

Final Report

Banyule 'Innovate' Reconciliation Action Plan (RAP)

September 2020 – September 2022

Mam-badool Djerring Let's work together

Moving forward in the
spirit of reconciliation.



Tributary acknowledgement and respectful recognition:

Banyule City Council pays tribute to the late Wurundjeri Woi-Wurrung artist, Judy Nicholson, who designed and shared her *Fire, Water, Land* (2019) artwork with Council. The artwork features throughout this document and in Council's RAP and is part of Judy a larger artwork collection and series, *Seven Seasons*, produced by Judy Nicholson and purchased by Council in 2019.

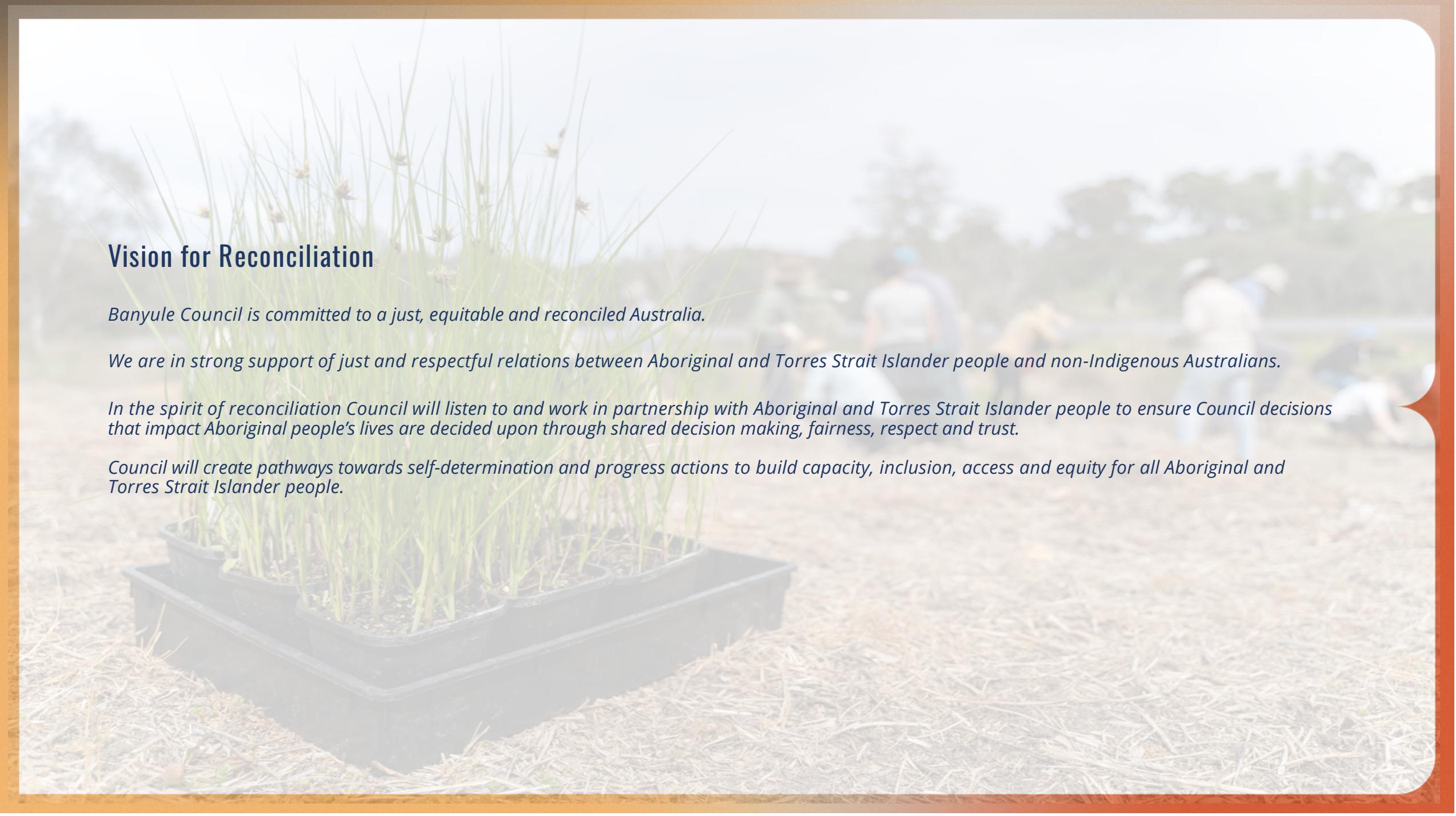
Acknowledgement of the Traditional Custodians

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 Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history.

Inclusive Banyule Statement

Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community.





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.

Introduction

Banyule City Council has reached the end of its inaugural 'Innovate' Reconciliation Action Plan. In this report, we share:

- Council's key learnings through the RAP journey
- Council's progress and achievements
- How Council is making an impact to progress Reconciliation across our workplace and more broadly in Banyule.

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Executive summary

In September 2020 Council launched its inaugural Innovate Reconciliation Action Plan (RAP), which was formally endorsed by Reconciliation Australia.

The RAP was, and continues to be, developed in consultation with Traditional Owners from the Wurundjeri Woi-Wurrung peoples, Reconciliation stakeholders and First Peoples from many First Nations who live and work in Banyule or visit our municipality.

In this document, we report on progress on the RAP actions to which Council committed and provide additional commentary.

To understand our impact, we sought feedback from Council's RAP Advisory Committee, Banyule First Nations Elders and local allies such as Reconciliation Banyule.

There have been significant learnings for Council, all of which underline the importance of self-determination when implementing actions from the plan, and Council has learned that successful implementation of the RAP relies on the guidance, participation, and inclusion of First Peoples, partners and Reconciliation advocates.

Though a lot has been achieved in the two-year period of the RAP, there is more to be done and much to be learnt from our First Nation Peoples. Council acknowledges that the journey to Reconciliation is long and requires a long-term commitment from all within Banyule.

However, there is also much to celebrate. Of the 104 actions in the RAP, 69 have been implemented. Of the remaining 35, Council has prioritised 17 to be completed by September 2023, while 10 have been deferred to a new Reconciliation strategy, now in development, and eight were deemed no longer suitable.

Throughout the two-year period of the inaugural RAP Council has demonstrated unwavering commitment to Reconciliation despite the impacts of the COVID-19 pandemic. We remain committed to working with Aboriginal and Torres Strait Islander people to achieve our RAP goals and our vision for a *just, equitable and reconciled Australia*.



Kath Brackett, Director Community Wellbeing and RAP Ambassador

Over the implementation period of Council's Innovate RAP unimaginable challenges were faced across the globe. The impacts of the COVID-19 pandemic tested our purpose and values and disrupted our way of living and operating.

It was pleasing to see that despite such uncertainty, Banyule Council continued to make significant steps in implementing our first ever Innovate Reconciliation Action Plan. Our people showed, and continue to show, great commitment in creating and embracing opportunities to learn about and engage with First Nations communities and history. For our Council, focusing on reconciliation means working towards a more reconciled nation that values the knowledge, culture and heritage of Aboriginal and Torres Strait Islander peoples as a proud part of a shared national identity.

With the support of many in Council, including First Nations Lead Zali Mifsud, and external groups such as the RAP Advisory Committee and Reconciliation Banyule among others, Banyule has made great progress in the reconciliation space.

Since September 2020, Council has implemented a significant number of actions from the RAP and there have been many learnings for the organisation and its workforce.

A key success has been Council's partnership with Barrbunin Beek Aboriginal Gathering Place, including the establishment of the Barrbunin Beek Co-Ordinator role. The gathering place is an important driver for reconciliation in our municipality and Council has been proud to support Barrbunin Beek in the establishment of its regular programming and staff. Additionally, Council has co-partnered with the gathering place to host events for significant dates in the First Nations community including National Sorry Day, National Reconciliation Week and NAIDOC Week.

