

Shire of Northam Heritage, Commerce and Lifestyle

# Shire of Northam

Agenda Nyoongar Cultural Advisory Group Meeting 15 September 2020





### NOTICE PAPER

# Nyoongar Cultural Advisory Group Meeting

### 15 September 2020

### 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 15 September 2020 at 3pm.

Yours faithfully

Jason Whiteaker Chief Executive Officer



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# 1. DECLARATION OF OPENING

### 2. ATTENDANCE

### Committee:

Presiding Member Shire President Councillor Davis Family Davis Family **Ryder Family** Moody Family McGuire Family McGuire Family Slater Family Garlett Family Garlett Family Stack Family Stack Family **Kickett Family ATSI** Representative **ATSI Representative**  M P Ryan C R Antonio A J Mencshelyi Kathy Davis Jermaine Davis Joan Parfitt Donna Moody Deborah Moody Maria Nickels Agnes Lockyer Kirk Garlett Rod Garlett Kate Stack Elizabeth Stack Boyd Kickett Yvonne Kickett Brenda DeAtta

# Staff:

CEO Executive Manager Community Services BKB Centre Coordinator Community Development Officer Executive Assistant to the CEO J B Whiteaker R Rayson M Winmar J Hawkins N K Vinicombe

# 2.1 APOLOGIES

### 2.2 APPROVED LEAVE OF ABSENCE

Nil.

### 2.3 ABSENT





# 3. 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.

ltem Name	ltem No.	Name	Type of Interest	Nature of Interest

### 4. CONFIRMATION OF MINUTES

### 4.1 COMMITTEE MEETING HELD ON WEDNESDAY 11 MARCH 2020

### RECOMMENDATION

That the minutes of the Nyoongar Cultural Advisory Group meeting held on Wednesday 11 March 2020 be confirmed as a true and correct record of that meeting.



### 5. COMMITTEE REPORTS

### 5.1 Bilya Koort Boodja Update

File Reference:	2.1.3.2	
Reporting Officer:	BKB Centre Coordinator Michelle Winmar	
Responsible Officer:	CEO Jason Whiteaker	
Officer Declaration of	Nil.	
Interest:		
Voting Requirement:	-	
Press release to be	Nil.	
issued:		

### BRIEF

For the BKB Centre Coordinator to present an update on the Bilya Koort Boodja to the Committee.

### 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.

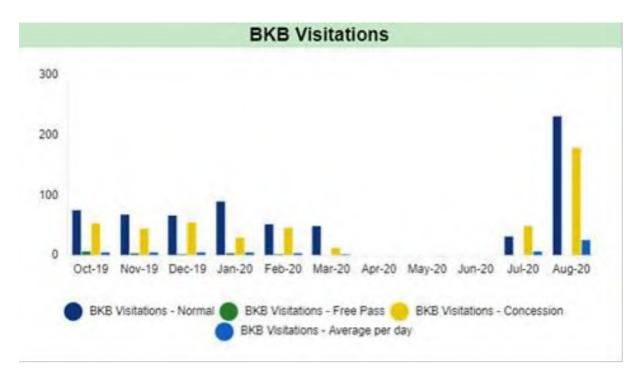
### A.1 Visitor Numbers

July 2020 has seen a significant increase in the number of visitations to the Centre, this is on the back of increased regional tourism numbers generally.

Month	BKB visitations - Normal	BKB Visitations - Free Pass	BKB Visitations - Concession	BKB Visitations - Average per day	BKB Entry Fees
Aug-20	231	0	179	25.42	3,205







### A.2 Programed Activities

A critical element to the BKB and future success is providing weekend activities and engagement for both locals and tourists. With this in mind a program of activities has been developed and implemented for the Centre.

While the activities are being underwritten by the Centre, numbers of attendees have been encouraging. BKB staff are working on identifying WA State Government Funding to assist in the program delivery as the Council allocated budget is only limited in this area.





