



Art by Dana Garlett



Reflect Reconciliation Action Plan

April 2024 – April 2025

Acknowledgement of Country

The City of Subiaco acknowledges the Whadjuk Noongar people as the Traditional Custodians of the area. We recognise their cultural connection to the land and waterways of Subiaco, and their continuing contribution to our City.

Language

It is important to note that there are alternative spellings of Noongar (e.g., Nyungar, Nyoongar, Noongah) and Noongar words. Noongar language, like all traditional languages in Australia, is an oral language. Throughout this Reconciliation Action Plan (RAP), we have maintained the spelling as Noongar and we respectfully include all peoples in the southwest. The City of Subiaco will incorporate use of Aboriginal and Torres Strait Islander peoples when referring to the national reconciliation movement and Reconciliation Australia's RAP framework.

Photographs

Aboriginal and Torres Strait Islander readers are advised that this document may contain images of deceased persons.



Kurulbrang (Kangaroo Paw)



Contents

5	About the artwork and artist	12	Our RAP
6	Artwork description	13	Reconciliation vision
8	City of Subiaco Mayor and CEO message	15	Our reconciliation journey
10	Reconciliation Australia CEO message	19	Action plan
11	Our business		



Walk with me

The City of Subiaco's reconciliation artwork comes alive with walking trails, representing the Whadjuk Bidi, crossing the landscape. Each step on these paths is a commitment to understanding and respecting the Whadjuk Noongar people and their deep connection to the land. The native plants and animals, depicted with intricate details, speak of resilience and rich cultural heritage, symbolising a shared commitment to nurturing and caring for the land.

Dance and song are at the heart of Subiaco, celebrating the richness of Aboriginal arts in the community. The remains of the Subiaco Oval, now transformed into a storytelling ground, stands as a testament to the contributions of Aboriginal players, honouring their legacy.

The wetlands of Lake Jualbup and Mabel Talbot Park are shown with gentle flowing lines, symbolising not just places of gathering but reminders to embrace a fluid and adaptable approach to your reconciliation journey. In the surrounds are places of care and healing, inspiring us to nurture places of healing of our past wounds, and to build a stronger, more reconciled community together.



Artist

I am Djida, Dana Garlett, a proud Whadjuk, Nyikina, Minang, Ballardong woman of Western Australia.

Djida (jid-da) is the morning light, the first songs of the birds as the day dawns. Djida is the name given by my father; it encapsulates the morning scenes of nature as the sunlight breaks forth to commence the beginning of a new day.

I am passionate about creating meaningful connections through my designs and sharing my knowledge with others. I've always had a creative nature and drive to express myself through art and storytelling.

In 2020, I created Paperbark Prints, a unique greeting card business that prides itself on creating cards that connect you to Aboriginal Australia. Each print tells its own unique story and is a high quality product that leaves a lasting impression and that showcases Aboriginal culture.

Through Paperbark Prints, I have had the privilege of continuing my love of art and design by creating Aboriginal artworks, paintings, digital art, and graphic design.



Whadjuk bidis

Whadjuk bidis represented in the artwork are a personal journey of exploration, understanding, respect, and connection to the Whadjuk Noongar peoples and their land.

Every step is a commitment to learning from past histories and stories, inviting us to pause and reflect on our individual roles, and actively engage in the shared journey toward reconciliation.



Native plants and animals

Native plants and animals speak of our deep-rooted culture, telling stories of resilience and our heartfelt connection to this land. It's a living testimony to our presence as custodians, a reminder to tread respectfully and care for the land.

As we nurture this connection, our community blossoms, sharing the wisdom passed down through generations and ensuring a future where our traditions flourish.

The semi-circles embody the nearby hospitals as a gathering space for care, support, healing, and recovery.

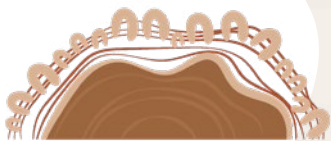
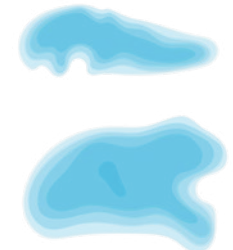
Just as our old people use their knowledge of the Marri tree for medicinal purposes, we too can foster places of healing and build a stronger, more reconciled community together.



The wetland heritage sites of Lake Jualbup and Mabel Talbot Park are alive with many plants and animal communities. These areas were common camping and hunting grounds.

Today, the tranquil waters of these wetlands serve as gentle reminders for us to embrace a fluid and adaptable approach towards reconciliation.

