



Reflect

Reconciliation Action Plan

July 2026-June 2028





Acknowledgement of Country

The Shire of Harvey acknowledges the Bindjareb people of the Noongar Nation as the Traditional Custodians of the land and waters across our district. We pay our respects to Elders past and present, whose knowledge, leadership and cultural teachings continue to guide us in understanding how to care for country and people.

For tens of thousands of years, the lands from coast through to the fertile plains, waterways and forests have been places of gathering, learning, ceremony and community. Today, the Shire of Harvey continues to be a place of gathering for Aboriginal and Torres Strait Islander peoples, as well as people from many cultures and nations. Each new community has been welcomed by a landscape that nurtures connection, opportunity and a strong sense of belonging, contributing to the diverse and thriving Shire we know today.

As a local government, the Shire of Harvey is committed to supporting a vibrant, inclusive and connected community. Through our Reconciliation Action Plan, we reaffirm our responsibility to listen deeply, learn from Elders and community, and work in genuine partnership with Bindjareb Noongar people. Our vision for reconciliation encompasses a future where all cultures can learn from one another, walk respectfully together, and celebrate the rich Bindjareb history alongside our shared stories, cultures and aspirations.

We extend this respect to all Aboriginal and Torres Strait Islander peoples who live, work and contribute to the Shire of Harvey today and acknowledge all those who generously shared their knowledge, time and cultural insights in shaping this plan.



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About the artist

My name is Casey Jones, an aspiring Aboriginal artist and proud Bindjareb Noongar Yorga born in Pinjarra.

My father grew up in Waroona, my mother was born in Harvey where I still reside.

Since I could remember we were always out on Country, especially during summer.

Growing up, we were always near the water playing with my siblings and cousins.

My connection to Country has always been strong through family and the art and stories I tell.

The bodies of work I create are contemporary paintings that tell powerful and meaningful stories, inspired by family, culture, and life experiences.

My aim is to have them resonate and connect with my community and wider communities.

About the artwork

Title: Ngany Djen koorliny Danjoo boodja (Let us walk together on Country)

The artwork I have created for the Shire of Harvey's Reconciliation Action Plan art symbolises the Shire's strong connections they have built with Noongar people and continue to build.

The largest circle represents the Shire of Harvey's office, also done in red representing Korijekup, the Noongar name for Harvey, meaning the Place of the Red-Tailed Black Cockatoo.



This bird also symbolises strength and resilience.

The other circles represent the towns within the Shire. Closest to Harvey is Yarloop, Cookernup, Wokalup, Wellesley and Brunswick, and a single red dot to represent Roelands, Beela, Mornington, Hoffman and Warrawarup; then Myalup, Binningup, Leschenault and Australind.

Each town has a red dot in the middle representing the Shire's strong connections with Noongar people they continue to build.

The green dots represent our native Jarrah and Marri state forest as well as our protected bushland.

The green and white arches represent the hills and beautiful landscape around our boodja (country).

The blue and white lines/dots represent the warden (sea).

Blue throughout the towns represents respect for Noongar history and culture, and the Shire of Harvey's steps toward building strong relationships and opportunities with and for Aboriginal/Noongar people.

The arch symbols represent the people of each community, and the feet symbolise the shared path towards reconciliation, going forward and up, strengthening relationships within our communities, and building a stronger future for the next generations.



Casey Jones

Artist



About this document

This document outlines the Shire of Harvey's commitment to reconciliation and the steps we will take to build respectful relationships, deepen understanding, and create meaningful opportunities with Aboriginal and Torres Strait Islander peoples.

We would like to express our deepest thanks and appreciation to all of the Elders and community members who have so generously shared their time, expertise and Cultural knowledge with us in the development of this Reflect RAP.

What is reconciliation?

Reconciliation is the ongoing process of strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians, to create a stronger, more united community. It is about acknowledging our shared histories, understanding their impacts, and working together to build respect and overcome division and inequality.

A reconciled Australia is one where the rights, cultures, and histories of Aboriginal and Torres Strait Islander peoples are valued, respected, and championed. This journey is not a single act—it requires continuous learning, dialogue, and action. Importantly, it calls on non-Indigenous Australians to take responsibility for their role in creating a more just and inclusive future.



The five dimensions of reconciliation

There are five dimensions contributing to reconciliation:

Race relations

All Australians value and understand the cultures, rights, and experiences of both Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. This understanding fosters stronger relationships built on trust and respect, and ensures interactions are free from racism and discrimination.

Equality and equity

Aboriginal and Torres Strait Islander peoples have equal access to life opportunities and resources, while their unique rights and cultural identities are recognised, respected, and upheld.

Historical acceptance

All Australians acknowledge and understand the wrongs of the past and their ongoing impact on Aboriginal and Torres Strait Islander peoples. We commit to making amends for these injustices and ensuring that such policies and practices are never repeated.

Unity

An Australia where Aboriginal and Torres Strait Islander cultures, histories, and heritage are valued and celebrated as a proud and integral part of our shared national identity.

Institutional integrity

Political, business, and community organisations actively champion reconciliation, embedding its principles into their policies, practices, and culture.



From the Chief Executive Officer

Kaya, (Hello)

Our Reconciliation Action Plan is about laying strong foundations.

