



Reflect

Reconciliation
Action
Plan

Aug 2019-
Aug 2020

Wanju Nyungar Boodja Mural Project

The Wanju Nyungar Boodja Mural Project was funded through the Australian Government's Regional Arts Fund and through the Indigenous Languages and Arts Program. The project involves three murals and was delivered by Esperance Community Arts in partnership with Seawater Families and Escare Incorporated with the support of Esperance Tajltjraak Native Title Aboriginal Corporation. The Wanju Kepa Kurl mural was designed in consultation with the Nyungar community. It was painted by Matt Adnate and Jennell Reynolds and incorporates designs reproduced by from an original painting by Julie Dabb.

Cultural Warning

Aboriginal and Torres Strait Islander readers are advised that this document may contain images and artwork of people who have passed.

Front Cover Mural

The portrait in this mural is of the late Mr Tom Bullen, a highly respected local Elder who took a leading role, 20 years ago, in initiating the Nyungar Native Title claim in the Esperance region, alongside Mr James Dimer, and with the support of Mr Bullen's brothers and sisters.

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Acknowledgement to Country

The Shire of Esperance acknowledges the Nyungar and Ngadju people who are the Traditional Custodians of this Land and their continuing connection to land, waters and community. We pay our respect to their Elders past, present and emerging and we extend that respect to other Aboriginal Australians today.

Nyungar describes people whose ancestors first occupied and continue to occupy the South West region. Kepa Kurl is the Nyungar name for what we now know as Esperance and it means 'where the water lies like a boomerang'.

Ngadju describes people whose ancestors originally occupied and continue to occupy the Dundas area, North of Esperance. Warranburra is the Ngadju name for what we now know as Norseman and it means 'Place of the long ground'



Reconciliation Action Plan: Reflect



Message from Shire President

I am delighted to present the Shire of Esperance's first Reconciliation Action Plan (RAP), *Reflect*, and hope that its implementation will provide for greater inclusivity within the organisation, with flow on effects into the community as a whole.

This is a fantastic opportunity for the Shire to work with the Traditional Owners of our Local Government area, the Esperance Nyungar and Ngadju people, in order to create and implement actions to increase public awareness of the Aboriginal and Torres Strait Islander people who form an integral part of our diverse community.

I look forward to the Shire delivering on the outcomes within this plan and working with the community and stakeholders to ensure the plan is successful.

I strongly encourage all Shire staff and members of the community to develop their knowledge of Aboriginal and Torres Strait Islander cultures as this will enable us to all work together in building a vibrant, effective and increasingly inclusive community.

Victoria Brown

Victoria Brown
Shire President





Message from Reconciliation Australia

Reconciliation Australia is delighted to welcome the Shire of Esperance to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, the Shire of Esperance joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP

provides the Shire of Esperance a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, the Shire of Esperance will lay the foundations for future RAPs and reconciliation initiatives.

We wish the Shire of Esperance well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend the Shire of Esperance on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer



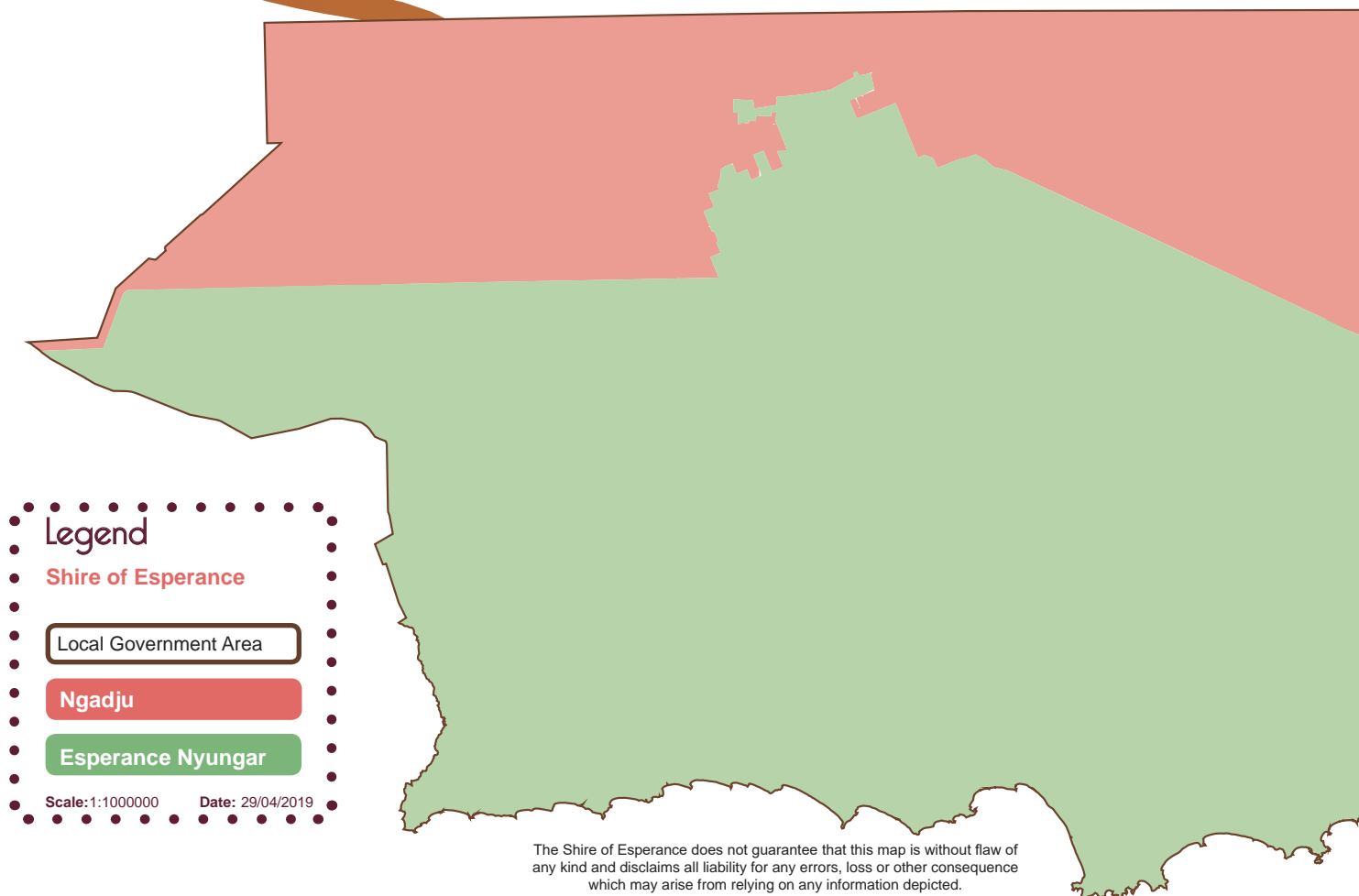
Reflect - Reconciliation Action Plan

A Reflect Reconciliation Action Plan (RAP) clearly sets out the steps required to prepare for reconciliation initiatives in successive RAPs.

This will allow the Shire of Esperance to spend time scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on our vision for reconciliation and exploring our sphere of influence, prior to committing to specific actions or initiatives.

As a result, this process will assist the Shire of Esperance in producing future Reconciliation Action Plans that are meaningful, mutually beneficial and sustainable.

Native Title Determination Outcomes



Our Business

The Shire of Esperance is a local government authority which manages an area encompassing over 44,000km² of land and is located on Western Australia's South East coast, 725km from Perth.

The Shire boundaries extend from east of Munglinup to Israelite Bay and north to the Daniell rail siding.

Esperance has a population of 14,236, with Aboriginal and Torres Strait Islander people making up 4.1% (ABS Census 2016).

