



Shire of Northam
Heritage, Commerce and Lifestyle

Shire of Northam

Agenda

Nyoongar Cultural Advisory

Group Meeting

4 May 2021

NOTICE PAPER

Nyoongar Cultural Advisory Group Meeting

4 May 2021

Committee Members

I inform you that a Nyoongar Cultural Advisory Group meeting will be held in the Council Chambers, located at the Bilya Koort Boodja Centre, located at 2 Grey Street, Northam on 4 May 2021 at 3:00pm.

Yours faithfully



Jason Whiteaker
Chief Executive Officer

DISCLAIMER

This agenda has yet to be dealt with by the Council. The Recommendations shown at the foot of each item have yet to be considered by the Council and are not to be interpreted as being the position of the Council. The minutes of the meeting held to discuss this agenda should be read to ascertain the decision of the Council.

In certain circumstances members of the public are not entitled to inspect material, which in the opinion of the Chief Executive Officer is confidential, and relates to a meeting or a part of a meeting that is likely to be closed to members of the public.

No responsibility whatsoever is implied or accepted by the Shire of Northam for any act, omission, statement or intimation occurring during Council or Committee meetings.

The Shire of Northam disclaims any liability for any loss whatsoever and howsoever caused arising out of reliance by any person or legal entity on any such act, omission or statement of intimation occurring during Council or Committee meetings.

Any person or legal entity who acts or fails to act in reliance upon any statement, act or omission made in a Council or Committee meeting does so at that person's or legal entity's own risk.

In particular and without derogating in any way from the broad disclaimer above, in any discussion regarding any planning application or application for a licence, any statement or intimation of approval made by any member or Officer of the Shire of Northam during the course of any meeting is not intended to be and is not taken as notice of approval from the Shire of Northam.

The Shire of Northam advises that anyone who has any application lodged with the Shire of Northam must obtain and should only rely on WRITTEN CONFIRMATION of the outcome of the application and any conditions attaching to the decision made by the Shire of Northam in respect of the application.

The Shire of Northam advises that any plans or documents contained within this agenda may be subject to copyright law provisions (*Copyright Act 1968*, as amended) and that the express permission of the copyright owner(s) should be sought prior to their reproduction. It should be noted that copyright owners are entitled to take legal action against any persons who infringe their copyright. A reproduction of material that is protected by copyright may represent a copyright infringement.

Contents

1.	DECLARATION OF OPENING.....	5
2.	ACKNOWLEDGEMENT TO COUNTRY.....	5
3.	ATTENDANCE.....	5
3.1	APOLOGIES.....	5
3.2	APPROVED LEAVE OF ABSENCE.....	5
3.3	ABSENT.....	6
4.	DISCLOSURE OF INTERESTS.....	6
5.	RECEIVING OF PETITIONS, PRESENTATIONS AND DEPUTATIONS	7
5.1	PAUL MORGAN – BETTERLINK GROUP.....	7
5.3	WA POLICE RAP CONSULTATION PROCESS	7
6.	CONFIRMATION OF MINUTES	9
6.1	COMMITTEE MEETING HELD ON 9 FEBRUARY 2021	9
7.	COMMITTEE REPORTS.....	10
7.1	BILYA KOORT BOODJA UPDATE	10
7.2	RECONCILIATION ACTION PLAN (RAP) UPDATE	13
7.3	PLANNING FOR NATIONAL RECONCILIATION WEEK EVENT 27 MAY – 3 JUNE 2021	20
	MORE THAN A WORD. RECONCILIATION TAKES ACTION.....	23
7.4	BILYA KOORT BOODJA STAGE 2 ELECTION COMMITMENT.....	25
7.5	UPDATE ON DUAL NAMING WORKING GROUP.....	27
8.	URGENT BUSINESS APPROVED BY DECISION.....	28
9.	DATE OF NEXT MEETING.....	28
10.	DECLARATION OF CLOSURE	28

1. DECLARATION OF OPENING

2. ACKNOWLEDGEMENT TO COUNTRY

The Shire of Northam would like to acknowledge the Traditional Owners of the land on which we meet, the Ballardong and Whadjuk people of the Nyoongar nation and pay our respects to Elders, past present and emerging.

