



Swan River Trust 2012 - 2015  
Reconciliation Action Plan  
Final Report

*Caring for the Swan Canning Riverpark*



Perth artist Donna Rioli's Kaaliti – ngort Koondaam features on the cover page of this Reconciliation Action Plan.

Cover artwork of Dragon Dreaming Kaaliti – ngort Koondaam painted by Donna Rioli Yelakitj Moort Nyungar Association. The painting depicts dragonflies, turtles and the Swan Canning waterway and has been used on interpretation signage at the Brentwood Living Stream project in Bateman Park.

Cover photo of artwork: Mark Thornley

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# Chairman's message



**Three years ago the Swan River Trust committed to pursue with vigour the implementation of this Reconciliation Action Plan.**

I am proud to say that this energy was maintained over the life of the plan to help realise new partnerships and strengthen others; promote culture; improve access to information; train staff; increase employment

opportunities and improve process.

Some major achievements over the past three years include:

- The creation of the Noongar Advisory Panel.
- The re-appointment of a Noongar Board member to the Trust until December 2015.
- Maintaining a culturally appropriate system of contacts of Aboriginal stakeholders.
- Successfully assisting the Department of Aboriginal Affairs (previously Department of Indigenous Affairs), Department of Premier and Cabinet and South West Aboriginal Land and Sea Council to trial the new Heritage Act processes.
- The commitment to using a Noongar acknowledgment where appropriate has been supported by 80 per cent of staff having attended acknowledgement training, staff meetings beginning with an acknowledgement; the acknowledgement being included in email signatures; and developing a Noongar Commitment in Noongar language.
- Utilising Noongar language throughout the Riverpark including the naming of our vessels.

- Featuring Noongar art and designs in our organisation's key documents and including feature articles on Noongar identities, culture and issues in our publications such as RiverView Magazine and the Trust Annual report and websites.
- The development of the Marli Riverpark - An Interpretation Plan for the Swan and Canning Riverpark Final Report.
- Beginning to implement the interpretation plan through planning and design of interpretation nodes at Bicton, Point Walter and Heathcote and scoping at another location.
- The creation of a partnership with the City of Canning to employ and support an Indigenous traineeship.
- Sponsored a cultural tour river cruise for 70 people during National Reconciliation Week that was hosted by Ingrid Cumming from Kart Kort Wiern. The cruise explored significant Noongar sites around the Riverpark and included traditional ropemaking, dance and song activities.
- The Trust's Business Services Manager securing a secondment to Jawun West Kimberley.
- 91 per cent of current Rivers and Estuaries division officers were culturally trained.
- Hosting several major events to celebrate Reconciliation Week.
- Incorporating Welcome to Country and smoking ceremonies into all our major events.

Prior to the Trust's merger with the Department of Parks and Wildlife (DPaW), the Internal Noongar Working Group was already working closely with the Parks and Wildlife Aboriginal Heritage Unit.

This will ensure that lessons and ideas from the Trust's Reconciliation Action Plan (RAP) experience are incorporated into the Department – wide RAP which is set to be reviewed at the end of 2015.

The new Rivers and Estuaries Division will continue to seek opportunities for genuine partnerships with Aboriginal people in all aspects of our work into the future.

Some of the most interesting highlights from the implementation of the RAP are outlined in more detail in this Final Report. I hope you enjoy reflecting on the great outcomes and projects throughout this publication as I have done.

**Hamish Beck**

Chairperson

Swan River Trust

## Our vision for reconciliation

**The Swan River Trust recognises and celebrates Aboriginal culture and heritage and respects the significance that Derbal Yerrigan (the Swan River) and Dyalgarro beelieer (the Canning River) hold for Aboriginal people.**

Our vision for reconciliation is to provide opportunities for genuine partnerships with Aboriginal people that encompass all aspects of the Trust's business, ultimately leading to a healthy river for all, forever.

