



City of
Greater Geraldton
a vibrant future



INNOVATE RECONCILIATION ACTION PLAN

**June 2024 -
June 2026**



**RECONCILIATION
ACTION PLAN**

INNOVATE



The Esplanade – Photo by Pieter Vorster



Binmaga Dance Group performing at Iwarra Wilungga Festival 2024 – Photo by Jesse Pickett

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Acknowledgement

The City of Greater Geraldton would like to respectfully acknowledge the Yamatji Peoples who are the Traditional Owners and First Nation’s People of the land on which we stand. The Wilunyu, Nhanhagardi, Naaguja. We would like to pay our respect to the Elders past, present and future for they hold the memories, the traditions, the culture and hopes of the Yamatji Peoples.

Cover artwork ©Nicole Dickerson, Yamaji Art, *Resting on the Greenough*, 2020, Acrylic on canvas, 60 x 46 hwxw, Acc.505
Resting on the Greenough: As the sands of time pass, as the tides of the sea, meet the calm river, our ancestors before us, walked the water shores, the sun sets & the stars shine in the sky, we acknowledge our people, past, present and future, as they Rest on the Greenough.



Reconciliation Australia CEO Statement

Reconciliation Australia commends City of Greater Geraldton on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for City of Greater Geraldton to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, City of Greater Geraldton will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to three million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. City of Greater Geraldton is part of a strong network of more than 2,500 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals City of Greater Geraldton readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations City of Greater Geraldton on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Foreword

Presenting the City of Greater Geraldton's Innovate Reconciliation Action Plan (RAP) 2024-2026 gives me great pleasure. This document describes the ways in which our Council and organisation will assist and implement the initiatives that address the needs of the Aboriginal and Torres Strait Islander peoples residing within our community.

We have identified that it is an extremely rewarding period in our organisation's reconciliation journey. Our dedication to fostering, establishing, and bolstering ties between Aboriginal and Torres Strait Islander and non-Indigenous Australians to unite the entire community is reflected in the new Innovate RAP.

The plan outlines City measures that support Aboriginal and Torres Strait Islander peoples fair and equitable access to the City's resources and services. It also aims to increase the City's ability to support and address the needs of Aboriginal and Torres Strait Islander peoples, both now and in the future.

To hold us accountable, an internal RAP stakeholder group will meet often to assess the City's progress toward the activities defined in this document. Additionally, the City will provide Aboriginal Elders and peak bodies with frequent updates on progress made.

I am proud that the Southern Yamatji peoples, who are the Traditional Owners, and all other Aboriginal and Torres Strait Islander peoples will continue to have the City's support and recognition.

It is exciting to see the implementation of the Innovate Reconciliation Action Plan 2024-26 come to fruition, alongside forthcoming advancements that will mutually benefit Aboriginal and Torres Strait Islander peoples and cultures as well as the Council and the City.

I would like to thank all the stakeholders, both internal and external, for their input and knowledge in bringing this important document together. We look forward to celebrating the outcomes and actions in our community.



Jerry Clune
City of Greater Geraldton Mayor

A handwritten signature in black ink, appearing to read 'J. Clune', positioned below the printed name and title.

Our vision for reconciliation

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.



Mayor Jerry Clune participating in the Smoking Ceremony at Iwarra Wilungga Festival 2024 – Photo by Jesse Pickett

Our Business

The City of Greater Geraldton is based in Western Australia's Midwest and lies 419km north of Perth. It has a population of over 40,000 and is perched on a spectacular coastline to the west and a vast inland area stretching eastward to include the town of Mullewa.

As a City, Geraldton is a thriving and sustainable regional hub and is fast becoming a significant centre known internationally for its liveability, science, mining and trade industries, food production and renewable energy.

Geraldton is also a regional centre for community, medical and health services.

According to 2021 Census data, Geraldton's Aboriginal and Torres Strait Islander population is estimated to be 3,814, representing 9.7% of the total population; 2.49% of which are based in the inland town of Mullewa. The population figures fluctuate as people visit from rural regions for business, health services and family connections.

During the 21/22 period, the City employed a total of 463 employees (including casuals), which was equivalent to 350 full-time; 22 (4.8%) of which identified as Aboriginal and/or Torres Strait Islander peoples.

The City's Local Government boundaries fall within the Yamatji area, where the Southern Yamatji peoples have a strong presence.

