



Shire of  
**Narrogin**

*Love the life*

# INDIGENOUS SUPPORT ACTION PLAN

SNAPSHOT

2024-2029

## VISION

A leading regional economic driver and a socially interactive and inclusive community.

## MISSION

Provide leadership, direction and opportunities for the community.

## KEY PRINCIPLES

In achieving the Vision and Mission, we will set achievable goals and work with the community to maintain a reputation of openness, honesty and accountability. In doing so we will:

- Respect the points of view of individuals and groups;
- Build on existing community involvement;
- Encourage community leadership;
- Promote self-reliance and initiative;
- Recognise and celebrate achievement;
- Support the principles of social justice; and
- Acknowledge the value of staff and volunteers.

## OUR VALUES

### CARE with Trust & Teamwork

**Caring** - We display kindness and concern for one another and our community

**Accountability** - We accept responsibility for our actions and outcomes

**Respect** - We treat everyone how we would like to be treated

**Excellence** - We go the extra mile to deliver outstanding services

**Trust** - We share without fear of consequences

**Team Work** - We work together for a common goal

## SOCIAL OBJECTIVES

### Provide community facilities and promote social Interaction

#### Build a healthier and safer community

Support the provision of community security services and facilities

Advocate for mental health and social support services

Continue and improve provision of in-home care services

#### Cultural and heritage diversity is recognised

Maintain and enhance heritage assets

Support our Narrogin cultural and indigenous community

#### A broad range of quality education services and facilities servicing the region

Advocate for increased education facilities for the region

Advocate for and support increased education services

#### Existing strong community spirit and pride is fostered, promoted and encouraged

Develop and activate Sport and Recreation Master Plan

Engage and support community groups and volunteers

Facilitate and support community events

Provide improved community facilities (eg library/recreation)

Encourage and support continued development of arts and culture

#### Provision of youth services

Develop and implement a youth strategy

## ACHIEVED INITIATIVES

- Town of Narrogin Reconciliation Plan (RAP) 2009 (Reflect).
- \*The flying of the Indigenous Flag on the Administration building alongside the National and State Flags.
- \*Welcome to Country and Acknowledgment Policy adopted.
- \*Welcome to Country in Noongar added to Council documents.
- \*Welcome to Country in Noongar linked to website
- \*Wanjoo Welcome Song on website.
- \*Acknowledgment of Noongar people on website.
- \*Links on Shire website to Noongar website.
- \*Aboriginal artwork in Meeting Room.
- \*Online Indigenous Cultural Awareness Training (CAT)
- \*Cultural Awareness Training (Marr Mooditz Training) for new employees.
- \*Fund and support for Annual NAIDOC Event.
- \*Acknowledgment of annual Mabo Day.
- \*Naming of Gnarrojin Park.
- \*Support for and maintenance of Indigenous Artworks and Storytelling at Gnarrojin Park.
- \*Annual Indigenous Office Traineeship.
- \*Support of Netball WA Shooting Stars Youth Engagement Program.
- \*Support for the Stephen Michael Foundation Nightfields Program.
- \*Support for the Avon Community Service Youth Engagement Programs.
- \*Two permanent flag poles in Gnarrojin Park for NAIDOC Ceremonies.
- \*Engage an Indigenous Elder to perform a 'Welcome to Country' at important events such as Australia Day & other large scale Shire events, particularly where attendees from outside the district are expected, and all other smaller events, the Presiding person to do an acknowledgment as appropriate.

## ACHIEVED INITIATIVES Continued

- \*The Shire has an active strategy of increasing indigenous employment in its workforce through positive indigenous employment measures.
- \*The Council has active anti-discrimination and harassment policies and induction measures for all employees.
- \*The Council has created an Indigenous Community Member position on the Shire's Townscape Committee.
- Development of Indigenous Administration Office Front Counter.
- Welcome to Country Protocol created and endorsed by CEO.
- Acquisition of Noongar inspired Shire gazebo.
- Incorporate of Noongar design in the Resilience mural on the Narrogin Regional Leisure Centre.

## CURRENT INITIATIVES

- \*Continue ongoing existing initiatives.
- School Based Traineeship (SBT) places for Indigenous Students.
- Ongoing Indigenous CAT online training.
- Supporting the development of a community approach to school absenteeism strategy - No School, No Play.
- Development of a Youth Engagement Strategy (YES) and Implementation Plan - Yes Together We Can.
- Scarves with Indigenous designs (NAIDOC supplier) for customer facing Shire staff to wear on occasions such as Reconciliation Week and NAIDOC Week.
- Sourcing of more Noongar related Imagery for Shire Website.
- Coordinate and event/activity to acknowledge Reconciliation Week.
- Aboriginal artwork in Meeting Room & Council Chambers and front counter.
- Naming of Nipper Humes Park (Boringit).
- Support for the Clontarf Aboriginal Academy in Narrogin.
- The Shire has engaged an Indigenous artist for the creation of several murals around the Narrogin Townsite, including the Smith St Toilets.

## FUTURE INITIATIVES

- \*Continue ongoing existing initiatives.
- Continued support for Indigenous Programs & Services.
- Development of Indigenous Dual Naming of Geographic Locations and Features.
- Design and Development of Wanjoo Welcome Entry Statement.
- Support for a community High School led youth employment bridging program.
- Development of an Indigenous & Non-Indigenous Youth Leadership Scholarships.
- Support the development of truth stories at the 3 Aboriginal Reserves surrounding the townsite including interpretation and reflection.
- Consideration of other initiatives consistent with the Commonwealth's Closing the Gap 2019 Report:
  - Celebrating the Indigenous Culture;
  - Infancy and Early Childhood;
  - Education;
  - Employment;
  - Economic Development;
  - Healthy Lives; and
  - Safe and Strong Communities.
- Review of the 2009 RAP - to an Innovate" RAP.
- Development of an Indigenous Liaison Working Group Group.
- Reconvene YIG & YAG Youth Advisory Committees.