

# Reflect Reconciliation Action Plan

MARCH 2018 – MARCH 2019





The Western Australia Local Government Association (WALGA) acknowledges the Whadjuk Nyoongar people as the Traditional Custodians of the lands in which we work throughout the Perth area and we pay our respects to their Elders, past, present and future.

The Nyoongar people are the Traditional Custodians of the land throughout the South West of Western Australia.

Our work regularly takes us across the state and as such WALGA would like to acknowledge the diversity of Aboriginal countries across Western Australia and pay respect to their Elders, past and present.

We recognise the diverse dialects within the Noongar Nation and the alternative spellings of Nyoongar including: Noongar/Nyungar/Nyungah/Nyugah and Yunga.



#### ARTWORK ACKNOWLEDGMENT

## Whadjuk Country

### Kevin Bynder

Kevin Bynder is a Whadjuk-Yuet-Balaadong man from his mother and a Badamia Yamatji from his father. Kevin grew up in the Northern suburb of Girrawheen in Perth. From primary school age, Kevin enjoyed creating artwork and began to use acrylics in high school. At the age of 23, Kevin joined the police force which coincided with the sale of his first painting. Moving to Broome, Kevin had a studio in the art gallery and the artwork just progressed from there; with artwork sold all over the world. He continued to paint when he moved back to Perth. He currently works at LaSalle Catholic College where he uses his knowledge and culture to teach young Aboriginal students art.

### About the painting

This painting shows Whadjuk Country. The large green circles represent the community of Perth. The Whadjuk boundary starts from Moore River to Byford, then from Rottne Island (Wadjemup) to the Darling Ranges. To the left and right of the large circles are the vineyards of the Swan Valley. A very fertile area in which the Waagyl moved through the area and laid her eggs, the eggs hatched to create the small streams and creeks. The quartz which is found near Bullsbrook is said to be the egg shells in which the Whadjuk people used to make spear heads. The pink and orange lines/circles represent the Darling Range, this is the borderline between the Balaadong and Whadjuk

tribes, the red, brown, white and yellow below the Darling Range is where they would find the ochre. Whadjuk area is very large and within that are several different tribes and families. They would get together and use the ochre for art, ceremonies and exchange with the Balaadong people. The blue water represents the Derbal Yirrigan (Swan River) with the representation of the small lakes to the right of the river. The Whadjuk people lived close to the river mainly Kings Park and the surrounding area, they would fish, hunt for kangaroos and use the river wisely.

The colours of this painting represents the 6 Nyoongar seasons. They are, Birak (red and orange), Kambarrang (yellow), Bunuru (browns), Djeran (greens), Djilba (pinks and purple), Makuru (blues). Whadjuk people knew the seasons and being nomadic they would move across the land according to the season to hunt and find fresh water.

The values in which WALGA upholds, are used every day with the Whadjuk people. To survive the values such as respect, collaboration, integrity and relationships are what makes up the morals of the tribes. They use these values to help hunt with each other, at the ceremonies, the moving of the seasons to survive, the raising of their kulungas (children), to trade with other tribes, and to protect each other. All of these values are needed to survive and to collaborate with each other as well as respecting the elders to show the integrity to lead the tribes.



## Message from the President

Aboriginal and Torres Strait Islander Peoples hold a special place in our communities and connect the broader population with a wealth of history, tradition and culture which enriches our society.

As the President of the WA Local Government Association, I am fortunate to have the opportunity to regularly travel around the State to visit our Local Government Members. I see the diversity in our regions. I respect and acknowledge the Traditional Custodians of these lands. In doing so, I am pleased to lead WALGA's commitment toward Reconciliation through our first Reconciliation Action Plan.

This plan is an important step in consolidating and strengthening our respect for Aboriginal and Torres Strait Islanders. WALGA has already fostered strong connections to Aboriginal and Torres Strait Islander communities and enterprises through our Services and Advocacy. Having a RAP, showcases our dedication and commitment to raising awareness through key actions.

Some Western Australian Local Governments' have already undertaken the Reconciliation Action Plan journey. I would be pleased to see all our Members working towards creating their own RAP's to signal their commitment towards Reconciliation.

