

# City of Melville's Reconciliation Action Plan (RAP) Engagement Journey



**Presented by  
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The City of Melville acknowledges the Bibbulmun people as the Traditional Owners of the land on which the City stands today and pays its respect to the Whadjuk people, and Elders both past and present.

# Our Journey

- The City of Melville has been taking steps over a number of years to engage more effectively with Aboriginal and Torres Strait Islander residents and community organisations.
- It began in 1995 with the Willagee Aboriginal Reconciliation Project & Aboriginal Liaison Officer (now Community Development Officer – Aboriginal Engagement).

# Innovate RAP

- The City's first Innovate RAP was launched July 2013.
- The RAP format and structure was developed by Reconciliation Australia and has been adopted by all organisations that are developing RAP's.
- The three themes are:

Relationships  
Respect  
Opportunities



# Innovate RAP (cont'd)

- RAP Continuous Improvement Team (CIT) - CoM Staff and ATSI people.
- Wandoo Re-Integration Facility, Walyalup Reconciliation Group, Koya and Djidi Djidi Women's Aboriginal Corporation.
- Personal and professional networks.



## **Innovate RAP (cont'd)**

- SM TAFE Aboriginal Education, Employment and Training Committee (Chair).
- Aboriginal Engagement Strategy – building on strengths and passions in our community: youth & children, community, sense of place and culture.
- Networked with CDO's – Aboriginal Engagement Officers at City of Cockburn and Fremantle.



# Key Achievements



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- Cross Cultural Awareness Training to staff and Elected members.
- Welcome to Country and Acknowledgement to Country Policy for staff.
- Recorded oral histories of four local Aboriginal community members. Filming of oral history of local Elder Laurel Nannup with support from the Film and Television Institute WA Inc. (FTI) – Indigenous Community Stories (ICS) grant.
- Noongar language workshops and cultural tours.



# Stretch RAP

- The City of Melville was the first LGA in Western Australia to have a Stretch RAP - Launched in October 2017.



# Why a Stretch RAP (cont'd)

The Australian Federal Government has promised to close the gap on health, education and employment. ATSI people:

- have a life expectancy of 9 to 10 years younger than non Aboriginal Australians;
- are three times more likely to experience unemployment;
- despite improvements, are still statistically less engaged in the education system.

## Why a Stretch RAP (cont'd)

One way that the CoM can contribute to closing the gap is through setting a meaningful target for employment.

- Currently 0.5% of CoM staff identify as Aboriginal and Torres Strait Islander. The Aboriginal and Torres Strait Islander population of Australia is 2.8%. The Aboriginal and Torres Strait Islander population within the CoM is 0.7%, while the whole of Perth is 1.6%. Our target for employment, including traineeships is 1.6% over four years.

# Strategies to increase employment

- work placements, traineeships, apprenticeships, mentoring programs,
- ATSI recruitment services,
- Liaise with Community Development Officer – Aboriginal Engagement to identify your recruitment needs and
- Develop an Aboriginal Employment Strategy.

# Key Achievements

- Five Section 50D or Section 51 employment opportunities (Community Development, Library & Museums and Parks & Gardens).
- Five Aboriginal School Based Traineeships (ASBT) with SMYL, Clontarf Girls College, Melville & Lakeland Senior High School and Como Secondary College.
- 9 ATSI staff and 2 ASBT's (2018/2019).

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# Any Questions?







**“Reconciliation is not an “event”: it is a journey, it’s about the way Australians think and act all the way from a personal to a national level. It is about closing the gaps in life expectancy and opportunity... We know that it involves respect and honesty and partnership.”**

***Professor Mick Dodson, Yawuru man and  
Professor of Law at ANU College of Law (2007)***

# **Thank You!**