

# INNOVATE RECONCILIATION ACTION PLAN

September 2020 - September 2022



*Mam-badool Djerring*  
Let's work together





## Aboriginal artist and artwork acknowledgement

### **Fire, Water, Land** (2019)

Artwork and story by Judy Nicholson, Wurundjeri Woi-wurrung artist.

*"Before people 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."*

Banyule Council selected this beautiful piece of artwork for our RAP cover, as 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 trapping and spear fishing for Wurundjeri Woi-wurrung People.



### **Eagle Dreaming – Bunjil's Wives** (2019)

Artwork and story by Judy Nicholson

*"During mating season from the months of June to August, the nest, though defended from other wedge-tailed eagles, is left unprotected from other predators. Parents will play an equal role in providing food for their chicks but will continue to offer little in the way of protection. By Inhabiting the banks of the Yarra (Birrarung) and its developments Bunjil is able to secure his territory and family by making an honest agreement with Whaa the crow that "no-one ever take fire into their own hands without careful consideration of others first". In turn, Whaa begins to watch over Bunjil's nest, offering him the use of his 'own' fire sticks as he had specially made for him. Bunjil thanked him!"*



### **Brushtail and Sugar Glider Possum** (2019)

Artwork and story by Judy Nicholson

*"There are 27 different types of possums (wollert) and gliders (wurran) in Australia. They have a huge variety of sizes, shapes and appearances with only one thing in mind...Tucker."*

The diet of Sugar Gliders is predominantly wattle gum, eucalypt nectar and insects such as bogong moths and scarabid beetles.

*In this story; Brush tail and Sugar gilder were close friends always doing their best to keep a close eye on things."*



## 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.*



# 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 peoples.*

*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***



# Language statement

Throughout this document the term 'Aboriginal' is used in reference to Aboriginal Victorians that are descendants of First Nations across Victoria. They have been caring for Country for thousands of years pre-colonisation and as Traditional Custodians, continue to do so today.

'First Nations' or 'First Nations Peoples' is used to refer to all Aboriginal and Torres Strait Islander peoples.

Council recognises the diversity of Aboriginal and Torres Strait Islander peoples living throughout the municipality and we respect the rights of all Aboriginal and Torres Strait Islander peoples 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 to Indigenous Australians (2009)



## Banyule City Council:

### Commitment

- 1 Acknowledges and values the Wurundjeri Wandoon 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.

### Apology

- 2 Apologises for the laws and policies of successive governments that have afflicted profound grief, suffering and loss on these, our fellow Indigenous Australians.

### Respect

- 3 Commits to respecting and promoting the customs and traditions of all Indigenous Australians, especially the local custodians, the Wurundjeri Wandoon people.

### Recognition

- 4 Recognises and values Aboriginal society and culture as an important part of Australian history.

### Rights

- 5 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.

### Participation

- 6 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.

### Reconciliation

- 7 Commits to encourage the Banyule community to achieve just and respectful relations between Indigenous and non Indigenous Australians in the spirit of reconciliation.

### Access & Equity

- 8 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.

### Advocacy

- 9 Advocating, in partnership with the Wurundjeri Wandoon people, and others to address the gap in social and health inequalities experienced by many Indigenous Australians.

## Executive summary

Council's Reconciliation Action Plan (RAP) defines the shared approach Council will take with Aboriginal and Torres Strait Islander peoples 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 peoples 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 and Torres Strait Islander peoples, 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, and the five goals of the IAEF are:

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.



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## 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 peoples to create shared goals to tackle inequity issues and develop meaningful pathways towards self-determination for Aboriginal and Torres Strait Islander peoples. Our plan is developed in partnership with Aboriginal and Torres Strait Islander peoples to ensure Council decisions that impact Aboriginal and Torres Strait Islander peoples' 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 cultures 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 peoples. 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 peoples. We will work with Aboriginal and Torres Strait Islander 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 closing inequity gaps. We also recognise by developing respectful relationships with Aboriginal and Torres Strait Islander peoples, we strengthen our ability to include Aboriginal and Torres Strait Islander 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 and Torres Strait Islander services, programs and businesses.

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

**Alison Champion**  
Mayor

# Message from Reconciliation Australia



Reconciliation Australia is delighted to welcome Banyule City Council to the Reconciliation Action Plan (RAP) program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, Banyule City Council joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides Banyule City Council with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Banyule City Council will develop its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish Banyule City Council well as it explores and establishes its own unique approach to reconciliation. We encourage Banyule City Council to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

*“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”*

On behalf of Reconciliation Australia, I commend Banyule City Council on its first RAP, and look forward to following its ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia



## RAP support partners

### Banyule Aboriginal and Torres Strait Islander Advisory Committee (BATSIAAC)

*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 First Nations 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 BATSIAAC 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 and community 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 BATSAC, 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 and Torres Strait Islander 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 and Torres Strait Islander peoples 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 and Torres Strait Islander 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 and Torres Strait Islander peoples 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 and Torres Strait Islander peoples.

**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 peoples.

Our RAP will pave the way for Aboriginal and Torres Strait Islander peoples 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 and Torres Strait Islander peoples to have their voices and ideas included in Council's projects.

Extensive Aboriginal and Torres Strait Islander community engagement and consultation has been conducted in all stages of constructing Council's RAP, and Council has appointed BATSAC 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 and Torres Strait Islander histories and cultures, build relationships based on shared goals and create opportunities to support progress for all Aboriginal and Torres Strait Islander peoples.

## Our core business and sphere of influence

Banyule City Council's core business is to locally govern for all residents, visitors, and ratepayers, and provide a range of programs and services that meet the needs of our community.

Banyule City consists of 20 suburbs that lie between 7-21 km north-east of central Melbourne and council operates from many locations within the municipality. Banyule City Council is part of the Metropolitan Council grouping and can be compared with similar councils.

