



# Reconciliation Action Plan

2018 - 2028

Shire of Gingin and the Yued Nyoongar People

“Walking, Talking, Together”



*Please note this document may contain images of Aboriginal people who are deceased.*

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## Introduction

This Reconciliation Action Plan (“RAP”) was initiated and drafted to formalise the partnership between the **Shire of Gingin** (“the Shire”) and the **Yued Nyoongar People**, whose traditional country includes the Shire area. More specifically, this RAP endeavours to recognise and undertake the following:

- The Shire of Gingin aims to be a leading regional example of a ‘Good Faith’ community relationship with local Aboriginal people, namely the Yued Nyoongar People;
- The Shire formally recognises the Yued Nyoongar People as an important stakeholder in the development and progression of the Shire;
- This RAP is designed to improve and progress awareness both within the Shire community and its visitors of the Yued Nyoongar People as Traditional Owners of the area; and
- The relationship between the Shire and the Yued Nyoongar People is recognised in a formal capacity, and also to encourage a wider understanding of this relationship.

The Shire also recognises that there is much to be gained by a formal framework (such as this RAP) which will include Yued Nyoongar People in future Shire planning – including, for example, community and cultural events, employment and training, small business growth, heritage protection and built development.





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## Forward Message by Shire President, Cr Sam Collard

Welcome to the Shire of Gingin's **Reconciliation Action Plan 2018-28** (RAP) which has been prepared in collaboration with the Yued Nyoongar People and Heritage Advice Australia.

Since we launched our first RAP back in 2014 the Shire of Gingin has been committed to developing positive social, cultural and economic relationships with the Traditional Owners of our region, being the Yued Nyoongar People. It is my pleasure to report that, in partnership with our Yued Nyoongar friends and stakeholders, the Shire has been involved in and delivered numerous initiatives aimed to improve our understanding and appreciation of the heritage, customs and beliefs of the Traditional Owners. Some of these have included:

- Guilderton Walkway Opening – Yued Nyoongar Elders as keynote speakers and participants of ribbon-cutting reveal ceremony of new educational signage on Foreshore – October 2014;
- 'Catch Cook n Yarn' Guilderton – fun interactive educational event hosted by Yued Nyoongar Elders – December 2014;
- Shire of Gingin named Finalist at the 2015 Premier's Awards in category of 'Improving Aboriginal Outcomes' for Cultural Heritage Management Plan – 2015;
- Guilderton Foreshore Redevelopment Project – consultation with and inclusion of Yued Nyoongar Elders throughout planning and construction process – December 2015;
- Cultural Heritage Management Plan recognising areas of historical significance to the Yued Nyoongar people;
- Heritage Agreement signed between the Yued Nyoongar People and Shire of Gingin - November 2016; and
- 'Welcome to Country' given by Yued Nyoongar Elder at each major Shire-run event eg, Australia Day Active Citizenship Awards and celebration.



Over the past four years I can sincerely say that the reconciliation process so far has been one of **noonakoort karnya** (mutual respect).

As we have worked toward a better understanding and incorporation of our region's Aboriginal culture into our social and economic planning, the natural knock-on effect has been the formation of strong partnerships and a genuine friendship with the Yued Nyoongar Elders and their families – and this is greatly valued.

We look forward to working with the Yued Nyoongar People on future projects and events, and thank them for their contribution and support.

**Ian (Sam) Collard**  
Shire President

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## Forward Message by Yued Nyoongar Elders: Evelyn Dawson, Mary Nannup, Dennis Jetta and Charlie Shaw

### The Yued Nyoongar Vision:

The vision we have for our people is one where:

- We are recognised by the non-Aboriginal community as the Traditional Owners of the land, and our strong cultural and spiritual links to the land and water are fully acknowledged and respected;
- Our culture, history, language and heritage are acknowledged and respected by all of society;
- Our law, customs and beliefs are embedded in the structures of the Yued Nyoongar region;
- Inspirational Nyoongar leaders are identified through the development of ongoing leadership training;
- Collaborative partnerships are built that represent our shared visions and outcomes;
- Agreements with governments and industry are developed to improve employment and training opportunities; and
- Nyoongar businesses are developed and grown.

Our vision is supported through collaborative relationships and partnerships between us and key organisations (such as the Shire of Gingin) in order to improve the social, emotional and economic wellbeing of all Nyoongar people that are part of the Yued Nyoongar claim area.

