

EASTERN METROPOLITAN REGIONAL COUNCIL (EMRC)



Reflect Reconciliation Action Plan July 2019 – June 2020

Our Business

The Eastern Metropolitan Regional Council (EMRC) is a progressive and innovative regional local government working on behalf of the six Councils located in Perth's Eastern Region: Town of Bassendean, City of Bayswater, City of Belmont, City of Kalamunda, Shire of Mundaring and the City of Swan.

The EMRC is an incorporated body established under the Western Australian Local Government Act 1995. The EMRC's operations are governed by its Council under an Establishment Agreement. In brief, the Establishment Agreement states that the EMRC will:

- Work collaboratively with member Councils to facilitate local government to enhance its service delivery to the community;
- Be efficient and effective in delivering quality services and facilities;
- Maintain a framework which allows the members to promote and market the role of local government;
- Implement a strategic plan that is regularly reviewed; and
- Avoid providing any service or facility that adversely impacts on the services or facilities of any member Council.

In line with this brief the EMRC provides a broad range of services across the region including waste management and education, resource recovery, environmental management and regional development. Working in partnership with our six member Councils and other stakeholders, the EMRC delivers local and regional scale projects across each of these areas for the benefit of the region.

The EMRC currently employs 95 staff. There are two staff who identify as Aboriginal and Torres Strait Islander peoples at the EMRC.

The EMRC's geographical reach is regionally focussed, covering over $\frac{1}{3}$ of the Perth Metropolitan Area, or around 2,100 km². The EMRC's advocacy efforts often have state and national focus, depending on the initiative.

The EMRC operates across three locations; the Administration Office at 226 Great Eastern Highway, Belmont WA 6014; the Hazelmere Resource Recovery Park at 77 Lakes Road, Hazelmere WA 6055; and the Red Hill Waste Management Facility at 1094 Toodyay Road, Red Hill WA 6056.

Our RAP

The EMRC Council and staff identified a need to develop a RAP to acknowledge all Aboriginal and Torres Strait Islander peoples who reside or work in Perth's Eastern Region and to develop meaningful dialogue with those communities to acknowledge the concerns confronting the local community.

The RAP is also being developed to build meaningful and mutually respectful relationships and to work in partnership with both Aboriginal and Torres Strait Islander communities and to understand issues affecting Aboriginal and Torres Strait Islander communities.

The EMRC Council and staff vision for the RAP is that it will recognise diversity, harmony, and uniqueness and create lasting connections throughout the region. It also provides an opportunity to generate mutual respect and a greater understanding across cultures.

The EMRC is also developing a RAP in order to establish better ways of engaging with the Noongar people and their representative bodies in Perth's Eastern region.

The EMRC is at the very beginning of the reconciliation journey and looks forward to developing the Reflect RAP and progressing to the Innovate RAP over time. A Working Party has been formed to develop the RAP and comprises member Council Councillors with support provided by the EMRC's Director Regional Services and the EMRC's Council Support Officer. The Working Party is actively developing the RAP and is committed to ensuring successful implementation of the RAP. Reporting back to Council against the actions and deliverables of the RAP will occur at least annually.

The RAP will be championed by, the Council and staff of the EMRC and will be led by the Chair of the RAPWP.

Councillors and staff of the EMRC are involved in the development of the Reflect RAP with guidance from a representative of Reconciliation Australia.

Our Partnerships / Current Activities

The EMRC currently does not have any partnerships or activities in place but is working towards achieving meaningful community partnerships as well as internal activities such as undertaking Aboriginal Cultural Awareness training across the organisation. Other initiatives could include, but not be limited to: securing some additional local Aboriginal artworks and displaying them in prominent places within the EMRC administration building; ensuring a Welcome to Country is performed at all key EMRC events; and ensuring an Acknowledgement of Country is undertaken at the commencement of meetings and gatherings at the EMRC.