Council's vision is to be a green, sustainable and vibrant Banyule for a healthy, connected and inclusive community.

Council currently employs 700 (approximately) staff and we have 4 staff who identify as Aboriginal and/or Torres Strait Islander.

Banyule Council includes the following 20 suburbs located in north-east Melbourne: Bellfield, Briar Hill, Bundoora, Eaglemont, Eltham, Eltham North, Greensborough, Heidelberg, Heidelberg Heights, Heidelberg West, Ivanhoe, Ivanhoe East, Lower Plenty, Macleod, Montmorency, Rosanna, Saint Helena, Viewbank, Watsonia, Watsonia North and Yallambie.

All Council buildings across the municipality (approximately 150 sites) have Traditional Owner plaques permanently installed at the front of the premises to

promote respect for Banyule's Traditional Custodians. This includes sporting grounds, kindergartens, maternal child health centres, libraries, and Council service centres.

Council's sphere of influence is very broad, and we acknowledge we are uniquely positioned to create societal change. From positive engagement with individuals, communities and stakeholders, to delivering culturally safe and appropriate services and building diverse, inclusive and sustainable work and play spaces. All of these activities are delivered and facilitated by local government and it places us in a privileged position of being able to create significant change.

The stakeholders Council will work directly to oversee the development of Council's RAP include:

- Wurundjeri Woi-wurrung Traditional Custodians of Banyule region
- Banyule Aboriginal and Torres Strait Islander Advisory Committee (BATSAC)
- Banyule Aboriginal and Torres Strait Islander residents and community stakeholders
- Reconciliation groups – National, State, Local
- Banyule councillors
- Banyule staff
- Banyule non-Indigenous residents



# 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 peoples 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 and/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
<b>Education</b>		
Completed year 12 or equivalent	47%	66%
<b>One family households</b>		
Couple family with children	26%	35%
Single parent family	28%	10%
<b>Housing tenure</b>		
Owned outright	16%	38%
Owned with a mortgage	26%	35%
Rent social housing	21%	4%
Rent through real estate agent	24%	16%
<b>Income</b>		
Median total person weekly income	\$498	\$730
Median total household weekly income	\$1,203	\$1,659

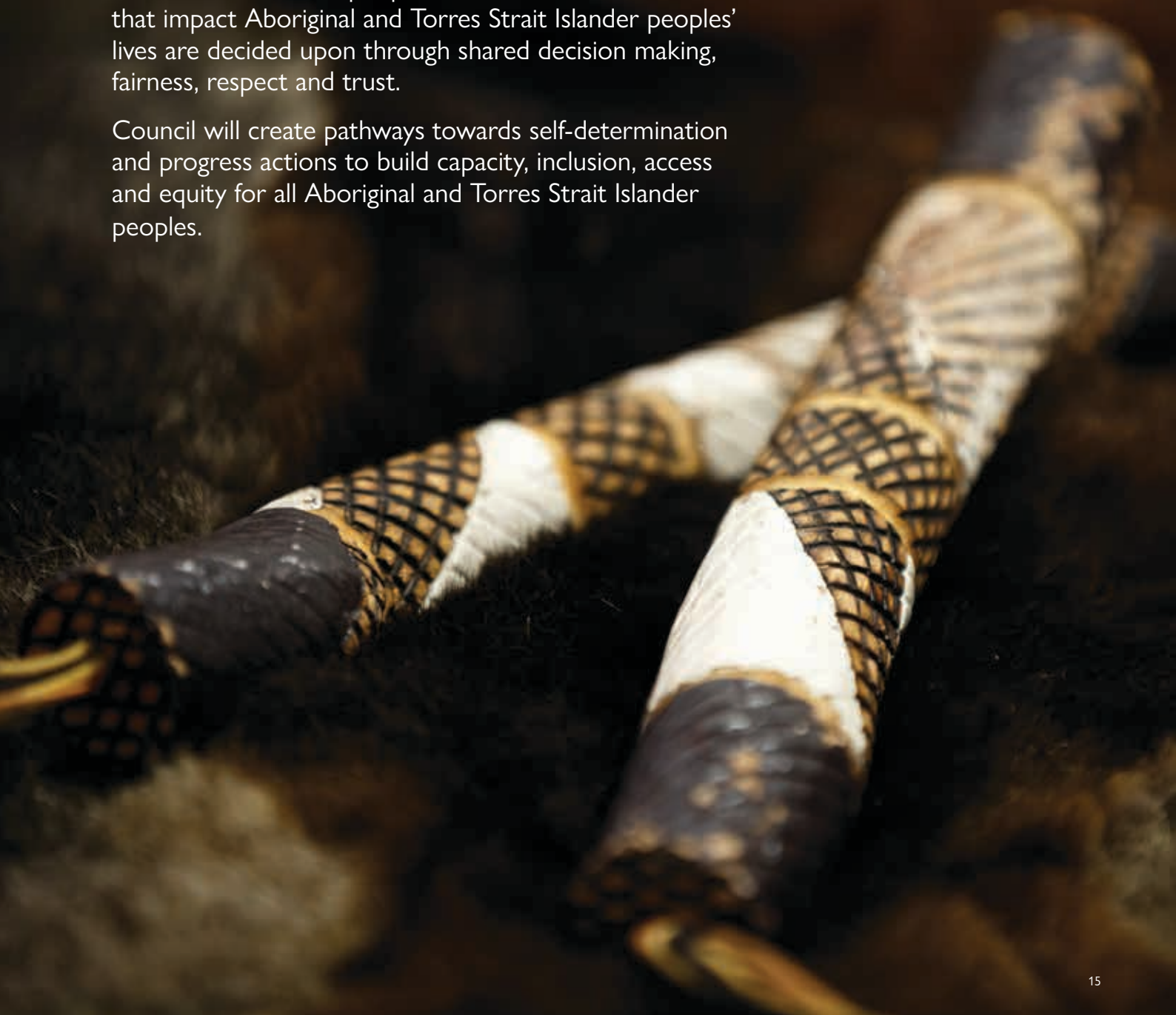
Source: ABS Community Profiles - 2016 Census - Banyule LGA

## Vision for reconciliation

Our vision for reconciliation is 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 proactively work to reduce division in our communities.

