



REFLECT

RECONCILIATION ACTION PLAN
JANUARY 2023 – JANUARY 2024



Waugyl Mural by students of York District High School
2012.55 York Residency Museum collection



Gogulyar Bilya/Avon River
Photo: Karina Leonhardt



SHIRE OF YORK

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CULTURAL WARNING

Aboriginal and Torres Strait Islander readers are advised that this document may contain images and artwork of people who have passed.

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ACKNOWLEDGEMENT OF COUNTRY

The Shire of York acknowledges the Ballardong Noongar people who are the Traditional Owners of this Land and their continuing connection to land, waters and community.

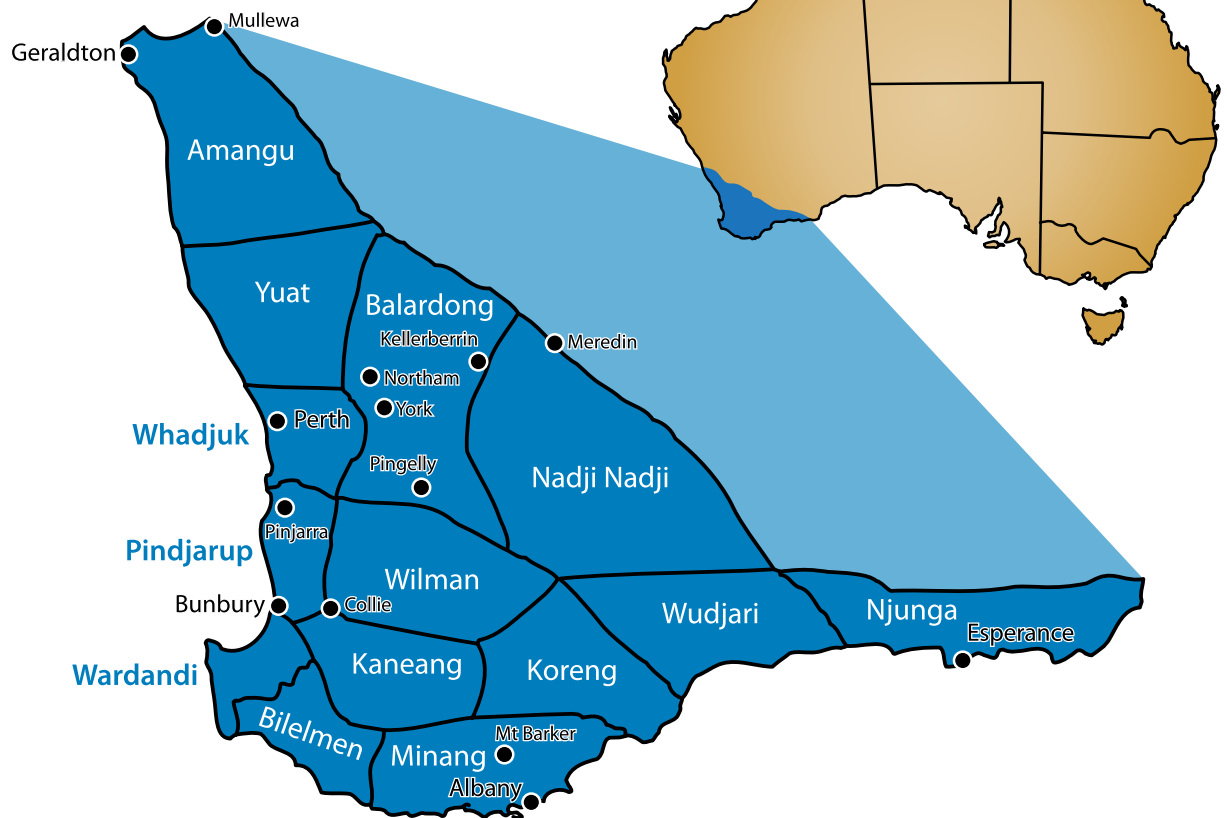
We pay our respect to their Elders past, present and emerging and we extend that respect to other Aboriginal and Torres Strait Islander peoples today.

The word Noongar describes people whose ancestors first occupied and now continue to occupy the South West region, illustrated in blue in the diagram below.

The Ballardong people are a specific Noongar language group north-east of Perth (The Noongar language group in the Perth area is called Whadjuk). The Ballardong region includes the towns of Northam, York, Beverley, Goomalling, Cadoux, Koorda, Wyalkatchem, Goomalling and Cunderdin.

