



CITY OF BELMONT RECONCILIATION ACTION PLAN 2015-2017



ACKNOWLEDGEMENT OF NOONGAR WHADJUK PEOPLE

The City of Belmont acknowledges the Noongar Nation and specifically the Whadjuk people as the Traditional Custodians of this land and we pay our respects to Elders, past and present.

We also acknowledge all Aboriginal and Torres Strait Islander peoples living within the City of Belmont.

STATEMENT FROM THE CITY'S ABORIGINAL REFERENCE COMMITTEE

The City of Belmont's Aboriginal Reference Committee (ARC) was established in September 2013. The ARC consists of Aboriginal and Torres Strait Islander community members (throughout the Reconciliation Action Plan, the term 'Aboriginal' respectfully refers to Aboriginal and Torres Strait Islander peoples and communities of Australia), City of Belmont staff and Council including the Mayor and Chief Executive Officer. The Mayor is the Chair of the ARC.

The City of Belmont is committed to and continues to work and support the local Aboriginal community by celebrating local Aboriginal art, cultures, histories and wellness.

Connecting the City of Belmont to the local Aboriginal community and organisations will enable Aboriginal people to have their voices heard, thereby creating a safe environment in which Aboriginal and non-Aboriginal people can live and work together.

The *City recognises the importance of meaningful engagement, mutual respect, creating trust and utilising culturally appropriate practices and protocols to truly understand the needs of local communities; to continue to build trust and create opportunities to develop positive outcomes.

This RAP recognises achievements thus far, and focuses on the recognition and celebration of Aboriginal cultures, heritages and traditions.

The City of Belmont seeks to work in partnership with Aboriginal communities to further create ownership for initiatives within this RAP.



Cr. Phil Marks
Mayor



Stuart Cole
Chief Executive Officer

*Please note: *The 'City' refers to the City of Belmont.*



STATEMENT FROM COMMUNITY MEMBERS OF THE CITY'S ABORIGINAL REFERENCE COMMITTEE

We are pleased to be associated with the City of Belmont and to represent the Aboriginal residents of the Belmont area.

Our roles on the ARC are to advise the City of Belmont on matters relating to cultural protocols and practices, including men's and women's business, throughout their organisation with the local Aboriginal community.

We commend the City of Belmont for their foresight in establishing the Aboriginal Reference Committee and its Reconciliation Action Plan and we look forward to our continued association with the City, staff and the Belmont community.



Picture of the Aboriginal Reference Committee and guests. From top left to right: Ric Lutey, Director Technical Services (guest); Stuart Cole, Chief Executive Officer; Mayor Phil Marks; Robin Garrett, Director Corporate and Governance (guest); Amina Currimbhoy, Coordinator Community Development; Linda Loo, Aboriginal Engagement Officer; Marta Makuch, Administration Officer Community Development; Neville Deague, Director Community and Statutory Services; Janice McEwan, Community Member; Lesley Radloff, Community Member; Tamika Townsend, Reconciliation Australia (guest); Councillor Robert Rossi JP, Deputy Mayor; Doreen Nelson, Community Member and Lisa Dobrin, Manager Community Development.

STATEMENT FROM THE CEO OF RECONCILIATION AUSTRALIA

On behalf of Reconciliation Australia, I congratulate the City of Belmont on the implementation of its first Reconciliation Action Plan (RAP).

In adopting a RAP, the City of Belmont joins more than 600 organisations around Australia, each using their unique capabilities and sphere of influence to make a meaningful contribution to reconciliation.

At Reconciliation Australia, our role as the national leader for reconciliation is to inspire social change and build relationships, respect and trust between Aboriginal and Torres Strait Islander peoples and other Australians.

Through our innovative programs and initiatives, we work to connect and engage people and organisations, set up frameworks for action, provide resources and promote the many stories of Aboriginal and Torres Strait Islander success.

The RAP program leads the way in helping to bring about that social change to workplaces around the country. In so doing it provides sustainable opportunities in education, employment and business for Aboriginal and Torres Strait Islander peoples.

I commend the City of Belmont for its strong emphasis on the importance of ongoing respectful engagement with local Aboriginal communities. Your RAP has now laid the foundation for a long term, productive and mutually beneficial relationship.

It also sets clear achievable goals for the future and articulates the City's commitment to focus on the recognition and celebration of Aboriginal cultures, heritage and traditions.

On behalf of Reconciliation Australia, I thank the City of Belmont and the Aboriginal Reference Committee for its dedication in formulating the RAP, it is a fine achievement.