In the spirit of reconciliation Council will listen to and continue to work in partnership with Aboriginal and Torres Strait Islander peoples to ensure Council decisions that impact Aboriginal and Torres Strait Islander peoples' 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 peoples.



# 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 peoples. 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 and Torres Strait Islander community partners, BATSIAC, Local Aboriginal Networks (LANs), RAP specialists, Aboriginal and Torres Strait Islander 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 and Torres Strait Islander peoples and that their voices, input and cultural perspectives are embedded 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.

The RAP will be overseen by members of the Banyule Aboriginal and Torres Strait Islander Advisory Committee which includes Aboriginal Torres Strait Islander residents and service stakeholders, designated Council staff, Councillors, a Council Director and members of Reconciliation Banyule.

Reconciliation Banyule is a local group of members and supporters who work together in many ways to help improve awareness of Aboriginal and Torres Strait Islander issues and progress reconciliation in Banyule and Melbourne.

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 and Torres Strait Islander peoples 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 Indigenous Australians (2009), a Banyule Aboriginal heritage study and consecutive Aboriginal and Torres Strait Islander plans implemented by Council since 2014.

### **Statement of Commitment to Indigenous Australians (2009)**

The Banyule Council Statement of Commitment to Indigenous Australians (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 and Torres Strait Islander 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 and Torres Strait Islander 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 Torres Strait Islander peoples and non-Indigenous 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 peoples 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 and Torres Strait Islander peoples. They also highlight the ways in which an organisation will work with Aboriginal and Torres Strait Islander peoples 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

Actions relating to how the organisation will support a broader understanding of and respect for Aboriginal and Torres Strait Islander cultures.

### Relationships

Actions on how the organisation will build, strengthen and support relationships between the broader Australian community and Aboriginal and Torres Strait Islander peoples.

### Opportunities

Actions relating to how the organisation will increase equal and equitable opportunities and participation for Aboriginal and Torres Strait Islander peoples.



A close-up photograph of a traditional Indigenous Australian headdress. The central focus is a boab wood carving, which is dark and textured, featuring a stylized eye with a white pupil and a black dot. The carving is surrounded by a dense arrangement of white and yellow feathers. The background is a soft, out-of-focus mix of red and white, suggesting a flag or other ceremonial elements.

# 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 RAP types 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:

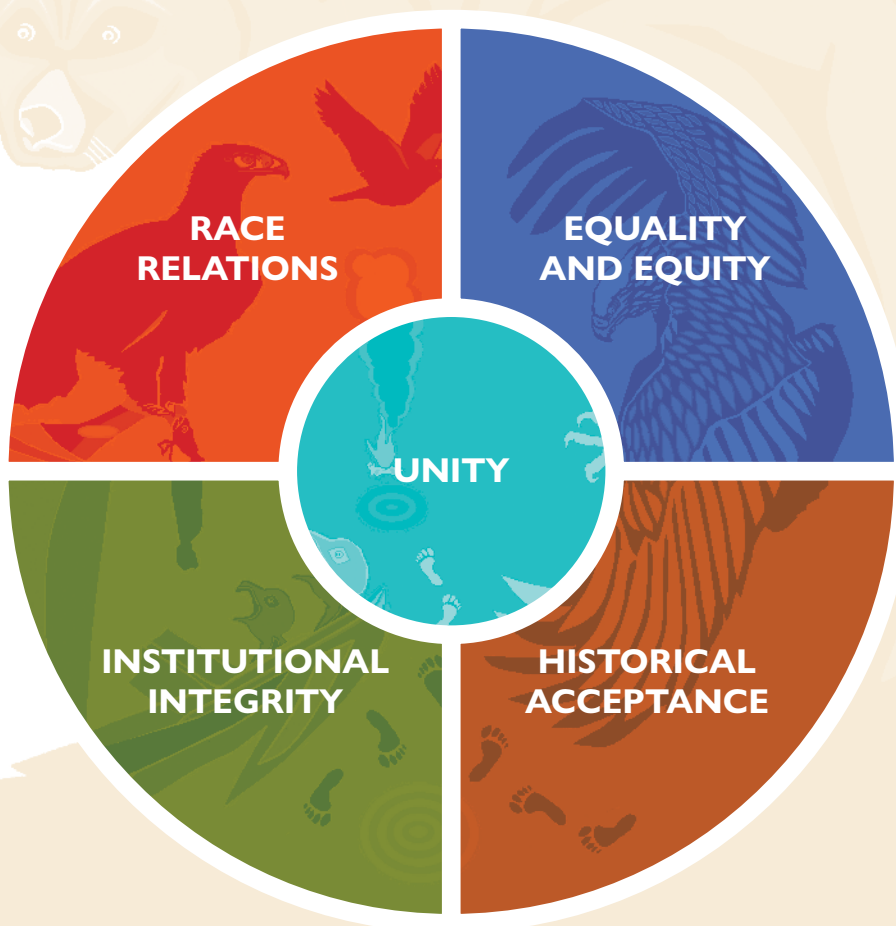
1. RAP commitments should allow the organisation to be aspirational and innovative in order to help the organisation to gain a deeper understanding of its sphere of influence and establish the best approach to advancing reconciliation.
2. An Innovate RAP should focus on:
  - Developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples;
  - Engaging staff and stakeholders in reconciliation; and
  - Developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.
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.



### **Race Relations**

All Australians understand and value Aboriginal and Torres Strait Islander and non-Indigenous cultures, rights and experiences, which results in stronger relationships based on trust and respect and that are free of racism.