Photographs courtesy: Ballardong Noongar Elders and Community; Karina Léonhardt; John Clarke; Shire of York; York Residency Museum

NOONGAR GROUPS (in white/blue)
MAJOR CITIES/TOWNS (in black)



Courtesy: 1026px-Noongar_regions_map.svg wikipedia by Brooke Ottley- Own work, CC BY-SA 3.0,
<https://commons.wikimedia.org/w/index.php?curid=17662112>

MESSAGE FROM

SHIRE PRESIDENT

Denese Smythe



I am delighted to present the Shire of York's first Reconciliation Action Plan (RAP), Reflect, and hope that its implementation will provide for greater inclusivity within the organisation, with flow on effects into the community as a whole.

This is a fantastic opportunity for the Shire to work with the Traditional Owners of our Local Government area, the Ballardong Noongar people, in order to create and implement actions to increase public awareness of the Aboriginal and Torres Strait Islander peoples who form an integral part of our community.

The Key Theme and aspiration for the Shire of York to be 'A Leader in Cultural Heritage and Environment' is reflected throughout this plan. This Reflect RAP is a fundamental statement of our commitment to reconciliation and effective service provision between Aboriginal and Torres Strait Islander peoples, the Shire of York community, employees and stakeholders. It is the first step on a roadmap to an inclusive environment where the unique perspectives of one of the oldest living cultures in the world are truly valued.

I look forward to the Shire delivering on the outcomes within this plan and working with the community and stakeholders to ensure the plan is successful.

I strongly encourage all Shire staff and members of the community to develop their knowledge of Aboriginal and Torres Strait Islander cultures as this will enable us to all work together in building a vibrant, effective and increasingly inclusive community.

Denese Smythe

DENESE SMYTHE
SHIRE OF YORK PRESIDENT



Bor or Balga/ grass trees
Photo John Clarke

MESSAGE FROM **RECONCILIATION AUSTRALIA**



Reconciliation Australia welcomes Shire of York to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Shire of York joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Shire of York to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Shire of York, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

KAREN MUNDINE
CHIEF EXECUTIVE OFFICER
RECONCILIATION AUSTRALIA

REFLECT

Reconciliation Action Plan

INTRODUCTION

A Reflect Reconciliation Action Plan (RAP) clearly sets out the steps required to prepare for reconciliation initiatives in successive RAPs.

This will allow the Shire of York to spend time scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on our vision for reconciliation and exploring our sphere of influence, prior to committing to specific actions or initiatives.

As a result, this process will assist the Shire of York in producing future Reconciliation Action Plans that are meaningful, mutually beneficial and sustainable, in line with the process and frameworks set out by Reconciliation Australia.

The aim of this RAP is:

TO PREPARE THE ORGANISATION FOR FUTURE RAPs AND RECONCILIATION INITIATIVES

DURATION: 12 MONTHS



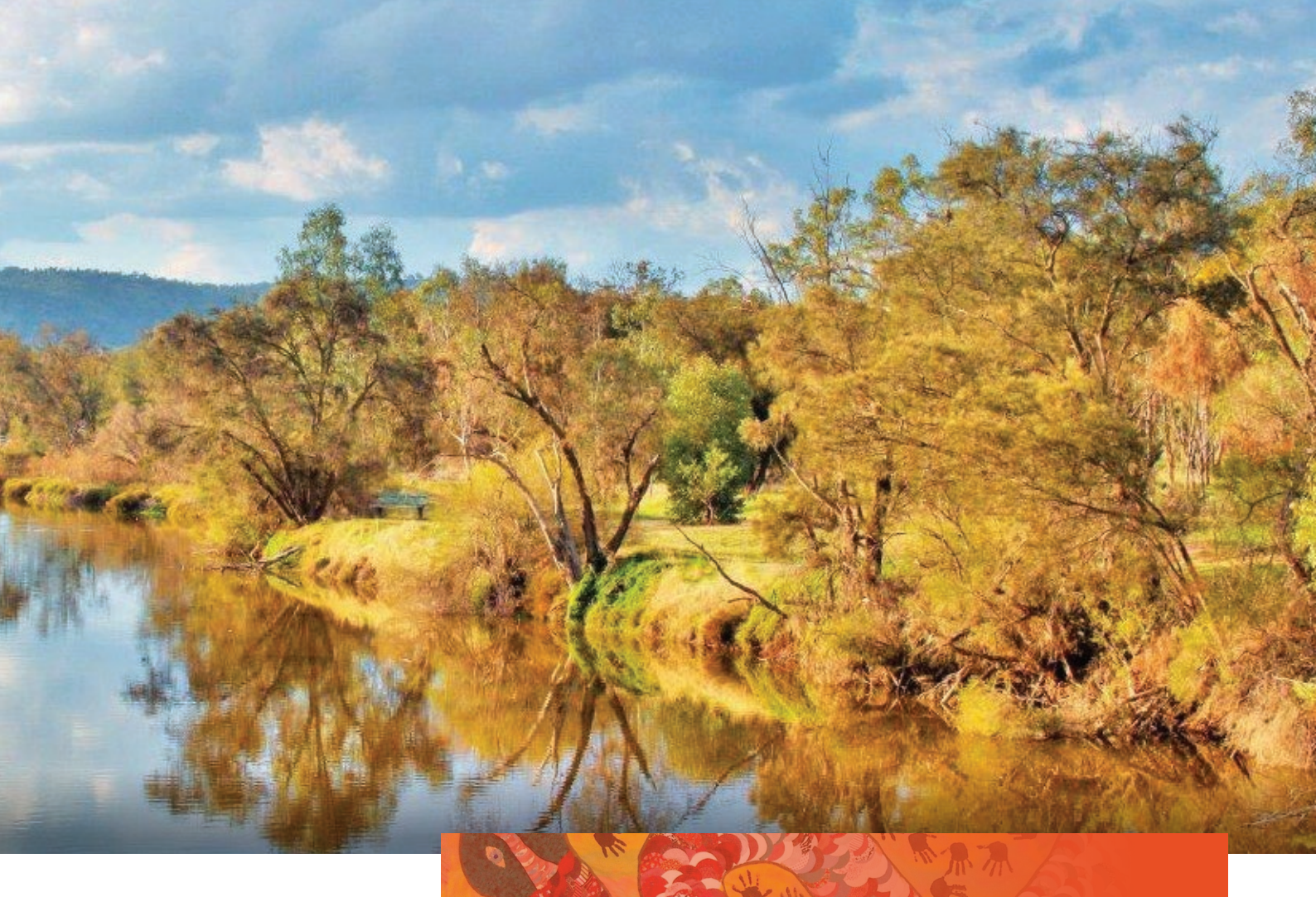
Dr. Marion Kickett, Ballardong Elder, presents a copy of new book *My Life My Country My Words* to Shire President Denese Smythe.



Gogulyar Bilya/Avon River
Photo: Karina Leonhardt

KEY EXPECTATIONS:

- To establish an effective governance structure, including a RAP Working Group
- To determine the Shire of York's vision for reconciliation
- To scope and reflect on how the organisation can contribute to reconciliation
- To improve relationships with Aboriginal and Torres Strait Islander peoples and relevant stakeholders
- To build understanding of who, how, why and when to seek guidance and consultation
- To prepare business cases to senior leaders for future reconciliation initiatives
- It is not necessarily expected to make changes to policies or internal operations at this stage.



OUR BUSINESS

The Shire of York is a Local Government Authority in the Wheatbelt region of Western Australia.

It manages an area of 2,131km², and is bounded by the Shires of Northam and Cunderdin to the north and northeast respectively, Quairading to the east, Beverley to the south, and Mundaring and Kalamunda to the west. The climate is Mediterranean with warm to hot, dry summers and mild wet winters.

The Shire had a total resident population of 3,606 in 2016, at which time the male:female ratio was approximately 50:50. Aboriginal and Torres Strait Islander people made up 3.1% of the total population (ABS, 2016).

Agriculture (cropping and grazing) has historically been the cornerstone of the Shire's economy and remains the dominant industry – with 136,100ha of agricultural land holdings generating approximately \$46.2M in production value per annum. Cereal crops (particularly wheat) are the most prevalent and valuable to the economy, followed by wool production.

While there is potential to diversify the agricultural industry within the Shire, the availability of water is a key challenge. Other local industries include wine and olive production. Tourism also plays an important economic role.

A number of significant Aboriginal cultural heritage features throughout the Shire contribute to its unique identity and history. An average of 172,505 tourists visit the Shire per year – with the daytrip market (79% of visitors) dominating local tourism activity and reflecting York's proximity to Perth. In addition to heritage, other key assets to York's tourism market potential comprise entrepreneurship, natural amenity and festivals.

The Shire of York currently has 62 employees (48 Full Time Equivalent) and 2 who identify as Aboriginal and/or Torres Strait Islander people.