# Our Reconciliation Action Plan

**During 2014-15, the Trust's Internal Noongar Working Group met monthly to discuss all aspects of the Trust's work involving or of interest to Aboriginal people in the Riverpark including consultation, planning approvals, partner projects and strategic direction.**

Aboriginal values and uses of the Swan Canning Riverpark are at the forefront of Trust projects. These projects have emphasised to the wider community the value of the Swan and Canning rivers to Aboriginal people. Of particular relevance are the proposed River Protection Strategy and the Riverpark Trail Project.

The development of this Reconciliation Action Plan (RAP) aims to formalise current actions and guide future priorities. The Trust's commitment to partner with the Aboriginal community has been developed in recognition of the significance of the rivers to Aboriginal people, and the unique and invaluable role that the Aboriginal community play in the waterways' protection and management.

The RAP was developed by combining community recommendations from previous projects, liaising with external agencies and using the experience of the working group for direction and advice. The RAP is unashamedly outcome-based and looks to provide a range of initiatives ranging from high level negotiations with government to providing opportunities for work experience placements for Noongar students, and all levels in between.

By adopting such a wide ranging approach the Aboriginal community and the Trust have been able to work together to achieve our vision.



*Happy campers at the River Guardians boat trip that visited a number of significant Noongar sites throughout the Riverpark.*

*Photos: Miranda Holker*





# Our business

**The Trust's role as caretaker of one of Perth's most iconic treasures, has seen us work with community, industry, local government and other state government agencies. We have focused on maintaining and improving the environmental health of the Riverpark and ensuring the community can enjoy our rivers now and in the future.**

The *Swan and Canning Rivers Management Act 2006* explicitly recognises the significance of the rivers to the Noongar community. It places a responsibility on the Trust to have regard for this significance in all its work and to ensure, where possible, that Noongar interests are represented on the Trust's Board.

The Act also provides for participation of Aboriginal people and the wider community in Riverpark management and activities affecting the benefits and amenity of the area. While much is already being achieved, there is always more that can be done to genuinely involve the Aboriginal community in the ongoing management and protection of the Swan Canning Riverpark. The Trust has established and maintained genuine partnerships and considers this approach an ongoing journey and opportunity for mutual exchange.

Noongar traditional owners have been an integral component of the Trust's business, and we have strived to improve working relationships with the Noongar custodians of our river system and surrounding lands. Decision making processes have been examined for opportunities to better incorporate and protect Noongar values to ensure consistency is maintained with our high-level commitments and objectives.

The Trust delivered a range of programs, all of which involved partnerships with the Aboriginal community at a variety of levels.

The programs and their objectives included:

- Environmental management – improve river system health and resilience to environmental and community pressures
- Riverpark management – manage shoreline restoration, operational, recreational and commercial activities to enhance community benefit and amenity
- Community engagement – enhance community social responsibility so that all catchment residents help look after the Riverpark
- Statutory planning – ensure land-use planning and development protects and enhances Riverpark values and meets community demands
- Strategic programs – implement a planning and policy framework to guide the Trust and others to achieve collaborative, coordinated Riverpark management
- Agency management – ensure accountability, good governance and financial sustainability by improving management systems.



*The Trust committed to include this Noongar translation on the back of the agency's business cards during 2014.*



# Case studies

## Trainee

**In 2014 the Swan River Trust and the City of Canning secured funding for an Aboriginal Trainee position. The City had a vacant Aboriginal Trainee position and was keen to collaborate with the Trust to fill the position as soon as possible.**

This partnership is administered through a Collaborative Arrangement between the Trust and the City of Canning which enabled the provision of funding to the City and established the objectives and reporting requirements for the project. The initiative costs approximately \$100,000 per year which covers salary and on costs, training and TAFE enrolment and both the Trust and City contributed cash and in-kind amounts.

The trainee position was advertised widely to increase exposure to Aboriginal people including in the Koori Mail, South West Aboriginal Land and Sea Council's newsletter and website and the Indigenous Times which resulted in 99 applications for the position. During the trainee interviews, a Noongar representative was on the panel and the questions were reviewed by Noongar staff to ensure they were appropriate.

