



TOWN OF
VICTORIA PARK



Mindeera Advisory Group

Notes – Wednesday 6 March 2024



WE'RE OPEN
VIC PARK

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1 Opening

Acknowledgement of country

Ngany kaaditj Noongar moort keny kaadak nidja Wadjak Noongar boodja. Ngany kaaditj nidja Noongar birdiya – koora, ye-ye, boorda, baalapiny moorditj Noongar kaaditjin, moort, wer boodja ye-ye.

I acknowledge the traditional custodians of this land and respect past, present and emerging leaders, their continuing cultural heritage, beliefs and relationship with the land, which continues to be important today.

2 Attendance

Mindeera Group Representatives

Murray Masters (Deputy Chair)
Jordanna Rebbeck

Elected Members

Deputy Mayor Bronwyn Ife
Cr Sky Croeser
Cr Peter Devereux

Manager Community

Paul Gravett

Coordinator Community Development

Annie Withrow

Meeting secretary

Nichola Tomkins

Presenters

Yvette Coyne, Arts Officer
Nick Churchill, Strategic Projects Manager

Observers

Apologies

Kelsi Forrest (Chair)
Roni Forrest
Stephanie Ludekens
Gerard Siero
Amber Ugle-Hayward

3 Presentations

3.1 Art Collection Acquisition

Reporting officer	Art Development Officer
Origin of request	Arts and Culture Plan
Attachments	1. Art Acquisitions - Mindeera [3.1.1 - 20 pages]

Purpose of the item

To provide feedback on Aboriginal artwork options for inclusion in the Town's Art Collection.

Outcome

To purchase artworks for the Town's Art Collection.

Discussion points

- Presentation on artwork options.
- Considerations in commissioning an artist.
- Are there any artworks presented that the Mindeera Advisory Group would support the Town to purchase?

Strategic outcomes

Social	
Community Priority	Intended public value outcome or impact
S3 - Facilitating an inclusive community that celebrates diversity.	Support of local indigenous artists to add to the Towns art collection.
S4 - Improving access to arts, history, culture and education.	Representation of first nations in the Town's art collection. Support of local artists.

Outcome

- The Town Officer explained the options available to purchasing an artwork from an Aboriginal artist.
- The budget available is approximately \$10,000 + GST.
- The Officer is seeking feedback from the Mindeera Advisory Group on their preferred approach which could be a combination of purchasing an existing work, commissioning an artist and/or selecting a collectable art piece.
- The Group felt they wanted more time to review the options.
- Agreed preference for an art comission that includes the journey of the group, the Town and/or Mindeera Springs.
- Another artist was suggested by the Group to be researched – Tyrone Wigana
- The Officer needs feedback by the end of March 2024 to ensure the budget allocation is spent in this financial year.

Actions

- The Officer will provide the presentation with links and descriptions for the group to provide feedback.

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- The Arts Officer will review feedback provided by the Group and communicate a recommendation via email for the Group to review.

3.2 Mindeera Springs

Time	10 minutes – plus 10 minutes questions
Presenter	Strategic Projects Manager, Nick Churchill
Attachments	Nil

Purpose of the item

To update on the current investigations into Mindeera Spring and proposed future options being pursued to ensure this significant site is recognised.

Outcome

The Group is informed and can provide any feedback on the proposed approach.

Strategic outcomes

Environment	
Community Priority	Intended public value outcome or impact
EN1 - Protecting and enhancing the natural environment.	That culturally significant sites are recognised and preserved.

Social	
Community Priority	Intended public value outcome or impact
S3 - Facilitating an inclusive community that celebrates diversity.	That culturally significant sites are showcased as a way of celebrating the Town's diverse culture and history.
S4 - Improving access to arts, history, culture and education.	That Mindeera Spring is an important cultural site in the Town and contributes to community awareness and understanding of local Aboriginal history.

Outcome

- The Project Management Team explained the current position of underground pipes (storm water drains) where Mindeera Spring has been identified as flowing.
- The Project Management Team are researching long term options of daylighting Mindeera Spring (i.e. to remove the pipe and turn it into a living Spring)
- Mindeera Group Member is in process of getting it registered as a significant site with the Department of Planning, Lands and Heritage.
- Alternative ideas for daylighting the Spring suggested by the Group included archaeological inspection points or road murals.
- A concept design needs to be developed by the Town in consultation with the Department of Biodiversity, Conservation and Attractions.
- The Project Management Team will provide the presentation and supporting materials for distribution to the Group.
- Budget requests to be submitted to Elected Members to investigate/explore the concept further.

