



# Reconciliation Action Plan

## *Mam-badool Djerring*

Let's Work Together (Woi-wurrung language)

### **INNOVATE**

**July 2020 - 2022**

*Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as traditional custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history.*



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## ARTWORK FOR BOOKLET COVER

### Fire, Water, Land

Original artwork piece created by Judy Nicholson, Wurundjeri Woi-wurrung artist.

*“Before man mastered the fire, the diet consisted mainly of seeds, plants and fruits, but much of the plants could not be digested. By heat-treating them, more plants could be eaten, and new nutrients were available. The heat killed parasites and made it easier to digest meat. Something that led to a higher calorie and nutritional intake, which made it easier to survive and have more children.”*

Judy Nicholson 2020



The short-finned eels and the Australian raven both feature in this picture and are recognised by the Wurundjeri Woi-wurrung as being historically significant animals to Banyule Flats.

The Australian Raven is known as Whaa and is the Wurundjeri Woi-wurrung people's moiety.

Banyule Flats was also an important area of annual eel spear fishing for the Wurundjeri Woi-wurrung People.

## Acknowledgement of Traditional Owners

Banyule Council proudly acknowledges the **Wurundjeri Woi-wurrung** people as the Traditional Custodians of the land which Council operates on. We pay our respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history.

Council has a long tradition of working with the Wurundjeri Woi-wurrung people and our *Statement of Commitment to First Nations peoples* (2009) and successive action plans support the progress we have made together.

Council meets with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation four times per year. These consultation meetings provide an opportunity for Council and Wurundjeri Woi-wurrung consultative members to share and discuss Banyule Aboriginal community projects and developments.

## Message from Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation

*As the Traditional Owners of the area, the Wurundjeri/Woiwurrung people, we acknowledge that Banyule Council have consulted with us widely in producing this document and they have shown respect and understanding in regard to working with Traditional Owners and other Aboriginal and Torres Strait Islander people.*

*Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation are proud to be associated with like-minded people at Banyule Council who understand that we must accept and acknowledge the wrongs of the past, so we can all move forward together in the spirit of reconciliation.*

*Local governments are in a unique position, and they also have a responsibility to care for the Country and the people within their municipality in order to form a real community that is inclusive and respectful for all, but particularly to those who are the First Peoples of this Country.*

*We are pleased to have had some involvement in Banyule Council developing their first Innovate Reconciliation Action Plan, and we compliment the Councillors and Council staff involved in the production of it.*

Sincerely, Wurundjeri's consultation team Elders,  
**Aunty Gail Smith and Aunty Julianne Axford**

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## Language statement

Throughout this document the term 'Aboriginal', 'First Nations' or 'First Nations peoples' is used to refer to all people of Aboriginal and Torres Strait Islander descent.

Council recognises the diversity of Aboriginal people living throughout the municipality and we respect the rights of all Aboriginal and Torres Strait Islander people to define themselves.

All references to Traditional Owners or Custodians in this document are in context with the Banyule municipality only and refer to Aboriginal people who are descendant of the Wurundjeri Woi-wurrung People.

## Banyule Statement of Commitment



**Banyule Statement of Commitment to Indigenous Australians**

**Banyule City Council:**

<p><b>Reconciliation</b></p> <p>1 Commits to encourage the Banyule community to achieve just and respectful relations between Indigenous and non Indigenous Australians in the spirit of reconciliation.</p>	<p><b>Rights</b></p> <p>1 Supports the rights of all Indigenous peoples, as outlined in the United Nations Declaration on the Rights of Indigenous Peoples as ratified by the Commonwealth of Australia</p>
<p><b>Commitment</b></p> <p>1 Acknowledges and values the Wurundjeri people of the Greater Kulin Nation as the first people of this land. It commits to assisting to promote, protect and preserve their identity and culture.</p>	<p><b>Participation</b></p> <p>1 Supports the rights of the Wurundjeri willam people, the traditional custodians of this land, to provide advice and participate in Council planning and decision making.</p>
<p><b>Apology</b></p> <p>1 Apologises for the laws and policies of successive governments that have afflicted profound grief, suffering and loss on these, our fellow Indigenous Australians.</p>	<p><b>Access &amp; Equity</b></p> <p>1 Commits to providing equity in, and access to, services provided by Banyule City Council for Aboriginal and Torres Strait Islander people living in, or with links to the Banyule community.</p>
<p><b>Respect</b></p> <p>1 Commits to respecting and promoting the customs and traditions of all Indigenous Australians, especially the local custodians, the Wurundjeri people</p>	<p><b>Advocacy</b></p> <p>1 Advocating in partnership with the Wurundjeri people, and others to address the gap in social and health inequalities experienced by many Indigenous Australians.</p>
<p><b>Recognition</b></p> <p>1 Recognises and values Aboriginal society and culture as an important part of Australian history.</p>	

 **Banyule**  
CITY COUNCIL

## Executive summary

Council's Reconciliation Action Plan (RAP) defines the shared approach Council will take with Aboriginal and Torres Strait Islander people to develop innovative strategies for advancing reconciliation in our workplace and across Banyule.

Our plan is developed in partnership with Aboriginal and Torres Strait Islander people to ensure Council decisions impacting their lives, extended families and communities, are decided upon through shared decision-making, fairness, respect and trust.

Our RAP serves to embed Council's commitment to reconciliation throughout our business and the municipality. It outlines the many ways we will work with Banyule Aboriginal and Torres Strait Islander communities to develop shared goals to tackle inequity issues, create meaningful pathways towards self-determination for Aboriginal people, and improve social and economic well-being, civic participation and respect for cultural heritage in Banyule.

Council's RAP follows two successive Aboriginal and Torres Strait Islander plans implemented by Council since 2014. Similarly, our RAP has been developed in accordance with Council's Inclusion, Access and Equity Framework (IAEF).

The IAEF serves an important function for directing the way Council tackles equity issues and promotes diversity across Banyule, the five goals of the IAEF include:

1. Ensure Council facilities, activities and services are accessible, inclusive and equitable.
2. Work in partnership with local services to increase inclusion and address service gaps.
3. Work in partnership to build the capacity of disadvantaged groups to be involved in community life.
4. Education, celebration and awareness raising contributing to building inclusive and equitable communities.
5. Advocate on behalf of and with our community to reduce discrimination and disadvantage.

Banyule City Council recognises and holds much respect for the diversity that exists within Banyule Aboriginal and Torres Strait Islander communities. We believe our RAP proudly reflects the strong commitment we have for supporting and embracing people of all backgrounds and identities to participate and contribute to their fullest capacity.



## Content

1. Acknowledgement of Traditional Owners
2. Banyule Statement of Commitment
3. Executive summary
4. Message from the Mayor
5. RAP support partners
6. Introduction
7. Vision for reconciliation
8. Our Reconciliation Action Plan 2020 – 2022
9. Council's reconciliation commitments
10. What is Reconciliation and why do we need a plan?
11. Reconciliation Action Plans
12. RAP themes
13. RAP framework
14. Five dimensions of reconciliation
15. Strategic setting of RAP in Council
16. RAP development
17. Community and staff engagement and consultation
18. RAP working group
  - Banyule Aboriginal and Torres Strait Islander Advisory Committee
  - RAP champions
  - RAP evaluation and review
19. Banyule Aboriginal and Torres Strait Islander communities
20. Banyule Aboriginal and Torres Strait Islander Plans, Achievements and Outputs
21. Legislative and policy context
  - Banyule Council Plan context
  - Victorian and Australian Government context
22. Implementation of RAP under IAEF Framework
23. Banyule City Council's *Innovate* RAP
24. Evaluation and Measurement table
25. Appendix – use of terms

## Message from the Mayor

Banyule Council is committed to contributing to a just, equitable and reconciled Australia.

Our Reconciliation Action Plan (RAP) defines this commitment and outlines how we will work in partnership with Aboriginal and Torres Strait Islander people to create shared goals to tackle inequity issues and develop meaningful pathways towards self-determination for Aboriginal and Torres Strait Islander people. Our plan is developed in partnership with Aboriginal people to ensure Council decisions that impact Aboriginal people's lives are decided upon through shared decision-making, fairness, respect and trust.

We acknowledge and extend our respect to Wurundjeri Woi-wurrung Traditional Custodians, Elders past, present and emerging leaders. We recognise and respect the deep and continuous connection the Wurundjeri Woi-wurrung people have for the land Council operates on. This respect extends to all First Nations peoples living or working in Banyule and we value and appreciate the diversity that exists within Banyule Aboriginal and Torres Strait Islander communities.

Aboriginal and Torres Strait Islander histories, practices and culture are embedded in this land and we stand in support of increasing cultural awareness across the municipality. We also accept the important role Council must play to influence societal change and attitudes in Banyule towards Aboriginal and Torres Strait Islander people. Through Council's RAP we will support and facilitate opportunities for Banyule staff, residents and community to gain a fuller account of our shared history and the impact colonisation has had on Aboriginal and Torres Strait Islander people. We will work with Aboriginal communities and partners to increase cultural awareness and respect in our organisation and more broadly across the municipality. We will promote and take measures to protect Aboriginal cultural heritage sites and other places of cultural significance in Banyule.

Reconciliation is a journey we must all travel and Council is strongly committed to addressing the work that still needs to be done as a nation, across all sectors of society and as individuals. As a local government, we recognise the path towards reconciliation requires truth-telling, justice, healing and reducing gaps in Aboriginal disadvantage. We also recognise by developing respectful relationships with Aboriginal and Torres Strait Islander people, we strengthen our ability to include Aboriginal voice, input and cultural perspectives into Council's policies, plans and strategies. It is imperative we initiate and develop strategies to increase investment and promotion of Aboriginal services, programs and businesses.

Finally, and importantly, Council will work with Aboriginal communities to raise awareness of racism, constitutional recognition and Aboriginal human rights. We invite you to join us as we take action to advance reconciliation in Banyule.