3. ATTENDANCE

Committee:

Shire President
Councillors

Davis Family
Davis Family
Ryder Family
Moody Family
McGuire Family
McGuire Family
Slater Family
Stack Family
Stack Family
Kickett Family
ATSI Representative
ATSI Representative

Cr C R Antonio
M P Ryan
A J Mencshelyi
Kathy Davis
Jermaine Davis
Joan Parfitt
Donna Moody
Deborah Moody
Maria Nickels
Agnes Lockyer
Kate Stack
Elizabeth Stack
Boyd Kickett
Yvonne Kickett
Brenda DeAtta

Staff:

CEO
Exec. Manager Community Services
BKB Centre Coordinator
BKB Centre Coordinator
Community Development Officer

Jason Whiteaker
Jo Metcalf
Kirk Garlett
Robyn Davis
Jaime Hawkins

Guest:

Central Regional Tafe
WA Police, A/Superintendent

Victoria Ford
J Lee

3.1 APOLOGIES

3.2 APPROVED LEAVE OF ABSENCE

Nil.

3.3 ABSENT

4. DISCLOSURE OF INTERESTS

Members should fill in Disclosure of Interest forms for items in which they have a financial, proximity or impartiality interest and forward these to the Presiding Member before the meeting commences.

As defined in section 5.60A of the Local Government Act 1995, a **financial interest** occurs where a Councillor / Committee Member, or a person with whom the Councillor / Committee Member is closely associated, has a direct or indirect financial interest in the matter. That is, the person stands to make a financial gain or loss from the decision, either now or at some time in the future.

As defined in section 5.61 of the Local Government Act 1995, an **indirect financial interest** includes a reference to a financial relationship between that person and another person who requires a Local Government decision in relation to the matter.

As defined in section 5.60B of the Local Government Act 1995, a person has a **proximity interest** in a matter if the matter concerns a proposed change to a planning scheme affecting land that adjoins the person's land; or a proposed change to the zoning or use of land that adjoins the person's land; or a proposed development (as defined in section 5.63(5)) of land that adjoins the person's land.

As defined in 34C of the Local Government (Administration) Regulations 1996, an **impartiality interest** means an interest that could, or could reasonably be perceived to, adversely affect the impartiality of the person having the interest and includes an interest arising from kinship, friendship or membership of an association.

Item Name	Item No.	Name	Type of Interest	Nature of Interest

5. RECEIVING OF PETITIONS, PRESENTATIONS AND DEPUTATIONS

5.1 PAUL MORGAN – BETTERLINK GROUP

Guest speaker in relation to the Aboriginal Business Leadership Program.
See attachment 1 for further information.

5.3 WA POLICE RAP CONSULTATION PROCESS

WA Police A/Superintendent J Lee will present to the group regarding the
WA Police Innovate RAP consultation process.

Attachment 1



Aboriginal Business Leadership Program



Do you want support to develop and grow your business?

The Aboriginal Business Leadership Program (ABLP) will assist local businesses to develop and grow through a tailored approach. This fully funded program is open to all Aboriginal people who have an established or emerging business in the Wheatbelt region. The program will commence from February 2021 with initial consultation, marketing and recruitment of participants.

Based on the participant training needs, the program may include topics such as:

- Understanding business financials and contractual obligations
- Building your leadership skills and networks
- Accessing training and mentoring support
- Know your staff employment responsibilities
- Developing clear business planning through identifying your business challenges and opportunities

The program is being delivered by Paul Morgan from Betterlink Group who has experience in designing and facilitating successful ABLP regional business development programs. He will work closely with participants to identify and develop program topics and active learning workshops. Paul may be contacted on (08) 9353 3089 or 0405 702 123.

Participants may also gain Statements of Attainment for units from a nationally accredited Leadership and Management qualification.



For information or to register, contact Paul Morgan on 0405 702 123 or email paul.morgan@betterlinkgroup.edu.au or visit www.betterlinkgroup.edu.au

6. CONFIRMATION OF MINUTES

6.1 COMMITTEE MEETING HELD ON 9 FEBRUARY 2021

RECOMMENDATION

That the minutes of the Nyoongar Cultural Advisory Group meeting held on 9 February 2021 be confirmed as a true and correct record of that meeting.

7. COMMITTEE REPORTS

7.1 BILYA KOORT BOODJA UPDATE

File Reference:	1.3.13.5
Reporting Officer:	Jason Whiteaker, CEO
Responsible Officer:	Jason Whiteaker, CEO
Officer Declaration of Interest:	Nil.
Voting Requirement:	-
Press release to be issued:	Nil.

BRIEF

For the Committee to receive an update on the Bilya Koort Boodja Centre.

