



# Innovate

## Reconciliation Action Plan (RAP)

**April 2021 - April 2023**



[rockingham.wa.gov.au](http://rockingham.wa.gov.au)



## Acknowledgement of Country

Rockingham, ngala kaaditj moondang-ak kaaradjiny nidja boodja, Binjareb wer Whadjuk Nyoongar moort, wer baalabang kalyogool dandjoo boodja, kep wer moort.

The City of Rockingham acknowledges the Traditional Owners and Custodians of this land, the Binjareb and Whadjuk, Nyoongar\* peoples and their continuing connection to the land, waters and community. We pay our respects to all members of Aboriginal communities and their cultures; and to Elders past and present.

*\*While Nyoongar is identified as a single, spoken language there are up to 14 different dialects and variations in both pronunciation and in the spelling of many words such as: Nyoongar, Whadjuk and Binjareb. Additionally where the City uses the term Aboriginal it is intended to encompass all Aboriginal and Torres Strait Islander people. The City has utilised the services of the Noongar Boodjar Language Cultural Aboriginal Corporation for the translations present in this document.*

## From Mayor Barry Sammels

"I recognise the Nyoongar people as the Traditional Owners and Custodians who continue to maintain a strong, ongoing connection to the land and waters here in the City of Rockingham. I respect the valuable contributions that Nyoongar people have made throughout the rich history of this area.

I'm pleased to bring to you the City of Rockingham's third Reconciliation Action Plan (RAP). The RAP is a formal document, endorsed by Council, which encourages the City to look internally at what systemic changes can be made across the whole organisation to positively impact the way we work with our local Aboriginal community.

The actions in the RAP will foster the building of strong and authentic relationships, respect for culture and the development of opportunities aimed at optimising the way we work together with local Aboriginal and Torres Strait Islander people and organisations to create meaningful change for our community.

Ultimately my hope is for the City to continue to foster a cohesive community that reflects on where we have been, recognises our differences and celebrates our strengths to move forward together into a better future for all."



### Front Cover

"Wetj- Spirit of the Emu" by Theresa Walley



Endorsed by Reconciliation Australia





## From Chair Aboriginal Advisory Group, Rita Lusted

"Kaya moort wer koorda. Ngany koort djoorabiny nidja dandjoo waangkaniny ni kaadadjiny Nyoongar boodja-k. Hello family and friends. I'm happy here together, talking listening learning on Nyoongar country.

As the current Chairperson of the Aboriginal Advisory Group (AAG) I'm excited to support the City and the community to implement the new Reconciliation Action Plan (RAP) in partnership with our local Aboriginal community.

The AAG, including current and previous members, have and continue to have a strong voice on the important matters that affect the day to day lives of local Aboriginal people. We aim to create positive social change and build respectful relationships where possible.

As such we have been involved throughout the development of this RAP, providing valuable feedback to shape this document into an attainable plan to take the City into the next stage of reconciliation. The next step for this RAP requires our community to work together with the City and build strong, respectful relationships to enable positive change to be imbedded in every aspect of what the City does.

It's up to all of us to make sure that future generations are able to grow and flourish in a community that recognises and values Aboriginal people, culture and language."