It provides a structured framework to pause, learn and embed reconciliation more deeply and consistently across the Shire of Harvey.

The Plan will help us understand where we are starting from, what we are doing well, and where there may be opportunities to develop.

Existing reconciliation initiatives will continue and evolve. We're thrilled to keep hosting annual cultural performances at the Harvey Recreation and Cultural Centre, support Yarning Circle development and uplift Aboriginal and Torres Strait Islander tourism products.

NAIDOC and National Reconciliation Week activities will also remain a priority for the Shire, as will activating spaces for Aboriginal organisations and programs, sharing resources at our libraries and engaging Aboriginal people through traineeships and employment.

The Shire of Harvey is exceptionally proud of our work with the local Bindjareb community, and is excited for this collaboration to continue.

We're also excited to keep sharing and uplifting our shared heritage.

The Harvey Region rests on Bindjareb Country, where Traditional Custodians have walked on, cared for and lived with the land for thousands of years.



This extraordinary history continues to shape the Region we live in today, and guides how we walk forward as a community.

By taking the time to reflect now, we are positioning the Shire of Harvey to build stronger, lasting relationships and a future that increasingly values history, heritage, respect and partnership.

We thank the community for taking this journey with us.



Annie Riordan

**Chief Executive
Officer**



From the Shire President

Wanjoo, (Welcome)

I am delighted to introduce you to the Shire of Harvey's inaugural Reconciliation Action Plan.

Across Australia, reconciliation is an active and growing relationship building movement. It calls on all levels of government, organisations and communities to respect each other, learn from one another and uplift shared histories.

At the Shire of Harvey, we consider this responsibility especially important because local government sits closest to community.

The decisions made every day shape our places, services and relationships. As such, consultation sits at the heart of this Reconciliation Action Plan.

Through listening to Bindjareb voices, Aboriginal organisations, local Elders and the wider community, the Shire has developed a Reconciliation Action Plan that provides a strong, practical framework for reconciliation.

This Reconciliation Action Plan has been guided by what our community has told us matters most and provides a foundation for how we forge stronger relationships, celebrate a deepening cultural understanding and create a stronger, more inclusive Region.

I would like to sincerely thank all community members who contributed their time, knowledge and insight throughout the consultation and development of our Reconciliation Action Plan. In particular, I acknowledge the generosity of our local Aboriginal Elders and community members who shared their experiences, stories and guidance.



Your contributions have been invaluable in helping the Shire of Harvey and Council better understand how reconciliation can be meaningfully progressed at a local level.

This Reconciliation Action Plan marks an important step forward and reinforces our commitment to working in genuine partnership with Aboriginal and Torres Strait Islander communities across the Harvey Region.

The Shire of Harvey Council commits to all actions outlined in the Reconciliation Action Plan. We look forward to listening, learning, promoting a greater understanding, appreciation and awareness of Aboriginal and Torres Strait Islander cultures, and celebrating our way to an increasingly stronger and inclusive future.



Michelle Campbell
Shire President





A statement from the CEO of Reconciliation Australia

Inaugural Reflect RAP

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

Shire of Harvey 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 over 5.5 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 Shire of Harvey 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 Shire of Harvey, 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 Shire of Harvey is a Local Government Authority located in the South West region of Western Australia on Bindjareb Noongar Boodja, approximately 140 kilometres south of Perth.

We have strong values connected to heritage, environment, agriculture and tourism, with our land being home to important endangered and endemic flora and fauna including 8000 species of wildflowers and three species of Black Cockatoos: Carnaby's, Baudin, and the Red-tailed Forest.

Our Shire encompasses a diverse mix of coastal, rural, and urban communities, with notable townsites including Harvey, Australind, Roelands, Brunswick Junction, Binningup, Myalup, Cookernup and Yarloop. These sites are known for the diversity of their environment, with tracts of Jarrah forests, rivers, the Leschenault estuary, Harvey, Stirling and Logue Brook dams, unspoilt beaches, rolling hills and fertile agricultural land.

Local industries include dairy, beef, horticulture, mining, commerce, vineyards, citrus, export beef abattoir, silicone smelter, pigment plant, orange juice and milk factory, boutique cheese factory, light engineering and the de-salination plant.

As of 2021, we proudly serve a diverse community of approximately 31,495 residents across 1,735 square kilometres. This includes 815 Aboriginal and Torres Strait Islander peoples, who represent 2.9% of our population and whose culture and contributions are an integral part of our region*.

Our core purpose is to build and maintain essential services and infrastructure for everyone who lives within the Shire of Harvey. This includes roads, parks, libraries, recreation facilities, waste management, planning services, and community development programs that enhance liveability and wellbeing. In addition, we manage a wide range of community spaces and amenities, such as 11 parks and reserves, 12 community venues for hire, the Leschenault Leisure Centre, the Harvey Recreation and



Cultural Centre, libraries in Australind, Harvey, and Yarloop, two administration buildings in Harvey and Australind, and our operational depot in Harvey.

We are committed to providing services, facilities, and making decisions that support all who live, work, or visit our Shire.

