

Minutes

Reconciliation Advisory Committee

Wednesday 20 November 2024

By signing these minutes I certify that they were confirmed at the Reconciliation Advisory Committee held on 26 February 2025 by resolution of Council.

Cr Nat Latter
PRESIDING MEMBER

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Minutes of the Reconciliation Advisory Committee of the Bayswater City Council which took place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, Morley on Wednesday, 20 November 2024.

1 OFFICIAL OPENING

The Presiding Member, Councillor Nat Latter opened the meeting at 6.14pm.

2 ACKNOWLEDGEMENT OF COUNTRY

In accordance with the City of Bayswater's Reflect Reconciliation Action Plan November 2019-November 2020, the Presiding Member, Councillor Nat Latter delivered the Acknowledgement of Country.

Noongar Language

Ngalla City of Bayswater kaatanginy baalapa Noongar Boodja baaranginy, Wadjuk moort Noongar moort, boordiar's koora koora, boordiar's ye yaj ba boordiar's boordawyn wah.

English Language Interpretation

We acknowledge the Traditional Custodians of the Land, the Whadjuk people of the Noongar Nation, and pay our respects to Elders past, present and emerging.

3 ATTENDANCE

Presiding Member

Cr Nat Latter

Members

Cr Lorna Clarke
Jim Morrison
Liz Narkle
Dorothy Bagshaw

Officers

Bianca Sandri	Director Community Services
Helen Smith	Manager Community Development
Melissa Dias	Coordinator Community Development
Sherri Bagshaw	Community Development Officer - Reconciliation
Stephanie Barrett	Executive Assistant Support

Leave of Absence

Nil.

3.1 Apologies

Cr Dan Bull
Donna Moody
Anna Gillespie Manager People and Culture

3.2 Approved Leave of Absence

Nil.

4 DISCLOSURE OF INTEREST SUMMARY

In accordance with section 5.65 of the *Local Government Act 1995*:

A member who has an interest in any matter to be discussed at a Council or Committee meeting that will be attended by the member must disclose the nature of the interest -

- (a) in a written notice given to the CEO before the meeting; or
- (b) at the meeting immediately before the matter is discussed.

No disclosures of interest were made at the meeting.

5 DELEGATED AUTHORITY BY COUNCIL

There are no items appearing in this agenda for which the Reconciliation Advisory Committee has been granted delegated authority by Council in accordance with section 5.23(1)(b) of the *Local Government Act 1995 (WA)*; this meeting is closed to the Public.

6 TERMS OF REFERENCE

Purpose

The purpose of the Reconciliation Advisory Committee is to advise Council on the development and implementation of the Reconciliation Action Plan (RAP) for the City of Bayswater, with the aim to help the workplace to facilitate understanding, strengthen relationships and trust with Aboriginal and Torres Strait Islander People; promote meaningful engagement, increase equality and develop sustainable employment and business opportunities.

Membership

Three Elected Members. A minimum of three is required under legislation.

Up to five community members who satisfy one or more of the following criteria:

1. Identify as a person of Aboriginal and Torres Strait Islander descent;
2. Is a Whadjuk Noongar Elder;
3. Is an Aboriginal and Torres Strait Islander business partner representative; and/or
4. Is an Aboriginal and Torres Strait Islander representative living in the City of Bayswater community.

The quorum for this Committee is four members.

All Councillors are appointed as Deputies.

Members must abide by the *City of Bayswater Code of Conduct for Council Members, Committee Members and Candidates*.

Delegated Authority

This Committee does not have any delegated authority. The Committee will make recommendations to Council on report items. Report items will then be presented for Council's consideration at the next available Ordinary Council meeting.

Meetings

Committee meetings are to be held in accordance with the *City of Bayswater Standing Orders Local Law 2021*.

The Committee shall meet monthly at the City of Bayswater Civic Centre.

Liaison Officer

Director Community Services

7 CONFIRMATION OF MINUTES**COMMITTEE RESOLUTION**

That the Minutes of the Reconciliation Advisory Committee held on 16 October 2024 which have been distributed, be confirmed as a true and correct record with the following amendment:

The deletion of the last three paragraphs of Item 9.3 which are a duplication.