*“Nidja boodjar ngany deman gaa maarm gaa moort baalup nitchja boodjar, gaa yey ngany kurlingas boodjar gnaala moort Jenna biddi kura-kura gnalla gnamma gnaala bilya wer warden naarluk nyinning kalla mia yey karditj nidja winditj boodjar.”*

Translated as:

*“This country my grandmother’s and grandfather’s all them this their country and now my children’s country, our family walked the tracks for thousands of years our rock holes, our rivers and ocean we sat around campfires now understand this is sacred country for Nyoongars.”*  
- spoken by a Yued Nyoongar Elder.



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## Message from the Shire of Gingin CEO, Aaron Cook

This Reconciliation Action Plan is about turning principled ideas and good intentions into meaningful actions with successful outcomes. It outlines the framework we need to foster productive and respectful relationships between the Yued Nyoongar People and non-Aboriginal people living and working in the Shire of Gingin.

We see the Shire's contribution towards the reconciliation process to include a number of factors such as:

- **Noonakoort Karnya** (Respect) – acknowledgement of the Yued Nyoongar People as the first peoples and Traditional Owners of the region, and including them in consultative processes affecting the Shire.
- **Warniny Koorda** (Making Friends) – developing successful partnerships and/or programs that will enhance the community's awareness and understanding of Yued Nyoongar history and culture.
- **Yanginy** (Sharing) – supporting the Yued Nyoongar community with becoming land managers and business developers, as well as promoting cultural activities and celebrations.

While we understand that genuine reconciliation is a process and will take time, we are optimistic that the goals and objectives contained within this RAP are both realistic and – with the right amount of support - achievable.

The Shire has worked closely with the Yued Nyoongar Elders over the last several years and has since produced a Cultural Heritage Management Plan and an Agreement for Heritage Protection – both significant milestones and recognition of the positive partnership between the Shire of Gingin and the Yued Nyoongar People.



I would like to thank the following people for their guidance throughout the RAP development process:

- Yued Nyoongar Elders – Charlie Shaw, Ben Taylor, Alf Taylor, Bev Port-Louis, Margaret Drayton, June Headland, Evelyn Dawson, Mary Nannup and Dennis Jetta; and
- Heritage Advice Australia Director, Government Liaison & Approvals – Jane Pemberton.

**Aaron Cook**  
Chief Executive Officer

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## About the Shire of Gingin

The Shire of Gingin is a unique and exciting place in which to live and visit. Covering an area of 3,325km<sup>2</sup> and with a population in excess of 5,400, the Shire is one of the fastest growing and developing rural shires in Western Australia, and its strategic location to the immediate north of the City of Wanneroo ensures that it will continue to experience significant growth and change.

The Shire of Gingin, with its extensive coastline and natural permanently flowing water courses of the Moore River and Gingin Brook, stretches from the coastline across the flat sandy soils of the Swan Coastal Plain in the west to the hinterland and foothills of the Darling Scarp to the east. The Shire embraces the lower reaches of the Moore River, together with a system of fresh water lakes and streams, and the watercourse of the Gingin Brook and its tributaries.

The Shire includes the inland town and administrative centre of Gingin, four coastal towns of Guilderton, Seabird, Ledge Point, and Lancelin, and six rural residential areas of Woodridge, Sovereign Hill, Moondah Ridge, Seaview Park, Redfield Park and Ocean Farm. The Shire also encompasses industrial estates, extensive tracts of agricultural land, and a number of national parks and reserves.

The four coastal towns are immensely popular tourist and holiday destinations, with the number of visitors in each town more than doubling during the summer months and holiday periods. The Shire is governed by a council comprising of nine councillors representing a no-ward system.



## About the Yued Nyoongar People

We, the Yued Nyoongar People, are the Traditional Owners of an area which encompasses the Shire of Gingin. Our boundaries stretch from Leeman southwards to Two Rocks then eastwards to Bolgart and northwards to Coorow before heading back to Leeman. We have lived on this land for thousands of years.

The Yued Nyoongar region covers an area of 20,252km<sup>2</sup>. Our booja (meaning 'our country') includes the Shires of Coorow, Dalwallinu, Dandaragan, Moora, Gingin, Victoria Plains, Toodyay and Chittering.

