

Relationships			
The City of Wanneroo encourages, welcomes and embraces all of our community. The City is committed to building strong working relationships with Noongar Elders and Traditional Owners, community organisations and local Aboriginal and Torres Strait Islander community members. The City's relationships with local Aboriginal and Torres Strait Islander communities are central to ensuring our policies, programs, services and events are inclusive for all.			
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to continuously improve guiding principles for engagement.	June 2026 June 2027	Manager Community Development
	1.2 Review, update and implement the City's Aboriginal and Torres Strait Islander engagement plan to guide working with Aboriginal and Torres Strait Islander stakeholders.	June 2026 June 2027	Manager Community Development
2 Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May- 3 June 2026, 2027	Manager Community Development
	2.2 RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2026, 2027	Manager Community Development
	2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June 2026, 2027	Lead: CEO as RAP Champion Support: Manager Community Development

	2.4 Organise two internal NRW events, including at least one organisation-wide NRW event, each year.	27 May- 3 June 2026, 2027	Lead: Manager Community Development Support: Manager People and Culture
	2.5 Register all our NRW events on Reconciliation Australia's NRW website .	May 2026, 2027	Manager Community Development
3 Promote reconciliation through our sphere of influence.	3.1 Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	June 2026	Manager People and Culture
	3.2 Communicate our commitment to reconciliation publicly.	June 2026 June 2027	Manager Communications and Brand
	3.3 Implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.	June 2026 June 2027	Manager Community Development
	3.4 Implement strategies to positively influence local businesses to drive reconciliation outcomes.	June 2026 June 2027	Manager Advocacy and Economic Development
	3.5 Collaborate with at least two RAP and other like-minded organisations to implement innovative approaches to advance reconciliation.	June 2027	Manager Community Development
4. Promote positive race relations through anti-discrimination strategies.	4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2026	Manager People and Culture
	4.2 Continue to implement and communicate anti-discrimination strategies through the Equal Employment Opportunity and	June 2026 June 2027	Manager People and Culture

	Diversity Plan guided by the City's Equal Employment Opportunity and Diversity Policy.		
	4.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our policy that addresses anti-discrimination.	June 2026	Manager People and Culture
	4.4 Educate senior leaders on the effects of racism.	June 2026	Manager People and Culture
5. Support community-led initiatives, programs, activities and events in the City.	5.1 Encourage and support community and organisation-driven initiatives for Aboriginal and Torres Strait Islander groups in City locations.	June 2026 June 2027	Manager Community Development
	5.2 Continue to support and enhance Aboriginal and Torres Strait Islander Elders and seniors' social activities/events within the City.	June 2026 June 2027	Manager Community Development
6 Explore supporting truth-telling projects focussed on cultural strength and healing in consultation with Aboriginal and/or Torres Strait Islander communities	6.1 Investigate opportunities to collaborate with Aboriginal and or Torres Strait Islander stakeholders to provide opportunities truth-telling projects in the City.	June 2026	Manager Community Development
	6.2 Continue to utilise the City's Community History Centre and Museum Collection to support the preservation and sharing of histories and truth-telling stories from Aboriginal and Torres Strait Islander communities and individuals.	June 2027	Manager Cultural Development
	6.3 Encourage and support community and external organisation-led truth-telling initiatives through existing City resources such as Community Funding, community capacity building, public facility use, and promotion.	June 2026 June 2027	Manager Community Development

Respect

The City of Wanneroo acknowledges the Traditional Custodians of this land, the Whadjuk people of the Noongar Nation. Respect for Aboriginal and Torres Strait Islander peoples, cultures, lands and histories is important to the City and our core business activities because it creates the basis for local government knowledge and decisions concerning heritage issues, community planning, environmental planning, cultural development, community programs and governance.

