



City of Albany

Reflect Reconciliation Action Plan

August 2024 - August 2025



Statement from CEO of Reconciliation Australia

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

The City of Albany 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 the City of Albany 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 Albany, 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

MICHAEL CUMMINGS

"I first started painting at 19 years of age as a form of relaxation – with encouragement from my oldest sister. I have always had a keen interest in Aboriginal art & craft as one of my first positions was as an assistant in an Aboriginal art & craft shop in Albany, Western Australia.

Contemporary Art, to me reflects the modern interpretation of my culture & traditional values of where I am from, Albany Western Australia. We have carvings on rocks & used ceremonial body paint to acknowledge our dreaming and storylines. I use the modern mediums such as acrylics and oils on canvas to convey animals (totemic), land & events that impacted within the region (Kinchinup). I like using a bold (colourful) palate of acrylic paint using additives to enhance the painting. I mix my own themes and styles to gain further insight into art to convey my meanings."

Born: 1972, Albany, Western Australia

Artist Name: NUGen

Dialect: Nyoongar

Tribal Group: Bibbulmen (Torndirrup, Albany)

Domicile: Perth, Western Australia

Medium(s): Acrylic and Oil including Pen



Our Business

Albany was established in 1826 when the first Europeans settled on the shores of the King George Sound. The Noongar people witnessed the establishing of this settlement and endured the massive change that this brought about to their land and lifestyle. Despite the impact of European settlement in this area and the passage of time, Noongar people have resiliently retained their sense of identity and unique culture.

The City of Albany's role is to provide the services and infrastructure that creates a thriving and sustainable regional city and supports the needs and wellbeing of its residents and visitors, including Aboriginal people.

Building an inclusive and accessible community that embraces diversity and acknowledges its cultural history underpins the City's priorities. Working in partnership with other community groups, agencies, government departments, and service providers ensures community needs and aspirations are understood and reflected in the outcomes we achieve. Identifying and connecting with marginalised community members is important in this process.

The City of Albany has a total of 473 employees, of which 9 identify as Aboriginal and/or Torres Strait Islander and 116 who choose not to indicate their cultural heritage, but which may include some who are Aboriginal and/or Torres Strait Islander people.

The City of Albany covers an area of just over 4,000 sq/km with a population of around 40,000, of which about 1,476 are Aboriginal and/or Torres Strait

Islander people. Residents predominantly reside within Albany's urban centre, but there are also several small satellite communities across the municipality.

Albany has a reputation as a safe and friendly regional city with a strong sense of community making it a popular place to raise a family and retire or visit for a holiday. Health care, agriculture, retail and tourism are the major contributors to Albany's economy.

The City of Albany has its main administration office on North Road which houses administrative teams including customer services, community services, corporate and commercial services, planning and infrastructure, the Mayoral and CEO offices, senior management, and the Council chambers.

There is also an administrative office for works and services, reserves and rangers on Chester Pass Road, alongside the works depot. Teams are also based in a range of community facilities across Albany such as the Library, Town Hall, Vancouver Arts Centre (VAC), Albany Visitor Centre, Day Care, Aquatic and Leisure Centre, National Anzac Centre (NAC), and the Airport.



Our RAP

The City of Albany acknowledges the Traditional Owners, the Menang people, of the Noongar Country on which it is located and conducts its business.

Albany was the first place where Aboriginal and British people commenced living together on the western side of Australia, sharing knowledge and building the community we know today.

Working with our Menang-Noongar Elders, the City is striving to promote and support reconciliation by elevating recognition and inclusion of the Menang Noongar culture and building stronger and respectful relationships between Aboriginal and non-Aboriginal people.

By reflecting authentically on our past and recognising the lasting and continuing impacts on Aboriginal people and their culture, we will enable our community to walk together to share a future that is sustainable, supportive, cohesive and inclusive, and recognises the value and strength of culture, families and beliefs.

This includes acknowledging that Aboriginal people have experienced many changes since the first European settlers landed on the shores of King George Sound in 1826, and that some continue to live with trauma from social injustices and loss of cultural heritage and land.

