

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

Message from Local Elder – Currently in development

Message from the Shire President

Kaya (hello).

On behalf of Shire of Mundaring, I respectfully acknowledge the Whadjuk people of the Noongar Nation, who are the traditional custodians of this land. We acknowledge Elders past, present and emerging and respect their continuing culture and the contribution they make to the region.

Shire of Mundaring is privileged to be home to sites of cultural and historical significance such as Mundaring Weir, John Forrest National Park and Helena Valley Quarry. The original inhabitants of the area were the Noongar Aboriginal people and some of our townsites, including Mundaring, Wooroloo and Boya, have place names of Aboriginal origin. In fact, Mundaring is thought to be an Aboriginal word meaning “a high place on a high place” or “the place of the grass tree leaves”.

I am proud to present the Shire’s first Reconciliation Action Plan. This plan has been informed by input from our local Aboriginal community, non-Aboriginal community and consultation with key stakeholders. It outlines actions that work towards achieving our unique vision for reconciliation.

A Reconciliation Action Plan is a formal commitment to reconciliation, driven by the key themes of Relationships, Respect and Opportunities.

The Shire is keen to build on the positive support it extends to Aboriginal and Torres Strait Islander communities through events and activities that celebrate Indigenous culture. We respectfully fly both the Aboriginal and Torres Strait Islander flags and regularly consult with local Aboriginal people to enable their say in decision-making.

Furthermore, in developing the Strategic Community Plan our community told us that recognising and celebrating Noongar language and culture was a priority.

Our first RAP seeks to put that aspiration into action and provides a framework that supports the Shire's contribution to reconciliation both internally and within the community we operate. This document aims to be meaningful, mutually beneficial and sustainable.

Reconciliation Australia has endorsed four types of RAPs and we have opted for the second tier, Innovate.

Through implementing this RAP, Shire of Mundaring will strengthen relationships with the Aboriginal community, create opportunities and enhance respect for the culture and contributions Aboriginal people make to our community.

The community has a vision that we will improve our relationships with the Aboriginal community, celebrate culture and be guided by respectful partnerships.

I thank all those who provided input into this Plan. We look forward to your involvement and feedback as its actions are implemented.

Cr James Martin
Shire President

Our vision for reconciliation

The Shire of Mundaring is committed to having an active 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 and redress 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.

Our business

Shire of Mundaring is an outer eastern Perth metropolitan local government authority employing just over 300 staff, of which 1% have identified as being an Aboriginal and/or Torres Strait Islander person. The Census 2016 data shows the Shire has a population of 38,157 residents of which just over 700 were of Aboriginal and Torres Strait Islander background. Approximately 70% of residents were born in Australia and 24% were born overseas (6% not stated).

The Shire is located about 35 kilometres from the Perth CBD and has a land area totalling 644 km², of which nearly half is National Park, State Forest or water catchments. The Noongar Aboriginal people were the first to arrive in the area and it is widely believed that they named the area based on its distinct geographical features - Mundaring is an Aboriginal word which means “on a high place” or “the place of the grass tree leaves”. Whilst predominantly based within the Whadjuk region the shire also extends north-east into the Ballardong region.

The Shire region is made up of 22 distinct localities across rural, bush and more urbanised environments; Bailup, Beechina, Bellevue, Boya, Chidlow, Darlington, Glen Forrest, Gorrie, Greenmount, Helena Valley, Hovea, Mahogany Creek, Malmalling, Midvale, Mount Helena, Mundaring, Parkerville, Sawyers Valley, Stoneville, Swan View, The Lakes and Wooroloo. Naming origins of several of these suburbs are associated with the Aboriginal history and culture of the land (Landgate 2021), such as:

- *Bailup* is a rural locality and derived its name from Bailup Creek and a police station and inn established on the Toodyay Road in the 1840s. The name is Aboriginal, of unknown origin. It first appeared as “Baylup” on Philip Chauncy’s survey plans in the 1840s.

