

Appendix A - 2023 Community Workshops – Feedback

The following feedback was received during two workshops in February 2023 helping, helping to shape the 2023 draft RAP Development.

RAP Workshop

13 February 2023

Function Room, City of Kalamunda

15 Attendees

Sheet 1
Keep: 1.1.2 3.3.1 1.4.1
New/Revamp: 1.1 Communicate with educational organisations to celebrate 1.2.5 Embedding Indigenous culture, creativity and knowledge 1.2.6 Organise several events annually 1.5.6 Inform
Job opportunities Develop skills Volunteer work in the community – various age groups targeted Incorporate existing skills in our program

Have children come teach us language
Use the language on social platforms, tv ads, flyers, radio "kaya" Learn the language Respond with appropriate body language "relationships"
Innovative ways to collaborate meaningfully Creating opportunities for engaging and sharing experiences Putting words into action
Include inclusion plan Educating employee about the plan
Developing skills Volunteer roles
Opportunities: Create more opportunities for shared experiences and learnings Create a RAP in which language is clear, concise and actions are easy to follow and facilitate the achievement of actions
Respect: Listen purposefully to ideas and feedback
Respect: Childcare Community engagement important Respect for History Creates a safe space for the indigenous community
Respect: understanding Mutual respect Spending time to learn Understand Knowledge - education Aware of bias - past, present future
Respect: Understanding of culture and histories Respect for how the aboriginal peoples arrive at where they are today
Understand the culture Language (key words) Trust To acknowledge ancient culture and understand the root
Vision: educate, engage, follow-up/consistency, remove tokenism - stop doing for "sake of"
Key words for a vision: Further children's development, engagement, respect, harmony, togetherness, community united, everyone working together, reflect, knowledge, sharing, caring, learning, understanding, change
Interaction (events) Education (sharing of stories) Thinking inclusivity projects, employment, entertainment Values

Vulnerable history Including the local schools and childcare centres for whole community approach
Building relationships: knowledge, caring, build trust, understanding, accept, respect, mutual connection, sharing each other needs
For an understanding and appreciation of the history of the Aboriginal peoples for acceptance as one for inclusion
Opportunities: visual displays development skills more resources to schools/early education using their skills to pass on the community (paid) building relationships with Noongar business

Sheet 2
Relationship: Take initiative to reach out to parents of children/community who are Aboriginal people Invite them in for a class incursion to share about their history, tradition and culture Celebrate Aboriginal Key Dates authentically (Koori
Respect: Have Noongar language stories/resources accessible to children (promote through library and educational organisations) Aboriginal framework in schools to develop cultural competence
Aboriginal people feel a sense of belonging in their community Children in ELC or school have opportunity to participate in incursions and excursions that run by local Aboriginal people Children are introduced to Aboriginal stories and languages to develop their cultural competence and knowledge and understanding of Aboriginal's history
Interaction c elders Takes a city to raise a child Thoughts on yes/no vote Casual meeting groups Aboriginal other Aust
Empower, lead, include Diverse, celebrate individuality and local history Collaboration Opportunities for all ages
Continuous cultural awareness training for community/staff
% target for employment Procurement to focus on local indigenous businesses where possible (%KPIs) Incentives for noongar tour operatives (eg grants) Bushtucker incentives for agri sector (Pickering Brook)

<p>Respect: How can we respect if we don't know (train station aboriginals/other aboriginals) I was taught to respect others how I would like to be respected Do not have to agree Listening Honesty</p>
<p>CoK staff to train under such present actions as the blanket activity. Community art events etc</p>
<p>Relationships between Aboriginals and other Australians Keep informal Move forward Keep the momentum going Community Groups Aboriginals and other Australians White (?) community involvement</p>
<p>Schools within the shire are resourced well with local resources (people, artefacts, stories etc) in other to ensure strong engagement in RAP in the future.</p>

<p>Sheet 3</p>
<ul style="list-style-type: none"> • Consolidation -> like the plan, but condense the bigger headings • More events -> each event is a reconciliation opportunity • Widening the responsibilities -> community departments and city departments • How are we doing this?
<p>Our visions City of Kalamunda RAP vision: Community driven Representation of young voices (students 25 and under) Growing, learning, collaborative, vocal</p>
<p>#together #opportunities #acknowledge #kids #language #communityincrease education, participation, acceptances and understanding of Aboriginal culture amongst all employees and residents of Kalamunda through policy, events, employment and...</p>
<p>To provide opportunities for our community to share events where they can practice reconciliation</p>
<p>Vision</p>

Greater integration between cultures, awareness for today's youth is important as they will lead the next generation.
 More opportunities for indigenous Australians eg a leadership youth group in the area to encourage them to have a voice and express their ideas and thoughts.

