

Reconciliation Action Plan

2024 - 2026

RAP SNAP

WHY IS A RAP IMPORTANT?

Reconciliation helps build respect, unity, and fairness between Aboriginal and Torres Strait Islander Peoples and non-Aboriginal peoples. Our RAP supports building connections, celebrating culture, and ensuring Aboriginal and Torres Strait Islander peoples can access opportunities equally across the City.

OUR VISION



Our vision for reconciliation is where Aboriginal and Torres Strait Islander cultures and cultural heritage are recognised and celebrated throughout Greater Geraldton and where Aboriginal and Torres Strait Islander peoples can benefit equally from a vibrant economy and healthy community throughout the City of Greater Geraldton.



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a vibrant future



WHAT IS IN THE RAP?



RELATIONSHIPS Working Together

GOAL: Build strong connections between Aboriginal and Torres Strait Islander peoples and the City.

OUR ACTIONS:

- Meet regularly with local Aboriginal and Torres Strait Islander communities to discuss community matters in culturally appropriate places.
- Engage with local Aboriginal and Torres Strait Islander groups to agree on the Traditional Owner Groups within the City's boundary.
- Celebrate National Reconciliation Week, NAIDOC Week and other significant events with inclusive public events and activities.



RESPECT Valuing Aboriginal and Torres Strait Islander Cultures

GOAL: Honour Aboriginal and Torres Strait Islander cultures in everything we do.

OUR ACTIONS:

- Provide cultural awareness training for all City staff and leadership.
- Work with Traditional Owners, Yamatji Southern Regional Corporation, and Irra Wangga Language Group to explore dual naming of culturally significant sites and ensure respectful recognition.
- Ensure that Aboriginal and Torres Strait Islander cultural heritage is respected, shared, and protected throughout the City of Greater Geraldton.





OPPORTUNITIES

Creating Equal Chances

GOAL: Support social and economic opportunities for Aboriginal and Torres Strait Islander peoples.

OUR ACTIONS:

- Strive to meet the City's Equal Employment Opportunity Management Plan target of 6% Aboriginal and Torres Strait Islander staff.
- Identify positions that can be classified as 50(d) of the Equal Opportunity Act 1984 (WA) and advertise all job vacancies, accordingly, ensuring they effectively reach Aboriginal and Torres Strait Islander community and stakeholders.
- Engage with Aboriginal and Torres Strait Islander-owned businesses to promote procurement partnerships and economic inclusion.
- Host information sessions on becoming a Councillor in a culturally safe place.



GOVERNANCE

Making Sure We Succeed

GOAL: Stay accountable and transparent about our progress.

OUR ACTIONS:

- Form an internal RAP Reference Group including Aboriginal and Torres Strait Islander representatives to guide and monitor RAP progress.
- Share quarterly RAP updates with City staff and provide annual public updates on progress and achievements.
- Conduct annual progress reviews and begin early planning for the next RAP phase to ensure continuous improvement.





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