



**Reconciliation
Action Plan**

2019



BUNBURY *Geographe*

This document was developed through a collaborative approach between officers from the City of Bunbury and the Shires of Capel, Dardanup and Harvey, the South West Development Commission, Edith Cowan University and representatives from the Gnaala Karla Booja and South West Boojarah native title areas.

We thank all those involved for their support and enthusiasm in its development and look forward to continued collaboration with our communities for the implementation of actions and deliverables.





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Reconciliation Action Plan Reference Group (RAPRG)

The Reconciliation Action Plan Reference Group (RAPRG) is proud of the work that has been undertaken to develop this Reconciliation Action Plan (RAP).

This was a truly collaborative approach between officers from the City of Bunbury and the Shires of Capel, Dardanup and Harvey, the South West Development Commission, Edith Cowan University and representatives from the Gnaala Karla Booja and the South West Boojarah native title areas. This approach will support these communities as they continue on their future journey towards reconciliation.

If you would like to be involved as an RAPRG member for the implementation of projects planned for your area, we would encourage you to contact the relevant local government authority to express your interest.

Local Government Authorities (LGA)

A RAP provides an opportunity for communities 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 Australians.

The RAP framework, developed by Reconciliation Australia, includes four types of RAPs with each type offering a different level of engagement and support. The 'Reflect RAP' is the first step of this journey for each of the local government authorities and our stakeholders. It will enable us to focus on building relationships and raise awareness to ensure there is shared understanding and ownership of the actions and deliverables.

The combined local government authorities of Bunbury, Capel, Dardanup and Harvey are pleased to endorse this RAP, which supports the Bunbury Geographe Growth Plan initiatives.

We have committed to completing the actions and deliverables identified in this RAP over the next 12 months.

This approach will ensure we are in a strong position to implement effective and mutually beneficial initiatives as part of any future RAPs'.



Our vision is to achieve genuine reconciliation in our communities through strong relationships, recognition of traditional land owners and celebration of our rich cultural diversity and history.



No Community without Unity



Walking together
Talking together
Learning and growing together

In the way we have worked together to develop this RAP, the RAPRG has enshrined the values for reconciliation:

RECOGNITION of Australia's first nation of peoples

RESPECT for each other's world view

ACCEPTANCE and **CELEBRATION** of cultural diversity

SHARING of knowledge, culture and values

The Bunbury-Geographe region includes the City of Bunbury and the Shires of Capel, Dardanup and Harvey and has a population of over 91,000, of which over 2,300 identify as aboriginal. The South West region has a total population of 175,904.

The function of these four local government authorities is guided by the Local Government Act 1995. The roles and responsibilities of local government authorities may differ though generally include:

- Infrastructure and property services;
- Provision of recreation facilities;
- Health services;
- Community services;
- Infrastructure and community planning and development;
- Administration of facilities;
- Cultural facilities and services;
- Water and sewerage services; and

- Any other services relevant to their community.