Sheet 4
1.1.1 -> 1.13, keep doing! Better connection to indigenous leaders Keep 1.2.5
Employment of an identified First Nations person who acts as a liaison person between the City and our local aboriginal community.
Opportunities % allowance on procurement allowance Public art opportunities Employment opportunities Education
Talk to indigenous person with respect. Try to understand their history and family culture and festivals
Scholarships Training programs More fire related management programs
Focus on real commitment to improve relationships Community education Req. classes
Implement indigenous art and public places including information on history
Employment of a first nations engagement officer Employment targets Community engagement and your activities aimed at sharing aboriginal culture
Staff uniform design competition – hi viz All vehicles to have aboriginal art work All training sessions to include to country
Dual signature with cultural connection explained Indigenous specific commercial shop <ul style="list-style-type: none"> - Books in language - Artworks - Clothing Provide discount rent
Engage indigenous business into our local supply chain Provide an employment/training to the indigenous person
Educate

<p>Celebrate Promote Normalize Dual naming standardise</p>
<p>Respect: KPAC prerecorded acknowledgement of country Acknowledgement included in email signatures More history/understanding Change the narrative</p>
<p>Empowering them by providing employment Assess community program to include local people and aboriginal culture</p>
<p>Employment Inclusion Empowerment</p>
<p>Relationship Cultural awareness training Understand the history of the area Youth actions Understanding of the different language groups in perth Employment: identified positions Dual signage Preshow announcement at KPAC (Prerecorded)</p>
<p>Sheet 5 Respect</p>
<p>Should be led by Aboriginal Australians -> to be empowered Comes back to education and learning about the local indigenous Australians Incorporating language -> a norm, habit, common practice -> should be embedded Being open to criticism, open to feedback -> application of feedback, continual improvements Not being tokenistic, not a tickbox -> genuine effort -> incorporated into all our events showcase good examples of community efforts by indigenous aus opportunities to DO WHAT THEY SAY follow through with promises understanding appropriate cultural practices</p>
<p>Showcase good examples of what noongar people are doing in community</p>
<p>Provide opportunities for sharing stories and events and culture</p>
<p>Welcome @all city sites</p>
<p>Help everyone know who local elders are</p>
<p>Workshops to explain what respect looks like</p>
<p>Listen to noongar people and follow through with commitments</p>

Sheet 6 Relationships
<p>Knowing your local mob Ask them what they think is important for them opening conversations -> take feedback aboard -> accepting change/criticism communicate with aboriginal liaison officers (schools and community groups) Adding language for events -> more than welcome to country Opportunities to engage with them Learn history Increase participation -> by targeting to specific areas they need Represented by a specific action group Aboriginal liaison officer working in the city Having activations Communication and awareness Incorporating deliverables across the city *everyone's responsibility Breaking down barriers</p>
<p>Opportunities to engage Learn and educate history -> present -> what has changed? Local history Increase participation in City events and community consultation</p>
<p>Relationship building</p> <ul style="list-style-type: none"> ➔ open talking channels -> utilize local mob ➔ connect with existing aboriginal liaison officers ➔ -> non-judgemental convos -> more listening ➔ -> add language to event promos/statement
<p>Leadership youth group specifically for indigenous youth Join with another group too for integration Education and awareness</p>
<p>Action group -> represented Employment as link Activations Incorporating deliverables across city staff Listened to communication</p>
<p>Relationships Help Wadjilas be more comfortable with talking to/about Noongars</p>
<p>Relationships Encourage everyone to get to know their local mob</p>
<p>Relationships Ask local mob what they think is important to them/what issues they want to overcome</p>

Sheet 7 opportunities
line learning platforms Direct voice to council Work experience/parttime position for an indigenous Australian individual Visual acceptance
Establish a local Nyungar art fund/portfolio Support local Nyungars to establish a "Noongar nature plant nursery" Ask grant recipients to use Nyungar businesses (provide a register) NAIDOC campout @maamba reserve (was asked for at last NAIDOC event)