ATTACHMENTS

Nil.

A. BACKGROUND / DETAILS

The Bilya Koort Boodja is the Aboriginal Interpretive Centre in the Shire of Northam, offering visitors a visual and immersive experience into Aboriginal culture, heritage and traditions through various displays and events.

A.1 Visitor Numbers

Month	BKB visitations - Normal	BKB Visitations - Free Pass	BKB Visitations - Concession	BKB Visitations - Average per day	BKB Entry Fees
Aug-20	231	0	179	13.22	3,205
Sep 20	187	0	287	15.8	3,305
Oct 20	217	0	370	18.93	4,020
Nov 20	170	1	167	10.90	2,535
Dec 20	170	1	38	4.58	1,220
Jan 21	192	0	46	7.67	2,150
Feb 21	91	2	94		1,380
Mar 21	113	1	327		2,765
Apr 21	159	0	45		1,815
May 21					
Jun 21					

A.2 Programmed Activities

Date	Activity	Attended
5-7 th April 2021	Djeran Holiday Program	19
12-14 April 2021	Djeran Holiday Program	21
9 -10 th April	Emu in the Sky Mosaic Art Project	8

Upcoming Programs;

Didgeridoo Workshops
Art Workshops
Kambarang Festival
Astro Tourism – Star Gazing

Ms Robyn Davis and Mr Kirk Garlett will provide an update on planned activities for the Bilya Koort Boodja Centre.

A.3 Marketing

An update to be provided by Ms Jo Metcalf.
Council recently committed a further \$15,000 to boost BKB promotions.

B. CONSIDERATIONS

B.1 Strategic Community / Corporate Business Plan

Theme Area 4: Environment and Heritage.
Outcome 4.2: Northam honours, and is recognised for, its unique heritage and cultural identity.
Objective: There is a strong, respected and valued Aboriginal community and culture in the Shire of Northam.

B.2 Financial / Resource Implications

B.3 Legislative Compliance

Nil.

B.4 Policy Implications

Nil.

B.5 Stakeholder Engagement / Consultation

Nil.

B.6 Risk Implications

Risk Category	Description	Rating (likelihood x consequence)	Mitigation Action
Financial	The Centre fails to reach financial sustainability	Possible (3) x Medium (3)= 9 (Medium)	Development of marketing plan to promote centre Secure external funding
Health & Safety	N/A		
Reputation	The Centre fails to provide an experience that delivers expectation	Possible (3) x Medium (3)= 9 (Medium)	Ensure weekend activities are in place
Service Interruption	N/A		
Compliance	N/A		
Property	N/A		
Environment	N/A		

C. OFFICER'S COMMENT

There have been a number of visitor groups to the Centre in March and April meeting, including:

- Amaga WA – Workshop 12 attendees and tour of the centre
- CSBP – 14 people tour of the centre
- Rural Health West - 212 people - Tour of the Centre
- Childow Primary School – 116 Students Tour of the Centre, Bush tucker workshop, Cultural dance workshop
- Rotary Club – 35 people, Tour of the centre, storytelling
- Fusion – 15 People – Tour of the Centre
- South Coogee – 48 Teachers – Tour of the Centre, Storytelling, Didgeridoo playing
- South West Development Commission – 4 people – Tour of Centre

OneIT have handed over the online shop, staff have updated the Online Shop with all BKB merchandise ready for the launch.

RECOMMENDATION

That Council receives the Bilya Koort Boodja update as presented.

7.2 RECONCILIATION ACTION PLAN (RAP) UPDATE

File Reference:	2.1.3.7
Reporting Officer:	Jaime Hawkins, Community Development Officer
Responsible Officer:	Jo Metcalf, Executive Manager Community Services
Officer Declaration of Interest:	Nil
Voting Requirement:	Simple Majority
Press release to be issued:	Nil

BRIEF

For the Community Development Officer to present an update on the Reconciliation Action Plan (RAP) to the Committee.

ATTACHMENTS

Attachment 2: Shire of Northam Reflect RAP 2020-2021 Updated Actions (to be sent as separate attachment)

A. BACKGROUND / DETAILS

The Shire of Northam Reflect RAP was developed by the previous RAP Working Group and was endorsed by Reconciliation Australia in 2019.

A RAP is a strategic document that supports an organisation's business plan. It includes practical actions that will drive an organisation's contribution to reconciliation both internally and in the communities in which it operates. There are four stages of a RAP, reflect, innovate, stretch and elevate. The Shire of Northam is at the first reflect stage.