We recognise there is much more to do and will continue to embed a First Nations voice in everything we do. We will be bold in decision making to advance the reconciliation movement and we will collaborate with other organisations to lead the way on the reconciliation journey.

Your sincerely,

Kath Brackett

Maddi Miller, Co-Chair, Banyule RAP Advisory Committee

Reconciliation is an ongoing process of truth telling and healing. A Reconciliation Action Plan can be a tool for building relationships and mutual respect and for cultivating opportunities to advance reconciliation. Reflecting over the past year and the spirit in which Banyule has continued this reconciliation journey, there is much to be positive about.

These beautiful and abundant lands which we call home here in Banyule have always been and will always be Woi Wurrung Wurundjeri Country. I have had the privilege of walking this Country with the Narrap team and hearing their aspirations for healing urban Country in Banyule. Spending time on Country at places like Annulus Billabong it is not hard to imagine a future much like the past, where gentle fire nourishes Country and water flows into the billabong systems supporting rich bird and insect life. Supporting traditional owner-led initiatives to heal Country benefits us all.

As we move forward in this exciting era of Treaty, Truth, and a Voice to Parliament it is imperative that all areas of Banyule City Council embed and uplift the voices and priorities of Woi Wurrung Wurundjeri and the broader Aboriginal community. I celebrate the work already underway in Banyule and am excited for the future. The significance of Barrbunin Beek as a place in which to gather, share, and be together as a community cannot be overstated. I am proud to be a member and co-chair of the Reconciliation Action Plan Advisory Committee.

Yanu mittigar,

Maddi Miller

Uncle Charles Pakana, Chair, Barrbunin Beek Aboriginal Gathering Place

It is with a great deal of pride in my community and Council that I write this letter to commend Banyule Council on the positive steps it has made towards achieving Reconciliation with First Nations Peoples.

In some instances, those steps have required a great deal of determination and even courage on the part of Councillors and staff. Be assured that this is recognised and applauded by much of the First Nations community who live or work within the borders of Banyule.

It would be unforgivably remiss of me, though, to fail to point out that there is no end in sight to the efforts required to even partially address the catastrophic damage inflicted upon First Nations People, culture, lore and languages over the past two-and-a-half centuries.

It is damage that can never be undone. It is damage that will be *forever* felt and carried by Aboriginal People. It is damage that we, as a whole community - Aboriginal and non-Aboriginal - must address in a heartfelt spirit of collaboration and, above all, equality.

As the chairman of *Barrbunin Beek* Aboriginal Gathering Place and member of the Banyule RAP Working Group, I commend also the untiring efforts of so many people, notably the members of Reconciliation Banyule who have demonstrated immeasurable affinity with and support for the local First Nations community. I extend that commendation to Banyule Council's First Nations Lead, Zali Mifsud, who has provided invaluable cultural and bureaucratic support to Banyule councillors, staff and the *Barrbunin Beek* committee.

Yours in solidarity and equality,

Uncle Charles Pakana

Progress at a glance

There have been many successes in the implementation of the RAP. We have also had some challenges and learnt about our role and responsibilities in reconciliation.



Banyule Banner

September 2020 – September 2021

Stories on Reconciliation in Council's newsletter, the Banyule Banner. The Banner is published eight times a year and is distributed to all Banyule household.

Reconciliation Action in Banyule

National Reconciliation Week
27 May – 3 June 2021

The theme for Reconciliation Week is: More than a word, Reconciliation takes Action.

This theme urges all Australians to be brave and create more impactful action.

To speak up, speak the truth, ask the hard questions, see the hard facts, and inform themselves about issues affecting Aboriginal and Torres Strait Islander peoples.

Banyule Council is proudly responding by continuing to progress the many actions raised in Council's Innovate Reconciliation Action Plan (RAP).

Launched in September 2020, Council's RAP defines the shared approach Council will take with Aboriginal and Torres Strait Islander peoples to advance reconciliation in our workplace and across Banyule.

Council remains steadfast in its commitment to reconciliation and creating a just and equal society where Aboriginal and Torres Strait Islander cultures and heritage are a proud part of our shared national identity.

We recognise to achieve this, we must travel this important journey together and we invite all Banyule residents to participate in a full program of cultural activities, workshops and education sessions during Reconciliation Week.

To find out more visit
banyule.vic.gov.au/RecWeek

Taking the message to the streets

(L-R) Banyule Aboriginal Programs Support Officer Alinta Waitairie, Aboriginal and Torres Strait Islander Advisory Committee member Charles Pakana, Mayor Cr Rick Garotti, and Banyule Aboriginal Community and Social Planner Lee Chessells checking out the new waste truck which promotes our Innovate Reconciliation Action Plan (RAP).



"We want to advance reconciliation across Banyule and this is a great way to let more people know and get on board."

Mayor Cr Rick Garotti



Reconciliation Week at Ivanhoe Library and Cultural Hub



Film screening

Enjoy the film *High Ground* as part of Reconciliation Week activities across Council. Set against the stunning landscapes of 1930s Arnhem Land, *High Ground* chronicles young Aboriginal man Outjka, who in a bid to save the last of his family, teams up with ex-soldier Travis to track down Barwasa – the most dangerous warrior in the Territory, who is also his uncle.

- Thursday 27 May
 - 6pm-8:20pm film followed by Q&A session
 - Wilin Ngarran Community Meeting Rooms 1 & 2
- FREE screening. Bookings essential at banyule.vic.gov.au/HighGround



Children's art activity

In support of reconciliation, children are invited to join in the fun and make a colourful handprint banner at Ivanhoe Library. Bookings essential at ypr.vic.gov.au. For more information call Ivanhoe Library on 9497 9792

- Friday 28 May
 - 11am-11:30am
 - 1:30pm-3:00pm
- Tuesday 1 June
 - 11am-11:30am
 - 1:30pm-3:00pm
- 275 Upper Heidelberg Rd Ivanhoe
- ypr.vic.gov.au

Kids Corner



Aboriginal and Torres Strait Islander Children's Day

Celebrated across the country on 4 August, National Aboriginal and Torres Strait Islander Children's Day raises awareness of the importance of identity and culture for Aboriginal and Torres Strait Islander Children's wellbeing and resilience.

Banyule Council Early Years Services and Supported Playgroups will celebrate the day with in-house events, activities and stories that promote young children's knowledge and understanding about our first nations people and culture and Traditional Custodians of the land our services are on.

For information, visit aboriginalandtsisday.com.au



Playgroups for Aboriginal and Torres Strait Islander families

Facilitated by trained supported playgroup workers and Aboriginal liaison workers, these FREE playgroups offer families a safe space to meet other local Aboriginal and Torres Strait Islander families.

The program offers a range of activities that promote children's learning and development, and culture and identity.

Djilak Djilak Playgroup

Playgroup for Aboriginal children (birth to 5 years) and their families.

- Thursday 10am - 12noon
- Abnamin Community Health, 21 Alnamin Rd Heidelberg West

Banyule Booris

Playgroup for Aboriginal children (birth to 2 years) and their families.

- Tuesday mornings, 10am - 12 noon
- Olympic Village Child & Family Centre, corner Orat Rd and Monroba St, Heidelberg West

For information, email playgroups@banyule.vic.gov.au or phone Kristin on 0423 063 737.

Jamie Baxter, Macleod



Jamie Baxter, proud Yidinji and Wiradjuri woman, grew up in Queensland with her Aboriginal culture around her "every single day". She was taught from her parents and community about her culture, dance, language and history.

She is still digging into her history and finding out about what happened to her ancestors.

"Back in those days they didn't have records or birth certificates," Jamie says. "Those histories are very hard to get hold of but hearing it from our Elders we can join the dots."

As an Aboriginal Outreach and Community Development Worker at Banyule Community Health Service in Heidelberg West, Jamie helps connect Aboriginal and Torres Strait Islander communities with services and support.

"Being involved with our communities and knowing what we do is creating change makes me pretty happy," Jamie says.