Nyoongar camping grounds, birthing areas, festival places, song lines and sacred lore sites are scattered throughout the Yued Nyoongar region. They are very significant and important for the Yued Nyoongar community.

We, like Aboriginal groups all over Australia, lived on our land for thousands of years before European settlement. Whilst we have been forced to move around due to processes of colonisation, we have never given up our customary rights and cultural connection to this land.

We speak the Nyoongar language and practice our culture. Like Nyoongar people in other areas of the South West we feel safe on our boodja (land) because of the presence of friendly spirits. We talk about good and unfriendly spirits including those who ensure people display correct behaviour on country. We look after each other by talking about places to avoid because of bad spirits. Birds such as the Djidi (willy wag-tail) and 'messenger birds' show us the way.

We have creation stories for particular parts of our country such as spiritual totems and Wagyls, Djanaks (devils), Woodarchi (little people who cause mischief and take possessions) and Boolya Yorgas and Maaman, who have special powers, all inhabit our country.

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## RAP Vision and Working Group

The RAP theme is simply *‘Walking, Talking, Together’*. The RAP Vision statement is:

**“For the Shire of Gingin and the Yued Nyoongar Traditional Owners to represent, inspire and provide leadership that generates positive outcomes which meets the needs of Yued Nyoongar Traditional Owners and the wider community”.**

The RAP Working Group is made up of:

- Yued Nyoongar Elders, namely Charlie Shaw, Ben Taylor, Alf Taylor, Bev Port-Louis, Margaret Drayton, June Headland and previously consisted of Evelyn Dawson, Mary Nannup and Dennis Jetta;
- Two representatives of the Shire of Gingin, namely former Chief Executive Officer, Jeremy Edwards, and Coordinator, Community Services and Engagement Jodie Mortadza and predecessor Linda Fidge;
- Jane Pemberton, Director-Government Liaison & Approvals at Heritage Advice Australia Pty Ltd (facilitates the Working Group Meetings);

The first RAP Working Group Meeting was held at SWALSC’s offices in Cannington on Friday 21 February 2014. The launch of the RAP was held in Guilderton on 7 July 2014.

A review of the RAP was held in Guilderton on 24 November 2016. The working group also met a second time to review and comment on the Draft RAP on Tuesday 19 June 2018, of which several amendments were made.



## RAP Reporting and Measureable Action Items

The RAP will be reported on by the Shire of Gingin to the RAP Working Group once a year (one year from launch date). However, Measureable Action Items will be tracked and reporting compiled throughout the year. The RAP measures and outcomes will be reviewed annually and also concurrently with the Shire’s Strategic Community Plan (“SCP”) (every two years) to ensure synergies and the Shire’s commitment to goals.

To ensure the process stays on track and meets Reconciliation Australia guidelines (the requirement to track and report on progress), the following three measurables will be implemented:

- **RAP Reporting** - The Shire of Gingin will oversee the implementation, reporting and further development of the RAP through its regular annual business planning and reporting regime and through liaison with the RAP Working Group;
- **RAP Promotion** - RAP to be promoted internally and made available to the public and the relevant external organisations (such as SWALSC) via the Shire of Gingin website and the Reconciliation Australia website; and
- **Annual Updating** - Council RAP is reported on and measures are updated annually and made available to the public on the Shire of Gingin website and the Reconciliation Australia website.

The RAP will form part of the Corporate Business Plan as an Action Item.

The person with overall responsibility for the RAP within the Shire is the Chief Executive Officer.

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## Alignment with Strategic Community Plan 2017-2027

This RAP has been designed to align with the Shire's Strategic Community Plan ("SCP") focus areas of:

- Community Wellbeing
- Natural Environment
- Infrastructure & Development
- Economic Development
- Governance

This RAP also has a separate focus area regarding the general promotion of Aboriginal traditional culture and people within the Shire.

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### Focus Area 1: Community Wellbeing

**Outcome:** Inclusive and vibrant communities.

*Recognition and respect of the Yued Nyoongar culture and heritage within the Shire of Gingin, including acknowledgement and through events/activities and supporting an inclusive community.*

#### 1.1 Aboriginal Flag

Aboriginal flag erected at the Shire offices.