Actions

- The Project Management Team will keep the Group updated on progress of the Mindeera Spring project.

4 Items for discussion

4.1 On the Table

Reporting officer	Reconciliation Officer
Origin of request	Ongoing Agenda Item
Attachments	Nil

Purpose of the item

To provide an opportunity for Advisory group members to share feedback, generate ideas and facilitate discussion on matters of reconciliation and indigenous significance in the Town.

Outcome

To provide space for deliberation and innovation.

Discussion points

- Referendum result – discussion on steps towards healing.
- RAP Endorsement.
- i24s (formerly Roo Force) update.
- Signage at Koolbardi Park and seeking feedback for next steps.
- Events – RAP launch, National Reconciliation Week (NRW) and NAIDOC Week.
- Conversation from the Table

Strategic outcomes

Civic Leadership	
Community priority	Intended public value outcome or impact
CL2 - Communication and engagement with the community.	To encourage and enable the community to actively take part in and contribute to Town and community led projects.

Social	
Community priority	Intended public value outcome or impact
S3 - Facilitating an inclusive community that celebrates diversity.	To enable the community to be informed and engaged in the Town's reconciliation process.

Outcome

- Referendum result – discussion on steps towards healing.
 - Devastating and hurtful result which has wounded community members.

- The effects will continue to be felt and have ongoing impacts on Aboriginal people.
- Feeling from the group that regardless of the referendum result, Aboriginal people know their worth.
- Voting data for Victoria Park was positive and showed strong allyship locally and that the Vic Park community are engaged in reconciliation.
- The group agreed that the effects will continue to be felt and have ongoing impacts on Aboriginal people and the many others who supported the YES referendum.
- RAP Endorsement
 - Final printed document presented to the Group.
 - The artwork was designed by Mindeera member Roni which makes it a personal local document.
 - The Town will be holding a launch event on Friday 22 March 2024 to showcase and highlight the plan as well as use it to start conversations and open the door to opportunities to deliver on the plan.
 - The Innovate RAP reflects the hard work of many people that were not present but it is important to acknowledge their contributions – Kelsi and Roni Forrest (10 years of work), previous Elected Members and also previous staff members, Megan and Stacey.
- i24s (formerly Roo Force) update.
 - Roo Force went into Voluntary Administration in 2023 and i24s has taken over the contract.
 - Some of the same people from Roo Force now work for i24s so there is continuity in service provision.
 - The Group expressed a need for amenities at John Macmillan Park (where there are ongoing antisocial behaviour issues) to communicate and raise awareness of Country rather than rule based approach.
- Signage at Koolbardi Park and seeking feedback for next steps.
 - Lessons learnt from previous approach to renaming the park.
 - Queries around what options could be considered for signage.
 - The Town has researched some options and received quotes for interactive signage which was in the region of \$20,000 – \$35,000.
 - Alternative options are to install a metal sign for the park.
 - Options were discussed about including story telling through a QR code on the sign.
- Events
 - RAP launch – Friday 22 March 2024 at the Telethon Cinema from 5.3-7.30pm. The formal launch and free community screening after the launch are open to the community to attend.
 - National Reconciliation Week (NRW) – the Town is in discussions with Vic Park Community Centre for a collaborative project and with Millen Primary School. There are also ideas for a signage project to showcase Aboriginal art works owned by the Town using the Street banner infrastructure.
 - NAIDOC Week – the Town is in discussions with the Friends of Jirdarup Bushland for a collaborative project and the Town's Urban Forrest team have a Planting day in the program. The group also suggested reviewing if there was an opportunity to plan cultural fire burning as part of the programming.
- Conversation from the Table