# A.3 Marketing

The consulting firm FORM have been engaged to assist the BKB in further developing the product and marketing for the Centre. Their official engagement began early September with a teleconference to discuss the terms of their engagement and expectations. FORM will be in the Community and visiting the Centre the week of the 14<sup>th</sup> September 2020. The scope of their engagement includes:



- Development of marketing plan
- Development of assets:
  - o Brochure content & design
  - Video package (allowing for online and social media marketing)
  - o Printing
  - Maps distribution
  - o BKB Media Kit

The second phase will be the delivery of more extensive marketing across Western Australia once the above has been completed

# **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

Total Operating Expenditure Budget	\$572,116
Projected YTD Budget Expenditure	\$ 91,033
YTD Actual Expenditure	\$91,168
Total Operating Revenue Budget	\$ 82,700
Projected YTD Budget Revenue	\$ 7,723
YTD Actual Revenue	\$ 17,041

There is a level of concern as while the current expenditure is in line with budget expectations, there is a significant commitment to the ongoing programs which will begin to impact this position. In saying this the actual year to date revenue is significant higher than projected, which reflects the increased visitations.

# B.3 Legislative Compliance

Nil.

# **B.4** Policy Implications



Nil.

# **B.5** Stakeholder Engagement / Consultation

Nil.

# B.6 Risk Implications

Refer to Risk Matrix here.

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 toprovideanexperiencethatdeliversonexpectation	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

N/A

### RECOMMENDATION

That Council receives the Bilya Koort Boodja update as presented.

### 5.2 Reconciliation Action Plan (RAP) Update

File Reference:	2.1.3.7
Reporting Officer:	Community Development Officer Jaime Hawkins
Responsible Officer:	CEO Jason Whiteaker
Officer Declaration of	Nil
Interest:	
Voting Requirement:	Simple Majority
Press release to be	Nil
issued:	

#### BRIEF

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

### ATTACHMENTS

Attachment 1: Shire of Northam Reflect RAP 2020-2021 Actions

# 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

Refer to Risk Matrix <u>here</u>.

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 Shire of Northam Reflect RAP has now been endorsed by Reconciliation Australia and Council. Shire Officers are now required to work with this committee and the community to ensure the actions of the RAP are implemented within the timeline.

The following actions currently due to be delivered are highlighted in Attachment 1.

### RECOMMENDATION

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



# Attachment 1 – Shire of Northam Reflect RAP 2020-2021 Actions

Over the next 12 months the Shire of Northam commits to:

# Relationships



Action 1 Continue to develop the RAP Working Group

Deliverable		Timeline	Responsibility
1.1	Ensure Aboriginal & Torres Strait Islander peoples are always represented on the RAP Working Group.	June 2020	Executive Manager Community Services / Community Development Officer
1.2	The RAP Working Group oversees the development, endorsement and implementation of the RAP.	June 2020	Executive Manager Community Services / Community Development Officer
1.3	The RAP Working Group meets a minimum of twice per year to monitor the implementation of the RAP.	July 2020 November 2020	Executive Manager Community Services / Community Development Officer
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.	June 2020	Executive Manager Community Services / Community Development Officer

Action 2 Build internal & external relationships

Delive	rable	Timeline	Responsibility
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.	September 2020	BKB Coordinator
2.2	Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.	September 2020	BKB Coordinator

Delive	rable	Timeline	Responsibility
3.1	Support and/or deliver an annual NRW event in collaboration with the local Aboriginal & Torres Strait Islander community.	27 May – 3 June 2021	Executive Manager Community Services / Community Development Officer / Events Coordinator
3.2	Register Shire of Northam NRW events on Reconciliation Australia's NRW website.	April 2021	Community Development Officer
3.3	Encourage Shire of Northam Councillors and Staff to attend NRW events.	27 May – 3 June 2021	Chief Executive Officer / All Executive Managers
3.4	Distribute and promote NRW fact sheets and other resources to Councillors, Staff and the wider community.	27 May – 3 June 2021	Community Development Officer / Community Services Administration Officer
3.5	Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.	27 May – 3 June 2021	Chief Executive Officer / Executive Manager Community Services

Action 3 Participate in and	celebrate National	Reconciliation	Week (NRW)
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Action 4 Raise internal awareness of Council's RAP

Delive	rable	Timeline	Responsibility
4.1	Ensure that all employees have an understanding of the Councils RAP commitment and how each department can contribute.	July 2020	All Managers
4.2	Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.	July 2020	Executive Manager Community Services / Community Development Officer





Action 5 Promote positive race relations through anti-discrimination strategies

Delive	rable	Timeline	Responsibility
5.1	Research best practice and policies in areas of race relations and anti- discrimination.	November 2020	Human Resources Coordinator
5.2	Conduct a review of HR policies and procedures to identify existing anti- discrimination provisions, and future needs.	January 2021	Human Resources Coordinator