The Shire of Harvey is guided by a Shire President and eight councillors, with 187 permanent staff employed across a range of services. Within these numbers, 8 or 4.27% of our employees identify as Aboriginal or Torres Strait Islander.

Together, we apply our vision “Together, towards an even better lifestyle” and implement the following values in our work:



Effective stewardship of our environment and heritage



Strong leaders and fair decisions



Effective communication and cooperation



A safe community that has a strong community spirit and sense of belonging



Our heritage – acknowledging our history in creating our future

**Data from Australian Bureau Statistics 2024*



Aboriginal and Torres Strait Islander community snapshot*

815

Aboriginal and Torres Strait Islander residents (2.85% of the population)

318

Families

310

Students

50.1%

Male

49.9%

Female

The coastline at Binningup - image by Great Minds Media.



30

people speak an Aboriginal language at home

13.6%

unemployment compared to 4.3% of all households

23.9%

sole parents, compared to 20.4% of all households

2.75%

home ownership, compared to 24.5% of all households

1.8%

Lower average weekly median income than the overall

5%

Families with children under 15, compared to 18.9% of all households



Our RAP

The Shire of Harvey is implementing its first Reconciliation Action Plan (RAP) as part of our commitment to fostering respectful relationships and creating meaningful opportunities with Aboriginal and Torres Strait Islander peoples. This RAP provides a framework for embedding reconciliation into our everyday operations and decision-making processes.

Our intention in starting our RAP journey with a Reflect RAP is to strengthen our connections with Aboriginal and Torres Strait Islander communities, allowing us the time to build stronger relationships and understanding, listen to our community and ensure their voices and cultural knowledge inform our planning, programs, and services.

Council's Reflect RAP is a 24-month plan which focuses on:



Strengthen relationships and trust while fostering meaningful collaboration with Aboriginal and Torres Strait Islander peoples.



Deepen understanding and respect for Aboriginal and Torres Strait Islander histories and cultures, while strengthening connections across the wider Shire of Harvey community.



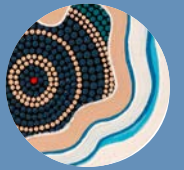
Recognise and celebrate the unique Bindjareb stories embedded within our local places.



Ensure cultural safety and continually improve the way we deliver and provide access to Council services and facilities.



Drive better outcomes for Aboriginal and Torres Strait Islander peoples and Council through inclusive procurement, employment, and service practices.



Showcase and celebrate Aboriginal and Torres Strait Islander culture through the arts, in partnership with HRCC and the Shire of Harvey Art Prize.



Promote awareness and participation in National Reconciliation Week and NAIDOC Week.



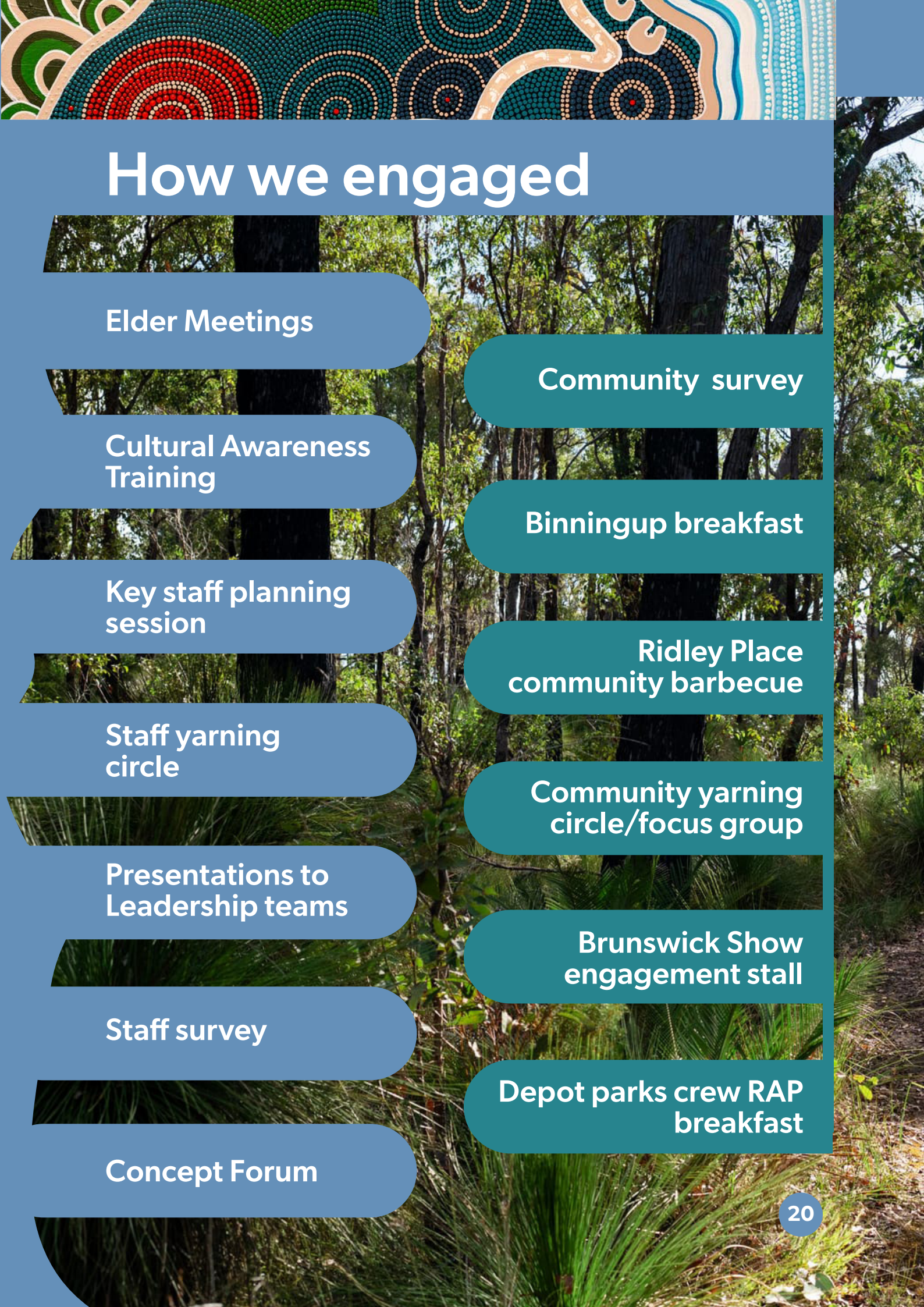
We will approach the implementation of our RAP through collaboration, education, and continuous improvement. This includes forming a RAP Working Group with representation from Aboriginal and non-Aboriginal people within the Shire of Harvey community.