The Yamatji Nation is made up of the following Aboriginal peoples: Amangu, Badimia, Naaguja, Nhanaghardi, Nhanda, Mullewa Wadjari, Wajarri, Wattandee, Widi and Wilunyu.

Reconciliation is the process of building relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples that enables us to work together to achieve a shared sense of fairness and justice.

In being committed to building a sustainable, supportive, cohesive and inclusive community, the City of Greater Geraldton recognises the value and strength of cultures, families and beliefs within the Greater Geraldton area.

The major focus for the City is to engage and consult with Aboriginal community groups within the precinct on all key aspects pertaining to cultures, and to foster a unified approach towards building a positive sustainable future and a cohesive community.

The City of Greater Geraldton looks forward to continuing to build and strengthen respectful relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous community in accordance with the Innovate Reconciliation Action Plan.

The City will monitor the progress towards reconciliation by implementing programs and projects that will increase and enhance opportunities for Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples to participate in the social, economic and political activities together within the City of Greater Geraldton.

Our Reconciliation Action Plan

The City of Greater Geraldton's Innovate Reconciliation Action Plan (RAP) demonstrates the city's commitment to reconciliation in the community. The RAP will serve as a foundational guide to plan and deliver all essential and relevant activities, ensuring that our efforts consistently align with and contribute to the journey towards reconciliation within the community.

The Innovate RAP complements the City of Greater Geraldton's Strategic Community Plan 2021-2031 and will support the development of improved services and outcomes for the people of Greater Geraldton.

Furthermore, the plan will be reviewed annually so that it can continue to evolve with the ever-changing climate of our region to best support the needs of both Southern Yamatji peoples and the wider community.

Key points from the City of Greater Geraldton's Strategic Community Plan 2021-2031 that underpin the actions of the Innovate RAP include:

- Enhanced lifestyle through spaces, places, programs, and services that foster connection and inclusion
- We are a community accountable for our actions
- Pride in place and a sense of belonging are commonplace
- Community safety, health and well-being is paramount
- The opportunity for all to reach their potential exists
- Community capacity, innovation and leadership is encouraged
- Reconciliation between Indigenous and non-Indigenous communities is supported
- Active living and recreation is encouraged
- A strong sports cultures exist through well-planned facilities
- A place where people have access to, engage in and celebrate arts, cultures, education, and heritage

All strategies and actions within the plan have been formulated under each of the three Pillars of the RAP framework from Reconciliation Australia:

Relationships: Respectful relationships between Aboriginal and Torres Strait Islander peoples and the City are the foundation for achieving effective and long-lasting reconciliation outcomes.

Respect: The City demonstrates respect for Aboriginal and Torres Strait Islanders cultures and communities by embracing diversity, celebrating, and supporting NAIDOC Week, incorporating cultural heritage values into its operations, and being open to collaboration.

Opportunities: Co-creating opportunities with Aboriginal and Torres Strait Islander peoples to enable them to actively participate in the social, economic, and political life within the City of Greater Geraldton.

Internal and External Consultation

In late June 2021, three stakeholder and community workshops were held over two days. The first workshop was with Aboriginal Peak Body groups, and the second was with non-Aboriginal Peak Body members, both held at Bundiyarra Aboriginal Community Aboriginal Corporation. The third workshop was open to the broader community and was held at the Geraldton Streetwork Aboriginal Corporation. The workshops aimed to gather feedback on developing the City's RAP and seek recommendations for future improvements.

Stakeholder and community workshops all followed a similar format, commencing with an Acknowledgement of Country followed by introductions. Participants were asked to briefly state their names and their connections. This was followed by an explanation of why they were invited to the workshop, the roles of everyone at the workshop (participants, City staff, facilitators) and the rules of participation.

The workshops explained what a RAP is, the five dimensions of reconciliation (race relations, equality & equity, unity, institutional integrity, historical acceptance) and the four different RAP types (Reflect, Innovate, Stretch, Elevate) and what they mean. This was followed by a progress report from senior City staff on the key achievements of the City's previous RAP and information regarding the City's planning for development of the new RAP.

The second session of each workshop gathered feedback from participants on the three pillars of the RAP framework (relationships, respect, opportunities). These sessions began by asking participants to think about how relationships with Aboriginal and Torres Strait Islander communities could be improved. Participants were then asked to share their comments and ideas with the group and outcomes were recorded. This process was then repeated for the remaining focus areas, respect and opportunities.