- *Beechina* is the Aboriginal name of a nearby white gum valley, further north-east. It was first recorded by surveyor P Chauncy in 1847, when he was carrying out the survey of the first road to Northam. The locality was named after the townsite which it encompasses and was approved on 20th December 1979.
- *Boya* has a Government quarry established in the hills a little south-west of Darlington to supply the stone required to build the groynes at Fremantle Harbour. A spur line was run into the quarry from the existing railway and, by July 1901, dozens of iron and hessian huts housing approximately 150 workmen were clustered near the site. In August of 1901, construction began on a railway siding for the use of this settlement and the first name proposed was 'Yan-Yeen'. This was rejected because of a duplication in Victoria and the Aboriginal word 'Boya', appropriately meaning rock/stone, was chosen instead. It was later found that the correct Aboriginal name for the area was 'Nyeedoup' but Boya remains appropriate as the Aboriginal sub-tribe who once inhabited the hills were known as 'Boya-Ngoora'.
- *Mundaring's* permanent settlement began in 1882-84 when Mr Peter Gugeris established a vineyard south of the Eastern Railway. Gugeris was born in London in 1845 and gained experience in the wine industry in Italy. The first railway siding at Mundaring was named after him and for some years the area was generally known as "Gugeris". A later settler, M H Jacoby, took over Gugeris' vineyards in 1893, and named the business the "Mundaring Vineyard Company". The name came from an Aboriginal camp situated nearby and the meaning given to Jacoby by the Aborigines was "a high place on a high place". The correct pronunciation was "Mundahring" but common usage has gradually converted this to "Mundairing".
- *Wooroloo* is an Aboriginal name, first recorded in 1841 when a site for townsite to be named "Worriloo" was surveyed. Other spellings of Worrilow and Warriloo are also recorded, but by the 1890's the Wooroloo spelling was commonly used. A railway stopping place named Wooroloo was established in 1897, and a government townsite of this name declared in 1913.

The Shire and community aspire to a vision of, a 'Place for Sustainable Living' and to achieve this prioritises the following:

- The Shire incorporating sustainable development principles into its decision making and own operations;
- Households and businesses making sustainable choices; and
- The community sharing knowledge, including Aboriginal knowledge, and leading community based activities to promote, inspire and inform sustainable living.

This Reconciliation Action Plan is a significant document within the Shire's integrated planning and reporting framework and identifies key actions to which the Shire has committed to support reconciliation and bring unity, understanding and respect between Aboriginal and Torres Strait Islanders and non-Indigenous Australians.

Disclaimer

This plan will mostly use Aboriginal people as opposed to Aboriginal and Torres Strait Islander people. This is to not disrespect Torres Strait peoples but acknowledging we are on Noongar country of which mostly comprises Aboriginal people. The use of Aboriginal people will be inclusive of Torres Strait Islander people.

Our RAP

Shire of Mundaring has taken a number of steps over recent years to engage and empower the local Aboriginal community mainly in the areas of celebrating and supporting local Aboriginal culture and history and providing health and wellbeing services for local Aboriginal families.

Successes include:

- Provision of family day care, parenting services, child care services, health services, Aboriginal family support programs and adult education through our Midvale Hub;
- Employment opportunities for Aboriginal people;
- Shire hosted community events and festivals with Aboriginal and Torres Strait Islander people providing entertainment;
- Encouraging community group event organisers to incorporate sharing Aboriginal culture and history at local events e.g. bush tucker planting and tasting;
- Developed partnerships with local organisations focused on reconciliation such as Swan Districts FC, Koya Aboriginal Corporation and East Metropolitan Regional Council;
- Developed protocols for Welcome to Country and Acknowledgement of Country;
- Continued consultation with our Aboriginal community to include them in decision making;
- Fly the Aboriginal flag on a permanent basis at various Shire facilities; and
- Development of a regular environmental newsletter themed by the six seasons.