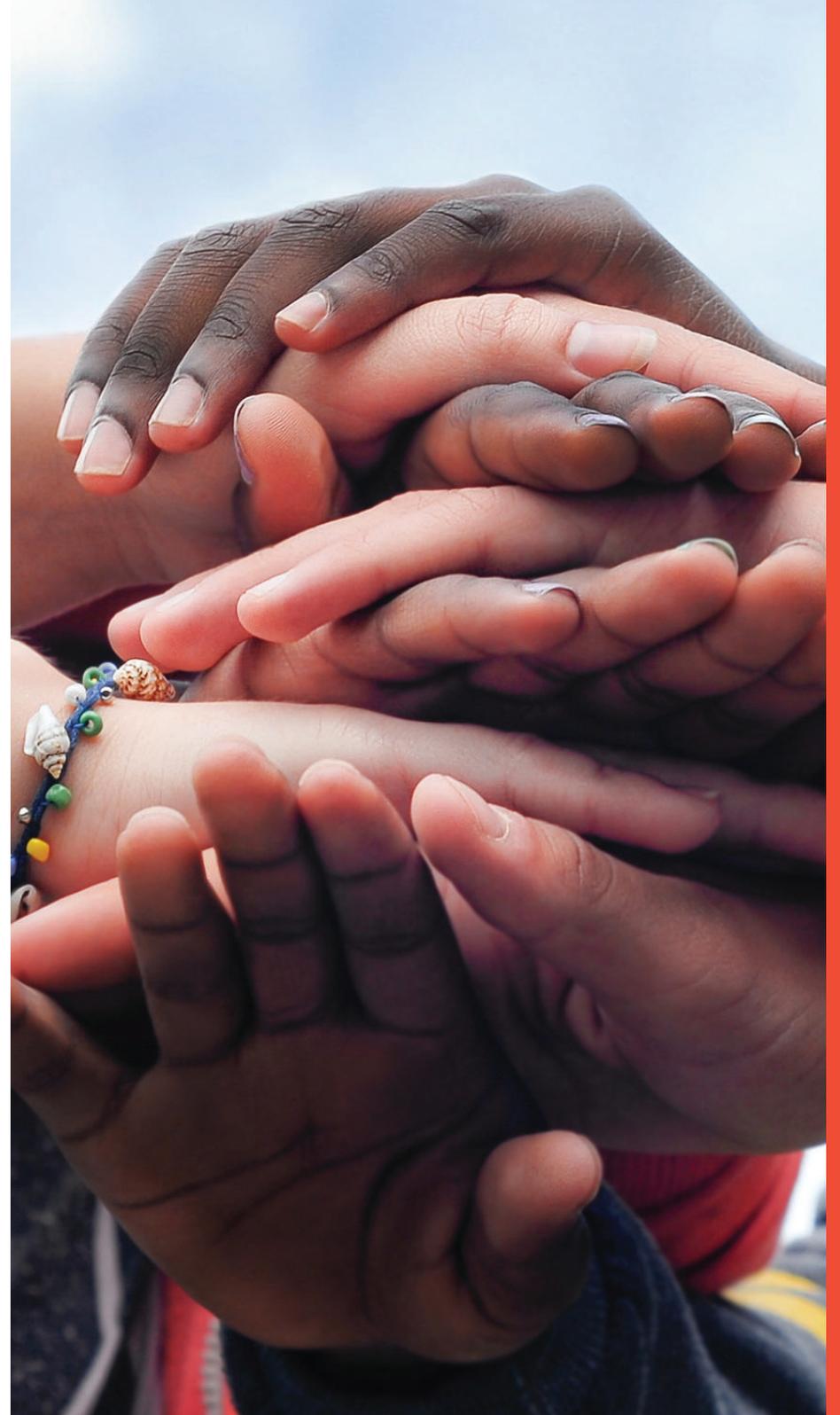
The four local government authorities employ 853 people across the Bunbury Geographe area, which includes 13 Aboriginal people in a range of roles.

(All figures have been drawn from the Australian Bureau of Statistics and Local Government Authorities and are current at date of publication.)

In 2016, the City of Bunbury and the Shires of Capel, Dardanup and Harvey collaborated with the South West Development Commission and other industry and sector groups to develop a Bunbury Geographe Growth Plan (BGGP). The BGGP outlines a holistic approach to economic development in the Bunbury Geographe area and identified the development of a RAP as being crucial to this process.

Edith Cowan University South West (ECUSW) was approached by the SWDC to provide leadership and project management for the development of a RAP for the Bunbury Geographe area.

This uniquely collaborative approach has enabled the LGAs to develop a RAP that will guide their policies, procedures and practices. There will be specific policies and initiatives that will apply to all LGAs and others that will be delivered by individual LGAs'.



In the initial stages of our RAP development journey, we needed to ensure we had representation on our RAPRG from aboriginal people connected to the various areas of the Bunbury Geographe region.

From the first meeting of the RAPRG, we realised that we all held a significant commitment to the aims of reconciliation. Through our meetings, we shared information and now have a greater understanding of the cultural history of the Bunbury Geographe area.