Relationships

Action	Deliverable	Timeline	Responsibility
1. RAP Working Party (RAPWP) actively monitors RAP development and implementation of actions, tracking progress and reporting	<ul style="list-style-type: none"> Maintain the operational RAP Working Party (RAPWP) which was formed to support the implementation of our RAP. The RAPWP will actively implement the actions and track progress and reporting. 	July 2019 – June 2020	Chair of RAPWP
	<ul style="list-style-type: none"> The RAPWP will meet at least six-monthly to review and monitor progress and then report on the actions and deliverables to the EMRC Council at least annually. 	July 2019; December 2019; April 2020	Chair of RAPWP
2. Build internal and external relationships	<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area for sphere of influence we could approach to connect with on our reconciliation journey. 	August 2019	Director Regional Services
	<ul style="list-style-type: none"> Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. 	August 2019	Director Regional Services
3. Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Encourage our staff to attend a NRW event. 	27 May – 3 June 2020	CEO Communications Coordinator
	<ul style="list-style-type: none"> Be involved in and/or promote community events organised as part of NRW. 	27 May – 3 June 2020	Communications Coordinator
	<ul style="list-style-type: none"> Host an event during NRW and circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	27 May – 3 June 2020	Functions and Communications Officer
	<ul style="list-style-type: none"> Ensure our RAPWP participates in an external event to recognise and celebrate NRW. 	27 May – 3 June 2020	RAPWP Chair
4. Raise internal awareness of our RAP	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. 	July 2019	CEO
	<ul style="list-style-type: none"> Include information about the RAP in all employee inductions. 	July 2019	Manager HR
	<ul style="list-style-type: none"> Publish the RAP on the EMRC website and in an EMRC Newsletter. 	July 2019	Coordinator Marketing and Communications
	<ul style="list-style-type: none"> Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP. 	July 2019	RAPWP Chair



Respect

Action	Deliverable	Timeline	Responsibility
5. Investigate Aboriginal and Torres Strait Islander cultural learning and development	<ul style="list-style-type: none"> Provide cultural awareness training for the remainder of staff. Review cultural awareness needs within our organisation. Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation. Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures. 	<p>July 2019 September 2019 February 2020 April 2020</p>	<p>Manager HR CEO CEO, Communications Coordinator HR Manager</p>
6. Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> Provide opportunities for staff to attend a NAIDOC Week celebration by publicising events in the region. Encourage Aboriginal and Torres Strait Islander staff to engage with their cultures and community during NAIDOC Week. Ensure our RAPWP participates in an external NAIDOC Week event. Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities. 	<p>July 2019 July 2019 July 2019 July 2019</p>	<p>CEO Manager HR CEO CEO</p>
7. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> Raise awareness with councillors and staff of the meaning of Aboriginal and Torres Strait Islander protocols, including Welcome to Country and Acknowledgement of Country. Develop a policy for the use of Welcome to Country and Acknowledgement of Country. Research and develop a list of the local Traditional Custodians of the land and rivers in our region. 	<p>August 2019 August 2019 August 2019</p>	<p>Chair of RAPWP Manager Administration and Compliance Director Regional Services</p>
8. Consider visual displays of respect towards Aboriginal and Torres Strait Islander peoples.	<ul style="list-style-type: none"> Purchase flag poles and Aboriginal and Torres Strait Islander flags and erect in close proximity to the EMRC administration building and Council Chambers. Purchase some additional Aboriginal Art pieces and display at the EMRC. 	<p>December 2019</p>	<p>Manager Administration and Compliance CEO</p>



Opportunities

Action	Deliverable	Timeline	Responsibility
9. Investigate Aboriginal and Torres Strait Islander employment	<ul style="list-style-type: none">Review HR procedures and policies to ensure the EMRC can address any barriers to Aboriginal and Torres Strait Islander employment.	September 2019	Manager HR
	<ul style="list-style-type: none">Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	December 2019	Manager HR
	<ul style="list-style-type: none">Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.	December 2019	Manager HR
10. Investigate Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none">Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2020	Director Corporate Services
	<ul style="list-style-type: none">Identify and procure supplies from Aboriginal and Torres Strait Islander owned businesses where appropriate.	March 2020	
	<ul style="list-style-type: none">Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2020	



Reporting

Action	Deliverable	Timeline	Responsibility
11. Build support for the RAP	<ul style="list-style-type: none"> Define the resource needs for implementing the RAP. Define the systems and capability needs to track, measure and report on RAP activities. Provide, as a minimum, an annual update to EMRC staff and councillors. Celebrate the RAP achievements. Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia 	July 2019 July 2019 May 2020 June 2020 September 2019	CEO Director Regional Services Chair of RAPWP Director Regional Services Director Regional Services
12. Review and Refresh RAP	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. Submit the draft RAP to Reconciliation Australia for review. Submit the draft RAP to Reconciliation Australia for formal endorsement. 	February 2020 March 2020 June 2020	Chair of RAPWP Director Regional Services Director Regional Services

Contact Details

Name: Wendy Harris
Position: Acting Chief Executive Officer & Director, Regional Services (RS) - Eastern Metropolitan Regional Council
Phone: (08) 9424 2208
Email: wendy.harris@emrc.org.au