Justin Mohamed
CEO Reconciliation Australia



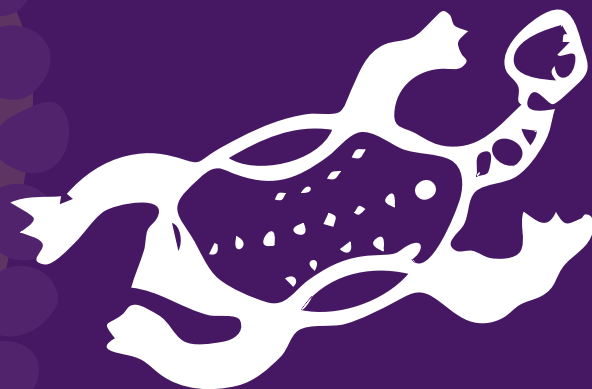
TIMEFRAMES FOR ACTIONS

Actions will be achieved by the end of the month of the year noted in the RAP.

Our vision for Reconciliation encapsulates Relationships, Respect and Opportunities.

The City of Belmont – City of Opportunity strives to:

- Build meaningful and mutually respectful relationships focussing on trust and understanding.
- Work in partnership with Aboriginal and non-Aboriginal communities to develop and plan initiatives that may affect Aboriginal communities.
- Empower Aboriginal and non-Aboriginal communities to create more ownership for initiatives that are occurring within the Belmont area.
- Two-way communication between Aboriginal and non-Aboriginal communities and staff to assist with planning, implementing and evaluating the City's Reconciliation Action Plan initiatives.
- Celebrate, recognise and promote Aboriginal and non-Aboriginal cultures, heritage, traditions and wellness within the Belmont area.
- Create opportunities for Aboriginal communities to participate in the City's initiatives, operations and employment.
- Create a harmonious, fair and equitable City enhanced by mutual respect and strong relationships between Aboriginal peoples and the wider Australian community.



Our Business

The City of Belmont is a metropolitan Local Government which is situated six kilometres from the Perth CBD. It comprises of six suburbs including Ascot, Belmont, Cloverdale, Kewdale, Rivervale, Redcliffe, and the Perth Airport precinct which covers a total area of approximately 40 square kilometres. As of 2014, we have an estimated 40,083 residents of whom 1,056 residents identified as Aboriginal and/or Torres Strait Islander people. In 2014, the City operates from the Civic Centre and the Operation Centre with a staffing of 260, including two Aboriginal staff members.

As a Local Government, the City identifies the needs of its diverse community and works in partnership with internal and external stakeholders to address the needs by developing innovative and sustainable strategies. The City of Belmont is home to a diverse and harmonious community, thriving from the opportunities of our unique, riverside City.

This Reconciliation Action Plan (RAP) embraces the City's Vision statement and eight elements of our vision which include – home, community, diversity, harmonious, thriving, unique, riverside and opportunity.

The City strives for:

- A sense of belonging, ownership and engagement for both residents and businesses which engenders a pride in the City of Belmont and a desire to stay for the long term.
- A diverse community which incorporates residents, businesses and visitors. These three facets of the community are diverse within themselves and it is important to continue to strive towards harmony both within and amongst all three elements.
- Diversity, as it's a key to the City of Belmont being able to ensure it remains sustainable and has the capacity to grow with the changing environment and community expectations. This City has significant diversity in its land uses, demographics, housing stocks and affordability, amenity and businesses.
- Harmony, in its interaction with its environment, amongst its community members and its built form. It is important that this continues to develop into the future.
- A prosperous and flourishing community full of life and at its best. Embracing the opportunities that present themselves in our City through access to well planned facilities and amenities which inspire confidence and enables the community to thrive.
- Uniqueness, as its strong mix of residential, commercial and industrial properties, close to air, rail and road transport hubs, all within six kilometres of the Perth CBD and with 11km of pristine river frontage make the City of Belmont a unique place to live and do business.
- Connectivity to its river frontage. The Swan River is a significant asset to the City's amenity. Access to riverside parklands, natural bushland and wetlands as well as water based activities such as kayaking, boating, waterskiing and fishing significantly enhances the quality of life for residents of the City of Belmont.
- Creating opportunities that are endless within our City. Business, transport, residential diversity, recreational facilities and location make the City of Belmont a true 'City of Opportunity'.



Population of Aboriginal and Torres Strait Islander peoples within the Belmont area

As of 2011, approximately 3.0% of the total population within the City of Belmont identified as Aboriginal and/or Torres Strait Islander, with the highest proportion aged between 5 to 49 years. More than 13.5% of the City's Aboriginal and Torres Strait Islander population are under 12 years of age which is almost double in comparison with the City's total population, as depicted in the below figure. Also, as noted in the City's community statistics package (Profile.id), there are more Aboriginal and Torres Strait Islander people employed as professionals in the City of Belmont than any other occupation.



Figure 1 – Service Age Group (years) of Aboriginal and Torres Strait Islander and non-Indigenous population within the City of Belmont, 2011 (Sourced Profile .i.d.).