Our RAP will be championed by our Director Community and Lifestyle, who together with the Community Development team and RAP Working Group, will ensure accountability for delivering RAP commitments.

Reconciliation is not a separate initiative, it is something that should be woven into everything we do, enhancing and enriching our work across the board.



How we engaged



Elder Meetings

Community survey

Cultural Awareness
Training

Binningup breakfast

Key staff planning
session

Ridley Place
community barbecue

Staff yarning
circle

Community yarning
circle/focus group

Presentations to
Leadership teams

Brunswick Show
engagement stall

Staff survey

Depot parks crew RAP
breakfast

Concept Forum



What you said



Cultural learning, education,
awareness-building and cultural safety

Respect, recognition and acknowledgement

Partnerships with Elders,
organisations and communities

Employment, training and economic opportunities

Requests for practical, action-based initiatives

Community-led events, gatherings
and cultural activities

Learning about and following cultural protocols

Truth telling and historical awareness

Visibility of culture, language and heritage

Relationships, engagement and listening

Calls for Shire to focus on core services

Concerns about division, equality and fairness

Inclusion, unity and equality



Our reconciliation activities

Although this is our first formal RAP, the Shire of Harvey has actively engaged with Aboriginal and Torres Strait Islander peoples, including local Bindjareb Noongar Elders, Knowledge Holders, and community members through cultural events, partnerships, and community programs.

Welcome to Country

Aboriginal Elders are engaged to perform Welcome to Country at significant events and meetings. An Acknowledgment of Country is incorporated into all citizenship ceremonies, Council meetings, corporate plans, Council website and email signatures.



Welcome to Country with Elder Lesley Ugle
- image supplied by Harvey Aboriginal Corporation

Aboriginal flags

Aboriginal flags are flown permanently in front of our Harvey and Australind administration buildings, and Harvey library.



The Aboriginal flag flying at Australind Administration office - image by Shire of Harvey

WALGA Reconciliation Forum

Sponsored and attended the forum alongside local Elders to strengthen relationships and share knowledge.



WALGA Reconciliation Forum with Shire of Harvey staff - image supplied by Nikki Caruana

Letters of support

Provided numerous letters of support for local Elder-led projects and initiatives.



Interpretive signage at Noongar Kaartdijin Bidee (Noongar Knowledge Path) - image by Great Minds Media



Danjoo Koorliny Bridge interpretive signage - image by Great Minds Media

Interpretive signage

We have memorialised the unique heritage of the Harvey region with interpretive signage at the Danjoo Koorliny Bridge in Treendale. This was created in collaboration with Elder Dennis Jetta OAM and his daughter Cassie Jetta as the artist.



Cultural display at NAIDOC Christmas celebration - image by Shire of Harvey

Cultural awareness training

The Shire of Harvey has worked in collaboration with local Aboriginal Elders to deliver cultural awareness training to Councillors, leadership team, staff and local community.

Within our Reflect RAP, we are committing to ongoing cultural awareness training for all Councillors, staff and our Reconciliation Action Plan Working Group.



Art exhibition collaboration with Elder Lesley Ugle - image supplied by Harvey Aboriginal Corporation

Art exhibition collaboration

Partnered with local Elders and artists to deliver exhibitions celebrating First Nations culture.



On Country Tours with Boola Biddi - image supplied by Harvey Aboriginal Corporation

On-Country tours

Provided grant funding to Harvey Aboriginal Corporation (HAC) to develop hiking tours that share cultural knowledge.



Yarning sessions

Conversations were hosted at the Brunswick CRC with local Elders to build trust and understanding. Yarning circles have also been held with staff and community members, guided by Elders, to help shape our Reflect RAP.