RAP Workshop
22 February 2023
Hartfield Park, City of Kalamunda
8 Attendees

Sheet 1 Vision
Vision Inclusive Innovative Walk alongside each other To continue to educate about local history, identify important sites and celebrate <ul style="list-style-type: none"> - How? - Respectful and meaningful partnership - Engage - how? What can we do better? - Collaborate - projects - Build a community feeling - Facilitate cultural change

Sheet 2 Vision
Reconciliation Inclusion Meaningful Pathway -> way forward -> healing -> cleansing and releasing Communications Active Walking together *co-creating Grounding info Country - acknowledge - smoking ceremony

Sheet 3
<p>*More local awareness of funding or City of Kal "subsidizing" of presenters or guest to be more affordable</p> <p>Links to the schools</p> <ul style="list-style-type: none"> - Language classes with local elders - Invite schools to local workshops about local history - "art" workshops in Fory? - More aboriginal art around forrestfield - Early years programs <p>Libraries – local histories, art, discussion, input</p>

Sheet 4 Opportunities
<p>Sporting opportunities – funding pathways in Forrestfield similar to Binar and others</p> <p>Community expo/fete – local schools, daycare centres, performances, job opportunities, promote health wellbeing</p> <p>Focus on other areas of the RAP</p> <p>Invite local Aboriginal organisations</p> <p>Contact lists</p>

Sheet 5 Opportunities
<p>Creating connections for community through various points of view. Better decision making. Multicultural</p> <p>Ranger and fire program</p> <p>Procurement % incentive</p> <p>Kulbardi office supplies – Perth owned and operated Indigenous peoples</p>

Sheet 6 Opportunities
<p>Engagement officer at City of Kalamunda</p> <p>Procurement – weighting aimed towards First Nations</p> <p>Change in process to allow realization of employment/procurement goals</p> <p>Reach out to an organization who are connecting well and leverage their experience</p> <p>Collaborative community/specific arts projects</p> <p>Community engagement/cultural training</p> <p>Utilise facilities for engagement</p> <p>Streamline processes</p> <p>Schools – the future – curriculum change</p> <p>Aged care outreach</p> <p>Provide support for the vulnerable</p>

Sheet 7 Respect
<p>Welcome to Country/Acknowledgement of Countries included at all meetings/events etc as appropriate</p> <p>Learning about respect, is a gate way to change</p> <p>Be positive</p> <p>Community service all of the community</p> <p>Health knowledge and respect for the whole community</p> <p>Respect to country</p> <p>Celebrate</p> <p>Respecting self</p>

Sheet 8 Respect
<p>Learn and use language</p> <p>Early years programs for families – parenting support</p> <p>Breaking the cycle of bias</p> <p>Treating everyone equal/equity</p> <p>Recognize and eliminate stereotypes</p> <p>Representation</p> <p>Respect for country</p> <p>Visibility of local culture</p>

Sheet 9 Respect
<p>What we can do to increase respect for Aboriginal culture</p> <p>Community experiences through workshops, events, artwork</p> <p>Connecting other organisations to maximize impact</p> <p>Connect through language</p> <p>Incorporate language in every day life</p> <p>Dual signage</p> <p>To listen and learn</p> <p>Employ a local indigenous liaison officer</p> <p>Truth telling and honesty</p>

Sheet 10 Relationships
<p>Youth – more inclusive youth activities (from organisations ie the City)</p> <p>Involving young people in cultural activities eg Welcome to Country</p> <p>Building bridges – desiccated person at eh City to act as a cultural liaison officer (employed by the City)</p> <ul style="list-style-type: none"> - Building relationships with community orgs and schools – how? <p>Why?</p> <ul style="list-style-type: none"> - Because it's the right thing to do - Holding on to country – or we will lose her - Acknowledging a shared history and looking forward to a shared future

Sheet 11 Relationships

Workshops – art, language, culture – available for the wider community
Outreach
Culturally safe environments
Actively promoting the resources available for local organisations to seek
Awareness of local elders
Gift vouchers opportunities for aboriginal students to promote, attendance,
health and safety

Sheet 12 Relationships

Everyone's voice is heard
So stereotype is not the norm (positive not negative)
TO become an inclusive community that accepts diversity
To create a greater understanding of people's history and the reason a RAP is
needed
Make sure everyone's needs are met – at many different levels – if you have
voice you can advocate for your needs
No silos – separations in the community
Allowing for innovations
Opportunity to learn the treasures of history we do not know
Myth busting – not placing someone's ideas on someone else
True history and learning form each other
Take the time to connect and look