Action	Deliverable	Timeline	Responsibility
7 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	7.1 Provide Aboriginal and Torres Strait Islander Cultural Awareness Training for Council members.	June 2026 June 2027	Manager Council and Corporate Support
	7.2 Conduct a review of cultural learning needs within our organisation.	June 2026	Manager People and Culture
	7.3 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	June 2026	Manager People and Culture
	7.4 Develop, implement, and communicate a cultural learning strategy document for our staff.	June 2026 June 2027	Manager People and Culture
	7.5 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	June 2026 June 2027	Manager People and Culture
	7.6 65% of all staff undertake formal and structured cultural learning.	June 2026 June 2027	Manager People and Culture

	7.7 Investigate and implement a cultural awareness and safety training program for staff	June 2026 June 2027	Manager People and Culture
8 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	8.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2026	Manager Community Development
	8.2 Continue to promote, implement and review the City's Welcome to Country Protocols Policy and procedures.	June 2026 June 2017	Manager Community Development
	8.3 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year, including: • Wanneroo Festival • Symphony Under the Stars • Arts Festival Finale • Community Art Awards • Swearing in Ceremony for Council members	June 2026 June 2027	Lead: Manager Place Management Support: Manager Cultural Development Manager Council and Corporate Support
	8.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2026 June 2027	Manager Community Development Support: Manager Council and Corporate Support
	8.5 Display Acknowledgement of Country signs in civic and community buildings.	June 2027	Manager Community Facilities
9 Build respect for Aboriginal and Torres Strait Islander cultures	9.1 RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2026, 2027	Chair of RAP Working Group

and histories by celebrating NAIDOC Week.	9.2 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2026	Manager People and Culture
	9.3 Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2026, 2027	Manager Community Development
	9.4 Continue to support local organisations and groups to recognise culturally significant events and activities, including NAIDOC Week and the Outer North NAIDOC Committee's Mookaroo NAIDOC Festival.	First week in July, 2026;2027	Manager Community Development
	9.5 Continue to host an annual NAIDOC Week event.	First week in July, 2026;2027	Manager Community Development
10. Recognise Stolen Generations survivors and their descendants.	10.1 Promote, collaborate with, and advocate for organisations offering culturally appropriate counselling, support groups, and family history resources within the City to aid healing and connection for Stolen Generations survivors and descendants.	June 2026 June 2027	Manager Community Development
	10.2 Support community-led Sorry Day activity(s) within the City of Wanneroo, or surrounding regions, to acknowledge Stolen Generation survivors experience and resilience.	June 2027	Manager Community Development

11. Include Aboriginal and Torres Strait Islander cultural activities in City events and programs.	11.1 Continue to deliver, facilitate, enhance, and promote Aboriginal and Torres Strait Islander cultural knowledge building activities. This includes dedicated programs and their inclusion in mainstream programs and events. Some of the programs include Noongar Museum in a Box (Heritage Education Program); Noongar Boodja Wannneroo (Wanneroo Regional Museum Program); City's Place-based event series (City-led events); Aboriginal and Torres Strait Islander led or facilitated programs, activities and events through the City's libraries, museums, community or youth centres.	June 2026 June 2027	Lead: Manager Cultural Development Support: Manager Place Management, Manager Community Development
	11.2 Host an Aboriginal or Torres Strait Islander focused exhibition or display in the gallery or museum at Wanneroo Library and Cultural Centre annually.	June 2026 June 2027	Manager Cultural Development
	11.3 Encourage Aboriginal and Torres Strait Islander artists to apply for the Homestead Day Studio artist in residency program and participate in the annual Community Art Awards and Exhibition through targeted promotion.	June 2026 June 2027	Manager Cultural Development
12 With cultural authority, promote the use of Noongar language at a community level and in public spaces.	12.1 Continue to implement the City's Noongar naming approach as part of the City's commitment to honouring and celebrating Noongar culture through the naming of City assets and spaces.	June 2026 June 2027	Manager Community Development
	12.2 Complete the Noongar naming of internal spaces within Dordaak Kepup library and youth innovation hub.	June 2026	Lead: Manager Community Development Support: Manager Cultural Development