Our RAP Journey

The City of Belmont's journey in developing this RAP started with engaging Vision Network Inc. who facilitated two half day forums at the Civic Centre. In 2010, a Council Standing Committee – Community Vision, formerly known as Community Capacity, was established and focussed on matters of strategic importance in relation to Community Development. This also focussed on Aboriginal and Torres Strait Islander communities.

The first report 'Stage 1 – Listening – Current Status and Project Scope of Aboriginal Engagement Plan' captured feedback from a number of consultations. This Plan was completed in 2011 by the Community Development team and the report was then reviewed by consultants – Donna Kickett and Josh Collard from Dookatj Consultancy. The title of this report was chosen by the City as it understood that the first step in developing meaningful dialogue with local Aboriginal and Torres Strait Islander communities is for staff and Council to listen, understand the issues and concerns confronting the local community.

The report collated the feedback from previous consultation forums and clearly identified areas to focus on within this RAP.

This Council endorsed report featured three steps in the Aboriginal Engagement Plan journey. After further consultations 'Stage 2: Visioning – statement of intent and strategic direction' and 'Stage 3: Voicing – establish and implement a Community Plan' have now been amalgamated into this Reconciliation Action Plan and any outstanding actions from Stage 1 have been incorporated into this RAP. As of 2014, the City is one of nine Councils in WA that have or are developing a Reconciliation Australia endorsed RAP.

The City engaged Opportunities Without Boundaries in 2012, to assist with progressing initiatives stated in Stage 1 and to assist with the development of the initial stages of this RAP. A summary report was completed which collated local, state and national RAPs and Aboriginal Strategic Plans.

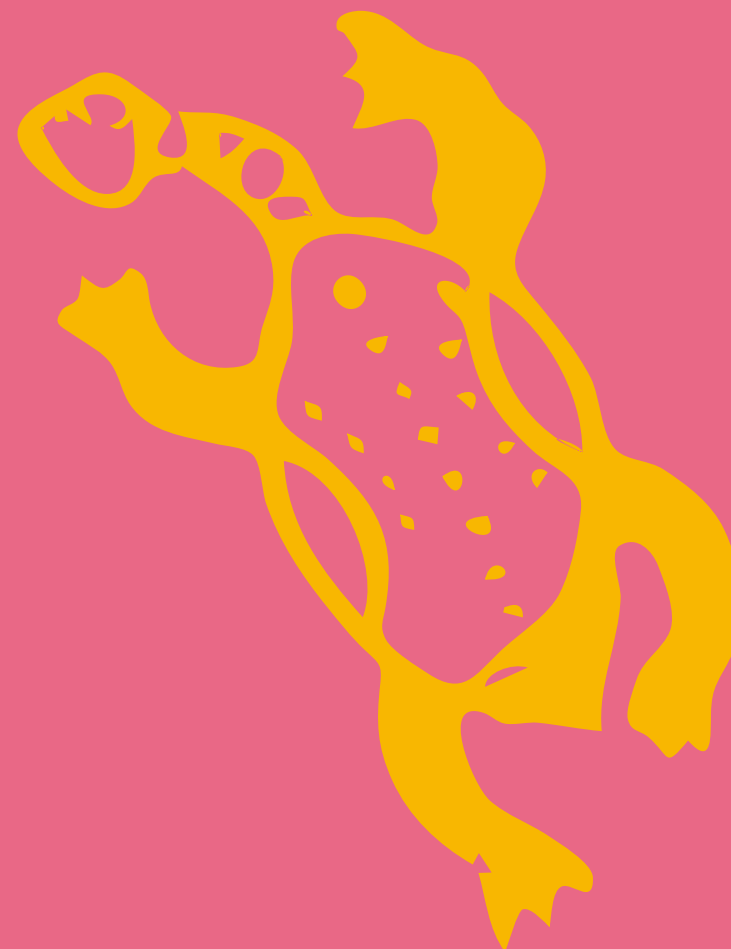


Two initial consultation forums resulted and were followed by an additional six community, stakeholder, staff and Councillor consultation forums which focussed on identifying successes, barriers and future directions, to assist the City to develop a RAP that reflects community needs and set achievable targets.

A total of 204 people participated in the RAP consultation forums which included community members and representatives from local, state and federal non-government and government organisations. Some of the agencies that attended included Jacaranda Community Centre, the Department for Child Protection and Family Support, the Department of Human Services and Mission Australia.

The City of Belmont's Community Development Department including the Aboriginal Engagement Officer and the Coordinator Community Development facilitated the remaining forums.

The development of this RAP has created an opportunity for the City to clearly articulate our commitment and response to reconciliation with Aboriginal peoples. It has also been an opportunity to build meaningful relationships with Aboriginal communities. It is the City's intention that these relationships are strengthened during the implementation of this RAP and that the RAP poses an opportunity for Aboriginal and non-Aboriginal communities to also create strong and positive relationships. Reconciliation Australia and Town of Bassendean have also shared their knowledge and expertise and assisted us in developing this RAP and we thank these organisations for their support.