Recognising these successes, a decision was made to develop an Innovate RAP to advance our commitment to reconciliation. This RAP consolidates our achievements and sets out our commitment to developing and strengthening relationships with Aboriginal people, ways to engage staff and key stakeholders in our reconciliation journey and innovative actions focused on empowering local Aboriginal people.

The decision to develop a RAP was based on community aspirations and support from senior management and Council. The Shire's Strategic Community Plan, developed through extensive community consultation, documents our long term commitment to:

‘Recognise and celebrate Noongar language and culture’, and
‘Aboriginal community-led Shire and community partnerships for reconciliation and enhanced cultural awareness’.

Our RAP development and delivery is facilitated by the Shire Community Engagement team. The RAP is informed through engagement with local Aboriginal communities, Aboriginal Shire staff, local organisations and community representatives with an interest in Aboriginal history and culture. During the consultation workshops a number of individuals expressed an interest to be appointed as a member of a RAP Reference Group with a purpose to finalise development of the draft Innovate RAP and guide and monitor delivery following endorsement by Reconciliation Australia and Council.

The following members bring a wealth of experience and local knowledge to the RAP Reference Group:

- Cindy Nelson, Local Aboriginal Senior Whadjuk Yok and Aboriginal Islander Education Officer
- Bridget Headley, Aboriginal staff member, Indigenous Advancement Strategy Coordinator, Shire of Mundaring Children's Services
- Tamara O'Donnell, Aboriginal staff member, Qualified Early Childhood Educator, Shire of Mundaring Children's Services
- Michelle Craig, Aboriginal staff member, Family Support Outreach Worker, Shire of Mundaring Children's Services
- Andria Spencer, Aboriginal Elder and Parenting Educator, Shire of Mundaring Children's Services
- Jeffrey Murray, Regional Indigenous Liaison Officer and Mundaring & Hills Historical Society
- Val Shiell, Darlington History Group
- Sergeant James Parker, Officer in Charge Mundaring Police Station, WA Police
- Tonia Leonard, HIPPIY Midland Coordinator, Ngala
- Jenny Kerr, Mundaring Arts Centre
- Francesca Flynn, Mundaring Chamber of Commerce and Local Business Leader
- Fleur Adams, Local Business Leader
- Cr. John Daw, Shire of Mundaring
- Shannon Foster, Manager Libraries, Communications and Engagement
- Karen White, Coordinator Community Engagement
- Morgan Yasbincek, Shire of Mundaring Librarian – Young People's Services

Relationships

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.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<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. 	August 2022	Coordinator Community Engagement Manager Family and Children Services
	<ul style="list-style-type: none"> • Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	September 2022	Coordinator Community Engagement
	<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. 	August 2022	Coordinator Community Engagement

2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> The Shire will organise at least one NRW event/activity each year. 	27 May - 3 June, 2023 and 2024	Manager Family and Children Services
	<ul style="list-style-type: none"> RAP Reference Group members to participate in an external NRW event. 	27 May - 3 June, 2023 and 2024	Coordinator Community Engagement Human Resources Administration Assistant Secretary Community Engagement and Recreation and Leisure
	<ul style="list-style-type: none"> Encourage and support Senior Management (Leadership Team), staff and Councillors to participate in at least one external event/activity to recognise and celebrate NRW. 	27 May - 3 June, 2023 and 2024	Director Strategic and Community Services
	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and other key stakeholders. 	27 May - 3 June, 2023 and 2024	Communications Coordinator
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website. 	27 May - 3 June, 2023 and 2024	Coordinator Community Engagement
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. 	August 2022	Communications Coordinator Coordinator Community Engagement
	<ul style="list-style-type: none"> Implement strategies to engage our staff in reconciliation. 	November 2022	Coordinator Community Engagement Communications Coordinator Human Resources Officer
	<ul style="list-style-type: none"> Identify opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	September 2022	Coordinator Community Engagement
	<ul style="list-style-type: none"> Collaborate with Reconciliation Australia and other like-minded organisations to develop ways to advance reconciliation. 	February 2023	Coordinator Community Engagement