Artwork: Wardong and Manidj by Kirk Garlett







Action 6 Investigate Aboriginal & Torres Strait Islander cultural learning and development for Council

Delive	rable	Timeline	Responsibility
6.1	Capture data and measure our	September 2020	BKB Coordinator /
	staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements		Human Resources Coordinator
6.2	Conduct a review of cultural awareness training needs within the Shire of Northam.	September 2020	Human Resources Coordinator / BKB Coordinator
6.3	Develop a project plan for Increasing staff's knowledge and Understanding of Aboriginal & Torres Strait Islander cultures, histories and achievements.	November 2020	BKB Coordinator







Deliverable		Timeline	Responsibility
7.1	Raise awareness and share Information amongst Councillors, Staff and the wider community about the meaning of NAIDOC Week	November 2020	BKB Coordinator
7.2	Encourage Councillors and staff to participate in local NAIDOC Week events	November 2020	CEO / Executive Management / BKB Coordinator
7.3	Support and/or deliver a local NAIDOC Week event	8 November – 15 November 2020	BKB Coordinator / Community Development Officer / Events Coordinator
7.4	Ensure the RAP Working Group participates in an external NAIDOC Week event	8 November – 15 November 2020	Community Development Officer

Action 8 Raise internal understanding of Aboriginal & Torres Strait Islander cultural protocols

Delive	rable	Timeline	Responsibility
8.1	Identify and develop a list of local Traditional Owners of land and water within the Shire of Northam	August 2020	BKB Coordinator / RAP Working Group
8.2	Identify and develop a list of respected local Elders who can perform Welcome to Country for the Shire of Northam	August 2020	RAP Working Group / BKB Advisory Committee / BKB Coordinator
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	August 2020	BKB Coordinator / RAP Working Group



Action 9 Publicly acknowledge and celebrate Aboriginal & Torres Strait Islander cultures, histories and achievements.

Delive	rable	Timeline	Responsibility
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.	October 2020	RAP Working Group / CEO
9.2	Investigate flying the Aboriginal & Torres Strait Islander flags at Administration and other Council buildings.	September 2020	Governance Officer
9.3	Investigate opportunities for Aboriginal & Torres Strait Islander artworks to be displayed in Council facilities and to be commissioned as public art works.	August 2020	Community Development Officer / Art Advisory Committee
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.	December 2020	Manager Tourism & Events / Community Development Officer / RAP Working Group







Action 10 Investigate opportunities for Aboriginal & Torres Strait Islander employment and retention within Council

Deliverable		Timeline	Responsibility
10.1	Capture baseline data on Aboriginal & Torres Strait Islander employment & retention within the Shire of Northam to inform future employment.	July 2020	Human Resources Coordinator
10.2	Investigate Aboriginal & Torres Strait Islander employment pathways for people to seek employment, traineeships and work experience within the Shire of Northam	October 2020	Human Resources Coordinator
10.3	Develop a plan to increase Aboriginal & Torres Strait Islander employment within the Shire of Northam	November 2020	Human Resources Coordinator

CENTRE FOR NYOONGAR CUITE ENVIRONMENTAL KNOWLEGE

Delive	able	Timeline	Responsibility
11.1	Develop an understanding of the mutual benefits of procurement from Aboriginal & Torres Strait Islander owned businesses	February 2021	Executive Manager Engineering Services/ Executive Manager Corporate Services/ Procurement Officer
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	January 2021	Executive Manager Corporate Services / Executive Manager Engineering
11.3	Promote Aboriginal & Torres Strait Islander businesses within the Shire of Northam	August 2020	BKB Coordinator
11.4	Support and/or create opportunities for Aboriginal & Torres Strait Islander business development within the Shire of Northam	January 2021	Executive Manager Community Services / BKB Coordinator
11.5	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	January 2021	BKB Coordinator / Procurement Officer

Investigate Aboriginal & Torres Strait Islander supplier diversity. Action 11

Photographs by Michelle Blackhurst





# **Governance & Tracking Progress**



Action 12 Build Support for Council's RAP

Deliver	able	Timeline	Responsibility
12.1	Define resource needs for RAP development and implementation	July 2020	Executive Manager Corporate Services / Community Development Officer
12.2	Define systems and capability needs to track, measure and report on RAP activities	July 2020	Executive Manager Corporate Services / Community Development Officer
12.3	Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia	September 2020	Executive Manager Corporate Services / Community Development Officer
12.4	Include information on the implementation of the RAP in Council's annual report	April 2021	Executive Manager Corporate Services / Community Development Officer