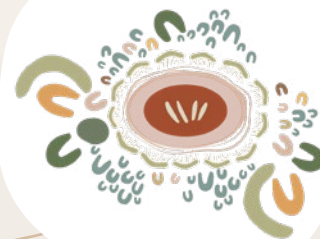
Lake Jualbup and Mabel Talbot Park



At its core, the artwork features symbols of people uniting in dance and song – a celebration of Aboriginal arts in Subiaco.

These symbols pay homage to the traditions and creativity that enrich our community, echoing as the heartbeat of Subiaco.

Subiaco Oval



Subiaco Oval, now transformed into a storytelling ground, grounds us in community, tradition, and the spirit of the game.

More than a site of shared passion for the game; it stands as a space to honor the contributions of Aboriginal players who paved the way for generations.

Mayor's message



On behalf of the City of Subiaco,
I present to you our very first RAP.

Reconciliation Australia's RAP
Framework contains four types of RAP
– each designed to suit organisations at
different stages of their reconciliation
journey. This is our 'Reflect RAP' – it
sets out steps to prepare the City of
Subiaco for ongoing reconciliation
initiatives in future RAPs.

With this Reflect RAP, we scope and outline a vision for
reconciliation within our City's sphere of influence.

We lay strong foundations that will enable us to work
in partnership with Aboriginal and Torres Strait Islander
peoples to promote unity, respect, and understanding.
Key actions will include: building relationships with
local communities and Noongar-owned businesses;
promoting and celebrating the culture and language
of the Noongar peoples; and providing education and
training for City staff.

Reconciliation is an ongoing journey. This is the City's
first RAP, and will certainly not be our last.

As with everything we do, this RAP is part of the bigger
picture in which Councillors and I continue to work
towards a better future for our community, and all
persons, in the City of Subiaco.

David McMullen
Mayor



Lake Jualbup, Shenton Park – An Aboriginal heritage site where
Whadjuk people used to hunt for wild ducks and goonoks



CEO's message



Our first RAP, the Reflect RAP, outlines our commitment to reconciliation and advancing the rights and opportunities of Aboriginal and Torres Strait Islander peoples. This Reflect RAP is a significant milestone for the City of Subiaco, as it sets the foundation for a more inclusive and equitable future.

At the heart of our Reflect RAP is a strong focus on delivery, as we recognise that actions speak louder than words. We are dedicated to implementing tangible changes that will make a real difference in the lives of Aboriginal and Torres Strait Islander peoples. By setting clear operational goals, we can make meaningful progress.

We plan to work towards increasing the representation of Aboriginal and Torres Strait Islander peoples within our workforce and will investigate ways in which we can mentor and support Aboriginal and Torres Strait Islander peoples to thrive and excel in their roles. We also recognise the importance of economic empowerment and, through the Reflect RAP, will encourage more procurement from Aboriginal and Torres Strait Islander owned enterprises. In doing so,

we hope to contribute to the growth and sustainability of Aboriginal and Torres Strait Islander communities, while also fostering economic self-determination.

Our Reflect RAP places a strong emphasis on identifying the stakeholders we need to work with to bring about change. We believe in building strong and respectful relationships with Aboriginal and Torres Strait Islander peoples, organisations, and traditional owners, and will actively explore opportunities for partnerships and collaborations that promote cultural understanding, share knowledge, and support community initiatives.

Finally, cultural awareness is an essential aspect of reconciliation. Through our Reflect RAP, we will invest in cultural competency training for our employees to deepen their understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories, and experiences. By nurturing a culturally safe and inclusive environment, we will continue to build a workplace that values diversity and recognises the strengths and contributions of all individuals.

As CEO, I am committed to leading the successful implementation of our first RAP and walking together with the community in our journey towards reconciliation.

Colin Cameron
Chief Executive Officer





Lingo Lah Lah performance by
Yirra Yaakin Aboriginal Theatre Company

CEO's message

Reconciliation Australia



Reconciliation Australia welcomes City of Subiaco to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

City of Subiaco joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – **Reflect**, **Innovate**, **Stretch** and **Elevate** – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables City of Subiaco to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations City of Subiaco, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

Chief Executive Officer
Reconciliation Australia

Our business

The City of Subiaco is a local government area located four kilometres west of the central business district of Boorloo (Perth), Western Australia. It includes the suburbs of Subiaco, Daglish, Jolimont and Shenton Park.