### **Equality and Equity**

Aboriginal and Torres Strait Islander peoples participate equally in a range of life opportunities and the unique rights of Aboriginal and Torres Strait Islander peoples are recognised and upheld.

### **Unity**

An Australian society that values and recognises Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared identity.

### **Institutional Integrity**

The active support of reconciliation by the nation's political, business and community structures.

### **Historical Acceptance**

All Australians understand and accept the wrongs of the past and the impact of these wrongs. Australia makes amends for the wrongs of the past and ensures these wrongs are never repeated.

# RAP development

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

## Stakeholder engagement and steps undertaken:

- Wurundjeri Woi-wurrung Traditional Custodian engagement and consultation.
- Workshop sessions with Banyule Aboriginal and Torres Strait Islander Advisory Committee.
- Workshop with Banyule Aboriginal and Torres Strait Islander 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 and Torres Strait Islander community engagement and consultation.
- Local Aboriginal Network (LAN) broker engagement and consultation.
- Aboriginal and Torres Strait Islander 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 peoples 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 and Torres Strait Islander residents, Aboriginal Victorians (from First Nations within and outside of Victoria), RAP specialists, Aboriginal and Torres Strait Islander 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 and Torres Strait Islander strategic priorities to the RAP.

## Reconciliation Banyule consultation

Council has also worked extensively alongside the Reconciliation Banyule network throughout all RAP development stages. From inception to completion of the draft RAP, Reconciliation Banyule's president and members have provided invaluable feedback and support and they will remain a critically important stakeholder in all ongoing developments of Council's RAP.



# RAP Working Group

## Banyule Aboriginal and Torres Strait Islander Advisory Committee

The Banyule Aboriginal and Torres Strait Islander Advisory Committee (BATSAC) 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 BATSAC's terms of reference, presented to all committee applicants and during the member appointment process.

Members of BATSAC include:

- Aboriginal and Torres Strait Islander residents and community service stakeholders
- Reconciliation Banyule representative
- Traditional Owner, Wurundjeri Woi-wurrung representative (designated seat)
- Banyule Councillors

Council staff participation in BATSAC meetings include:

- Director Community Programs
- Manager Public Health Protection, Aged and Community Planning
- Aboriginal and Community Social Planner
- Community and Social Planning Coordinator

The Council staff that participate in BATSAC also support Council's Aboriginal and Torres Strait Islander portfolio projects and strategies.

Appointed BATSAC members, excluding Council staff, hold their positions for a period of two years.

The collective aim of BATSAC 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

Council is committed to growing RAP champions across our organisation and many Council staff are involved in supporting RAP deliverables and accountable for achieving RAP outcomes.

The organisation lead RAP champion is the Director Community Programs.

Supporting our lead RAP champion is several members of Council's Community and Social Planning Team, including the Manager Public Health Protection, Aged and Community Planning; Coordinator of Community and Social Planning; and Aboriginal Community and Social Planner.

Each of these staff attend BATSIAC meetings and one member is responsible for coordinating the BATSIAC meetings. These staff also oversee and manage Council's Aboriginal and Torres Strait Islander portfolio, projects and strategies.

Council staff who participate in BATSIAC meetings will continue to oversee and support the tracking of all RAP progress and developments.



# RAP evaluation, review and reporting

Banyule Council is committed to supporting an Aboriginal and Torres Strait Islander 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**

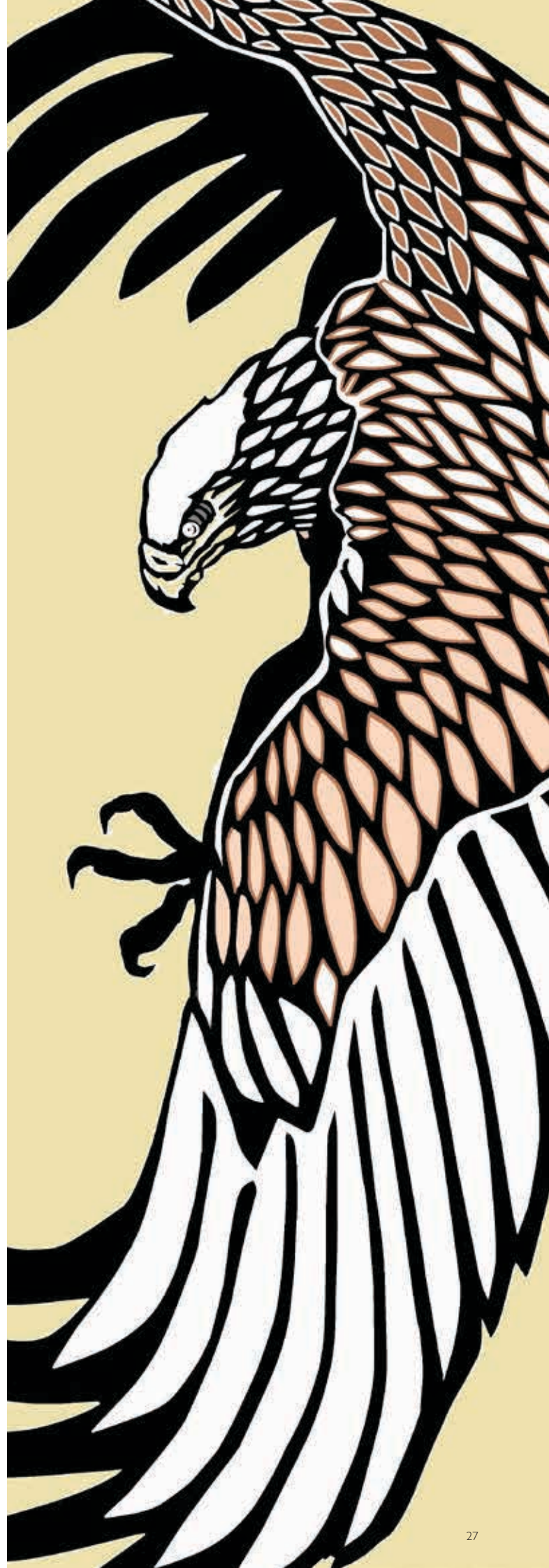
Reconciliation Australia also requires Banyule Council to report on its efforts to develop innovative strategies for advancing reconciliation in Council's workplace and across the municipality.