Cr Clarke Moved, Jim Morrison Seconded

CCARRIED UNANIMOUSLY: 5/0

8 REPORTS

Nil.

9 CITY UPDATES**9.1 City of Bayswater Policy – First Nations People: Employment/Contractors**

Anna Gillespie, Manager People, Culture and Safety was unable to attend the meeting to discuss the City's policy in relation to employing and engaging with First Nations people.

This item will be included on the agenda for the February 2025 Reconciliation Advisory Group Meeting.

9.2 Innovate Reconciliation Action Plan 2021-2023 Update - August-October 2024

The Innovate Reconciliation Action Plan 2021-2023 updates for August – October 2024 were provided for consideration and noted.

9.3 Aboriginal Engagement Framework Artwork

Whadjuk/Wagyl Kaip/Ballardong artist, Sarah Weston has completed an artwork that visually represents the City of Bayswater Aboriginal Engagement Framework. The artwork, entitled Harmony Rising, was displayed at the meeting and feedback from the members was sought on where to display the artwork. A description of the artwork is provided in Attachment 10.3.1.



Committee Comment

The Committee agreed that the artwork should be displayed in the Lobby of the Civic Centre with the artist's explanation of the design provided for reference.

9.4 Nominations for Community Representatives – Reconciliation Advisory Committee and Review of Terms of Reference

The City recently advertised for Expressions of Interest to fill a vacant position on the Reconciliation Advisory Committee (RAC), due to the resignation of Angus McGuire. The City received two applications which were assessed against the selection criteria.

A report was submitted to the 19 November 2024 Ordinary Council Meeting for Council with the following Officer's Recommendation:

"That Council:

1. *Adopts the amended draft Terms of Reference for the Reconciliation Advisory Committee, as contained in Attachment 1, which incorporates the following changes:
 - a) *A reduction in the frequency of meetings from monthly to quarterly.*
 - b) *An increase in the number of community members from "up to five" to "up to six".**
2. *Appoints applicants A and B as detailed in Confidential Attachment 2 as community members of the Reconciliation Advisory Committee, for the term 22 November 2024 to 18 October 2025."*

A full copy of the Ordinary Council Meeting report was circulated with the agenda.

Committee Comments

At the 19 November 2024 Ordinary Council Meeting, Council adopted the Officer Recommendation as noted above.

The two new Committee Members appointed to the Reconciliation Advisory Committee are Tony Hansen and Jye Clements.

Actions

As per the recommendations adopted at the 19 November 2024 Ordinary Council Meeting:

- The Terms of Reference for the RAC to be updated to reflect a reduction in the frequency of meetings from monthly to quarterly.
- An increase in the number of community members from “up to five” to “up to six”.
- Tony Hansen and Jye Clements to be added to the RAC membership for the term 22 November 2024 to 18 October 2025.

9.5 Vulnerable Communities Plan

At the 18 September 2024 Reconciliation Advisory Committee (RAC) meeting, an opportunity was identified for the Committee to review the City’s Vulnerable Communities Plan (VCP). Hard copies were made available at the meeting for feedback and review by Committee members.

Committee Comment

- It was reiterated that the VCP was not a publicly available document.
- The VCP is designed to be used in conjunction with Local Emergency Management Plans when the Department of Communities declares an emergency situation.
- As noted at Item 1.2, the overarching purpose of the VCP aims to identify vulnerable communities and their related support networks within the City of Bayswater.
- It was noted that the VCP does not include specific mention of Aboriginal and Torres Strait Islander people.

Actions

- Officers to review and establish networks for Aboriginal and Torres Strait Islander people eg. Noongar Patrol and include in the VCP.
- Include the Elizabeth Hansen Autumn Centre, Guildford Road in Appendix 2 of the VCP.
- Investigate if there are any groups within the City for out of home care services

10 GENERAL BUSINESS

10.1 Close the Gap

Jim Morrison raised Closing the Gap as a topic for consideration by the RAC.

