

Nagalak Kaaditji boodja  
Baal Whadjuk Noongar  
Boodja Ngalak nyininy.

We-together know this land.  
It Whadjuk Noongar land.  
We together sitting.

Noongar Boodja is the traditional land of the Noongar people,  
who have cared for and lived on this country for tens of thousands of years.  
We acknowledge the Whadjuk Noongar people as the Traditional Custodians of this land and pay our respects  
to Elders past and present,  
recognising their continuing connection to land, waters and community.

## **Town of Bassendean**

The Town of Bassendean is a local government authority established by the *Local Government Act 1995*, which provides a range of statutory and community services to its residents, ratepayers and visitors.

The Town is located approximately 8 kilometres north-east of Perth CBD and a five-minute drive from the Swan Valley. With a total area of 11 square kilometres, the Town is bounded by the Derbal Yerrigan (Swan River), the City of Swan to the north and the City of Bayswater to the west. The 2021 Australian Bureau of Statistics (ABS) data shows that 399 people identified themselves as Aboriginal and Torres Strait Islander in the Town, out of a population of 15,932. This represents about 2.5 % per cent of the Town's population.

Bassendean is situated on the traditional lands of the Whadjuk people of the Noongar Nation, who are the Traditional Custodians of the southwest corner of Western Australia. The Town acknowledges the ongoing cultural, spiritual, and historical connection of the Noongar people to this land. The area forms part of the Derbarl Yerrigan region, which is deeply embedded in Noongar songlines, stories, and cultural practices.

The significance of Bassendean extends beyond its municipal boundaries. It remains a place of cultural importance to Noongar Elders, the broader Perth Noongar community, and many Aboriginal and Torres Strait Islander peoples, including those who no longer reside within the Town but maintain strong ancestral ties.

Local areas such as Success Hill, Ashfield, and Eden Hill are of particular significance to the Whadjuk Noongar people. The Town has recognised this by formally signposting sites like Success Hill, acknowledging their cultural and historical value. During the development of this RAP, conversations with Aboriginal and Torres Strait Islander community members revealed that many express a strong identification with Bassendean, often saying they “come from” the area regardless of current place of residence. This enduring connection underpins the Town's commitment to meaningful reconciliation.

## **Vision**

The Town's vision for reconciliation is to build relationships, respect and opportunities between Aboriginal and Torres Strait Islander peoples and non-Indigenous people, by creating a connected community with a strong sense of identity and belonging. The Town pledges to:

- Grow recognition and respect for Noongar Boodjar (land), history, culture and people
- Promote and celebrate local history, heritage and cultural diversity

*(Our Plan for the Future, Town of Bassendean - Council Plan 2023-33)*

We wish to increase our understanding of Aboriginal and Torres Strait Islander cultures and peoples, transfer these learnings to provide an informed, contemporary approach that includes cultural responsiveness to service delivery and offer a culturally appropriate and safe working environment for Aboriginal peoples. This will allow our organisation to embed appropriate practices into our organisational culture and everyday business operations.

## **Development of the RAP**

Throughout the development of this document, the Town has been committed to good consultation and meaningful engagement practices to allow for the full and effective participation of all stakeholders, which included local Aboriginal and Torres Strait Islander families and representation from people who live, work and study within the Town's boundaries.

Given the Town's Aboriginal history and cultural importance, the Town employed a Perth based consultant with Aboriginal and Torres Strait Islander knowledge, connections and cultural understanding to oversee the consultation process.

The consultants were tasked with designing and implementing culturally appropriate engagement strategies that provided authentic and accurate community feedback. The consultation methods included:

- 1:1 Interviews and meetings
- Online community survey
- Community workshops (2)
- Staff workshops
- Staff working group

## **The Town's Reconciliation Journey**

The purpose of this RAP is to continue the reconciliation journey and build upon the work that has been carried out in the Town's 2012-2016 and 2018-2020 Reconciliation Action Plans.