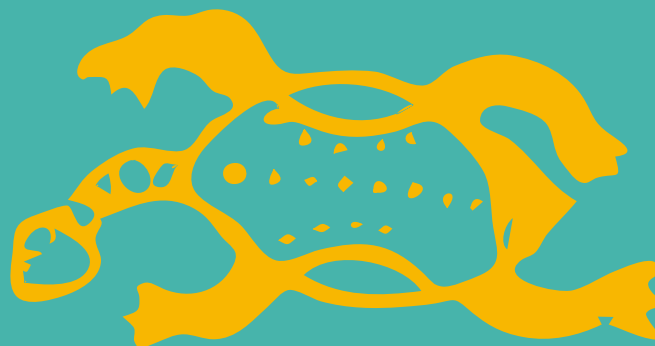


The ARC has been instrumental in assisting the City to reach this point by guiding the City with the development of this Plan and other initiatives. In particular the City would like to extend our sincere appreciation and thanks to ARC community members Janice McEwan, Doreen Nelson and Lesley Radloff for sharing their knowledge, expertise and their assistance with developing this RAP. The ARC will continue to monitor the progress and achievement of the outcomes and goals set out in this RAP.

Achievements and Current Activities

- Establishment of an Aboriginal Reference Committee; an Aboriginal Reference Subcommittee and a National Aboriginal and Islander Observance Committee (NAIDOC) Working Group. The Aboriginal Reference Committee, Subcommittee and NAIDOC Working Group will be amalgamated into the Aboriginal Reference Committee in 2015.
- Facilitating a NAIDOC event which had grown both in size and budget in 2014.
- Facilitating and continuing to provide Aboriginal Cultural Awareness and Understanding training for staff.
- Employment of an Aboriginal Engagement Officer.
- Recognition of Close the Gap Day by hosting an event for staff to increase cultural awareness and understanding.
- Facilitation of a Cultural Tour of the Belmont area for staff.
- Development and implementation of this RAP.
- Establishment of Memorandums of Understanding with external local and surrounding service providers.

The City is strengthening existing partnerships and creating new ones with key local stakeholders including: the South West Aboriginal Land and Sea Council (SWALSC), Department of Aboriginal Affairs (DAA), Belmont City College (Follow the Dream Program), Jacaranda Community Centre (JCC), Nations Church Belmont, WA Police, Department of Housing, South Metropolitan Public Health Unit (SMPHU), Bentley Armadale Medicare Local (BAML), Department for Child Protection and Family Support (DCPFS), Perth Airport, Aboriginal Alcohol and Drug Services (AADS) and Derbarl Yerrigan Health Service (DYHS).





Relationships

The City values promoting, creating and strengthening respectful and culturally sensitive relationships to achieve meaningful outcomes.

| Action | Responsibility | Timeline | Measurable Goals |
|--|-------------------------------|---|---|
| <p>1. Continue to grow the Aboriginal Reference Committee.</p> <p>The ARC will monitor the RAP implementation and evaluation.</p> | Aboriginal Engagement Officer | <p>December Annually</p> <p>December Annually</p> <p>March, June, September, December Annually</p> <p>December Annually</p> | <p>Disseminate Expression of Interest for this group as needed to ensure community membership is maintained.</p> <p>Annual review of the Committee to determine if the structure requires adjustment.</p> <p>The following standing agenda item will be added to ARC meetings quarterly: "Quarterly review of RAP – to monitor and report on RAP implementation".</p> <p>Annual internal stakeholder meeting to review actions and achievements of RAP.</p> |
| <p>2. Continue to create and strengthen relationships with Aboriginal communities and organisations that operate within the Belmont area by providing forums on priority areas to support community and service providers.</p> | Aboriginal Engagement Officer | December Annually | <p>Organise one forum for organisations and/or community members on priority areas /needs.</p> <p>Utilise partner organisations and internal stakeholders to present at these forums.</p> |

| Action | Responsibility | Timeline | Measurable Goals |
|---|--|-------------------|--|
| 3. Continue to communicate and advocate for improved health, wellness, housing, economic sustainability and acknowledgment of Aboriginal cultures and heritage to local, state and federal government agencies. | CEO | December Annually | All of the City's departments to advocate for improved acknowledgment of Aboriginal cultures and heritage aiming for improved health and wellness outcomes. |
| | Director Community and Statutory Services | | |
| | Manager Community Development | December Annually | Invite Local Member for Belmont and Federal Member to attend an ARC meeting(s) to share information. |
| | Coordinator Community Development | December Annually | Meet with Local Governments within the South East Metropolitan Area, as well as those comprising the Eastern Metropolitan Regional Council (EMRC) to share information and support each other. |
| 4. To establish protocols for partnerships and relationship building processes. | Aboriginal Engagement Officer | | |
| | Administration Officer Community Development | May Annually | To establish Memorandums of Understanding with relevant organisations and continue to build on our two way approaches. |
| 5. To work with Aboriginal communities to identify culturally significant sites for Aboriginal communities and learn about the dreaming stories to share with the wider community. | Coordinator Community Development | | |
| | Aboriginal Engagement Officer | December 2016 | To regularly consult with the Aboriginal Reference Committee, relevant internal and external stakeholders and with the community to identify culturally significant sites. Incorporate relevant information in appropriate publications and signage. |
| Engage with the Aboriginal community to capture valuable history knowledge of the City of Belmont. | Manager Parks and Environment | | |
| | Local History Curator – Museum | December 2016 | To liaise and consult with Aboriginal Engagement Officer to identify members that would be interested in participating in the 'Oral History' project. |