We have learnt about the continuing connection to land for Aboriginal people. In turn, the aboriginal representatives have learnt about the role local

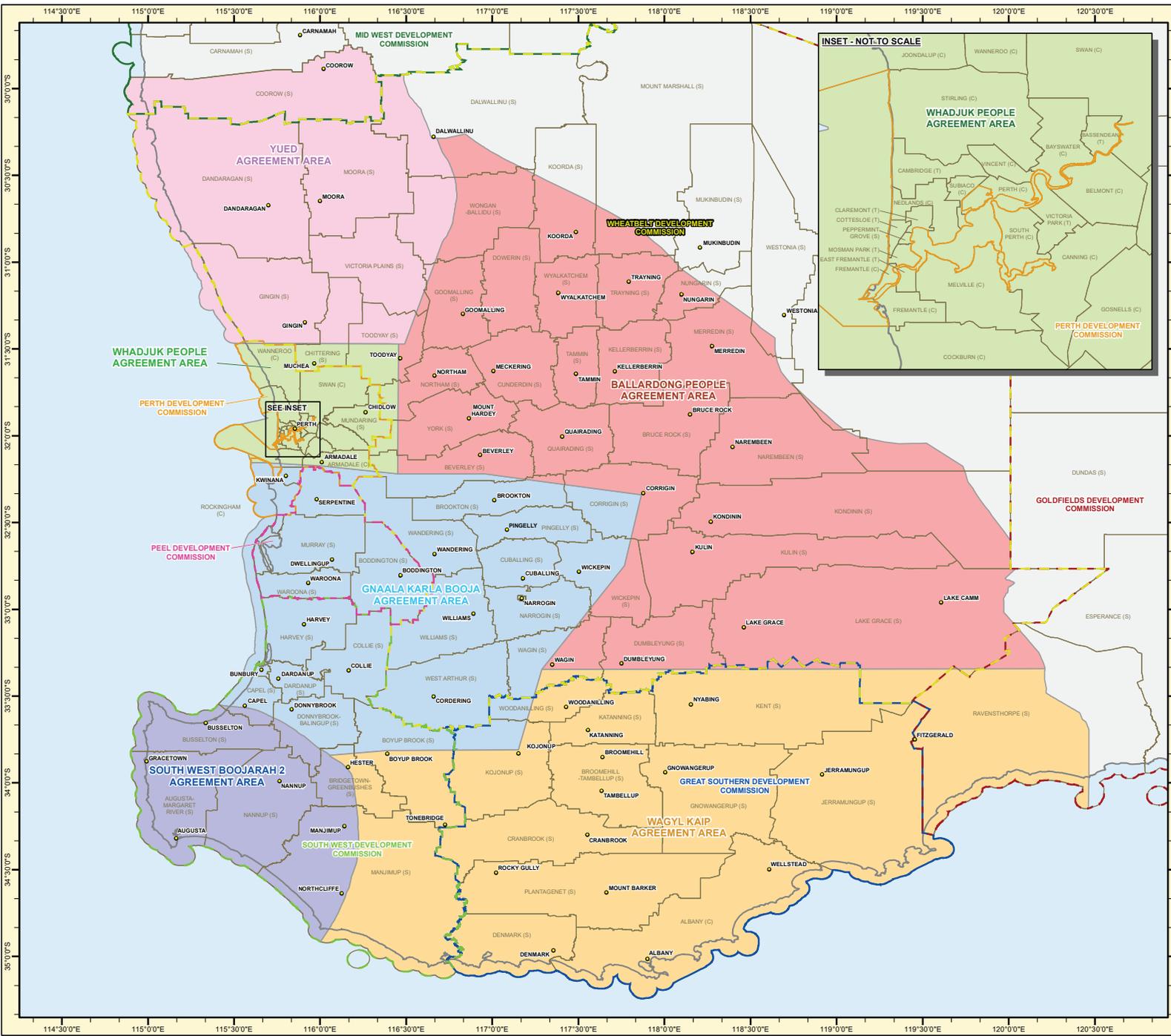
government authorities play in caring for the land, its infrastructure and our community.

While working together, we have embraced the spirit of reconciliation. We envision that we have developed a RAP that will provide for the wider community many opportunities to be part of the Bunbury Geographe reconciliation journey.



