



REFLECT

City of Nedlands | Reconciliation Action Plan

July 2025 – September 2026



City of Nedlands



RECONCILIATION
ACTION PLAN

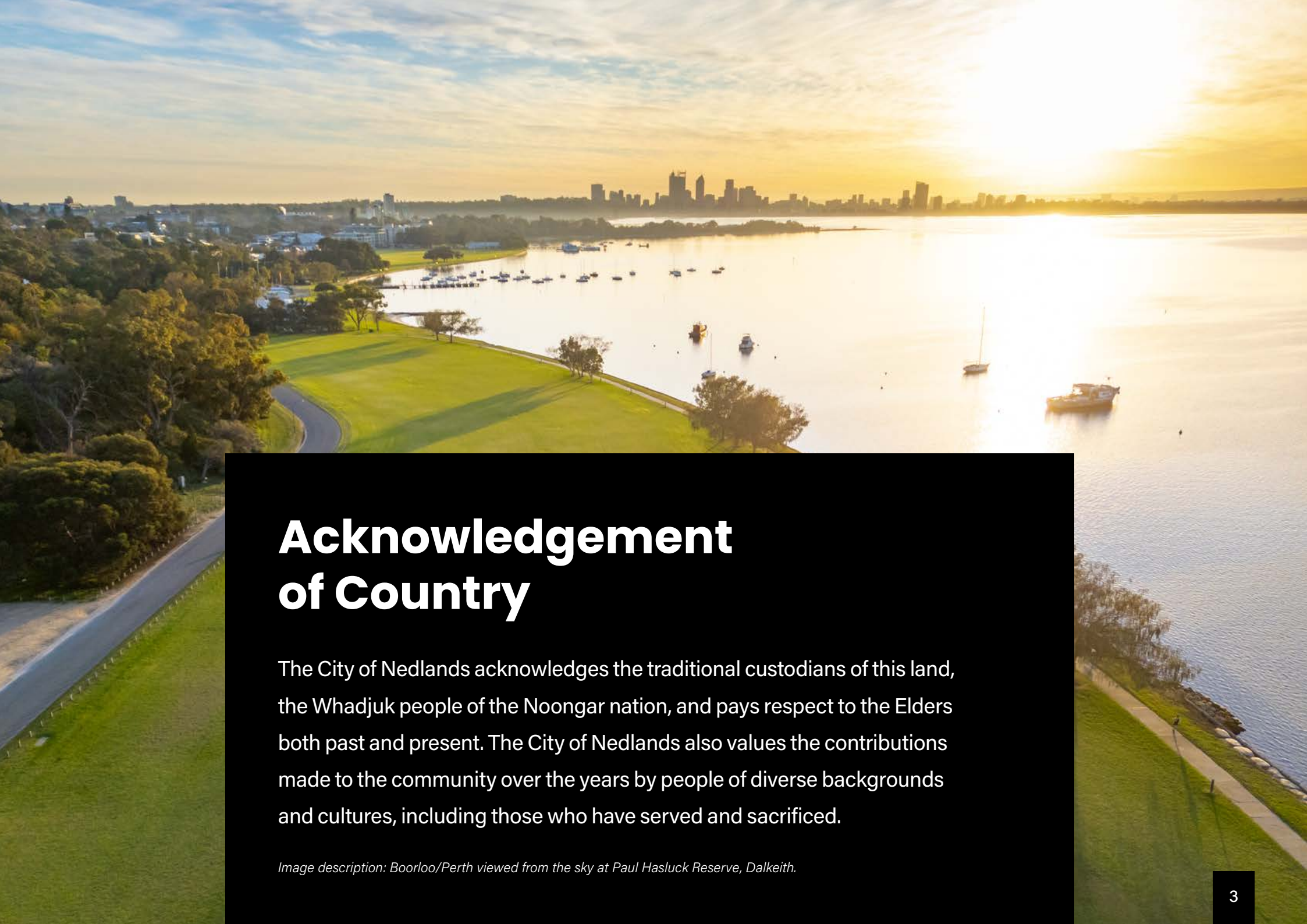
REFLECT

Contents

Acknowledgement of Country	3
Statement from CEO of Reconciliation Australia	4
Background	5
Our Business	7
Our RAP	10
Our Partnerships & Current Activities	13
Our Reflect Reconciliation Action Plan Deliverables	16
Relationships	17
Respect	18
Opportunities	19
Governance	20

Cover: Dance Group Kwarbah Djookian performing at a Citizenship ceremony, 2021
Inset: *Nyingarn* by Marcia McGuire, 2024, Montario Quarter. Image courtesy of Artify.