Cr Alison Champion  
**Banyule Mayor**

Message from

## Reconciliation Australia

*Council will only get this statement once the RAP has been approved and endorsed by Rec Australia.*





## RAP support partners

### Banyule Aboriginal & Torres Strait Islander Advisory Committee

*We, the Aboriginal members of the Banyule Aboriginal and Torres Strait Islander Advisory Committee acknowledge and pay respect to this body of work, its authors and to those who lend it their support with a desire for truth in their hearts and minds.*

*We recognise Australian history cannot be changed and in order to best address the abhorrent wrongs of the past, we must all work together in the spirit of solidarity and peace.*

*Through Council's RAP we seek truth-telling and what it can bring to our People and all Australians.*



### Reconciliation Banyule

*Banyule City Council's first Innovate Reconciliation Action Plan (RAP) is a positive act to accelerate the Reconciliation process in this municipality. Reconciliation Banyule commends Council for taking this critical step to progress Reconciliation with our First Peoples.*



*Local Government has a unique opportunity to show leadership because of its connectedness to its community, and its responsibility for land use planning and caring for country. Through the focus on Respect, Relationships and Opportunities the RAP sets out to show how our community can continue the Reconciliation process to tell truths, right past wrongs and recompense for the unjust acts in our history.*

*We compliment Councillors, Council staff and BATSIAC for their commitment to bring this Innovate RAP to reality. With open hearts and minds we can learn our way along new paths together. We look forward to a future working together with our First Peoples and Local Government offering real leadership to the residents in the City of Banyule.*

## Introduction

Banyule Council's journey towards reconciliation has gained considerable strength and momentum over the past few years.

We are extremely proud of the positive relationships we have built with First Nations peoples, communities, businesses and services across Banyule. We have the deepest respect and appreciation for the ongoing guidance we receive from BATSIAC, Wurundjeri Woi-wurrung Traditional Owners and reconciliation partners.

Our steps towards introducing a Reconciliation Action Plan (RAP) are well-considered and have been driven by two consecutive Aboriginal and Torres Strait Islander plans developed by Council since 2014.

Both these plans set an important precedent for the RAP and similarly were designed in consultation with Aboriginal communities to outline Council's commitment to working in partnership with Aboriginal and Torres Strait Islander communities.

They have enabled Council to deepen its appreciation and understanding of the importance of working collaboratively with Aboriginal people and increased our understanding of First Nations peoples' cultures, connection to country and the long-standing approaches taken to sustain culture and communities.

We acknowledge Council still has much to learn and we recognise with a RAP we can create a meaningful pathway to strengthen our partnerships with Aboriginal communities and work collaboratively to improve outcomes across a broad range of areas including social and economic well-being, civic participation and cultural heritage.

We recognise there are many historical challenges in the relationship between governments and Australia's First Nations peoples. Through our RAP we will work towards reducing the many barriers that prevent Aboriginal people from being able to make decisions that impact themselves, their families and extended communities.

As Council takes this important next step on its reconciliation journey, we accept the road ahead may be a long one and we acknowledge for true reconciliation to exist, Council needs to support and recognise the benefits of advancing self-determination for Aboriginal people.

The United Nations Declaration on the Rights of Indigenous Peoples defines self-determination as the ability for Indigenous people to freely determine their political status and pursue their economic, social and cultural development.

Through our RAP we will create avenues for First Nations communities and organisations to have a respectful platform to inform the way Council plans, delivers, evaluates and measures services to Aboriginal and Torres Strait Islander people.

Our RAP will pave the way for Aboriginal and Torres Strait Islander people to gain control of the decisions that affect their lives by providing genuine opportunities to engage with Council around a shared purpose to improve access, equity and inclusion for all.

We believe through Council's RAP, we will harness the ability to better facilitate opportunities for Aboriginal people to have their voices and ideas included in Council's projects.

Extensive Aboriginal community engagement and consultation has been conducted in all stages of constructing Council's RAP and Council has appointed BATSIAC to oversee the RAP.

We will also continue to seek guidance from Wurundjeri Woi-wurrung Traditional Owners, reconciliation partners and extended First Nations community leaders and networks.

As we move together on this path towards reconciliation, Council welcomes ongoing community participation and input on our RAP.

We invite all who live, work, play and visit Banyule to join us on this journey as we strengthen our respect for Aboriginal history and culture, build relationships based on shared goals and create opportunities to support progress for all Aboriginal and Torres Strait Islander people.

## Vision for reconciliation

Banyule Council is committed to a just, equitable and reconciled Australia.

We are in strong support of just and respectful relations between Aboriginal and Torres Strait Islander people and non-Indigenous Australians.

In the spirit of reconciliation Council will listen to and work in partnership with Aboriginal and Torres Strait Islander people to ensure Council decisions that impact Aboriginal people's lives are decided upon through shared decision making, fairness, respect and trust.

Council will create pathways towards self-determination and progress actions to build capacity, inclusion, access and equity for all Aboriginal and Torres Strait Islander people.

## Our Reconciliation Action Plan 2020-2022

We recognise true reconciliation is only possible if we work collaboratively to develop respectful relationships with Aboriginal and Torres Strait Islander people. That's why, over many months, we have been working in collaboration with key stakeholders including Banyule Traditional Custodian Elders and representatives from the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation, Aboriginal community partners, BATSIAC, Local Aboriginal Networks (LANs), RAP specialists, Aboriginal service stakeholders and reconciliation networks to develop our draft RAP. Working with these vital stakeholders ensures from the outset, that the construction of our RAP has been guided and developed through the lens of Aboriginal people, embedding Aboriginal voice, input and cultural perspectives into this plan.

Our RAP will be implemented over a two-year period, between 2020 and 2022 and outlines how we will work in partnership with Aboriginal and Torres Strait Islander communities.

Our RAP focuses attention on strategies to address the barriers faced by Banyule's Aboriginal and Torres Strait Islander communities and seeks to create more opportunities for participation and involvement. These strategies aim to bring all people within Banyule together, to foster respect and acceptance. In this way, the RAP will benefit the whole community and we accept it requires the participation of everyone in community to be successful.

The RAP is one of four plans that are based on Council's Inclusion, Access and Equity Framework (IAEF) and it further aligns with the Council Plan (2017-2021) 'People' objective for Strong, Healthy and Inclusive communities.

## Inclusion Access and Equity Framework (IAEF)

As with previous Council Aboriginal and Torres Strait Islander plans, our RAP has been developed in consultation with Aboriginal people and in accordance with the goals and objectives of Council's Inclusion, Access and Equity Framework (IAEF).

The IAEF contains the following five goals that inform Council of the key aims for supporting diverse communities and the desired outcomes which these communities are seeking:

### 1. Ensure Council facilities, activities and services are accessible, inclusive and equitable.

This strategy focuses on how we work with our own staff and organisation, and on our own services to respond to the needs of diverse communities. It is Council's desire that the services we provide, and the way we work as an organisation, recognises and responds to the diverse needs of our community.

**Intended outcomes:** People do not face barriers in using Council services, facilities and activities.

### 2. Work in partnership with local services to increase inclusion and address service gaps.

This strategy focuses on how we work with other key service providers to try and make sure our diverse community has good access to relevant services that are inclusive.

**Intended outcomes:** People do not face barriers to accessing local services and opportunities.

### 3. Work in partnership to build the capacity of disadvantaged groups to be involved community life.

This strategy focuses on building the capacity of individual community members and communities to assist them to lead local solutions.

**Intended outcomes:** Diverse communities are resilient and engaged in community life.

### 4. Education, celebration and awareness-raising to contribute to building inclusive and equitable communities.

This strategy focuses on how we work to increase support and develop wider community understanding, appreciation and pride regarding our diversity.

**Intended outcomes:** The community values diversity and there is reduced prejudice.

### 5. Advocate on behalf of and with our communities to reduce discrimination and disadvantage.

Many of the issues facing our community are outside of the direct control of Council. This strategy is about how we advocate on issues that impact on our local community, for issues beyond Council or the local community's direct control.

**Intended outcomes:** People's rights are protected and promoted.

## Council's reconciliation commitments

Banyule Council has a long-standing commitment to reconciliation which is grounded in public declarations such as Council's Statement of Commitment to First Nations peoples (2009), a Banyule Aboriginal heritage study and consecutive Aboriginal and Torres Strait Islander plans implemented by Council since 2014.

### Statement of Commitment to First Nations peoples of Australia (2009)

The Banyule Council Statement of Commitment to First Nations peoples of Australia (2009) gives Council's commitment to protecting and celebrating Aboriginal heritage by:

- Promoting, protecting and preserving identity and culture.
- Respecting and promoting the customs and traditions of all First Nations peoples, especially the local custodians, the Wurundjeri Woi-wurrung.
- Recognising and valuing Aboriginal society and culture as an important part of Australian history.
- Supporting the rights of the Wurundjeri Woi-wurrung people to provide advice and participate in Council planning and decision-making.

### Aboriginal heritage study

An Aboriginal heritage study on Aboriginal archaeology (pre-European contact) was prepared in 1999. Over 50 Aboriginal heritage sites were identified in Banyule. Most are beside major waterways such as Darebin Creek and the Yarra and Plenty Rivers. The study was undertaken with the guidance of senior Wurundjeri Woi-wurrung Elders.

### Banyule Aboriginal and Torres Strait Islander plans

Banyule Aboriginal and Torres Strait Islander plans (2014-2017) (2017-2021) were created to strengthen Aboriginal community inclusion, access and equity. Overseen by BATSIAC, these plans have provided valuable foundations for Council's RAP. As such, relevant actions contained within the Banyule Aboriginal and Torres Strait Islander plan (2017-2021) have been included in Council's 2020-2022 RAP to ensure continuity of actions requiring Council's long-term attention.



## What is reconciliation and why do we need a plan?

In the context of Australia's national identity, reconciliation is about working collectively to strengthen relationships between Aboriginal and non-Aboriginal Australians. It's about acknowledging Australia's true history and taking the time to walk, talk and work together with Aboriginal and Torres Strait Islander people to acknowledge and address past wrongs. Reconciliation is an important journey we can all travel; To reduce division in our communities and find a just and equal society where Aboriginal and Torres Strait Islander cultures and heritage are a proud part of our shared national identity.