- Harmony Day celebrations – opinion was shared that Harmony Day was a watered down and defuse call for a UN day for the elimination of racial discrimination. Acknowledging support for the Harmony concept, comments were made to shift the emphasis and resource allocation, as elimination of racial discrimination is a worthy goal that has been missed.
- Would the Council take action and put out a statement about the conflict in Palestine. Discussions included whether this group sits as an independent voice from Council and whether this is the core business of the Town.
- Urban Forrest Strategy (UFS) – feedback was requested about the progress towards the goal of 20% canopy cover and if the Group could provide input into the development of the next UFS.
- Commemorative naming Policy – request for the Group to provide input into the policy review.
- WALGA Aboriginal Forum – is a great opportunity for the sharing of knowledge and representation of LGAs, members encouraged to attend.
- RAP budget – the Group would like an overview on the budget priorities for 2024/2025
- Lanyards – offered to MAG and new EM's previously – bought 50 for NAIDOC last year – CD, MAG , Customer service, Library received them
- Walk Together – Danjoo Koorliny (dan-joo coorl -in) Bunuru Festival which is a large scale, long-term systems change project designed and led by Aboriginal leaders– [Danjoo Koorliny Walking Together | CSI](#)

Actions

- Koolbardi Park sign – the Group agreed the best use of resources would be to install a metal sign and ideas around storytelling could be revisited in the future.
- Reconciliation Officer to send the community invitation for the RAP Launch via email to the Group.
- Research cultural fire burning with internal and external stakeholders as a program option for NAIDOC Week.
- Invite the Place Leader for Urban Forrest Strategy to come to a meeting and incorporate Care for Country into next Strategy.
- Include consultation with the Mindeera Advisory Group into the development of the Commemorative Naming Policy.
- Reconciliation Officer to consider purchase of Aboriginal themed lanyards or the like to help promote awareness around Reconciliation.
- Reconciliation Officer to provide an overview on the budget priorities for 2024/2025, inviting comment from the group.

Next steps

Nil.

Further information

Nil.

4.2 Adopt New Terms of Reference

Reporting officer	Manager Community
Origin of request	Policy 101 Governance of Council Advisory and Working Groups
Attachments	1. Draft Terms of Reference [4.2.1 - 2 pages]

Purpose of the item

To include the new members of the Mindeera Advisory Group onto the Terms of Reference.

Outcome

Terms of Reference are agreed and adopted by the Mindeera Advisory Group.

Discussion points

Review of the Terms of Reference document and membership which will include:

- New Elected Members
- An expression of interest opportunity for community members in October 2024

Strategic outcomes

Civic Leadership	
Community Priority	Intended public value outcome or impact
CL2 - Communication and engagement with the community.	Clarity about the scope of the work of the advisory group

Social	
Community Priority	Intended public value outcome or impact
S2 - Collaborating to ensure everyone has a place to call home.	That all members of the community feel accepted and can be involved in the advisory group.
S3 - Facilitating an inclusive community that celebrates diversity.	That people from all backgrounds are recognised and represented on community advisory groups.
S4 - Improving access to arts, history, culture and education.	Highlighting the importance of Aboriginal culture and history to local government services and project planning.

Outcome

- The Group provided some contextual and structural suggestions for the Terms of Reference which included:
 - Changed 3b to be 'up to 10 community members.
 - Add a requirement to the Group having representation from Aboriginal people.
 - Approach to the Expression of Interest for the group to be multi-faceted and include word of mouth, a yarn, video etc

- Could representatives have a meaningful connection to the Town i.e. they don't have to live in the Town currently but did so or had a connection in the past.

Actions

- The Group to provide feedback via email on the updated Terms of Reference.

Next steps

The Terms of Reference must go to Council within 3 months for adoption.

Further information

Nil

4.3 Dual naming and story telling protocols

Reporting officer	Manager Community
Origin of request	Innovate Reconciliation Action Plan
Attachments	1. Background information on dual naming [4.3.1 - 1 page]

Purpose of the item

To develop a collaborative process that embeds engagement with Traditional Owners and/or the Mindeera Advisory Group when undertaking dual naming and indigenous story telling.

Outcome

The Mindeera Advisory Group to provide direction on the next steps to progress dual naming protocols.

Discussion points

The Mindeera Advisory Group to provide comments and review on the option presented. The option presented is a starting point for discussions and feedback is highly encouraged to shape a workable process.

Strategic outcomes

Civic Leadership	
Community Priority	Intended public value outcome or impact
CL2 - Communication and engagement with the community.	That engagement with Aboriginal and Torres Strait Islander people is embedded within the dual naming protocols.