NAIDOC Week school holiday activities at Subiaco Library

The area is home to several parks and open spaces, including: Lake Jualbup, which is a significant Aboriginal heritage site; and Theatre Gardens, which adjoins the Subiaco Arts Centre and Yirra Yaakin Aboriginal Theatre Company. With a rich history and an array of heritage-listed buildings, renowned medical facilities, and a thriving cultural scene, Subiaco has a bustling commercial centre that attracts over 20,000 workers daily. Subiaco is also home to the Noongar Chamber of Commerce and Industry. The City of Subiaco organisation has over 200 employees, two of whom identify as Aboriginal and Torres Strait Islander. The City was home to the Subiaco Football Club, which has boasted a number of notable Aboriginal and Torres Strait Islander players such as Shane Yarran. The City is proud of its connection to local Aboriginal artists, such as the late Shane Pickett and the Kanana Creative Collective, and frequently engages Aboriginal and Torres Strait Islander musicians to perform at community events.

Subiaco is located on the traditional lands of the Noongar peoples and was originally inhabited by the Mooro group, led by Yellagonga, the uncle of Yagan. The Noongar peoples originally named the Subiaco area Wandaraguttagurrup, which was the name of a camping ground located near Hamersley Road. The area was later named Subiaco by the Benedictine monks from Subiaco in Italy who settled here in 1851.

From about 1973 until at least 2005, Subiaco was the location of Myera Aboriginal Hostel in Kershaw Street, a government-run education hostel for young Aboriginal people attending high school in Perth.

The population of Subiaco is estimated at 18,000 people comprising of many educated professionals and retirees. In 2021, 123 residents identified as Aboriginal and/or Torres Strait Islander people. Although the number of Aboriginal and Torres Strait Islander residents in Subiaco is low in comparison to the Greater Perth region, numbers are increasing.

The City's vision is to make Subiaco a unique, popular, and welcoming place that celebrates its history while embracing diversity and promoting sustainability. In 2016, the City became the first local government in the western suburbs of Perth to acknowledge traditional landowners at Council Meetings. We hope to increase genuine engagement and civic participation of Aboriginal and Torres Strait Islander peoples to strengthen relationships built on trust and integrity, and to work together to overcome disadvantage.

The Reflect RAP is designed to contribute to the City's vision by recognising and celebrating Aboriginal and Torres Strait Islander cultures, promoting diversity and employment opportunities, and making the City a more inclusive, welcoming and safe place for all.

Our RAP

The City has taken the history of reconciliation and lessons learned into account in developing this RAP. In its reconciliation journey, the City aims to work towards a more equitable future, and will ensure that Aboriginal and Torres Strait Islander peoples have a greater say in the decisions that affect their lives.

The Reflect RAP sets the City on a path to achieve the following objectives, with the initial steps focussed on looking inward to deepen our understanding of our sphere of influence and the unique and meaningful contributions that we can make to lead progress in reconciliation.

1. Acknowledging and addressing the ongoing impacts of colonialism and systemic racism on Aboriginal and Torres Strait Islander communities including repeated attempts to erase their connections to land, culture, and language.
2. Building positive relationships with Aboriginal and Torres Strait Islander peoples based on mutual respect, trust, and understanding.
3. Promoting the inclusion and participation of Aboriginal and Torres Strait Islander peoples in local government decision-making processes and ensuring their voices are heard and respected.
4. Supporting Aboriginal and Torres Strait Islander peoples' self-determination, power and sovereignty, and working towards achieving Aboriginal and Torres Strait Islander lead solutions for the issues affecting them.
5. Creating opportunities for education and raising awareness about Aboriginal and Torres Strait Islander histories, cultures, and perspectives among local government staff and the wider community.
6. Providing economic and social support to Aboriginal and Torres Strait Islander peoples to address disparities and promote health, safety, security and wellbeing.
7. Encouraging the protection and preservation of cultural heritage sites and resources that are important to Aboriginal and Torres Strait Islander peoples and supporting their efforts to revitalise and maintain their cultural traditions.

The City established the Subi RAP Stars cross-functional team to support the development of the RAP and oversee the implementation of actions. Team members will work collaboratively with branches at the City to ensure objectives are met and outcomes are reported on annually. The Subi RAP Stars team is comprised of the following internal staff, one of whom identifies as an Aboriginal person:

- Director Development Services (Project Sponsor - RAP Champion)
- Manager Cultural Services (Project Supervisor)
- Senior Community Development Officer (Project Lead)
- HR Advisor
- Senior Place Officer
- Senior Communications Officer
- Coordinator Heritage and Projects
- Manager Parks and Environment
- Coordinator Museum Services
- Community Development Officers
- Environmental Health Administration Officer

School holiday workshop with Tyrown Waigana at Subiaco Library



Reconciliation vision


The City of Subiaco's reconciliation vision is to create a place where Aboriginal and Torres Strait Islander peoples feel respected, valued, and welcomed; a place where cultural diversity is celebrated and where opportunities for employment, business and civic participation for Aboriginal and Torres Strait Islander peoples are supported and prioritised. We commit to a journey of truth-telling, reflection and growth; developing a deeper understanding of Aboriginal and Torres Strait Islander histories, cultures and needs as we work towards reconciliation together.