#### 1.2 NAIDOC Week

To acknowledge NAIDOC Week through:

- i. A display, community event, project, and/or other identified means; and
- ii. Promotion to the wider community via Shire website, social media and newsletters.

#### 1.3 Significant Events

Yued Nyoongar representative/s to do 'Welcome to Country' at significant events hosted by the Shire of Gingin as an ongoing commitment (taking into account Shire budget constraints).

#### 1.4 Mogumber Farm Precinct

Support from the Shire for the protection and respectful development of the Mogumber Precinct (farm).

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## Focus Area 2: Natural Environment

**Outcome:** Conservation and sustainable resource management.

*Yued Nyoongar people have a close affiliation with the land and sustainability and seek opportunities to retain this connection through the sharing of information and employment/volunteer opportunities.*

#### 2.1 Guilderton Plaque Relocation

Relocation of the Yued Nyoongar Recognition Plaque/Stone Guilderton from a track near the Guilderton entry from entry track to Guilderton estuary foreshore. The plaque was officially inaugurated at the original site in 2006.

#### 2.2 Land Rehabilitation Opportunities

Yued Nyoongar People have already shown and continue to show keen interest in working directly in areas of Land Rehabilitation and would be interested in associated positions of employment (e.g., land rehabilitation roles, apprenticeships etc.).

Support Yued Nyoongar employment opportunities specific to land rehabilitation:

- i. Employment and volunteer opportunities to be forwarded to the wider community for dissemination
- ii. Support employment opportunities of Yued Nyoongar Ranger in natural resource rehabilitation programs (etc.)





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## Focus Area 3: Infrastructure & Development

**Outcome:** Development and community infrastructure.

*Places of heritage are identified, preserved and recognised, including heritage sites of significance to Yued Nyoongar People. Furthermore, to create awareness and valuing this heritage through visible information and arts.*

### 3.1 Yued Nyoongar Aboriginal Heritage Agreement

The Shire of Gingin and Yued Nyoongar Working Group Aboriginal Heritage Agreement was signed on 24 November 2016 at Guilderton. This provides a legal framework around Aboriginal Heritage Surveys within the Shire boundaries by the Yued Nyoongar People.

### 3.2 Cultural Heritage Management Plan and Agreement for Heritage Protection

Heritage and significant sites to Yued Nyoongar are preserved and recognised through the Cultural Heritage Management Plan and Agreement for Heritage Protection.

### 3.3 Aboriginal Heritage Sites Inventory

Significant Aboriginal heritage sites continue to be included in the Shire's heritage inventory.

### 3.4 Yued Nyoongar Location Names

Consider incorporating significant Yued Nyoongar influence into the naming and identification of high visibility sites in the redevelopment of Gingin and smaller towns within the Shire boundary. The Yued Nyoongar People have requested that the Shire review its naming protocols, in collaboration with the Yued Nyoongar People, with a view to significantly increasing the visible acknowledgement of the Yued Nyoongar traditional people in prominent public locations (e.g. parks, streets, buildings, landmarks etc.).

### 3.5 Waugal Project

Supporting the Yued Nyoongar to undertake the "Waugal Project" through Yued Nyoongar involvement within:

- public art projects and recognition of the song lines in the Shire;
- Erecting signage displaying Yued Nyoongar history at trails, waterways, information sites and other significant and key locations;
- Storyboard at the Hinchcliffe Lookout; and
- Gathering information for promotion via the Shire website.



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## Focus Area 4: Economic Development

**Outcome:** Innovation and tourist playground.

*Promotion and support of Yued Nyoongar business and employment opportunities. This includes providing opportunities to experience and be informed by culturally-based enterprises as well as supporting the growth and development of Aboriginal employment and business.*

### 4.1 Tourism Opportunities

Yued Nyoongar People to be supported in development of any culturally based events/experiences and enterprises; "Bushtucker" tours (for example) to be developed by Yued Nyoongar People and supported by Shire through advertising, and small business assistance (paperwork etc.). To also include other cultural experiences such as basket-weaving classes, for example.

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#### 4.2 Employment of Yued Nyoongar and Aboriginal businesses

Grow local business and employment - encourage establishment and growth of local Aboriginal businesses which have traditionally done well in other towns/regions (eg, land rehab programs run by Aboriginal corporations and businesses, fencing contracts, bushtucker cafes etc.) and support Yued Nyoongar/Aboriginal employment.