I appreciate the effort and contribution that the RAP Working Group have put into the creation of this plan and look forward to supporting them through implementation

### Lynne Craigie

WALGA President



## Message from the CEO

I am very pleased and proud to present the Western Australian Local Government Association (WALGA), inaugural Reflect - Reconciliation Action Plan. When I reflect on the journey of creating the RAP, I am struck by the connections WALGA already has with Aboriginal and Torres Strait Islander Peoples. This is WALGA's everyday business; the relationships we create lead to inclusive and high-functioning communities. Having a RAP affirms this commitment and provides us with the opportunity to acknowledge the relationships we have built with the Traditional Custodians of the land acknowledging and paying respect to Elders past and present.

One of the rewarding aspects of creating a RAP is that it is not a solo effort; it's a team effort. And through this consultation and engagement process I have seen how our organisational values are lived. Our values of Respect, Relationships, Integrity and Collaboration underpin the identified key actions. These actions will serve our organisation positively. WALGA employees will grow their cultural awareness, grow their connections with Aboriginal and Torres Strait Islander Peoples, and create opportunities for engagement.

I would like to acknowledge and express my gratitude to the RAP Working Group. There have been many members that have contributed with not only their minds but with their hearts. The commitment demonstrated will ensure that the RAP is a living document through the implementation process.

We are truly excited to begin our Reconciliation journey with open hearts and a strong focus for a better future for Aboriginal and Torres Strait Islander Peoples.

### Ricky Burges

Chief Executive Officer

# Our Values

Our Values guide the way we work with each other, with our members and our stakeholders.

**Respect**

We value the contributions, views and needs of others.

**Integrity**

We demonstrate strong principles and process.

**Collaboration**

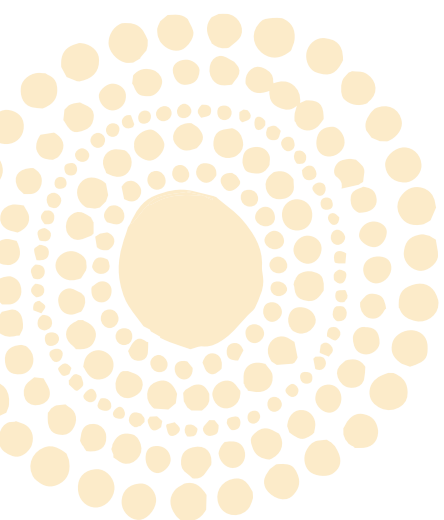
We work with members and colleagues to develop, pursue and uphold shared goals.

**Relationships**

We build strong connections with our members and our staff.

# Our Vision

The Western Australian Local Government Association (WALGA) believes that Reconciliation provides an opportunity to generate a greater understanding and mutual respect across cultures. We consider this to be the foundation of creating strong relationships, allowing space to heal and view each other as equals.



WALGA, Anigozanthos/Kangaroo Paw/Bounuh-yootah and kuttych

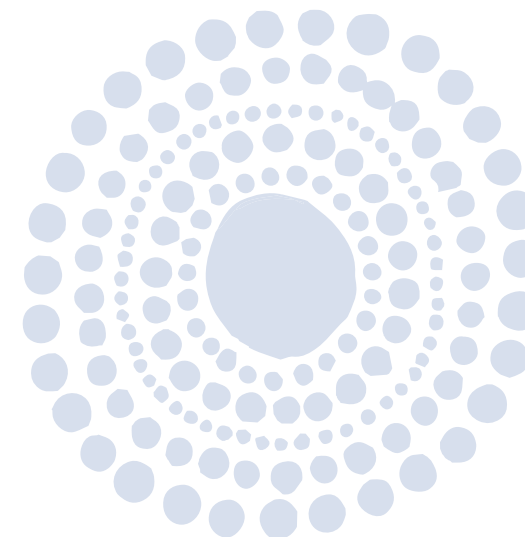
# Our Business

WALGA is a not-for-profit organisation that exists to serve the political and operational interests of our Local Government members. WALGA employs over 90 staff.

At present, WALGA does not specifically ask whether staff identify as either Aboriginal or Torres Strait Islander. In future, the information will be sought through our application process. The majority of staff are based in our West Leederville office together with 7 regional staff based in each of Goldfields-Esperance, Great Southern, Kimberley, Mid-West, South West, Wheatbelt North and Wheatbelt South. At a State level, WALGA works closely with its Local Government members, as well as public and private organisations that align with member business. We also contribute to the national Local Government sector through our membership to the Australian Local Government Association and with the Commonwealth Government, Productivity Commission and other national representative structures.

We are guided by our State Council, comprising 24 State Councillors representing the diverse interests within the Local Government sphere in Western Australia.