Yarning and chill out space at NAIDOC Christmas celebration - image by Shire of Harvey

Supporting NAIDOC Events

Including Harvey Aboriginal Corporation NAIDOC Christmas celebration in December 2025 where local Bindjareb Elders and Community held cultural activities and traditional Aboriginal bush tucker.



Talking culture at NAIDOC Christmas celebration - image by Shire of Harvey

Cultural Performances

Harvey Recreation and Cultural Centre incorporating cultural performances yearly featuring Aboriginal and Torres Strait Islander performers and themes.



Harvey Aboriginal Corporation and Harvey Recreation and Cultural Centre discuss cultural performances Talking culture at NAIDOC Christmas celebration - image by Shire of Harvey

Supplier engagement

Engagement of Aboriginal and Torres Strait Islander suppliers for events.



Cultural display at Sunset Festival 2024 - image by Jon Gelweiler

Library resources

Harvey and Australind libraries host Aboriginal and Torres Strait Islander themed book displays, craft sessions for children, and local artist spotlights during National Reconciliation Week and NAIDOC Week.



Cultural books at Australind Library - image by Shire of Harvey



Australind Administration Centre - image by Shire of Harvey

Council planning

Specific actions and deliverables in relation to our local Aboriginal communities have been embedded within Council's planning framework including the Creative Communities Strategy 2027, Access and Inclusion Plan 21-26, and Shire of Harvey Council Plan 25-35. The Shire of Harvey has previously collaborated within the Bunbury Geographer Reconciliation Action Plan 2019.



RAP Community Engagement at Ridley Place Australind - image by Shire of Harvey

Reflect RAP

Extensive internal and external engagement has occurred in the development of our Reflect RAP. Face to face engagement included a stall at the 2025 Brunswick Show, free community sausage sizzle at Ridley Place in Australind, executive and senior leadership consultation, conversations with staff, and two yarning circles facilitated by Harvey Aboriginal Corporation (HAC). Approximately 100 responses were received to surveys circulated both internally to the Shire and externally in the community.





Relationships



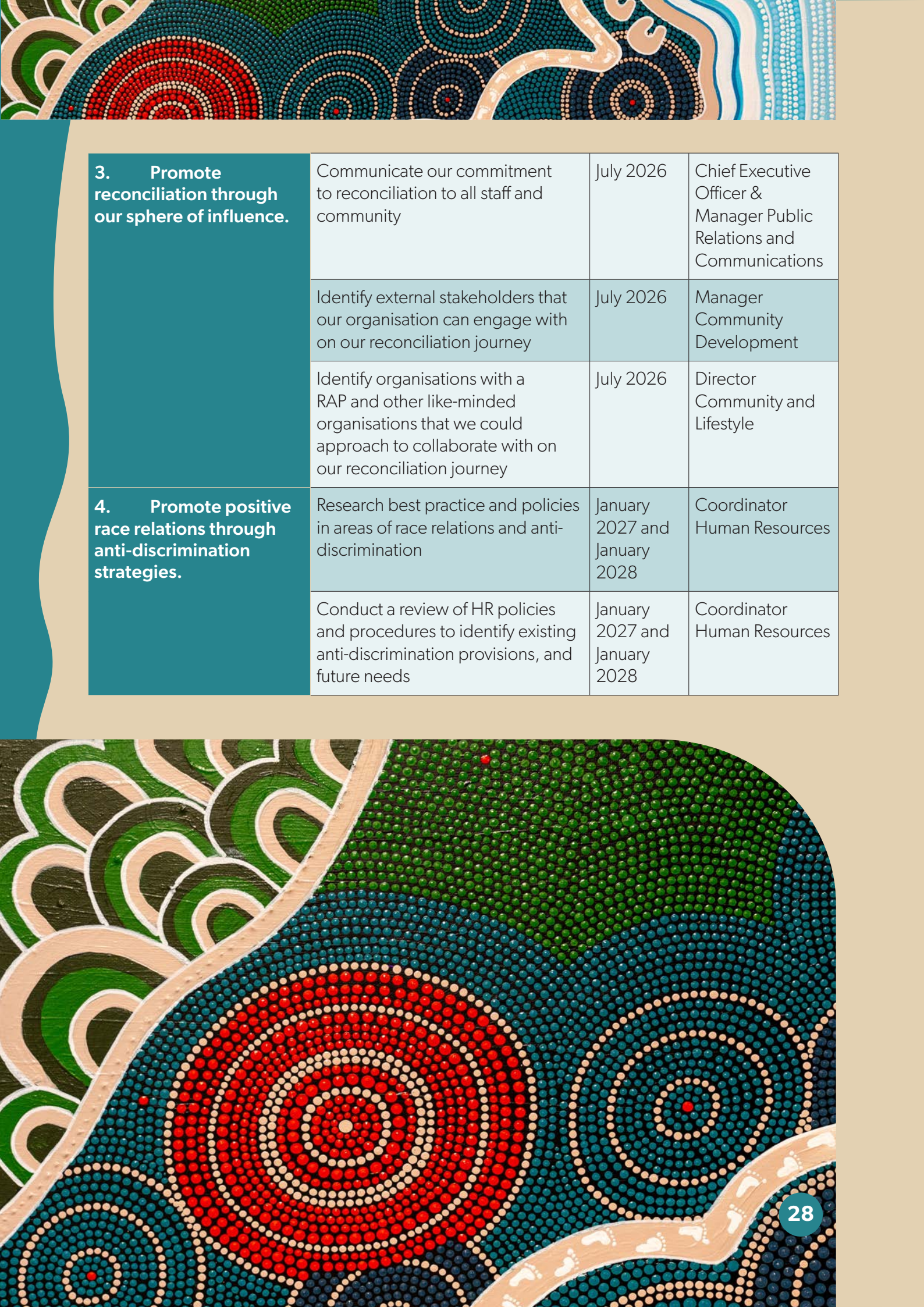
Shire of Harvey, Harvey Recreation and Cultural Centre, and Harvey Aboriginal Corporation meet to plan upcoming cultural activities - image supplied by Harvey Recreation and Cultural Centre