At the end of the discussions, a process to identify common priorities was undertaken by providing participants the opportunity to highlight their top three ideas or actions they thought were most important in each of the three focus areas.

In the sessions, explanation was provided on how participant feedback would be used to draft the RAP and prioritise actions. The feedback would also be used to review the existing vision statement to ensure it reflects current thinking and if not, to develop a new one.

Participants were informed of next steps, which included seeking feedback on the draft RAP from stakeholders and the community and then submitting it to Reconciliation WA and Reconciliation Australia for final review prior to presentation to Council for final adoption.

The consultation process has led to recommendations in governance process improvements and, once the Innovate RAP is finalised, the Internal RAP Working Group will re-form as an internal reference group and meet regularly to monitor and review the progress of implementation actions, evaluate new initiatives, and make recommendations for the future.

Transitioning from Stretch to Innovate RAP

In 2021, as a result of City staff attendance at the Reconciliation Forum held in Perth, WA, there was consideration to amend the focus of the City's next RAP. Following this forum and taking into consideration the feedback already received from the community and Midwest Aboriginal Organisation Alliance, it was proposed to the Council to transition from a Stretch RAP to an Innovate RAP. This proposal was approved as it aims to ensure achievable and accountable deliverables for Aboriginal and Torres Strait Islander peoples in the Midwest, as well as providing opportunity for the City to focus on its relationships with stakeholders and the community in regard to reconciliation.

The City's internal RAP champion has driven and supported the decision of the RAP to transition from the Stretch to Innovate RAP to ensure the best outcomes for the community and to adhere to RAP outcomes.

The RAP champion supports all events celebrating Aboriginal and Torres Strait Islander significant dates. The RAP champion promotes forums and workshops to raise cultural awareness and knowledge to build the relationship between the City and the Aboriginal and Torres Strait Islander community. The RAP champion, the Director of Community and Culture, strongly emphasises positive engagement within the community between Aboriginal and Torres Strait Islander peoples and the non-Aboriginal community.

The City of Greater Geraldton will ensure continued positive engagement with local Aboriginal and Torres Strait Islander peak bodies and local Aboriginal Elders through ongoing liaison and dialogue in addition to regular updates on the City's Innovate RAP actions.

The RAP Internal Stakeholders Group comprises City representatives from various departments, ensuring inclusion of representatives who are accountable for implementing key actions within the Innovate RAP.

The RAP Internal Stakeholder Group includes the following membership, one member identifies as a First Nations person:

- » CEO
- » Aboriginal Engagement
- » Organisational Development
- » Engagement Project Design and Delivery
- » Community and Culture
- » Communications and Tourism
- » Climate, Environment and Waste
- » Events & Venues
- » Library Heritage and Gallery

The City of Greater Geraldton RAP Journey

2020

In September 2020, the City began the engagement process with the community of City of Greater Geraldton including Mullewa, addressing the existing RAP that was due to expire in October 2022.

2021

In late June 2021, three stakeholder and community workshops were held. The workshops aimed to gather feedback on developing the City's RAP and seek improvement recommendations.

2021

In August 2021, the City compiled and reviewed feedback from community workshops.

2021

October 2021, the process to transition from Stretch level to Innovate level RAP commenced.

2021

December 2021, Council endorsed the proposal to move from Stretch level to Innovate.

2022

February 2022, the City registered their RAP interest with Reconciliation Australia.

2022

In June 2022 the first RAP Internal Working Group meeting was held.

2022

November 2022, the City invited Aboriginal and Torres Strait Islander peak bodies to a RAP discussion and morning tea to seek feedback on the Innovate RAP Draft.

2023

In January 2023, the City submitted the first Innovate RAP draft to Reconciliation Australia.

Iwarra Wilungga

In October 2022, the City of Greater Geraldton celebrated the inaugural Iwarra Wilungga Aboriginal Festival – Spring by the Sea.

This initiative created a platform to highlight the unique experiences of Aboriginal Cultures, encouraged local Aboriginal performers to develop and present their skills, and facilitated participation in cultural activities for people from diverse backgrounds.

The day opened with a Welcome to Country and Smoking ceremony hosted by Southern Yamatji Traditional Owners, followed by poetry from a Gija/Bardi woman and performances from various local Aboriginal dance performers. Live entertainment included a Didgeridoo performer, solo performances, and Aboriginal bands.