## The City's current Aboriginal Advisory Group Members



**Rita Lusted**  
Chairperson



**Theresa Walley**  
Elder



**Charles Kickett**  
Elder



**Doreen Nelson**  
Elder



**Doris Getta**  
Elder



**Ashley Garlett**



**Cheryl Martin**



**Desmond Blurton**



**Nate Stuart**



**Trevor Walley**

## Demographics and our business

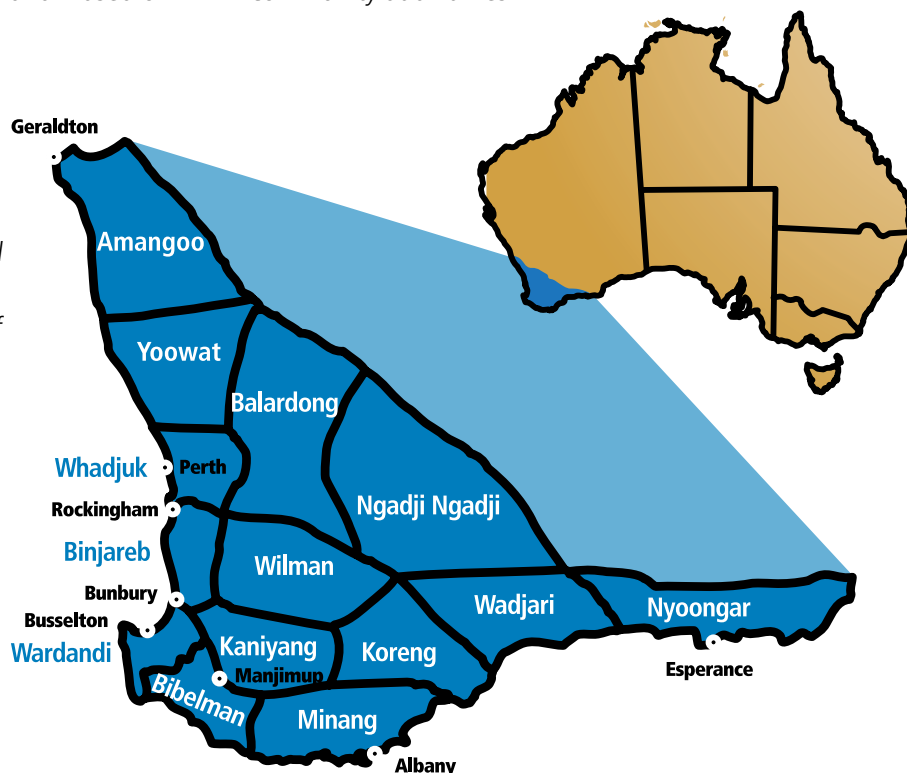
The Rockingham municipality is located in Perth's outer southern suburbs, 40 kilometres south-west of the Perth CBD. The City of Rockingham is bounded by the City of Kwinana in the north, the Shire of Serpentine-Jarrahdale in the east, the Shire of Murray and the City of Mandurah in the south and the Indian Ocean in the west. The City acknowledges that it sits on the boundary of the Whadjuk\* and Binjareb\* Nyoongar peoples territories. Given the many plentiful resources in the area particularly around the lakes system, the land and water has sustained many people over many thousands of years. The Rockingham municipality is entirely encompassed by the Gnaala Karla Boodja (GKB) Indigenous Land Use Agreement of the South West Native Title Settlement (registration pending) and the City looks forward to working with the Gnaala Karla Boodja Regional Corporation (GKBRC), once established. The City has convened the AAG since 2011 who guide the City's activities in the Reconciliation space.

The City is a rapidly developing residential area, with industrial and commercial areas, and a naval base on Garden Island. The City encompasses a total land area of approximately 260 square kilometres, including significant areas of coastline and parkland. Based on the 2016 Census data, the City had a population of 125,114 with 2567 people (2.1%) identifying as Aboriginal or Torres Strait Islander people. From 2011 to 2016 the City's population of Aboriginal and Torres Strait Islander people increased by 833 people. This represents an average annual population change of 8.14% per year over the period.

The Local Government Act outlines that each local government is to use its best endeavours to meet the needs of current and future generations through an integration of environmental protection, social advancement and economic prosperity. The City of Rockingham administration has approximately 780 staff members of which 8 (7 permanent and 1 casual) identify as Aboriginal and Torres Strait Islander people. The City's main office or Administration building is based in Rockingham with some outstations. The City is led by the Chief Executive Officer and has six directorates:

- Community Development - CD
- Corporate Services - CS
- Engineering and Parks Services - EPS
- General Management Services - GMS
- Legal Services and General Counsel - LSGC
- Planning and Development Services - PDS.

Council comprises 11 Councillors (including the Mayor) who look after the interests of the community. The Mayor and Councillors, with their wealth of experience and commitment, serve to meet the requirements of the community at all times.



## Vision for Reconciliation

Our vision for reconciliation is an Australia that embraces unity between Aboriginal and Torres Strait Islander peoples and other Australians, and a national culture that represents equality and equity, historical acceptance of our shared history and removal of negative race relations.

In the context of our organisation, this represents equal outcomes for our Aboriginal and Torres Strait Islander stakeholders, and an inclusive and diverse workplace that is not just culturally safe, but culturally rich and proud. The City seeks to engage in building relationships within the community to champion mutual respect and support opportunities for local Aboriginal and Torres Strait Islander people/s.