An aerial photograph of the Boorloo/Perth area in Western Australia, taken from the sky at Paul Hasluck Reserve, Dalkeith. The image shows a large body of water (Cockburn Sound) with many sailboats and a few larger boats. In the foreground, there is a green golf course and a paved path. The Perth city skyline is visible in the background under a bright, hazy sky with a low sun.

Acknowledgement of Country

The City of Nedlands acknowledges the traditional custodians of this land, the Whadjuk people of the Noongar nation, and pays respect to the Elders both past and present. The City of Nedlands also values the contributions made to the community over the years by people of diverse backgrounds and cultures, including those who have served and sacrificed.

Image description: Boorloo/Perth viewed from the sky at Paul Hasluck Reserve, Dalkeith.

Statement from CEO of Reconciliation Australia

Inaugural Reflect RAP

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

City of Nedlands 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 close to 3 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 City of Nedlands 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 City of Nedlands, 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



Background

The City of Nedlands

Located on Whadjuk Noongar Boodja, local lands and waterways provided abundant food and shelter for the Mooro peoples, a sub-group of Noongar peoples, for 45,000 years.

Nanulgurup, the shoreline along Birdwood Parade Reserve was a meeting place, and Traditional Custodians established early tracks that became Stirling Highway, Princess Road, Guger Street, and Victoria Avenue.

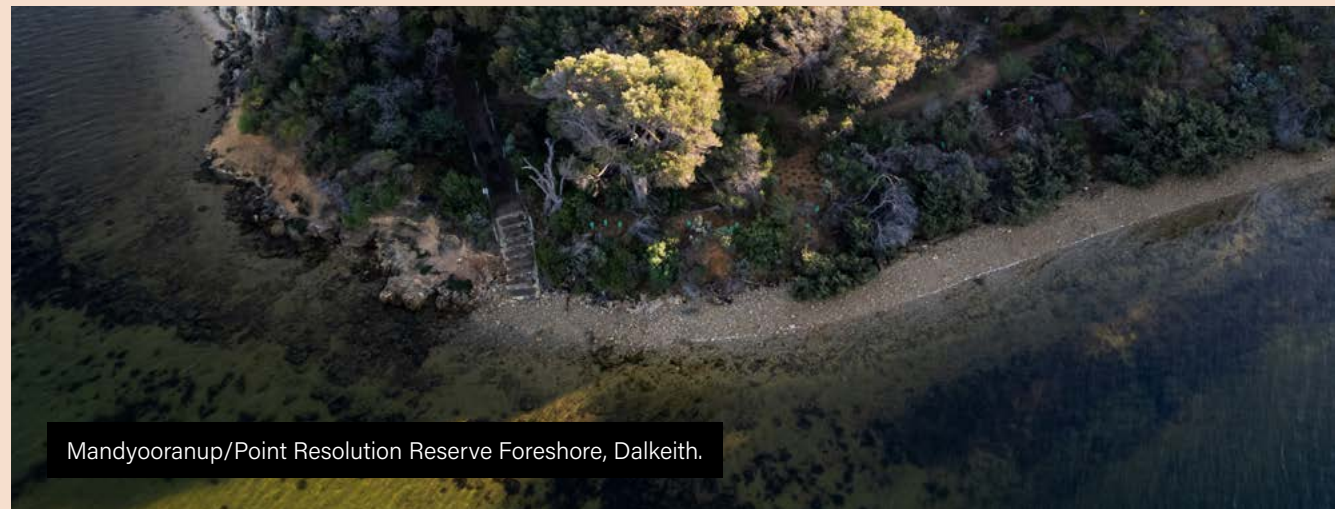
Europeans settled in the area in 1831, with the creation of Dalkeith Farm market garden and orchard. In the 1850-60's, Colonel John Bruce invested in the area for his son Edward, known as Ned, and created Ned's land. The late 1800's and early 1900's saw the continued development of Nedlands as an important transportation route and a preferred location for hospitals, defence, and educational institutions. Many significant community and public purpose facilities continue to be in the area, such as Hollywood Private Hospital, Irwin Barracks, Shenton College, Perth High Performance Stadium, West Metro Recycling Centre, and Karrakatta Cemetery.