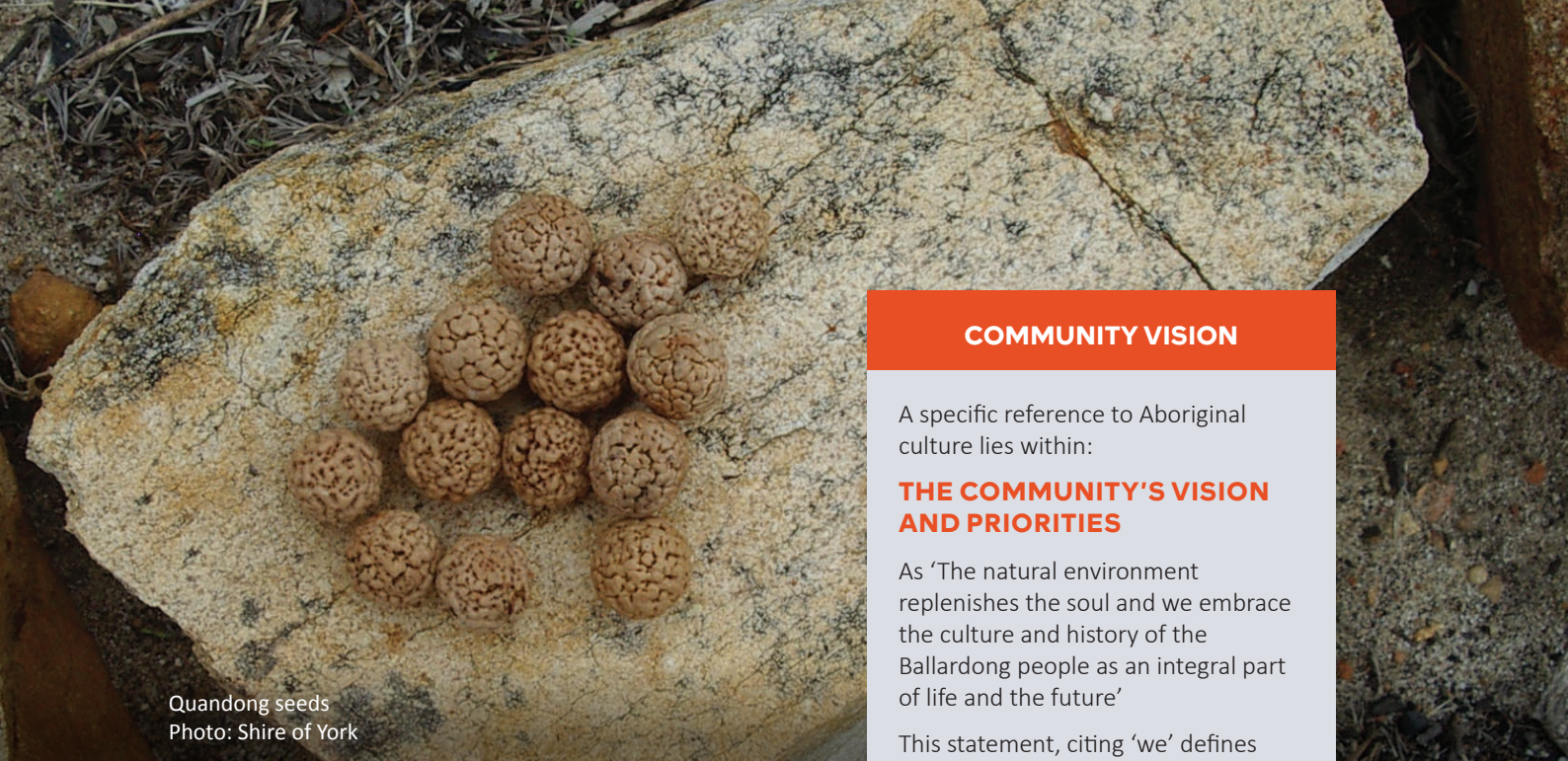
The Administration Offices are situated in Joaquina Street, York.

The Shire Depot is situated in Wheeler Street, York.

The Swimming Pool is situated in Georgiana Street, York.

The Residency Museum is situated in Brook Street, York.

The RAP Champion for the Shire of York is Chris Linnell, Chief Executive Officer.



Quandong seeds
Photo: Shire of York

COMMUNITY VISION

A specific reference to Aboriginal culture lies within:

THE COMMUNITY'S VISION AND PRIORITIES

As 'The natural environment replenishes the soul and we embrace the culture and history of the Ballardong people as an integral part of life and the future'

This statement, citing 'we' defines Ballardong people as 'other' by default. It is recommended that this statement is examined in any future revision of the current Strategic Community Plan.