And her dedication hasn't gone unnoticed. Last year, she won a NAIDOC Strong Sista Award for her work to keep Aboriginal and Torres Strait Islander communities safe, strong and alive.

Jamie is also a member of Council's Banyule Aboriginal and Torres Strait Islander Advisory Committee (BATSIAC) and a member of the Barburin Beek Aboriginal Gathering Place Committee, where she helps run a number of programs for Elders, men, women and youth. She has also contributed greatly to Council's Aboriginal projects and strategies, including the recently endorsed Innovate Reconciliation Action Plan (RAP).

"Being able to say what we feel and see that the voice is being implemented into the RAP was a very proud moment," Jamie says.

If you would like to know more about what support and programs are on offer for Aboriginal and Torres Strait Islanders, email jamie.baxter@bcohsa.org.au or call 0450 2024.



04	Banyule 2041
12	Reconciliation Action in Banyule
23	Supporting cycling in Banyule

Banyule Banner

September 2021 – September 2022



First Nations Jobs Fair

We're hosting a jobs fair for First Nations People to connect with training organisations, employers and support services to help them build networks and skills, and find sustainable employment.

There will be jobs to apply for on the day, as well as a sausage sizzle and guest speakers. Banyule's Jobs Victoria Advocate, Maddison, a proud Woi-Wurrung Wurundjien woman (pictured), has joined forces with Whittlesea and Darebin councils to present the First Nations Job Fair at Darebin Arts Centre.

Find out more at jva@banyule.vic.gov.au or phone 9049 3361.

Tuesday 16 August

11am-3pm

Darebin Arts Centre
401 Bell Street
(corner Bell Street & St Georges Road)
Preston



Acknowledge This!

An Acknowledgement of Country is a statement that pays respect to First Nations people as the traditional custodians of our lands. It can be given by an Indigenous or non-Indigenous person and is a valuable opportunity to show respect for Country and for the Indigenous Traditional Owners who have cared for land, water and sky for thousands of years.

As part of our Community Upskilling Program, we are offering a free online workshop with Emma and Rhys from Acknowledge This. They'll show you how to create a genuine and authentic Acknowledgement of Country for a specific place and people, get the words right and make it personal for you.

You will walk away with:

- A deeper understanding of the Acknowledgement of Country
- The purpose of each part of an Acknowledgement of Country
- Your own personalised Acknowledgement of Country format to adapt for any gatherings in which you want to acknowledge our shared history.

Thursday 7 July

6pm-8pm

Delivered online on ZOOM

Reconciliation Banyule: the activists among us

By Charles Pakana, Victorian Aboriginal News

They come from diverse backgrounds and carry with them even greater diversity in lived experiences. Experiences that bring them together in solidarity with the local Aboriginal and Torres Strait Islander community to achieve true reconciliation.

Under the banner of Reconciliation Banyule, this group of Banyule community members have for years been working with Council, schools, libraries, community groups and First Nations Peoples to help eliminate the legacy of a white-washed history.

President of Reconciliation Banyule, Ms Sue Harris, says, "[Reconciliation] is something we talk about a lot as if it were done... But actually it's something that we're dreaming of, looking forward to, and trying to take steps towards so that we might live in a better way in this country with our brothers and sisters.

"All our brothers and sisters."

While many organisations seeking to support First Nations justice in this country aim their sights at state and federal government, Reconciliation Banyule recognises - and takes advantage of - the very real power of change that can be achieved at a local government level.

In commenting on that, Ms Harris says: "[At this level] the hope is that we will know the [Aboriginal] people and have a relationship with them."

It is that relationship with the local First Nations community that has been instrumental in Reconciliation Banyule having a strong voice in the development of Banyule Council's Reconciliation Action Plan and the commitment from Council to provide ongoing support to the establishment of the Barrabin Beek Indigenous Gathering Place.

Yet there is always more work to be done in righting the wrongs of over 250 years of injustices. Work that can only be achieved with the concerted effort of dedicated Banyule community members! So here's a challenge: Will you be among them?

For more information on Reconciliation Banyule, visit reconciliationbanyule.org.au

Want to find out about Banyule Council's Innovative Reconciliation Action Plan? Contact Uncle Les Chesselis, First Nations Elder, by email at les.chesselis@banyule.vic.gov.au, call 9490 4383 or visit banyule.vic.gov.au/RAP



Banyule Reconciliation group members - Sue Harris, second from left (Image sourced from reconciliationbanyule.org.au)



Rates notice the easy way

Register to receive your rates notice by email or BPAY View.

- Save paper, time and fuel by reducing the number of notices going out by post
- Help Council save so we can spend more on community infrastructure and facilities
- Receive your email notice wherever you are in the world
- Joint owners can all receive a rates notice

Register for BPayView at bpay.com.au/bpay-for-you/receive-bills

Scan the code to register for email notices or go to banyule.vic.gov.au/About-us/Rates



Considering the Land By Peta Clancy and Jo Scicluna

In honour of Reconciliation Week 2022

20 May-17 July

Art Gallery 275

This exhibition considers the land on which we live from the perspective of a First Nations person (Peta Clancy) and a first-generation migrant (Jo Scicluna), creating a space for conversations between the two artists, the land, First Nations Elders and the community.

Growing stronger at Barrabin Beek

By Charles Pakana

Tucked away near the Darebin Creek, amidst various playing fields on the outskirts of Banyule, there is a small building that is home to a community of proud Aboriginal and Torres Strait Islander People.

Known as Barrabin Beek Aboriginal Gathering Place, it is, like so many other community hubs, emerging from a two-year forced hibernation resulting from COVID-19.

Palawa (Tasmanian) man Blair Colwell (pictured) is instrumental in delivering Council's commitment to a Gathering Place for the community. Blair joined Banyule Council in November 2021, taking on the role of Barrabin Beek Coordinator at a time when community was still feeling the impacts of COVID-19 lockdowns.

"There is a definite challenge in re-establishing a cohesive community," Blair said. "Many of our People are still concerned - quite rightly - about the virus and its impact, especially when it comes to our Elders."

Despite the challenges, Blair works with Council's First Nations Elder Uncle, Les Chesselis, community members, the Barrabin Beek committee, other Council staff and service providers to build an inclusive and dynamic community centre.

"I want Aboriginal people to come in and really feel like they belong."

Blair Colwell

"I also want non-Aboriginal people to feel welcome but understand that this is predominantly an Aboriginal place."

As he looks to the future, Blair recognises the importance of building relationships with other



local Aboriginal organisations, including Dardi Murwurr and MAYSAR (Melbourne Aboriginal Youth Sport and Recreation), local community health services and neighbourhood houses.

"As we build relationships across the community with other organisations, we build a community that leverages off each others' strengths," Blair said.

Already, a large number of programs are either in development or underway. These include: creation of a community possum skin cloak; Women's Business gatherings; Men's Business yarning circles; and in partnership with MAYSAR, a Youth Cultural Group.

"The future ability to run those and so many other programs is due in no small part to Council's success in obtaining funds for the renovation of the Gathering Place," Blair said.

"We have an incredibly diverse and increasingly strong Aboriginal and Torres Strait Islander community right across Banyule.

"For many of them, Barrabin Beek is their primary connection to community and culture."

For more information on Barrabin Beek, contact Blair Colwell on 0481 141 422 or barrabin.beek@banyule.vic.gov.au or check out the Barrabin Beek Facebook page for upcoming events.

National Reconciliation Week events

27 May-3 June #NRW2022

National Reconciliation Week is a time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia. Please visit banyule.vic.gov.au/ReconciliationWeek for a list of community events - available from 3 May 2022.

**BE BRAVE.
MAKE CHANGE.
NATIONAL RECONCILIATION WEEK 2022**

Relationships case studies

RAP Action 1.6. (Relationships)

Work with Aboriginal and Torres Strait Islander artists and community/arts groups to promote and support Aboriginal and Torres Strait Islander arts and culture.

