



# Reconciliation Action Plan Impact Report

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2024-2025





## RECONCILIATION ACTION PLAN IMPACT REPORT 2024/25

**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	Relationships were developed with Aboriginal and / or Torres Strait Islander businesses across areas including cultural mapping, Noongar language classes, urban ecosystems and employment.
<b>15</b> staff completed <u>Mindeera Bidi</u> Cultural learning	Respect	We provided Cultural training for Community Development staff to deepen cultural knowledge and forge connections with the local Noongar community.
<b>6+</b> events delivered that celebrate Aboriginal and Torres Strait Islander cultures		
<b>3</b> Aboriginal or Torres Strait Islander staff employed by the Town.	Opportunities	In 2025 we introduced an <b>annual Aboriginal and/or Torres Strait Islander school based traineeship</b> to improve knowledge, skills and opportunities within local government for First Nations students.
<b>\$16,000+</b> external funding provided to initiatives and programs that promote Reconciliation.		



IMPACT INVESTMENT



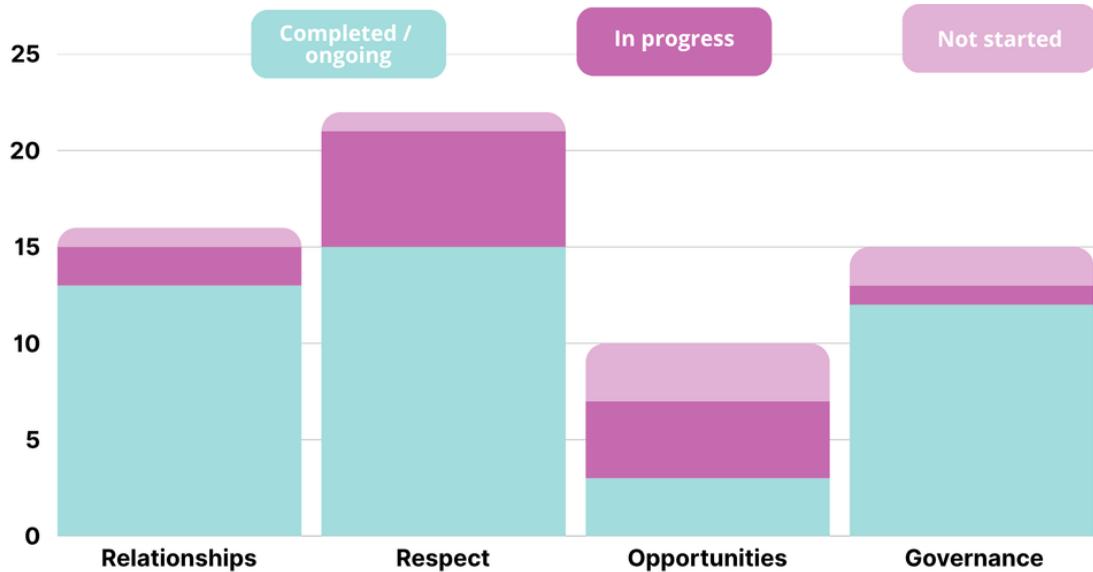
COLLECTIVE IMPACT



INTERNAL INITIATIVES

# Actions 2024-2025

For a summary of progress on Innovate RAP Actions,  
please click here



## Community Scorecard\* 2023 Results

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

## Goals for Community Scorecard 2027 Results

Increase the number of respondents who identify as First Nations for improved insights

Maintain or increase current overall scores compared to industry averages

Aim for an industry high in one measure area

\*To view the 2023 Community Scorecard click [here](#)

### Highlight on *Kaartijiin* (knowledge) screenings



We screened **three** Aboriginal documentaries (*Mammung*, *The Grey Line*, and *The Return*) to a total audience of **185** people.

**94%** of survey respondents told us that the screenings increased their understanding of the place and people in Victoria Park.

**92%** told us they learnt something new or gained new insight.

"[*Mammung*] shows what can be in modern Australia if Indigenous and non-Indigenous people converse and listen to one another."

Audience member at *Mammung*

"I need to be strong enough to stand up when people say something which I feel is really not the right thing to say... I need to come to more of these [events] and talk to more people because I want to be in, I want to be able to see some improvement."

Audience member at *The Grey Line*

"It really brought home to me the gravity of the behaviour of the white people to the First Nations people...that resonates down through the generations."

Audience member at *The Return*