The City of Rockingham aspires to build a community that welcomes diversity and celebrates difference. Our focus is on the four pillars:

1. Building relationships - The City is committed to facilitate meaningful engagement between Aboriginal and Torres Strait Islander people/s and City staff to guide City projects and developments.
2. Fostering respect - The City commits to fostering mutual respect between City Councillors, staff and Aboriginal and Torres Strait Islander people/s and community to ensure a culturally secure service, and a deeper understanding of culture for the whole community.
3. Developing opportunities- In order to enable equality of participation in the economy, the City creates, supports and facilitates opportunities for, and with Aboriginal and Torres Strait Islander people/s in the areas of arts, health and well-being, education, employment, economic development and heritage.
4. Governance - The City is committed to being transparent in communicating what has and has not been achieved.

## Strategic Community Plan

Our Community's aspiration related to the RAP:

Aspiration 2 - Grow and nurture community connectedness and wellbeing. Aboriginal heritage and inclusion: Strengthen relationships with Aboriginal people which foster mutual respect and support, and cultural awareness.

## Alignment to City strategies

The City aims to ensure that the voices and perspectives of Aboriginal community members are heard and incorporated into our planning and ongoing consultation work. In particular when developing strategic plans that drive action in relation to specific portfolio areas, targeted opportunities are created to ensure that they reflect this. Recently developed strategies that incorporate actions related to reconciliation include the Heritage Strategy 2020-2025, Strategy for Children and Young People 2018-2023, Health and Wellbeing Strategy 2018-2022, Community Support Services Strategy 2017-2022, Cultural Development and the Arts Strategy 2018-2022. The consultations undertaken to develop these recent strategies including with the AAG emphasised that the community want to see Aboriginal customs, culture, language and food evident in community spaces, programs and events.



## Timeline of previous RAPs and the 2021-2023 RAP journey

The City's first RAP was endorsed in 2011 making Rockingham one of the first local governments to implement a RAP. Some of the first actions included the establishment of a committee to guide and steer the implementation of the RAP, a Council policy for Acknowledgement of Country and the City began hosting events for NAIDOC Week and National Reconciliation Week.

The City's second RAP was endorsed in 2014 and built on the foundations of the first RAP. It has delivered:

- a strengthened AAG
- a growing number of City events which include a Welcome to Country
- the delivery of events for National Reconciliation Week and NAIDOC week
- the use of Nyoongar Radio to promote City events/programs/services, and the incorporation of live broadcasting at key events
- regular Cultural Awareness training for City staff and volunteers
- enhancement of the Nyoongar walking trail and signage.

In order to develop the City's third RAP, consultants were engaged to facilitate a number of information and feedback meetings with a range of internal and community stakeholders, including:

- Rockingham AAG.
- CEO of Reconciliation WA.
- RAP Working Group comprising members of the Aboriginal community and Managers from across the City's internal departments.
- Separate consultation sessions with Councillors and senior staff.
- Establishment of an Internal Champions Group to engage staff across all levels and all departments with an interest in and passion for reconciliation. This group provided valuable internal feedback and information that helped identify opportunities for action and will continue to guide the implementation of the RAP.
- An open community consultation session was attended by 21 individuals on 13 November 2018.
- A draft document was prepared based on all consultations and presented to the AAG to check that it had adequately captured the comments.



Consultation participants- 13 November 2018

## RAP Working Group

The RAPWG will be comprised of internal and external representatives including:

- Four nominated representatives from the AAG
  - City RAP Champions including:
    - Director of Community Development (CD)
    - Collaborative Manager Community Capacity Building (CCB)
    - Manager Community Safety and Support Services (CSSS)
    - Manager Statutory Planning (SP)
    - Manager Economic Development and Tourism (EDT)
    - Manager Human Resource Development (HR)
    - Manager Parks Services (PS)
    - Manager Library Services (LS)
    - Manager Community and Leisure Facilities (CALF)
    - Manager Customer and Corporate Support (CCS)
    - Manager Strategy, Marketing and Communications (SMC)
    - Coordinator Procurement Services
    - Manager Financial Services (FS)
- \* The above acronyms will be utilised throughout the RAP.



"Mooriburdup" mural at Rockingham Beach Foreshore by Justin, Biara and Cheryl Martin.