The City of Albany's reconciliation journey began in 1999 with a Statement of Understanding and Commitment that recognised the cultural and spiritual links that the Noongar people have to the land and sea and acknowledged the Noongar people as the traditional owners of country.

In 2003 our Council became the first local government in Western Australia to adopt an Aboriginal Accord and the City has continued to strive to work positively and proactively with the Aboriginal community to achieve positive cultural and reconciliation outcomes.

This Accord is now overdue for review. Whilst the City of Albany has undertaken many recent collaborative projects engaging local Aboriginal people in positive outcomes, it is committed to developing a Reconciliation Action Plan that continues this positive work.

This will include growing our cultural awareness and understanding of Noongar cultural heritage and developing improved pathways of listening, responding and working together.

The Mayor and Chief Executive Officer will champion the RAP for the City of Albany and promote the importance of our commitments and strength in working together to achieve trust relationships and a shared and inclusive future.

Community Partnerships

Albany 2026

Working with Albany Aboriginal Heritage Reference Group and consultants Element and Paramount, the City undertook extensive community consultation across 2022 to inform the development of a Bicentenary Strategic Plan that included a vision, mission and themes for the milestone. "First Nations First" was the resounding theme identified to underpin the development of the 2026 program. The Strategic Plan and the "Menang First" was adopted by Council in December 2022. Work is continuing to plan and design 2026 in collaboration with the Aboriginal community and representative organisations including Wagyl Kaip.

Place- based RAP Pilot program

The City of Albany has actively participated in the Place-based Pilot RAP Program in the Great Southern region. Led by Reconciliation Australia and Reconciliation WA, the process of yarning and spending time on country has emphasised the importance of cultural recognition and inclusion within our community. It has emphasised the cultural challenges and trauma that exist within the Aboriginal community and importance of listening and healing in establishing positive pathways forward. The Voice referendum was held during this project and the City understands the outcome of this

vote has had a deep negative impact for some Aboriginal people and affected their feelings of worth and value within our community. The City remains committed to participating in the Place-based RAP project and working with local Aboriginal people to repair the perceptions and relationships that have suffered.

Southern Aboriginal Corporation

The City of Albany has provided the Southern Aboriginal Corporation (SAC) with funding to support the annual NAIDOC Week Ball celebrations for several years. The City remains involved in active conversations with SAC about opportunities to continue working together.

Great Southern Aboriginal Leadership Network Conference

The City of Albany participated in the third annual conference as guests of the Emerging Aboriginal Leaders Group. The conference was first held in 2020 and 2021, and represents a significant regional initiative led by local Aboriginal people for local Aboriginal people. The conference aims to empower the community's emerging leaders, connecting them with Elders to build robust leadership for the betterment of the Noongar community within the Great Southern region.

Rangers programs

The City of Albany supports both the Southern Aboriginal Corporation and the Binalup Ranger programs. These Ranger programs engage City of Albany personnel to support them with work opportunities in different City-managed parks and reserves. These programs embrace a cultural educational component including identification of culturally significant landmarks and areas. This generates rich cultural experiences that foster the cultural and vocational development of Aboriginal youth as well as learning opportunities for City staff.

Djinda Ngarduk Kinjarling – Prepare Produce Provide

This intense vocational and educational program immerses participants in rich local cultural heritage learning opportunities paired with local Noongar Elder storytelling and the development of skills and understanding in hospitality. The potential also exists for future development of an iconic cultural tourism event which showcases the region as an attractive destination. The City of Albany has provided funding support toward the flagship event of the program in the past two years.

Internal Activities & Initiatives

First Lights Binalup

This event was initiated by the City of Albany in partnership with local Elders as the launch event for the 2026 Albany Bicentenary. The spectacular drone light show interpreted Noongar Elders stories of welcoming whales into the King George Sound and the importance of storytelling in their cultural heritage. This popular and powerful event provided a wonderful experience for the audience as it reflected the authentic intent of the 2026 Strategic Plan to bring the community together to achieve cultural recognition and reconciliation. More than 25,000 people attended the event which has established an important platform upon which to further build and guide the design of the flagship programs for the 2026 program.