The Director Community Services acknowledged Mr Morrison’s comments and identified that there would be an opportunity as part of the review of the RAP to look at how the City of Bayswater can incorporate elements of the WA Government’s Closing the Gap Implementation Plan 2023-2025.

From an administrative perspective, the Director Community Services advised that RAC items such as Closing the Gap can be raised via the Director with the City’s Executive Team. The Executive Team can then implement actions by the administration if appropriate or request Council endorsement if required.

The WA Government’s Closing the Gap Implementation Plan contains 17 Outcomes (refer below).

<p>Part Two: Closing the Gap Socioeconomic Outcomes..... 40</p> <p>Outcome 1: Aboriginal and Torres Strait Islander people enjoy long and healthy lives..... 42</p> <p>Outcome 2: Aboriginal and Torres Strait Islander children are born healthy and strong ... 49</p> <p>Outcome 3: Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years..... 53</p> <p>Outcome 4: Aboriginal and Torres Strait Islander children thrive in their early years 57</p> <p>Outcome 5: Aboriginal students achieve their full learning potential..... 62</p> <p>Outcome 6: Aboriginal students reach their full potential through further education pathways 68</p>	<p>Outcome 7: Aboriginal and Torres Strait Islander youth are engaged in employment or education . 73</p> <p>Outcome 8: Strong economic participation and development of Aboriginal and Torres Strait Islander people and communities. 77</p> <p>Outcome 9: Aboriginal people secure appropriate, affordable housing that is aligned with their priorities and need 86</p> <p>Outcome 9: Aboriginal people secure appropriate, affordable housing that is aligned with their priorities and need 91</p> <p>Outcome 10: Aboriginal people are not overrepresented in the criminal justice system..... 95</p> <p>Outcome 11: Aboriginal and Torres Strait young people are not overrepresented in the criminal justice system 101</p> <p>Outcome 12: Aboriginal and Torres Strait Islander children are not overrepresented in the child protection system 107</p>	<p>Outcome 13: Aboriginal and Torres Strait Islander families and households are safe..... 116</p> <p>Outcome 14: Aboriginal and Torres Strait Islander people enjoy high levels of social and emotional wellbeing 121</p> <p>Outcome 15: Aboriginal people maintain a distinctive cultural, spiritual, physical and economic relationship with their land and waters 129</p> <p>Outcome 16: Aboriginal and Torres Strait cultures and languages are strong, supported and flourishing 139</p> <p>Outcome 17: Aboriginal and Torres Strait Islander people have access to information and services enabling participation in informed decision-making regarding their own lives 145</p> <p>Appendix A 149</p>
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Link: [Home | Closing the Gap](#)

Link: [What is in the National Agreement on Closing the Gap?](#)

Link: [WA Government Closing the Gap Implementation Plan 2023-2025](#)

Actions:

- Agenda item and workshop to be undertaken for the February 2025 meeting on how the RAC can assist in implementing Close the Gap outcomes, including through the RAP.

10.2 Review of the Reconciliation Action Plan (RAP)

When discussing the Vulnerable Communities Plan, the Director Community Services explained that a review of the RAP was required to be carried out prior to the end of the 2024/25 financial year. This would provide a potential opportunity for outcomes of the WA Governments Closing the Gap Implementation Plan to be incorporated into the RAP.

[City-of-Bayswater-Innovate-RAP-2021-2023-web-version.pdf](#)

Actions:

- Agenda item and workshop to be undertaken for the February 2025 meeting on how the RAC can assist in implementing Close the Gap outcomes, including through the RAP.

11 NEXT MEETING

Meetings for 2025 will be held quarterly in February, May, August and November. The next meeting of the Reconciliation Advisory Committee will take place in the Committee Room, City of Bayswater Civic Centre, 61 Broun Avenue, in February 2025 at a date and time to be confirmed.

12 CLOSURE

There being no further business, the Presiding Member closed the meeting at 7.24pm