The City's vision for reconciliation will be driven by:

- strong leadership
- increased engagement
- procurement
- employment and civic participation of Aboriginal and Torres Strait Islander peoples
- creative and innovative initiatives
- supportive policies, procedures, programs and partnerships
- good governance.


We will encourage the practice of truth-telling to help us bring to light the impacts of our colonial past and contemporary racism, the injustices experienced by Aboriginal and Torres Strait Islander peoples and the enduring legacy of inequality. We acknowledge the strengths of Aboriginal and Torres Strait Islander peoples, their *kaartdijin* (knowledge) and powerful connections to *boodja* (Country) and family.



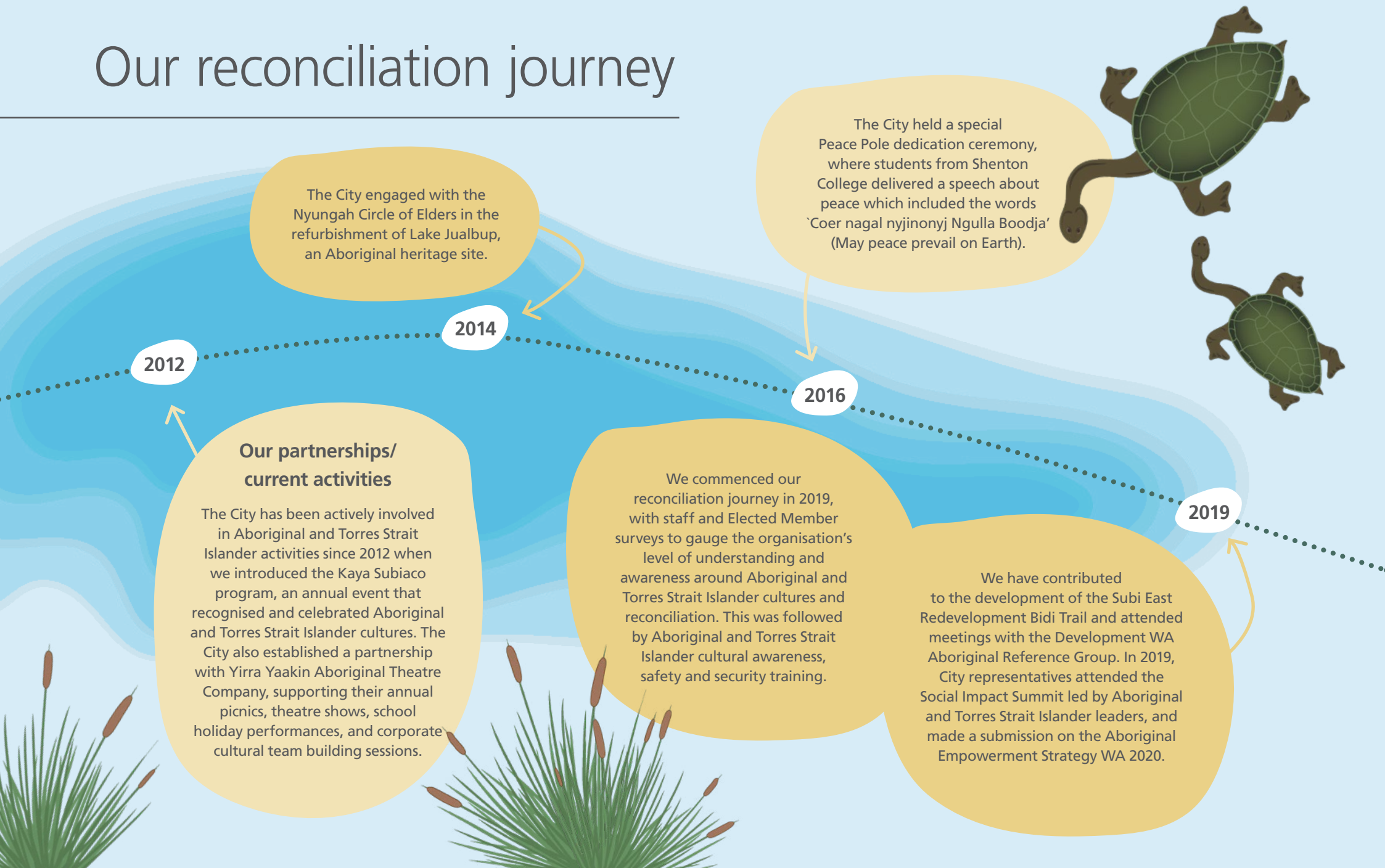


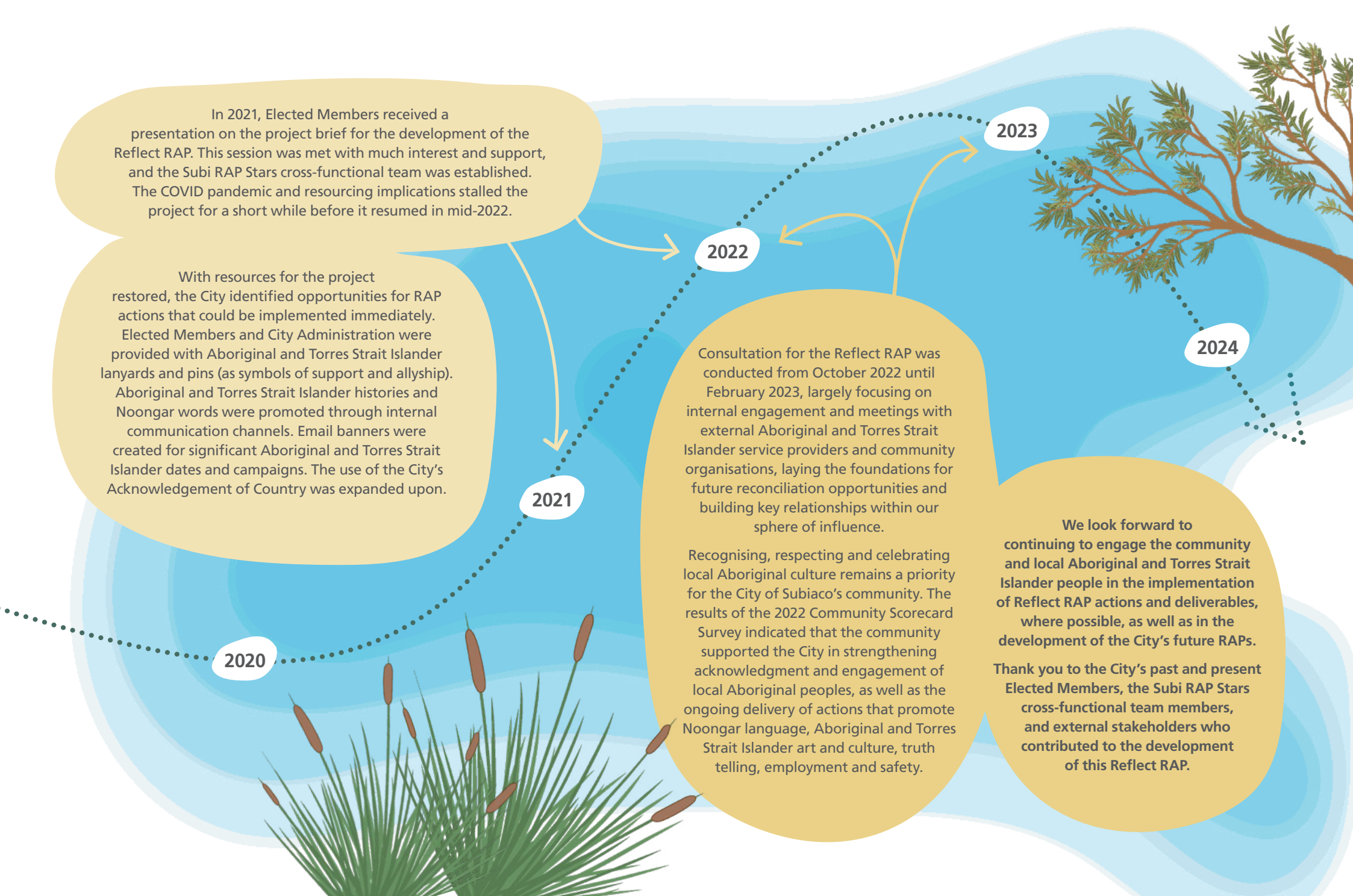
The City's vision for reconciliation is underpinned by Reconciliation Australia's five dimensions of reconciliation and the following principles:

The City

- 
- 1 Accepts the United Nations Declaration on the Rights of Indigenous People as the framework for reconciliation at all levels and across all sectors of society.
 - 2 Recognises the Whadjuk Noongar peoples as the Traditional Custodians of the land and waterways within our jurisdiction, and values the Whadjuk Noongar peoples' history and culture as a significant aspect of the character of our area.
 - 3 Truthfully and respectfully acknowledges and apologises for the wrongs of the past, and the intergenerational impacts of these wrongs.
 - 4 Commits to our reconciliation journey, and will adequately resource constructive actions that aim to address the ongoing impacts of colonisation on Aboriginal and Torres Strait Islander peoples.
 - 5 Contributes to the healing of relationships with Aboriginal and Torres Strait Islander peoples.
 - 6 Where possible, will work towards contributing to close the gap in regard to social, health and economic outcomes that exist between Aboriginal and Torres Strait Islander peoples, and non-Aboriginal and Torres Strait Islander peoples.
 - 7 Understands that all people, including Elected Members, City Administration, Aboriginal and Torres Strait Islander peoples, and others in the community, have a shared responsibility to establish and maintain mutually respectful relationships.
 - 8 Acknowledges that the kaartdijin (knowledge), perspectives and cultural understandings of the Aboriginal and Torres Strait Islander peoples, and their connections to boodja (Country), should be respected and are considered essential to the process of reconciliation.
 - 9 Appreciates that reconciliation will require ongoing political will, shared leadership, trust, education, engagement, resources, accountability and transparency.
 - 10 Accepts responsibility in ensuring that these principles are adhered to and acted upon in our decision-making processes, in the delivery of actions and initiatives, in the management of projects and in the City's day-to-day operations.

Our reconciliation journey





The City actively supports reconciliation through its involvement in National Reconciliation Week and NAIDOC Week activities, and other initiatives such as:

Aboriginal and Torres Strait Islander-designed dementia kits and picnic rugs for seniors

Corporate gifts that celebrate and promote Aboriginal and Torres Strait Islander cultures

Community flag raising and smoking ceremonies



Virtual staff breakfasts

Aboriginal and Torres Strait Islander art illustrations on the doors of City buildings

Aboriginal and Torres Strait Islander early readers series book launch, "Our Yarning", published by non-for-profit Library for All



Aboriginal and Torres Strait Islander theatre and musical performances



Aboriginal and Torres Strait Islander art, craft and bush tucker workshops



Aboriginal and Torres Strait Islander storytime sessions at Subiaco Library



The City provides Koori Kids Pty Ltd with a yearly donation to go towards their Noongar Kids School Initiatives Program that runs during NAIDOC Week.

We contribute to the native planting of trees and shrubs every winter, including bee and Carnaby black cockatoo foraging species in Cliff Sadlier Park, and annual National Tree Day events that encourage conservation of the local biodiversity which is of continued importance to Aboriginal and Torres Strait Islander peoples and their connections to Country.

The City has supported reconciliation through the procurement of local Aboriginal suppliers, such as for bush tucker catering, oral history recordings with Aboriginal Elders at the Subiaco Museum, and the purchase of Aboriginal history and Noongar language books for the Subiaco Library.

The City has engaged in a number of local Aboriginal reconciliation endeavours, championing the rich tapestry of Aboriginal and Torres Strait Islander cultures. These endeavours have encompassed a spectrum of cultural events, partnerships, and training initiatives. Our efforts have extended to the preservation of local Aboriginal heritage, including transformative environmental restoration projects. We have participated in National Reconciliation Week and NAIDOC Week for a number of years, demonstrating our commitment to promoting and celebrating Aboriginal and Torres Strait Islander cultures.