## Relevant City Strategy documents

The following documents are available to download from the City's website: [rockingham.wa.gov.au](https://rockingham.wa.gov.au)

[Strategic Community Plan 2019 - 2029](#)

[Strategy for Children and Young People 2018 - 2023](#)

[Health and Wellbeing Strategy 2018 - 2022](#)

[Community Support Services Strategy 2017 - 2022](#)

[Cultural Development and the Arts Strategy 2018 - 2022](#)

[Heritage Strategy \(2020 - 2025\)](#)

## City Documents

In addition to Council Strategies there are several key City documents that relate to the implementation of the RAP:

### **Council Policy: Acknowledgement of Country**

Ensures the appropriate recognition of the Traditional Custodians of land within the City of Rockingham by way of an Acknowledgement of Country statement or Welcome to Country at meetings open to the public such as committee and Council meetings, as well as civic events hosted by the City of Rockingham.

[rockingham.wa.gov.au/forms-and-publications/your-city/about-us/local-laws-council-policies-and-delegations/council-policies](https://rockingham.wa.gov.au/forms-and-publications/your-city/about-us/local-laws-council-policies-and-delegations/council-policies)

### **Executive Policy: RAP Implementation**

Ensures that the key components of the RAP are implemented by City staff including: how, when and where an Acknowledgement of Country or a Welcome to Country is delivered, how often staff must undertake cultural awareness training and the spelling and pronunciation of the term Nyoongar. Once the next RAP is endorsed the policy will be reviewed and additional actions from the RAP (such as anti-discrimination and further incorporation of Aboriginal dance and music at Citizenship ceremonies) will be incorporated to ensure compliance by City staff.

### **Equal Employment Opportunity Plan (EEO)**

The EEO plan is currently under development and will include actions to promote workplace diversity and create a culturally safe workplace for all employees.

## Key Elements

The following actions are classified according to Reconciliation Australia's Key Pillars:

1. Relationships
2. Respect
3. Opportunities
4. Governance





## Relationships

The City is committed to facilitate meaningful engagement between Aboriginal and Torres Strait Islander people/s and City staff to guide City projects and developments to create a strong, diverse and inclusive community.

| Action | Deliverable   | Timeline                               | Responsibility  | Costs                           |
|--------|---|--|---|---------------------------------|
| 1      | Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.   |  |   |                                 |
| 1.1    | Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.   | Commence May 2021                      | Managers of CCB, Governance, Statutory Planning   | \$13,000 annually<br>staff time |
| 1.2    | The engagement plan will be developed based on guiding principles developed through liaison with Aboriginal and Torres Strait Islander stakeholders and organisations including leader to leader opportunities. | Commence May 2021                      | Managers of CCB, SMC and Governance   | staff time                      |
| 2      | Build relationships through celebrating National Reconciliation Week (NRW).   |  |   |                                 |
| 2.1    | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.   | May 2021 and 2022                      | Manager of CCB to lead the action, Managers of HR and SMC to provide advice and connections | staff time                      |
| 2.2    | RAP Working Group members to participate in an external NRW event.  | 27 May - 3 June 2021 and 2022          | Manager of CCB  | staff time                      |
| 2.3    | Encourage and support staff and senior leaders to participate in an external event to recognise and celebrate NRW.  | 27 May - 3 June 2021 and 2022          | Manager of CCB  | staff time                      |
| 2.4    | Organise at least one NRW event each year.  | Annually 27 May - 3 June 2021 and 2022 | Manager of CCB  | \$5,000                         |
| 2.5    | Register all our NRW events on Reconciliation Australia's NRW website.  | Annually 27 May - 3 June 2021 and 2022 | Manager of CCB  | staff time                      |
| 3      | Promote reconciliation through our sphere of influence.   |  |   |                                 |
| 3.1    | Implement strategies to engage our staff in reconciliation.   | May 2021 and May 2022                  | Manager of CCB to lead the action, Manager of HR and SMC to provide advice and connections  | staff time                      |
| 3.2    | Communicate our commitment to reconciliation publicly.  | May 2021 and May 2022                  | Manager of CCB to lead the action, Manager of SMC to provide advice and connections         | \$5,000 annually<br>staff time  |
| 3.3    | Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.   | Review September 2021                  | Manager of CCB  | staff time                      |