A Reflect RAP is primarily a scoping document. The Reflect RAP clearly sets out the steps the Shire should take to prepare for reconciliation initiatives in successive RAPs. Committing to a Reflect RAP allows the Shire to spend time scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on our vision for reconciliation and exploring your sphere of influence, before committing to specific actions or initiatives. This process will help to produce future RAPs that are meaningful, mutually beneficial and sustainable.

The Reflect Reconciliation Action Plan (RAP) June 2020-June 2021 has been included as an attachment in this agenda.

B. CONSIDERATIONS

B.1 Strategic Community / Corporate Business Plan

Theme Area 4: Environment and Heritage
 Outcome 4.2: Northam honours, and is recognised for, its unique heritage and cultural identity
 Objective: There is a strong, respected and valued Aboriginal community and culture in the Shire of Northam

B.2 Financial / Resource Implications

Nil.

B.3 Legislative Compliance

Nil.

B.4 Policy Implications

Nil.

B.5 Stakeholder Engagement / Consultation

The previous RAP Working Group were consulted in developing the Shire's RAP.

B.6 Risk Implications

Risk Category	Description	Rating (likelihood x consequence)	Mitigation Action
Financial	N/A		
Health & Safety	N/A		
Reputation	Shire of Northam is seen as not supportive of reconciliation	Unlikely(2) x Minor(2) = Low (4)	Shire develops RAP in consultation with RAP Working group and endorsement of Reconciliation Australia
Service Interruption	N/A		
Compliance	N/A		
Property	N/A		
Environment	N/A		

C. OFFICER'S COMMENT

The attached spreadsheet highlights the current progress of the RAP. The Shire is working towards completing the final actions of the Reflect RAP before the plan expires in June. Outstanding actions remain in the areas of Human Resources and Procurement. The relevant Shire Officers are working on the

completion of these actions. The finalisation of National Reconciliation Week activities at this meeting will mean the RAP can be completed.

The Shire will then be moving on to the second stage in our reconciliation journey by developing an Innovate RAP in consultation with this committee. This process will be led by BKB Coordinators.

An Innovate RAP outlines actions that work towards achieving your organisation's unique vision for reconciliation. Commitments within this RAP allow your organisation to be aspirational and innovative in order to help your organisation to gain a deeper understanding of its sphere of influence, and establish the best approach to advance reconciliation. An Innovate RAP focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

RECOMMENDATION

That Council accepts the update of the Shire of Northam Reflect RAP 2020-2021.

Attachment 2

Task Name	Actual Start Date	Actual Finish Date	%Complete	Status	Comments
Reconciliation Action Plan (RAP) June 2020 - June 2021			25%	In Progress	
Action 1 - Continue to develop the RAP Working Group			99%	In Progress	
1.1 Ensure Aboriginal & Torres Strait Islander peoples are always represented on the RAP Working Group	01/07/20		75%	In Progress	Ongoing
1.2 The RAP Working Group oversees the development, endorsement and implementation of the RAP	01/07/20		75%	In Progress	Ongoing
1.3 The RAP Working Group meets a minimum of twice per year to monitor the implementation of the RAP	15/09/20		75%	In Progress	Exceeded meeting requirements
1.4 Ensure membership of the RAP Working Group and the RAP Working Group Terms of Reference are reviewed in line with all Committees of Council	27/04/21	27/04/21	100%	Complete	Reviewed Terms of Reference of the NCAG and confirmed they are in line with TOR for Committee's of Council. Need to include payment of ATSI committee members. Next review of TOR due following local government elections in October 2021.
Action 2 - Build internal & external relationships			88%	In Progress	
2.1 Identify and develop a list of Aboriginal & Torres Strait Islander Elders, people, communities and organisations within the Shire of Northam or sphere of influence that we could approach to connect with on our reconciliation journey	17/11/20		75%	In Progress	Connected with WA Police Wheatbelt District, and Central Regional Tafe. Working Northam Chamber of Commerce to identify businesses with or interested in developing a RAP.
2.2 Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey	17/11/20	28/04/21	100%	Complete	Other local governments with RAP's identified. All are larger cities, mostly metropolitan, no others within Wheatbelt. Govt. departments with Reflect RAP's include WA Police, CR Tafe & Dept. Primary Industries & Regional Development.
Action 3 - Participate in and celebrate National Reconciliation Week (NRW)			2%	In Progress	
3.1 Support and/or deliver an annual NRW event in collaboration with the local Aboriginal & Torres Strait Islander community	31/03/21		15%	In Progress	Theme announced "Reconciliation Takes Action". To liaise with NCAG regarding an event
3.2 Register Shire of Northam NRW events on Reconciliation Australia's NRW website				Not Started	Will be completed once event finalised
3.3 Encourage Shire of Northam Councillors and staff to attend NRW events				Not Started	Will be completed once event finalised
3.4 Distribute and promote NRW fact sheets and other resources to Councillors, Staff and the wider community				Not Started	To occur during NRW 2021
3.5 Ensure out RAP Working Group participates in an external event to recognise and celebrate NRW				Not Started	To occur during NRW 2021
Action 4 - Raise internal awareness of Council's RAP			75%	In Progress	