Social	
Community Priority	Intended public value outcome or impact
S2 - Collaborating to ensure everyone has a place to call home.	That using dual naming of local sites and places recognises and celebrates the cultural history of the area.
S3 - Facilitating an inclusive community that celebrates diversity.	That dual naming is an important step to raising awareness and educating the community on the cultural history of the area.

Outcomes

- The workflow example provided in this item is intended to be a starting point for discussions and it is encouraged that the group provide feedback on what they like/dislike/want to change/edit in the workflow.
- The Group recommended getting in touch with the Noongar Language Centre in Cannington as it is a registered Language Centre and may have frameworks or good practice examples that we can follow.
- The Town to consider having a Language Strategy to reactivate Noongar.
- There are many sources of knowledge including Moodjar Consultancy (Len Collard and Dylan Collard) and other local governments that have undertaken dual naming.
- The Group requested more time to consider the process provided.

Actions

- Reconciliation Officer to invite representatives from the Cities of Melville or Fremantle to an Advisory Group Meeting.
- Ask the Group to provide feedback on the workflow example via email.
- Reconciliation Officer to collate the feedback for further consideration by the Group.
- Reconciliation Officer to contact Noongar Language Centre as it is the registered Language Centre and may have frameworks or best practice examples.

Next steps

Reconciliation Officer to develop further a protocols document for future review based on the feedback from the Mindeera Advisory Group.

Further information

Suggested workflow of dual naming of significant sites and places in the Town.

1. Project concept

- Review of the project purpose and scope

2. Engagement with Mindeera Advisory group

3. Cultural context and input (from Mindeera members or external consultations)

- Storytelling/cultural context and background

4. Update provided to the Mindeera Advisory group

- Review the cultural context information and recommendations on dual naming

5. Engagement with external people/organisations

- Whadjuk Noongar Corporation
- Southwest Aboriginal Land and Sea Council
- Community engagement

6. Update provided to the Mindeera Advisory group

- Review of feedback provided from external groups and people
- Either support given for dual naming or request for further information to be sought

7. Council Endorsement

- Report to Council

8. Landgate

- Landgate require local government endorsement and community consultation (particularly with Elders) prior to submitting applications for dual naming.

Considerations

Town of Victoria Park requirements

- Procurement Policies – three quotes for goods and services over \$5,000
- Delegated authority for decision making is given to the Chief Executive Officer who can then delegate this to relevant employees [Register - Delegations and sub-delegations > Town of Victoria Park](#)
- Timeframes for Mindeera Advisory group and Council meetings may affect how quickly this process can be worked through.

4.4 Equal Employment Opportunity (EEO) Management Plan

Reporting officer	Manager Community
Origin of request	Equal Opportunities Act 1984 (WA)
Attachments	1. Equal Employment Opportunity Management Plan [4.4.1 - 18 pages]

Purpose of the item

For comment and review by the Group.

Outcome

The Equal Employment Opportunity Management Plan is approved by the Mindeera Advisory Group.

Discussion points

The Equal Employment Opportunity Management Plan is reviewed and includes:

- Targets, programs and practices to achieve greater workforce diversity
- Actions to embed cultural awareness training for all staff
- Pages 5 and 12 of attachment hold information relevant to the advisory group

Strategic outcomes

Civic Leadership	
Community Priority	Intended public value outcome or impact
CL2 - Communication and engagement with the community.	That the Mindeera Advisory Group can assess actions relating to developing equal employment opportunities for the Town of Victoria Park for Aboriginal and Torres Strait Islander people.

Social	
Community Priority	Intended public value outcome or impact
S2 - Collaborating to ensure everyone has a place to call home.	To develop employment opportunities for Aboriginal and Torres Strait Islander people for the Town of Victoria Park.
S3 - Facilitating an inclusive community that celebrates diversity.	To demonstrate that the Town welcomes people from all backgrounds to come and work for the Town.
S4 - Improving access to arts, history, culture and education.	That cultural awareness and understanding are important components to facilitate increased employment opportunities for Aboriginal and Torres Strait Islander people for the Town.

Outcomes

- The Group discussed retention of Aboriginal staff and how the Town's People and Culture Team tracked information related to applications received from Aboriginal people as well as those that were employed by the Town.
- The Group acknowledged this was a work in progress.