| Action | Deliverable  | Timeline                  | Responsibility   | Costs                          |
|--------|--|---------------------------|--|--------------------------------|
| 3.4    | Collaborate with RAP network and other like-minded organisations to develop ways to advance reconciliation.  | Commence<br>December 2021 | Managers of CCB, CSSS  | staff time                     |
| 3.5    | Undertake promotions using Nyoongar Radio throughout the year and ensure flyers are culturally appropriate where possible.   | July 2021                 | Managers of CCB, CSSS, SMC and LS  | \$11,000                       |
| 3.6    | Use evaluation methodology to measure the engagement of Aboriginal and Torres Strait Islander people at City services, events and programs.  | August 2021               | Managers of CCB, CSSS and LS   | staff time                     |
| 4      | Promote positive race relations through anti-discrimination strategies.  |                           |  |                                |
| 4.1    | Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.  | Commence<br>May 2021      | Manager of CCB to lead the action, Manager of HR to provide advice and connections | staff time                     |
| 4.2    | Ensure anti-discrimination is addressed within the review of the City's RAP Implementation Policy and references the Code of Conduct.  | Commence<br>May 2021      | Manager of CCB   | staff time                     |
| 4.3    | Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on the review of the RAP Implementation Policy.   | Commence<br>July 2021     | Manager of CCB to lead the action, Manager of HR to provide advice and connections | staff time                     |
| 4.4    | Educate Executive Team and Managers on the effects of racism.  | Commence<br>July 2021     | Manager of CCB   | staff time                     |
| 5      | Provide culturally appropriate activities and support for Aboriginal Young People at the City of Rockingham Youth Centre.  |                           |  |                                |
| 5.1    | Ensure culturally appropriate environment and data collection methods enable the measurement of participation.   | Commence<br>August 2021   | Manager of CCB   | \$5,000 annually<br>staff time |
| 5.2    | Develop and implement cultural learning and participation activities at the Youth Centre.  | Commence<br>October 2021  | Manager of CCB   | staff time                     |
| 6      | Advocate for Aboriginal perspectives to be included in Rockingham heritage matters   |                           |  |                                |
| 6.1    | Investigate broadening the membership of the City's Heritage Advisory Committee to include a relevant qualified Aboriginal person (paid consultant) to advise stakeholders on Aboriginal heritage matters as they arise. | Commence<br>July 2021     | Managers of CCB and SP   | \$5,000 annually<br>staff time |



## Respect

The City commits to fostering mutual respect between City Councillors, staff and Aboriginal and Torres Strait Islander people/s and community to ensure a culturally secure service, and a deeper understanding of culture for the whole community.

| Action | Deliverable   | Timeline          | Responsibility  | Costs                           |
|--------|---|-------------------|---|---------------------------------|
| 7      | Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.   |                   |   |                                 |
| 7.1    | Conduct a review of cultural learning needs within our organisation.  | September 2021    | Manager of CCB to lead the action, Manager of HR to provide advice and connections          | \$20,000 annually<br>staff time |
| 7.2    | Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.   | October 2021      | Manager CCB   | staff time                      |
| 7.3    | Develop, implement and communicate a cultural learning strategy for our staff.  | November 2021     | Manager of CCB to lead the action, Managers of HR and SMC to provide advice and connections | staff time                      |
| 7.4    | Provide opportunities for RAP Working Group members, HR manager and other key leadership staff to participate in formal and structured cultural learning.   | December 2021     | Manager of CCB to lead the action, Manager of HR to provide advice and connections          | \$10,000 annually<br>staff time |
| 8      | Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.   |                   |   |                                 |
| 8.1    | Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.  | October 2021      | Manager of CCB to lead the action, Manager of Governance to provide advice and connections  | \$20,000 annually<br>staff time |
| 8.2    | Utilise the City's RAP Implementation Policy to continue to develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. | September 2021    | Manager of CCB  | staff time                      |
| 8.3    | Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.   | Commence May 2021 | Managers of CCB and Governance  | staff time                      |
| 8.4    | Include an Acknowledgment of Country or other appropriate protocols at the commencement of important meetings.  | Commence May 2021 | Managers of CCB and Governance  | staff time                      |



