENGAGEMENT, CONSULTATION AND COMMUNICATION.

Action	Deliverable	Timeline	Responsibility
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting	1. Review and update Terms of Reference for the RWG.	July 2018, 2019	Director, Community Development
	2. RWG oversees the development, endorsement and launch of the RAP.	September, December, March, June 2018, 2019, 2020	Director, Community Development
	3. Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG through the Bassendean Cultural Advancement Group.	September, December, March, June 2018, 2019	Director, Community Development
	4. Meet at least four times per year to monitor and report on RAP implementation.	September, December, March, June 2019	Director, Community Development
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians	1. Organise at least one event for NRW each year.	27 May - 3 June 2019, 2020	Director, Community Development
	2. Register all NRW events via Reconciliation Australia's NRW website.	27 May- 3 June 2018, 2019, 2020	Director, Community Development
	3. Support an external NRW event	June 2019, 2020	Director, Community Development Chief Executive Officer
	4. Ensuring our RAP Working Group and Executive Team participates in an external event to recognise and celebrate NRW.	June 2019, 2020	Director, Community Development Chief Executive Officer
	5. Encourage Town employees to participate in at least one Reconciliation Australia event.	June 2019, 2020	Director, Community Development Chief Executive Officer
	6. Download and circulate Reconciliation Australia's National Reconciliation Action Week resources and reconciliation materials to all Town employees a week before National Reconciliation Week.	June 2019, 2020	Director, Community Development/ Director, Operational Services

Action	Deliverable	Timeline	Responsibility
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	1. Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	July 2018	Director, Community Development
	2. Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.	December 2018	Director, Community Development
	3. Have an Aboriginal and Torres Strait Islander person or organisation connect with and/or present to employees on their reconciliation journey.	March 2019, 2020 September 2018, 2019	Director, Community Development
	4. Develop and maintain a list of Reconciliation Action Plan organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.	July 2019	Director, Community Development/ Director, Operational Services
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	5. Develop a relationship with Reconciliation WA.	March 2019, 2020 September 2018, 2019	Director, Community Development
	1. Develop and implement a strategy to communicate our RAP to all internal and external stakeholders through official launch, website, social media and other media.	March 2019	Director, Community Services
	2. Promote reconciliation through ongoing active engagement with all stakeholders.	March 2019, 2020 September 2018, 2019	Director, Community Development
	3. Raise awareness amongst employees about our Reconciliation Action Plan commitments.	August 2018, August 2019.	Director, Community Development / Chief Executive Officer / Coordinator Human Resources
	4. Develop and implement a Reconciliation Action Plan Implementation Plan to engage and inform key internal stakeholders of their responsibilities.	February 2019	Director, Community Development



# *Respect*

We respect the valued contribution Aboriginal and Torres Strait Islander peoples bring to our learning and understanding and development of our appreciation and acknowledgement of their pride in their identity and their rightful status as the original inhabitants of Australia, the importance of their cultural ways of doing things, their traditional connections to their country including the land and waters, their history before, during and after colonisation to the present day, the contemporary issues they face today, and their right to be treated equitably and fairly as Australian citizens. This respect will be demonstrated by working together to plan and implement cultural learning opportunities, developing a profile of the local Noongar peoples and community, participation in NAIDOC Week events, and in creating culturally safe and inclusive environments and resources.