Through the development and implementation of this Reconciliation Action Plan (2026 -2031) the Town will strengthen its reconciliation activities and the work it has proudly undertaken to date. Although not exhaustive, key successes include:

- Adoption and successful implementation of initiatives outlined in the previous RAPs.
- Meetings with Traditional Owners and local Elders, to discuss projects and management of registered Aboriginal Heritage Sites and to seek input into Aboriginal dual naming of parks and reserves.
- Cultural awareness training for all employees.
- Supporting community groups to deliver RAP-themed events and projects through the Town's Community Funding Program. This includes the Swan Districts Football Club: Mural by Whadjuk-Yuet-Ballardong artist depicting significant sites along the Derbarl Yerrigan and Bassendean Primary School's Bilya Project (2023).
- Review of the Purchasing Policy to support procurement from local Aboriginal businesses.
- Provision of resources at the Bassendean Memorial Library, Local Studies Collection, including Aboriginal Oral History Interviews.
- Planting of a six seasons native garden at Broadway Reserve in 2025.
- Noongar Language Singing Workshops in 2025.

### Outcome 1. Authentic engagement and relationship building

The development of genuine two-way relationships with our Aboriginal and Torres Strait Islander families and communities will help our organisation to ensure its operations and practices reflect and support Aboriginal and Torres Strait Islander cultures and customs. Building strong relationships is essential for improving and enriching the experiences of Aboriginal and Torres Strait Islander peoples, while also strengthening their understanding of our organisation's role. It demonstrates our practical commitment to reconciliation.

Actions include a focus on strengthening both internal and external relationships, increasing awareness of our RAP and promoting reconciliation more broadly within the organisation and community.

Action	Deliverable	Responsibility	Timeframe				
			2026/27	2027/28	2028/29	2029/30	2030/31
1.1 Establish and maintain relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1.1 Identify and meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Community Development	✓				
	1.1.2 Ensure project working groups liaise with Aboriginal heritage specialists.	Community and Place	✓	✓	✓	✓	✓
1.2 Build relationships through celebrating National Reconciliation Week (NRW).	1.2.1 Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials to all staff annually, each May	Human Resources	✓	✓	✓	✓	✓
	1.2.2 RAP Working Group members to attend an external NRW event.	Community Development	✓				
	1.2.3 Communicate our commitment to reconciliation by promoting NRW information, programs and events on the Town's social media platforms, website and e-newsletter.	Communications	✓	✓	✓	✓	✓

**Outcome 2. Increasing staff and community understanding of Noongar history and culture**

We respect the valued contribution Aboriginal and Torres Strait Islander peoples bring, the importance of their culture, their traditional connections to their country including the land and waters, their history before, during and after colonisation to the present day. This respect will be demonstrated by working together to plan and implement cultural learning opportunities, developing a profile of the local Noongar peoples and community, and in creating culturally safe and inclusive environments and resources.

Action	Deliverable	Responsibility	Timeframe				
			2026/27	2027/28	2028/29	2029/30	2030/31
2.1 Increase understanding and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	2.1.1 Conduct a review of cultural learning needs within our organisation.	Human Resources		✓			
	2.1.2 Provide opportunities for Elected Members, RAP Working Group members, HR Manager and other key leadership staff to participate in cultural learning, followed by all staff over the life of the Action Plan.	Human Resources	✓	✓	✓	✓	✓
2.2 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	2.2.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Human Resources		✓			
	2.2.2 Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Community Development Communications		✓			

	<p>2.2.3 Embed cultural protocol into the Town’s daily administrative processes, by developing and integrating an approved Acknowledgment of Country into all relevant Town branded templates (PowerPoints, email signature blocks, e-newsletters and stationery).</p>	Communications	✓				
	<p>2.2.4 Invite a local Traditional Owner or Custodian to provide a Welcome to Country, or other appropriate cultural protocol, to all Citizenship Ceremonies.</p>	Community Development	✓	✓	✓	✓	✓
	<p>2.2.5 At the commencement of formal meetings, particularly those involving a larger number of participants, an Acknowledgement of Country, Welcome to Country, or other appropriate First Nations protocols will occur.</p>	All Departments	✓	✓	✓	✓	✓

### Outcome 3. Enhancing cultural visibility in public spaces and programs

Cultural visibility plays a vital role in respecting and embedding Aboriginal identity into the fabric of everyday community life. By incorporating Noongar language, art, signage, and storytelling into public spaces and programs, we ensure its culture is acknowledged and celebrated. We aim to create inclusive and culturally rich environments and make sure Noongar heritage is visible, valued, and woven into our shared spaces.

