

**Shire of Mundaring
Innovate Reconciliation Action Plan August, 2022 – August, 2024**

<p>Our vision for reconciliation</p> <p>The Shire of Mundaring is committed to playing its role in reconciliation. Our vision for reconciliation is for an Australia that acknowledges its past with a commitment to a future that is inclusive of all. It is our intent to address the lack of understanding of the impact of past policies and practices that have contributed to the inequities that exist today for Aboriginal and Torres Strait Islander peoples. We will improve our relationships with the Aboriginal community, celebrate culture and be guided by respectful partnerships.</p>	
<p>Relationships</p> <p>The Shire will abide to the call by Aboriginal people “Nothing about us, without us”. Building strong relationships with the Aboriginal community is critically important to greater understanding and partnerships. Strong relationships will lead to working together as equals.</p>	
<p>Action</p>	<p>Deliverable</p>
<p>1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	<ul style="list-style-type: none"> Establish and resource a RAP Reference Group to enable ongoing conversations to assist with implementing and guiding our RAP actions.
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.
	<ul style="list-style-type: none"> Meet with local Aboriginal stakeholders and organisations to discuss development of partnerships to assist in implementing a community driven RAP.
<p>2. Build relationships through celebrating National Reconciliation Week (NRW).</p>	<ul style="list-style-type: none"> The Shire will organise at least one NRW event/activity each year.
	<ul style="list-style-type: none"> RAP Reference Group members to participate in an external NRW event.
	<ul style="list-style-type: none"> Encourage and support Senior Management, staff and Councillors to participate in at least one external event/activity to recognise and celebrate NRW.
	<ul style="list-style-type: none"> Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff and other key stakeholders.
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia’s NRW website.
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly.

3. Promote reconciliation through our sphere of influence.	• Implement strategies to engage our staff in reconciliation.
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.
	• Collaborate with Reconciliation Australia and other like-minded organisations to develop ways to advance reconciliation.
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.
	• Develop, implement and communicate an anti-discrimination policy for our organisation.
	• Engage with Aboriginal staff and/or Aboriginal advisors to consult on our anti-discrimination policy.
	• Educate Senior Management on the effects of racism.

Respect	
RAP will strive to improve respect of Aboriginal culture and its peoples. Aboriginal people are acknowledged as the oldest continuing culture in human history. This will lead to strong meaningful relationships.	
Action	Deliverable
5. Increase understanding, value and recognition of Aboriginal cultures, language, histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.
	• Consult local Traditional Owners and/or Aboriginal advisors on the development and implementation of a cultural learning strategy.
	• Develop, implement and communicate a cultural learning strategy for our staff.
	• Provide opportunities for RAP Reference Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.
	• Consider ways to promote Noongar language: <ul style="list-style-type: none"> ○ Placement of interpretative signage, ○ Explore opportunities for dual naming of place, and ○ Display Acknowledgement of Country in language on Shire website and email signature.

6. Increasing understanding of Aboriginal culture and history to the wider community.	<ul style="list-style-type: none"> • Consider ways to increase the understanding and knowledge of culture and history to the wider community within the Shire: <ul style="list-style-type: none"> ○ Capture and share local oral histories, and ○ Sharing of dreaming stories through the Shire library services.
7. Demonstrate respect to Aboriginal peoples by observing cultural protocols.	<ul style="list-style-type: none"> • Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.
	<ul style="list-style-type: none"> • Review, implement and communicate the Shire Protocol for Welcome to Country and Acknowledgement of Country.
	<ul style="list-style-type: none"> • Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.
	<ul style="list-style-type: none"> • Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.
8. Finding out the Aboriginal history of this area.	<ul style="list-style-type: none"> • Commission research into the area as it relates to Aboriginal people, the traditional connection, colonial history and the current situation.
9. Increasing public visibility of Aboriginal culture and history.	<ul style="list-style-type: none"> • Consider opportunities for acknowledging Aboriginal history, culture, significant events and individuals in public art, naming, renaming or co-naming streets, parks and other similar options: <ul style="list-style-type: none"> ○ Placement of interpretative signage, ○ Explore opportunities for dual naming of place, and ○ Incorporate Aboriginal Art in to Shire's Art Collection.
10. Build respect for Aboriginal cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> • RAP Working Group to participate in an external NAIDOC Week event.
	<ul style="list-style-type: none"> • Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.
	<ul style="list-style-type: none"> • Promote and encourage participation in external NAIDOC events to all staff.
	<ul style="list-style-type: none"> • Shire to coordinating a NAIDOC event/activity.

Opportunities	
The Shire of Mundaring's RAP must include opportunities for Aboriginal people and businesses to benefit from the local economy.	
Action	Deliverable
11. Improve employment outcomes by increasing Aboriginal recruitment, retention and professional development.	<ul style="list-style-type: none"> • Increase the percentage of Aboriginal staff employed in our workforce.
	<ul style="list-style-type: none"> • Investigate development of an Aboriginal traineeship and/or cadetship program.
	<ul style="list-style-type: none"> • Review and update Shire Workforce Plan to include strategies aimed at increasing Aboriginal recruitment, retention and professional development.
	<ul style="list-style-type: none"> • Review HR and recruitment procedures and policies to remove barriers to Aboriginal participation in our workplace.
	<ul style="list-style-type: none"> • Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.
12. Increase Aboriginal supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> • Develop and implement an Aboriginal procurement strategy.
	<ul style="list-style-type: none"> • Investigate Supply Nation membership and meet with the Noongar Chamber of Commerce and Industry.

Governance	
Ensuring the RAP is embedded across the organisation and appropriate accountability measures are in place.	
Action	Deliverable
13. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> • Maintain Aboriginal representation on the RAP Reference Group.
	<ul style="list-style-type: none"> • Establish and apply a Terms of Reference for the RAP Reference Group.
	<ul style="list-style-type: none"> • Meet at least four times per year to drive and monitor RAP implementation.
	<ul style="list-style-type: none"> • Define resource needs for RAP implementation.

14. Provide appropriate support for effective implementation of RAP commitments.	• Engage our Senior Management and other staff in the delivery of RAP commitments.
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.
	• Appoint and maintain an internal RAP Champion from senior management.
	• Appoint and maintain Aboriginal representation on Shire Advisory Groups.
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia as required.
	• Report RAP progress to all staff and Senior Management bi-annually.
	• Publically report our RAP achievements, challenges and learnings, annually: <ul style="list-style-type: none"> ○ Via Shire Annual Report, and ○ Digital media platform.
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.
16. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.

Contact details

Name: Karen White

Position: Coordinator Community Engagement

Phone: 08 9290 6715

Email: CCE@Mundaring.wa.gov.au