4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	March 2023	Manager Human Resources
	<ul style="list-style-type: none"> Review the Shire Equal Employment Opportunity and Anti-bullying policy and implement and communicate across the organisation. 	April 2023	Manager Human Resources
	<ul style="list-style-type: none"> Engage with Aboriginal staff and/or Aboriginal advisors to consult on our Equal Employment Opportunity and Anti-bullying policy. 	June 2023	Manager Human Resources
	<ul style="list-style-type: none"> Educate Senior Management (Leadership Team), staff and Councillors on the effects of racism. 	July 2023	Human Resources Coordinator

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	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal cultures, language, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Review Shire Learning and Development Organisational Practice and identify and meet cultural learning needs within our organisation. 	September 2023	Human Resources Coordinator
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal advisors on the development and implementation of a cultural learning strategies within Learning and Development Organisational Practice. 	October 2023	Coordinator Community Engagement Manager Human Resources
	<ul style="list-style-type: none"> Communicate cultural learning strategies within Learning and Development Organisational Practice to staff. 	December 2023	Coordinator Community Engagement Manager Human Resources
	<ul style="list-style-type: none"> Provide opportunities for RAP Reference Group members, HR Professionals and other key leadership staff to participate in formal and structured cultural learning. 	November 2023	Coordinator Community Engagement Human Resources Coordinator

	<ul style="list-style-type: none"> Consider and implement ways to promote Noongar language: <ul style="list-style-type: none"> Placement of interpretative signage, Explore, promote and implement opportunities for dual naming of place, and Display Acknowledgement of Country in language on Shire website and email signature. 	July 2023	Director Infrastructure Services Manager Planning and Environment Manager Libraries, Communications and Engagement Communications Coordinator
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. 	December 2022	Manager Libraries, Communications and Engagement Librarian - Young Peoples Services
7. Demonstrate respect to Aboriginal peoples by observing cultural protocols.	<ul style="list-style-type: none"> Increase staff's understanding of cultural protocols and their purpose and significance, including Welcome to Country and Acknowledgement of Country protocols. 	August 2022	Executive Assistant to Chief Executive Officer
	<ul style="list-style-type: none"> Review, implement and communicate the Shire Protocol for Welcome to Country and Acknowledgement of Country. 	August 2022	Executive Assistant to Chief Executive Officer
	<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 civic events each year. 	August 2022	Executive Assistant to Chief Executive Officer
	<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	August 2022	Executive Assistant to Chief Executive Officer
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. 	February 2023	Manager Libraries, Communications and Engagement
9. Increasing public visibility of Aboriginal culture and history.	<ul style="list-style-type: none"> Consider and implement 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, promote and implement opportunities for dual naming of place, and 	February 2023	Manager Planning and Environment Manager Libraries, Communications and Engagement

	<ul style="list-style-type: none"> ○ 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 Reference Group to participate in an external NAIDOC Week event. 	First week in July 2023 and 2024	Secretary Community Engagement and Recreation and Leisure
	<ul style="list-style-type: none"> • Promote and encourage participation in external NAIDOC events to all staff. 	June 2023 and 2024	Coordinator Community Engagement
	<ul style="list-style-type: none"> • Shire to coordinate a NAIDOC event/activity. 	First week in July 2023 and 2024	Manager Family and Children Services Librarian – Young Peoples Services