In March 2014 the trainee John Narrier was successful in securing the position with the City of Canning. The trainee was enrolled in Certificate III in Conservation and Land Management course at TAFE which is

helping to develop skills in conservation and land management activities, across a variety of areas. A formal mentoring opportunity has also recently been established between the trainee and a senior Aboriginal officer at Parks and Wildlife.

The collaborative arrangement committed the Swan River Trust and now the Rivers and Estuaries Division to provide training towards John's TAFE certification by offering work activities within the Swan Canning Riverpark for one day a week through to June 2016. To date John has been involved in activities across many branches of the Trust including: tree planting at Ellen Brook Wetland and Whiteman Park foreshore, water quality monitoring along the Helena River, surveying Canning River pools, supporting the summer pool fish study, assessing foreshore condition, protecting trees against *Phytophthora cinnamomi*, conducting foreshore stabilisation works assisting with River Guardian events, amongst a variety of other works with the City of Canning.

This initiative has enhanced Aboriginal employment in both agencies and the trainee has contributed towards incorporating indigenous knowledge, culture and values into landcare activities in the City of Canning and the Riverpark.



*Indigenous trainee John Narrier injecting foreshore trees to protect them against *Phytophthora cinnamomi*. Photo City of Canning*

## Noongar Advisory Panel

As part of the proposed Riverpark Trail project, the Trust funded the National Trust to produce the *Marli Rverpark Interpretation Plan*. This document has created a framework for enhancing the experience and connectivity for recreational users visiting the Riverpark, while also communicating and sharing the cultural values of the Swan and Canning rivers.

Integral to developing the *Marli Riverpark Interpretation Plan* the Trust established a Noongar Advisory Panel (NAP) to provide heritage information and advice for inclusion in the Interpretation Plan.

The Panel was selected by the South West Aboriginal Land and Sea Council and the *Whadjuk* Working Group on behalf of the Trust who awarded two seats on the panel for each of the nine recognised Whadjuk families (two representatives per family). The total representatives on the panel were 18 people.

The NAP guided how messages about the cultural heritage values of the rivers should be told and identified the most important themes, stories, and node locations to ensure heritage values were upheld, including areas needing cultural sensitivity.



There were five NAP meetings in total over 18 months from February 2013 to June 2014. Each of the meetings was facilitated by Anthropos Australis (WA) Pty Ltd.

The Trust has continued to actively engage NAP members for advice on key Riverpark projects and specific roles at community engagement events.

*Smoking ceremony for the final Noongar Advisory Panel meeting in June 2014. Photo: National Trust of Australia (WA).*





*The indigenous trainee involved in foreshore stabilisation works.  
Photo: Parks and Wildlife*



*Indigenous trainee John Narrier water sampling  
at priority pools along the Helena River. Photo  
Suzanne Thompson*



*Noongar Advisory Panel member, Nat Gillespie  
at the final meeting. Photo: National Trust of  
Australia (WA).*



*Image above: The film crew at Point Walter, with Marie Taylor and Noel Morich. Photo: Anthropos Australis (WA) Pty Ltd.*

*Image left: Filming Noel Morich and Marie Taylor along the Swan River. Photo: Anthropos Australis (WA) Pty Ltd.*

## Whadjuk Elder Filming

As a direct result of the advice from the Noongar Advisory Panel and the *Marli Riverpark Interpretation Plan*, the Trust engaged four Whadjuk Elders; Marie Taylor, Noel Morich, Corrie Bodney and Roma Reidy for the filming of cultural heritage stories. These stories will be included on the interpretation nodes and trail markers for Jenna Biddi Yorga.

The Trust appointed Anthropos Australis (WA) Pty Ltd to conduct the filming, accompanied by Ben Ansell, Project Officer Recreation and Trails with the Swan River Trust.