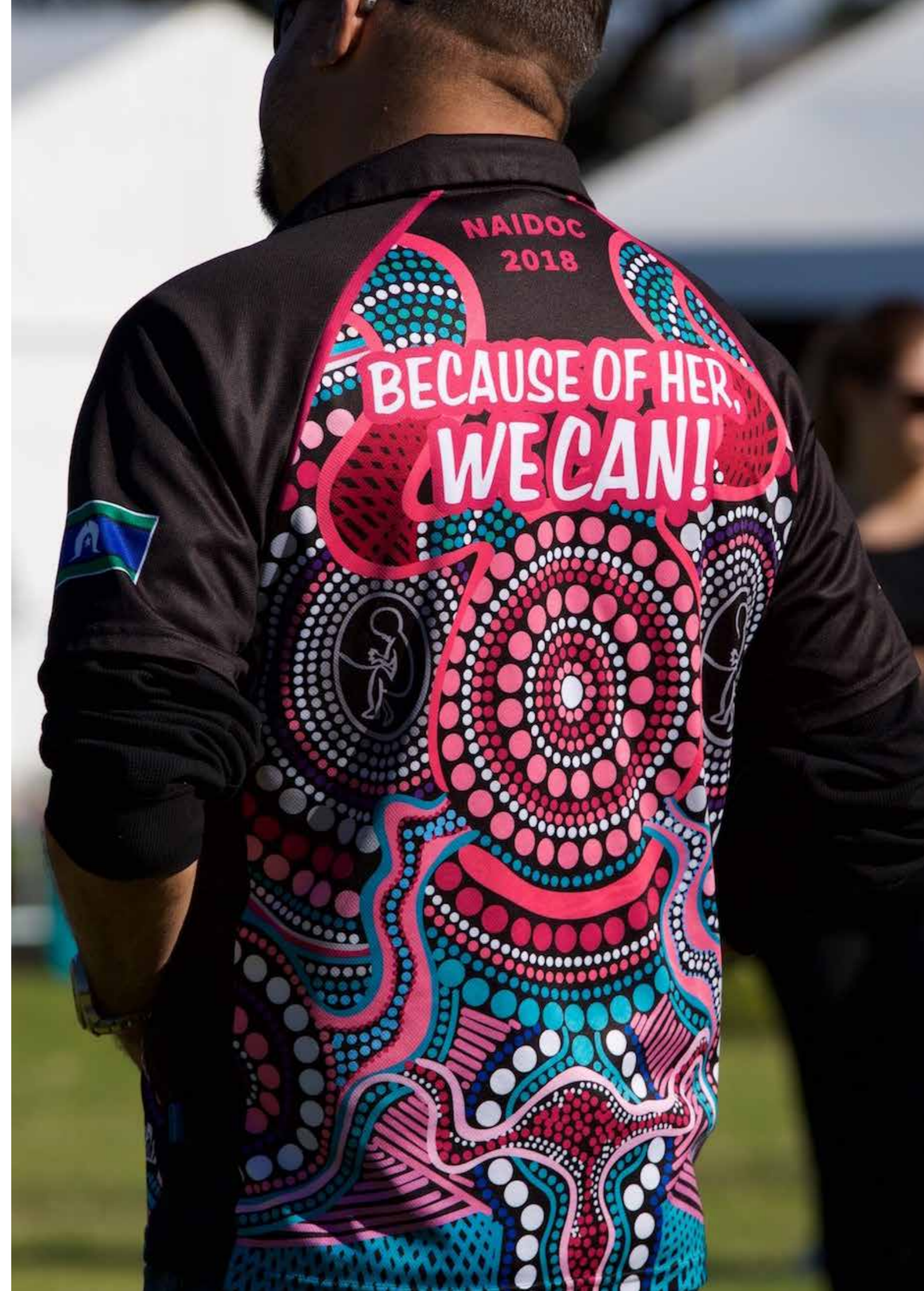
# Respect

**FOCUS AREA:** OUR FOCUS AREA IS FOR ABORIGINAL AND TORRES STRAIT ISLANDER CULTURAL AWARENESS AND DEVELOPMENT FOR STAFF BY BEING ACTIVELY ENGAGED WITH THE ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY.

Action	Deliverable	Timeline	Responsibility
5. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	1. Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.	June 2019	Coordinator Human Resources Director, Community Development
	2. Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).	December 2019	Coordinator Human Resources Director, Community Development
	3. Provide opportunities for RWG members, RAP champions, HR manager and other key leadership staff to participate in cultural training.	December 2019	Coordinator Human Resources Director, Community Development
	4. Deliver projects that Increase awareness of Aboriginal culture, history and achievements.	June 2019, 2020	Director, Community Development Librarian
	5. Identify and engage a suitable Aboriginal (Nyoongar) person to deliver and provide cultural awareness training to all current and newly engaged employees of the Town.	June 2019, 2020	Coordinator Human Resources
	6. Establish and maintain a profile of the local Noongar community, outlining the history of local Aboriginal people in the region.	March 2020	Library and Information Services Manager Librarian
	7. Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	June 2019	Library and Information Services Manager Librarian

Action	Deliverable	Timeline	Responsibility
	8. Conduct a review of cultural awareness training needs within our organisation.	June 2019	Chief Executive Officer, Coordinator, Human Resources
	9. Create opportunities for local Aboriginal families to research their family history as part of the history of Town.	September 2018	Library and Information Services Manager Librarian
6. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	1. Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	July 2018	Director, Community Development
	2. Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	September 2018	Library and Information Services Manager Librarian
	3. Invite a Traditional Owner to provide a Welcome to Country at significant events, including the Dandjoo Koorliny Reconciliation Gathering.	March 2019, 2020 May 2019, 2020	Director, Community Development
	4. Include an Acknowledgement of Country at the commencement of all important internal and external meetings.	July 2018	Chief Executive Officer
	5. Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.	December 2020	Chief Executive Officer
	6. Invite local Traditional Owners to come to our organisation and share insights of their culture and community.	March 2018, 2019, 2020	Director, Community Development
	7. Identify local Traditional Owners of the lands and waters within our organisation's sphere of influence.	December 2018	Director, Community Development
	8. Increased understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any other relevant local cultural protocols).	December 2018	Director, Community Development
	9. Ensure Business Units improve the collection and use of data in order to improve engagement with Aboriginal and Torres Strait Islander peoples.	June 2019	Directors - Strategic Planning, Community Development, Operations Services and Corporate Services.