Opportunities			
The Shire of Mundaring’s RAP must include opportunities for Aboriginal people and businesses to benefit from the local economy.			
Action	Deliverable	Timeline	Responsibility
11. Improve employment outcomes by increasing Aboriginal recruitment, retention and professional development.	<ul style="list-style-type: none"> • Develop strategies to increase the percentage of Aboriginal staff employed in our workforce. 	February 2024	Manager Human Resources
	<ul style="list-style-type: none"> • Investigate development of an Aboriginal traineeship and/or cadetship / work placement program. 	February 2024	Human Resources Coordinator
	<ul style="list-style-type: none"> • Review and update Shire Workforce Plan to include strategies aimed at increasing Aboriginal recruitment, retention and professional development. 	February 2023	Manager Human Resources
	<ul style="list-style-type: none"> • Review HR and recruitment procedures and policies to remove barriers to Aboriginal participation in our workplace. 	February 2023	Manager Human Resources
	<ul style="list-style-type: none"> • Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	February 2023	Human Resources Coordinator
12. Increase Aboriginal supplier diversity to support improved	<ul style="list-style-type: none"> • Review Shire Purchasing Policy to include Aboriginal procurement strategies within the policy. 	March 2023	Manager Finance and Governance

economic and social outcomes.	<ul style="list-style-type: none"> Investigate Supply Nation membership and meet with the Noongar Chamber of Commerce and Industry. 	September 2023	Manager Finance and Governance
	<ul style="list-style-type: none"> Encourage local Aboriginal Organisations and Businesses to register on the Shire's online Business Directory. 	December 2022	Strategic Projects Advisor
13. Support the implementation of the South West Native Title Settlement process.	<ul style="list-style-type: none"> Support land transfers as recommended by State decision making processes. 	August 2022	Manager Planning and Environment
	<ul style="list-style-type: none"> Encourage the Department of Planning, Lands and Heritage to invest and commit to open and transparent communication and engagement practices in their decision making process; with a view that this will assist in ensuring community acceptance and successful implementation of South West Native Title Settlement process. 	August 2022	Manager Planning and Environment
14. Develop partnerships with Traditional Owners to share cultural knowledge in the matters of land and fire management and natural disaster resilience.	<ul style="list-style-type: none"> Engage with Traditional Owners and investigate partnerships that deliver programs focused on land and fire management and natural disaster resilience e.g. Perth NRM's Preparing Australian Communities Program. 	August 2023	Coordinator Environment and Sustainability Manager Community Safety & Emergency Management

Governance			
Ensuring the RAP is embedded across the organisation and appropriate accountability measures are in place.			
Action	Deliverable	Timeline	Responsibility
15. Establish and maintain an effective RAP Reference group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain Aboriginal representation on the RAP Reference Group. 	August 2022	Coordinator Community Engagement
	<ul style="list-style-type: none"> Establish and apply a Terms of Reference for the RAP Reference Group. 	August 2022	Coordinator Community Engagement
	<ul style="list-style-type: none"> Meet at least two times per year to guide and maintain RAP implementation. 	August 2022	Coordinator Community Engagement

16. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	August 2022	Manager Libraries, Communications and Engagement
	<ul style="list-style-type: none"> Engage our Senior Management and other staff in the delivery of RAP commitments. 	August 2022	Manager Libraries, Communications and Engagement
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	August 2022	Manager Libraries, Communications and Engagement
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from Executive Leadership Team. 	August 2022	Chief Executive Officer
	<ul style="list-style-type: none"> Review biennial (election year) Advisory Group's Terms of Reference to include opportunities to appoint and maintain Aboriginal representation on Shire Advisory Groups. 	August 2023	Governance Coordinator
17. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia as required. 	September, 2023 and 2024	Coordinator Community Engagement
	<ul style="list-style-type: none"> Report RAP progress to all staff and Senior Management bi-annually. 	August 2023 and 2024	Manager Libraries, Communications and Engagement
	<ul style="list-style-type: none"> Publically report our RAP achievements, challenges and learnings, annually: <ul style="list-style-type: none"> Via Shire Annual Report, and Digital media platform. 	December 2023 and 2024	Coordinator Community Engagement / Communications Coordinator
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	March 2024	Coordinator Community Engagement
18. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	July 2024	Coordinator Community Engagement

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