The Iwarra Wilungga Festival offered a space to include Aboriginal stallholders, creating opportunity to showcase their expertise to the whole community. The stalls provided the community with a range of interactive components such as basket weaving, boomerang painting and hand-made giftware. The initiative also provided a platform for all generations of the Aboriginal community to engage, mentor and encourage each other. It created a safe, encouraging and understanding environment where diversity was celebrated. This holistic concept recognised the importance of the complex connection to family, land, culture, ancestry, spirituality, and community. By providing connection opportunities and supporting social and emotional wellbeing the event strengthened relationships in the Geraldton community.

The City of Greater Geraldton received positive feedback on the Iwarra Wilungga Festival and is planning to host future events.

Emu in the Sky

In June 2022, the City of Greater Geraldton organised a Stargazing Event to celebrate National Reconciliation Week, with the theme 'Emu in the Sky'. The event's purpose was to encourage the community to come together and experience the beauty nature has to offer — the event aimed to promote and raise awareness, understanding, acceptance and inclusion in the community.

The event was held at the rural Gunnado Farm site near Walkaway. The working group chose this location due to its unobstructed panoramic 360-degree view. The event resulted from a collaboration between the City, local Elders and Traditional Owners, Geraldton Streetwork Aboriginal Corporation, Salvation Army, MEEDAC, Astrotours and Radio MAMA. The event opened with a Welcome to Country and traditional smoking ceremony hosted by Southern Yamatji Traditional Owner and was broadcasted live by Radio MAMA.

NAIDOC

The City of Greater Geraldton celebrated NAIDOC Week 2022 and 2023 by delivering Because of Him We Can poem exhibition, which was held at the Geraldton Library. The poems were created by a talented local Aboriginal woman who is a renowned poet, and the aim of the exhibition was to celebrate and raise awareness in the community about local Aboriginal men who have made a positive contribution to the community. The poems were added to the local history collection available at the Library.

The exhibition was well received by the community, with schools visiting the exhibition and requesting copies, in addition to requests for copies from local organisations.

Reconciliation Journey:

KEY ACHIEVEMENTS AND LEARNINGS

The City's commitment to the reconciliation journey with Aboriginal and Torres Strait Islander peoples has been marked by a series of achievements, profound learnings, and inevitable challenges.

National Reconciliation Week and NAIDOC Week celebrations at the City of Greater Geraldton highlight the importance of maintaining continuous and genuine engagement with Aboriginal and Torres Strait Islander communities. These events also serve as a reminder of the importance of extending genuine engagement beyond designated events. Within our community, there is a need for constant dialogue, collaboration, and the embedment of cultural protocols in everyday practice, ensuring they are not just acknowledged but lived.

During the journey, the year 2020 presented unique challenges, particularly during the COVID-19 period, which significantly impacted the City's reconciliation efforts. A significant obstacle was the difficulty in appointing an Aboriginal Engagement Officer, a crucial role for driving the City's RAP initiatives. This gap not only delayed several planned activities but also underscored the critical importance of consistent Aboriginal representation within the City's organisational framework. In response, the City took steps to establish the Aboriginal Engagement Officer position as a full-time, Section 50D role. This strategic decision greatly enhanced engagement with the local Aboriginal community and facilitated key initiatives. Since then, the City introduced the Aboriginal flag in the City council chambers, enhanced activities during NAIDOC and National Reconciliation Week, integrated Acknowledgement of Country in the City's email signatures, introduced Aboriginal Protocol induction and launched an inaugural Aboriginal Festival – Iwarra Wilungga.

Moreover, thanks to this role, relationships with Traditional Owners have been much stronger and have played an important role in embedding Aboriginal views and knowledge in projects such as the AMC park redevelopment and GRAG landscaping. Involving Traditional Owners from the beginning, has provided crucial cultural insights that significantly enriched the outcomes of the



Nola Gregory delivering a Poetry Reading at Iwarra Wilungga Festival 2022 – Photo by Trevor Pickett

City's projects. Also, in the past, meetings were typically held within the Civic Centre. However, the AMC park now, includes a yarning circle, offering a culturally appropriate meeting space that fosters greater engagement and respect for Aboriginal and Torres Strait Islander traditions.

In terms of employment initiatives, whilst the City's efforts to recruit Aboriginal and Torres Strait Islander peoples show an ongoing improvement, there is clear recognition of the need for continued improvements. The City recognises the necessity of fostering a nurturing environment that not only recruits but also supports growth, retention, and professional development of Aboriginal and Torres Strait Islander peoples within the organisation.