Nyoongar Cultural Advisory Group Meeting Agenda

4 May 2021



4.1 Ensure that all employees have an understanding of the Council's RAP commitment and how each department can contribute			75%	In Progress	Ongoing.
4.2 Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP	03/09/20		75%	In Progress	Smartsheet being used to track RAP
Action 5 - Promote positive race relations through anti-discrimination strategies				Not Started	
5.1 Research best practice and policies in areas of race relations and anti-discrimination				Not Started	
5.2 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs				Not Started	
Action 6 - Investigate Aboriginal & Torres Strait Islander cultural learning and development for Council				Not Started	
6.1 Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements				Not Started	
6.2 Conduct a review of cultural awareness training needs within the Shire of Northam				Not Started	
6.3 Develop a project plan for increasing staff's knowledge and understanding of Aboriginal & Torres Strait Islander cultures, histories and achievements				Not Started	
Action 7 - Participate in and celebrate NAIDOC week			100%	Complete	
7.1 Raise awareness and share information amongst Councillors, Staff and the wider community about the meaning of NAIDOC week	05/11/20	24/11/20	100%	Complete	Information was promoted about NAIDOC Week and community event held with many external stakeholders participating
7.2 Encourage Councillors and staff to participate in local NAIDOC Week events	05/11/20	24/11/20	100%	Complete	Staff & Councillors attended NAIDOC Week event at the BKB. An invite was sent to all staff
7.3 Support and/or deliver a local NAIDOC Week event	24/11/20	24/11/20	100%	Complete	NAIDOC Week event hosted at the BKB
7.4 Ensure the RAP Working Group participates in an external NAIDOC Week event	08/11/20	15/01/21	100%	Complete	NAIDOC Week event hosted at the BKB. Members of the RAP Working Group attended & participated
Action 8 - Raise internal understanding of Aboriginal & Torres Strait Islander cultural protocols			67%	In Progress	
8.1 Identify and develop a list of local Traditional Owners of land and water within the Shire of Northam	17/11/20		25%	In Progress	
8.2 Identify and develop a list of respected local Elders who can perform Welcome to Country for the Shire of Northam	17/11/20	21/01/21	100%	Complete	The following identified at meeting on 17/11/20: Paul Parfitt; Deborah Moody; Patricia Davis; Maria Nickels; Julie Wynne - Moody; Tanya McKiwa; Shirely Slater; Frank Davis
8.3 Raise awareness of Aboriginal & Torres Strait Islander cultural protocols for Council and Staff, including understanding the meaning and significance of Welcome to Country and Acknowledgement of Country	17/11/20		75%	In Progress	Acknowledgement of Country introduced to Council meetings. Councillors & staff to be informed of the meaning and significance.
Action 9 - Publicly acknowledge and celebrate Aboriginal & Torres Strait Islander cultures, histories and achievements			94%	In Progress	

9.1 Investigate the opportunity for Council to explore ways of appropriately acknowledging Traditional Owners of the local area, including Acknowledgement of Country in all meetings of Council, displaying an Acknowledgement in Council buildings, Council signage, and employee email signatures, etc.

17/11/20		75%	In Progress
----------	--	-----	-------------

Acknowledgement of Country introduced to Council meetings. Opportunity to have written acknowledgement on staff email signatures and Shire website.

9.2 Investigate flying the Aboriginal & Torres Strait Islander flags at Administration and other Council buildings

21/01/21	21/01/21	100%	Complete
----------	----------	------	----------

Additional flag pole required to fly Aboriginal flag at Administration Building. Other potential Council buildings where the flag could be flown are the Northam Recreation Centre (have flags, but poles require repair); Northam Library (flag poles required); Northam Shire Depot (flag poles required); Killara (flag poles required); Wundowie Library. The flags are currently flown outside the BKB Centre.