Deliverable 5

Include Aboriginal and Torres Strait Islander cultures at Ivanhoe Library and Cultural Hub through programming and in signage throughout precinct.

Council engaged with Wurundjeri Elders to name six rooms in Woi-wurrung language. These included:

Yarra-me Djila Theatrette
(Woiwurrung meaning – Open Play)

Wilim Mgarrgu Community Meeting Rooms (1 & 2)
(Woiwurrung meaning – Place of Knowledge)

Maternal Child Health Consulting Rooms (x2)

- **Balam-balam**

(Woiwurrung meaning – Butterfly)

- **Poorneet**

(Woiwurrung meaning – Tadpole)

Mungga Artist Studios (x2)

(Woiwurrung meaning – To Make)



RAP Action 1.2. (Relationships)

Promote reconciliation through our sphere of influence.

Deliverable 3

Council will continue to communicate our commitment to reconciliation publicly.

Banyule City Council's Waste Services (Rethink Centre) initiated the introduction of a Reconciliation Truck that will be on the streets of Banyule from early 2021 onwards.



RAP Action 1.4. (Relationships)

Support and develop partnerships to enable Barrbunin Beek Aboriginal Gathering Place to become an Aboriginal Community Controlled organisation to strengthen Aboriginal and Torres Strait Islander self-determination and support ongoing Barrbunin Beek developments.

Deliverable 2

Support implementation of the Barrbunin Beek new governance structure and strategic plan, including the appointment of staff.

Committee to meet consultant in April 2021 to commence development of strategic plan.

Two employment positions created. The roles will support Barrbunin Beek (i.e research and developing funding opportunities and administration support). Coordinator role will be advertised in late March 2021.



RAP Action 1.7. (Relationships)

Increase and promote Banyule Aboriginal and Torres Strait Islander community consultation, inclusion and issues.

Deliverable 1

Provide opportunities for Council's Mayor and CEO to better understand Aboriginal and Torres Strait Islander community issues, including meetings with Aboriginal and Torres Strait Islander community members.

Council's Mayor, CEO and Councillors attended a community forum at Ivanhoe Library and Cultural Centre in September which considered the role of the Treaty Authority, seeking to understand the collective hopes, needs and aspirations of Aboriginal and Torres Strait Islander peoples and the community as a whole.



Relationships

Council is committed to supporting Aboriginal and Torres Strait Islander self-determination and we recognise that by developing respectful collaborative relationships with Aboriginal and Torres Strait Islander peoples we strengthen our ability to develop shared goals to include Aboriginal and Torres Strait Islander voice, input and cultural perspectives into Council's policies, plans and strategies.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders to discuss and review the guiding principles on which we engage and work collaboratively together.	August 2021		To date no formal guiding principles in how Council engaged and work collaboratively have been developed, therefore this is an action that will be implemented in the next 12 months.
	Council will continue to develop and implement engagement strategies to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Ongoing practice Review June 2021 Review Oct 2021 Review Mar 2022		To date no formal engagement strategies have been developed there this is an action that will implemented within the next 12 months.
1.2 Promote Reconciliation through our sphere of influence.	Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to Council staff.	Ongoing Review July 2021 Review July 2022		During NRW 2021 & 2022 an internal WEEKLY post was shared that encouraged staff to access Reconciliation Australia's resources for the week.
	Collaborate with BATSAC and other like-minded organisations to develop ways to advance reconciliation.	Ongoing Review June 2021 Review June 2022		Collaboration with the Wurundjeri Woi-Wurrung Corporation, Banyule Community Health, Reconciliation Banyule and Barrbunin Beek Aboriginal Gathering Place.
	Continue to collaborate with internal/external stakeholders to host, promote and encourage participation in Sorry Day ceremony and National Reconciliation Week events for all Council staff and Banyule residents.	May-June 2021 May-June 2022		In 2021 & 2022, Council hosted National Sorry Day events that had representation from Wurundjeri Elder, local schools and broader community members.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
	BATSIAC (Council's RAP working group) and senior leaders of staff to be encouraged and supported to participate in an external National Reconciliation Week event.	May-June 2021 May-June 2022		Council promoted the National Reconciliation Week events via our website, social media and internal promotion resource known as the WEEKLY.
	Council will implement campaigns and strategies to increase staff awareness and commitment to reconciliation.	Ongoing Review Mar 2021 Review Aug 2021 Review May 2022		Council however acknowledges no formal campaigns have been developed therefore, Council will be implementing this action within the next 12 months However inclusions in the WEEKLY and an annual RAP update have occurred.
	Council will continue to communicate our commitment to reconciliation publicly.	Ongoing Review Nov 2020 Review Sept 2021 Review July 2022		Council included articles in the Banyule Banner and promotions on our social media to identify to the community our commitment to reconciliation.
	Council will continue to explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Ongoing Review April 2021 Review April 2022		Council Officers currently sit on an array of networks and committees such as the Northern Local Aboriginal Network, Regional Aboriginal Justice Committee and the local Principals network to be involved in discussions that influence reconciliation advancements.
1.3 Promote positive race relations through anti-discrimination strategies.	Continue to review People and Culture policies and procedures to identify existing anti-discrimination provisions to be included as per Council's Inclusion Access and Equity Framework.	October 2021		Review occurred annually from People & Culture
	Review and update Council's Code of Conduct policy to ensure anti-discrimination measures are up to date, promoted and embedded across our organisation.	July 2021		Review occurred annually from People & Culture
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on Council's anti-discrimination strategies within the Inclusion Access and Equity Framework.	October 2021		The Inclusion Access and Equity Framework no longer exists within Council therefore this action was completed within suitable availability.
	Continue to educate senior leaders on the effects of racism.	Ongoing Review Jan 2021 Review Oct 2021		On 29 March 2021, First Nations Lead facilitated a cultural conversation within the Induction of the newly elected Council group to raise awareness of racism within the community.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.4 Support and develop partnerships to enable Barrbunin Beek Aboriginal Gathering Place to become an Aboriginal Community Controlled organisation to strengthen Aboriginal and Torres Strait Islander self-determination and support ongoing Barrbunin Beek developments.	Council to lead the development of a new Aboriginal and Torres Strait Islander community-controlled governance structure for Barrbunin Beek Aboriginal Gathering Place.	June 2021		Barrbunin Beek Aboriginal Gathering Place formed a Terms of Reference and formal strategic plan in 2021. The Barrbunin Beek Gathering Place Coordinator role was filled in 2021 and is committed to for a five-year period.
	Support implementation of the Barrbunin Beek new governance structure and strategic plan, including the appointment of staff.	Ongoing Review July 2021 Review July 2022		The Barrbunin Beek Gathering Place Coordinator role was filled in 2021 and is committed to for a five-year period, this aligning to their strategic plan.
	Support the hosting of a series of community meetings at Barrbunin Beek around key issues affecting Aboriginal and Torres Strait Islander communities (i.e. employment, justice, health, education, land).	Ongoing Review May 2021 Review Sept 2021 Review Jan 2022 Review April 2022		Barrbunin Beek hosted an array of stakeholders and community members to discuss a range of topics including: - Campfire conversations with local First Nations family to discuss their experiences in the education system - Self-determination discussions with Reconciliation Banyule - Treaty with local First Nation community members
	Develop strong partnerships to support ongoing developments and sustainable projects and programs at Barrbunin Beek.	Ongoing Review Mar 2021 Review Oct 2021 Review Mar 2022		Barrbunin Beek has partnered with many organisations to deliver programming for the local community. These partnerships include: - VACCA - Banyule Community Health - Your Community Heath
1.5 Identify gaps in service provision and provide services that are inclusive and accessible to Aboriginal and Torres Strait Islander peoples in all stages of life.	Establish regular meetings for Council staff servicing Aboriginal and Torres Strait Islander peoples to meet and discuss service strategies and customer needs.	Ongoing Quarterly meetings Review Aug 2021		Council has reviewed this action and based off the advisory from First Nation Lead and community consultation this action is no longer suitable for implementation.
	Internal staff network group servicing Aboriginal and Torres Strait Islander peoples to invite Aboriginal and Torres Strait Islander service stakeholders to meetings to share and exchange knowledge and build staff capacity.	Review June 2021 Review Feb 2022		Council has reviewed this action and based off the advisory from First Nation Lead and community consultation this action is no longer suitable for implementation.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.6 Work with Aboriginal and Torres Strait Islander artists and community/arts groups to promote and support Aboriginal and Torres Strait Islander arts and culture.	Develop resources for working with Aboriginal and Torres Strait Islander artists and artworks, specifically to protect artists' intellectual property and develop guidelines for understanding and managing Aboriginal and Torres Strait Islander cultural appropriation.	Review July 2021		Council is undergoing developing a Public Art resource which will outline the guidelines in both how to procurement First Nations artwork but additionally how to respectfully engage with First Nations artists as well.
	All major Council festivals to include an Aboriginal and Torres Strait Islander cultural component.	Ongoing Review July 2021 Review Mar 2022		Council festivals that included a cultural component included: - Malahang Festival - Eco Festival - Youth Fest
	Develop a program to support Aboriginal and Torres Strait Islander artists and related community groups to build capacity and access economic opportunities.	Review May 2021 Complete May 2022		Council has reviewed this action and through consultation is has been advised that this action is no longer suitable for inclusion within this strategy however encouraged to be apart of Council's Arts & Culture Strategy.
	Host an Indigenous Remembrance Day event to recognise and honour First Nations soldiers.	Nov 2021		Through consultation it has been advised that Council support through partnership an existing Indigenous Remembrance Day event.
	Includes Aboriginal and Torres Strait Islander cultures at Ivanhoe Library and Cultural Hub through programming and in signage throughout precinct.	Ongoing Review April 2021 Review Feb 2022		In 2021, in collaboration with the Wurundjeri Elders Aunty Gail and Aunty Julianne the five Ivanhoe Library and Cultural Hub rooms were named in Woi-Wurrung language: Yarra-me Djila Theatrette (Woiwurrung meaning – Open Play) Wilim Ngarrgu Community Meeting Rooms (1 & 2) (Woiwurrung meaning – Place of Knowledge) Maternal Child Health Consulting Rooms (x2) Balam-balam (Woiwurrung meaning – Butterfly) Poorneet (Woiwurrung meaning – Tadpole) Mungga Artist Studios (x2) (Woiwurrung meaning – To Make)