City of Subiaco Parks and Environment
Team maintaining native vegetation



Action plan | Relationships

Action	Deliverable	Timeline	Lead Position	Support Branch
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within the City of Subiaco or sphere of influence in our RAP journey, and continue to strengthen relationships.	December 2024	Senior Community Development Officer	Cultural Services
	Consult with the Western Suburbs Alliance local government organisations to investigate the establishment of a joint Advisory Group for Aboriginal engagement.	December 2024	Senior Community Development Officer	Cultural Services
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2024	Senior Community Development Officer	Cultural Services
	Research Subiaco's local Aboriginal history, people, places, and landmarks, and how past wrongs to Whadjuk Noongar people have impacted the present.	December 2024	Coordinator Museum Services	Cultural Services
	Investigate changing the date of Citizenship Ceremonies from 26 January, in consultation with local Aboriginal and Torres Strait Islander peoples.	November 2024	Coordinator Community Development	Cultural Services
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to Elected Members and City Administration.	May 2024	Coordinator Community Development	Cultural Services
	Ensure the Subi RAP Stars (RAP Working Group) participate in an external event to celebrate NRW.	27 May - 3 June 2024	Coordinator Community Development	Cultural Services
	Encourage and support Elected Member and City Administration to attend at least one NRW event.	27 May - 3 July 2024	Coordinator Community Development	Cultural Services
3. Promote reconciliation throughout the City of Subiaco.	Communicate our commitment to reconciliation to Elected Members, City Administration and the community.	July 2024	Senior Community Development Officer	Cultural Services
	Launch the endorsed Reflect RAP at a community event that celebrates the City's commitment to reconciliation.	May 2024	Senior Community Development Officer	Cultural Services
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2024	Senior Community Development Officer	Cultural Services
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2024	Senior Community Development Officer	Cultural Services
4. Work towards positive race relations through anti-discrimination research and planning.	Consult with other organisations to investigate research that has been undertaken on best practice and policies in the areas of race relations and anti-discrimination.	December 2024	Human Resources Advisor	Human Resources
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2024	Human Resources Advisor	Human Resources



Action plan I Respect

Action	Deliverable	Timeline	Lead Position	Support Branch
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, rights and connection to Country through cultural learning.	Research effective cultural learning strategies in similar organisations to understand best practice for our future cultural learning strategy.	December 2024	Senior Community Development Officer	Cultural Services
	Conduct a review of cultural learning needs within our organisation.	June 2024	Human Resources Advisor	Human Resources
	Incorporate Noongar art in the design and refurbishment of City facilities, where appropriate.	April 2025	Coordinator Capital Projects	Commercial Services and Property
	Consult with Traditional Owners and Elders prior to using Noongar language for signs and naming purposes, including dual naming.	June 2024	Senior Community Development Officer	Cultural Services
	Consider adopting Noongar words for the names of any new or existing City facilities and meeting rooms.	April 2025	Coordinator Facilities	Commercial Services and Property
	Investigate ways to protect and raise awareness about local biodiversity and the natural environment in Subiaco and its importance to Aboriginal and Torres Strait Islander people through the establishment of a bush tucker garden and the delivery of environmentally-focussed Noongar talks to the community.	June 2024	Coordinator Parks Development	Parks and Environment
	Investigate opportunities to install and upgrade interpretive signage at City parks, such as Lake Jualbup and Mabel Talbot Park, to include Noongar language and information on biodiversity of importance to the local Aboriginal people.	June 2024	Coordinator Parks Development	Parks and Environment
	Explore opportunities to name City streets with Noongar words or the names of historically important local Aboriginal people.	April 2025	Coordinator Traffic and Development	Engineering Services
	Where appropriate, advocate or work towards changing the names of any parks or premises that are disrespectful and/or offensive to the local Aboriginal and Torres Strait Islander peoples and their culture, history and practices.	December 2024	Senior Community Development Officer	Cultural Services
	Raise awareness and understanding of Noongar language through Subiaco Library Storytime sessions and collection items.	December 2024	Coordinator Library Services	Cultural Services
	Explore the possibility of promoting Noongar language at the Subiaco Museum through the use of interpretation panels and other measures.	December 2024	Coordinator Museum Services	Cultural Services
	Include information on the history of reconciliation and local Aboriginal and Torres Strait Islander culture on the City's website.	December 2024	Senior Community Development Officer	Cultural Services

Action plan I Respect



Action	Deliverable	Timeline	Lead Position	Support Branch
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	December 2024	Senior Community Development Officer	Cultural Services
	Review the City's Welcome to Country Guidelines and the use of an Acknowledgement of Country (including Noongar translations) in corporate templates, email signatures, the media, speeches and the City's website.	June 2024	Senior Communications Officer	Communications and Engagement
	Include cultural protocol information in training sessions, staff briefings, internal communications and inductions.	April 2025	Senior Community Development Officer	Cultural Services
	Create a list of Whadjuk Noongar Elders (and others with cultural authority) to deliver Welcome to Country addresses and communicate this to internal and external stakeholders.	June 2024	Senior Community Development Officer	Cultural Services
	Promote to the City Administration that they can work on 26 January if they do not wish to observe the Australia Day public holiday, due to cultural reasons.	June 2024	Human Resources Advisor	Human Resources
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information to Elected Members and the City Administration about the meaning of NAIDOC Week.	July 2024	Coordinator Community Development	Cultural Services
	Promote external NAIDOC Week events in the Subiaco area to Elected Members and the City Administration.	June 2024	Coordinator Community Development	Cultural Services
	The City's Subi RAP Stars cross-functional team to participate in an external NAIDOC Week event.	First week of July 2024	Senior Community Development Officer	Cultural Services
	Deliver NAIDOC Week activities for the community, Elected Members and City Administration.	First week of July 2024	Coordinator Community Development	Cultural Services