9.3 Investigate opportunities for Aboriginal & Torres Strait Islander artworks to be displayed in Council facilities and to be commissioned as public art works

01/07/20	21/01/21	100%	Complete
----------	----------	------	----------

Opportunities to display several Aboriginal & Torres Strait Islander artworks in several Shire building and public art installations, such as murals. An Aboriginal themed mural is being investigated for the Northam Recreation Centre. Shire only has 3 Aboriginal & Torres Strait Islander artworks in it's collection. These are displayed at the BKB and Create 298.



Nyoongar Cultural Advisory Group Meeting Agenda

4 May 2021



9.4 In consultation with local Traditional Owners, investigate the opportunity to incorporate dual naming, with the English and Nyoongar name to be printed on signage at significant landmarks

- Action 10 - Investigate opportunities for Aboriginal & Torres Strait Islander employment and retention within Council
- 10.1 Capture baseline data on Aboriginal & Torres Strait Islander employment & retention within the Shire of Northam to inform future employment
 - 10.2 Investigate Aboriginal & Torres Strait Islander employment pathways for people to seek employment, traineeships and work experience within the Shire of Northam
 - 10.3 Develop a plan to increase Aboriginal & Torres Strait Islander employment within the Shire of Northam
- Action 11 - Investigate Aboriginal & Torres Strait Islander supplier diversity
- 11.1 Develop an understanding of the mutual benefits of procurement from Aboriginal & Torres Strait Islander owned businesses
 - 11.2 Review Council's Procurement Policy to ensure that there are no barriers for procuring goods and services from Aboriginal & Torres Strait Islander businesses
 - 11.3 Promote Aboriginal & Torres Strait Islander business development within the Shire of Northam
 - 11.4 Support and/or create opportunities for Aboriginal & Torres Strait Islander business development within the Shire of Northam
 - 11.5 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses
- Action 12 - Build Support for Council's RAP
- 12.1 Define resource needs for RAP development and implementation
 - 12.2 Define systems and capability needs to track, measure and report on RAP activities
 - 12.3 Complete the annual RAP Impact Measurement
 - 12.4 Include information on the implementation of the RAP in Council's annual report
- Action 13 - Review and Refresh RAP
- 13.1 Review the progress of the RAP with the RAP Working Group
 - 13.2 Draft and refresh a new RAP for the Shire of Northam based learning, achievements and challenges experienced in the previous RAP
 - 13.3 Submit draft of new RAP to Reconciliation Australia

Start Date	End Date	Progress %	Status	Notes
01/07/20	09/02/21	100%	Complete	At meeting on 17/11/20 potential for dual naming was identified for the Avon River and Northam Town site signage. NCAG provided further input into potential landmarks for dual naming at meeting on 9/2/21 and a working group developed comprising of Ms Elizabeth Stack, Mrs Deborah Moody and Mr Krik Garlett was established to identify the names of places identified.
			Not Started	
			Not Started	
			Not Started	
			Not Started	
			Not Started	
			Not Started	
			Not Started	
		38%	In Progress	
			Not Started	
03/08/20		75%	In Progress	Tracking and reporting on RAP via Smartsheet program recently implemented by Council. The system appears to be working well.
			Not Started	
30/09/20		75%	In Progress	Information on progress of RAP included in 2019/2020 Annual Report. Update on completion of Reflect RAP will be included in 2020/2021 Annual Report
		24%	In Progress	
15/09/20		75%	In Progress	Ongoing at NCAG meetings
		0%	Not Started	Process to commence with BKB Coordinators
			Not Started	

7.3 PLANNING FOR NATIONAL RECONCILIATION WEEK EVENT 27 MAY – 3 JUNE 2021

File Reference:	2.1.3.7
Reporting Officer:	Jaime Hawkins, Community Development Officer
Responsible Officer:	Jo Metcalf, Executive Manager Community Services
Officer Declaration of Interest:	Nil
Voting Requirement:	Simple Majority
Press release to be issued:	Nil

BRIEF

National Reconciliation Week (NRW) is a time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia. National Reconciliation Week is from 27th May to the 3rd June. These dates commemorate two significant milestones in the reconciliation journey— the successful 1967 referendum, and the High Court Mabo decision respectively. The theme for Reconciliation Week 2021 is “Reconciliation Takes Action”