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.7 Increase and promote Banyule Aboriginal and Torres Strait Islander community consultation, inclusion and issues.	Provide opportunities for Council's Mayor and CEO to better understand Aboriginal and Torres Strait Islander community issues, including meetings with Aboriginal and Torres Strait Islander community members.	July 2021 July 2022		Councillors, CEO and Mayor all have had multiple opportunities for engagement with the First Nations community including: <ul style="list-style-type: none"> - NAIDOC Community BBQ hosted at One Flintoff - Treaty information night - NAIDOC Wayapa session
	Increase the promotion of Aboriginal and Torres Strait Islander stories in the Banyule Banner publication.	Six stories per year As per Banner publication deadlines.		Council over the 2020-2022 period has XX. This included publications in: <ul style="list-style-type: none"> - February & June 2020 - March, May, July 2021 - January, March, July, October 2022
	Engage with BATSAC members to develop strategies to increase Banyule Aboriginal and Torres Strait Islander peoples' voices and participation in Council's Climate Change initiatives.	Review Feb 2021		Council in the next 12 months will engage RAP Advisory members to partake in Council's Climate Change initiatives consultation
1.8 Continue to support and extend resources to the Banyule Aboriginal and Torres Strait Islander Advisory Committee (BATSAC).	Council to continue to provide ongoing support and resources to BATSAC to enable members to provide advice to Council on Inclusion, Access and Equity issues facing Aboriginal and Torres Strait Islander peoples, and on the implementation and review of Council's RAP 2020-2022.	Ongoing Review Nov 2020 Review Mar 2021 Review Nov 2021 Review Mar 2022		The RAP Advisory Committee has ongoing engagement from cross department Council Officers to present on topics including First Nations employment, retention, cultural matters etc.
1.9 Continue to build and strengthen relationship with Reconciliation Banyule.	Establish a partnership Agreement between Council and Reconciliation Banyule.	June 2021		Council will be implementing this action within the next 12 months.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.10 Participate in state and local Aboriginal and Torres Strait Islander advocacy groups.	Council will actively participate in and host local government regional network meetings.	Ongoing Review April 2021 Review Oct 2021		Council over the lifespan of the RAP has had representation at a range of network meetings including RAJAC, LAN, LGPRO Inclusive Group and the Northern Council Alliance.
	Council staff will attend and participate in Local Aboriginal Network (LAN) Meetings.	As per LAN Meeting schedules 2021 - 2022		Council has had representation at every LAN meeting over the 2020-2022 period. This includes hosting the final LAN meeting for 2022 at the Barrbunin Beek Gathering Place.
	Council staff to attend and participate in at least one annual Reconciliation Victoria meeting.	Aug 2021 Jan 2022		Council Officers attended the August 2021 and January 2022 Reconciliation Victoria meeting.

Respect case studies

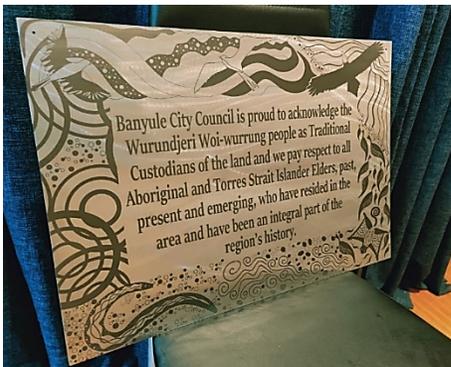
Action 1.5. (Respect)

Include and acknowledge First Nations languages, culture and people in the naming of Banyule places and spaces.

Deliverable 1.

Review and update existing signage acknowledging Traditional Custodians on Council's Greensborough Office and Ivanhoe Library and Cultural Hub.

Council purchased two bespoke steel signs made by Aboriginal Steel Artist, Wayne McGuinness. Signs to be installed in 2021 with a special ceremony by Traditional Owners.



RAP Action 1.2. (Respect)

Provide and promote Aboriginal and Torres Strait Islander resources to increase respect for cultural protocols and build staff cultural awareness.

Deliverable 2.

Wurundjeri Woi-wurrung Traditional Custodians to continue to provide Welcome to Country and/or other appropriate cultural ceremony at significant Council events each year.

The following Welcome to Country and Smoking Ceremonies were booked through Wurundjeri Woi-wurrung:

- Ivanhoe Library and Cultural Hub (ILCH) Grand Opening
- Environmental Team Walking Tours
- Council's Sorry Day Observance Ceremony
- Youth Fest 2022
- Banyule Leadership Network Tree Planting Day



RAP Action 1.1. (Respect)

Build respect and awareness of Aboriginal and Torres Strait Islander cultures and histories, across the organisation and the Banyule municipality, by conducting events for NAIDOC Week.

Deliverable 1.

Collaborate with internal/external stakeholders to host, promote and encourage participation in NAIDOC Week events for all Council staff and Banyule residents.

Council in May of 2021 updated their formal Enterprise Agreement to allow for "Employees who identify as Aboriginal and/or Torres Strait Islanders shall be entitled to one (1) day paid leave per calendar year, non-cumulative for the purpose of attending NAIDOC celebrations".



RAP Action 1.6. (Respect)

Recognise, respect and protect Aboriginal Cultural Heritage in Banyule.

Deliverable 1.

Collaborate with the Wurundjeri Woi-wurrung to protect and manage the shared heritage values of the Banyule Flats.

For two years the Wurundjeri Narrap team and Council's Bushland Management crew have been working in Viewbank, funded by the Environmental Operations unit. We've been sharing ecological and cultural approaches to caring for Country at seven sites around Banyule Billabong. This involves weed management, revegetation, ecological burns and consideration of a cultural burn on the floor of the billabong.