With natural vegetation ranging from coastal shrublands and grasslands, to Banksia, Marri, Jarrah and Tuart woodlands, and bushlands along the Swan River, these areas provide important habitat and ecological linkages for local flora and fauna, including Carnaby's Black-Cockatoos and Forest Red-tailed Black-Cockatoos. The City ensures that these areas are protected and preserved for all to enjoy, admire and explore.

Today, in response to population growth and changing social needs, there is an increase in housing diversity with more mixed-use, infill and high-rise developments being built. By 2050, the City of Nedlands population is projected to grow to 31,530 persons.

The City of Nedlands is home to one of the most affluent and educated communities in Australia. In the 2021 Australian Bureau of Statistics Census, 66% of residents who had undertaken post-secondary education held a bachelor's degree or higher compared to the Western Australian average of 38%.

There is a strong sense of community with high involvement in volunteering. Close to 29% of residents aged 15 years or older are involved in a volunteer role, compared to the Western Australian average of 17%. 0.4% living in the City of Nedlands identify as Aboriginal and/or Torres Strait Islander peoples.



Mandyooranup/Point Resolution Reserve Foreshore, Dalkeith.



Hunting and Gathering by Melissa Spillman, 2024, Montario Quarter. Image courtesy of Artify.

Our Business

The City of Nedlands is a local government in the inner western suburbs of the Western Australian capital city of Perth, about 7 kilometres west of Perth's central business district.

The City is situated within the western suburbs of the metropolitan area, is home to over 22,000 people and is made up of four wards:

- Coastal Ward
- Hollywood Ward
- Melvista Ward
- Dalkeith Ward

The City of Nedlands exists to meet the needs of current and future generations through an integration of environmental protection, social advancement and economic prosperity. This is in accordance with the *Local Government Act (WA) 1995*.

We fulfil our purpose through the following roles:

Lead: we lead strategic planning to create and achieve a shared vision for the future.

Provide: we provide infrastructure, services and events to meet local needs.

Advocate: we are a voice for the local community on contemporary issues.

Educate: we deliver public education programs for improved sustainability and wellbeing.

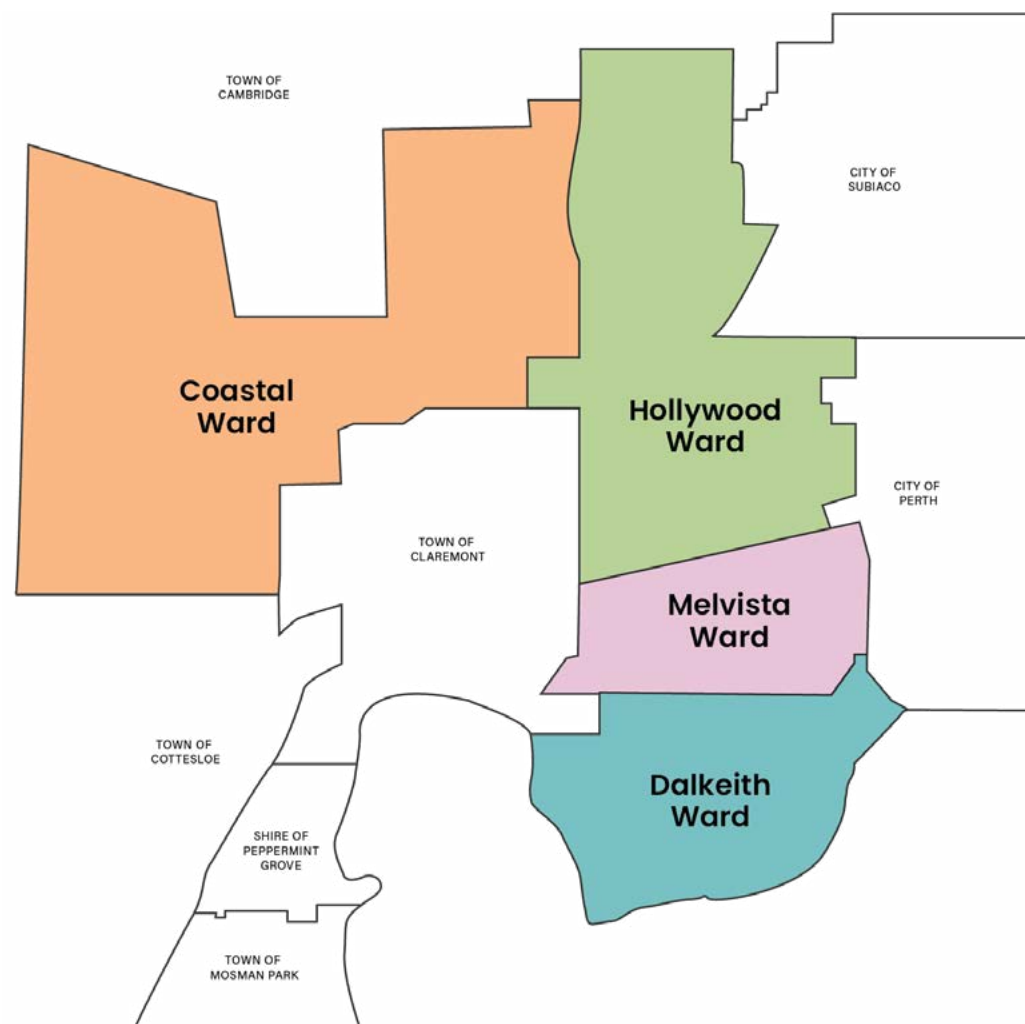
Facilitate: we enable service delivery through partnerships, funding and other support.