Like all journeys, you need a map to get there and Reconciliation Action Plans (RAP) are that map.

These nationally recognised plans enable organisations to make their contribution to a reconciled Australia.

## Reconciliation action plans

Reconciliation action plans allow organisations to contribute to a reconciled Australia. They emphasise the public commitments an organisation will make to improve understanding and attitudes towards Aboriginal people. They also highlight the ways in which an organisation will work with Aboriginal people to improve opportunities and reduce disadvantage.

## RAP themes

Reconciliation action plans include three overarching themes – respect, relationships and opportunities.

These themes are considered the core pillars to which organisations assign their RAP actions and the following descriptions inform organisations of the type of actions to place under each pillar:

Respect	Relationships	Opportunities
Actions relating to how the organisation will support a broader understanding of and respect for Aboriginal and Torres Strait Islander cultures.	Actions on how the organisation will build, strengthen and support relationships between the broader Australian community and Aboriginal and Torres Strait Islander people.	Actions relating to how the organisation will increase equal opportunities and participation for Aboriginal and Torres Strait Islander people.

## RAP framework

Further to the three key RAP focus areas of respect, relationships and opportunities, [Reconciliation Australia](#) provides all organisations wanting to advance reconciliation with a structured RAP framework to suit the stage they are at on their reconciliation journey.

There are four types of RAP frameworks an organisation can develop; these are reflect, innovate, stretch or elevate.

Our RAP is an Innovate RAP and we seek to meet the following key objectives and expectations set out by Reconciliation Australia:

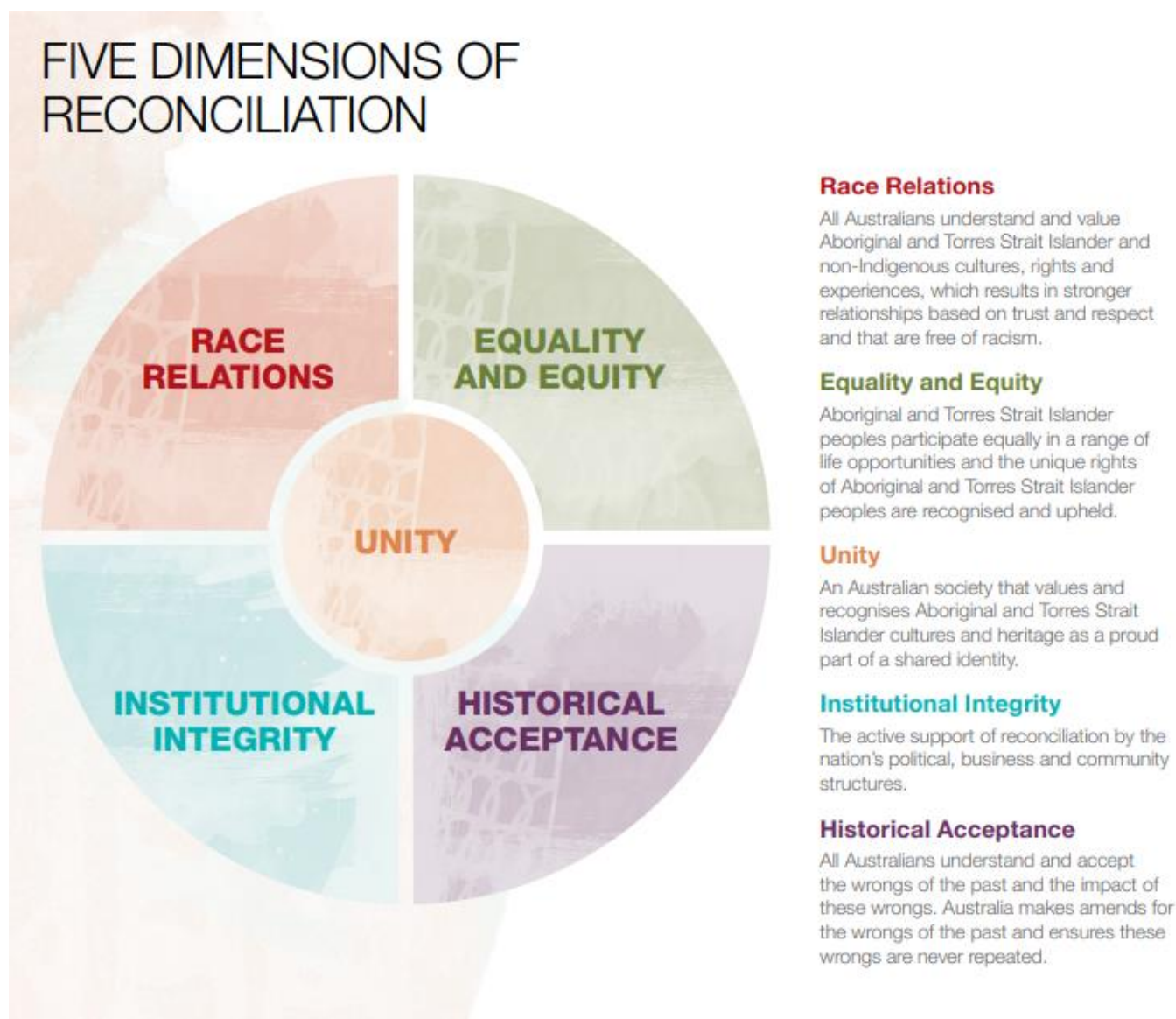
1. RAP commitments should allow the organisation to be aspirational and innovative in order to help the organisation to gain a deeper understanding of its sphere of influence and establish the best approach to advancing reconciliation.
2. An Innovate RAP should focus on:
  - Developing and strengthening relationships with Aboriginal and Torres Strait Islander people;
  - Engaging staff and stakeholders in reconciliation; and
  - Developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander people.
3. Organisations need to report to Reconciliation Australia by September each year and publicly report on RAP progress to external stakeholders.

## Five dimensions of reconciliation

Reconciliation Australia's vision of national reconciliation is based on [five critical dimensions](#):

Race relations, equality and equity, institutional integrity, unity and historical acceptance.

These five dimensions do not exist in isolation. They are interrelated and Australia can only achieve full reconciliation if we make progress in all five.



## RAP development

Council's RAP has been developed through extensive community engagement, consultation, research, specialist support and knowledge sharing.

The steps undertaken have included:

- Wurundjeri Woi-wurrung Traditional Custodian engagement and consultation.
- Workshop sessions with Banyule Aboriginal and Torres Strait Islander Advisory Committee.
- Workshop with Banyule Aboriginal community members and services.
- Reconciliation networks (national, state and local) engagement and consultation.
- Banyule Council staff meetings, briefings and presentations.
- Review of relevant national, state and local policies and plans.
- Aboriginal community engagement and consultation.
- Local Aboriginal Network (LAN) broker engagement and consultation.
- Aboriginal business and service engagement and consultation.
- Reviewing and complying to Reconciliation Australia's criteria of an Innovate RAP.
- Contracting services of reconciliation action plan specialists.
- Review of Banyule's Aboriginal and Torres Strait Islander demographics.
- Evaluation of the Aboriginal and Torres Strait Islander plans 2014–2017 and 2017-2021.
- Public exhibition on Council's online platform *Shaping Banyule* (June-July 2020).

## Community and staff engagement and consultation

In the design and development of Council's RAP, extensive community and stakeholder consultation has been undertaken to ensure we meet both our reconciliation commitments to Aboriginal and Torres Strait Islander people and our obligations within Reconciliation Australia's Innovate RAP objectives.

Banyule Traditional Custodians, Wurundjeri Woi-wurrung Elders, have been respectfully engaged on our draft RAP developments since we declared our intention to progress a RAP in November 2018 and have continued to be involved and informed on a quarterly basis.

Banyule's Aboriginal and Torres Strait Islander Advisory Committee (BATSAC) has been a constant guiding force throughout all development stages of the RAP and will remain the primary group to oversee, monitor and evaluate our RAP progress for the duration of the RAP, between 2020-2022.

More broadly, we conducted meetings and workshops with Aboriginal residents, Aboriginal Victorians (from First Nations within and outside of Victoria), RAP specialists, Aboriginal service stakeholders, Reconciliation Networks and Local Aboriginal Networks (LANs).

Internally, through a mix of individual and group meetings, we engaged with Council staff and business units accountable for progressing RAP deliverables, to ensure staff understand RAP expectations and feel appropriately resourced and supported to achieve the desired RAP outcomes. This process has further supported organisational cultural capacity building and the linking of divisional Aboriginal strategic priorities to the RAP.

### RAP Working Group:

The Banyule Aboriginal and Torres Strait Islander Advisory Committee (BATSIAC) will serve the role of Council's RAP working group and will be the governing body of the RAP.

All committee members are informed of their responsibility to support Council's RAP, via BATSIAC's terms of reference, presented to all committee applicants and during the member appointment process.

### Banyule Aboriginal and Torres Strait Islander Advisory Committee

Members of BATSIAC include residents, community leaders from Banyule's Aboriginal and Torres Strait Islander communities, local services and organisations. Committee members hold their positions for a period of two years.

The collective aim of BATSIAC is to provide Council with advice and information on inclusion, access and equity issues facing Aboriginal and Torres Strait Islander communities and to develop and implement Council's Aboriginal and Torres Strait Islander plans and Reconciliation action plans.

### RAP champions

Several members from Banyule Council's Community Development and Social Planning Team will oversee RAP developments internally. The current internal team members include a Reconciliation Projects Development Officer, Aboriginal Community and Social Planner and the Community and Social Planning Coordinator.

## RAP evaluation, review and reporting

Banyule Council is committed to supporting an Aboriginal-led evaluation and review process of all RAP developments.

BATSIAC will oversee RAP developments and fulfil the role of Council's RAP working group.

Council will work collaboratively with BATSIAC to ensure RAP development information and resources can be appropriately reviewed and measured against the following (see [Evaluation & Measuring table](#)):

- Council's IAEF goals and strategies
- Reconciliation Australia's *Five Dimensions of Reconciliation*
- Council plan themes and strategies

Reconciliation Australia also requires Banyule Council to report on its efforts to develop innovative strategies for advancing reconciliation in Council's workplace and across the municipality.