SOUTH WEST SETTLEMENT AGREEMENTS

WITH REGIONAL DEVELOPMENT COMMISSION AND LOCAL GOVERNMENT BOUNDARIES



LEGEND

- Ballardong People Agreement Area
- Gnaala Karla Booja Agreement Area
- South West Boojarah #2 Agreement Area
- Wagyl Kaip Agreement Area
- Whadjuk People Agreement Area
- Yued Agreement Area
- LGA Boundary
- Regional Development Commission Boundaries
- Goldfields
- Great Southern
- Mid West
- Peel
- Perth
- South West
- Wheatbelt
- Town



Latitude and Longitude based on Geocentric Datum of Australia 1984

DATA SOURCES
 Cadastral and Tenure information sourced from Landgate Spatial Cadastral Database (SCDB). Administrative boundaries are sourced from the Landgate Administrative Boundaries Dataset. Topographical data sourced from the PSMA Dataset. Road names sourced from Landgate Road Centreline Dataset. Coastlines and shorelines are interpreted from aerial photography or recorded from ground surveys. Local Authorities terminate at Low Water Mark (LWM) unless otherwise specified. Pastoral Leases terminate 40 metres above High Water Mark (HWM) unless otherwise specified. Islands shown are Unallocated Crown Land (UCL) unless otherwise specified. Regional Development Commission Boundaries information sourced from Department of Regional Development and digitised from the SCDB as at 1 May 2015.



DISCLAIMER
 For informational purposes only. This map is a pictorial representation of data extracted from Landgate Databases and is intended to be an overview of general geographical information. Waterlines shown on this map do not necessarily depict an exact cadastral boundary. Native title application boundaries interpolated from descriptions held by the National Native Title Tribunal (NNTT) and Federal Court. Reference should be made to the NNTT for confirmation of this boundary for any legal purposes. In the event of any discrepancy between the written application boundary description and the areas depicted on this map the written description shall take preference as the maps and/or enlargements are indicative only.

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Birak

First summer

December-January
Dry and hot | Burning time

In this hot dry season, controlled fires were lit in the scrublands, to make hunting easier, as animals were forced out into the open.

Mungitch or honey-sweet beverage, from the nectar of the Banksia flower-spike, steeped in water, was drunk at large gatherings.

When the Moodjar ('Christmas Tree') was in blossom, it was time to move towards the coast.



Bunuru

Second summer

February-March
Hottest part of the year

In this the hottest season of the year, large sections of the country were abandoned for lack of water. Fish from the sea and estuaries constituted a large proportion of people's diet.

Burning continued from Birak to reduce undergrowth and bring on lush growth of grasses and young plants.

Bark and timber from Tuart trees were used to make containers, shields and temporary shelters.



Djeran

Autumn

April-May
Cooler weather begins

The loud flute-like carolling of the Kulbardi (Magpie) is distinctive at this time of year. According to the Noongar story the magpie fought with the crow; the crow threw the magpie in a hot fire; the white ash streaked the magpie's feathers white.

Numbit, Marri blossom soaked in water to make a honey-sweet beverage, was relished by the Noongar people. Djiridji (Zamia) seeds would be processed for up to four weeks before eating either raw or roasted.



Makuru

Winter

June-July

Coldest and wettest season of the year
More frequent gales and storms

In this cold and wet season swans began moulting, being unable to fly they became easy prey. Women and children would drive the swimming birds across open water of lakes/ivers to the men, who waited concealed, for the birds to come within reach.

During Winter, Nyoongar people always carried a smouldering branch of Banksia held beneath their booka (kangaroo skin cloak).

Luscious edible witchetty grub was available in abundance from Grass Tree. Tubers of native potato were dug beneath Wandoo trees.



Djilba

First spring

August - September

Mixture of wet days with increasing number of clear, cold nights and pleasant warm days

Black Wattle provided a good source of Bardi or Witchetty grubs and the soft green seeds of many acacia species were roasted and eaten in the pods.

Ngolark (White-tailed Black Cockatoo), identified by harsh wailing cries, were often seen tearing open thick woody seed pods of Marri nuts.