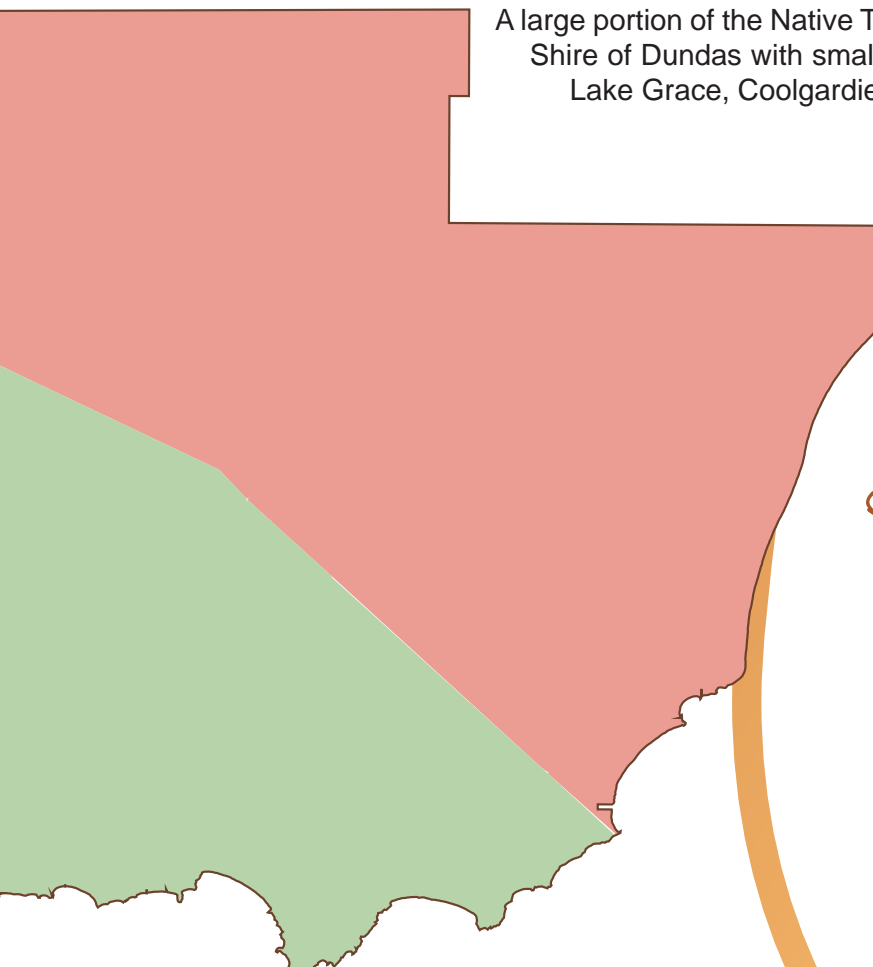
The Shire of Esperance currently employs 280 people, with two employees identifying as Aboriginal or Torres Strait Islander peoples.

There are two Native Title claim determinations in the Esperance local government area;

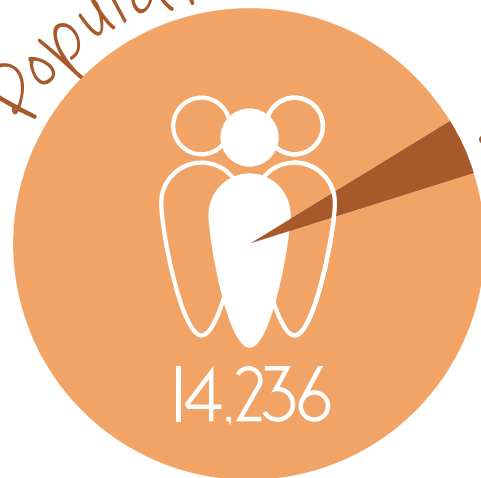
- Esperance Nyungar, managed by Esperance Tjaltjraak Native Title Aboriginal Corporation (Tjaltjraak); and
 - Ngadju, managed by Ngadju Native Title Aboriginal Corporation (NNTAC)

The Native Title area managed by Tjaltjraak encompasses the town site of Esperance and surrounds.

A large portion of the Native Title area managed by NNTAC lies within the Shire of Dundas with smaller portions within the Shires of Esperance, Lake Grace, Coolgardie and City of Kalgoorlie-Boulder.



Population



Identifies as Aboriginal and/or Torres Strait Islander peoples (4.1%)

Our Reconciliation Plan

The Shire of Esperance is developing a Reconciliation Action Plan (RAP) in order to actively work toward building a more inclusive and culturally understanding community.