OUR RAP

The Shire of York RAP Champion is Chris Linnell, Chief Executive Officer

The Shire of York is developing a RAP in order to fulfil its Community Vision as defined in its Strategic Community Plan 2020-2030, which can be found here:

https://www.york.wa.gov.au/Profiles/york/Assets/ClientData/York_Strategic_Community_Plan_-_adopted_June_2020.pdf

To this end, the Shire has formed a RAP Development Working Group which has met on nine occasions throughout 2022.

The group consists of:

- One Councillor (Chair)
- Chief Executive Officer
- Three staff members, including an Aboriginal & Torres Strait Islander staff member (currently Finance Manager, Media & Engagement Officer, Arts & Cultural Heritage Officer)
- Eight Aboriginal & Torres Strait Islander community members
- Two Non-Aboriginal community members

For the REFLECT RAP we will be developing a RWG made up of internal staff across the organisation to oversee RAP implementation.

Within Key Theme 1,

THE PLACE TO BE

Objective 2 is that:

- Ballardong culture is a respected and valued part of community life.

Within Key Theme 2,

DRIVING THE YORK ECONOMY FORWARD

Specific Priority 2.1 Support tourism and business development specifies:

- Work with local Ballardong people to develop cultural tourism opportunities in partnership with Bilya Koort Boodja, the South West Land and Sea Aboriginal Council, Regional Development Australia, Wheatbelt Development Commission, and others

A time-based goal of end June 2030 aspires to achieving:

- Ballardong culture is respected and integrated into the town's experiences



The Shire of York Traditional Cultural Burning Group on a DFES training day. Photo: Shire of York

Within Key Theme 3,

A LEADER IN SUSTAINABLE ENVIRONMENT

Priority 3.1 Improve the ecology and enjoyment of the river:

Has a time-based goal of end June 2021

- Identify where the Shire can work in partnership, facilitation or advocacy with others who also influence the health and amenity of the river (eg Ballardong leaders, Wheatbelt Natural Resource Management, River Conservation Society, Wildflower Society, Girl Guides Association, landowners, community members, etc).

And a time-based goal of end June 2024

- Explore the development of an Environmental and Cultural Discovery Centre, led by a partnership (River Conservation Society, Ballardong people, the Wildflower Society and the Shire), in conjunction with Bilya Koort Boodja. It would be a major project in terms of economic and tourism development also. If feasible, it is anticipated to be a 6-8 year process.

Within Key Theme 5,

STRONG LEADERSHIP AND GOVERNANCE

Objective 2 is that:

- The Council works in partnership and mutual respect with Ballardong leaders.

HOW WE INTEND TO IMPLEMENT OUR RECONCILIATION JOURNEY

The Strategic Community Plan has as Priority 5.3 Continuous improvement of governance.

We have defined time-based goals for implementing our Reconciliation Action Plan as follows:

Has a time-based goal of end June 2023

- Stage 1 Reconciliation Action Plan undertaken (RAP)

And a time-based goal of end June 2024

- Implementation of RAP Stage 2 and working towards initiation of next stage

And a time-based goal of end June 2030

- Next RAP developed and implementation in progress

Currently, work relating to Aboriginal & Torres Strait Islander cultural heritage falls within the portfolio of the Arts & Cultural Heritage Officer for implementation.

Ballardong Elder and Artist Noongali (Dennis Kickett) and Shire President Denese Smythe at the unveiling of new Acknowledgement To Country at Shire of York Offices. Photo: Shire of York



OUR RECONCILIATION JOURNEY TO DATE

In 2002, the first professional Museum Curator was appointed at the York Residency Museum and consultation with local Ballardong Elders and residents as a basis for new exhibitions has taken place for each new display since 2004, with First Nations cultural heritage interwoven into all new gallery exhibitions. Guidance has also been sought from Museums Australia and the WA Museum's Aboriginal Advisory committee.

Principles and protocols have been drawn from publications including:

Continuous Cultures, Ongoing Responsibilities, Museums Australia Inc, (2005)

Sharing Our Stories- Guidelines for Heritage Interpretation (2007) The National Trust of Australia (WA) & Museums Australia (WA) in partnership with Lotterywest and a number of publications including Ballardong Noongar Budjar 'Healthy Country – Healthy People', Ballardong NRM Working Group, A Standing Committee of the Avon Catchment Council (undated) published by Wheatbelt Natural Resource Management.