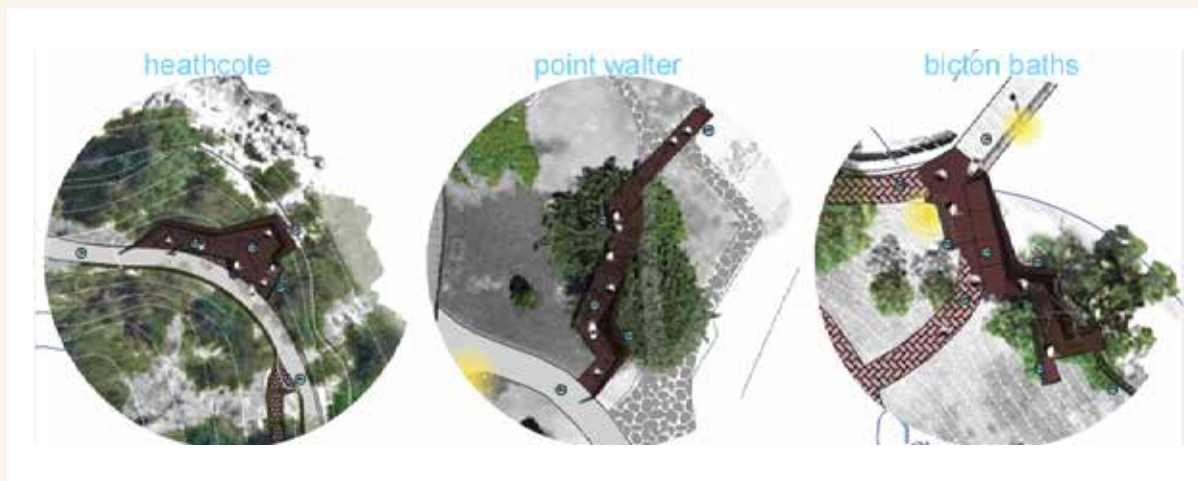
The filming commenced on Friday 24 October 2014, where the Elders shared stories of the Swan River at Blackwall Reach, Point Walter and Heathcote.

The film was edited into 13 audio clips and one video trailer, which will eventually be available on a number of websites via QR Codes so that people can listen to the stories as they walk along this part of the Swan River. The stories include the creation of the deep water at Blackwall Reach, the limestone cliffs, the Point Walter sandbar and other natural features.





*Concept design of the Heathcote Interpretation Node: Design by Department of Parks and Wildlife.*



*Bird's-eye view of all three Interpretation Node concept designs: Design by Department of Parks and Wildlife.*

## Interpretation Nodes

The Swan River Trust worked with Parks and Wildlife and the City of Melville to design and develop three Interpretation Nodes at Bicton Baths, Point Walter and Heathcote.

It is hoped that these nodes will provide visitors with the opportunity to gain invaluable information about the sites through environmental, Aboriginal and historical information. The nodes will be wooden deck structures and shaped to create a multiuse space providing seating, interpretation panels and foreshore access.

These Interpretation Nodes will be the first of their kind to be installed in the Riverpark, encouraging worldwide linkages by showcasing the Riverpark's natural and cultural values. In particular, the project team is working alongside *Whadjuk* elder's Marie Taylor and Noel Morich to ensure the nodes help improve the connection to cultural heritage.

The project will commence construction in October 2015.

## Trailmarkers

**Parks and Wildlife** is developing trail guides for discrete sections of the Swan Canning Riverpark, which are to be placed on both the EveryTrail and Trails WA websites. The first trail guide to be developed is *Jenna Biddi Yorga*, which translates in Whadjuk Noongar to “women’s feet walking on a path”.

*Jenna Biddi Yorga* will run along the limestone cliffs of Blackwall Reach (Jennalup), and is based on the concept of a River Journey – a thematic framework for ideas, stories and experiences. The theme of this River Journey focuses on the relationship the Whadjuk people have to this area of the river, incorporating the dreaming trail running along the limestone cliff top.

To the Whadjuk people Jennalup was traditionally a place for women and children, and carries the story of Junda the Charnok woman. To capture the significance of the area QR Codes will be placed along this trail on trail markers, hosting audio clip recordings of Whadjuk Elders’ Marie Taylor and Noel Morich sharing stories of this area.