Key to satisfying Reconciliation Australia's Innovate RAP reporting requirements, Council and BATSIAC will work together to meet the following:

1. Complete and submit Reconciliation Australia's annual RAP Impact Measurement Questionnaire.
2. Report on RAP Progress to Council staff and senior leaders on a quarterly basis.
3. Publicly report on Council's RAP achievements, challenges and learnings annually.
4. Optionally take part in Reconciliation Australia's biennial Workplace RAP Barometer.

As per BATSIAC's terms of reference, BATSIAC will meet on a bi-monthly basis to review RAP developments and provide appropriate support and guidance to assist with RAP decision-making and the implementation of the plan.

Council will also work with BATSIAC to receive ongoing guidance on the mechanics of Aboriginal-led evaluation and review processes to strengthen Council's cultural capabilities and systems.



## Banyule Aboriginal and Torres Strait Islander communities

Aboriginal and Torres Strait Islander communities are as diverse as any other community. Within Banyule there are two main groups of people. The first group are the Traditional Custodians, the Wurundjeri Woi-wurrung people, who have lived on the lands of Banyule for more than 35,000 years. The second group consists of Aboriginal and Torres Strait Islander people from different First Nations' groups across Australia – who have come to live in Banyule.

Banyule's estimated resident population for 2019 is 131,631, with the population forecast to grow to 148,095 by 2036. In the 2016 Census, 706 Banyule residents identified as Aboriginal or Torres Strait Islander, up from 619 in the 2011 Census. This represents 0.6% of Banyule's total population and is marginally higher than the proportion for Greater Melbourne (0.5%).

It should be noted that the Aboriginal and Torres Strait Islander population is historically under-counted in the Census, therefore the actual population is likely to be higher. Indeed, Banyule Community Health has more than 1500 Aboriginal and Torres Strait Islander clients.

Banyule's Aboriginal and Torres Strait Islander population is relatively young with a median age of 25 years compared to 39 years for the non-Aboriginal and Torres Strait Islander population. The largest number of Aboriginal and Torres Strait Islander residents live in the suburb of Heidelberg West, a culturally diverse area with socio-economic disadvantage.

There are clear and often significant differences between the socio-economic status of Aboriginal and Torres Strait Islander residents and other residents, as shown in the table below.

Selected statistics	Aboriginal and Torres Strait Islander persons/households	Other persons/households
Education		
Completed Year 12 or equivalent	47%	66%
One family households		
Couple family with children	26%	35%
Single parent family	28%	10%
Housing tenure		
Owned outright	16%	38%
Owned with a mortgage	26%	35%
Rent social housing	21%	4%
Rent through real estate agent	24%	16%
Income		
Median total person weekly income	\$498	\$730
Median total household weekly income	\$1,203	\$1,659

Source: ABS Community Profiles - 2016 Census - Banyule LGA

## Banyule Aboriginal and Torres Strait Islander Plans (2014-2021)

### Achievements and outputs:

The Aboriginal and Torres Strait Islander plans developed by Council since 2014 have helped to create multiple achievements and outputs. Some of these include:

- Establishment of Banyule Aboriginal and Torres Strait Islander Advisory Committee (BATSIAC) and ongoing coordination support since 2014.
- Annual quarterly consultation sessions with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation.
- Recruitment of Banyule Aboriginal Community and Social Planner.
- Supporting the establishment, management and new governance structures of the Barrbunin Beek Gathering Place - an Aboriginal-run gathering place in Heidelberg West.
- Barrbunin Beek is the result of a successful partnership between Council, Banyule Community Health and Darebin Community Health.
- Barrbunin Beek hosts a growing number of regular weekly activities including Sista Circle Women's group, Nhalinggu Bagung Art Group, Ngurungaeta Men's Group and Food Share.
- Annual Nhalinggu Bagung (Come Gather) Aboriginal art exhibition.
- Created two new positions to support cultural education and the running of Barbunnin Beek Aboriginal Gathering Place.
- Supporting the transition to an Aboriginal controlled governance structure for Barbunnin Beek Aboriginal Gathering Place.
- Cultural education program for 28 Maternal and Child Health Nurses as part of Aboriginal families' referral process.
- Traditional Owner acknowledgement plaques installed in over 150 Council buildings.
- Introduction of regular Aboriginal and Torres Strait Islander stories and activities at Yarra Plenty Regional Libraries.
- In partnership with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation, conducted cultural walking tours in Sills Bend in Heidelberg.
- Increased engagement and procurement of services from Aboriginal businesses and suppliers.
- Increased investment and participation in Council cultural awareness activities.
- Aboriginal guest speakers at councillor meetings.
- Ongoing councillor participation in BATSIAC meetings.

- Acknowledgement of Wurundjeri Woi-wurrung Traditional Custodians and Banyule First Nations peoples in Council staff email signatures.
- Acknowledgement of Wurundjeri Woi-wurrung Traditional Custodians and Banyule First Nations peoples at the beginning of meetings, including Council meetings.
- Aboriginal and Torres Strait Islander people are one of the groups supported by Council's Inclusive Employment Program.
- Increase in Sorry Day, Reconciliation and NAIDOC week activities and community participation, including events and activities for primary and secondary schools, libraries and Neighbourhood Houses.
- Hosted two Treaty forums that were broadcast live on Aboriginal radio station 3KND. The forums were hosted in partnership with Yarra Plenty Regional Libraries, Reconciliation Banyule, Reconciliation Victoria and Darebin Council.
- Aboriginal performers and culture are included in the programming of Council's festivals and events.

## Legislative and policy context

This policy review may exclude some federal and state strategies and policies, as policy agendas are subject to change.

Council officers have comprehensively captured current Federal and State policy agendas and will continue to monitor developments in line with RAP commitments.

### International Content

- *International Convention on the Elimination of All Forms of Racial Discrimination 1965*
- *International Convention on the Economic, Social and Cultural Rights 1966*
- *International Convention on Civil and Political Rights 1966*
- *United Nations Declaration on the Rights of Indigenous People 2007*
- *United Nations World Conference on Indigenous People 2014*

### Australian Government Context

- *Human Rights and Equal Opportunity Act 1986*
- *Racial Discrimination Act 1975*
- *Council of Australian Governments (COAG) Closing the Gap 2008*
- *Commonwealth Indigenous procurement policy 2019*
- *Indigenous Advancement Strategy (IAS) 2014 and IAS Guidelines 2019*
- *National Aboriginal and Torres Strait Islander Education Strategy 2015*
- *National Aboriginal and Torres Strait Islander Health Plan 2013-2023*
- *National Anti-Racism Strategy 2012*

### **Victorian Government Context**

- *Victorian Aboriginal Local Government Action Plan 2016-2020*
- *Victorian Aboriginal Affairs Framework 2018-2023*
- *Victorian Aboriginal Economic Strategy 2013-2020*
- *Self-determination Reform Framework Aug 2019*
- *Local Government Bill 2019*
- *Victorian Charter of Human Rights and Responsibilities 2006*
- *Victorian Equal Opportunity Act 2010*
- *Aboriginal Heritage Act 2006 and Aboriginal Heritage Regulation 2018*
- *Native Title Act 1993*
- *Yarra River Protection, Wilip-gin Birrarung murron Act 2017*
- *Traditional Owners Settlement Act 2010*
- *Traditional Owner voices report, Oct 2019*
- *Tharamba Bugheen Victorian Aboriginal Business Strategy 2017-2021*
- *Koolin Balit Aboriginal Health Strategy 2012-2022*
- *Korin Korin Balit Djak: Aboriginal Health, Wellbeing and Safety Strategic Plan 2017-2027*
- *Balit Murrup: Aboriginal Social and Emotional Wellbeing Framework 2017-2027*
- *Dhelk Dja: Safe Our Way Agreement 2018*
- *Marrung Aboriginal Education Plan 2016-2026*
- *Advancing the Treaty Process with Aboriginal Victorians Act 2018*
- *Victorian Government Stolen Generations Redress Scheme 2020*
- *Racial and Religious Tolerance Act 2001*
- *Victorian Local Aboriginal Networks Five Year Plan 2016-2020*