It is hoped that by the Shire undertaking this process, it will set an example within the community for other organisations to implement their own RAP.

The Shire of Esperance will consult with Native Title Holders and local Elders during the implementation of our Reflect RAP and development of future RAPs to ensure that they are appropriate and effective.

In order to better understand the local Aboriginal and Torres Strait Islander community, Shire Councillors and Senior Staff have undertaken Cultural Awareness Training.

A Circle of Elders workshop has been held with stakeholders to discuss the RAP process and determine aspirations for the RAP and initiatives that might assist in achieving those aims.



Our Partnerships & Current Activities

The Shire of Esperance is striving to begin a formal reconciliation process through developing a Reconciliation Action Plan, in consultation with Elders from the local area and Native Title Holders.

Currently, the Shire of Esperance assists Tjaltjraak with NAIDOC week activities by hosting a ceremony to begin the week and hanging street banners that were produced with designs provided by Tjaltjraak.

Tjaltjraak Rangers have assisted the Shire of Esperance in undertaking outdoor works projects, including upgrades at Alexander Bay and tree planting at Castletown Quays.

Esperance Shire Councillors and Senior Staff undertook Cultural Change Training provided by Kaata Tidje in November 2018 to increase knowledge and understanding of traditions and history.

A Circle of Elders workshop was held in March 2019 with representatives from the Shire, Tjaltjraak and local Nyungar Elders present. Key community aspirations for reconciliation identified during this workshop were;

- Greater visibility and promotion of First Nations peoples' cultures and connection to country
- Increased Aboriginal economic participation through employment and enterprise
- Increased understanding of Aboriginal and Torres Strait Islander cultures and the impact of European settlement
- Negotiated land access, heritage protection, joint management agreement with Native Title Holders
- Other initiatives that will see the Shire take a leading role/set the example in promoting reconciliation in Esperance.



Relationships

Action

C1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
C1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September 2019	Mgr Executive Services
C1.2 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2020	Mgr Community & Economic Development
C1.3 Develop a memorandum of understanding with Traditional Owners about how the organisations will work together.	May 2020	RAP Working Group Chair

Action

C2 Build relationships through celebrating National Reconciliation Week (NRW).

<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
C2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2020	Mgr Executive Services
C2.2 RAP Working Group members to participate in an NRW event.	27 May- 3 June, 2020	CEO
C2.3 Encourage and support staff and senior management to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2020	CEO

Action

C3 Promote reconciliation through our sphere of influence

<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
C3.1 Communicate our commitment to reconciliation to all staff.	August 2019	CEO
C3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August 2019	Mgr Executive Services
C3.3 Identify like-minded organisations that we could approach to collaborate with on our reconciliation journey.	August 2019	Mgr Executive Services

C3.4 Cultural interpretation / promotion through art, interpretative materials and information in public spaces including those with high tourist visitation. August 2020 Dir Asset Management

C3.5 Include an Aboriginal and Torres Strait Islander inclusive focus in the Shire’s Community Development Officer role. November 2019 Mgr Community & Economic Development

C3.6 Encourage other organisations in Esperance to create their own RAP. August 2020 CEO

Action

C4 Promote positive race relations through anti-discrimination strategies.

Deliverable *Timeline* *Responsibility*

C4.1 Research best practice and policies in areas of race relations and anti-discrimination. February 2020 Mgr Human Resources

C4.2 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. February 2020 Mgr Human Resources



Action
C5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
C5.1 Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	August 2020	Dir External Services
C5.2 Conduct a review of cultural learning needs within our organisation.	February 2020	Mgr Human Resources
C5.3 Incorporate and acknowledge First Nations peoples' stories in the history of Esperance, including through signage, memorials, plaques and public information.	August 2020	CEO
C5.4 Recognise the contribution made by Aboriginal and Torres Strait Islander peoples to the establishment of the Esperance region, and their ongoing connection to this place.	August 2020	CEO

Action
C6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
C6.1 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	August 2020	CEO
C6.2 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2020	Mgr Human Resources
C6.3 Include an appropriate Acknowledgment of Traditional Owners and Country on the Shire Chamber walls.	February 2020	Dir Asset Management
C6.4 Develop protocols for meetings and documentation that appropriately acknowledges and respects Traditional Owners.	February 2020	Mgr Executive Services