Our core business is to serve Local Government through the provision of trusted expertise, advocacy and services. We provide support and assistance to Elected Members, CEOs, and Local Government Officers for the provision of sound governance and operational outcomes that ultimately benefit the communities in which we all live.



WALGA supports and serves its members through





## Our Journey

Since inception, WALGA has created many sound relationships with the Aboriginal and Torres Strait Islander community.

We have worked alongside Local Government advocating for policies and funding that properly support and recognise the autonomy of Aboriginal Peoples. As the peak body for Local Government, WALGA feels strongly about stating our commitment to Reconciliation. Creating a Reconciliation Action Plan provides an opportunity for WALGA to raise cultural awareness within our organisation, help our employees create relationships with our Aboriginal and Torres Strait Islander community, build mutual trust and share knowledge.

A working group was created to develop our RAP and comprises of the Chief Executive Officer (RAP Champion), Executive Managers, and a representative from each of our business units. This group has championed our RAP through engagement, regular meetings, presentations to staff and encouraging discourse and learnings of Aboriginal culture. The working group have actively developed the plan with WALGA and are committed to ensuring a successful implementation that will be reported on. Recognising the importance of having a RAP, WALGA employed a RAP project officer, Taliah Payne who has been instrumental in her engagement and advocacy for the RAP. Our working group appreciated the counsel of Denice Kickett throughout our RAP journey. Denice is a Whadjuk person and her knowledge was invaluable to the process.



## Our Commitments

Our current commitments are many and extend both internally across our business and externally to multiple stakeholders. They include:

- Inclusion of sixteen artworks by WA Aboriginal and Torres Strait Islander artists as part of WALGA's corporate art collection.
- A focus on engagement with Aboriginal and Torres Strait Islander communities in Elected Member training particularly in country areas, to encourage inclusion in Local Governments' strategic direction and service.
- Training that enhances the capacity of Local Government Elected Members to engage with their Aboriginal and Torres Strait Islander communities and link this engagement to Local Governments' strategic direction and service.
- Welcome to Country performed at the annual Local Government Convention prior to the AGM.
- Acknowledgement of Aboriginal land ownership included in all speech notes for President and CEO at large sector events.
- Identification of businesses on the Aboriginal Business Directory, WA through the Preferred Supplier tender process
- Inclusion of identification of business is all Preferred Supplier tenders that are on the Aboriginal Business Directory, WA
- Highlighting those suppliers appointed to the Preferred Supplier program that are Indigenous businesses through WALGA Directory and contract information.
- Promotion of Aboriginal and Torres Strait Islander road safety – most recently the use of Road Safety Commission television commercials focusing on numerous road safety issues.
- Support the review of the 'keeping our mob safe' strategy. Developed through extensive consultation with members of Aboriginal and Torres Strait Islander communities, this strategy provides a framework for a coordinated and cooperative approach to all aspects of emergency management.
- Support the work of the Public Health Advocacy Institute, including promotion of Aboriginal and Torres Strait Islander story books in local libraries and highlighting the role of Local Government in achieving public health outcomes and wellbeing.
- Promotion of the creation of RAP's to Local Government – most recently at the Aboriginal Culture and Heritage Preservation Forum

The creation of WALGA's first Reflect RAP will affirm our commitment to Reconciliation which will strengthen our existing relationships and provide a strong foundation to new ones.





# Relationships



## FOCUS AREA

Respectful and collaborative relationships are a significant component of the mission and key strategies for WALGA. Developing and strengthening relationships, networks and connections with Aboriginal and Torres Strait Islander Peoples, our WALGA membership and staff, and our key stakeholders is essential for advocacy, policy development, direction setting, and inclusive representation of Local Governments and their communities.

1. Establish a RAP Working Group	Responsibility	Timeline
A RAP working group, comprising of WALGA Staff and Aboriginal and Torres Strait Islander participants	CEO	MAR 2018
The working group will oversee the development, endorsement and launch of the RAP	CEO	MAR 2018
Post launch, the working group will meet at least twice annually to monitor and report on RAP implementation	CEO	MAR 2019
2. Develop internal and external relationships	Responsibility	Timeline
Identify relationships with Aboriginal and Torres Strait Islander communities, organisations and stakeholders within our sphere of influence that we could approach to connect with on our reconciliation journey	Executive Manager, People and Place	DEC 2018
Determine the different relationships across WALGA – Suppliers, Policy/advocacy, Employers/Employees	Executive Manager, People and Place	DEC 2019
3. Celebrate National Reconciliation Week (NRW) 27th May – 3rd June annually	Responsibility	Timeline
Encourage our employees to attend a NRW week	CEO	MAY 2018
Be involved in and promote a community event organised as part of National Reconciliation Week	Executive Manager, People and Place	MAY 2018
Host an NRW event at ONE70	RAP Chair	MAY 2018
Promote NRW in our external publications i.e. Western Councillor, Councillor Direct, LG News	Executive Manager, Finance and Marketing	APR 2018
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	Executive Manager, Finance and Marketing	APR 2018
Ensure our RAP Working Group participates in an external event to recognise and celebrate National Reconciliation Week	RAP Chair	JUN 2018