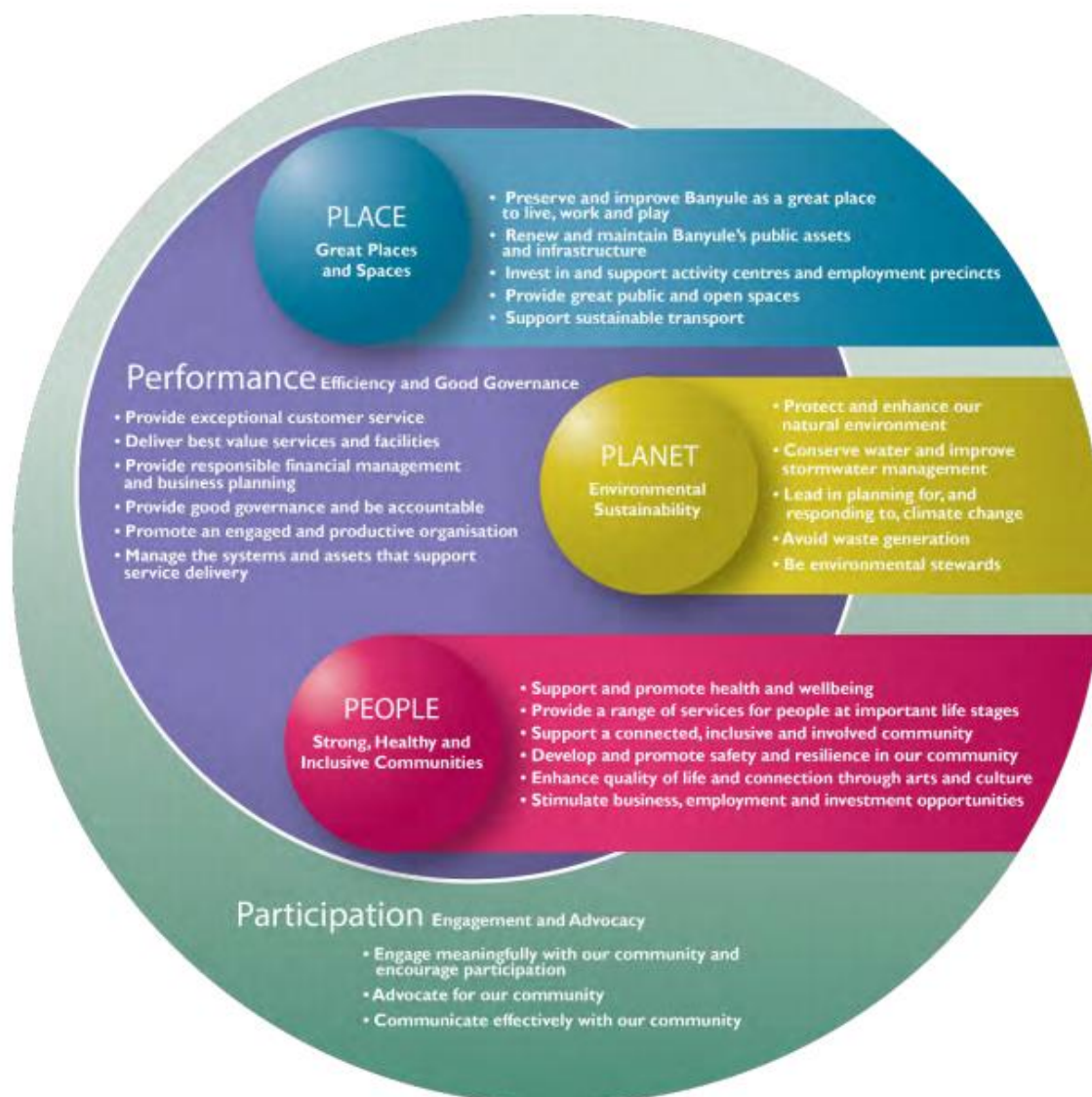
## RAP link to Council Plan

The purpose of Council's Plan 2017-2021 is to set the strategic direction for Council responsibilities over a four-year period. It establishes the vision, objectives and key directions that guide Council's work under five themes: People, Planet, Place, Participation and Performance.

It outlines priorities and helps guide the services Council provides to communities.

Council's RAP is in line with the Council Plan 2017-2021 and it directly links to the People and Participation objective and key direction.

The following diagram gives an overview of Council's objectives and key directions.



## Victorian and Australian government context:

### Victorian Aboriginal Local Government Action Plan 2016-2020

The Victorian Aboriginal and Local Government Action Plan (VALGAP) provides a framework to help Councils engage with Aboriginal communities and promote reconciliation.

The VALGAP is an important resource for Victorian Councils. It recognises, celebrates and shares good practice and presents a practical framework to help Councils.

In line with the three key themes within Banyule Council's Innovate RAP, VALGAP provides a framework for Victorian local governments to achieve the following:

- Improve relationships with Aboriginal communities
- Promote reconciliation
- Engage Aboriginal people in planning, decision-making, employment, programs and services.

### Closing the gap

In 2008, various levels of Australian Governments agreed to take urgent action to close the gap between the life outcomes of Aboriginal and Torres Strait Islander people and other Australians.

To drive action, the following six targets were created, and outcomes are reported annually:

1. Close the life expectancy gap within a generation.
2. Halve the gap in mortality rates for Aboriginal and Torres Strait Islander children under five within a decade.
3. Ensure all Aboriginal and Torres Strait Islander four-year-olds in remote communities have access to early childhood education within five years (by 2013).
4. Halve the gap for Aboriginal and Torres Strait Islander students in reading, writing and numeracy within a decade (by 2018).
5. At least halve the gap in Aboriginal and Torres Strait Islander Year 12 attainment or equivalent attainment rates by 2020.
6. Halve the gap in employment outcomes between Aboriginal and Torres Strait Islander Australians and other Australians within a decade (by 2018).

Achieving these targets requires a significant effort and collaboration by all levels of government and as the closest level of government accessible to community, local government plays a key role in facilitating important discussions, developing partnerships and supporting locally identified project opportunities to help address closing the gap targets and reduce gaps within our communities.



## Implementation of RAP under IAEF Framework

The strategic setting where the RAP will sit within Council is as one of four plans based on Council's Inclusion, Access and Equity Framework (IAEF). The other plans are our Disability plan, Multicultural plan and Lesbian, Gay, Bisexual, Transgender, Intersex, and Queer Plus (LGBTIQ+) plan. The IAEF expresses our commitment to our diverse communities and provides a framework to guide the way that we will work to promote and foster inclusion, access and equity.

## Implementation process

The implementation plan below outlines the Inclusion Access and Equity Framework (IAEF) strategies to be implemented over the life cycle of the RAP and it highlights the IAEF goals Council will be aiming to achieve alongside the delivery of its RAP actions and deliverables.

The RAP will be supported in Council's annual budget process and RAP actions and deliverables have been allocated across Council departments. The RAP does not list all actions Council does to support Aboriginal and Torres Strait Islander communities.

An Innovate Reconciliation Action Plan (RAP) has a two-year duration and commences when the RAP is formally endorsed by Reconciliation Australia.

IAEF goal	IAEF strategies to be implemented over two years of RAP
1. Ensure Council facilities, activities and services are accessible, inclusive and equitable.  <u>Intended outcome:</u> People do not face barriers in using Council services, facilities and activities.	1. Implement staff education and awareness training.
	2. Promote and improve access to public meeting places that support our diverse communities.
	3. Offer services, facilities and opportunities that enable equal access and participation and reduce potential for isolation and exclusion. This includes supporting equal access to civic participation.
	4. Develop and promote inclusive employment practice.
	5. Improve communication and access to information through the use of a broad range of communication mediums.
	6. Review Council forms, publications and website to be inclusive and reduce potential for isolation and exclusion.
	7. Improve Council's communication processes by using inclusive language, content and imagery that represents our diverse communities.
2. Work in partnership with local services to increase inclusion and address services gaps.	1. Support local services and groups to engage with our diverse communities and increase community harmony.
	2. Work in partnership with community groups, sporting clubs and organisations to ensure equal access for our diverse communities.

# INNOVATE RECONCILIATION ACTION PLAN



**Mam-badool Djerring** Let's work together

JULY 2020 - 2022

IAEF goal	IAEF strategies to be implemented over two years of RAP
<p><u>Intended outcome:</u> People do not face barriers to accessing local services and opportunities.</p>	<p>3. Promote the provision of health services and practices that cater for our diverse communities.</p> <p>4. Support and promote initiatives that showcase the positive contribution that our diverse communities make to economic participation through employment and businesses.</p> <p>5. Work with local services to encourage equitable employment opportunities.</p>
<p>3. Work in partnership to build the capacity of disadvantaged groups to be involved community life</p> <p><u>Intended outcome:</u> Diverse communities are resilient and engaged in community life.</p>	<p>1. Support and recognise businesses that show initiative and good practice in including our diverse communities.</p> <p>2. Support local services and groups to engage with and provide welcoming environments for our diverse communities to increase community harmony.</p> <p>3. Support our diverse communities to access funding and other opportunities as they may arise.</p>
<p>4. Education, celebration and awareness raising contributing to building inclusive and equitable communities.</p> <p><u>Intended outcome:</u> The community values diversity and there is reduced prejudice.</p>	<p>1. Ensure Banyule's events calendar celebrates our diverse communities and considers the diversity in their planning and delivery.</p> <p>2. Acknowledge and promote the contributions from our diverse communities.</p> <p>3. Support and promote events and activities that celebrate cultural events and diversity, for example Reconciliation Week.</p> <p>4. Develop communication initiatives and projects that promote the contribution of our diverse community, target discrimination and promote anti-racism messages.</p>
<p>5. Advocate on behalf of and with our community to reduce discrimination and disadvantage.</p> <p><u>Intended outcome:</u> People's rights are protected and promoted.</p>	<p>1. Extend and enhance partnerships, projects and advocacy efforts that address the needs of our diverse communities.</p> <p>2. Develop partnerships, projects and advocacy efforts that address the needs of our diverse communities.</p>

We are working towards reconciliation and we now have an action plan to help us get there.

Join us as we take this important step to make our communities more just and equitable.

## Banyule City Council's Reconciliation Action Plan 2020-2022



# Banyule City Council **Innovate** Reconciliation Action Plan

Our plan defines the shared approach Council will take with Aboriginal and Torres Strait Islander People to develop innovative strategies for advancing reconciliation in our workplace and across Banyule.

## 1. RESPECT

Council is deeply committed to promoting respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights and our commitment is embedded in our Council Plan, under the People theme and *Strong Health and Inclusive communities*' strategies.