| Action | Responsibility | Timeline | Measurable Goals |
|--|--|--|--|
| 6. To regularly consult with Aboriginal and non-Aboriginal communities and relevant internal and external stakeholders such as South West Aboriginal Land and Sea Council (SWALSC) and Department of Aboriginal Affairs (DAA) on the development, implementation and evaluation of any initiatives relating to registered Aboriginal sites and known sites within the Belmont area. | <p>Manager Projects and Development</p> <p>Manager Parks and Environment</p> <p>Manager Planning Services</p> <p>Manager Design and Assets</p> | December 2016 (Monthly) | <p>To continue to follow consultation protocols, the City's internal Process Map – <i>Obtaining approval for ground disturbing works at Aboriginal heritage sites</i> and adhere to relevant legislation.</p> <p>The City will encourage external developers and residents to follow consultation protocols and to adhere to legislation when working on registered Aboriginal sites (under section 18) and known culturally sacred sites within the Belmont area.</p> |
| 7. Support local Aboriginal community to further develop their economic capacity and support governance structures. | <p>Coordinator Community Development</p> <p>Manager Property and Economic Development</p> | <p>March and September Annually</p> <p>December 2016</p> | <p>Promote Community Contribution Fund and the Community Grants Guide to community groups.</p> <p>Offer Aboriginal community groups and businesses internal and one off site 'Grant Writing workshops' to seek funding and to encourage self-sustainability.</p> |
| <p>8. To utilise the dates of the six Noongar seasons in meetings between Aboriginal and non-Aboriginal community members.</p> <p>The Noongar six seasons are:</p> <p><i>Birak</i> – December and January</p> <p><i>Bunuru</i> – February and March</p> <p><i>Djeran</i> – April and May</p> <p><i>Makuru</i> – June and July</p> <p><i>Djilba</i> – August and September</p> <p><i>Kambarang</i> – October and November</p> | Aboriginal Engagement Officer | November Annually | The <i>Noongar Seasons Calendar</i> will be displayed at the Civic Centre, museum, library, and other relevant areas and within relevant publications. |

| Action | Responsibility | Timeline | Measurable Goals |
|---|--|-------------------|--|
| 9. Promote an environment that evokes the feeling of safety, wellbeing and security for Aboriginal and non-Aboriginal communities within the Belmont area to encourage relationship building. | Coordinator Community Safety and Crime Prevention | December 2015 | Coordinator Community Safety and Crime Prevention to liaise with ARC and the Aboriginal Engagement Officer to facilitate initiatives from the Crime Prevention Plan 2012-2015 that promote community safety. |
| | Aboriginal Engagement Officer | November Annually | Provide one activity per year during Kambarang season that involves internal stakeholders and external stakeholders. |
| 10. Recognise and celebrate National Reconciliation Week (NRW) by providing opportunities for Aboriginal and non-Aboriginal employees and communities to strengthen relationships and celebrate Aboriginal achievements, contributions, cultures and histories. | Aboriginal Engagement Officer | May Annually | Aboriginal Engagement Officer to organise one NRW activity per year. Register NRW event on the NRW website. |





Respect

The City of Belmont acknowledges and recognises the evolving and contemporary cultures of the Noongar Whadjuk and other Aboriginal peoples and the importance of increasing the awareness and sustainability of heritage, language and cultural expression.

| Action | Responsibility | Timeline | Measurable Goals |
|--|--|----------------|--|
| I. Recognise and celebrate significant days including NAIDOC and Close the Gap (CTG) Day by providing opportunities for Aboriginal and non-Aboriginal employees to celebrate Aboriginal achievements, contributions, cultures and histories. | Senior Management Group Aboriginal Engagement Officer Manager Marketing and Communications | July Annually | <p>Review Human Resources (HR) policies and procedures to ensure there are no barriers to staff participating in NAIDOC.</p> <p>Encourage all employees to participate in local NAIDOC Week events.</p> <p>Aboriginal Engagement Officer to liaise with the Marketing Department in regards to the promotion and implementation of the NAIDOC Week Event including the Flag raising ceremony and community event.</p> <p>Aboriginal Engagement Officer to liaise with the ARC to develop the NAIDOC community event.</p> <p>Promote other local NAIDOC activities and events within the Belmont area.</p> <p>Utilise local resources, partners and Aboriginal businesses where possible.</p> |
| | Aboriginal Engagement Officer | March Annually | Aboriginal Engagement Officer to organise at least one CTG internal event each year. |

Action

2. Welcome to Country (WTC): Engage employees in understanding the protocols around Welcome to Country ceremonies.

A Welcome to Country is where the traditional Aboriginal custodian or an Elder welcomes people to their land.