The City has made progress in reconciliation efforts, at the same time acknowledging that there have been challenges along the way. Whilst several actions have been marked as completed, translating these consistently into daily operations has posed challenges. Engaging every level of the organisation, in truly understanding and valuing reconciliation is an ongoing responsibility. Additionally, as the City aims to collaborate more with Aboriginal and Torres Strait Islander businesses, there is a need to better capture unique challenges and contributions. To create meaningful change, it is essential that the City's Reconciliation Action Plan not only outlines commitments but also ensures a tangible set of actions that can be actively tracked and measured for impact. In the City's ongoing commitment to reconciliation, the City has taken several significant steps as outlined in our previous Reconciliation Action Plan (RAP). These actions have either been completed, are now embedded in practice or are ongoing actions.

These efforts reflect the City's responsive approach to overcoming challenges and its commitment to meaningful community engagement. They demonstrate adherence to the principles of Reconciliation Australia and the City's dedication to ensuring Aboriginal voices are central in its decision-making processes. Moving forward, the City is committed to embedding these learnings into its operational procedures, continually adapting its RAP, and setting measurable goals to monitor progress and impact. This challenge has been a pivotal learning experience, shaping the City's approach as it transitions from Stretch to Innovate in its RAP journey.



Pavlina Hejderova, Coordinator Community Development and Denielle Riley, Aboriginal Engagement Officer, at Iwarra Wilungga Festival 2022 – Photo by Trevor Pickett

PREVIOUS RAP ACTIVITIES

(Reconciliation Action Plan 2017-2022)

Relationships

The City's previous Reconciliation Action Plan (RAP) has led to a series of embedded practices that continue to reinforce our commitment to reconciliation. Central to this is the emphasis on building relationships, prominently showcased through celebrations of National Reconciliation Week (NRW). This includes circulating NRW resources from Reconciliation Australia to CGG staff, registering City's NRW events on the official Reconciliation Australia website, and organising annual NRW events. CGG RAP working group's participation in external NAIDOC Week events also underscores City's commitment. All these activities are supported and enhanced by City's governance structures and outlined in the City of Greater Geraldton's Strategic Community Plan 2021-2031.

The City has been proactive in fostering positive relations and promoting comprehensive anti-discrimination strategies. The City's Corporate Compliance and Safety Team actively engaged with staff and advisors to refine City's anti-discrimination policies. This commitment also extends to educating senior leaders and all employees on the implications of discrimination. City's HR policies undergo thorough reviews to identify and reinforce anti-discrimination policies, including Equal Employment Opportunity Operational Policy, Equal Employment Management Plan, and Code of Conduct. New and existing employees are introduced to these policies during mandatory induction and training. Additionally, City's policies offer transparent opportunities for staff to voice concerns. These initiatives are overseen by CGG Governance and Compliance Team, and the City ensures compliance with current legislation which governs all aspects of recruitment and selection of employees in Australia and ensures that all legislations are adhered to at all times.

Respect

In its commitment to deepening cultural understanding, the City has undertaken comprehensive reviews of cultural learning needs within the organisation and established a full-time role for an Aboriginal Engagement Officer. This dedicated position enhances the City's efforts towards achieving deeper cultural understanding and allows better collaboration with local Traditional Owners and Aboriginal and Torres Strait Islander peoples. Furthermore, the City has ensured that all staff, including members of the RAP Working Group, Managers, Directors, and the CEO, engage in formal cultural learning sessions. All these initiatives are supported by the City's governance structures and HR policies.

Additionally, in an effort to enhance cultural sensitivity, the City prioritized increasing staff's understanding of significant cultural protocols, including the 'Welcome to Country Guide', the 'Guide to Aboriginal Culture in the Midwest', and the 'Acknowledgement of Country'. The City established, rolled out, and communicated these comprehensive guides to ensure consistent adherence. All events now see participation from local Traditional Owners to deliver Welcome to Country, while vital meetings commence with the appropriate Acknowledgement of Country. These initiatives are supported in the previous Reconciliation Action Plan and City of Greater Geraldton Events Strategy 2020 – 2025.