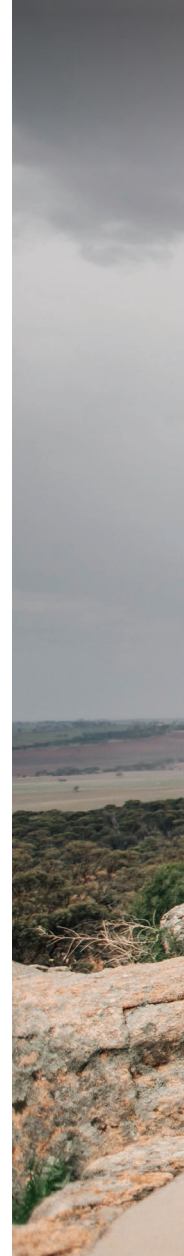
In 2006 York celebrated its 175th anniversary and it was not without some initial struggle that Ballardong Noongar culture was represented by Welcome To Country banners on the entry road- these also have become part of the Museum collection and the story of their making by a local Noongar artist has also been documented.

A play that incorporated the theme of reconciliation was performed at the 175th celebrations and a Welcome to Country given in language by a local Elder for the first time.

In 2008 a small piece of remnant bushland in



Didgeridoo Player Daru Salam
Photo: Shire of York



the Museum grounds was transformed into a Six Seasons Garden Walk, in conjunction with the museum consultative group who all featured in an accompanying leaflet, talking about Country in their own words. Two Noongar residents joined the Museum as volunteers as a result of this and previous projects. York District High School ran an arts project to line the path with ceramic 'rocks' featuring native animals and plants and the names of the six seasons.

Initiatives in the wider sphere have occurred since 2014, such as 18 interpretive wastebins that on one side highlight features of Noongar Country using dual naming, with Noongar language as the primary text. Invitations to provide a Welcome To Country for major civic events with an honorarium payment have occurred since 2014, but on an ad hoc basis.

Focus groups that specifically invited local Elders were held in 2015 to contribute to the Shire of York Cultural Heritage Interpretation Master Plan.

Additional flagpoles that enable three flags, Aboriginal, National and State, to fly outside the

Ballardong Elders Philip Bateman and Audrey Narkle-Nettle unveil new interpretive plaque on Wongborel/Mt. Brown. Photo: Shire of York



Shire offices and in Avon Park were installed in 2017. That year saw the donation of two significant paintings by contemporary Ballardong artists to the Museum, Dennis Kickett Noongali and the late Saul Yarran, both as gestures of reconciliation. The Shire of York, in liaison with the Shire of Northam, organised a consultation day for local Noongar residents to have input into the planned Bilya Koort Boodja Aboriginal Cultural centre in Northam.

The then CEO, Paul Martin, plus the Arts and Cultural Heritage Officer, had initial discussions about forming an MOU with the Curtin University Centre for Aboriginal Studies to involve students in placements or projects concerning Noongar culture with the Shire of York. Further action has been deferred until the formation of this RAP.

2018 saw the creation of a major Anzac Exhibition in York Town Hall which featured eleven First Nations WW1 servicemen and involved York District High School and the broader community in the creation Anzac silhouettes during a series of artist-led workshops.

These were funded through CANWA and employed local Ballardong artist Dennis Kickett Noongali. A local Elder gave the Welcome to Country at the Exhibition Opening in language and English.

2020 saw the Shire of York enter into a Noongar Standard Heritage Agreement (NSHA) for its principal public open spaces, Wongborel/Mt Brown and along the Gogulyar Bilya/Avon River within York townsite.

In 2021, an outdated 1960s plaque on Wongborel/Mt. Brown that did not acknowledge Ballardong people was replaced with a more appropriate pair of plaques, the text created in consultation with the Ballardong community.

A Noongar Cultural Heritage Survey was undertaken to SWALSC/DPLH standards on the area of the NSHA.

Three community consultation sessions with facilitator Ballardong Noongar Traditional Owner Dr. Marion Kickett were held as a precursor to forming a RAP Working Group.

A RAP Working Group was formed in 2022.

Ballardong Elder Kevin Fitzgerald with his interpretive plaque on Greenhills Heritage Trail.
Photo: Shire of York



OUR PARTNERSHIPS AND CURRENT ACTIVITIES

At the point of forming the RAP Development Working group there was no formal consultation with First nations peoples in the Shire of York, but an informal process as described below.

The Shire Arts and Cultural Heritage Officer undertakes consultation whenever any interpretation of, or matter of concern regarding Ballardong cultural heritage may be required. Information is circulated to a group of 20+ Elders and local Noongar residents in writing by email or hand delivered letters, or by post. Records are kept of this correspondence. This process has continued to inform local people who are not RAP group members.