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 and Torres Strait Islander led evaluation and review processes to strengthen Council's cultural capabilities and systems.



# 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 (BATSAC) and ongoing coordination support since 2014.
- 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 and Torres Strait Islander 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 and Torres Strait Islander 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 Library.
- 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 and Torres Strait Islander businesses and suppliers.
- Increased investment and participation in Council cultural awareness activities.
- Aboriginal and Torres Strait Islander guest speakers at councillor meetings.
- Ongoing councillor participation in BATSAC 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 peoples are one of the groups supported by Council's Inclusive Employment Program.
- Increase in Sorry Day, National 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 Library, Reconciliation Banyule, Reconciliation Victoria and Darebin Council.
- Aboriginal and Torres Strait Islander 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 Act 2020*
- *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 murrong 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*



# 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 peoples 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.

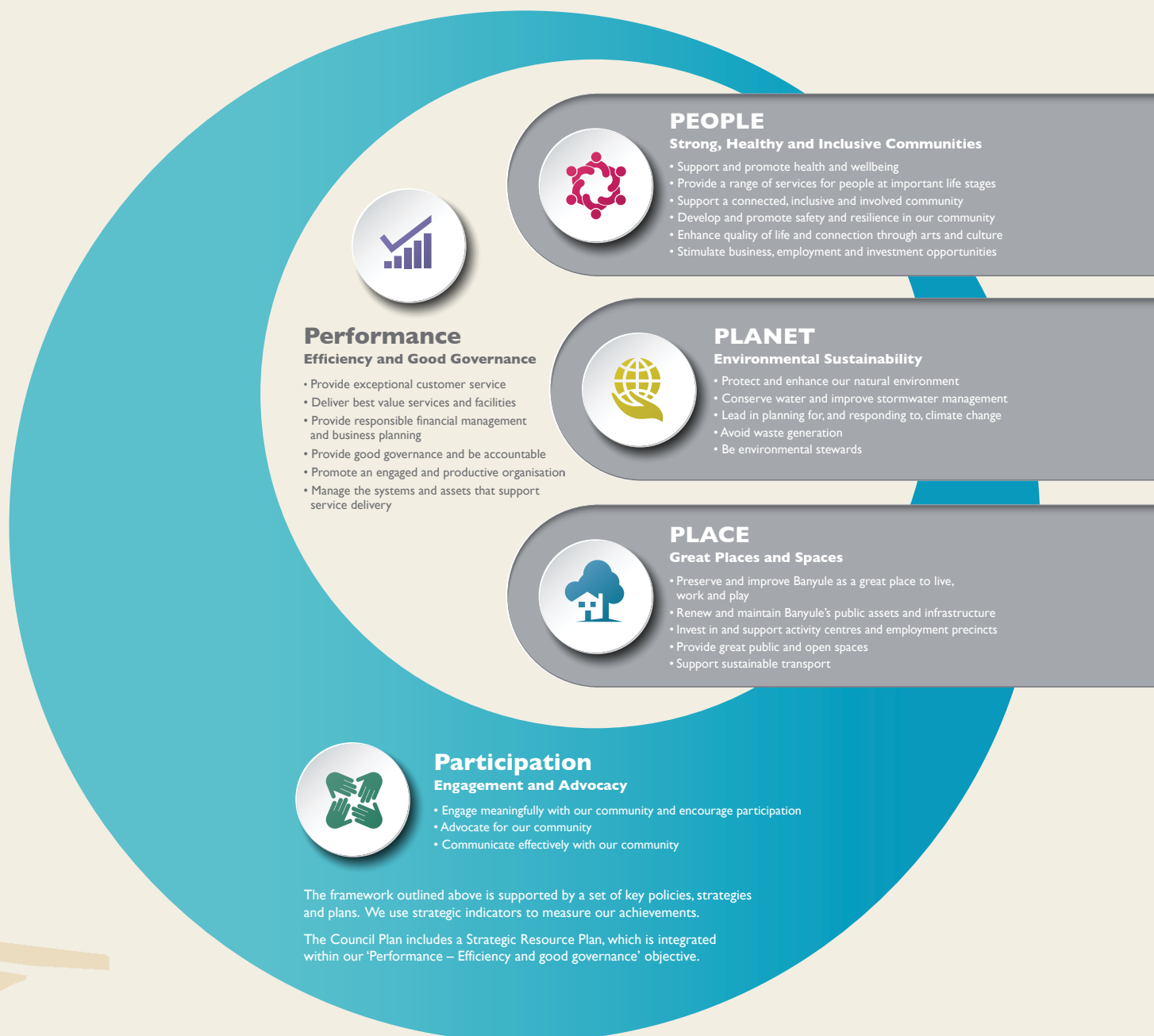
# RAP link to Council Plan

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.