Regulate: we regulate compliance with legislation, regulations, local laws and policies.

Partnership: we work together for the benefits of the community.

Fairness: we provide consistent, fair and unbiased treatment for the whole community.

Accountability: we conduct our business and all our services in an open, transparent, and financially responsible manner.



We will build long-lasting connections and foster deeper community involvement.

The City of Nedlands is committed to fostering good health and wellbeing by providing access to community facilities, including the Tresillian Arts Centre, the Jo Wheatley All Abilities Play Space, two local libraries, and many beautifully presented parks and gardens. Community programs and events such as the Emerge Youth Art Awards help to support engagement and connection. The City also offers a number of different types of facilities for public use, an administration building and depot, and numerous parks and playing reserves that support local sporting groups. The City of Nedlands is a harmonious, inclusive, and healthy community where people can enjoy a high quality of life at different ages and life-stages.

We live sustainably within the natural environment, clean and green, with a growing urban forest. We are growing and developing responsibly to enhance our lifestyle, unique heritage and character, and beautiful parks and gardens. We are a smart, connected community with access to quality life-long learning opportunities and vibrant town centres. We have collaborative leadership, working with the community and key stakeholders to strengthen overall quality of life.

The City of Nedlands boasts a strong economic base with renowned Centres of Excellence, making it an attractive location for entrepreneurs and start-ups. The neighbourhoods are family-friendly, with a strong sense of place, and we prioritise protecting our community spaces, heritage, natural environment, and biodiversity through well-planned development.

The City fosters inclusive and engaging spaces, events, and facilities that bring people together, supported by a wide network of volunteers. We take pride in our cultural, artistic, sporting, and recreational strengths, and in our commitment to preserving our amenity, respecting our history, and promoting strong community leadership.

However, we acknowledge that there is room for improvement. To strengthen our relationships with the community, we are developing a RAP (Reconciliation Action Plan) to enhance engagement across the City and with First Nations peoples.

With the Council's commitment to quality decision-making, effective leadership, transparency, accountability, equity, and wise stewardship of resources, we are confident that we will build long-lasting connections and foster deeper community involvement. We look forward to collaborating, valuing respectful debate, and working together to deliver a meaningful RAP.

At the end of the 2023 financial year there were 185 people employed by the City of Nedlands. Through the employment onboarding process, new employees are able to complete a form on their online employee profile, which includes a question with a tick box answer field, as to whether they identify as Aboriginal and/or Torres Strait Islander Peoples. This then provides an opportunity to self-identify as being an Aboriginal and/or Torres Strait Islander person. Currently our organisation has no known staff that identify as being an Aboriginal and/or Torres Strait Islander person.