Opportunities

The City has focused on cultural representation at City events through diverse performances to demonstrate ongoing efforts towards inclusivity and cultural awareness. Aboriginal and Torres Strait Islander art is continuously incorporated into various City projects, services, and public spaces to celebrate and recognize the rich heritage and contributions of Aboriginal and Torres Strait Islander peoples. These initiatives are supported by Geraldton City Centre Revitalisation Plan and CGG Strategic Community Plan.

The City's RAP working group actively engages in external NAIDOC Week events, emphasizing our commitment to acknowledging and celebrating the histories, cultures, and achievements of Aboriginal and Torres Strait Islander peoples. These initiatives are embedded into the City of Greater Geraldton Business Plan and CGG Strategic Community Plan.

The City has also undertaken a comprehensive review of the current Aboriginal and Torres Strait Islander staffing to guide future employment and professional development initiatives. As a result, a strategic approach towards the recruitment, retention, and professional development of Aboriginal and Torres Strait Islander peoples has been developed and put into action. Furthermore, to ensure inclusivity, job vacancies have been tailored and advertised to effectively engage with Aboriginal and Torres Strait Islander stakeholders.

The City has rolled out a dedicated procurement policy focusing on Aboriginal and Torres Strait Islander businesses. This initiative not only encompasses the development of opportunities for procuring goods and services from these businesses but also emphasizes clear communication of such opportunities to staff. To further support this initiative, the City has reevaluated and adjusted its procurement practices, eliminating any barriers that may hinder collaborations with Aboriginal and Torres Strait Islander businesses. Moreover, to oversee and drive these commitments, an internal RAP Champion from senior management has been appointed and continues to play a pivotal role.

Governance

To ensure the effective implementation of the City's previous RAP, the City was proactive in establishing clear lines of communication and transparency. The City was in regular contact with Reconciliation Australia to ensure that its primary and secondary contact details were up to date, safeguarding the receipt of essential RAP correspondence. Annually, the City completed and submitted the RAP Impact Measurement Questionnaire to Reconciliation Australia. This process underscored the City's dedication to accountability, as it actively reported on RAP achievements, challenges, and learnings both internally and externally. The Reconciliation Working Group (RWG) played a key role in this process, meeting quarterly to oversee and guide the implementation of the RAP. As the City progressed, it continued its reconciliation journey by registering via Reconciliation Australia's website to commence the development of the subsequent RAP.

Reconciliation Action Plan



Relationships

Respectful relationships between Aboriginal and Torres Strait Islander peoples and the City are the foundation for achieving effective and long-lasting reconciliation outcomes.

Strengthening the relationship between Aboriginal and Torres Strait Islander peoples and the City is important because it is the foundation of our leadership in reconciliation. It underpins effective working relationships and leads to better policy outcomes.

Focus area: Building relationships to ensure growth by connecting people, sharing experiences, governance, communication, engagement, and partnerships.

Action	Deliverable	2024	2025	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to discuss community matters, that require collaborative input for future engagement.	March June September December	March June September December	Manager Community & Cultural Development Aboriginal Engagement Officer
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders, organisations and community members of all ages in culturally appropriate places. The guiding principles will shape the foundation for City's ongoing and future engagements, emphasising relationship and partnership building.		October	Aboriginal Engagement Officer
	Engage with local Aboriginal and Torres Strait Islander groups to reach agreement and consensus regarding the identification of the Traditional Owner Groups within the CGG's boundary, ensuring appropriate recognition and acknowledgment in our future initiatives and communications.		February	Manager Community & Cultural Development Aboriginal Engagement Officer
	Build direct relationships between the Civic leaders and Aboriginal and Torres Strait Islander leaders in the community to facilitate dialogue on issues and concerns of the local Aboriginal and Torres Strait Islander communities in culturally appropriate places.	December	December	Aboriginal Engagement Officer Office of the CEO

Action	Deliverable	2024	2025	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May	May	Manager Organisational Development
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June	27 May - 3 June	Aboriginal Engagement Officer
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June	27 May - 3 June	Aboriginal Engagement Officer
	Organise at least one NRW event each year.	27 May - 3 June	27 May - 3 June	Aboriginal Engagement Officer
	Register all our NRW events on Reconciliation Australia's NRW website	May	May	Aboriginal Engagement Officer
3. Promote reconciliation through our sphere of influence.	Develop and implement a City staff engagement strategy to raise awareness of reconciliation across our workforce.	December		Manager Organisational Development
	Communicate our commitment to reconciliation publicly.	June	June	Coordinator Communications & Tourism
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	May	May	Aboriginal Engagement Officer
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	August	August	Aboriginal Engagement Officer
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June	June	Manager Organisational Development
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	June	June	Manager Organisational Development
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	June	June	Manager Organisational Development
	Educate senior leaders on the effects of discrimination.	June	June	Manager Organisational Development

Reconciliation Action Plan



Respect

The City demonstrates respect for Aboriginal and Torres Strait Islander cultures and communities by embracing diversity, celebrating, and supporting NAIDOC Week, incorporating cultural heritage values into its operations, and being open to collaboration.