# 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 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
<p><b>1. Ensure Council facilities, activities and services are accessible, inclusive and equitable.</b></p> <p><b>Intended outcome:</b> People do not face barriers in using Council services, facilities and activities.</p>	<ol style="list-style-type: none"> <li>1. Implement staff education and awareness training.</li> <li>2. Promote and improve access to public meeting places that support our diverse communities.</li> <li>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.</li> <li>4. Develop and promote inclusive employment practice.</li> <li>5. Improve communication and access to information through the use of a broad range of communication mediums.</li> <li>6. Review Council forms, publications and website to be inclusive and reduce potential for isolation and exclusion.</li> <li>7. Improve Council's communication processes by using inclusive language, content and imagery that represents our diverse communities.</li> </ol>
<p><b>2. Work in partnership with local services to increase inclusion and address services gaps.</b></p> <p><b>Intended outcome:</b> People do not face barriers to accessing local services and opportunities.</p>	<ol style="list-style-type: none"> <li>1. Support local services and groups to engage with our diverse communities and increase community harmony.</li> <li>2. Work in partnership with community groups, sporting clubs and organisations to ensure equal access for our diverse communities.</li> <li>3. Promote the provision of health services and practices that cater for our diverse communities.</li> <li>4. Support and promote initiatives that showcase the positive contribution that our diverse communities make to economic participation through employment and businesses.</li> <li>5. Work with local services to encourage equitable employment opportunities.</li> </ol>
<p><b>3. Work in partnership to build the capacity of disadvantaged groups to be involved community life.</b></p> <p><b>Intended outcome:</b> Diverse communities are resilient and engaged in community life.</p>	<ol style="list-style-type: none"> <li>1. Support and recognise businesses that show initiative and good practice in including our diverse communities.</li> <li>2. Support local services and groups to engage with and provide welcoming environments for our diverse communities to increase community harmony.</li> <li>3. Support our diverse communities to access funding and other opportunities as they may arise.</li> </ol>
<p><b>4. Education, celebration and awareness raising contributing to building inclusive and equitable communities.</b></p> <p><b>Intended outcome:</b> The community values diversity and there is reduced prejudice.</p>	<ol style="list-style-type: none"> <li>1. Ensure Banyule's events calendar celebrates our diverse communities and considers the diversity in their planning and delivery.</li> <li>2. Acknowledge and promote the contributions from our diverse communities.</li> <li>3. Support and promote events and activities that celebrate cultural events and diversity, for example Reconciliation Week.</li> <li>4. Develop communication initiatives and projects that promote the contribution of our diverse community, target discrimination and promote anti-racism messages.</li> </ol>
<p><b>5. Advocate on behalf of and with our community to reduce discrimination and disadvantage.</b></p> <p><b>Intended outcome:</b> People's rights are protected and promoted.</p>	<ol style="list-style-type: none"> <li>1. Extend and enhance partnerships, projects and advocacy efforts that address the needs of our diverse communities.</li> <li>2. Develop partnerships, projects and advocacy efforts that address the needs of our diverse communities.</li> </ol>



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

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 **INNOVATE** RECONCILIATION ACTION PLAN

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





# 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.

\* This signifies the lead person responsible for the deliverable.

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.1.</b> <b>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.</b>	1. Collaborate with internal/external stakeholders to host, promote and encourage participation in NAIDOC Week events for all Council staff and Banyule residents.	Community and Social Planning Coordinator*, Arts and Culture Team.	Oct 2020 May-June 2021 July 2021 May-June 2022 July 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>
	2. Review HR policies and procedures to remove barriers to Aboriginal and Torres Strait Islander staff participating in NAIDOC Week events.	Coordinator Community & Social Planner* and People and Culture Manager.	June 2021	IAEF Goal 1 IAEF Strategy 1.4.	<ul style="list-style-type: none"> <li>• Institutional integrity</li> </ul>
	3. BATSAC (Council's RAP working group) and senior leaders of staff to be encouraged and supported to participate in an external NAIDOC week event.	Aboriginal Community and Social Planner.	November 2020	IAEF Goal 4 IAEF Strategy 4.3.	<ul style="list-style-type: none"> <li>• Unity</li> </ul>
<b>1.2.</b> <b>Provide and promote Aboriginal and Torres Strait Islander resources to increase respect for cultural protocols and build staff cultural awareness.</b>	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 Coordinator* in partnership with Wurundjeri Woi-wurrung Elder representatives.	March 2021	IAEF Goal 1 IAEF Strategy 1.1.	<ul style="list-style-type: none"> <li>• Historical acceptance</li> <li>• Unity</li> </ul>

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.2. Continued</b> <b>Provide and promote</b> <b>Aboriginal and Torres</b> <b>Strait Islander resources to</b> <b>increase respect for cultural</b> <b>protocols and build staff</b> <b>cultural awareness.</b>	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.	Community and Social Planning Coordinator.	Ongoing practice Review June 2021 Review June 2022	IAEF Goal 4 IAEF Strategy 4.2.	• Institutional integrity
	3. Continue to include an Acknowledgement of Country or other appropriate protocol at the commencement of important Council meetings.	Community and Social Planning Coordinator*, Aboriginal Community and Social Planner.	Ongoing practice Review Mar 2021 Review Mar 2022	IAEF Goal 4 IAEF Strategy 4.2.	• Institutional integrity
	4. 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.	Community and Social Planning Coordinator*, Aboriginal Community and Social Planner.	Review Mar 2021 Review Oct 2021 Review Mar 2022	IAEF Goal 1 IAEF Strategy 1.1.	• Historical acceptance
	5. Continue to provide staff and community with resource material to promote and celebrate Aboriginal and Torres Strait Islander news, stories and current issues.	Aboriginal Community and Social Planner.	Ongoing practice Review Jul 2021 Review Jul 2022	IAEF Goal 1 IAEF Strategy 1.1.	• Race relations
<b>1.3.</b> <b>Conduct annual Aboriginal</b> <b>and Torres Strait Islander</b> <b>cultural education sessions</b> <b>with councillors.</b>	1. All councillors to be provided with Cultural Awareness training in a face-to-face workshop setting.	Governance Team Leader	July 2021	IAEF Goal 1 IAEF Strategy 1.1.	• Race relations • Unity • Historical acceptance
	2. Banyule Council to seek permission from Wurundjeri Woi-wurrung to deliver training to councillors on how to read acknowledgement in Woi-wurrung language.	Governance Team Leader, Community and Social Planning Coordinator* in partnership with Wurundjeri Woi-wurrung.	Review Mar 2021 Nov 2021	IAEF Goal 1 IAEF Strategy 1.1.	• Institutional integrity • Unity • Historical acceptance

\* This signifies the lead person responsible for the deliverable.