The consultation process, although not through a formal group, is underpinned by several key documents:

The United Nations Declaration on the Rights of Indigenous Peoples (2007) which includes the:

- Right to self-determination.
- Right to full and fair participation in processes, projects and activities that impact on or portray them.
- Right to control, maintain and celebrate culture, heritage and identity.



Artists Noongali (Dennis Kickett) and Wilura (Michelle Kickett) with NAIDOC Week 2023 Community Artwork.
Photo: Shire of York

The Shire Strategic Community Plan Within Key Theme 1,

THE PLACE TO BE

Objective 2:

- Ballardong culture is a respected and valued part of community life.

In addition, the National Trust (WA) publication 'We're a Dreaming Country' Guidelines for Interpretation of Aboriginal Heritage (2012) and the Australia Council 'Protocols for producing Indigenous Australian Visual Arts' (2007) provide ethical guidelines for interpretation processes, as do 'Continuous Cultures, Ongoing Responsibilities', Museums Australia Inc, (2005), 'Sharing Our Stories - Guidelines for Heritage Interpretation' (2007) The National Trust of Australia (WA) & Museums Australia (WA) in partnership with Lotterywest; and a number of publications including 'Ballardong Noongar Budjar 'Healthy Country – Healthy People', Ballardong NRM Working Group, A Standing Committee of the Avon Catchment Council (undated) published by Wheatbelt Natural Resource Management.



Topics in 2019/20 and 20/21 included:

- Consultation about interpretation of sites of Noongar significance for a number of Trails promotional brochures and the TrailsWA website.
- Informing about a UWA archaeological investigation on the site of the 1850s Gerald Mission in York and facilitating Noongar Elders participation/input to the project.
- Working with one Elder to compose appropriate interpretation for signage on the planned Greenhills Heritage Trail and circulating the resultant text to others.
- Support for 2019 NAIDOC event organised by York Community Resource Centre, with displays of museum artefacts and Anzac exhibition material, staff presence.
- Arranging consultation/site meetings with Bushfire Risk Management Planning Co-ordinator for York, Toodyay and Northam, in regard to bushfire mitigation works on Wongborel/Mt Brown and new Ford crossing of Avon River.
- Consultation and creation of wording for replacement plaque on Wongborel/Mt Brown, with formal Unveiling Ceremony by Elders.
- New exhibition about the Avon River at Residency Museum, incorporating information about Ballardong Noongar cultural heritage.
- Entering into a Noongar Standard Heritage Agreement between the Shire of York and the South West Aboriginal Land and Sea Council.
- Undertaking of a formal Noongar Cultural Heritage Survey in regard to land identified in the Shire's Trails Master Plan [Wongborel/ Mt Brown, Walwalying/Mt Bakewell and the Gogulyar Bilya/Avon River.
- 3 x community consultation sessions led by Ballardong Noongar facilitator as a precursor to formulation of RAP Development Working Group.
- Formulation of RAP Development Working Group in 2022.
- Formulation of 'Reflect RAP' in late 2022.

ACTION PLAN

JANUARY 2023 – JANUARY 2024

RELATIONSHIPS

OBJECTIVES	DELIVERABLE	TIMEFRAME	RESPONSIBLE OFFICER
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	June 2023	ACHO [Arts & Cultural Heritage Officer]
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2023	ACHO
	Continue to identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	December 2023	ACHO
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and other reconciliation materials to all Shire staff.	May 2023	Media & Engagement Officer [MEO]
	Encourage and support Councillors, senior leaders and staff to participate in at least one external event to recognise and celebrate NRW.	27 May to 3 June 2023	Chief Executive Officer [CEO]
	RAP Working Group members to participate in an external NRW event.	27 May to 3 June 2023	Chief Executive Officer
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	March 2023	Executive Manager, Corporate & Community Services [EMCCS]
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2023	ACHO
	Identify the RAP network and like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2023	ACHO
	Encourage other organisations in York/region to create their own RAP.	December 2023	CEO & MEO
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2023	EMCCS
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2023	EMCCS