Welcome to Country always occurs at the opening of an event and is usually the first item on the program. The local Aboriginal custodians or Traditional Owners conduct the ceremony and this may be done through a speech, song, ceremony or a combination of these things

3. Acknowledgement of Country (AoC): Engage employees in understanding the protocols around Acknowledgment of Country.

Acknowledgement of Country is a way that the wider community can demonstrate respect for Aboriginal protocol and can be performed by any individual, Aboriginal or non-Aboriginal, participating in an occasion of any kind. It is a demonstration of respect dedicated to the traditional custodians of the land or sea where the gathering of participants is being conducted.

Responsibility

Aboriginal
Engagement Officer

Manager Governance

Manager Marketing
and Communications

Aboriginal
Engagement Officer

Manager Governance

Manager Marketing
and Communications

Administration
Officer Community
Development

Business
Improvement

Timeline

December 2015

December 2015

Measurable Goals

Aboriginal Engagement Officer to liaise with the Marketing and Governance Departments to develop, implement and communicate a Welcome To Country protocol document for the City, referencing the East Metropolitan Regional Council's (EMRC) 'Regional Aboriginal Consultation Guidelines'.

Aboriginal Engagement Officer to liaise with SWALSC and ARC to develop a list of endorsed and accepted community members who can perform WTC in the Belmont area.

Aboriginal Engagement Officer to liaise with the Marketing and Governance Departments to develop an Acknowledgment of Country protocol document for the City, referencing the EMRC's 'Regional Aboriginal Consultation Guidelines'.

Acknowledgment of Country statement added to the agenda of formal meetings such as Council meetings and the ARC as defined in the protocol.

Acknowledgment of Country added to the City's website and Belnet.

| Action | Responsibility | Timeline | Measurable Goals |
|--|--|---|---|
| 4. Engage employees and wider community in Cultural Awareness and Understanding Training to appreciate different cultures in order to lay the foundation for RAP actions to be achieved. | Aboriginal Engagement Officer Human Resources Manager | December 2015 Annually December 2016 | Aboriginal Engagement Officer to liaise with the Human Resources department to develop a Culture Awareness and Understanding Training strategy for staff and Councillors. Aboriginal Engagement Officer to investigate the facilitation of a Cultural Tour of the Belmont area for staff. Aboriginal Engagement Officer to investigate offering a Cultural Awareness and Understanding Training session to the wider community. |
| 5. Fly the Aboriginal and Torres Strait Islander Flags at the City's Civic Centre. | Manager Building Services | June 2015 Daily | Aboriginal and Torres Strait Flags to be flown daily at the front of the City's Civic Centre. Aboriginal and Torres Strait Islander Flags to be raised at half-mast during the City's NAIDOC Flag raising ceremony day. |
| 6. Develop and implement the use of significant Noongar Whadjuk names within relevant resources, public information, public spaces and public buildings. | Aboriginal Engagement Officer Manager Planning Services Manager Parks and Environment Manager Marketing and Communications Manager Building Services Manager Community Lifestyle and Learning | December 2016 | Investigate the renaming of relevant areas to a significant Noongar Whadjuk name. Aboriginal Engagement Officer to liaise with SWALSC and ARC before names are endorsed by Council. Aboriginal Engagement Officer will support other departments to implement the use of Noongar names within relevant public materials or signage. Create a database of Noongar Whadjuk names suggested by communities and stakeholders. |

| Action | Responsibility | Timeline | Measurable Goals |
|---|---|--|---|
| 7. Recognise achievements of Aboriginal community members and students within the Belmont area. | Aboriginal Engagement Officer | July 2015 Annually December 2015 Annually | Present a NAIDOC Community Award to a community member at the City's NAIDOC Event. Present NAIDOC Student Award to a student per school in the Belmont area at an assembly annually. |
| 8. Promote Aboriginal Art within the Belmont area to create an inclusive environment and enhance the sense of belonging in accordance with The Leisure, Arts and Lifestyle Plan 2015 – 2018. | Coordinator Community Wellbeing | August 2015 Annually | Implement the City's Annual Art and Photographic Awards and Exhibition and continue to include Aboriginal Art categories. |
| 9. To further investigate creating a Fire Pit and Yarning Circle in an appropriate area which encourages all people to feel welcomed and accepted and that promotes Aboriginal cultures and heritage. | Manager Building Services Manager Parks and Environment Aboriginal Engagement Officer | December 2016 | Aboriginal Engagement Officer to investigate the development of a scope for a Fire pit and/or yarning circle in an appropriate area. |
| 10. Promotion and marketing of all initiatives including the City's RAP activities. | Aboriginal Engagement Officer Manager Marketing and Communications | December 2016 | Aboriginal Engagement Officer to liaise with the Marketing Department to develop a marketing framework to distribute relevant information to Aboriginal communities and organisations. |