Throughout the RAP, we will work towards understanding this in a culturally appropriate way.

Balga/Grass Tree, Mandyooranup/Point Resolution Reserve, Dalkeith.





Balga Sculpture by Julianne Wade, 2024, Montario Quarter. Image courtesy of Artify.

Our RAP

Through extensive community consultation for the City of Nedlands Council Plan 2023-33, there was overwhelming feedback from the community to begin a journey to reconciliation.

The City of Nedlands recognises that through a reconciliation action plan, it not only supports Aboriginal and Torres Strait Islander Peoples through procurement, employment, and services, but also enriches Council's capabilities by ensuring Aboriginal and/or Torres Strait Islander knowledge, perspectives, and strengths are included across its operations.

Having a RAP will enable the City of Nedlands to identify and action items to progress on its reconciliation journey. The City of Nedlands recognises that it is long overdue and time to understand, be inspired by and be educated on the stories, relationships, and cultures of the land we work, live, and play on.

The City of Nedlands is committed to opening a two-way communication channel with First Nations peoples, with the goal of fostering a respectful and lasting relationship. We will ensure that our Reflect RAP is supported and guided through the development of a RAP working group. This will safeguard rightful recognition and help to continue educating both the community and the organisation for generations to come.

We will form a working group of City of Nedlands staff volunteering to help lead and champion the City's RAP journey, while actively seeking a diverse First Nations representation. This will include Aboriginal peoples with a connection to the area, even if they are not current residents. This will help to ensure meaningful representation as the group is established.

The Reconciliation Working Group will operate in tandem with our Business-as-Usual practices and help to educate the City of Nedlands Council and staff, enabling them to share this knowledge with the broader community. Ongoing

communication and regular updates will be essential to ensure we continue to act with respect and show gratitude. The City of Nedlands' CEO and senior leaders will lead by example and embed this commitment across all departments. The Community Development team will play a key role in integrating the RAP within the community through events, activations, art, and exchanges. Throughout our journey, these practices will become integrated into the everyday operations of the organisation and wider community.

Council has committed to developing the Reflect RAP and will progress in line with our community's needs and the Council Plan 2023-33.



Dance Group Kwarbah Djookian performing at a Citizenship ceremony, 2021.

“Times need to change, and the only way forward is to recognise the past and be more compassionate.”

– Former Cr Noel Youngman, 2022

In 2022 the Nedlands Council supported a motion proposed by Cr Noel Youngman to develop a RAP and formalise the City’s commitment to reconciliation. This decision was formalised through the Council Plan 2023-33 that was accepted and adopted by Council in November 2023. Recognising and celebrating local First Nations peoples, places and stories is an objective.

Through the delivery of the City of Nedlands Council Plan 2023-33 we will take steps towards building our RAP and making positive progress on our journey. We aspire to have a harmonious, inclusive, and healthy community where people enjoy living through different ages and life stages.

The Council Plan 2023-33 outlines a 10-year vision to continue to improve on being sustainable and responsible for a bright future. One of the proposed outcomes of the Council Plan 2023-33 is:

Outcome 1. Art, culture, and heritage are valued and celebrated.

This relates to the City’s reconciliation journey through **Objective 1.2 - to recognise and celebrate local First Nations peoples, places, and stories.**

This will be achievable through the actions below:

- Action 1.2.1 Develop a Reflect Reconciliation Action Plan (RAP).
- Action 1.2.2 Partner with key stakeholders to investigate options to reinvigorate the Whadjuk Trail Network.

Through the development of this RAP, the City of Nedlands formalises its commitment to reconciliation. A RAP provides the framework to assist the City in delivering meaningful initiatives to progress reconciliation in our community.

The RAP aims to:

- Assist Council to prioritise the most important contributions and actions towards reconciliation;
- Improve communication and relationships between the City of Nedlands and Aboriginal and Torres Strait Islander communities; and
- Develop a culturally aware and supportive workplace to enable all employees to thrive.

The City’s RAP Champions, the CEO and Manager Community Development, will drive internal engagement and awareness of the RAP. The City is committed to implementing the Actions and Deliverables as outlined in our Reflect RAP, in consultation with key stakeholders, including:

- Aboriginal and Torres Strait Islander stakeholders and organisations;
- City of Nedlands employees and Councillors; and
- Local community members and groups.