- i. Yued Nyoongar people to be supported by Shire of Gingin if new employment/businesses opportunities are developed;
- ii. Yued Nyoongar Business Directory (Register) to be established and made available via the Shire website; and
- iii. To be advertised through the Shire website with links for Aboriginal employment opportunities and advertised in local press and via Seek.



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### Focus Area 5: Governance

**Outcome:** Partner

*As the local Traditional Owners, work collectively with the Shire of Gingin to inform, raise awareness and foster the aims of reconciliation within the Shire region.*

#### 5.1 Yued Nyoongar Working Group/Advisory Committee

To continue the partnership with the Yued Nyoongar Working Group for representation as consistent community stakeholders with regards matters requiring public consultation, in particular with regards contribution to development applications.

#### 5.2 Cultural Awareness Training

Cultural Awareness Training for Shire Executive and staff to be developed and implemented as soon as practicable and tracked as a KPI in both the Corporate Business Plan and this RAP.

#### 5.3 Employment Opportunities

The Shire to promote and encourage Aboriginal applicants to apply for employment positions when advertised.

#### 5.4 Elected Member Representation

Elected member (Councillor) to be a representative of the Shire of Gingin at the Yued Nyoongar Working Group/Advisory Committee meetings when requested.

#### 5.5 Shire Acknowledgement

Shire to acknowledge the Traditional Owners, the Yued Nyoongars, past and present for small and low key events.



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## Focus Area 6 (Specific to RAP): Promotion of Yued Nyoongar Traditional Culture and People within the Shire of Gingin

### Outcome: Valuing Yued Nyoongar People

*Identifying opportunities to promote, retain and value the Yued Nyoongar traditional culture and people within the Shire of Gingin.*

#### 6.1 Shire Website

Shire website to create links to Yued Nyoongar cultural information, Yued Nyoongar Aboriginal Directory and other association information of general interest or of significance.

#### 6.2 Shire Media

Garner local media coverage of Yued Nyoongar cultural events and stories in the Shire, with intention to provide consistent future coverage of these events (eg, NAIDOC Week 2018).

#### 6.3 Oral histories

Record/transcribe oral histories of local Yued Nyoongar People.

#### 6.4 Distribution of RAP & Other Key Plans

Forward copy of completed Reconciliation Action Plan, Cultural Heritage Management Plan, and Heritage Protection Agreement to Yued Nyoongar Working Party representatives, Reconciliation Australia; and Shire Officers.

#### 6.5 Specific Events

For consideration by Council for possibility of Yued Nyoongar Elder to attend specific events in an advisory capacity and/or invite as a guest.