Opportunities

The City of Belmont seeks to promote the participation of Aboriginal peoples within the City's initiatives, our workforce and within local businesses.

| Action | Responsibility | Timeline | Measurable Goals |
|--|--|------------------------------------|--|
| 1. Maximise opportunities within our organisation to increase Aboriginal employment. | Human Resources Manager | December 2016 | <p>Liaise with relevant organisations to include traineeships, work experience and work placements at the City.</p> <p>Promote the City's vacancies in a strategically targeted manner to optimise awareness of opportunities at the City.</p> |
| 2. Encourage businesses to recognise Aboriginal culture and heritage and increase employment opportunities within their organisation. To recognise achievements of local businesses. | Manager Property and Economic Development Aboriginal Engagement Officer | December 2016 December 2016 | <p>Promote the City's RAP to local businesses and organisations via 'Business Talk' and provide information at one Belmont Business Advisory Group meeting per year.</p> <p>Promote information on how to develop a RAP to local organisations at a Property and Economic Business forum.</p> <p>Recognise achievements of local Aboriginal owned businesses by featuring them in the 'Business Talk' and Belmont Bulletins.</p> <p>Increase awareness of Belmont Business Awards.</p> |



| Action | Responsibility | Timeline | Measurable Goals |
|---|---|------------------------------------|---|
| 3. Investigate opportunities to increase supplier diversity within our organisation. | Manager Property and Economic Development Coordinator Contracts and Tenders Aboriginal Engagement Officer | December 2016 | Promote the use of the Aboriginal Businesses Directory WA to internal and external stakeholders. Promote information about the City's Tenders to relevant Aboriginal organisations. Develop at least one commercial relationship with an Aboriginal owned business. |
| 4. Source and support relevant culturally appropriate services and programs to operate within the Belmont area. | Aboriginal Engagement Officer Manager Property and Economic Development | December 2016 | Identify gaps in service provision and liaise and partner with relevant organisations to provide a needed service within the Belmont area and/or encourage co-location and operation locally. In partnership with the Department of Property and Economic Development, available rooms within City's centres are promoted to relevant organisations. |
| 5. Support the City's and local initiatives focussed on early years and children. | Youth and Community Projects Coordinator Coordinator Library and Heritage | December 2016 December 2016 | To support and promote initiatives of the City's <i>Belmont Early Years Group</i> to Aboriginal communities. To liaise with the Aboriginal Engagement Officer to promote local programs, services and facilities for children, parents and carers to Aboriginal communities. To widely promote and to liaise with the Aboriginal Engagement Officer to promote the Library's literacy programs, relevant activities and the Aboriginal literature collection to Aboriginal communities. |

| Action | Responsibility | Timeline | Measurable Goals |
|--|---|---------------|--|
| 6. Support the City of Belmont's Youth Strategic Plan and associated Youth Centre initiatives. | Youth and Community Projects Coordinator | December 2016 | <p>To develop and implement relevant initiatives from the 'Moving Forward: City of Belmont Youth Strategic Plan 2015 and Beyond' in consultation with the Aboriginal Engagement Officer and Aboriginal Reference Committee.</p> <p>To promote City of Belmont's Youth Centre activities to Aboriginal communities.</p> |
| 7. Provide leadership opportunities for Aboriginal community members in the Belmont area. | Manager Governance Aboriginal Engagement Officer | December 2016 | <p>Promote and encourage Aboriginal community members to become elected member(s) of Council.</p> <p>Provide leadership training opportunities for Aboriginal Reference Committee community members.</p> |
| 8. To investigate and advocate for the development of a Community Meeting Space for Aboriginal and non-Aboriginal community members and service providers. | Aboriginal Engagement Officer Manager Community Development Manager Property and Economic Development | December 2016 | Explore potential opportunities and existing assets and spaces within the City of Belmont for the development of a scope for a proposed Community Meeting Space. |
| 9. Promote health and wellness programs, services and facilities to Aboriginal communities. | Coordinator Community Wellbeing Aboriginal Engagement Officer | December 2016 | Promote local and external health and wellness services and initiatives within the City's 'The Leisure, Arts and Lifestyle Plan 2015-2018' to community. |

Action

10. To investigate the effects of alcohol; to increase awareness of the impacts of alcohol use and to create an environment that evokes the feeling of safety, wellbeing and security.