Tourism Sundowner at Boola Biddi with Shire of Harvey - image supplied by Shire of Harvey



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to identify and build relationships with Aboriginal and Torres Strait Islander stakeholders, organisations and communities within the Shire of Harvey	July 2026	Manager Community Development
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	October 2026	Manager Community Development
	Partner with Binar Futures to host South West Djeran junior basketball carnival	April 2027 and 2028	Manager Leschenault Leisure Centre
	Maintain a nominal lease arrangement with Harvey Aboriginal Corporation to support the operation of Boola Bidi (cultural and information centre)	July 2026	Manager Governance and Strategy
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May 2027 and 2028	Manager Public Relations and Communications
	RAP Working Group members to participate in an external NRW event	27 May- 3 June, 2027 and 2028	Chair of Reconciliation Action Working Group
	Host internal NRW event and encourage all staff and Councillors to participate	27 May- 3 June, 2027 and 2028	Chief Executive Officer



3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff and community	July 2026	Chief Executive Officer & Manager Public Relations and Communications
	Identify external stakeholders that our organisation can engage with on our reconciliation journey	July 2026	Manager Community Development
	Identify organisations with a RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	July 2026	Director Community and Lifestyle
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination	January 2027 and January 2028	Coordinator Human Resources
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	January 2027 and January 2028	Coordinator Human Resources



Respect

Welcome sign at Woolkabunning Kiaka Aboriginal Corporation (Roelands Village) - Image by Great Minds Media



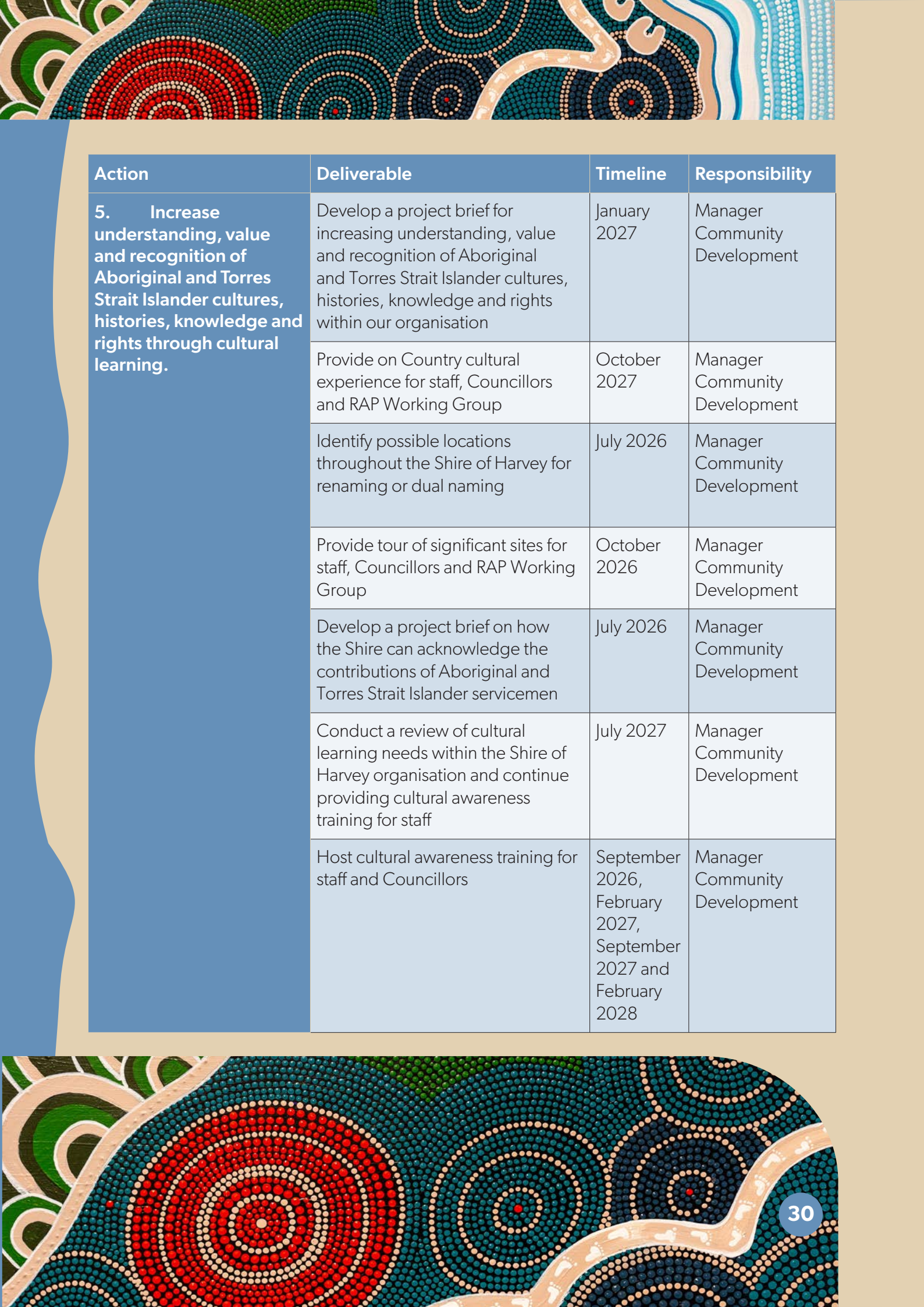
Welcome sign at Boola Biddi - Image by Great Minds Media