| Action | Deliverable  | Timeline   | Responsibility  | Costs                           |
|--------|--|--|---|---------------------------------|
| 9      | Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.   |  |   |                                 |
| 9.1    | RAP Working Group to participate in an external NAIDOC Week event.   | First week in July, 2021 and 2022                      | Manager of CCB  | staff time                      |
| 9.2    | Promote and encourage participation by staff in external NAIDOC events.  | First week in July, 2021 and 2022                      | Managers of CCB and SMC   | \$7,000 annually<br>staff time  |
| 9.3    | Provide a free annual event to engage the community in celebrating and acknowledging NAIDOC Week.  | First week in July, 2021 and 2022                      | Manager of CCB  | \$20,000 annually<br>staff time |
| 9.4    | Review the RAP Implementation Policy to encourage staff to participate in NAIDOC Week.   | Commence May 2021<br>First week in July, 2021 and 2022 | Manager of CCB  | Nil<br>staff time               |
| 10     | Undertake a study which researches Aboriginal Cultural Heritage within the City of Rockingham.   |  |   |                                 |
| 10.1   | Engage a consultant to undertake consultations, research and prepare documentation regarding Aboriginal cultural heritage.   | Commence May 2021                                      | Managers of CCB, SP and PS  | \$20,000<br>staff time          |
| 10.2   | Identify, document and map locations that have cultural or historical significance for Aboriginal people.  | Commence December 2021                                 | Manages of CCB, SP and PS   | \$20,000<br>staff time          |
| 11     | Create projects and promote opportunities that enable the sharing of a wide range of Aboriginal historical perspectives/ stories that are not widely known in the community.   |  |   |                                 |
| 11.1   | Create a minimum of one project/ event per year (possibly aligned to NRW) that is supported by extensive marketing and promotional material. Projects to explore themes such as the 1905 Act, stolen generations, impact of past government policies.                        | Commence May 2021                                      | Manager CCB, LS and SMC   | \$15,000                        |
| 12     | Promote local Aboriginal culture and language within our area.   |  |   |                                 |
| 12.1   | Advocate for developers to use Aboriginal names in parks, roads etc  | September 2021   | Managers of CCB, Community Infrastructure Planning (CIP), SP and PS | staff time                      |
| 12.2   | Engage a specialist to develop a list of pre-prepared names, agreed by the AAG and utilising Landgate's Aboriginal Dual Naming Guidelines and compliant with Geographic Names Committee guidelines. Ensure a minimum of one City facility or reserve is dual named per year. | February 2022  | Managers of CCB, CIP, SP and PS                                     | \$10,000                        |
| 12.3   | Ensure a minimum of two Aboriginal Art exhibitions per year are held at a City venue to promote Aboriginal culture and language.   | May 2021 and May 2022<br>July 2021 and July 2022       | Managers of CCB and LS  | \$4,000 annually<br>staff time  |

| Action | Deliverable  | Timeline       | Responsibility          | Costs             |
|--------|--|----------------|-------------------------|-------------------|
| 13     | Explore the concept of an Aboriginal Cultural Centre in Rockingham.  |                |                         |                   |
| 13.1   | Undertake a feasibility process to clarify the community's vision and concept for what a cultural centre might be. Investigate and assess the capacity and resources available in the community to deliver on the identified vision. | September 2021 | Manager of CCB          | \$35,000          |
| 13.2   | Create an action plan relating to the investigation of a cultural centre.  | July 2021      | Manager of CCB          | staff time        |
| 14     | Promote the representation of Aboriginal and Torres Strait Islander peoples and cultures through the use of artwork/ images/photography in City publications.  |                |                         |                   |
| 14.1   | Develop a database of suitable images and ensure all City publications are inclusive of Aboriginal and Torres Strait Islander peoples and cultures.  | May 2021       | Managers of CCB and SMC | Nil<br>staff time |
| 14.2   | Develop a protocols document to sensitively manage the use of images of local Aboriginal and Torres Strait Islander peoples and cultures.  | December 2021  | Managers of CCB and SMC | Nil<br>staff time |



## Opportunities

Developing opportunities - In order to enable equality of participation in the economy, the City creates, supports and facilitates opportunities for, and with Aboriginal and Torres Strait Islander people/s in the areas of arts, health and well-being, education, employment, economic development and heritage.