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
1.1 Provide and promote Aboriginal & Torres Strait Islander resources.	1. Banyule Council to seek permission from Wurundjeri Woi-wurrung to have the Banyule Traditional Owner Acknowledgment written in Woi-wurrung (language of Wurundjeri people) and promoted by Council.	Community and Social Planning in partnership with Wurundjeri Woi-wurrung.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.1.	<ul style="list-style-type: none"> <li>Historical acceptance</li> <li>Unity</li> </ul>
	2. Review Banyule Traditional Owner Acknowledgment and Welcome to Country resources, procedures and protocols.	Community and Social Planning, Aboriginal Social Planner	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.1.	<ul style="list-style-type: none"> <li>Historical acceptance</li> </ul>
	3. Review, add and maintain Aboriginal cultural resources for Banyule staff and broader Banyule community.	Community and Social Planning, Aboriginal Social Planner	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.1.	<ul style="list-style-type: none"> <li>Race relations</li> </ul>
1.2. Conduct annual Aboriginal cultural education sessions with Councillors.	1. All councillors to be provided with Cultural Awareness training.	Governance	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.1.	<ul style="list-style-type: none"> <li>Race relations</li> <li>Unity</li> <li>Historical acceptance</li> </ul>
	2. Banyule Council to seek permission from Wurundjeri Woi-wurrung to deliver training	Governance, Community and Social Planning in partnership with Wurundjeri Woi-wurrung.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.1.	<ul style="list-style-type: none"> <li>Institutional integrity</li> <li>Unity</li> </ul>

## INNOVATE RECONCILIATION ACTION PLAN

*Mam-badool Djerring* Let's work together

**JULY 2020 - 2022**

	to Councillors on how to read Acknowledgement in Woi-wurrung language.				<ul style="list-style-type: none"> <li>Historical acceptance</li> </ul>
	3. Aboriginal affairs issues (i.e. Treaty, January 26) to be presented to councillors as issues arise.	Community and Social Planning and Governance	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.1.	<ul style="list-style-type: none"> <li>Institutional integrity</li> <li>Race relations</li> </ul>
<b>1.3</b> Prepare cultural awareness training program for staff and leaders.	1. Aboriginal Cultural Awareness training for new and existing Banyule Council staff.	Community and Social Planning, Aboriginal Social Planner.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.1.	<ul style="list-style-type: none"> <li>Race relations</li> <li>Unity</li> <li>Historical acceptance</li> </ul>
	2. Aboriginal Mental Health Training to be delivered to relevant Council staff/divisions.	Community and Social Planning, Aboriginal Social Planner.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.1.	<ul style="list-style-type: none"> <li>Race relations</li> <li>Equality and equity</li> </ul>
<b>1.4.</b> Include and acknowledge First Nations languages, culture and people in the naming of Banyule places and spaces.	1. Review and update existing Council signage acknowledging Traditional Custodians across Municipality.	Community and Social Planning.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.7.	<ul style="list-style-type: none"> <li>Unity</li> <li>Historical acceptance</li> <li>Institutional integrity</li> </ul>
	2. Collaborate with Wurundjeri Woi-wurrung to create place name protocols for using Woi-wurrung language across Council and the municipality.	Community and Social Planning in partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.7.	<ul style="list-style-type: none"> <li>Unity</li> <li>Historical acceptance</li> </ul>
	3. Create a list of First Nations people of significance to be recognised in Banyule place names.	Community & Social Planning, Aboriginal Social Planner.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.7.	<ul style="list-style-type: none"> <li>Unity</li> <li>Historical acceptance</li> </ul>
<b>1.5.</b> Recognise, respect and protect Aboriginal	1. Collaborate with the Wurundjeri Woi-wurrung to protect and manage the shared heritage values of the Banyule Flats.	City Futures Manager/Coordinator and Environmental Operations Coordinator in partnership with	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"> <li>Unity</li> <li>Historical acceptance</li> </ul>

## INNOVATE RECONCILIATION ACTION PLAN



**Mam-badool Djerring** Let's work together

**JULY 2020 - 2022**

Cultural Heritage in Banyule.		Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation.				
Strengthen Banyule's partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and Aboriginal Affairs Victoria to support the continued conservation and management of Wurundjeri cultural heritage in Banyule.	2.	Collaborate with the Wurundjeri Woi-wurrung and Aboriginal Victoria to protect under the <i>Aboriginal Heritage Act 2016</i> , culturally significant trees currently listed on or nominated to the Banyule Significant Tree Register.	City Futures Manager/Coordinator in partnership with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and Aboriginal Victoria.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"><li>• Unity</li><li>• Historical acceptance</li><li>• Institutional integrity</li></ul>
	3.	Investigate internal access requirements for Council to access to the Aboriginal Cultural Heritage Register and Information System and organise cross organisational access if required.	City Futures Manager/Coordinator.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"><li>• Institutional integrity</li></ul>
	4.	As a Responsible Public Entity under the <i>Yarra River Protection (Wilip-gin Birrarung murrn) Act 2017</i> , Banyule Council will continue its role in the Yarra Collaborative Committee, to develop, in partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation, a Yarra Strategic Plan. The plan will deliver on the Traditional owner priorities and aspiration for the management of the river as a single living entity.	City Futures Manager/Coordinator, Environmental Operations Coordinator and Bushland Crew in partnership with Yarra Collaborative Committee and Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"><li>• Unity</li><li>• Historical acceptance</li><li>• Institutional integrity</li></ul>
	5.	Develop cultural heritage educational resources to inform staff and Banyule community about Aboriginal heritage and culture in Banyule.	City Futures, Community Programs, Arts and Culture, Open Space Planning in partnership with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"><li>• Unity</li><li>• Historical acceptance</li><li>• Institutional integrity</li><li>• Race relations</li></ul>



## INNOVATE RECONCILIATION ACTION PLAN



**Mam-badool Djerring** Let's work together

**JULY 2020 - 2022**

		Banyule Aboriginal Advisory Committee.			
	6. Identify and facilitate interpretation of Aboriginal cultural heritage in place-making, public art, streetscape planting and urban design projects.	City Futures, Bushland Crew, Environmental Operations Coordinator, Open Space Planning Team in partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and Banyule City Council's Aboriginal and Torres Strait Islander Advisory Committee	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"> <li>• Unity</li> <li>• Historical acceptance</li> <li>• Institutional integrity</li> </ul>
<b>1.6.</b> Renew Banyule Council's Statement of Commitment to First Nations peoples.	1. Review, update and renew Banyule Council's Statement of Commitment to First Nations peoples.	BATSIAC, Community and Social Planning, Planning, People and Culture.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.5.	<ul style="list-style-type: none"> <li>• Unity</li> <li>• Historical acceptance</li> <li>• Institutional integrity</li> <li>• Race relations</li> <li>• Equality and equity</li> </ul>
<b>1.7.</b> Increase awareness and support the improvement of cultural safety for Council Aboriginal Employees and Aboriginal people accessing Banyule Services.	1. Council to develop cultural safety strategies with guidance and recommendations from BATSIAC.	Community and Social Planning, People and Culture, BATSIAC.	July 2020-2022	IAEF Goal 3 IAEF Strategy 3.2.	<ul style="list-style-type: none"> <li>• Equality and equity</li> <li>• Institutional integrity</li> <li>• Race relations</li> </ul>
	2. Council to engage with and assess Employment Assistance Program (EAP) to ensure Aboriginal employee cultural safety and support.	Community and Social Planning, People and Culture, BATSIAC.	July 2020-2022	IAEF Goal 3 IAEF Strategy 3.2.	<ul style="list-style-type: none"> <li>• Equality and equity</li> <li>• Institutional Integrity</li> <li>• Race relations</li> </ul>
	3. Council to establish a Banyule Aboriginal employees support network group.	Community and Social Planning, Planning, Aboriginal Social	July 2020-2022	IAEF Goal 3 IAEF Strategy 3.2.	<ul style="list-style-type: none"> <li>• Equality and equity</li> <li>• Institutional integrity</li> </ul>

## INNOVATE RECONCILIATION ACTION PLAN



**Mam-badool Djerring** Let's work together

**JULY 2020 - 2022**

		Planner, People and Culture (participation).			<ul style="list-style-type: none"> <li>Race relations</li> </ul>
<b>1.8.</b> Work with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation for Traditional Owner cultural advice, training and support.	1. Council to engage with Wurundjeri Woi-wurrung Elders in four consultation sessions annually to seek cultural advice and strategic guidance to ensure Council and the municipality is culturally inclusive.	Community and Social Planning.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"> <li>Unity</li> <li>Historical acceptance</li> <li>Institutional integrity</li> <li>Race relations</li> </ul>
	2. Council to keep Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation informed of BATSIAC meetings.	Community and Social Planning.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"> <li>Unity</li> <li>Institutional integrity</li> <li>Race relations</li> </ul>
<b>1.9.</b> Engage with Banyule Aboriginal Elder residents from all First Nations.	1. Host an annual consultation session with Banyule Aboriginal Elder residents to inform and receive input on Council Aboriginal strategies.	Aboriginal Social Planner, BATSIAC, Community and Social Planning.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"> <li>Equality and equity</li> <li>Institutional integrity</li> <li>Race relations</li> </ul>
<b>1.10.</b> Promote Aboriginal and Torres Strait Islander culture and human Rights to schools and Banyule community.	1. Maintain currency of information presented on Aboriginal webpage on Council's website.	Community and Social Planning BATSIAC and Communications.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.6.	<ul style="list-style-type: none"> <li>Institutional integrity</li> <li>Unity</li> <li>Equality and equity</li> </ul>
	2. Engage with Banyule schools to promote their participation in Reconciliation Week and NAIDOC Week themes and events.	Community and Social Planning, Arts and Culture, YPR Libraries, Youth Services, BATSIAC.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.3.	<ul style="list-style-type: none"> <li>Institutional integrity</li> <li>Unity</li> <li>Historical acceptance</li> <li>Race relations</li> </ul>
<b>1.11.</b> Develop partnerships to	1. Raise awareness of Constitutional Recognition progress and developments.	Community and Social Planning.	July 2020-2022	IAEF Goal 5 IAEF Strategy 5.1.	<ul style="list-style-type: none"> <li>Unity</li> <li>Historical acceptance</li> </ul>

## INNOVATE RECONCILIATION ACTION PLAN



*Mam-badool Djerring* Let's work together

**JULY 2020 - 2022**

continue to advocate for Constitutional Recognition and Victorian Treaty advancement.	2. Increase awareness and promotion of Victorian Treaty/ies advancement developments to Council staff and community.	Community and Social Planning.	July 2020-2022	IAEF Goal 5 IAEF Strategy 5.1.	<ul style="list-style-type: none"> <li>• Unity</li> <li>• Historical acceptance</li> </ul>
<b>1.12.</b> Support Yarra Plenty Regional Libraries (YPRL) and community facilities to develop a range of services and programs to promote Aboriginal culture and social connectedness.	1. Hold regular meetings with YPR Libraries to review, assess and increase Banyule Child Care (BCC) libraries with Aboriginal resources, activities, events and support needs.	Community and Social Planning.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.3.	<ul style="list-style-type: none"> <li>• Equality and equity</li> <li>• Unity</li> <li>• Institutional integrity</li> </ul>

## 2. RELATIONSHIPS

Council's strong commitment to building positive relationships between Aboriginal and Torres Strait Islander peoples and other Australians is embedded in our Council Plan, under the People theme and its *Strong Health and Inclusive communities*' strategies.