Restoring Place Names

In collaboration with Elders and Lotterywest, the City of Albany achieved the largest dual-naming project in the country. The Restoring Menang-Noongar Place Names project involved extensive research, workshops and visits on country to identify places of cultural significance and their cultural names. Through this process, more than 60 places have been formally dual-named or named with their cultural place name or a name of cultural significance, such as changing the name of 'Point Possession' to 'Uredale Point'. The City continues to deliver interpretation and signage to recognise these place names, which will also include an online resource.

NAIDOC Week

The City of Albany initiates and supports a range of activities with local Aboriginal people and agencies to recognise and celebrate NAIDOC Week. Not all these activities are held within NAIDOC Week (eg NAIDOC Ball and Elders lunch) and are instead held at the most suitable times for the Noongar community. The annual national theme for NAIDOC Week is reflected each year in the program and activities that are delivered.

National Reconciliation Week

National Reconciliation Week is promoted in the Albany community by the City of Albany in partnership with Reconciliation Western Australia (RECWA). Annual production and display of Reconciliation banners in the main street during this period contributes to the partnership arrangement. This is again planned for 2024, with the Albany 2024 designs being promoted to other local governments by RECWA as a leading example to follow.

Elders' meetings

Elders last met for lunch recognising a belated NAIDOC Week gathering. This featured the viewing of the video made of First Lights Binalup. Elders enjoyed the opportunity to meet with the Mayor and CEO and other City personnel and more are planned.

Inclusivity Logo

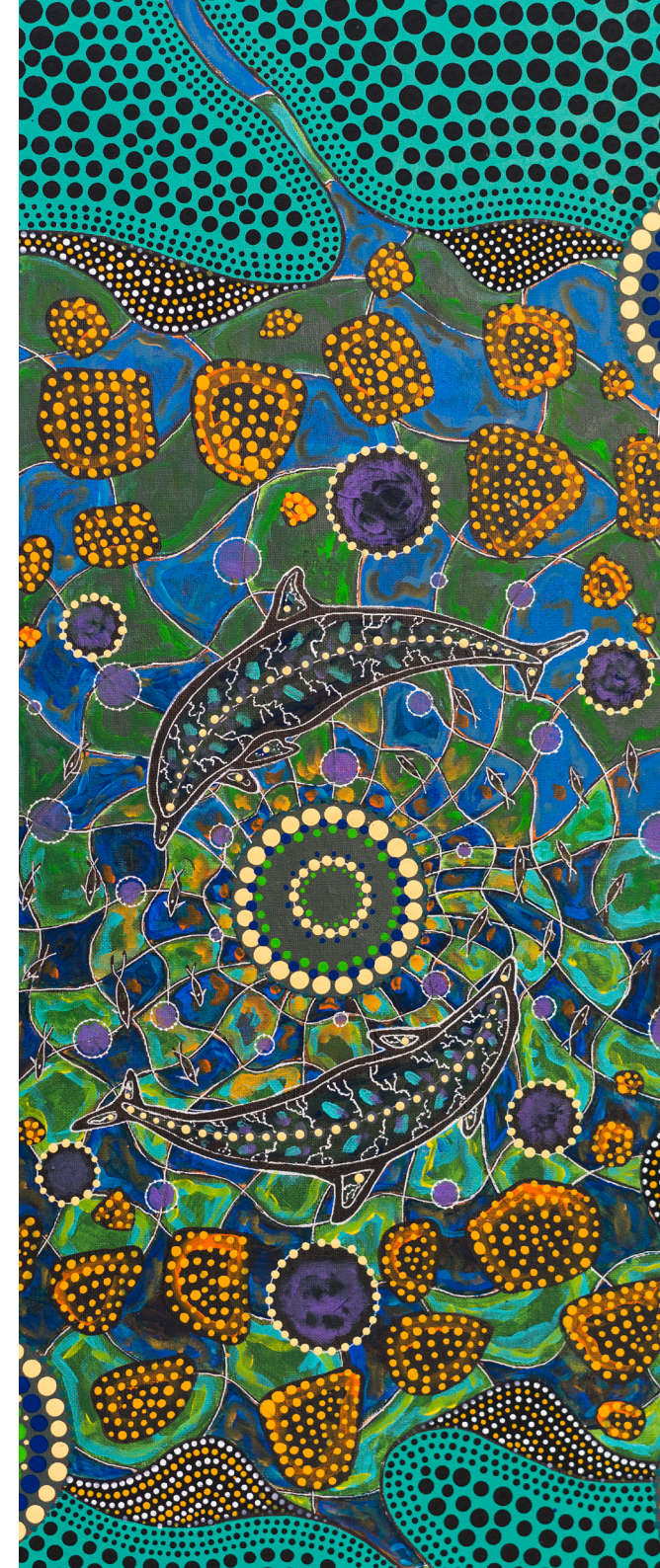
City of Albany Council has approved the use of a logo that aims to make marginalised groups within the community feel included, welcome and safe in the City of Albany. The Inclusivity Logo was designed to encourage acceptance, inclusion and diversity within Albany. Four puzzle pieces of the logo represents those living with a disability, LGBTQIA+, indigenous and culturally diverse groups. The concept came as a result of feedback from young people in these groups that said they do not feel welcome. It was developed in consultation with the Youth Advisory Council who are passionate about making sure young people feel safe in Albany. The logo is being used at City facilities and at events.