| Action | Deliverable   | Timeline          | Responsibility   | Costs             |
|--------|---|-------------------|--|-------------------|
| 15     | Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.                      |                   |  |                   |
| 15.1   | Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.     | Commence May 2021 | Manager of HR  | Nil<br>staff time |
| 15.2   | Engage with Aboriginal and Torres Strait Islander staff in the development of the EEO Plan regarding recruitment, retention and professional development. | July 2021         | Managers of CCB and HR   | Nil<br>staff time |
| 15.3   | Ensure that the EEO Plan includes a strategy addressing Aboriginal and Torres Strait Islander recruitment, retention and professional development.        | July 2021         | Manager of HR  | Nil<br>staff time |
| 15.4   | Continue to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.  | Commence May 2021 | Manager of CCB to lead the action, Manager of HR to provide advice and connections | Nil<br>staff time |

| Action | Deliverable  | Timeline          | Responsibility  | Costs                           |
|--------|--|-------------------|---|---------------------------------|
| 15.5   | Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.                  | Commence May 2021 | Manager of HR   | Nil<br>staff time               |
| 15.6   | Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce as per EEO Plan.  | April 2023        | Managers of CCB and SMC   | Nil<br>staff time               |
| 16     | Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.  |                   |   |                                 |
| 16.1   | Investigate Supply Nation membership.  | May 2021          | Manager of CCB  | \$15,000 annually<br>staff time |
| 16.2   | Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.   | July 2021         | Manager of CCB  | staff time                      |
| 16.3   | Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.   | May 2021          | Manager of CCB to lead the action, Manager of EDT to provide advice and connections | \$5,000 annually<br>staff time  |
| 16.4   | Review and update procurement practices to identify and manage barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. | September 2021    | Manager of CCB  | Nil<br>staff time               |
| 16.5   | Investigate and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.                | Commence May 2021 | Manager of CCB  | Nil<br>staff time               |
| 17     | Provide and promote capacity building opportunities.   |                   |   |                                 |
| 17.1   | Engage a local provider to deliver Aboriginal Leadership opportunities for community members in Rockingham.  | Commence May 2021 | Manager of CCB  | \$10,000<br>staff time          |
| 17.2   | Engage WAITOC to support and develop Aboriginal tourism operator/s in Rockingham.  | May 2021          | Manager of CCB to lead the action, Manager of EDT to provide advice and connections | \$10,000<br>staff time          |





## Governance

The City is committed to being transparent in communicating what has and has not been achieved.

| Action | Deliverable  | Timeline                                | Responsibility          | Costs                              |
|--------|--|---|-------------------------|------------------------------------|
| 18     | Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.  |   |                         |                                    |
| 18.1   | Maintain Aboriginal and Torres Strait Islander representation on the RWG.  | April 2021                              | Managers of CCB and HR  | Nil<br>staff time                  |
| 18.2   | Establish and apply a Terms of Reference for the RWG.  | April 2021                              | Manager of CCB          | Nil<br>staff time                  |
| 18.3   | Meet at least four times per year to drive and monitor RAP implementation.   | Commence in April 2021                  | Manager of CCB          | Nil<br>staff time                  |
| 19     | Provide appropriate support for effective implementation of RAP commitments.   |   |                         |                                    |
| 19.1   | Define resource needs for RAP implementation.  | April 2021, review January 2022         | Manager of CCB          | Nil<br>staff time                  |
| 19.2   | Engage our senior leaders and other staff in the delivery of RAP commitments.  | April 2021                              | Manager of CCB          | Nil<br>staff time                  |
| 19.3   | Define and maintain appropriate systems to track, measure and report on RAP commitments.   | April 2021                              | Managers of CCB and CCS | Nil<br>Done                        |
| 19.4   | Appoint and maintain an internal RAP Champion from senior management.  | April 2021                              | CEO, Director CD        | Nil<br>Done                        |
| 20     | Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. |   |                         |                                    |
| 20.1   | Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.                                   | 30 September 2021 and 30 September 2022 | Manager of CCB          | Nil<br>staff time                  |
| 20.2   | Report RAP progress to all staff and senior leaders monthly in the Council Bulletin.   | Commence May 2021                       | Manager of CCB          | Nil<br>staff time                  |
| 20.3   | Publically report our RAP achievements, challenges and learnings, annually.  |   | Managers of CCB and SMC | Nil<br>staff time                  |
| 20.4   | Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.  | May 2022                                | Manager of CCB          | Nil                                |
| 21     | Continue our reconciliation journey by developing our next RAP.  |   |                         |                                    |
| 21.1   | Register via Reconciliation Australia's website to begin developing our next RAP.  | October 2022                            | Manager of CCB          | \$10,000<br>2nd year<br>staff time |

For all enquires please contact the City's Community Development Officer - Aboriginal Engagement on **9528 0435** or email [customer@rockingham.wa.gov.au](mailto:customer@rockingham.wa.gov.au)

