



DATE:	Tuesday 12 March 2024
TITLE:	Update on the Innovate Reconciliation Action Plan 2022/24, the Access & Inclusion Plan 2022/27, and the Youth Action Plan 2020/26.
DIRECTORATE:	Community and Business Services

PURPOSE OF REPORT:

The purpose of this report is to provide an update on the progress of the Innovate Reconciliation Action Plan 2022/24, the Access & Inclusion Plan 2022/27, and the Youth Action Plan 2020/26.

DETAILS:

Innovate Reconciliation Action Plan 2022-2024

Vincent began its reconciliation journey in 2017 with a [Reflect Reconciliation Action Plan](#), completing our first [Innovate Reconciliation Action Plan](#) in September 2022 and commencing the second [Innovate Reconciliation Action Plan 2022/24](#) in October 2022.

Through the delivery of our RAP, we have strengthened our relationships with our Aboriginal Elders and community and celebrated Noongar culture and tradition through numerous events, activities, and workshops.

The City's current Innovate Reconciliation Action Plan (RAP) will continue through September 2024 when it is anticipated that we will transition across to a Stretch RAP where we will maintain our commitment to reconciliation by drawing on culture and shared experiences.

Our key deliverables achieved to date are:

- Progression of the reviving of Warndoolier, the traditional Noongar name for Banks Reserve.
- Development of:
 - Aboriginal and Torres Strait Islander Engagement Guidelines.
 - Aboriginal and Torres Strait Islander Attraction and Retention Strategy.
 - Communications Plan: Innovate Reconciliation Action Plan 2022/24.
 - Cultural Awareness and Engagement Plan for new starters and existing employees.
- Reviewed onboarding and induction processes to remove any potential barriers for Aboriginal and Torres Strait Islander peoples currently employed or future applicants.
- Promoted the City's commitment to Reconciliation with the engagement of Aboriginal facilitators to deliver events throughout Reconciliation & NAIDOC Weeks.
- Organised videos of Aboriginal Elders, Uncle Albert & Aunty Irene for Reconciliation Week.
- Provided two traineeships to Aboriginal students from Aranmore Catholic College.
- Developed a new Purchasing Policy that was adopted by Council in June 2023 which prioritises purchasing from Aboriginal and Torres Strait Islander businesses.
- Commenced development of our fourth RAP, the Stretch RAP 2024/27.

Access & Inclusion Plan 2022-2027

In accordance with the *Western Australian Disability Services Act 1993*, the City is required to develop, maintain, and action an [Access and Inclusion Plan 2022/27](#) (AIP) and to provide an annual progress report to the Department of Communities.

Our AIP aims to make our buildings, services, and events more accessible and to help everyone in our community feel included.

We prioritise accessibility when we upgrade our public spaces, parks and playgrounds and increasing access to our events, we also focus on considering both physical and non-physical barriers to getting involved. In addition, we want to make sure that all our staff have the support, guidance, and development they need to improve access and inclusion when undertaking their roles.

Our key deliverables achieved to date are:

- Refurbishment of the customer service area and downstairs accessible toilet in February 2024.
- Staff Wheelchair Basketball workshop hosted in late November 2023 (co-hosted with Water Corporation) for International Day of People with Disability (IDPWD).
- Promoted IDPWD on social media on 3 December 2023 to raise awareness of the situation of persons with disabilities in all aspects of political, social, economic, and cultural life.
- Delivered an eight week 'Introduction to Auslan' community workshop between October and November 2023.
- Completed a footpath audit in December 2023.
- Rolled out the new CRM software in December 2023 that allows Rangers in the field to attend to requests more efficiently in the community.
- Held an All Abilities Pool Party at Beatty Park in January 2024.

Youth Action Plan 2020-2026

Our [Youth Action Plan 2020/26](#) (YAP) was developed to align with, and actively contribute to, the City's Strategic Community Plan 2018-2028. The YAP supports our key priorities of Connected Community, Thriving Places and Innovative and Accountable by providing a roadmap for delivering relevant and meaningful services and support for our youth. It guides our actions in the youth space to ensure we continue working towards a thriving and positive experience for all youth in our community.

With 12–25 years of age being such a formative time in a person's life, it is important that our YAP stays current and relevant in an environment that changes so rapidly in terms of technologies, trends, and topical issues.

The YAP five-year plan includes two components, a two-year plan with deliverables referring to the previous year's (2020 – 2022) and the three-year plan for the current 2023 – 2026 deliverables. This later period focuses on strengthening our understanding of the needs and priorities of our young people and identifying the key focus areas, current gaps, and actions to address these.

Our key deliverables achieved to date are:

- Developed a communications plan to promote the deliverables of the YAP and the engagement of young people with the City.
- Successful delivery of Young Makers Christmas Markets at North Perth Town Hall and Multicultural Gardens.
- Engaged eight local schools for the Spirit of Christmas Banners that were displayed in North Perth and Mount Hawthorn during December.
- Engaged eight local schools for Student Citizenship Awards throughout November and December in line with the City's Community Funding Policy.
- Aranmore Catholic College music students performed at the City's Seniors Week Melodies Morning Tea event on 13 November 2023.
- YHQ delivered workshops that were supported by the City's Collaborative funding agreement.
- Attendance at relevant industry training and networking meetings.
- Successful funding application by Perth STEM Association through the City's Youth Development Grants to host Newton's Playground Event on 16 December 2023.
- Aranmore Catholic College trainee program engagement with two students concluded in-line with the School year.