Council believes that respect for Aboriginal and Torres Strait Islander peoples, cultures and histories are an important factor in our own organisational learning and our leadership of reconciliation in our community.

Focus area: Respecting the connection to land and sea, pride in cultures and histories, understanding, appreciation, acknowledgement, learning, success, achievements, and celebration by the Traditional Owners of the region.

Action	Deliverable	2024	2025	Responsibility
5. Increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	October	October	Manager Community & Cultural Development
	Conduct a review of cultural learning needs within our organisation.	October	October	Manager Community & Cultural Development
	Develop and implement CGG cultural learning strategy and communicate the significance and objectives to all City staff to ensure alignment and understanding.	December		Aboriginal Engagement Officer
	Mandate Cultural Awareness Training for all new City staff within their first three months of employment, with a goal to achieve 90% completion across all City staff by the end of Year 1 of the RAP and aiming for 100% completion by Year 2.	November	November	Aboriginal Engagement Officer Manager Community & Cultural Development
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	August	August	Manager Community & Cultural Development

Action	Deliverable	2024	2025	Responsibility
6. Provide opportunities for all employees to engage with Aboriginal and Torres Strait Islander cultures and communities through NAIDOC Week events.	RAP Working Group to participate in an external NAIDOC Week event.	July	July	Manager Community & Cultural Development
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	July	July	Manager Organisational Development
	Promote and encourage participation in external NAIDOC events to all staff.	July	July	Manager Organisational Development
7. Explore the appropriate acknowledgement and renaming of culturally significant sites throughout the City of Greater Geraldton.	Engage with Traditional Owners to investigate opportunities for potential dual naming of City facilities or public open spaces.		December	Manager Community & Cultural Development Aboriginal Engagement Officer
	Engage with Yamatji Southern Regional Corporation and Irra Wangga Language Group to identify appropriate dual naming of sites.		December	Manager Community & Cultural Development Aboriginal Engagement Officer
	Investigate opportunities to include Acknowledgment of Country plaques at appropriate sites throughout the City of Greater Geraldton.		November	Manager Library, Heritage & Gallery Aboriginal Engagement Officer
8. Ensure that Aboriginal and Torres Strait Islander cultural heritage is recognised, promoted, acknowledged, and conserved throughout the City of Greater Geraldton.	Ensure CGG Heritage Strategy is current and endorsed by Council.		October	Manager Library, Heritage & Gallery
	Heritage Advisory Committee meetings to be held four times per year to advise and make recommendations to Council which protect, conserve, promote and celebrate our natural, historic and Aboriginal Heritage.	February	February	Manager Library, Heritage & Gallery

Action	Deliverable	2024	2025	Responsibility
	Engage with Aboriginal stakeholders specifically to discuss and address heritage matters, aiming to collaborate and ensure that local Aboriginal heritage is respected and preserved within the CGG region. As a part of this commitment, the City will review and update the Heritage Policy to align with the outcomes of these engagements.		December	Manager Library, Heritage & Gallery
9. Increase understanding and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledges throughout the City of Greater Geraldton.	Investigate the inclusion of First Nations names on the road name register prepared by the Planning team for use in new subdivisions		October	Manager Urban & Regional Development
	Update the City's website to prominently recognise and celebrate local Aboriginal cultures and histories. This will also highlight and acknowledge Aboriginal and Torres Strait Islander events and activities, serving as a platform to foster historical and cultural awareness among the wider community.	April	April	Coordinator Communications & Tourism Aboriginal Engagement Officer



Basket weaving workshop at Iwarra Wilungga Festival 2024 – Photo by Jesse Pickett

Reconciliation Action Plan



Opportunities

Co-creating opportunities with Aboriginal and Torres Strait Islander peoples to enable them to actively participate in the social, economic, and political life within the City of Greater Geraldton.