4. Raise internal awareness of the RAP	Responsibility	Timeline
Develop and execute a plan to raise awareness across the organisation about the RAP commitment	RAP Chair	APR 2018
Publish, disseminate, and make easily accessible the WALGA RAP as a demonstrated commitment to our Members and staff to the Reconciliation process	RAP Chair	DEC 2018
Include information about the RAP in each employees induction program	Human Resources Manager	OCT 2018
Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP	Human Resources Manager	OCT 2018



Eremophila glabra-emu bush-kojitt



# Respect



## FOCUS AREA

Contributing to and expanding the knowledge of Aboriginal and Torres Strait Islander Peoples culture, land and histories is part of the representative strategy of WALGA. Enhancing the capacity to understand, consider, respect and celebrate Aboriginal and Torres Strait Islander peoples culture with regards to planning, heritage, engagement, cultural development and operational policies and procedures encompasses key strategies of WALGA for its membership and representative communities.

1. Investigate Cultural Development	Responsibility	Timeline
Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.	Human Resources Manager	DEC 2018
Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements	Executive Manager, Infrastructure	DEC 2018
Provide cultural awareness training to the employees of WALGA. In particular, provide opportunities for RAP working group members, and other key leadership personnel to participate in training	Human Resources Manager	OCT 2018
Conduct a review of cultural awareness training needs within our organisation	Human Resources Manager	JUL 2018
Collect and have available relevant literature that tell Aboriginal and Torres Strait Islander stories that employees at WALGA can access.	CEO	MAR 2019
Investigate the garden at 170 and ensure all flora are identified by their Aboriginal name, and information is accessible.	Executive Manager, Environment and Waste	JAN 2019
Set up two themed lunchtime talks/yarns per year	Executive Manager, Infrastructure	OCT 2018
Display and provide information on WALGA's Aboriginal Art Collection	CEO	JAN 2018
2. Celebrate NAIDOC Week (National Aboriginal and Islanders Day Observance Committee 2-9 Jul)	Responsibility	Timeline
WALGA Staff and State Council are invited to attend and participate in a community NAIDOC Week event	CEO	JUN 2018
Provide opportunities to our Aboriginal and Torres Strait Islander employees to engage with their culture and community through NAIDOC Week events (if applicable)	CEO	JUN 2018
Provide opportunities for all employees to participate in local NAIDOC Week events by providing a list of events in close proximity to WALGA officers and/or in their community	CEO	JUN 2018
Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander Peoples and communities	Executive Manager, People and Place	MAY 2018
Ensure our RAP Working Group participates in an external NAIDOC Week event	RAP Chair	JUL 2018

3. Raise internal understanding of protocols	Responsibility	Timeline
Raise understanding of the meaning and significance of Aboriginal and Torres Strait Islander protocols, such as Welcome to Country and Acknowledgement of Country	Executive Manager Governance and Organisational Services	DEC 2018
Develop a policy for use of Welcome to Country and Acknowledgement to Country for WALGA	Executive Manager Governance and Organisational Services	DEC 2018
Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence	Executive Manager Governance and Organisational Services	MAR 2019
Establish and implement protocols for respectful engagement and/or consultation between your organisation and Aboriginal and Torres Strait Islander Peoples, organisations and communities	Executive Manager Governance and Organisational Services	JAN 2019