RESPECT

OBJECTIVES	DELIVERABLE	TIMEFRAME	RESPONSIBLE OFFICER
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	June 2023	EMCCS
	Implement a cultural awareness program for all staff, commencing with Councillors and Senior Management team.	June 2023	EMCCS
	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2023	Finance Manager [FM] & ACHO
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June 2023	CEO [Chief Executive Officer]
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2023	CEO
	Include a public, appropriate Acknowledgment of Traditional Owners and Country in the Shire Offices and Chambers.	June 2023	ECCMS /ACHO
	Develop and implement Welcome to Country and Acknowledgement of Country Protocols for events, meetings and documentation.	June 2023	ECCMS /ACHO
	Incorporate an Acknowledgement of Country on roadside signage, where appropriate.	June 2023	ACHO/MEO
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	ACHO
	Introduce our staff to NAIDOC Week by promoting events in our local area.	June 2023	ACHO & MEO
	RAP Working Group to participate in an external NAIDOC Week event.	4-11 July 2023	CEO
	Display promotional material during NAIDOC week.	4-11 July 2023	MEO
	Promote greater Shire participation in NAIDOC related activities.	4-11 July 2023	ACHO & MEO
Visibly promote Aboriginal and Torres Strait Islander cultures within our local area.	Continue to display the Aboriginal Flag on a daily basis at the Shire Administration Building as appropriate.	January 2023	Governance Co-ordinator [GC]
	Include information on the Shire and visitor centre's website regarding Traditional Owner connection to Country with a link to appropriate websites.	June 2023	ACHO & MEO
	Develop a strategy to increase levels of recognition and celebration of Aboriginal and Torres Strait Islander cultures throughout the Shire.	June 2023	ACHO
	Investigate opportunities to increase visibility of First Nations cultures in public spaces through artwork and interpretative materials.	June 2023	ACHO
	Incorporate and acknowledge Noongar peoples' stories in the history of York, including through signage, memorials, plaques and public information.	December 2023	ACHO



The Shire of York Cultural Burning Group on DFES training day with Trainer Lawrance Hayward. Photo: Shire of York

OPPORTUNITIES

OBJECTIVES	DELIVERABLE	TIMEFRAME	RESPONSIBLE OFFICER
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop an employment strategy to increase Aboriginal and Torres Strait Islander employment within our organisation.	December 2023	ECCMS
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2023	ECCMS
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Amend Procurement Policy to include information regarding procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2023	ECCMS & Finance Manager [FM]
	Investigate Supply Nation membership and local First Nations suppliers of products and services.	June 2023	FM
Negotiate land access, heritage protection, joint management agreement with Traditional Owners.	Investigate developing a framework for Traditional Owner consultation for Shire led 'on Country' work.	June 2023	Executive Manager Infrastructure & Development Services [EMIDS] & ACHO
	Investigate joint management opportunities with Traditional Owners for culturally sensitive areas.	June 2023	EMIDS
	Assist with promotion and increased awareness of Traditional Owners' Native Title rights and interests through the wider community.	June 2023	EMIDS & ACHO
	Investigate increasing opportunities for Aboriginal and Torres Strait Islander peoples within Council's programs and services.	June 2023	Community and Place Coordinator [CPC]
	Increase opportunities for Aboriginal and Torres Strait Islander peoples inclusion into the Shire Community Grants Program.	June 2023	CPC & MEO



GOVERNANCE

OBJECTIVES	DELIVERABLE	TIMEFRAME	RESPONSIBLE OFFICER
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	March 2023	CEO, ACHO
	Review and update the Terms of Reference for the RWG.	March 2023	ACHO
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	March 2023	ACHO
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2023	FM, ACHO
	Continue to engage senior management in the delivery of RAP commitments.	January 2023	CEO
	Implement appropriate systems and capability to track, measure and report on RAP commitments.	September 2023	ACHO
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.	September 2023	ACHO
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2023	ACHO



Waugyl Mural

Cotton textile, background painted blending colours of orange and greens, yellow and reds with childrens' hand prints in black. The Waugyl/Rainbow Serpent which stretches the full length of the mural is composed of small circles of patterned fabrics glued and overlapping within the black painted outline. The eyes are of blue glass, the nostrils green glass and the forked tongue red felt.

2012.55

York Residency Museum collection

Kindly donated by York District High School

The Waugyl Mural was made by Grade 2 primary students of York District High School as a NAIDOC Week 2006 project, led by artist and Aboriginal & Torres Strait Islander Education Officer Michelle Bateman and Art teacher Cass Manning. It was displayed at York Agricultural Show, at York Town Hall and won a PALS reconciliation award.

It was kindly donated to the York Residency Museum by YDHS and is a good example of how contemporary collecting items of social significance can assist an institution's role in stimulating cultural awareness.

SHIRE OF
York

REFLECT

RECONCILIATION ACTION PLAN
JANUARY 2023 – JANUARY 2024

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