ATTACHMENTS

Attachment 1: NRW theme information

A. BACKGROUND / DETAILS

In 2018 the Shire of Northam hosted an inaugural Reconciliation Week event, being a Reconciliation Community Morning Tea at the Village Green in the heart of the Northam CBD. In 2019 the RAP Working Group led a community march along the river from the Northam Town Library to the BKB Centre for a BBQ morning tea. Both events were very successful and well attended by a broad cross section of the community. Covid restrictions meant that a commemorative gathering could not be held in 2020, however online reconciliation posts and messages were delivered to the community via our local social media pages.

Acknowledging and participating in National Reconciliation Week is a mandatory action of the Shire of Northam Reflect RAP.

The RAP Working Group is to consider planning for an event to commemorate Reconciliation Week 2021.

B. CONSIDERATIONS

B.1 Strategic Community / Corporate Business Plan

Theme Area 4: Environment and Heritage
 Outcome 4.2: Northam honours, and is recognised for, its unique heritage and cultural identity
 Objective: There is a strong, respected and valued Aboriginal community and culture in the Shire of Northam

B.2 Financial / Resource Implications

There is a small financial and resource implication to undertake activities relating to Reconciliation Week.

B.3 Legislative Compliance

Nil.

B.4 Policy Implications

Nil.

B.5 Stakeholder Engagement / Consultation

The previous RAP Working Group are being consulted about planning a NRW event.

B.6 Risk Implications

Risk Category	Description	Rating (likelihood x consequence)	Mitigation Action
Financial			
Health & Safety	N/A		
Reputation	Shire of Northam is seen as not supportive of reconciliation	Unlikely(2) x Minor(2) = Low (4)	Shire develops RAP in consultation with RAP Working group and endorsement of Reconciliation Australia
Service Interruption	N/A		
Compliance	N/A		
Property	N/A		
Environment	N/A		

C. OFFICER'S COMMENT

To commemorate National Reconciliation Week 2021, it is proposed that the Shire of Northam in conjunction with the Nyoongar Cultural Advisory Group host a community celebration on Friday 28 March 2021. The event will include:

- Reconciliation March following the Avon River from the Library carpark, via the BKB and on to the Village Green.
- Welcome to Country performed on the Village Green.
- Official address by the Shire President and representative of the NCAG.
- Sea of Hands on the lawn of the Village Green. Shire, government officials, school students, local business and the wider community will all be invited to participate by placing a hand with a reconciliation message at the Village Green. The hands will remain for the day and photographed for a visual record.
- Free community sausage sizzle.



Image of Sea of Hands

RECOMMENDATION

That Council accepts the plans for a 2021 National Reconciliation Week march and community event.

Attachment 2



MORE THAN A WORD. RECONCILIATION TAKES ACTION

The 2021 National Reconciliation Week theme, *More than a word. Reconciliation takes action*, urges the reconciliation movement towards braver and more impactful action.

MOVING FROM AWARENESS TO ACTION

The Reconciliation movement is at a tipping point: In the past year, with Black Lives Matter protests and huge numbers at Invasion Day rallies across the country, we're seeing people are understanding the truth and speaking up on issues affecting Aboriginal and Torres Strait Islander peoples.

More than a word. Reconciliation takes action asks people to take this awareness and knowledge, and use it as springboard to more substantive, brave action.

For reconciliation to be effective, it must involve truth-telling, and actively address issues of inequality, systemic racism and instances where the rights of Aboriginal and Torres Strait Islander peoples are ignored, denied or reduced.

While we see greater support for reconciliation from the Australian people than ever before, we must be more determined than ever if we are to achieve the goals of the movement — a just, equitable, reconciled Australia.

As history tells us, this will only happen through continued and concerted action from those who are already part of the reconciliation movement to those who are yet to join.

Moving towards a braver reconciliation requires a vision for what a just equitable and reconciled Australia looks like.

Actions—guided by the five dimensions of reconciliation—are recommended in the [2021 State of Reconciliation in Australia](#) Report.

7.4 BILYA KOORT BOODJA STAGE 2 ELECTION COMMITMENT

File Reference:	1.3.12.5
Reporting Officer:	Jaime Hawkins, Community Development Officer
Responsible Officer:	Jo Metcalf, Executive Manager Community Services
Officer Declaration of Interest:	Nil
Voting Requirement:	Simple Majority
Press release to be issued:	Nil

BRIEF

For the Committee to be informed of the election commitment made by the WA Labor Party for Stage 2 developments at the Bilya Koort Boodja Centre.