## Measurable Items and Actions

Item	Action	Status/ Responsibility	Proposed Timeframe
<b>Focus Area 1: Community Wellbeing</b>			
1.1 Aboriginal Flag	<i>Aboriginal Flag erected at Shire Offices</i>	-	<i>Completed</i>
1.2 NAIDOC Week	i) Acknowledge NAIDOC Week through a display, community event, project and/or other identified means.	CE&CSO	Annually
	ii) Promotion of NAIDOC Week to the wider community via Shire website, social media and Shire newsletters.	CCMO	Annually
1.3 Significant Events	Yued Nyoongar representative/s to do 'Welcome to Country' as an ongoing commitment (taking into account Shire budget constraints).	CECSO	Annually
1.4 Mogumber Farm Precinct	Support from Shire for protection and respectful development.	CEO	Ongoing
<b>Focus Area 2: Natural Environment</b>			
2.1 Guilderton Plaque Relocation	<i>Relocation of Yued Nyoongar Recognition Plaque/Stone from a track to the Guilderton entry to Guilderton estuary foreshore.</i>	EMA	<i>Completed</i>
2.1 Land Rehabilitation Opportunities	i) Employment and volunteer opportunities to be forwarded to the wider community dissemination.	CEO/HR Officer	Ongoing
	ii) Support employment opportunities of Yued Nyoongar Ranger in natural resource rehabilitation programs (etc.).	EMA/OMA	Annually
<b>Focus Area 3: Infrastructure &amp; Development</b>			
3.1 Yued Nyoongar Aboriginal Heritage Agreement	<i>Yued Nyoongar Aboriginal Heritage Agreement was completed – signed by Yued Nyoongar Working Group and Shire of Gingin on 24 November 2016.</i>	-	<i>Completed</i>
3.2 Cultural Heritage Management Plan (CHMP) and Agreement for Heritage Protection (AHP).	<i>Places of heritage are preserved and recognised, including heritage sites of significance to Yued Nyoongar People within the Cultural Heritage Management Plan and Agreement for Heritage Protection.</i>	-	<i>Completed</i>
3.3 Shire of Gingin Heritage Inventory	<i>Significant Aboriginal heritage sites to be added to inventory.</i>	-	<i>Completed</i>
3.4 Yued Nyoongar Location Names	Consideration to be given to naming of parks, streets, buildings and/or other landmarks with in the Shire with Yued Nyoongar names; including Nerrabup and Nerrabin localities.	EMPD	Ongoing
3.5 Waugal Project	Support Yued Nyoongar People to undertake the Wagual Project: To include, <ul style="list-style-type: none"> <li>➤ Yued Nyoongar Cultural Heritage signage across Shire (eg, Trails, water ways, info sites and key locations);</li> <li>➤ Storyboard at Hinchcliffe Lookout;</li> <li>➤ Development cultural public art displays including recognition of songlines; and</li> <li>➤ Collation of information for Shire website link.</li> </ul>	Yued & CCDS	2020-2022
<b>Focus Area 4: Economic Development</b>			
4.1 Tourism Opportunities	"Bushtucker" tours (for example) to be developed by Yued Nyoongar People and supported by Shire through advertising, and small business assistance (paperwork etc.). To also include other cultural experiences such as basket-weaving classes, for example.	CEO	Ongoing
4.2 Employment of Yued Nyoongar and Aboriginal businesses	i) Yued Nyoongar people to be supported by Shire of Gingin if new employment / businesses opportunities are developed.	CEO/HR Officer	Ongoing
	ii) Yued Nyoongar Business Directory (Register) to be established and made available via the Shire website.	CCDS/CCMO	2018-2019
	iii) To be advertised through the Shire website with links for Aboriginal employment opportunities and advertised in local press and via Seek.	CEO/HR Officer	Ongoing

<b>Focus Area 5: Governance</b>			
5.1 Yued Nyoongar Working Group/Advisory Committee	Working Group/Advisory Committee to be consistently consulted as key stakeholders in the Shire of Gingin's development.	CCDS/EMPD	Ongoing
5.2 Cultural Awareness Training	Shire of Gingin staff (all levels) to undertake cultural awareness training. CAT to be put out to tender to Yued Nyoongar Working Party members as acknowledged in the Yued Nyoongar Aboriginal Directory.	CEO/HR Officer	2019-2020
5.3 Employment Opportunities	The Shire promotes to and encourages Aboriginal applicants to apply for employment positions when advertised. Also Refer 4.2.	HR Officer	Ongoing
5.4 Elected Member Representation	Elected member (Councillor) to be representative of the Shire of Gingin at the Yued Nyoongar Working Group/Advisory Committee meetings and when requested.	CEO	Ongoing
5.5 Shire Acknowledgement	Shire to acknowledge the Traditional Owners, the Yued Nyoongars, past and present for small and low key events.	CEO	Ongoing
<b>Focus Area 6 (Specific to RAP): Promotion of Yued Nyoongar Traditional Culture and People</b>			
6.1 Shire Website	Shire website to create links to Yued Nyoongar cultural information, Yued Nyoongar Aboriginal Directory and other association information of general interest or of significance.	Yued & CCM	2019-2020
6.2 Shire Media	Promote Yued Nyoongar events and activities (eg, e-newsletter, Facebook), when information available.	Yued & CCM	Ongoing
6.3 Oral histories	Transcribing personal stories from local Yued Nyoongar People.	Yued, CDO & Gingin CRC	2018-2019
6.4 Distribution of RAP	Distribution of Reconciliation Action Plan, Cultural Heritage Management Plan, and Heritage Protection Agreement to be forwarded to Yued Nyoongar Working Party representatives, Reconciliation Australia for registration and Shire officers.	CCDS	2018-2019
6.5 Specific Events	For consideration by Council – possibility of Yued Nyoongar Elder to attend specific events in advisory capacity and/or invited as guest.	CEO	Ongoing

## Contact Details

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