Action	Deliverable	Responsibility	Timeframe				
			2026/27	2027/28	2028/29	2029/30	2030/31
3.1 Increase understanding of Noongar language, history, stories and art through the development and delivery of cultural programs, initiatives and project	3.1.1 Dual naming of Town meeting rooms, with the addition of Noongar titles.	Community Development Infrastructure and Sustainability		✓			
	3.1.2 Explore opportunities to develop and implement Noongar signage on local walk trails and paths.	Community Development Infrastructure and Sustainability			✓		
	3.1.3 Deliver culturally inclusive Rhymetime and Storytime library sessions which utilise Noongar language, Aboriginal instruments and First Nations books.	Library Services	✓	✓	✓	✓	✓
	3.1.4 Commission a First Nations public artwork.	Community Development		✓			

	3.1.5 Ensure significant Noongar culture, art and related activities are incorporated into the Town's 2029 Bicentenary Project.	Community & Place				✓	
	3.1.6 Create and deliver library displays and activities for key First Nations dates of significance, including NAIDOC Week, National Reconciliation Week and Indigenous Literacy Day.	Library Services	✓	✓	✓	✓	✓
	3.1.7 Where appropriate, facilitate school holiday programs that celebrate Aboriginal and Torres Strait Islander cultures and incorporate cultural incursions (Kooro Middi and Tiddalik puppet show).	Library Services	✓	✓	✓	✓	✓
	3.1.8 Strengthen and maintain a diverse library collection that champions Aboriginal and Torres Strait Islander authors and illustrators.	Library Services				✓	

<p>3.2 Increase understanding and awareness of Noongar land by promoting and supporting local environmental programs.</p>	<p>3.2.1 Continue to support local environmental planting programs that use native indigenous flora.</p>	<p>Sustainability and Environment</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>
	<p>3.2.2 Maintain and promote the six-season native garden at Broadway Reserve.</p>	<p>Sustainability and Environment</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>
<p>3.3 Demonstrate respect and cultural appropriateness when working on Aboriginal Heritage sites.</p>	<p>3.3.1 Partner with an Aboriginal business in the maintenance and revegetation of Success Hill Reserve, a registered Aboriginal Heritage Site.</p>	<p>Sustainability and Environment</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>

**Outcome 4. Commitment to continuous improvement**

We are committed to the ongoing improvement of our services and processes to ensure the actions and deliverables in this plan are met and continue to evolve to meet the needs of the community. The Executive Leadership Team will exemplify RAP leadership across the organisation.

Action	Deliverable	Responsibility	Timeframe				
			2026/27	2027/28	2028/29	2029/30	2030/31
4.1 Provide appropriate support to ensure the effective implementation of RAP commitments.	4.1.1 RAP Internal Working Group to meet at least four times per year to drive and monitor RAP implementation	RAP Champions	✓	✓	✓	✓	✓
	4.1.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	Community and Place	✓	✓	✓	✓	✓
	4.1.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	Governance and Strategy Human Resources	✓	✓	✓	✓	✓
	4.1.4 Maintain an internal RAP Champion from senior management.	Community and Place	✓	✓	✓	✓	✓
	4.1.5 Report RAP progress to all staff and senior leaders bi-annually.	Community and Place	✓	✓	✓	✓	✓
	4.1.6 Publicly report our RAP achievements, challenges and learnings annually.	Community Development	✓	✓	✓	✓	✓