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.3. Continued</b> <b>Conduct annual Aboriginal and Torres Strait Islander cultural education sessions with councillors.</b>	3. Aboriginal and Torres Strait Islander affairs issues (i.e. Treaty) to be presented to councillors as issues arise.	Community and Social Planning Coordinator* and Governance Team Leader.	Ongoing Review Feb 2021 Review Aug 2021	IAEF Goal 1 IAEF Strategy 1.1.	<ul style="list-style-type: none"> <li>• Institutional integrity</li> <li>• Race relations</li> </ul>
<b>1.4.</b> <b>Facilitate the provision of cultural awareness training for staff and leaders.</b>	1. 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.	Aboriginal Community and Social Planner *, Community and Social Planning Coordinator, People and Culture Manager.	Review July 2021 Review Mar 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. Consult Traditional Custodians and BATSIAC on the development of a cultural learning strategy.	Aboriginal Community and Social Planner*, Community and Social Planning Coordinator, People and Culture Manager.	Sept 2021	IAEF Goal 4 IAEF Strategy 4.4.	<ul style="list-style-type: none"> <li>• Unity</li> <li>• Historical acceptance</li> </ul>
	3. Develop, implement and communicate a cultural learning strategy for all Council staff.	Aboriginal Community and Social Planner*, Community and Social Planning Coordinator, People and Culture Manager.	July 2022	IAEF Goal 4 IAEF Strategy 4.4	<ul style="list-style-type: none"> <li>• Equality and equity</li> </ul>
	4. 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 to Banyule Aboriginal and Torres Strait Islander communities.	Community and Social Planning Coordinator*, Aboriginal Community and Social Planner.	Commence July 2021  Complete March 2022	IAEF Goal 1 IAEF Strategy 1.1.	<ul style="list-style-type: none"> <li>• Race relations</li> <li>• Equality and equity</li> </ul>

\* This signifies the lead person responsible for the deliverable.

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.4. Continued</b> <b>Facilitate the provision of cultural awareness training for staff and leaders.</b>	5. Continue to conduct annual to survey assess Council staff's Aboriginal and Torres Strait Islander cultural awareness and determine cultural learning needs.	Aboriginal Community and Social Planner*, Community and Social Planning Coordinator, People and Culture Manager.	Nov 2020 and July 2021	IAEF Goal 1 IAEF Strategy 1.4.	<ul style="list-style-type: none"> <li>• Unity</li> <li>• Historical acceptance</li> </ul>
	6. 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.	Aboriginal Community and Social Planner.	Ongoing Review Feb 2021 Review July 2021 Review May 2022	IAEF Goal 4 IAEF Strategy 4.3.	<ul style="list-style-type: none"> <li>• Institutional integrity</li> <li>• Historical acceptance</li> </ul>
<b>1.5.</b> <b>Include and acknowledge First Nations languages, culture and people in the naming of Banyule places and spaces.</b>	1. Review and update existing signage acknowledging Traditional Custodians on Council's Greensborough Office and Ivanhoe Library and Cultural Hub.	Community and Social Planning Coordinator.	November 2020	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 Coordinator* in partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation.	Ongoing Review April 2021 Review Aug 2021 Review Feb 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 and Social Planning Coordinator, Aboriginal Community and Social Planner*.	Sept 2021	IAEF Goal 1 IAEF Strategy 1.7.	<ul style="list-style-type: none"> <li>• Unity</li> <li>• Historical acceptance</li> </ul>

\* This signifies the lead person responsible for the deliverable.

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.6. Recognise, respect and protect Aboriginal Cultural Heritage in Banyule.</b>  <b>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.</b>	1. Collaborate with the Wurundjeri Woi-wurrung to protect and manage the shared heritage values of the Banyule Flats.	City Futures Manager/ Coordinator, Environmental Operations Coordinator and Bushland Management Coordinator* in partnership with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation.	Ongoing Review Aug 2022	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"> <li>• Unity</li> <li>• Historical acceptance</li> </ul>
	2. 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.	City Futures Manager/ Coordinator* in partnership with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and Aboriginal Victoria.	Ongoing Review Aug 2021	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 the Aboriginal Cultural Heritage Register and Information System and organise cross organisational access if required.	City Futures Manager/ Coordinator.	Sept 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 Yarra River Protection (Wilip-gin Birrarung murrong) Act 2017, 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 Management Coordinator, in partnership with Yarra Collaborative Committee and Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation	Ongoing Review Aug 2021	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>

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Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.6. Continued Recognise, respect and protect Aboriginal Cultural Heritage in Banyule.</b>  <b>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.</b>	5. Develop cultural heritage educational resources to inform staff and Banyule community about Aboriginal heritage and cultures in Banyule.	City Futures Manager/ Coordinator, Aboriginal Community and Social Planner*, Arts and Culture Team Leader, Open Space Planner in partnership with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and Banyule Aboriginal and Torres Strait Islander Advisory Committee.	Sept 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>
	6. Identify and facilitate interpretation of Aboriginal cultural heritage in place-making, public art, streetscape planting and urban design projects.	City Futures Manager/ Coordinator*, Bushland Management Coordinator, Environmental Operations Coordinator, Open Space Planning Team Leader in partnership with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and Banyule City Council's Aboriginal and Torres Strait Islander Advisory Committee.	Ongoing – one by Sept 2021	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>1.7. Renew Banyule Council's Statement of Commitment to First Nations Peoples.</b>	1. Review, update and renew Banyule Council's Statement of Commitment to First Nations Peoples.	BATSIAC, Community and Social Planning Coordinator*, Strategic Planner, People and Culture Manager.	Review Nov 2020 Consult Mar 2021 Complete Nov 21	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>