Actions

- In principle support given by the Group on the basis that the Town's People and Culture Team provide clarity about how they will achieve the actions and targets (linking to the RAP).

- Ask other local governments at the WALGA Aboriginal Forum about how they manage staff retention and track applications from Aboriginal people.

Next steps

The Equal Employment Opportunity Management Plan is approved by C-Suite.

Further information

Nil.

5 General business

6 Actions from previous meetings

Action	Responsible Officer	Link to RAP Action(s)	Status	Comment	Close Date
Town officers to inquire with Governance about the process of appointing new members, either through a previous applicant list or independent EOI process.	Coordinator Community Development		Completed	Governance has advised that all Town Advisory Groups will undertake EOI processes in October 2024 and every two years after that time. As per policy 101 Advisory Groups.	Sept 2023
Town officers to check in with current members to gauge interest in remaining on the group.	Coordinator Community Development		Completed		Sept 2023
Officers to bring back Acknowledgement of Country revised draft to Mindeera members once naming process has been confirmed.	Reconciliation Officer, Coordinator Community Development, Manager Community		On hold until naming process is finalised.		December 2024
Officers to review previous draft process and update process for Noongar naming in the Town to	Reconciliation Officer, Coordinator Community		In progress		December 2024

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bring back to Mindeera members for consideration.	Development, Manager Community				
Officers to provide thoughts and the Town's approach concerning the new Heritage Act.	Reconciliation Officer, Coordinator Community Development, Manager Community		Completed	The new Heritage Act has been revoked by the State Government.	December 2023
Mindeera members to network with sporting groups in the Town and communicate details with the Reconciliation officer, to advance current and future, community engagement and Reconciliation partnership opportunities	Mindeera Members	Rel 5	In progress		December 2024
Officers to investigate budget allocation and budget options for implementing the interactive signage at Koolbardi Park in 2022-2023.	Reconciliation Officer and Manager Community Development	Res 5	In progress		December 2024

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Mindeera Advisory Group member to consult with the DLGSC regarding the Mili Mili Gnarla Boodja project and opportunities to continue this project to include Noongar country situated within the Town of Victoria Park.	Mindeera Chair	Res 2	In progress		TBC
Mindeera members to contact Vic Park Collective in the New Year, regarding next steps in bringing the conversation, (around Jan 26) and additional engagement opportunities, to the community.	Mindeera Members	Res 1	In progress		TBC
Officers to coordinate workshop with Mindeera members and Whadjuk Cultural Advice committee to progress Albany Highway Precinct Redevelopment	Place Planning Officer and Reconciliation Officer	Rel 7	In progress		31 March 2032
Officers to work with the Town's communication s team to increase the media profile of reconciliation processes and outcomes in the Town.	Reconciliation Officer and Communication Service Area	Rel 6	Ongoing		N/A

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Officers to consult with Mindeera group members regarding cultural history and ecological design of Edward Millen House.	Strategic Projects Manager	Rel 7	In progress		N/A
Officers to keep Mindeera group updated on cultural research dimension related to Edward Millen House.	Reconciliation Officer	Rel 7	Ongoing		N/A
Officers to engage cultural heritage consultant for advice and guidance in the daylighting of the Mindeera Spring and/ or present plans for the spring to the Whadjuk Cultural Advice committee	Strategic Projects Manager	Rel 7	In progress		N/A
Officers to facilitate discussion with Noongar community members through outreach to AEO at local schools, with the view to maximising Noongar engagement in Town and community led projects	Reconciliation Officer	Op 5	In progress		December 2024

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Officers to discuss community courses in Noongar language with relevant Town staff.	Reconciliation Officer	Res 8	Completed		December 2023
Mindeera member to proceed with the registration of the Mindeera Spring as a cultural heritage site, within the next six months.	Mindeera Member	Op 2	Completed		February 2024
Planning to commence around further integration of reconciliation practices and processes into Town systems as part of the new RAP.	Reconciliation Officer and Senior Social Analyst	Rel 5 TP 2	Completed		31 March 2022
Officers to investigate incorporating commitment to the Uluru Statement of the Heart in the development of the Innovate Reconciliation Action Plan	Reconciliation Officer	TP 2	Completed		31 March 2023