Once completed, *Jenna Biddi Yorga* will provide many opportunities for both learning and trails tourism, such as through guided cultural heritage tours.



*Jennalup (Blackwall Reach), where Jenna Biddi Yorga will meander through the limestone cliffs. Photo: Ben Ansell.*



## Kaalitj – ngort Koondaam (Dragonfly Dreaming)

The Trust secured funding from the State and Australian Government, City of Melville and Water Corporation with support from the South East Regional Centre for Urban Landcare and the Friends of Bull Creek Catchment to convert a degraded main drain into a living stream.

The Brentwood Living Stream project has been an excellent example of Noongar engagement utilising a variety of ways to get the local Noongar community involved.



Signage installed on site including the Noongar name. Photo: Sonya Stewart



Attendees getting involved with the Noongar Smoking Ceremony. Photo: Neha Shrestha



Traditional owners were consulted about the concept design and their feedback was incorporated into the final design. The site was also named *Kaalitj – ngort Koondaam* (Dragonfly Dreaming) after the elders were overwhelmed with blue dragonflies on their first visit to the site. A sign was installed which included the Noongar name.

Noongar elders Neville Collard and Marie Taylor performed a smoking ceremony to cleanse and purify the site before earthworks began. The ashes from the smoking ceremony will be buried on site once construction and revegetation is complete. Traditional materials were collected from the vegetation that was cleared. These materials have been prepared ready for use in artwork, ceremonies and tool making.

Noongar monitors have been present during the main construction phases and were also involved in supporting the environmental work such as installing erosion control matting and revegetation activities. Plans are also underway for a Noongar artist to design artwork for use in interpretation throughout the site. Funding from the City of Melville has been secured to design and construct an Interpretation Node at the site once construction and revegetation activities are complete.



*Image top left: Eddie Thomas making a spear from vegetation cleared from the site.  
Photo:Sonya Stewart*

*Image top right: Neville Collard with support from Chappy Blurton and Eddie Thomas conducts the Noongar Smoking Ceremony on site at the Brentwood living stream. Photo:Jennifer Eliot.*

## The Future

**With the Swan River Trust and Parks and Wildlife merger now in effect, this is the final RAP for the Trust. However, the work does not stop here.**

Looking ahead we will continue to work on those ongoing RAP initiatives which require more effort. The Rivers and Estuaries Division intends maintaining its internal Noongar Working Group, with cross-divisional membership, to keep a focus on this.

The Parks and Wildlife departmental RAP will be updated with new actions as appropriate during 2016 and the working group will maintain close involvement with the Parks and Wildlife Aboriginal Heritage Unit to ensure strong coordination of this effort.

It is important that all staff have opportunities to attend training in cultural heritage and Native Title matters so they are aware of ways to incorporate the intent of the RAP in their daily work.

It is equally important that we maintain the relationships established through key RAP projects, such as the Dragonfly Dreaming and Interpretative Nodes project initiatives which feature Noongar cultural heritage material.



*Image bottom left: Trust and SERCUL staff inducting Aboriginal monitors on site before the start of works.*

*Photo: Ben Ansell*

*Image above: Chappy Blurton making tapping sticks from vegetation cleared from the site. Photo: Sonya Stewart.*



# Swan River Trust Reconciliation Action Plan Final Report

| Status                                                                                                        | Description                                                 |
|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
|  <b>Achieved</b>             | Action complete. Target/s achieved                          |
|  <b>Achieved and ongoing</b> | Target achieved but action should continue beyond June 2015 |

| Status                                                                                                  | Description                                                                                     |
|---------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
|  <b>On Track</b>     | Good progress made towards target/s but yet to be achieved and should continue beyond June 2015 |
|  <b>Not achieved</b> | Little or no progress made towards target/s and should continue to be pursued beyond June 2015  |