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.1.</b> Support and develop partnerships to enable Barrbunin Beek Aboriginal Gathering Place to become an Aboriginal Community Controlled organisation to strengthen Aboriginal self-determination and support ongoing Barrbunin Beek developments.	1. Council to lead the development of a new Aboriginal community-controlled governance structure for Barrbunin Beek Aboriginal Gathering Place.	Aboriginal Social Planner, Community and Social Planning.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.2.	<ul style="list-style-type: none"> <li>Equality and equity</li> <li>Institutional integrity</li> </ul>
	2. Support implementation of the Barrbunin Beek new governance structure and strategic plan, including the appointment of staff.	Community and Social Planning with partners.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.2.	<ul style="list-style-type: none"> <li>Equality and equity</li> </ul>
	3. Support the hosting of a series of community meetings at Barrbunin Beek around key issues affecting Aboriginal communities (i.e. employment, justice, health, education, land).	Aboriginal Social Planner, Community and Social Planning.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.2.	<ul style="list-style-type: none"> <li>Equality and equity</li> <li>Race relations</li> <li>Historical acceptance</li> </ul>
	4. Develop strong partnerships to support ongoing developments and sustainable projects and programs at Barrbunin Beek.	Community and Social Planning.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.2.	<ul style="list-style-type: none"> <li>Equality and equity</li> <li>Institutional integrity</li> </ul>
<b>1.2.</b> Identify gaps in Aboriginal service provision and engage	1. Establish regular meetings for Council staff servicing Aboriginal people to meet and discuss service strategies and customer needs.	Community and Social Planning.	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.1.	<ul style="list-style-type: none"> <li>Equality and equity</li> <li>Institutional integrity</li> <li>Race relations</li> </ul>

## INNOVATE RECONCILIATION ACTION PLAN

### *Mam-badool Djerring* Let's work together

**JULY 2020 - 2022**

internal services and external service stakeholders to provide services that are inclusive and accessible to Aboriginal people across all life stages.	2. Develop partnerships with external service stakeholders servicing Aboriginal people to share and exchange knowledge (i.e. mainstream or Aboriginal controlled organisations).	Aboriginal Social Planner, Community and Social Planning, Staff servicing ATSI communities.	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.1.	<ul style="list-style-type: none"> <li>Equality and equity</li> <li>Institutional integrity</li> <li>Race relations</li> </ul>
<b>1.3.</b> Work with Aboriginal and Torres Strait Islander artists and community/arts groups to promote and support Aboriginal arts and culture.	1. Develop resources for working with Aboriginal artists and artworks, specifically to protect artists' intellectual property and develop guidelines for understanding and managing Aboriginal cultural appropriation.	Arts and Culture, Community and Social Planning,	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.1.	<ul style="list-style-type: none"> <li>Unity</li> <li>Equality and equity</li> <li>Institutional integrity</li> </ul>
	2. All major Council festivals to include an Aboriginal cultural component.	Arts and Culture, Community and Social Planning.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.1.	<ul style="list-style-type: none"> <li>Institutional integrity</li> <li>Unity</li> <li>Equality and equity</li> </ul>
	3. Develop a program to support Aboriginal artists and related community groups to build capacity and access economic opportunities.	Arts and Culture, Community and Social Planning.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.1.	<ul style="list-style-type: none"> <li>Equality and equity</li> <li>Institutional integrity</li> </ul>
	4. Host an Indigenous Remembrance Day event to recognise and honour First Nations soldiers.	Aboriginal Social Planner, Community and Social Planning (Lead) Arts and Culture (support only).	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.1.	<ul style="list-style-type: none"> <li>Historical acceptance</li> <li>Race relations</li> <li>Unity</li> </ul>
	5. Inclusion and presence of Aboriginal culture within Ivanhoe Library and Cultural Hub.	Arts & Culture.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.1.	<ul style="list-style-type: none"> <li>Institutional integrity</li> <li>Unity</li> <li>Equality and equity</li> </ul>

## INNOVATE RECONCILIATION ACTION PLAN

### *Mam-badool Djerring* Let's work together

**JULY 2020 - 2022**

<b>1.4.</b> Conduct events during Reconciliation Week to increase awareness across the organisation and municipality.	1. Collaborate with internal/external stakeholders to host and support Reconciliation week and NAIDOC week events for Council staff and Banyule residents, organisations and community.	Community and Social Planning, Arts and Culture.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.1.	<ul style="list-style-type: none"> <li>• Historical acceptance</li> <li>• Race relations</li> <li>• Unity</li> </ul>
<b>1.5.</b> Increase and promote Banyule Aboriginal community consultation, inclusion and issues.	1. Provide opportunities for Council's Mayor and CEO to better understand Aboriginal community issues, including meetings with Aboriginal community members.	Aboriginal Social Planner, BATSIAC.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"> <li>• Race relations</li> <li>• Institutional integrity</li> <li>• Equality and equity</li> </ul>
	2. Increase the promotion of Aboriginal stories in the Banyule Banner publication.	Aboriginal Social Planner, BATSIAC, Communications and Marketing.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"> <li>• Institutional integrity</li> <li>• Unity</li> </ul>
	3. Increase Aboriginal community voice and participation in Council Climate Change initiatives.	Environment Team, BATSIAC, Barrbunin Beek, Aboriginal Social Planner, Community and Social Planning.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"> <li>• Equality and equity</li> <li>• Unity</li> </ul>
<b>1.6.</b> Continue to support and extend resources to the Banyule Aboriginal and Torres Strait Islander Advisory Committee (BATSIAC).	1. Council is committed to providing ongoing support and resources to BATSIAC to enable them to provide advice to Council on Inclusion, Access and Equity issues facing Aboriginal people, and on the implementation and review of Council's RAP 2020-2022.	Community and Social Planning, Aboriginal Social Planner.	July 2020-2022	IAEF Goal 5 IAEF Strategy 5.1.	<ul style="list-style-type: none"> <li>• Institutional integrity</li> <li>• Equality and equity</li> <li>• Unity</li> </ul>
<b>1.7</b> Continue to build and strengthen relationship with Reconciliation Banyule.	1. Establish a partnership Agreement between Council and Reconciliation Banyule.	Community and Social Planning.	July 2020-2022	IAEF Goal 5 IAEF Strategy 5.1.	<ul style="list-style-type: none"> <li>• Institutional integrity</li> </ul>

## INNOVATE RECONCILIATION ACTION PLAN

**Mam-badool Djerring** Let's work together

**JULY 2020 - 2022**

<b>1.8.</b> Participate in state and local Aboriginal advocacy groups.	1. Council will actively participate in and host local government regional network meetings.	Community and Social Planning, Aboriginal Social Planner.	July 2020-2022	IAEF Goal 5 IAEF Strategy 5.2.	<ul style="list-style-type: none"> <li>• Historical acceptance</li> <li>• Unity</li> <li>• Race relations</li> </ul>
	2. Council staff will attend and participate in Local Aboriginal Network (LAN) Meetings.	Aboriginal Social Planner, Social Enterprise and Local Jobs.	July 2020-2022	IAEF Goal 5 IAEF Strategy 5.2.	<ul style="list-style-type: none"> <li>• Race relations</li> <li>• Institutional integrity</li> </ul>
	3. Council staff to attend and participate in at least one annual Reconciliation Victoria meeting.	Community and Social Planning.	July 2020-2022	IAEF Goal 5 IAEF Strategy 5.2.	<ul style="list-style-type: none"> <li>• Institutional integrity</li> </ul>



### 3. OPPORTUNITIES

Council has a dedicated Inclusion Access & Equity Framework which highlights our commitment to increasing access, inclusion and participation of Aboriginal and Torres Strait Islander peoples, organisations and communities. Our Council Plan also highlights this commitment, under the People and Participation themes and the *Strong Health and Inclusive communities* and *Engagement and Advocacy* strategies.

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.1.</b> Promote funding opportunities to support Aboriginal leadership development, access and participation.	1. Identify and promote Council grants and funding to increase Aboriginal participation, including cultural awareness, leadership, sport and recreational activities and opportunities.	Community and Social Planning, Banyule Community Liaison Officer.	July 2020-2022	IAEF Goal 3 IAEF Strategy 3.3.	• Equality and equity
	2. Identify and promote external funding opportunities to support Aboriginal leadership and participation.	Community and Social Planning, Banyule Aboriginal Social Planner.	July 2020-2022	IAEF Goal 3 IAEF Strategy 3.3.	• Equality and equity
	3. Identify and promote organisations that can support Aboriginal communities with skill development opportunities and grant writing support.	Postcode 3081, Banyule Aboriginal Social Planner, Community and Social Planning.	July 2020-2022	IAEF Goal 3 IAEF Strategy 3.3.	• Equality and equity
<b>1.2.</b> Investigate and create Aboriginal employment pathways and opportunities.	1. Continue campaign to attract and recruit Aboriginal job seekers into Council's Inclusive Employment Program (IEP).	Local Jobs	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.4.	• Equality and equity
	2. Support Aboriginal people to access work experience, student placements and structured workplace learning programs at Council.	Local Jobs, Banyule Aboriginal Social Planner.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.4.	• Equality and equity