Patterson Occidentalis -Long Purple Flag-Komma



Xanthorrhoea Preissii - Grass Tree - Balga

# Opportunities



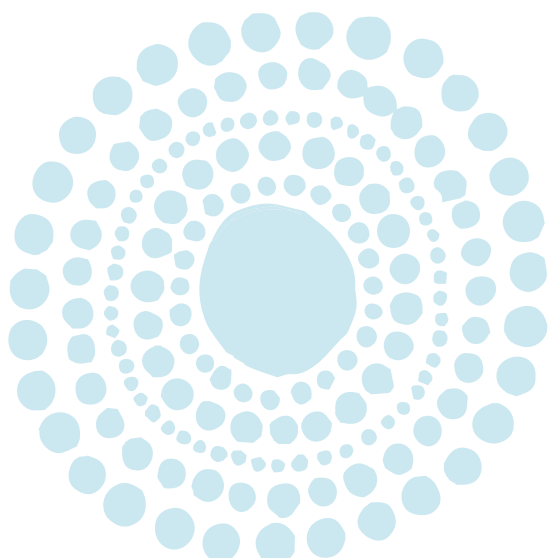
## FOCUS AREA

Providing effective leadership and enhancing opportunities for WALGA and Local Governments to positively contribute to employment, mentoring, partnership development and related policy development for Aboriginal and Torres Strait Islander Peoples is a significant aspect of the WALGA RAP and overall mission.

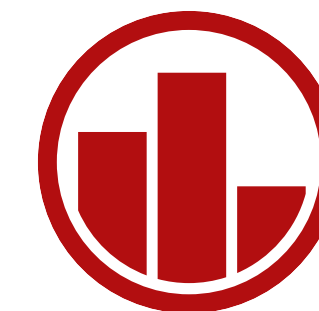
1. Consider Aboriginal and Torres Strait Islander employment	Responsibility	Timeline
Advertise all job vacancies in Aboriginal and Torres Strait Islander media	Human Resources Manager	DEC 2018
Review HR procedures and policies to ensure that WALGA can address barriers to Aboriginal and Torres Strait Islander employment	Human Resources Manager	OCT 2018
Support initiatives, both within WALGA and also within Member organisations, that are aimed at increasing Aboriginal and Torres Strait Islander suppliers to be represented through the WALGA's procurement activity	Executive Manager Business Solutions	OCT 2018
Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities	Human Resources Manager	JUN 2018

2. Investigate Aboriginal and Torres Strait Islander supplier diversity	Responsibility	Timeline
Support initiatives aimed at increasing Aboriginal and Torres Strait Islander suppliers to be represented through the WALGA's procurement activity	Executive Manager Business Solutions	OCT 2018
Assist Aboriginal and Torres Strait Islander suppliers to engage with Local Government to feature and promote their supply opportunities	Executive Manager Business Solutions	MAR 2019
Assist Aboriginal and Torres Strait Islander suppliers to engage with Local Government to feature and promote their supply opportunities through the provision of advice	Executive Manager Business Solutions	MAR 2019



# Tracking Progress



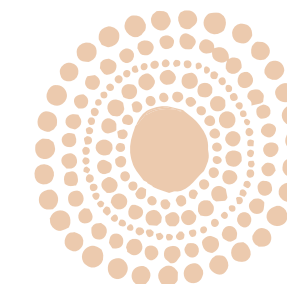
## FOCUS AREA

Measuring and reporting actions, successes and challenges of WALGA's commitment to the Reconciliation Action Plan is an important part of our core governance and protocol. Tracking progress will also contribute to WALGA continuing to enhance the capacity of the association, and Local Government membership, and contribute to building a positive profile and awareness of the role Reconciliation plays in strengthening and supporting inclusive communities.

1. Annual Report	Responsibility	Timeline
Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia	RAP Chair	SEP 2018

2. Build support for the RAP	Responsibility	Timeline
Define cost and resources available to support the implementation of the RAP	RAP Chair	MAY 2018
Undertake central data collection to measure our progress and successes	RAP Chair	OCT 2018
Define systems and capability needs to track, measure and report on RAP activities	RAP Chair	OCT 2018
Celebrate our achievements	RAP Chair	OCT 2018
Provide an annual update to WALGA State Council and Members	RAP Chair	OCT 2018
Provide quarterly (minimum) updates to the Strategic Executive Team or as required	RAP Chair	JAN, APR, JUL, OCT 2018
Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	RAP Chair	MAR 2019
Submit draft RAP to Reconciliation Australia for review	RAP Chair	MAR 2019
Submit draft RAP to Reconciliation Australia for formal endorsement	RAP Chair	MAR 2019