Staff Cultural Awareness Training with Kerry Stack from Goolamwiin - Image supplied by Shire of Harvey

Harvey Walk for Reconciliation 2026 with Community and Lifestyle Director Suzie Hazlehurst and Elder Lesley Ugle - image supplied by Great Minds Media





Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a project brief for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation	January 2027	Manager Community Development
	Provide on Country cultural experience for staff, Councillors and RAP Working Group	October 2027	Manager Community Development
	Identify possible locations throughout the Shire of Harvey for renaming or dual naming	July 2026	Manager Community Development
	Provide tour of significant sites for staff, Councillors and RAP Working Group	October 2026	Manager Community Development
	Develop a project brief on how the Shire can acknowledge the contributions of Aboriginal and Torres Strait Islander servicemen	July 2026	Manager Community Development
	Conduct a review of cultural learning needs within the Shire of Harvey organisation and continue providing cultural awareness training for staff	July 2027	Manager Community Development
	Host cultural awareness training for staff and Councillors	September 2026, February 2027, September 2027 and February 2028	Manager Community Development



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 across the organisation	July 2026	Chief Executive Officer, Shire President
	Increase staff and Councillors understanding of the purpose and significance behind cultural protocols	February 2027	Manager Community Development, Manager Public Relations and Communication
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week	July 2026 and 2027	Manager Community Development, Manager Public Relations and Communication
	Partner with Rugby WA and Bunbury Barbarians rugby club to host an annual rugby 7s NAIDOC tournament	July 2026 and 2027	Manager Community Development
	Support Harvey Aboriginal Corporation to host an annual NAIDOC event	July 2026 and 2027	Manager Community Development
	Introduce our staff and Councillors to NAIDOC Week by promoting external events in the Shire of Harvey	July 2026 and 2027	Manager Public Relations and Communication
	RAP Working Group to participate in an external NAIDOC Week event	July 2026 and 2027	Chair of Reconciliation Action Working Group



Opportunities



Art Exhibition Collaboration with Elder Lesley Ugle - image supplied by Harvey Aboriginal Corporation



Artwork in the gardens at Woolkabunning Kiaka Aboriginal Corporation (Roelands Village) - image by Great Minds Media

Mural at Boola Bidi Mural with Ninnette Comito - image supplied by Harvey Aboriginal Corporation





Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	January 2028	Manager Community Development, Coordinator Human Resources
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	January 2027 and January 2028	Coordinator Human Resources



9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Investigate effective procurement strategies for engaging Aboriginal and Torres Strait Islander businesses	January 2028	Manager Governance and Strategy, Manager Finance
Partner with Harvey Aboriginal Corporation and Alcoa to construct a Yarning Circle that can be used as a space for the facilitation of cultural activities	July 2026	Manager Economic Development
Support the development of Aboriginal and Torres Strait Islander tourism product	June 2028	Manager Economic Development
Support artist development through hosting cultural performances at Harvey Recreation and Cultural Centre	June 2028	Manager Harvey Recreation and Cultural Centre
Continue to promote Shire of Harvey community funding opportunities to Aboriginal and Torres Strait Islander organisations	July 2026	Manager Community Development
Continue to promote Boola Bidi (Harvey Aboriginal Corporation) and Woolkabunning Kiaka (Roelands Village) through the Harvey Region website and relevant channels	July 2026	Manager Economic Development
Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	January 2028	Manager Governance and Strategy, Manager Finance
Investigate Supply Nation membership	January 2028	Manager Finance



