



TOWN OF  
VICTORIA PARK



# Mindeera Advisory Group

## Agenda – 13 August 2025



**WE'RE OPEN**  
VIC PARK

## Table of contents

1 Opening .....	3
2 Attendance .....	4
3 Presentations .....	5
3.1 Update on the Community Benefits Strategy .....	5
3.2 Update from People and Culture on RAP Actions.....	6
4 Items for discussion .....	8
4.1 On the Table.....	8
4.2 Cultural Mapping at McCallum Park.....	8
4.3 Next steps for the Innovate Reconciliation Action Plan .....	10
5 General business.....	11
6 Actions from previous meetings .....	12
7 Close .....	13

## 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 kaadijin, moort, wer boodja ye-ye.*

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

## 2 Attendance

### **Mindeera Group Representatives**

Roni Forrest (Chair)  
Murray Masters (Deputy Chair)  
Rachel Collard  
Jesvin Karimi  
Kenneth Latham  
Amanda Morcom  
Sylvia Nelson  
Leandro Stewart Usher

### **Elected Members**

Deputy Mayor Bronwyn Ife  
Cr Sky Croeser  
Cr Peter Devereux

### **Manager Community**

### **Coordinator Community Development**

Sarah Vader  
Annie Withrow

### **Meeting secretary**

Nichola Tomkins

### **Presenters**

Rosalie Foss, Social Impact Specialist  
Joanna Bracey, Coordinator People & Culture  
Len Collard, Moodjar  
Monica Kane, Moodjar

### **Observers**

### **Apologies**

Kelsi Forrest  
Patrick Keefe

## 3 Presentations

### 3.1 Update on the Community Benefits Strategy

<b>Reporting officer</b>	Social Impact Specialist
<b>Origin of request</b>	Mindeera Advisory Group
<b>Attachments</b>	Nil

#### Purpose of the item

The Social Impact Specialist will provide an overview of programs currently delivered by the Waalitj Foundation, West Coast Eagles and Perth Demons within the Town and the vision for the Community Benefits Strategy (CBS) 2025-2029 which was endorsed in May 2025.

#### Outcome

For the Mindeera Advisory Group to outline their priorities related to the CBS and their suggested approaches to connect with local stakeholders.

#### Discussion points

Comment is sought from the Mindeera Advisory Group on collaboration opportunities which could be leveraged from the CBS to align with the Innovate Reconciliation Action Plan.

#### Strategic outcomes

<b>Civic Leadership</b>	
Community Priority	Intended public value outcome or impact
CL1 – Effectively managing resources and performance.	West Coast Eagles and Waalitj Foundation deliver projects that align with both the CBS objectives and the Innovate RAP.
CL2 - Communication and engagement with the community.	Mindeera Advisory Group is updated on CBS program deliverables and outcomes.

<b>Social</b>	
Community Priority	Intended public value outcome or impact
S3 - Facilitating an inclusive community that celebrates diversity.	Mindeera Advisory Group provide feedback from a First Nations perspective on opportunities within the CBS program delivery.

#### Next steps

West Coast Eagles to host the November Mindeera Advisory Group Meeting and give the Group a tour of the facilities at Mineral Resources Park and outline their community-based programs. The Waalitj Foundation will be invited to attend that meeting and showcase their facility and the programs they run.

#### Further information

Nil

## 3.2 Update from People and Culture on RAP Actions

<b>Reporting officer</b>	Coordinator People & Culture
<b>Origin of request</b>	Mindeera Advisory Group
<b>Attachments</b>	Nil

### Purpose of the item

The Mindeera Advisory Group requested for the Town's People and Culture Team to provide an update about how they will achieve the actions and targets relating to the Equal Employment Opportunity Management Plan and other Reconciliation Action Plan (RAP) actions.

### Outcome

Feedback from the Mindeera Advisory Group will inform progression of relevant People and Culture actions within the RAP.

### Discussion points

The Mindeera Advisory Group will be given an outline on the following topics and will be able to provide input and feedback on proposed approaches:

#### Aboriginal School Based Traineeship

- How it's going
- Staff support
- Future plans

#### Staff Training

- Past training
- Online cultural awareness training PSC
- Developing future training

#### Recruitment

- New recruitment website
- Recruitment guidelines
- Where to focus on reducing barriers

### Strategic outcomes

Civic Leadership	
Community Priority	Intended public value outcome or impact
CL1 – Effectively managing resources and performance.	To ensure the Town embeds inclusive approaches and removes barriers to the recruitment and retention of First Nations staff.
Social	
Community Priority	Intended public value outcome or impact
S3 - Facilitating an inclusive community that celebrates diversity.	That First Nations people are supported and welcomed to work with the Town' as diversity of personnel provides a creative, adaptable workforce that can be responsive to community needs.

### **Next steps**

Feedback to be incorporated into progression of RAP actions.

### **Further information**

Nil.

## 4 Items for discussion

### 4.1 On the Table

<b>Reporting officer</b>	Reconciliation Officer
<b>Origin of request</b>	Ongoing Agenda item
<b>Attachments</b>	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

- Conversation from the Table
- Peace pole
- Follow ups from cultural burn at Hill View Bushland

### Strategic outcomes

<b>Civic Leadership</b>	
<b>Community priority</b>	<b>Intended public value outcome or impact</b>
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.