Responsibility

Coordinator
Community Wellbeing

Senior Management Group

Coordinator
Community Safety and Crime Prevention

Aboriginal Engagement Officer

Manager Planning Services

Youth and Community Projects Coordinator

Timeline

December 2015

Measurable Goals

Complete the report "A Study on the Effects of Alcohol Consumption in the City of Belmont" and incorporate the findings within relevant Strategic Plans.

Advocate to the WA Police Liquor Enforcement and the Department of Racing, Gaming and Liquor for improved monitoring and promotion of responsible selling and serving of alcohol by outlets and businesses.

Promote support services for alcohol misuse to the community.

Aboriginal Engagement Officer to liaise with ARC and local partners to develop community based strategies for the Belmont area.

Youth and Community Projects Coordinator to liaise with ARC and Aboriginal Engagement Officer to develop and provide information workshops focussed on alcohol use for youth at the Youth Centre or outreach programs.

11. To investigate the effects of substance use and to increase awareness of the impacts of substance use to create an environment that evokes the feeling of safety, wellbeing and security.

Coordinator
Community Safety and Crime Prevention

Aboriginal Engagement Officer

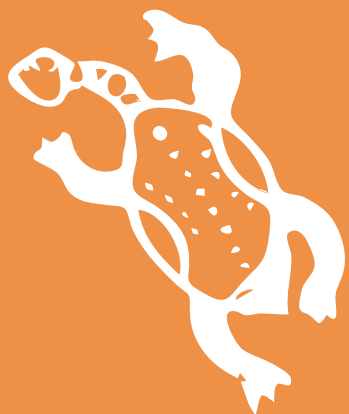
Youth and Community Projects Coordinator

December 2015

Promote support services for substance misuse to the community.

Liaise with ARC and local partners to develop community based strategies for the Belmont area.

Youth and Community Projects Coordinator to liaise with ARC and Aboriginal Engagement Officer to develop and provide information workshops focussed on substance misuse for youth at the Youth Centre or outreach programs.



Action

12. Promote senior support services and activities to Aboriginal communities.

Responsibility

Seniors Engagement Officer

Coordinator
Community Services

Timeline

December 2015

Measurable Goals

To promote the initiatives of the 'Age Friendly Community Plan 2013-2016' to Aboriginal communities. This includes Seniors Information Sessions; Age Friendly Focus Group and local services and programs for seniors.

Promote the City's and external services and programs for seniors including the 'Assistance with Housing and Care for the Aged' and Home and Community Care programs to eligible seniors.



Tracking Progress and Reporting

Monitor and seek feedback on RAP initiatives and communicate findings regularly to internal, external stakeholders and community.

| Action | Responsibility | Timeline | Measurable Goals |
|--|-------------------------------|---------------------------|--|
| 1. Report achievements, challenges and findings to ARC, Council and to Reconciliation Australia for inclusion in the Annual Impact Measurement Report. | Aboriginal Engagement Officer | December 2015 Annually | Evaluate the RAP annually and report to ARC and Council. Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually. |
| 2. Internal stakeholders meet annually to review progress of RAP. | Aboriginal Engagement Officer | December 2015 Annually | Timeline, actions and targets reviewed annually and recommended changes reported to Council for consideration. |
| 3. Progress of RAP communicated to public annually. | Aboriginal Engagement Officer | December 2015 Annually | Progress of RAP communicated via City's website, Bulletins and email networks. |

Conclusion

The City of Belmont is committed to working with Aboriginal and non-Aboriginal communities to implement and monitor the Reconciliation Action Plan 2015-2017.

The City of Belmont would like to thank participants that attended the Reconciliation Action Plan forums; members of the Aboriginal Reference Committee, staff, Councillors, and Reconciliation Australia for the valuable input and assisting the City to develop a RAP with achievable and meaningful outcomes for the entire community.

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About the Artwork:

“The river runs up the middle and branches off into the community. The Wargyl is connected to the river and reminds us of the Ancestors who are in the river as spirit people guiding us. Symbols of peace and harmony are connected to the Wargyl’s back to represent all people, respecting our history and all respecting each other,” Nerolie Blurton.

“The red corner is the lines of blood and each side coming together connected by the river. The large area in light green is the whole community, all its people and places. They come together at the main waterholes. Travelling to the waterholes to connect and understand each other. The turtle is a connection to the Belmont area which is placed in the orange to represent hope – as the sun rises.”



About the Artist:

Nerolie Edith Blurton is a proud Badimia, Yamatji and Noongar women. She is married to Damion Blurton and has five sons.

Nerolie has been interested in art from a young age. She started her art exhibitions in 2010 at the Mooditj Yarning Art exhibitions. Her inspiration comes from her life’s journey’s, family, elders and mothers artistic outlook.

“I paint for calm and healing time. I like to use bright colours to express my art and get strength from painting. I am happy creating art that is enjoyed by many.”



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