Respect

Council is deeply committed to promoting respect for Aboriginal and Torres Strait Islander histories, practices and cultures, and we support the increase of cultural awareness across our organisation and the municipality. We recognise and respect the Traditional Custodians of Banyule, the Wurundjeri Woi-wurrung people, and their deep and continuous connection to Country, and through our RAP we will take measures to protect and promote Aboriginal cultural heritage sites and other places of cultural significance in Banyule.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.1 Build respect and awareness of Aboriginal and Torres Strait Islander cultures and histories, across the organisation and the Banyule municipality, by conducting events for NAIDOC Week.	Collaborate with internal/external stakeholders to host, promote and encourage participation in NAIDOC Week events for all Council staff and Banyule residents.	Oct 2020 May-June 2021 July 2021 May-June 2022 July 2022		Council hosted community NAIDOC events during 2022 which invited the Barrbunin Beek Committee, RAP Advisory Committee and Reconciliation Banyule to an all-staff BBQ at Council main offices. Other events included an all-staff Wayapa session.
	Review HR policies and procedures to remove barriers to Aboriginal and Torres Strait Islander staff participating in NAIDOC Week events.	June 2021		In 2021 Council reviewed and updated its Enterprise Agreement to allow Council Officers to take annual leave for cultural celebration events such as NAIDOC week.
	BATSIAC (Council's RAP working group) and senior leaders of staff to be encouraged and supported to participate in an external NAIDOC week event.	November 2020 July 2021		The 2022 NAIDOC BBQ was promoted via Councils internal sharing system known as the WEEKLY to encourage participation from senior leaders and staff.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.2 Provide and promote Aboriginal and Torres Strait Islander resources to increase respect for cultural protocols and build staff cultural awareness.	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.	March 2020		Council was given permission from Wurundjeri Woi-wurrung to have the acknowledgment translation in 2019. Council repurchased this knowledge in 2022 in order to continue to promote the Woi-wurrung language.
	Wurundjeri Woi-wurrung Traditional Custodians to continue to provide Welcome to Country and/or other appropriate cultural ceremony at significant Council events each year.	Ongoing practice Review June 2021 Review June 2022		Council festivals that included a cultural component included: <ul style="list-style-type: none">- Malahang Festival- Eco Festival- Youth Fest- Banyule Leadership Network Tree Planting Day
	Continue to include an Acknowledgement of Country or other appropriate protocol at the commencement of important Council meetings.	Ongoing practice Review Mar 2021 Review Mar 2022		Council currently conducts an Acknowledgement of Country at all Council meetings. Council Officers conduct Acknowledgments at internal meetings as well.
	Continue to review Banyule Traditional Owner Acknowledgment and Welcome to Country resources, procedures and protocols and increase staff understanding of the purpose and significance behind cultural protocols.	Review Mar 2021 Review Oct 2021 Review Mar 2022		Council in 2022 reviewed, updated and endorsed its new Acknowledgement of Country.
	Continue to provide staff and community with resource material to promote and celebrate Aboriginal and Torres Strait Islander news, stories and current issues.	Ongoing practice Review Jul 2021 Review Jul 2022		Council had many inclusions within internal communications platforms and external Banyule Banner bit however acknowledges there is still much more to be achieved within this action.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.3 Conduct annual Aboriginal and Torres Strait Islander cultural education sessions with councillors.	All councillors to be provided with Cultural Awareness training in a face-to-face workshop setting.	July 2021		Council will be implementing this action within the next 12 months.
	Banyule Council to seek permission from Wurundjeri Woi-wurrung to deliver training to councillors on how to read acknowledgement in Woi-wurrung language.	Review Mar 2021 Nov 2021		Upon investigation it was identified that training councillors to deliver and read Woi-wurrung language was not currently appropriate for Council.
	Aboriginal and Torres Strait Islander affairs issues (i.e. Treaty, January 26) to be presented to councillors as issues arise.	Ongoing Review Feb 2021 Review Aug 2021		Councillors have been involved in the 2022 Treaty forum hosted by Council. In addition to this a Councillor briefing was presented in 2022 on the Uluru Statement from the Heart.
1.4 Facilitate the provision of cultural awareness training for staff and leaders.	Aboriginal and Torres Strait Islander Cultural Awareness resources to be developed and provided to all Council staff – new staff to receive via induction and existing staff to receive internally online.	Review July 2021 Review Mar 2022		This action will be deferred to Council's next reconciliation strategy.
	Consult Traditional Custodians and BATSAC on the development of a cultural learning strategy.	Sept 2021		This action will be deferred to Council's next reconciliation strategy.
	Develop, implement and communicate a cultural learning strategy for all Council staff.	July 2022		This action will be deferred to Council's next reconciliation strategy.
	Aboriginal and Torres Strait Islander Mental Health Training to be delivered to Council staff who deliver services to a high proportion of Aboriginal and Torres Strait Islander people in Banyule. Note: These staff have been identified and participate in an internal working group to share strategies and improve service delivery.	Commence July 2021 Complete March 2022		This action will be deferred to Council's next reconciliation strategy.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.4 Facilitate the provision of cultural awareness training for staff and leaders.	Continue to conduct annual to survey assess Council staff's Aboriginal and Torres Strait Islander cultural awareness and determine cultural learning needs.	Nov 2020 and July 2021		Currently two cultural learning needs surveys have been conducted internally which have been tabled into a report which will inform the Cultural Learning Strategy.
	Provide opportunities for Council staff who are participating in RAP Working group, People and Culture Manager and other key leadership staff to take part in formal structured cultural learning.	Ongoing Review Feb 2021 Review July 2021 Review May 2022		This action will be deferred to Council's next reconciliation strategy.
1.5. Include and acknowledge First Nations languages, culture and people in the naming of Banyule places and spaces.	Review and update existing signage acknowledging Traditional Custodians on Council's Greensborough Office and Ivanhoe Library and Cultural Hub.	November 2020		Signage has been updated to include two bespoke stainless-steel Acknowledgement plaques at the entry of the buildings.
	Collaborate with Wurundjeri Woi-wurrung to create place name protocols for using Woi-wurrung language across Council and the municipality.	Ongoing Review April 2021 Review Aug 2021 Review Feb 2022		This action will be implemented within the next 12 months.
	Create a list of First Nations people of significance to be recognised in Banyule place names.	Sept 2021		Council has reviewed this action and based off the advisory from First Nation Lead and community consultation this action is no longer suitable for implementation.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.6. Recognise, respect and protect Aboriginal Cultural Heritage in Banyule.	Collaborate with the Wurundjeri Woi-wurrung to protect and manage the shared heritage values of the Banyule Flats.	Ongoing Review Aug 2022		For two years NARRAP and Council's Bushland Management crew unit have been working in the Banyule Flats along the Birrarung in Viewbank, funded by the Environmental Operations unit. Council have been sharing ecological and cultural approaches to caring for Country at seven sites around Banyule Billabong. This involves weed management, revegetation, ecological burns and consideration of a cultural burn on the floor of the billabong.
	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.	Collaborate with the Wurundjeri Woi-wurrung and Aboriginal Victoria to protect under the Aboriginal Heritage Act 2016, culturally significant trees currently listed on or nominated to the Banyule Significant Tree Register.	Ongoing Review Aug 2021	
	Investigate internal access requirements for Council to access the Aboriginal Cultural Heritage Register and Information System and organise cross organisational access if required.	Sept 2022		Upon investigation it was found that is not respectful for Council to have access to the Aboriginal Cultural Heritage Register and Information System.
	As a Responsible Public Entity under the Yarra River Protection (Wilip-gin Birrarung murrn) Act 2017, 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.	Ongoing Review Aug 2021		Council actively participated in project meetings as a part of the Yarra collaborative Committee to develop the Yarra Strategic Plan. Council now is working with the Narrap team to ensure that Traditional Owners knowledge around land care is prevalent.
	Develop cultural heritage educational resources to inform staff and Banyule community about Aboriginal heritage and cultures in Banyule.	Sept 2022		Council aims to implement this action within the next 12 months.
	Identify and facilitate interpretation of Aboriginal cultural heritage in place-making, public art, streetscape planting and urban design projects.	Sept 2022		This action will be deferred to Council's next reconciliation strategy.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.7 Renew Banyule Council's Statement of Commitment to First Nations Peoples.	Review, update and renew Banyule Council's Statement of Commitment to First Nations Peoples.	Review Nov 2020 Consult Mar 2021 Complete Nov 21		Council aims to implement this action within the next 12 months.
1.8 Increase awareness and support the improvement of cultural safety for Council Aboriginal and Torres Strait Islander Employees and Aboriginal and Torres Strait Islander peoples accessing Banyule Services.	Council to develop cultural safety strategies with guidance and recommendations from BATSAC.	Dec 2021		This action will be deferred to Council's next reconciliation strategy.
	Council to engage with and assess Employment Assistance Program (EAP) to ensure Aboriginal and Torres Strait Islander employees' cultural safety and support.	Sept 2021		Council invested in a designated First Nations, Employment Assistance Program Officer to ensure that Aboriginal and Torres Strait Islander staff are culturally safe when sharing their experiences in the workplace and home life.
	Council to establish a Banyule Aboriginal and Torres Strait Islander employees support network group.	Feb 2021		An internal First Nations Network was established and has met twice in 2022. There have been further work and commitment to better support this network in following years.
1.9 Work with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation for Traditional Owner cultural advice, training and support.	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.	Ongoing Schedule Nov 2020 Review Nov 2021		Council aims to implement this action within the next 12 months.
	Council to keep Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation informed of BATSAC meetings.	Ongoing Review Oct 2021		Council has forwarded the RAP Advisory Committee meeting minutes to Wurundjeri on an annual basis.
1.10 Engage with Banyule Aboriginal and Torres Strait Islander Elder residents from all First Nations.	1. Host an annual consultation session with Banyule Aboriginal and Torres Strait Islander Elder residents to inform and receive input on Council Aboriginal and Torres Strait Islander strategies.	Review July 2021 & July 2022		Council aims to implement this action within the next 12 months.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.11 Promote Aboriginal and Torres Strait Islander culture and human Rights to schools and Banyule community.	Maintain information presented on the Aboriginal and Torres Strait Islander webpage on Council's website.	Ongoing Review May 2021 Review Nov 2021 Review Feb 2022		Council aims to implement this action within the next 12 months.
	Work with Narragunnawali broker and Koori Education Support Officers (KESOs) to engage with Banyule schools to promote their participation in National Reconciliation Week and NAIDOC Week themes and events.	May 2021, 2022 July 2021, 2022		Local KESO Shakara Montalto hosted cultural education sessions with staff and students at Rosanna Primary School in Term 4 of 2022. Additionally, two KESO's were present at four Campfire Conversations held across 2021 which included students and families from five primary schools across Banyule.
1.12 Develop partnerships to continue to advocate for Constitutional Recognition and Victorian Treaty advancement.	Raise awareness of Constitutional reform progress and developments within our organisation and throughout the municipality.	Review July 2021 Review June 2022		First Nations lead presented at internal quarterly Directorate meetings to present topics such as Treaty, Uluru Statement from the Heart and the 2023 Referendum, Voice to Parliament.
	Produce and promote Council media stories about First Nations Assembly representatives for Banyule and Victorian Treaty advancement developments.	Two stories annually in Banyule Banner. March & Sept 2021, 2022		Council aims to implement this action within the next 12 months.
1.13 Support Yarra Plenty Regional Library branches and community facilities to develop services and programs to promote Aboriginal and Torres Strait Islander culture and social connectedness.	1. Hold regular meetings with Yarra Plenty Regional Library branches; to review, assess and increase Banyule libraries' Aboriginal and Torres Strait Islander resources, activities, events and support needs.	Quarterly meetings Feb 2021 May 2021 Sept 2021 Dec 2021		Council worked in collaboration with YPR Libraries on all developments relating to Council's Reconciliation Week 2021 event calendar activities and supported libraries with their events. Additionally, in 2022 Council met with YPR to discuss how to best support libraries in addressing Reconciliation broadly. With First Nations lead.