Bush Medicine Etching Patterns by Melissa Spillman, 2024, Montario Quarter. Image courtesy of Artify.



Nyingarn Moort by Marcia McGuire, 2024, Montario Quarter. Image courtesy of Artify.

Our Partnerships & Current Activities

While the formalised commitment to a Reconciliation Plan is a new initiative, the City of Nedlands has incorporated reconciliation activities into its business and operations over the years. Despite the challenges of the pandemic, the City still took pragmatic actions to introduce reconciliation activities into operations and services for the community.

CIVIL ENGAGEMENT

Since 2014	The City of Nedlands has been engaging Uncle Neville Collard to perform Welcome to Country for Citizenship celebrations and some councillors have included Acknowledgement of Country at Council and Committee meetings.
2014	Aboriginal flag presented alongside Australian flag at Citizenship ceremonies and in 2025 the Torres Strait Islander flag was added.
2014	The City held a Citizenship ceremony during NAIDOC Week in July.
2021	Flying of Aboriginal flag alongside the Australian flag: National Sorry Day and National Reconciliation Week.

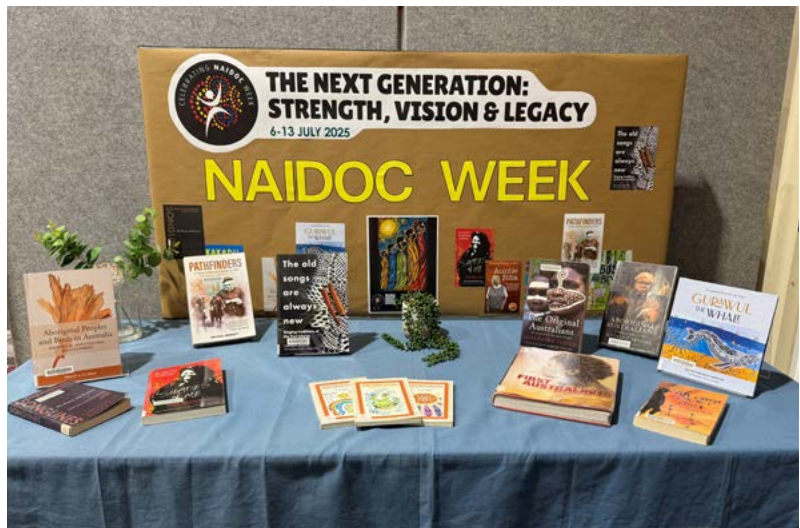


COMMUNITY ENGAGEMENT

2017	Aboriginal and Torres Strait Islander Peoples consultation and engagement for the planning and development of the Jo Wheatley All Abilities Play Space.
2017	Urban Indigenous Sessions for children & youth at the Nedlands Library.
2018	Aboriginal Dot painting Art with Urban Indigenous at the Nedlands Library.
Since 2018	The City's Bushcare team have held school spring walks and school talks and events focusing on Aboriginal histories, bush food and the six seasons, including an Acknowledgement of Country.
2019	Doll repainting workshop for Youth with Bianca Willder, a Bindjareb Noongar artist held at the Nedlands Library. This brought awareness of Aboriginal and Torres Strait Islander Peoples' cultures and symbols into everyday homes and into the community. It also helped to educate and engage the wider community of Nedlands who might not typically acknowledge these stories in everyday life.
Since 2020	The City's Bushcare team partnered with Hollywood Primary to hold a bush school 5-6 times a year at Hollywood Reserve. This focuses on learning about the six seasons and the histories of the Whadjuk peoples and includes the whole school.
2021	Point Resolution Childcare celebrated Harmony Day on March 24 with Aboriginal Elder Freda Muriel Ogilvie from Whadjuk/Balladong as a special guest, teaching children and their families' traditional songs and lullabys.
2022	The City formally introduced the inclusion of Welcome to Country at each of the City's Citizenship ceremonies.
2023	Whadjuk Walking Trail network – The City is completing the Bush to Beach Whadjuk walking trail network through Allen Park in Swanbourne. This section of the trail was named by Noongar Elder Uncle Neville Collard as 'Norn Bidi', meaning snake. He also provided detailed feedback on the design and its significance to the area.
2025	An audit revealed that the City has 304 books between the Nedlands and Mount Claremont Libraries' junior and adult collections, written by Indigenous authors.