Action plan | Opportunities

Action	Deliverable	Timeline	Lead Position	Support Branch
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Consult with Aboriginal and Torres Strait Islander employment organisations and the City Administration to investigate pathways for people to seek employment, traineeship, apprenticeship and work experience opportunities at the City.	April 2025	Human Resources Advisor	Human Resources
	Continue to identify current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	April 2025	Human Resources Advisor	Human Resources
	Investigate opportunities to deliver Job Ready sessions to support Aboriginal and Torres Strait Islander people gaining employment.	June 2024	Coordinator Library Services	Cultural Services
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Revise the City's procurement processes to encourage City Administration to engage Aboriginal and Torres Strait Islander suppliers.	April 2025	Coordinator Accounting Services	Finance Services
	Investigate Supply Nation membership, and the City to become a member, if feasible.	December 2024	Senior Community Development Officer	Cultural Services
	Investigate ways in which the City can strengthen collaboration with the Noongar Chamber of Commerce and Industry.	December 2024	Senior Economic Development Officer	Economic Development and Place
	Create a list of Aboriginal and Torres Strait Islander suppliers for events, programs and services, and communicate this to the City Administration to encourage increased procurement of Aboriginal and Torres Strait Islander suppliers.	June 2024	Senior Community Development Officer	Cultural Services
	Refer Aboriginal and Torres Strait Islander businesses and organisations to vacant, accessible and financially affordable spaces within Subiaco, where the opportunity arises.	April 2025	Senior Economic Development Officer	Economic Development and Place
10. Investigate ways in which the City can support and improve the health, safety and wellbeing of Aboriginal and Torres Strait Islander peoples.	Investigate collaborative and innovative initiatives that support Aboriginal and Torres Strait Islander peoples, such as public health interventions, language and literacy programs and artist in residence opportunities.	April 2025	Manager Cultural Services	Cultural Services
	Procure the Subiaco Engagement and Assessment Team (SEAT) outreach services to provide support to Aboriginal and Torres Strait Islander peoples experiencing homelessness.	April 2024	Coordinator Community Development	Cultural Services

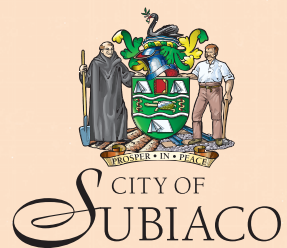
Action plan I Governance



Action	Deliverable	Timeline	Lead Position	Support Branch
11. Build and maintain governance and resources support for the RAP.	Maintain the Subi RAP Stars cross-functional team to support and drive the City's reconciliation objectives.	April 2024	Senior Community Development Officer	Cultural Services
	Review the Terms of Reference for the Subi RAP Stars.	April 2024	Senior Community Development Officer	Cultural Services
	Continue to identify and invite City employees who identify as Aboriginal and/or Torres Strait Islander to join the Subi RAP Stars.	April 2024	Senior Community Development Officer	Cultural Services
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP development, implementation, tracking and reporting.	June 2024	Manager Cultural Services	Cultural Services
	Continue to engage, inform and involve the City's Elected Members, Executive Leadership Team and Managers in the delivery of RAP commitments.	April 2025	Manager Cultural Services	Cultural Services
	Include the RAP in the City's Strategic Community Plan and Corporate Business Plan, and ensure it is captured in the City's Integrated Planning and Reporting Framework business systems.	April 2025	Manager Cultural Services	Cultural Services
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up-to-date to ensure we are receiving important RAP correspondence.	June 2024, and annually	Senior Community Development Officer	Cultural Services
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	August 2024, and annually	Senior Community Development Officer	Cultural Services
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2024, and annually	Senior Community Development Officer	Cultural Services
	Report and communicate the outcomes of the Reflect RAP to the Executive Leadership Team and Elected Members.	April 2025	Manager Cultural Services	Cultural Services
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to commence development of the Innovate RAP, subject to approval.	September 2024	Senior Community Development Officer	Cultural Services



Cujong (Wattle)



388 Hay Street, SUBIACO, WA 6008

Phone: 08 9237 9222

Email: city@subiaco.wa.gov.au

Website: www.subiaco.wa.gov.au

**This plan is available in alternative
formats on request.**

**Please contact the City's Customer
Service team on (08) 9237 9222.**