Equal Employment Opportunity (EEO) initiatives

Aboriginal School Based Traineeships are being revisited and considered as part of the City of Albany's current EEO approach. Bi-annual face-to-face training in Aboriginal and Torres Strait Islander awareness is included online as a compulsory induction element for all City of Albany staff, along with general inclusivity training. Suitable cultural awareness training facilitators are invited to engage with and identify themselves to the City of Albany so that the training schedule can be maintained.

Major Projects

The City's Major Projects Team engages and involves Elders and the Aboriginal community in the cultural design and interpretation of relevant projects. This has included the restoration of the Mokare gardens on York Street to include Aboriginal artwork of the six seasons, etchings of the Robert Niell fish collection the rockwork at Middleton Beach, and installation of the Dale Panorama in Albany Public Library. The team continues to engage Elders in planning other projects such as the restoration of Mokare's burial site, interpretation of Dog Rock, and overlay of cultural interpretation on Mount Adelaide and Mount Clarence trails.



Reflect Reconciliation Action Plan



RELATIONSHIPS			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	December 2024	Manager Community Relations
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2024	Manager Community Relations
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Coordinator Community Development Manager Community Relations
	• RAP Working Group members to participate in an external NRW event.	26 May - 1 June 2025	Manager Community Relations
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	26 May - 1 June 2025	Manager Community Relations
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff.	August 2024	CEO
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2024	Manager Community Relations
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2024	Manager Community Relations
4. Promote positive race relations through antidiscrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	August 2025	Manager Community Relations People & Culture
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2025	Manager Community Relations People & Culture

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RESPECT			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• 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 2025	Manager Community Relations
	• Conduct a review of cultural learning needs within our organisation.	August 2025	Training & Development Facilitator
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	December 2024	Manager Community Relations
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2025	Manager Governance Manager Community Relations People & Culture
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2025	Coordinator Community Development Manager Community Relations
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	Coordinator Community Development
	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2025	Manager Community Relations



OPPORTUNITIES			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	August 2025	Manager People & Culture
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2025	Manager People & Culture
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop policies and processes that support procurement from Aboriginal and Torres Strait Islander owned businesses.	August 2025	Procurement Officer
	• Investigate Supply Nation membership.	August 2025	Procurement Officer





GOVERNANCE			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a RWG to govern RAP implementation	October 2024	Manager Community Relations
	• Draft a Terms of Reference for the RWG.	October 2024	Manager Community Relations
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	October 2024	Manager Community Relations
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	September 2024	Manager Community Relations
	• Engage senior leaders in the delivery of RAP commitments.	August 2025	CEO Manager Community Relations
	• Appoint a senior leader to champion our RAP internally.	August 2025	CEO Manager Community Relations
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	December 2024	Manager Community Relations
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• 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 annually	Manager Community Relations
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Manager Community Relations
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September annually	Manager Community Relations
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	May 2025	Manager Community Relations

Contact Details

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