Action

C7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
C7.1 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2020	Mgr Executive Services
C7.2 Introduce our staff to NAIDOC Week by promoting events in our local area.	July 2020	Mgr Community & Economic Development
C7.3 RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2020	CEO
C7.4 Display street banners during NAIDOC week.	July 2020	Dir Asset Management
C7.5 Promote greater Shire participation in NAIDOC related activities.	July 2020	CEO

Action

C8 Visibly promote Aboriginal and Torres Strait Islander cultures within our local area

<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
C8.1 Fly the Aboriginal Flag on a daily basis at the Shire Administration Building unless special events/ circumstances determine otherwise.	August 2019	CEO
C8.2 Display roadside signage when entering Esperance Nyungar/Ngadju country, which contains a welcome for travellers and acknowledges Traditional Owners.	August 2020	Dir Asset Management
C8.3 Display Welcome to Country signage at the airport.	August 2020	Dir Asset Management
C8.4 Include information on the Shire and visitor centre's website regarding Traditional Owner connection to country with a link to appropriate websites.	February 2020	Mgr Executive Services
C8.5 Establish current levels of recognition and celebration of Aboriginal and Torres Strait Islander cultures throughout the Shire.	August 2020	RAP Working Group Chair

Action

C9 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
C9.1 Develop an employment strategy to increase Aboriginal and Torres Strait Islander employment within our organisation.	August 2020	Mgr Human Resources
C9.2 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2020	Mgr Human Resources

Action

C10 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
C10.1 Amend Procurement Policy to include information regarding procurement from Aboriginal and Torres Strait Islander owned businesses.	August 2020	Dir Corporate Resources
C10.2 Investigate Supply Nation membership.	November 2019	Dir Corporate Resources

Action

C11 Negotiate land access, heritage protection, joint management agreement with Native Title Holders

<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
C11.1 Develop framework for Traditional Owner consultation for Shire led 'on country' works.	August 2020	Dir Asset Management
C11.2 Consider joint management opportunities with Traditional Owners for culturally sensitive areas.	August 2020	CEO
C11.3 Assist with promotion and increased awareness of Traditional Owners' Native Title rights and interests through the wider community.	August 2020	Mgr Executive Services

Action

C12 Increase opportunities for Aboriginal and Torres Strait Islander peoples within Council's programs and services

Deliverable

Timeline

Responsibility

C12.1 Encourage an increase in Aboriginal and Torres Strait Islander participation and engagement in civic activities such as citizenship ceremonies.

September 2019

CEO

C12.2 Increase opportunities for Aboriginal and Torres Strait Islander peoples inclusion into the Shire Community Grants Program.

August 2020

CEO





Action

C13 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
C13.1 Form a RWG to govern RAP implementation.	August 2019	CEO
C13.2 Draft a Terms of Reference for the RWG.	August 2019	CEO
C13.3 Establish Aboriginal and Torres Strait Islander representation on the RWG.	August 2019	CEO

Action

C14 Provide appropriate support for effective implementation of RAP commitments.

<i>Deliverable</i>	<i>Timeline</i>	<i>Responsibility</i>
C14.1 Define resource needs for RAP implementation.	September 2019	CEO
C14.2 Engage senior management in the delivery of RAP commitments.	September 2019	CEO
C14.3 Implement appropriate systems and capability to track, measure and report on RAP commitments.	October 2019	CEO



Action

C15 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverable

Timeline

Responsibility

C15.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.

30
September,
2019

Dir Corporate
Resources

Action

C16 Continue our reconciliation journey by developing our next RAP.

Deliverable

Timeline

Responsibility

C16.1 Register via Reconciliation Australia's website to begin developing our next RAP.

May 2020

Dir Corporate
Resources





For further details on the Reconciliation Action Plan please contact Director Corporate Resources at the Shire of Esperance

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Further Information

For further information on Reconciliation Australia's RAP program and other reconciliation initiatives visit www.reconciliation.org.au