Opportunities case studies

RAP Action 1.2. (Opportunities)

Strengthen Council's Aboriginal and Torres Strait Islander employment strategies in areas of recruitment, retention and professional development.

Deliverable 1.

Continue to campaign to attract and recruit Aboriginal and Torres Strait Islander job seekers into Council's Inclusive Employment Program (IEP).

As part of Council's Inclusive Employment Program, Council appointed a total of four First Nations people over the lifetime of the RAP. Roles included First Nations Support Officer's and Arborist Assistant.



RAP Action 1.2. (Opportunities)

Strengthen Council's Aboriginal and Torres Strait Islander strategies in areas of recruitment, retention and professional development.

Deliverable 9.

Host an Aboriginal and Torres Strait Islander employment event. Invite Aboriginal and Torres Strait Islander Employment Service Providers, guest speakers and local Banyule businesses to participate and network at event.

The First Nations Jobs Fair was held in October 2021 as a collaborative event between Banyule, Darebin and Whittlesea Councils. First Nations community members attended to meet with employers, recruitment agencies, education and training providers and support services.



RAP Action 1.2. (Opportunities)

Strengthen Council's Aboriginal and Torres Strait Islander employment strategies in areas of recruitment, retention and professional development.

Deliverable 6.

Continue to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.

Through our Inclusive Employment Program, Council learned the value of promoting vacancies in person to Indigenous peoples. Through having a Victorian Job's Advocate at Barrbunin Beek Gathering Place, Council was able to recruit two First Nation peoples.



RAP Action 1.3. (Opportunities)

Investigate, develop and implement strategies for Aboriginal and Torres Strait Islander youth.

Deliverable 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.

Barrbunin Beek hosted a community stall at Council's, Youth Fest in September 2022. This included hosting First People's Assembly to yarn about Treaty as well as Gunditjmara artist Merindah-Gunya who taught art. An additional event included the Campfire Conversations host at Barrbunin Beek in 2020 which hosted Indigenous students and families from local school to interact.