Controlled burning from Birak through Boonaro, to reduce undergrowth, brings on lush growth of grasses and young plants in Djilba, which attracted animals later in the cycle.



Kambarang

Second spring

October-November

Longer dry periods

With longer dry periods groups start moving towards the coast. As the season advanced, people searched the forests for waterfowl, bird's eggs, parrots, cockatoos, hawks, pigeons and fledgling squabs.

Hunting also focused on swamps and wetlands, freshwater crayfish, edible frogs were caught by hand, freshwater tortoises were caught in dwindling pools.

Jarrah flower would provide rich source of nectar for bees, birds and possums, the fruits were strung together as necklaces and hair ornaments; the wood was made into spear throwers to increase the reach of a spear when thrown.

RAP - Actions and Deliverables

Relationships

	TIMELINE	RESPONSIBILITY
1. Establish a RAP Reference Group		
1.1 Form and maintain a RAP Working Group (RAPWG) that is operational to support the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across all four Local Government Authorities (LGA's).	Feb 2019	RAPRG
1.2 Develop a Terms of Reference for the RAPWG.	Mar 2019	RAPRG
2. Build internal and external relationships		
2.1 Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.	Mar 2019	RAPWG
2.2 Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.	Mar 2019	RAPWG
3. Participate in and celebrate National Reconciliation Week (NRW)		
3.1 Encourage our staff across all four LGAs to attend a NRW event.	May 2019	LGAs
3.2 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2019	LGAs
3.3 Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.	May 2019	LGAs
4. Raise internal awareness of our RAP		
4.1 Raise awareness amongst all staff across all four LGAs about our RAP commitments.	Apr 2019	LGAs
4.2 Engage and inform key internal stakeholders of their responsibilities within our RAP.	Apr 2019	LGAs

	TIMELINE	RESPONSIBILITY
5. Investigate Aboriginal and Torres Strait Islander cultural learning and development		
5.1 Identify ways to increase awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements across all four LGAs.	Mar 2019	RAPWG
5.2 Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Mar 2019	CEOs
5.3 Review cultural awareness training needs of staff and elected members.	Mar 2019	CEOs
6. Participate in and celebrate NAIDOC Week		
6.1 Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.	Jul 2019	RAPWG
6.2 Introduce our staff to NAIDOC Week by promoting community events in our local area.	Jul 2019	RAPWG
6.3 Ensure our RAP Working Group participates in an external NAIDOC Week event.	Jul 2019	RAPWG
7. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols		
7.1 Explore who the Traditional Owners are of the lands and waters in our local area.	Feb 2019	RAPWG
7.2 Scope and develop a list of local Traditional Owners of the lands and waters within our LGAs sphere of influence.	Feb 2019	RAPWG
7.3 Raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).	Aug 2019	RAPWG

	TIMELINE	RESPONSIBILITY
8. Investigate Aboriginal and Torres Strait Islander employment		
8.1 Review Aboriginal and Torres Strait Islander employment within our LGAs.	Sep 2019	CEOs
8.2 Develop a business case for Aboriginal and Torres Strait Islander within our LGAs		
8.3 Establish partnerships with existing Aboriginal & Torres Strait Islander workforce planning agencies/OR Employment Agencies	Sep 2019	CEOs
9. Investigate Aboriginal and Torres Strait Islander supplier diversity		
9.1 Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	Oct 2019	CEOs
9.2 Investigate how the Aboriginal Business Directory can be used for procurement from Aboriginal and Torres Strait Islander owned businesses.	Oct 2019	CEOs

Governance and Tracking Progress

	TIMELINE	RESPONSIBILITY
10. Build support for the RAP		
10.1 Define resource needs for RAP development and implementation.	Dec 2018	CEOs
10.2 Define systems and capability needs to track, measure and report on RAP activities.	Dec 2018	CEOs
10.3 Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	Jun 2019	CEOs
11. Review and Refresh RAP		
11.1 Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	Oct 2019	CEOs
11.2 Submit draft RAP to Reconciliation Australia for review	Oct 2019	CEOs
11.3 Submit draft RAP to Reconciliation Australia for formal endorsement.	Oct 2019	CEOs

R A P

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