Governance

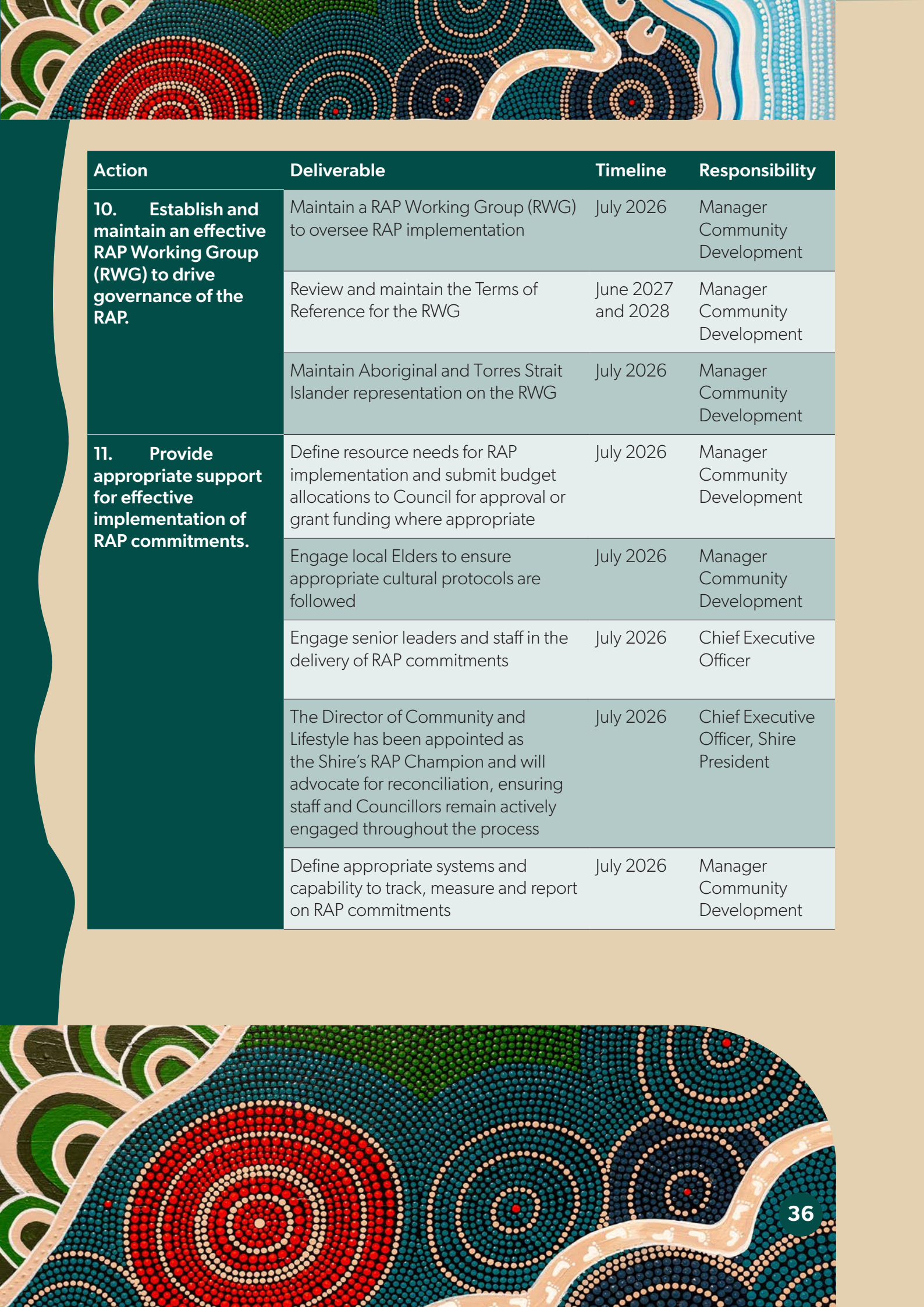


NAIDOC 2026 Celebration with Elder Margaret Little, Elder Lesley Ugle, Elder Vincent Ugle and Elder Greg Little - image supplied by Great Minds Media

Interpretive signage at Noongar Kaartdijin Bidee (Noongar Knowledge Path) - image by Great Minds Media



On Country Tours with Boola Bidi - image supplied by Harvey Aboriginal Corporation



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RAP Working Group (RWG) to oversee RAP implementation	July 2026	Manager Community Development
	Review and maintain the Terms of Reference for the RWG	June 2027 and 2028	Manager Community Development
	Maintain Aboriginal and Torres Strait Islander representation on the RWG	July 2026	Manager Community Development
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation and submit budget allocations to Council for approval or grant funding where appropriate	July 2026	Manager Community Development
	Engage local Elders to ensure appropriate cultural protocols are followed	July 2026	Manager Community Development
	Engage senior leaders and staff in the delivery of RAP commitments	July 2026	Chief Executive Officer
	The Director of Community and Lifestyle has been appointed as the Shire's RAP Champion and will advocate for reconciliation, ensuring staff and Councillors remain actively engaged throughout the process	July 2026	Chief Executive Officer, Shire President
	Define appropriate systems and capability to track, measure and report on RAP commitments	July 2026	Manager Community Development



12. 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 do not miss out on important RAP correspondence	June 2027 and 2028	Manager Community Development
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia	30 September 2026 and 2027	Manager Community Development
	Communicate our RAP progress to internal and external stakeholders	July 2026	Manager Community Development
13. Continue our reconciliation journey by developing our next RAP.	Commence development of next RAP	October 2027	Manager Community Development
	Register via Reconciliation Australia's website to begin developing our next RAP	January 2028	Manager Community Development





Images thanks to

Harvey Aboriginal Corporation
Great Minds Media
Jon Gelweiler

For public enquiries about our RAP please contact:

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