| Action                                                                                                                                           | Measurable Target                                                                                                                 | Status                                                                                                     | Actual Progress                                                                                                                                                                                                                                                                                                                                         |
|--------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ensure priorities of the Internal Noongar Working Group (INWG) are guided by RAP actions and monitor the progress of the RAP through this group. | The group meets at least four times a year<br>RAP as a standing item on Internal Noongar Working Group (INWG) meeting agenda      |  Achieved and ongoing   | Group met at least 10 times per financial year.<br>RAP was a standing item on meeting agenda and discussed at all meetings.<br>Once the Trust moved to Kensington members of the Department of Parks and Wildlife Aboriginal Heritage Unit (AHU) were invited to INWG to ensure connections were established before merger with the Parks and Wildlife. |
| Promote the inclusion of at least one Noongar person on the Trust's Board subject to Swan and Canning Rivers Management Act 2006 terms.          | At least one Noongar Board Member at all times                                                                                    |  Achieved and ongoing  | Government re-appointed indigenous member Ms Vanessa Davies to Trust Board until December 2015                                                                                                                                                                                                                                                          |
| Maintain a culturally appropriate system of contacts (database) of Aboriginal stakeholders.                                                      | Database is maintained on a monthly basis                                                                                         |  Achieved and ongoing | Database update is a standing item on INWG agenda.<br>Database shared with AHU.                                                                                                                                                                                                                                                                         |
| Build a better understanding of Department of Aboriginal Affairs (DAA) planning approvals process.                                               | Identify approaches to build rapport with and understanding of DIA approvals officer. At least one approach is scoped and pursued |  Achieved             | DAA conducted a workshop with the Trust<br>Relationship built through project related approvals processes<br>Trust has kept abreast of all changes with regard to heritage protocols and processes, attending meetings of the Interagency Working Group on Aboriginal Heritage and Native Title.                                                        |



| Action                                                                                                                                                                                                                                                                                                                                 | Measurable Target                                                                                                                                          | Status                                                                                                   | Actual Progress                                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Assist Department of Aboriginal Affairs, Department of Premier and Cabinet (DPC) and South West Aboriginal Land and Sea Council (SWALSC) to improve Heritage Act processes. Help enhance the protection of Aboriginal heritage to provide a better outcome for all partners and the Riverpark through the interagency reference group. | Two projects assessed through pilot project                                                                                                                |  Achieved             | Two pilot projects have successfully been approved using the new process in Year 1. Another assessment process is underway within the City of Belmont. The DAA has considered the Trails Project and has provided a report on requirements for consultation at five key locations. 'Review of the Aboriginal Cultural Heritage Protocol' report been completed by SWALSC and DPC. |
| Celebrate National Reconciliation Week by providing opportunities for Aboriginal and Torres Strait Islander employees and other employees to build relationships.                                                                                                                                                                      | Host one internal event during National Reconciliation Week                                                                                                |  Achieved and ongoing | One event hosted each year including: the development of a recognition wall and a morning tea; an event which hosted a traditional bush tucker morning tea and cultural teachings; and a culturally themed river cruise. The Trust also supported Parks and Wildlife events throughout the three years.                                                                           |
| Document Trust procedure to obtain translations into Noongar language to facilitate use of Noongar land use in signage, newsletters, mapping etc.                                                                                                                                                                                      | Procedure documented and in use                                                                                                                            |  Achieved             | Procedure documented and in use                                                                                                                                                                                                                                                                                                                                                   |
| Support and/or promote an appropriate activity during NAIDOC week each year, as resources allow, for example a River Guardians event.                                                                                                                                                                                                  | One or more events per year                                                                                                                                |  Not achieved        | Trust investment of time and resources into Reconciliation Week in Year 2 and 3 resulted in no Trust led NAIDOC activity but external events were promoted to staff.                                                                                                                                                                                                              |
| Implement a protocol to encourage use of Aboriginal Welcome and Acknowledgment of Country at significant internal and external meetings/events.                                                                                                                                                                                        | Protocol established for Trust employees<br><br>Provide opportunity for interested staff to attend Aboriginal acknowledgment session (or similar training) |  Achieved           | Department of Parks and Wildlife has an established protocol that the Trust is using.<br><br>80 percent of staff have attended acknowledgement training.<br><br>Staff meetings begin with an acknowledgement.<br><br>Acknowledgement has been incorporated as a part of staff email sign off.                                                                                     |