2019 & 2021	Point Resolution Childcare Centre introduced a variety of activities into their curriculum for NAIDOC week, including learning traditional Aboriginal and Torres Strait Islander songs and lullabys' Taba Naba and Inanay Capuana, and learning about Noongar culture. They explored traditional Aboriginal cooking techniques and simple food, as well as real Aboriginal artefacts lent to the centre, allowing the children to hold, touch and learn about a range of tools and items. In 2021, they invited Aboriginal Elder Freda Muriel Ogilvie from Whadjuk/Balladong as a special guest.
2022	NAIDOC theme for Nedlands Library regular Story Time sessions during the week featured books by Aboriginal and Torres Strait Islander authors and illustrators and a craft activity designed by Wonnarua artist Kerri-Ann Taggart. Spotlight display in the Children's Libraries to highlight books by Aboriginal and Torres Strait Islander authors and illustrators.
2023	The Nedlands Library held an Intergenerational digital story time screening and collaborative colouring in session. The story time sessions comprised of stories written, illustrated, and read by Aboriginal and Torres Strait Islander authors, illustrators, and celebrities. The collaborative posters were displayed in the Children's Library once completed.
2024	The City of Nedlands held a NAIDOC week afternoon tea celebration with Aboriginal Elder Freda Muriel Ogilvie from Whadjuk/Balladong as a special guest to share local stories and information with staff. As part of the celebrations local Aboriginal owned business Kudjitj Kitchen provided bush tucker styled food.
2025	The City of Nedlands held a NAIDOC week morning tea celebration. Catering was provided by local Aboriginal owned business Kudjitj Kitchen. The City of Nedlands also hosted an Aboriginal Art Workshop in collaboration with Kaya Carson which gave the opportunity for children during the school holidays to learn about Aboriginal symbols, colours and textures in their art and stories. Nedlands and Mount Claremont Libraries showcased the story time sessions which comprised of stories written, illustrated, and read by Aboriginal and Torres Strait Islander authors, illustrators, and celebrities. The collaborative posters were displayed in the Children's Library for the remainder of NAIDOC week.



A group of four female students standing outdoors in front of a brick building. They are all wearing dark blue school uniforms with white accents. The student on the far left is wearing a dark blue jacket and dark trousers. The student next to her is wearing a dark blue polo shirt and dark trousers. The student next to her is wearing a dark blue polo shirt and dark trousers. The student on the far right is wearing a dark blue dress with a white long-sleeved shirt underneath. They are all smiling and looking at the camera. The background shows a brick building with a white door and some greenery. The ground is paved with light-colored tiles. The page number 15 is visible in the bottom right corner.

An aerial photograph showing a coastal area. On the left, there is a dense forest of trees with green and yellow foliage. A large, white, gnarled tree trunk is prominent in the foreground. To the right of the forest, a sandy beach runs along the water's edge. The water is a deep blue color. In the background, some residential houses are visible. The overall scene is a mix of natural and developed land.

Our Reflect Reconciliation Action Plan Deliverables

Image description: View of Derbarl Yerrigan foreshore at Bishop Road Reserve, Dalkeith.

Relationships: Actions 1 - 4

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Engage with Aboriginal and Torres Strait Islander Peoples and communities to understand aspirations, needs, and priorities in relation to the use of Nedlands' facilities.	October 2025	Community Development Officer Events and Access, Community Development Support Officer
	1.2 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	November 2025	Community Development Officer Events and Access
	1.3 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2025	Community Development Officer Events and Access
	1.4 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2026	Manager Community Development, Community Development Officer Events and Access
	1.5 Actively seek to understand and appropriately respond to local Aboriginal and Torres Strait Islander Peoples needs as part of community engagement activities.	July 2026	Community Development Officer Events and Access
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2026	Coordinator Communications and Engagement
	2.2 RAP Working Group members to participate in an external NRW event.	27 May 2026 - 3 June 2026	Reconciliation Action Working Group Chair
	2.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May 2026 - 3 June 2026	Chief Executive Officer
3. Promote reconciliation through our sphere of influence.	3.1 Communicate and reinforce our commitment to reconciliation to all City of Nedlands staff.	October 2025	Chief Executive Officer
	3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2025	Community Development Officer Events and Access
	3.3 In consultation with Aboriginal and Torres Strait Islander Peoples, update the City's website content on Aboriginal and Torres Strait Islander cultures and ensure that histories are inclusively encompassing.	February 2026	Coordinator Communications and Engagement
	3.4 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2026	Chief Executive Officer, Mayor
4. Promote positive race relations through anti-discrimination strategies.	4.1 Research best practice and policies in areas of race relations and anti-discrimination.	February 2026	Community Development Officer Events and Access
	4.2 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2026	Chief People and Community Officer

