



# Reconciliation Implementation Plan 2023



## ACKNOWLEDGEMENT OF COUNTRY

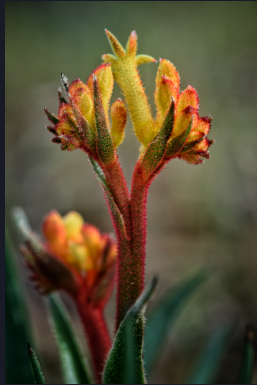


We wish to acknowledge the traditional custodians of the land we are meeting on, the Wadandi people. We wish to acknowledge and respect their continuing connection to the land, waters and community. We pay our respects to all members of the Aboriginal communities and their culture; and to Elders past and present, their descendants who are with us today, and those who will follow in their footsteps.

## INTRODUCTION



A Reconciliation Action Plan (RAP) provides an opportunity for the Shire of Capel to turn good intentions into real actions and rises to the challenge of reconciling Australia. A RAP is a business plan that uses a holistic approach to create meaningful relationships, enhanced respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander people.



## RELATIONSHIPS



### Actions

### Key Performance Indicators

### Responsible Officer/s

### Timeline

1. Develop a communications spreadsheet that lists all the Aboriginal & Torres Strait Islander local Elders & organisations.

Number of conversations that take place and the outcomes of the conversations.

Community Development Coordinator

Ongoing

2. Encourage staff and community participation in a local Reconciliation Week event

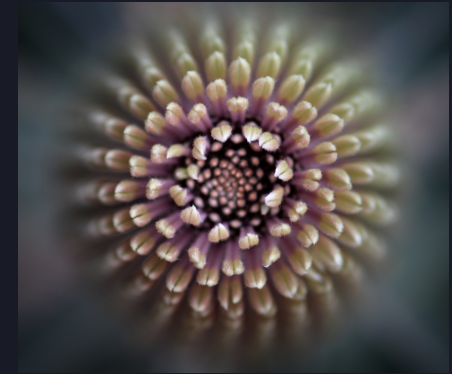
Number of promotional materials distributed to staff and the community

Community Development Coordinator

May 2023



**RESPECT**



**Actions**

**Key Performance Indicators**

**Responsible Officer/s**

**Timeline**

3. Develop an Ironstone Gully Falls Interpretive Trail in partnership with Undalup Association

Photos of Interpretive Trail

Community Development Officer - Special Projects

2023

4. Undertake an annual staff survey/quiz to gauge staff knowledge and understanding of Aboriginal & Torres Strait Islander cultures, histories & achievements

Summary of quiz findings

Community Development Coordinator

April 2023



## RESPECT



### Actions

### Key Performance Indicators

### Responsible Officer/s

### Timeline

5. Implement an art project that reflects Aboriginal culture and acknowledges the traditional owners of our communities

Photos of Art Project & Evaluation Survey

Community Development Coordinator

July 2023

6. Organise an annual NAIDOC week event that will be held in the Shire of Capel

Photos and feedback from participants

Community Development Coordinator

July 2023

7. Continue to acknowledge the traditional owners of our land at Council meetings and provide a Welcome to Country at major Shire events

Minutes of Council meetings & receipts of payments for Welcome to Country

Shire President & Community Development Team

Ongoing



## OPPORTUNITIES



### Actions

### Key Performance Indicators

### Responsible Officer/s

### Timeline

8. Develop and implement a proposal that involves giving a voice to ATSI people in a way they want to be heard, by encouraging them to share in our local history archives

Number of initiatives implemented in the proposal and feedback regarding the initiatives

Community Development Coordinator & Senior Library Officer

Commence in September 2023

9. Investigate opportunities for Indigenous traineeships

List of initiatives investigated

Manager Organisational Development

2023



## EVALUATION & REPORTING



### Actions

### Key Performance Indicators

### Responsible Officer/s

### Timeline

10. Use Local Government Professional's Community Development Evaluation Framework & Toolkit to evaluate actions 3,5,6 & 8

Number of templates and resources utilised from the Framework & Toolkit

Community Development Coordinator

Evaluations completed by December 2023

11. Report achievements, challenges and learnings to Council and Reconciliation Australia

Submitted reports

Community Development Coordinator

December 2023

12. Develop Implementation Plan for 2024

Implementation Plan is adopted by Executive Management

Community Development Coordinator

January 2024

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