ATTACHMENTS

Nil

A. BACKGROUND / DETAILS

The Bilya Koort Boodja Centre for Nyoongar Culture & Environmental Knowledge was officially opened in August 2018, following years of planning and development from the Shire of Northam and the local Ballardong Nyoongar community. The Centre was a partnership project involving the Shire of Northam, the Northam Aboriginal Community, Australian Federal Government, Lotterywest and the WA Government. The total cost of the development of the BKB Centre was approximately \$6 million.

During the WA State Election, the WA Labor Government pledged to support the BKB Centre with a further \$150,000 for the development of Stage 2 projects.

B. CONSIDERATIONS

B.1 Strategic Community / Corporate Business Plan

Theme Area 4: Environment and Heritage

Outcome 4.2: Northam honours, and is recognised for, its unique heritage and cultural identity

Objective: There is a strong, respected and valued Aboriginal community and culture in the Shire of Northam

B.2 Financial / Resource Implications

Nil.

B.3 Legislative Compliance

Nil.

B.4 Policy Implications

Nil.

B.5 Stakeholder Engagement / Consultation

The Ballardong Nyoongar people were widely consulted during the planning and development of the BKB.

B.6 Risk Implications

Risk Category	Description	Rating (likelihood x consequence)	Mitigation Action
Financial	N/A		
Health & Safety	N/A		
Reputation	N/A		
Service Interruption	N/A		
Compliance	N/A		
Property	N/A		
Environment	N/A		

C. OFFICER'S COMMENT

The Shire of Northam is pleased to inform the Committee that the WA Labor Government has pledged an additional \$150,000 to the Bilya Koort Boodja Centre as a 2021 State Election Commitment.

The Shire of Northam is currently seeking further information from Darren West MLC about the conditions of this commitment and associated timeframe.

Options for Stage 2 include additional digital components that were outside of the scope during phase 1 and further development of the curatorial content, including capturing more stories and knowledge from the Ballardong people.



7.5 UPDATE ON DUAL NAMING WORKING GROUP

File Reference:	2.1.3.7
Reporting Officer:	Jaime Hawkins, Community Development Officer
Responsible Officer:	Jo Metcalf, Executive Manager Community Services
Officer Declaration of Interest:	Nil
Voting Requirement:	Simple Majority
Press release to be issued:	Nil

BRIEF

To provide the committee with an update on the Dual Naming Working Group formed at the meeting 9 February 2021.

ATTACHMENTS

Nil

A. BACKGROUND / DETAILS

At the meeting on 9 February 2021 the Committee recommended that a working group comprising of Ms Elizabeth Stack, Ms Deborah Moody and Mr Kirk Garlett be formed to identify the names of places for dual naming.

B. CONSIDERATIONS

B.1 Strategic Community / Corporate Business Plan

Theme Area 4: Environment and Heritage

Outcome 4.2: Northam honours, and is recognised for, its unique heritage and cultural identity

Objective: There is a strong, respected and valued Aboriginal community and culture in the Shire of Northam

B.2 Financial / Resource Implications

Nil

B.3 Legislative Compliance

Nil.

B.4 Policy Implications

Nil.

B.5 Stakeholder Engagement / Consultation

The NCAG were consulted about forming a working group at the meeting on 9 February 2021.

B.6 Risk Implications

Risk Category	Description	Rating (likelihood x consequence)	Mitigation Action
Financial			
Health & Safety	N/A		
Reputation	The names identified are controversial and not agreed upon.	Unlikely(2) x Minor(2) = Low (4)	The working group engage in a thorough research and consultation process prior to any official decisions being made.
Service Interruption	N/A		
Compliance	N/A		
Property	N/A		
Environment	N/A		

C. OFFICER'S COMMENT

The working group for language and dual naming are yet to meet.

Since the previous meeting Mr Kirk Garlett has been appointed as one of the Co-ordinators of the BKB Centre. Within this role, Kirk will drive this new working group.

The Committee's input is sought over the engagement of an external consultant such as Professor Len Collard to assist with the project.

8. URGENT BUSINESS APPROVED BY DECISION

Nil

9. DATE OF NEXT MEETING

6 July 2021, 3pm.

10. DECLARATION OF CLOSURE