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

### Next steps

Nil.

### Further information

Nil.

### 4.2 Cultural Mapping at McCallum Park



<b>Reporting officer</b>	Len Collard & Monica Kane, Moodjar Holdings
<b>Origin of request</b>	Innovate RAP
<b>Attachments</b>	Nil

## Purpose of the item

To seek feedback from the Mindeera Advisory Group on Traditional Owners and Knowledge Holders that should be invited to participate in the cultural mapping project for McCallum Park.

Cultural mapping is being undertaken to inform updates to the McCallum Park Masterplan to facilitate the inclusion for the daylighting of Mindeera Spring at McCallum Park.

## Outcome

Mindeera members are asked to identify and provide contact details of Traditional Owners and Knowledge Holders for the Reconciliation Officer to pass onto Moodjar Holdings who are leading on the cultural mapping.

## Discussion points

An outline will be given on:

- The cultural mapping project for McCallum Park
- How the dual naming protocols will be embedded into the project
- Opportunities for the Mindeera Members to comment on approaches to identify and contact Traditional Owners and Knowledge Holders for the cultural mapping

## Strategic outcomes

<b>Civic Leadership</b>	
Community Priority	Intended public value outcome or impact
CL2 - Communication and engagement with the community.	It is important to engage with the Traditional Owners and Knowledge Holders when undertaking cultural mapping to ensure a genuine, meaningful and authentic process.

<b>Social</b>	
Community Priority	Intended public value outcome or impact
S2 - Collaborating to ensure everyone has a place to call home.	Cultural mapping facilitates the connection of people and place. Much of Noongar history has been passed down through the generations through story telling. The yarning workshops will enable Knowledge Holders to share their stories and give a localised cultural context to use to inform the McCallum Park Masterplan.
S3 - Facilitating an inclusive community that celebrates diversity.	The Noongar people have been caring for Country for over 60,000 years. Opportunities to document and share their rich history are integral to reconciliation.

## Next steps

Workshops with Traditional Owners and Knowledge Holders led by Moodjar Holdings to be held in September and October 2025.

### Further information

Nil.

## 4.3 Next steps for the Innovate Reconciliation Action Plan

<b>Reporting officer</b>	Reconciliation Officer
<b>Origin of request</b>	Innovate RAP
<b>Attachments</b>	Nil

### Purpose of the item

To explore options for next steps when the Innovate Reconciliation Action Plan 2024-2025 expires in December 2025.

### Outcome

Feedback from the Mindeera Advisory Group will inform the structure and type of RAP the Town proceeds with after the Innovate RAP expires in December 2025.

### Discussion points

There are different options available in relation to the type of plan and strategy the Town uses to progress in its reconciliation journey. The Mindeera Advisory Group will be able to explore these options and inform the approach taken by the Town.

### Strategic outcomes

Social	
Community Priority	Intended public value outcome or impact
S2 - Collaborating to ensure everyone has a place to call home.	Elders and Traditional Owners are key stakeholders in guiding the Town's reconciliation journey.
S3 - Facilitating an inclusive community that celebrates diversity.	A Reconciliation Action Plan is a roadmap for increasing cultural awareness, facilitating truth telling and bringing about cultural change in Vic Park. It is essential to engage with Elders and Traditional Owners in shaping reconciliation in the Town.

### Next steps

A report will be drafted for Council outlining the proposed next steps for the RAP based on feedback from the Mindeera Advisory Group.

### Further information

Nil.

## **5 General business**

## 6 Actions from previous meetings

Action	Responsible Officer	Link to RAP Action(s)	Status	Comment	Close Date
Reconciliation Officer to progress actions related to: 1. dual naming at McCallum Park 2. a holistic approach to plan for dual naming all other sites in the Town including budget and funding implications	Reconciliation Officer	Respect 4.3 and 5.1	In progress		December 2025
The Town's People and Culture Team provide clarity about how they will achieve the actions and targets relating to the Equal Employment Opportunity Management Plan (linking to the RAP).	Reconciliation Officer	Opportunities 1.1	In progress	Invite the People and Culture Team to a future Advisory Group meeting. To be invited to November 0024 meeting. Item deferred to February 2025 Deferred until August 2025	June 2025
The Town's Place Planning Team to liaise with Department of Local Government, Sport and Cultural Industries (DGLSC) to keep the group updated on plans relating to the Hockey Stadium at Curtin University and how they will manage cultural input going forward.	Place Leader, Strategic Planning	Relationships 3.2	In progress	DGLSC invited to February 2025 meeting however due to State election and caretaker period this has been deferred (no date set)	November 2025
Town to circulate the report from Moodjar Holdings including information and discussions from this session	Reconciliation Officer	Respect 4.3	Completed		August 2025
Metronet to invite the Group to be involved and recognised in the launch events	Reconciliation Officer	Relationships 3.2	Completed	Group invited to station tour in June 2025	December 2025
McCallum Park Masterplan cultural mapping – keep the Group updated	Reconciliation Officer	Respect 5.1	Completed	Quotation process in progress	July 2025

**7 Close**