Co-creating opportunities with Aboriginal and Torres Strait Islander peoples is important to our Council. It is a practical way to demonstrate our commitment to closing the gaps in employment and economic development.

Focus area: The City will focus on being a leader to Aboriginal and Torres Strait Islander residents by sharing our knowledge in the community through participation, employment, education, arts, and tourism.

Action	Deliverable	2024	2025	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September	September	Manager Organisational Development
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy.	October	October	Manager Organisational Development
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.		November	Manager Organisational Development
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	October	October	Manager Organisational Development
	Endeavour to ensure that all requirement panel members complete formal and structured cultural awareness training.	October	October	Manager Organisational Development
	Aspire to achieve the City's Equal Employment Opportunity Management Plan for Aboriginal and Torres Strait Islander employment target of 6%		November	Manager Organisational Development

Action	Deliverable	2024	2025	Responsibility
	Identify positions that can be classified as 50(d) of the Equal Opportunity Act 1984 (WA) and advertise all job vacancies, accordingly, ensuring that they effectively reach Aboriginal and Torres Strait Islander stakeholders.		October	Manager Organisational Development
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Conduct annual procurement information sessions with regional Aboriginal and Torres Strait Islander businesses seeking to engage contract with the City.	August	August	Manager Corporate Compliance & Safety
	Investigate Supply Nation membership.		August	Manager Corporate Compliance & Safety
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	October	October	Manager Corporate Compliance & Safety
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	October	October	Manager Corporate Compliance & Safety
	Review the "Purchasing from Aboriginal Businesses" section of the "Council Policy – 4.9 Procurement of Goods and Services", which facilitates the engagement of tender-exempt Aboriginal and Torres Strait Islander contractors. Continue to communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	October	October	Manager Corporate Compliance & Safety

Action	Deliverable	2024	2025	Responsibility
12. Support initiatives that will encourage Aboriginal and Torres Strait Islander representation on City Council.	During election years, provide at least one information session on becoming a Councillor in a culturally safe place, such as a community location outside of the CIVIC Centre.		August	Manager Corporate Compliance & Safety
	Provide information via CGG communication channels to community and Aboriginal and Torres Strait Islander groups to inform and prompt Aboriginal and Torres Strait Islander representation on City Council		August	Manager Corporate Compliance & Safety
13. Engage with First Nations voices in the City's development by actively involving Aboriginal and Torres Strait Islander communities in the planning of place-making, new capital works, and major infrastructure renewals.	Proactively advocate to ensure meaningful consultation with the local Aboriginal and Torres Strait Islander communities in the design and delivery of capital works projects where appropriate.	July	July	Manager Project Delivery & Engineering
	Provide opportunities and promote the importance of genuine consultation with the local community to CGG staff, specifically emphasising the need to consult with Aboriginal and Torres Strait Islander stakeholders.	July	July	Manager Project Delivery & Engineering



Fred Ryan performing at Iwarra Wilungga Festival 2024 – Photo by Jesse Pickett

Reconciliation Action Plan



Governance

Action	Deliverable	2024	2025	Responsibility
14. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	March June September December	March June September December	Manager Community & Cultural Development
	Establish and apply Terms of Reference for the RWG.	December		Manager Community & Cultural Development
	Meet at least four times per year to drive and monitor RAP implementation.	March June September December	March June September December	Manager Community & Cultural Development
15. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April	April	Manager Community & Cultural Development
	Engage City's senior leaders and other staff in the delivery of RAP commitments.	October	October	Manager Community & Cultural Development Aboriginal Engagement Officer
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	September	September	Aboriginal Engagement Officer
	Maintain an internal RAP Champion from senior management.	September	September	Manager Community & Cultural Development Aboriginal Engagement Officer

Action	Deliverable	2024	2025	Responsibility
16. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Report RAP progress to the City staff, including senior leaders, quarterly.	March June September December	March June September December	Aboriginal Engagement Officer Manager Community & Cultural Development
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September	September	Aboriginal Engagement Officer
	Publicly report our RAP achievements, challenges, and learnings, annually.	October	October	Aboriginal Engagement Officer Coordinator Communications & Tourism
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April		Manager Community & Cultural Development
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.		December	Aboriginal Engagement Officer
	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	September	September	Aboriginal Engagement Officer
17. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.		September	Aboriginal Engagement Officer



Geraldton Foreshore – Photo by Dylan Alcock

FOR FURTHER INFORMATION CONTACT:

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