Respect: Actions 5 - 7

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Increase staff and Nedlands community awareness by adding an Acknowledgement of Country under all staff email footers.	October 2025	Community Development Officer Events and Access
	5.2 Develop a plan for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	February 2026	Community Development Officer Events and Access
	5.3 Conduct a review of cultural learning needs within our organisation.	February 2026	Community Development Officer Events and Access
6. Demonstrate respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols.	6.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2025	Community Development Officer Events and Access, Coordinator Communications and Engagement
	6.2 Incorporate an Acknowledgement of Country or a Welcome to Country into existing City managed events, for example, Anzac Day Citizenship Ceremony, Remembrance Day, Volunteers Appreciation Day.	November 2025	Community Development Officer Events and Access, Community Development Officer Arts and Culture
	6.3 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June 2026	Lead: Chief Executive Officer Support: Mayor and Elected Members
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 Encourage our staff to participate in NAIDOC Week events in our local area.	July 2026	Chief Executive Officer and Community Development
	7.2 RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2026	Chair of Reconciliation Action Working Group
	7.3 Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2026	Coordinator Community Development, Coordinator Communications and Engagement

Opportunities: Actions 8 - 9

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	8.1 Develop a business case to increase Aboriginal and Torres Strait Islander employment within our organisation.	February 2026	Community Development Officer Events and Access, People and Community
	8.2 Build understanding of barriers to Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2026	Manager Community Development
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	9.1 Investigate Supply Nation membership.	March 2026	Director Corporate Services
	9.2 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	April 2026	Director Corporate Services
	9.3 Research best practice strategies for procurement from Aboriginal and Torres Strait Islander businesses in preparation for our own procurement strategy.	April 2026	Director Corporate Services
	9.4 Investigate opportunities to include Aboriginal and Torres Strait Islander artistic works into the Public Art Strategy and collection.	May 2026	Community Development Officer Arts and Culture, Manager Community Development
	9.5 Investigate and develop opportunities for Aboriginal and Torres Strait Islander artists to showcase and engage as an artist in residence, or at Tresillian Arts Centre.	May 2026	Community Development Officer Arts and Culture, Coordinator Tresillian Arts Centre

Governance: Actions 10 - 13

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	10.1 Form a RWG to govern RAP implementation.	September 2025	Coordinator Community Development, Community Development Officer Events and Access
	10.2 Draft a Terms of Reference for the RWG.	October 2025	Coordinator Community Development, Community Development Officer Events and Access
	10.3 Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2025	Coordinator Community Development, Community Development Officer Events and Access
11. Provide appropriate support for effective implementation of RAP commitments.	11.1 Define resource needs for RAP implementation.	September 2025	Manager Community Development
	11.2 Engage senior leaders in the delivery of RAP commitments.	October 2025	Chief Executive Officer
	11.3 Appoint a senior leader within the staff, and in the elected members to champion our RAP internally.	July 2026	Chief Executive Officer, Mayor, Manager Community Development
	11.4 Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2026	Coordinator Community Development, Community Development Officer Events and Access
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	12.1 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 2026	Community Development Officer Events and Access
	12.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	July 2026	Community Development Officer Events and Access
	12.3 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 30 Annually	Community Development Officer Events and Access
13. Continue our reconciliation journey by developing our next RAP.	13.1 Register via Reconciliation Australia's website to begin developing our next RAP.	April 2026	Community Development Officer Events and Access



Contact Details

For public enquiries about our Reconciliation Action Plan

Community Development

Phone: (08) 9273 3500

Email: commdev@nedlands.wa.gov.au