**ARTWORK ACKNOWLEDGMENT**

## Creation Story

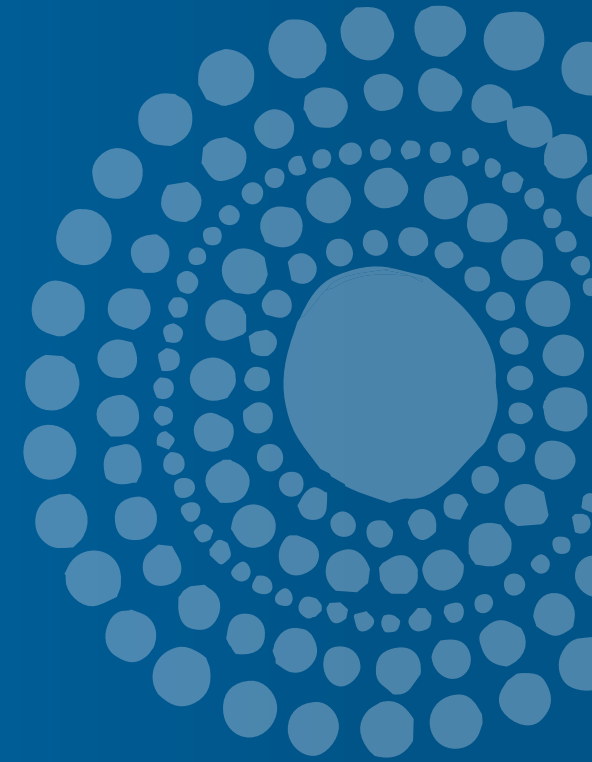
### Jade Dolman

Jade Dolman is a Whadjuk/Ballardong Nyoongar, Eastern Arrernte, Irish woman from Perth. She began painting as a way of staying connected to her Aboriginal culture. She currently runs Aboriginal art and culture classes for schools and organisations. She has recently been involved with the Art Gallery of Western Australia and the designing of public artwork for the new Perth Stadium and sporting precinct. Her passion is maintaining culture through the teaching and practicing of art (dance, music and painting). She hopes to use art as a method of sharing culture to Aboriginal and non-Aboriginal people to allow all Australians to move forward together.

### About the painting

The creation story for this area is about the Waugal/Waagyl (Rainbow Serpent). The journey and resting places for the Waugal is visible by the shape of the Derbal Yerrigan (Swan River). The Waugal lives in the beeliar (river), which is why the waterways are so significant to Whadjuk people. The shape of the river was used as the main focus of the design. The lowest point is where the ocean meets the river and the highest point is between Caversham and Middle Swan. Bennett Brook is represented on the left of the river.

Along the beeliar there are many sacred and important sites to people. Jade selected four important sites for her design. They are Walyalup (Fremantle), Dyoondalup (Point Walter), Karta Koomba/Kargattup/Geenunginy Bo (Kings Park) and Matagarup (Heirisson Island). These sites are marked with green circles then have different pathways connecting each one to the next.

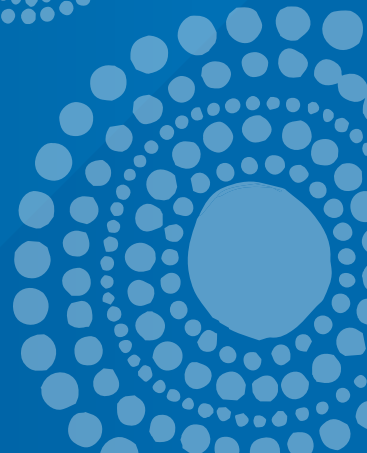
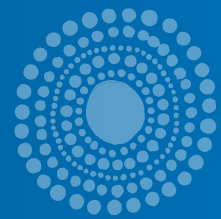
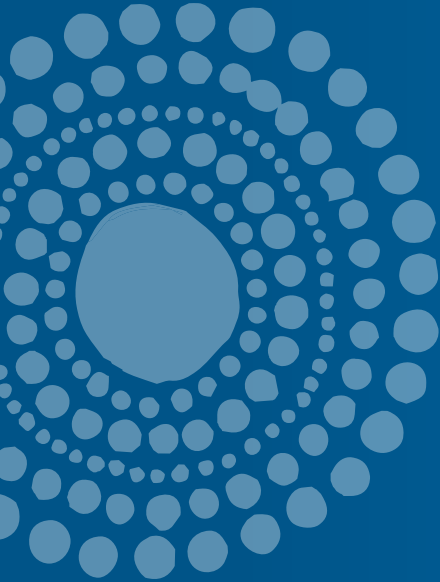






**WALGA**

WORKING FOR LOCAL GOVERNMENT



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