| Action                                                                                                                                                                                                                                                                | Measurable Target                                                                                                                                                 | Status                                                                                                   | Actual Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Recognise and celebrate Aboriginal culture by using Aboriginal language, art and designs in Trust documents and projects, including but not limited to, artwork in the office, interpretative signage, brochures and documents.                                       | At least one document or project a year                                                                                                                           |  Achieved and ongoing | The Trust has used Aboriginal language, art and designs in a variety of ways including reports, signage, interpretation, and on our vessels. In particular the Reconciliation Action Plan and the RAP Final Report utilise local Noongar artists for the design; vessels are named in Noongar including to date Booneenboro (body of water between Heirisson Island and the Victoria Park foreshore), Marli (swan), Kwilana (dolphin) and Kepa (water). Riverpark signage includes a welcome in Noongar language; Whadjuk cultural heritage filming at Point Walter, Blackwall Reach and Heathcote was completed and short film clips were created to become a part of the virtual trail project. Three interpretation nodes were designed in the key locations of Bicton Baths, Point Walter and Heathcote; and the Brentwood Living Stream Project was named - Kaalitj - ngort Koondaam (Dragonfly Dreaming). |
| Circulate relevant strategic documents and materials to the Internal Noongar Working Group for input/submission. These could include strategic plans, policies and procedures, to better enable this group to perform its commitment to other reconciliation actions. | New documents and information distributed to the Internal Noongar Working Group within a month of becoming available to any Internal Noongar Working Group member |  Achieved and ongoing | Documents distributed as required                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Provide topical updates in the Trust-e newsletter, including links and contacts where appropriate to further information sources.                                                                                                                                     | At least two articles a year relating to Aboriginal culture are incorporated into Trust-e                                                                         |  Achieved           | At least two articles featuring Aboriginal culture, stories and projects were completed each year                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| All new staff are made aware of the Trust's RAP within induction package.                                                                                                                                                                                             | All new staff have read and understand the RAP                                                                                                                    |  Achieved           | 100 per cent of new staff have read the RAP                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

| Action                                                                                                                      | Measurable Target                                                                                                                                                                                                                                                                                                            | Status                                                                                                   | Actual Progress                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| All staff to attend Aboriginal cultural awareness training                                                                  | All staff trained, including all current, new permanent or long term contract staff<br><br>Training register is kept up to date biannually                                                                                                                                                                                   |  On Track             | 91 per cent of Trust officers attended Aboriginal Cultural Awareness Training (CAT).<br><br>72 per cent of Trust officers have attended the AHU CAT<br>Staff training register is up to date.                                                                                                                                                                                                                                                       |
| Provide opportunity for interested staff to represent the Trust at cultural events                                          | Calendar of cultural events collated and promoted to staff, one cultural event attended per year                                                                                                                                                                                                                             |  Achieved and ongoing | Major cultural events promoted to staff via email.<br><br>At least one event attended per year.                                                                                                                                                                                                                                                                                                                                                     |
| Review Trust policy SRT/E5 Heritage as identified in discussion paper "Recognising Noongar values at the Swan River Trust". | Policy reviewed                                                                                                                                                                                                                                                                                                              |  Not achieved         | On hold pending merger with Parks and Wildlife.                                                                                                                                                                                                                                                                                                                                                                                                     |
| Conduct best practice with regard to Aboriginal recruitment.                                                                | Meet strategic employment percentage target of 3.2 percent<br><br>Linking to Aboriginal cadetship program<br><br>At least one work experience placement a year<br><br>Provide opportunities for short term secondments<br><br>Representing the Trust at Aboriginal employment expos<br><br>Jobs are appropriately advertised |  On Track             | Employment target met in two out of the three years: 3 per cent in year one; 4.26 per cent in year two; 3.2 per cent in year 3<br><br>Trust partnership with City of Canning enabled the employment of an indigenous trainee.<br><br>One Aboriginal work experience placement.<br><br>One secondment for Business Services Manager to Jawun West Kimberley for six weeks.<br><br>Special advertising arrangements were made for Indigenous trainee. |