## INNOVATE RECONCILIATION ACTION PLAN

### *Mam-badool Djerring* Let's work together

**JULY 2020 - 2022**

	3. Host an Aboriginal employment event. Invite Aboriginal Employment Service Providers, guest speakers and local Banyule businesses to participate and network at event.	Community and Social Planning, Local Jobs, Economic Development, People and Culture.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.4.	<ul style="list-style-type: none"> <li>Equality and equity</li> </ul>
	4. Continue to survey Council staff on Aboriginal cultural awareness and invite staff participation in Council's Aboriginal strategic projects.	Community and Social Planning, People and Culture.	July 2020-2022	IAEF Goal 1 IAEF Strategy 1.4.	<ul style="list-style-type: none"> <li>Unity</li> <li>Historical acceptance</li> </ul>
<b>1.3.</b> Investigate, develop and implement strategies for Aboriginal youth.	1. Meet with and support staff from local organisations, at least quarterly, to discuss and support the wellbeing of ATSI young people.	Youth Services Team	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.2.	<ul style="list-style-type: none"> <li>Equality &amp; Equity</li> </ul>
	2. Attend and provide support in the delivery of at least two youth events at Barrbunin - Beek Aboriginal Gathering Place in partnership with local organisations.	Youth Services Team	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.2.	<ul style="list-style-type: none"> <li>Equality and equity</li> <li>Race relations</li> </ul>
	3. Ensure Aboriginal and Torres Strait Islander young people are represented at the Banyule Youth Summit, including I delivering a consultation session pre-summit specifically for Aboriginal young people in conjunction with Banyule Community Health.	Youth Services Team	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.2.	<ul style="list-style-type: none"> <li>Equality and equity</li> <li>Race relations</li> </ul>
	4. Deliver a range of accessible, inclusive, unstructured recreational opportunities that mitigate as many barriers as possible with the aim to promote positive wellbeing and social connectedness.	Youth Services Team	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.2.	<ul style="list-style-type: none"> <li>Equality and equity</li> <li>Race relations</li> </ul>

## INNOVATE RECONCILIATION ACTION PLAN

### *Mam-badool Djerring* Let's work together

**JULY 2020 - 2022**

	5. Work in partnership with relevant services and stakeholders to establish an after-school-hours Aboriginal Youth diversionary program.	Youth and Family Services, Koorie Education Support Officers (KESOs), Postcode 3081.	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.2.	• Equality and equity
<b>1.4.</b> Increase the participation of Aboriginal families in early years services with a focus on Maternal and Child Health and Kindergarten.	1. Maintain processes and systems to ensure Aboriginal children have priority of access to four-year old kindergarten positions.	MCH Family Support, Early Years	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.2.	• Equality and equity
	2. Promote early start kindergarten and make available reserved places to accommodate Aboriginal children who require education and care.	MCH Family Support, Early Years	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.2.	• Equality and equity
	3. Promote collaboration between early years professionals (MCH, educators, playgroup facilitators, allied health) to support Aboriginal children to access services that address the family's health, wellbeing, learning and development goals.	MCH Family Support, Early Years	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.2.	• Equality and equity
	4. Continue to deliver maternal child health services in partnership with Banyule Community Health Service to address the maternal and child health needs of Aboriginal families.	MCH Family Support, Early Years	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.2.	• Equality and equity
	5. Continue to work in partnership with Banyule Community Health Service and Mercy Hospital to deliver a supported playgroup for Aboriginal families and make best use of Aboriginal specific parenting resources (smalltalk).	MCH Family Support, Early Years	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.2.	• Race relations • Equality and equity

## INNOVATE RECONCILIATION ACTION PLAN

### *Mam-badool Djerring* Let's work together

**JULY 2020 - 2022**

	6. Work with relevant stakeholders to develop a toolkit that supports Banyule early childhood services to identify and include Aboriginal books in their services.	MCH Family Support, Early Years	July 2020-2022	IAEF Goal 2 IAEF Strategy 2.2.	<ul style="list-style-type: none"> <li>• Unity</li> <li>• Historical acceptance</li> <li>• Race relations</li> </ul>
<b>1.5.</b> Increase access, inclusion and opportunities for Aboriginal suppliers.	1. Develop a research project into Council's social procurement practices with view to developing and adopting Aboriginal procurement targets.	Procurement, Community and Social Planning.	July 2020-2022	IAEF Goal 3 IAEF Strategy 3.1.	<ul style="list-style-type: none"> <li>• Equality and equity</li> </ul>
	2. Host an Aboriginal supplier event.	Social Enterprise, Procurement, Community and Social Planning, Aboriginal Social Planner.	July 2020-2022	IAEF Goal 3 IAEF Strategy 3.1.	<ul style="list-style-type: none"> <li>• Equality and equity</li> </ul>
	3. Council to research and build a business case to invest in Aboriginal supplier memberships.	Procurement, Social Enterprise	July 2020-2022	IAEF Goal 3 IAEF Strategy 3.1.	<ul style="list-style-type: none"> <li>• Equality and equity</li> </ul>
	4. Aboriginal supplier panel and directory to be established to support Council business units to access suppliers.	Community and Social Planning, Aboriginal Social Planner, Procurement.	July 2020-2022	IAEF Goal 3 IAEF Strategy 3.1.	<ul style="list-style-type: none"> <li>• Equality and equity</li> </ul>
	5. Explore tailored social enterprise partnerships to create local employment and training opportunities for Aboriginal job seekers.	Social Enterprise Team	July 2020-2022	IAEF Goal 3 IAEF Strategy 3.1.	<ul style="list-style-type: none"> <li>• Equality and equity</li> </ul>
<b>1.6.</b> Include and promote Aboriginal nominees in Banyule Awards	1. Identify Banyule Aboriginal residents, services and organisations making a positive contribution to the community and nominate them for Council and other local, state, national awards.	BATSIAC with support from Community and Social Planning.	July 2020-2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"> <li>• Unity</li> <li>• Equality and equity</li> </ul>

## Evaluation & Measurement Table 1

### Our shared approach:

Banyule Council in collaboration with BATSIAC will review and evaluate all elements of our RAP against the following internal and external strategic measurements:

#### Council IAEF Goals and strategies

Actions and Deliverables	Strategic Measurement	Description	Reporting approach
All RAP Actions and Deliverables	<a href="#">IAEF Goals and Strategies</a>	Council's Inclusion Access and Equity Framework (IAEF) goals and strategies are embedded into the RAP to enable the whole of Council to achieve the IAEF goals alongside the RAP actions and deliverables.	The Community and Social Planning Team and BATSIAC will review outcomes of RAP deliverables against the IAEF Goals and Strategies that have been designated to each RAP Action to determine if Council and Community objectives have been met.

#### Reconciliation Australia Five Dimensions of Reconciliation

Actions and Deliverables	Strategic Measurement	Description	Reporting approach
All RAP Actions and Deliverables	<a href="#">Five Dimensions of Reconciliation</a>	As per Reconciliation Australia's vision of national reconciliation based on <a href="#">five critical dimensions</a> : Race relations, equality and equity, institutional integrity, unity and historical acceptance. These five dimensions have been assigned to each RAP action and deliverable.	The Community and Social Planning Team and BATSIAC will annually review outcomes of RAP deliverables against the Reconciliation Australia's five critical dimensions.

#### Council Plan

RAP Pillars	Strategic Measurement	Description	Reporting approach
Respect Relationships Opportunities	Council Plan Themes & Strategies	Each of the respective RAP Pillar themes align with themes and strategies within the Banyule Council Plan.	The Community and Social Planning Team and BATSIAC to annually review RAP outcomes against Council Plan themes and strategies.

## Reconciliation Australia reports

Council and BATSIAC will collectively meet Reconciliation Australia's annual RAP reporting requirements as follows:

1. Complete Reconciliation Australia's annual RAP Impact Measurement Questionnaire.
2. Report on RAP Progress to all Council staff and senior leaders on a quarterly basis.
3. Publicly report on Council's RAP achievements, challenges and learnings annually.
4. Optionally take part in Reconciliation Australia's biennial Workplace RAP Barometer.

BATSIAC will meet on a bi-monthly basis to review RAP developments and advise on decision-making.

# Appendix

## Use of Terms

Banyule Council recognises the diversity of Aboriginal and Torres Strait Islander people living throughout Banyule and we respect the rights of Aboriginal and Torres Strait Islander people to define themselves.

In this document, we use the term **Traditional owners and custodians** in context with Banyule to reflect Aboriginal people who are descendants of the Wurundjeri Woi-wurrung nation.

Council also recognises there are many Traditional owners and custodians that live in Banyule, who are descendants of many other First Nations peoples and language groups.

The term **Aboriginal** is used within this booklet to include all people of Aboriginal and Torres Strait Islander descent.

**First Nations peoples** refers to original peoples that for many thousands of centuries worked the land, sea and waterways and had their own specific names and languages prior to British colonisation of Australia.

### **Traditional Owner corporations**

Reference to Traditional Owner Corporations within this document relates to the Wurundjeri Woi-wurrung Aboriginal Cultural Heritage Aboriginal Corporation.

Victorian Traditional Owner Corporations are comprised of Aboriginal people with cultural and traditional associations to their Countries. Traditional Owners have strong connections to Country across land, waters and sea, including cultural and natural resources. Traditional Owners are actively involved in caring for Country and managing and protecting Aboriginal Cultural Heritage. Banyule Council is committed to recognising Traditional Owners as the rightful decision-makers for their cultural heritage.

### **Registered Aboriginal Parties**

One of the ways Aboriginal people express their ongoing connection to the land is through active involvement in the protection and management of cultural heritage places. Registered Aboriginal Parties are established under the *Aboriginal Heritage Act 2006*, which recognises Aboriginal people as the primary guardians and knowledge holders of Aboriginal cultural heritage. Registered Aboriginal Parties have significant statutory responsibilities.



### **Aboriginal Controlled Community Organisations**

An Aboriginal Community Controlled Organisation is an incorporated Aboriginal organisation, initiated, based in and governed by, the local Aboriginal community to deliver holistic and culturally appropriate services to the Aboriginal community that controls it.

### **Local Aboriginal Networks**

Local Aboriginal Networks are made up of Aboriginal people who work together to provide a voice for their community, promoting partnerships and collaborative action at a local level. Local Aboriginal Networks are supported by Aboriginal Victoria and provide a strong foundation to build on the strengths of Aboriginal people.

### **BATSIAC**

BATSIAC is used throughout this document to refer to members of the Banyule Aboriginal and Torres Strait Islander Advisory Committee. BATSIAC includes residents, community leaders from Banyule's Aboriginal and Torres Strait Islander communities, local services and organisations. The collective aim of BATSIAC is to provide Council with advice and information on inclusion, access and equity issues facing the Aboriginal and Torres Strait Islander communities and to support the development and implementation of Council's Aboriginal and Torres Strait Islander strategies and reconciliation action plans.