Opportunities			
The City of Wanneroo seeks to provide meaningful employment, business and leadership opportunities for Aboriginal and Torres Strait Islander peoples. The employment and business opportunities we create will bring a diversity of knowledge, creativity, talents and skills to the City workforce and the local community.			
Action	Deliverable	Timeline	Responsibility
13 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	13.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2026	Manager People and Culture
	13.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	June 2026	Manager People and Culture
	13.3 Develop, implement and review the City's Aboriginal and Torres Strait Islander Employment Plan.	June 2026	Manager People and Culture
	13.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	June 2026 June 2027	Manager People and Culture
	13.5 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	June 2026	Manager People and Culture
	13.6 Set targets for increasing Aboriginal and Torres Strait Islander employment through the City's second Aboriginal and Torres Strait Islander Employment Plan.	June 2026	Manager People and Culture
14 Increase Aboriginal and Torres Strait Islander supplier	14.1 Continue to implement Aboriginal and Torres Strait Islander business procurement strategies through the City's Procurement Corporate Guidelines.	June 2027	Manager Contracts and Procurement

diversity to support improved economic and social outcomes.	14.2 Investigate Supply Nation membership.	June 2027	Manager Contracts and Procurement
	14.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	June 2026 June 2027	Manager Contracts and Procurement
	14.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2027	Manager Contracts and Procurement
	14.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2026 June 2027	To be confirmed
	14.6 Continue to support new and existing Aboriginal and Torres Strait Islander businesses through engagement, process improvement, local business services, training and networking.	June 2026 June 2027	Manager Advocacy and Economic Development

Governance			
The City of Wanneroo is committed to ensure that accountability mechanisms are in place to uphold the City's responsibility and commitment to meaningful reconciliation with Aboriginal and Torres Strait Islander peoples. Accountability is one of the City's core values, defined as accepting responsibility and meeting commitments, on time and to standard.			
Action	Deliverable	Timeline	Responsibility
15 Establish and maintain an effective RAP Working Group to drive governance of the RAP.	15.1 Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group.	June 2026	Manager Community Development
	15.2 Review and update the Terms of Reference for our RAP Working Group.	June 2026	Manager Community Development
	15.3 Meet at least four times per year to drive and monitor RAP implementation.	August 2025, 2026 November 2025, 2026 February 2026, 2027 May 2026, 2027	Manager Community Development
16 Provide appropriate support for effective implementation of RAP commitments.	16.1 Continue to embed resource needs for RAP implementation through the annual planning process.	June 2026 June 2027	Lead: Manager Community Development Support: Manager Cultural Development, Manager People and Culture, Manager Council and Corporate Support,

			Manager Community Safety and Emergency Management, Manager Parks and Conservation Management, Manager Advocacy and Economic Development, Manager Place Management
	16.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	June 2026 June 2027	Manager Community Development
	16.3 Continue to embed appropriate systems and capability to track, measure and report on RAP commitments.	June 2026 June 2027	Manager Community Development
	16.4 Maintain an internal RAP Champion from senior management.	June 2026 June 2027	Lead: CEO Support: Director Community and Place
17 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	17.1 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.	June 2026, 2027	Manager Community Development
	17.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2026, 2027	Manager Community Development
	17.3 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2026, 2027	Manager Community Development

	17.4 Report RAP progress to all staff and senior leaders quarterly.	June 2026 June 2027	Manager Community Development
	17.5 Publicly report our RAP achievements, challenges and learnings, annually through the City's annual report.	June 2026 June 2027	Manager Corporate Planning Performance and Improvement
	17.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	June 2027	Manager People and Culture
	17.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	June 2027	Manager Community Development
18 Continue our reconciliation journey by developing our next RAP.	18.1 Register via Reconciliation Australia's website to begin developing our next RAP.	December 2027	Manager Community Development

Contact details:

Name: Katie Russell

Position: Manager Community Development

Phone: 9405 5600

Email: communitydevelopment@wanneroo.wa.gov.au