Opportunities

Council is committed to inclusion, access and equity for all. Our RAP aims to create meaningful pathways for Council to work collaboratively with Aboriginal and Torres Strait Islander peoples to develop shared goals and improve outcomes for Aboriginal and Torres Strait Islander peoples across a broad range of areas, including social and economic opportunities and civic participation, particularly employment and procurement of Aboriginal and Torres Strait Islander people and services.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.1 Promote funding opportunities to support Aboriginal and Torres Strait Islander leadership development, access and participation.	Identify and promote Council grants and funding to increase Aboriginal and Torres Strait Islander participation, including cultural awareness, leadership, sport and recreational activities and opportunities.	Ongoing Review July 2021		Council actively shared grant opportunities to local community-controlled organisations to increase participation.
	Identify and promote external funding opportunities to support Aboriginal and Torres Strait Islander leadership and participation.	Ongoing Review July 2021		Council aims to implement this action within the next 12 months.
	Identify and promote organisations that can support Aboriginal and Torres Strait Islander communities with skill development opportunities and grant writing support.	Ongoing Review July 2021		Council aims to implement this action within the next 12 months.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.2 Strengthen Council's Aboriginal and Torres Strait Islander employment strategies in areas of recruitment, retention and professional development.	Campaign to attract and recruit Aboriginal and Torres Strait Islander job seekers into Council's Inclusive Employment Program (IEP).	July - Nov 2021		Council through our 2022 program had three First Nations people identified in the Inclusive Employment Program.
	Within Council's Inclusive Employment Program (IEP), support Aboriginal and Torres Strait Islander peoples to access work experience, student placements and structured workplace learning programs.	Sept 2021 Review Mar 2022		Council actively invested time into promoting the IEP program to the First Nation community and has undergone an internal review of the program to identify opportunities for greater engagement.
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Ongoing Review Sept 2021		Through the First Nations Network there is the opportunity to begin this work. Currently the conversation has been raised with the group and through further commitment and endorsement from Council this be actioned.
	Engage with Aboriginal and Torres Strait Islander staff to consult on Council's recruitment, retention and professional development strategy.	Dec 2021		This action will be deferred to Council's next reconciliation strategy.
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	July 2022		This action will be deferred to Council's next reconciliation strategy.
	Continue to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Ongoing practice July 2021 Nov 2021 Mar 2022		Through the Inclusive Employment Program Promotion Council investigated different communication platforms to reach local First Nation Peoples. This included promotion on Victorian First Nations Job Seekers Facebook pages.
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander employment at Council.	Review Mar 2021 Review Mar 2022		Continuous reviews are facilitated by Councils, People and Culture team.
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in Council's workforce.	July 2022		In 2020 at the beginning of Council's RAP there was three identified First Nation peoples employed. In 2022 there are approximately five First Nations staff employed.
	Host an Aboriginal and Torres Strait Islander employment event with Aboriginal and Torres Strait Islander employment service providers, guest speakers and Banyule businesses.	August 2021		In October 2022, Banyule Council in collaboration with Darebin and Whittlesea Council's hosted the First Nation Jobs Fair. Approximately 100 local First Nation community members accessed the Jobs Fair in search for employment.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.3 Investigate, develop and implement strategies for Aboriginal and Torres Strait Islander youth.	Meet with and support staff from local organisations, at least quarterly, to discuss and support the wellbeing of Aboriginal and Torres Strait Islander young people.	Ongoing Review Feb 2021 Aug 2021 Nov 2021 Feb 2022 Aug 2022		Council has reviewed this action and based off the advisory from First Nation Lead and community consultation this action is no longer suitable for implementation.
	Attend and provide support in the delivery of at least two youth events at Barrbunin - Beek Aboriginal Gathering Place in partnership with local organisations.	September 2021		Barrbunin Beek Aboriginal Gathering place hosted the Victorian Aboriginal Child Care Agency 'Stronger culture' event. The second youth event included the Department of Education's campfire conversations.
	Ensure Aboriginal and Torres Strait Islander young people are represented at Banyule Youth Summit, including a consultation session pre-summit for Aboriginal and Torres Strait Islander young people with Banyule Community Health.	Youth Summit June 2021		Banyule Youth Summit saw 100 young people coming together to make recommendations on a variety of issues. Our First Nations Community were represented on discussion tables, co-facilitators, panel speakers and an Acknowledgement of Country performed by an Aboriginal young woman, which included traditional dance.
	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.	Ongoing Review Feb 2021 Aug 2021 Feb 2022 Aug 2022		Banyule Youth Services held a range of workshops and social events celebrating First Nations culture and building connection between communities. This included Traditional First Nations games afternoon, cultural excellence event hosted by Nartarsha Bamblett, and social excursions for First Nations mob wanting to meet others in the community. BYS has supported activities such as youth-led acknowledgement of Country videos, youth consultation groups and school holiday events.
	Work in partnership with relevant services and stakeholders to establish an after-school-hours Aboriginal and Torres Strait Islander Youth diversionary program.	June 2022		Council has reviewed this action and based off the advisory from First Nation Lead and community consultation this action is no longer suitable for implementation.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.4 Increase the participation of Aboriginal and Torres Strait Islander families in early years services with a focus on Maternal and Child Health and Kindergarten.	Maintain processes and systems to ensure Aboriginal and Torres Strait Islander children have priority of access to four-year old kindergarten positions.	Annual review June 2021 July 2022		Banyule Boorais playgroup facilitator connected with local Aboriginal families and assisted in their engagement with Banyule Maternal Child Health – including connection to kinder.
	Promote early start kindergarten and make available reserved places to accommodate Aboriginal and Torres Strait Islander children who require education and care.	Annual review June 2021 July 2022		Through the Banyule Boorais playgroup facilitator, Council were able to facilitate ensuring First Nation children were prioritised in early start kindergarten.
	Promote collaboration between early years professionals (MCH, educators, playgroup facilitators, allied health) to support Aboriginal and Torres Strait Islander children to access services that address the family's health, wellbeing, learning and development goals.	Ongoing – report in July 2021 and July 2022		Aboriginal and Torres Strait families accessing MCH and Allied health support via facilitator promotion and referrals. Speech Therapist attends Djilak-Djirri weekly for play-based individualised consultation and group education in a natural setting.
	Continue to deliver maternal child health services in partnership with Banyule Community Health Service to address the maternal and child health needs of Aboriginal and Torres Strait Islander families.	Ongoing – report in July 2021 and July 2022		MCH and Community support team have completed Cultural Awareness training as arranged through DHHS. Enhanced MCH, including staff located at BCHS and we meet fortnightly for intake meetings.
	Continue to work in partnership with Banyule Community Health Service and Mercy Hospital to deliver a supported playgroup for Aboriginal and Torres Strait Islander families and make best use of parenting resources (smalltalk) most relevant to these families.	Ongoing – report in July 2021 and July 2022		Two Banyule Aboriginal and Torres Strait Smalltalk Supported playgroups are actively running. Djilak Djirri at BCHC and Banyule Boorais at Olympic Village Family Centre.
	Work with relevant stakeholders to develop a toolkit that supports Banyule early childhood services to identify and include Aboriginal and Torres Strait Islander books in their services.	June 2021		Council has reviewed this action and based off the advisory from First Nation Lead and community consultation this action is no longer suitable for implementation.

RAP Commitments			Progress made	
Action	Deliverables	Timeline	Status	Achievements
1.5 Increase access, inclusion and opportunities for Aboriginal and Torres Strait Islander suppliers.	Continue a research project into Council's social procurement practices to review and update practices and remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2021		Council established an internal social and sustainable procurement working group to investigate and identify the opportunity for designated social procurement strategies and opportunity for inclusion of First Nation businesses.
	Support the development and adoption of a Sustainable Procurement Strategy that includes Aboriginal and Torres Strait Islander procurement actions and targets.	June 2022		Council established an internal social and sustainable procurement working group to investigate and identify the opportunity for designated social procurement strategies and opportunity for inclusion of First Nation businesses.
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses and staff.	Ongoing June 2021		This action will be deferred to Council's next reconciliation strategy.
	Host an Aboriginal and Torres Strait Islander supplier event to connect with businesses.	Sept 2022		Council has reviewed this action and based off the advisory from First Nation Lead and community consultation this action is no longer suitable for implementation.
	Council to research and build a business case to invest in Aboriginal and Torres Strait Islander supplier memberships.	Sept 2022		Council investigated the opportunity to invest in Aboriginal and Torres Strait Islander supplier memberships however found at this current time this would not be committed to.
	Aboriginal and Torres Strait Islander supplier panel and directory to be established to support Council business units to access suppliers.	Sept 2022		Council has reviewed this action and based off the advisory from First Nation Lead and community consultation this action is no longer suitable for implementation.
	Explore tailored social enterprise partnerships to create local employment and training opportunities for Aboriginal and Torres Strait Islander job seekers.	Sept 2022		Council through a partnership agreement has committed to supporting the Barrbunin Beek Aboriginal Gathering Place to become an incorporated inclusive enterprise.
1.6 Include and promote Aboriginal and Torres Strait Islander nominees in Banyule Awards	Identify Banyule Aboriginal and Torres Strait Islander residents, services and organisations making a positive contribution to the community and nominate them for Council and other local, state, national awards.	June 2021 June 2022		In 2022 Chair of Barrbunin Beek Aboriginal Gathering Place, Uncle Charles Pakana was nominated and was successful in being identified at Council's, Citizen of the Year. This is the first ever Aboriginal person to win this award.