

RECONCILIATION ACTION PLAN SCORECARD 2024/2025

Relationships

Building stronger relationships between Aboriginal and Torres Strait Islander peoples and other Australians to strengthen our organisational activities by connecting people, sharing experiences, and through consistent leadership, governance, communication, engagement and partnerships.

7 Partnerships:

Waalitj Foundation, Noongar Mia Mia, i24s, Aboriginal Landcare, Moodjar Holdings and Wildfire Indigenous Education & Cultural Consultation and Kalyakoorl.

"By acting as allies, telling First Nations stories, the Town of Victoria Park broadens the circle of influence and improves potential for reconciliation."

(Emeritus Professor Simon Forrest)

We provided grant funding to:

- Aboriginal Family Legal Services to deliver an Ochre Ribbon Day Family event promoting healthy relationships
- Victoria Park Centre for the Arts to host a NAIDOC Week exhibition
- Victoria Park Community Centre to deliver Noongar language classes

Elected Members, staff and members of the Mindeera Advisory Group wear NAIDOC Week shirts to demonstrate that both individually and collectively as an organisation we are advocates for reconciliation.

- Cultural immersion training sessions for Community Development staff- Mindeera Bidi - with Kalyakoorl and Wildfire Indigenous Education & Cultural Services
- Public Services Commission Cultural Awareness induction training for all staff

Respect

Showing respect for Aboriginal and Torres Strait Islander, cultures, histories, knowledge and rights is key to building strong relationships and we show respect by demonstrating pride in cultures and histories, truth-telling, listening, understanding, appreciation, acknowledgment, caring for Country, learning, success and celebration.

We delivered **3 NAIDOC Week 2024 events** that celebrated Aboriginal cultures:

- Sand art activation and cultural dance at the Victoria Park Farmers Market
- Djerap Bird Booklet launch with the Friends of Jirdarup Bushland
- Urban Forest Planting Day

- Mindeera Bidi guided walks were led by local Elder Emeritus Professor Simon Forrest and Noongar language teacher Dylan Collard to share local Noongar history and culture
- **3** Kaatijin screenings (Mammung, The Grey Line and The Return) and post-film talks were organised to foster cultural awareness and truth telling.

We collaborated in hosting a **cultural burn** to promote connection to the land and increase knowledge of traditional methods of land management among academics and government employees.



Opportunities

Opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities are important to progressing social equity and justice in our community across employment, procurement, professional development, retention, enabling access to systems and processes. By creating opportunities for Aboriginal and Torres Strait Islander peoples, the Town is adhering to our core values of inclusivity and integrity and upholding our commitment to champion an environment where reconciliation is advanced.

In 2025 we introduced an annual Aboriginal and/or Torres Strait Islander **school based traineeship** to improve knowledge, skills and opportunities within local government for First Nations students.

The Town uses a range of communication tools to advertise job vacancies. These have been reviewed to be inclusive to all demographics of people, including Aboriginal and Torres Strait Islander people.

The Town's Equal Employment Opportunity Management Practice documents our Aboriginal and Torres Strait Islander employment, retention and professional development strategy.

In 2024/25 **2** permanent employees and **one** trainee at the Town identify as Aboriginal or Torres Strait Islander.

\$349,783 was spent on procurement from **12** Aboriginal and Torres Strait Islander businesses in the 2024/25 financial year.

Governance

- **4** x quarterly Mindeera Advisory Group meetings are held each year
- Mindeera Advisory Group has **60%** Aboriginal or Torres Strait Islander People representation
- **4** x quarterly Reconciliation Action Plan updates were provided to Council
- An annual report was completed for Reconciliation Australia
- A Social Impact Scorecard was completed.



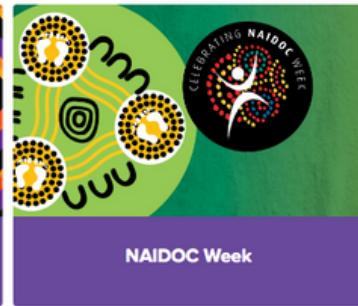
Noongar Six Seasons



Story Telling



National Reconciliation Week



NAIDOC Week

Click the image to view our "Aboriginal and Torres Strait Islander People" webpage