



# Reconciliation Action Plan Impact Report

2023-2024



TOWN OF  
VICTORIA PARK



RECONCILIATION  
ACTION PLAN

INNOVATE





## RECONCILIATION ACTION PLAN IMPACT REPORT 2024

**Reconciliation** is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, working towards truth, justice, healing and historical acceptance. It is an invitation to build an honest, harmonious and respectful future, together.

**Our goal:** To facilitate an inclusive community that celebrates diversity through building strong relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, demonstrating our respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights, and improving employment outcomes for Aboriginal and Torres Strait Islander peoples.

**Our measures:**

Aboriginal and Torres Strait islander people living, working and visiting the Town feel the ToVP community is consistently welcoming and respectful.

Non-Indigenous residents, employees and Elected Members value the enhanced engagement and relationships the Town has with Aboriginal and Torres Strait Islander people.

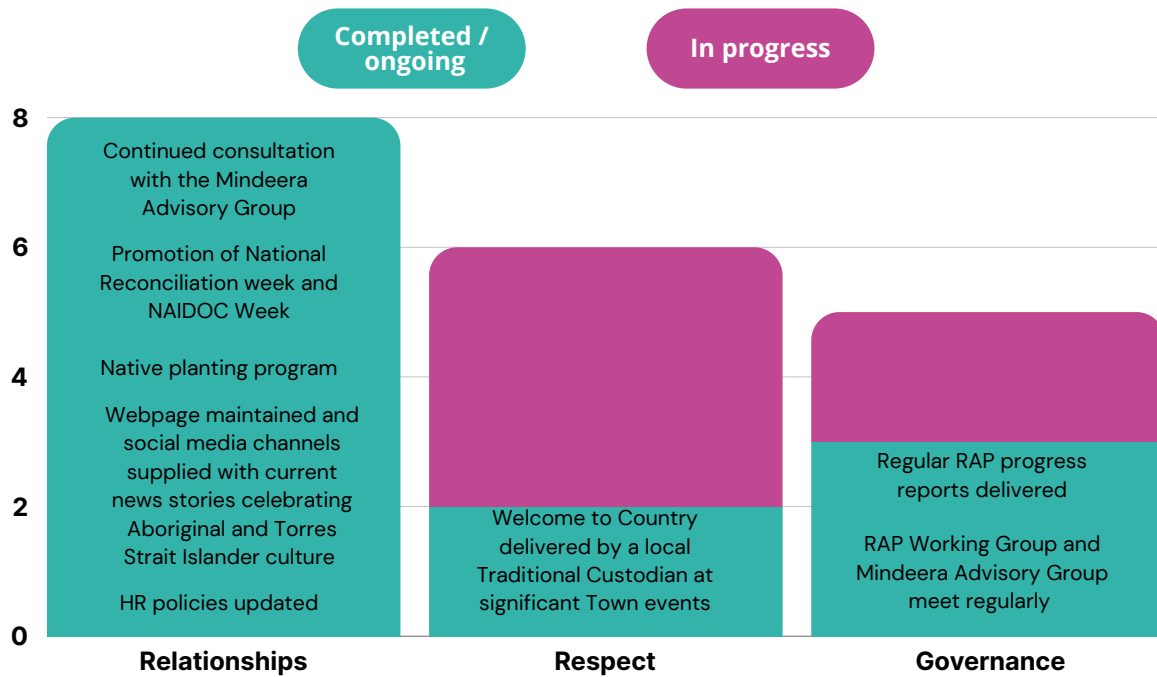
1.4% employees identify as Aboriginal or Torres Strait Islander (increase of 0.6%).

AREA	DETAILS	OUTCOME
<b>7</b> partnerships with Aboriginal and Torres Strait Islander organisations	Relationships  We consulted our Mindeera Advisory Group to develop a cultural learning strategy and partnered with Aboriginal stakeholders to promote connection to Country within the ToVP	An inclusive community that celebrates diversity (S3)
<b>73</b> staff completed Cultural Awareness or cultural protocol training	Respect  We provided training for all staff to ensure knowledge and understanding of historical injustice, and correct protocols.	An inclusive community that celebrates diversity (S3)
<b>11</b> events delivered that celebrate Aboriginal and Torres Strait Islander cultures		
Increase of <b>3 FTE</b> Aboriginal or Torres Strait Islander staff employed by the Town.	Opportunities  We reviewed and updated our Equal Employment Opportunity Management Plan and committed to meet targets for Aboriginal and Torres Strait Islander people in our workforce.	An inclusive community that celebrates diversity (S3)
<b>\$44,770</b> invested in initiatives and programs that promote Reconciliation.		



# Actions 2023-2024

[For a full list of Reflect RAP Actions, please click here](#)



## Community Scorecard 2023 Results

Measure	Overall Performance Index Score	First Nations	Industry Average
Recognition / respect for First Nations people	61 (84% positive rating)	32	62
Preserving and promoting local history and heritage	59 (82% positive rating)	38	58
Work / work opportunities	64 (84% positive rating)	39	54

### Goals for Community Scorecard 2025 Results

Increase scores from First Nations people to align closer to the overall scores

Maintain or increase current overall scores compared to industry averages

Aim for an industry high in one measure area

# IMPACT STORIES

**Feedback from staff who attended the Acknowledge This! training,** where staff explored creating unique Acknowledgements of Country.



"The no "acknowledgement by template" worked really well [in my meeting] with the Department of Transport. They responded by some personal reflections from the Director – it was [a meeting] about McCallum Park so they reflected on the significance of the Swan River and the connection to the area."

"I made an acknowledgement at the start of a recent Library staff meeting and staff were really interested in the personal touch...They were really keen to learn more."

## Videos from the Innovate Reconciliation Action Plan launch



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