Action 13	Review and	Refresh RAP
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Delive	rable	Timeline	Responsibility
13.1	Review the progress of the RAP with the RAP Working Group	January 2021	Executive Manager Corporate Services / Community Development Officer
13.2	Draft and refresh a new RAP for the Shire of Northam based learning, achievements and challenges experienced in the previous RAP	January 2021	Executive Manager Corporate Services / Community Development Officer
13.3	Submit draft of new RAP to Reconciliation Australia	March 2021	Executive Manager Corporate Services / Community Development Officer





# BILYA KOORT BOODJA

CENTRE FOR NYOONGAR CULTURE & ENVIRONMENTAL KNOWLEDGE





### 5.2 Bunnings Development and Employment Opportunities

Address:	Corner of Peel Terrace and Oliver Street, Northam
	6401
Owner:	Annie Young, Bunnings Northam
File Reference:	2.1.3.2
Reporting Officer:	N/A
Responsible Officer:	N/A
Officer Declaration of	Nil
Interest:	
Voting Requirement:	-
Press release to be	Nil
issued:	

### BRIEF

For the Committee to discuss and recommend actions for future employment opportunities and actions relating to the new Bunnings Development.

### ATTACHMENTS

Nil.

### A. BACKGROUND / DETAILS

Bunnings are currently developing a new premises on the corner of Peel Terrace and Oliver Street in Northam. Bunnings are interested in holding discussions with the local Elders regarding potential employment opportunities for local Nyoongar people, and hope to define some recommendations and action steps that can be pursued to create these opportunities.

### 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

N/A



### B.3 Legislative Compliance

N/A

# **B.4** Policy Implications

N/A

# B.5 Stakeholder Engagement / Consultation

The local Elders will be consulted in the course of this committee meeting.

### B.6 Risk Implications

Refer to Risk Matrix <u>here</u>.

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

### RECOMMENDATION

That Council receives the Briefing from Wesfarmers Bunnings on their plans to employ local Nyoongar people.



# 5.3 Northam Senior High School – Stolen Generation Musical Drama

Address:	Northam Senior High School, 38 Kennedy Street,
	Northam 6401
Owner:	Peter Hind
File Reference:	2.1.3.2
Reporting Officer:	N/A
Responsible Officer:	N/A
Officer Declaration of	Nil
Interest:	
Voting Requirement:	-
Press release to be	Nil
issued:	

### BRIEF

For the Committee to consider the performance of a musical drama regarding the stolen generation, to be performed by Northam Senior High School students.

### ATTACHMENTS

Nil.

# A. BACKGROUND / DETAILS

Northam Senior High School is proposing the creation and performance of a musical drama regarding the stolen generation, and would like to discuss the matter with the local Elders.

### **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 local Elders will be consulted in the course of this committee meeting.

### B.6 Risk Implications

Refer to Risk Matrix <u>here</u>.

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

### RECOMMENDATION

That Council supports in principle the Northam Senior High School – Stolen Generation Musical Drama.



### 5.4 Environmental Society – Enright Park Signage

Address:	Enright Park, 2 Fitzgerald Street East, Northam 6401
Owner:	Peter Weatherly, Environmental Society
File Reference:	2.1.3.2
Reporting Officer:	N/A
Responsible Officer:	N/A
Officer Declaration of Nil	
Interest:	
Voting Requirement:	-
Press release to be	Nil
issued:	

#### BRIEF

For the Committee to consider the design and installation of signage at Enright Park.

### **ATTACHMENTS**

Nil.

# A. BACKGROUND / DETAILS

The Environmental Society in the Shire of Northam are currently designing signage to be placed at the corroboree site of Enright Park, and would like to discuss the design and installation of the signage with the local Elders.

### **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 local Elders will be consulted in the course of this committee meeting.

### B.6 Risk Implications

Refer to Risk Matrix <u>here</u>.

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

### RECOMMENDATION

That the Committee receives the briefing from the Avon Environmental Society on the proposed Enright Park signage.



# 6. URGENT BUSINESS APPROVED BY DECISION

Nil.

- 7. DATE OF NEXT MEETING
- 8. DECLARATION OF CLOSURE