Action	Deliverable	Timeline	Responsibility
7. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week	1. Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	December 2018	Chief Executive Officer, Coordinator, Human Resources
	2. Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	December 2018	Chief Executive Officer, Coordinator, Human Resources
	3. Raise awareness of the meaning of NAIDOC Week.	July 2018, 2019	Director, Community Development
	4. Promote and encourage employees to attend local NAIDOC Week activities.	July 2018, 2019	Director, Community Development
	5. Ensure our Working Group participates in at least one external NAIDOC Week event.	July 2018, 2019	Director, Community Development
	6. Recognise and celebrate milestones for Aboriginal and Torres Strait Islander peoples within the Town.	July 2018	Library and Information Manager Librarian
8. Publically recognise and celebrate Aboriginal and Torres Strait Islander culture and history.	1. Encourage all employees of the Town to post good news stories and events on the Reconciliation Australia's Share Our Pride online tool.	December 2018, 2019	Director, Community Development







# Opportunities

We have a strong commitment to creating opportunities for engaging and working with Aboriginal and Torres Strait Islander peoples which we acknowledge is central to developing our knowledge and understanding, building positive relationships and enabling equitable access to our systems and processes.

This creation of opportunities for Aboriginal and Torres Strait Islander peoples includes the areas of employment in varying categories within our organisation and self-employment through procurement for small businesses.

# Opportunities

**FOCUS AREA:** OUR FOCUS AREA IS THE ENGAGEMENT AND PARTNERSHIPS WITH ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES TO CREATE JOBS AND ECONOMIC OPPORTUNITIES.

Action	Deliverable	Timeline	Responsibility
9. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	1. Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	June 2019	Chief Executive Officer, Coordinator, Human Resources
	2. Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	June 2019	Chief Executive Officer, Coordinator, Human Resources
	3. Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	June 2019	Chief Executive Officer, Coordinator, Human Resources
	4. Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.	December 2019	Chief Executive Officer, Coordinator Human Resources
	5. Actively encourage the participation of local Aboriginal and Torres Strait Islander peoples in the workforce by advertising job applications through the Aboriginal Workforce Development Centre and review the effectiveness of this.	December 2018, December 2019.	Chief Executive Officer, Coordinator Human Resources
	6. Explore Aboriginal and Torres Strait Islander peoples training and employment opportunities with the workforce (including eligible trainees, cadets and interns).	July 2019	Chief Executive Officer, Coordinator Human Resources

Action	Deliverable	Timeline	Responsibility
10. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	1. Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2018	Director, Corporate Services Senior Economic Development Officer
	2. Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	June 2019, 2020	Director, Corporate Services Senior Economic Development Officer
	3. Connect and form relationships with Aboriginal businesses whereby the Town is able to access and meet eligible Aboriginal businesses with whom the Town may be able to develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	June 2020	Director, Corporate Services Senior Economic Development Officer
	4. Investigate Supply Nation membership.	June 2019	Director, Corporate Services Senior Economic Development Officer
	5. Actively engage, encourage and invite sub-contractors and suppliers to participate in some of our Reconciliation Action Plan activities as well as encourage them to develop their own reconciliation journey.	October 2018, October 2019.	Director Corporate Services



# Overview

## FOCUS AREA: GOVERNANCE, TRACKING PROGRESS AND REPORTING

Action	Deliverable	Timeline	Responsibility
11. Report RAP achievements, challenges and learnings to Reconciliation Australia	1. Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	September 2018, September 2019.	Director, Community Development Director, Corporate Services
	2. Investigate participating in the RAP Barometer.	June 2019	Director, Corporate Services
	3. Define resource needs for Reconciliation Action Plan implementation.	February 2019, 2020	Director, Community Development Director, Corporate Services
	4. Track, measure and report on Reconciliation Action Plan activities.	September 2018, 2019.	Director, Community Development Director, Corporate Services
12. Report RAP achievements, challenges and learnings internally and externally	1. Publically report our RAP achievements, challenges and learnings.	September 2018, 2019.	Director, Community Development Director, Corporate Services
13. Review, refresh and update RAP	2. Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	October 2019	Director, Community Development
	3. Send draft RAP to Reconciliation Australia for review and feedback.	November 2019	Director, Community Development
	4. Submit draft RAP to Reconciliation Australia for formal endorsement.	January 2020	Director, Community Development



# Reconciliation

## Action Plan Working Party

Graeme Haggart, Salvatore Siciliano, Anthony Dowling, Greg Neri,  
William Barry, Janet Megarrity, Rhonda Browning



# Bassendean

## Cultural Advancement Group

Graeme Haggart, Greg Neri, Isabelle Adams, David Ashton, Diana Cox, Viv Weir,  
Gemma Cox, Lyn Cox, Che Cox, Salvatore Siciliano



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