| Action                                                                                                                                                                                                                                                                                                                                                                                                                            | Measurable Target                                                                                                                                               | Status                                                                                                   | Actual Progress                                                                                                                                                                                                                                                                                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Investigate including a clause in Trust procurement guidelines that a contractor will be preferred if they have positive working relations with the Aboriginal community, for example employing Aboriginal people, having strategic documents such as a RAP, and/or having consulted with local Aboriginal families about projects. NB: Any changes to these guidelines will require Department of Treasury and Finance approval. | Review Trust procurement guidelines to include a clause that gives preference to contractors that have positive working relations with the Aboriginal community |  Achieved             | State Supply Commission changed the Open and Effective Competition policy to include a provision allowing public authorities the opportunity to purchase directly from a registered Aboriginal Business where the value of the purchase does not exceed \$150,000 which the Trust can utilise. |
| Promote Trust opportunities to Aboriginal businesses (e.g. catering, foreshore restoration and Aboriginal consultation) and ensure that Trust employees and stakeholders are aware of relevant Aboriginal commercial enterprises. In particular include opportunities for employment through River Guardians culture themed programs.                                                                                             | List of potential businesses developed and promoted to Trust staff (updated annually)                                                                           |  Achieved and ongoing | Aboriginal contacts database incorporates businesses                                                                                                                                                                                                                                           |
| Review Trust grant funding agreements to encourage recipients to maximise opportunities for Aboriginal involvement in projects and activities, (e.g. work experience) including reporting of this involvement.                                                                                                                                                                                                                    | Grant funding agreement and reporting templates reviewed and updated where required                                                                             |  Achieved           | Relevant Collaborative Arrangements now include a project responsibility to actively seek to maximise opportunities for indigenous involvement in projects and activities.                                                                                                                     |

| Action                                                                                                                                                           | Measurable Target                                                                                                                                                                   | Status                                                                                                   | Actual Progress                                                                                                                                                                                                                                                                                                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Continue ongoing engagement with Aboriginal people in the development and implementation of specific projects outside Aboriginal Heritage Act approvals process. | Report on major projects                                                                                                                                                            |  Achieved and ongoing | Engagement with Aboriginal people outside of formal approval processes has been included in the following major projects: the Noongar Advisory Panel and the Marli Riverpark - An Interpretation Plan for the Swan and Canning Riverpark development; Ellen Brook wetland, Caversham oxygenation plant and Brentwood Living Stream construction phases; and the project design and development for Interpretation Node projects. |
| Continue to provide Noongar learning opportunities within Trust led education programs.                                                                          | At least one Noongar learning opportunity provided or facilitated by Trust programs per year                                                                                        |  Achieved and ongoing | One Noongar learning opportunity provided by Trust programs per year including: the Black Swan Festival; River Rangers teachers workshops and a River Guardians Cultural River Cruise.                                                                                                                                                                                                                                           |
| Develop an annual RAP reporting format to report on progress of actions.                                                                                         | Complete and submit an Annual RAP Impact Measurement Questionnaire to Reconciliation Australia                                                                                      |  Achieved             | RAP reporting spreadsheet updated monthly.<br>Final report to Board each year.<br>Report to Reconciliation Australia annually.<br>RAP Final Report 2012 - 2015 produced.                                                                                                                                                                                                                                                         |
| Align RAP review with strategic and business planning review timelines, processes and reporting.                                                                 | RAP actions identified in relevant operational plans.<br>'RAP action update' is standing agenda item on all Branch meeting agendas.<br>Report on RAP actions in Strategic Plan 2015 |  On Track            | RAP actions generally not specifically identified in operational plans but driven by INWG and Branch Managers.<br><br>RAP is a standing item for some branches, other branches address RAP issues through general business.<br><br>Process will need to change to reflect merger with Parks and Wildlife in the future.                                                                                                          |



## Swan River Trust

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*Caring for the Swan Canning Riverpark*