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Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>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.</b>	1. Council to develop cultural safety strategies with guidance and recommendations from BATSIAC.	Community and Social Planning Coordinator*, People and Culture Manager, BATSIAC.	Dec 2021	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 and Torres Strait Islander employees' cultural safety and support.	Community and Social Planning Coordinator*, People and Culture Manager, BATSIAC.	Sept 2021	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 and Torres Strait Islander employees support network group.	Community and Social Planning Coordinator, Strategic Planner, Aboriginal Community and Social Planner*, People and Culture Manager (participation).	Feb 2021	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>
<b>1.9. Work with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation for Traditional Owner cultural advice, training and support.</b>	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 Coordinator.	Ongoing Schedule Nov 2020 Review Nov 2021	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 Coordinator.	Ongoing Review Oct 2021	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>1.10. Engage with Banyule Aboriginal and Torres Strait Islander Elder residents from all First Nations.</b>	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.	Aboriginal Community and Social Planner*, BATSIAC, Community and Social Planning Coordinator.	Review July 2021 & July 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>

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Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.11. Promote Aboriginal and Torres Strait Islander culture and human Rights to schools and Banyule community.</b>	1. Maintain information presented on the Aboriginal and Torres Strait Islander webpage on Council's website.	Community and Social Planning Coordinator*, Aboriginal Community and Social Planner, BATSIAC and Senior Communications Officer.	Ongoing Review May 2021 Review Nov 2021 Review Feb 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. 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.	Aboriginal Community and Social Planner* and Youth Services Coordinator.	May 2021, 2022 July 2021, 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>1.12. Develop partnerships to continue to advocate for Constitutional Recognition and Victorian Treaty advancement.</b>	1. Raise awareness of Constitutional reform progress and developments within our organisation and throughout the municipality.	Community and Social Planning Coordinator.	Review July 2021 Review June 2022	IAEF Goal 5 IAEF Strategy 5.1.	<ul style="list-style-type: none"> <li>• Unity</li> <li>• Historical acceptance</li> </ul>
	2. Produce and promote Council media stories about First Nations Assembly representatives for Banyule and Victorian Treaty advancement developments.	Aboriginal Community and Social Planner*, Senior Communications Officer.	Two stories annually, in Council's Banner publication. March and Sept 2021, 2022	IAEF Goal 5 IAEF Strategy 5.1.	<ul style="list-style-type: none"> <li>• Unity</li> <li>• Historical acceptance</li> </ul>
<b>1.13. Support Yarra Plenty Regional Library (YPRL) branches and community facilities in Banyule to develop a range of services and programs to promote Aboriginal and Torres Strait Islander culture and social connectedness.</b>	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.	Aboriginal Community and Social Planner*, Community Coordinators from Yarra Plenty Regional Library branches in Banyule.	Quarterly meetings Feb 2021 May 2021 Sept 2021 Dec 2021	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>

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# RELATIONSHIPS

Council is committed to supporting Aboriginal and Torres Strait Islander self-determination and we recognise 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.

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Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
1.1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1. Meet with local Aboriginal and Torres Strait Islander stakeholders to discuss and review the guiding principles on which we engage and work collaboratively together.	Aboriginal Community and Social Planner*, BATSAC, Community and Social Planning Coordinator.	August 2021	IAEF Goal 3 IAEF Strategy 3.2	• Race relations
	2. Council will continue to develop and implement engagement strategies to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Aboriginal Community and Social Planner*, BATSAC, Community and Social Planning Coordinator.	Ongoing practice Review June 2021 Review Oct 2021 Review Mar 2022	IAEF Goal 2 IAEF Strategy 2.1	• Race relations
1.2. Promote reconciliation through our sphere of influence.	1. Collaborate with BATSAC and other like-minded organisations to develop ways to advance reconciliation.	Aboriginal Community and Social Planner*, BATSAC, Community and Social Planning Coordinator.	Ongoing Review June 2021 Review June 2022	IAEF Goal 4 IAEF Strategy 4.4.	• Institutional integrity
	2. Council will implement campaigns and strategies to increase staff awareness and commitment to reconciliation.	Community and Social Planning Coordinator*, Aboriginal Community and Social Planner.	Ongoing Review Mar 2021 Review Aug 2021 Review May 2022	IAEF Goal 4 IAEF Strategy 4.4.	• Institutional integrity

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
1.2. <i>Continued</i> <b>Promote reconciliation through our sphere of influence.</b>	3. Council will continue to communicate our commitment to reconciliation publicly.	Community and Social Planning Coordinator*, Aboriginal Community and Social Planner.	Ongoing Review Nov 2020 Review Sept 2021 Review July 2022	IAEF Goal 4 IAEF Strategy 4.4.	<ul style="list-style-type: none"> <li>• Race relations</li> <li>• Institutional integrity</li> </ul>
	4. Council will continue to explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Community and Social Planning Coordinator*, Aboriginal Community and Social Planner.	Ongoing Review April 2021 Review April 2022	IAEF Goal 4 IAEF Strategy 4.4.	<ul style="list-style-type: none"> <li>• Race relations</li> <li>• Institutional integrity</li> </ul>
1.3. <b>Promote positive race relations through anti-discrimination strategies.</b>	1. 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.	Community and Social Planning Co-ordinator, Manager People & Culture*	October 2021	IAEF Goal 4 IAEF Strategy 4.4.	<ul style="list-style-type: none"> <li>• Race relations</li> </ul>
	2. Review and update Council's Code of Conduct policy to ensure anti-discrimination measures are up-to-date, promoted and embedded across our organisation.	Community and Social Planning Co-ordinator, Manager People & Culture*.	July 2021	IAEF Goal 4 IAEF Strategy 4.4.	<ul style="list-style-type: none"> <li>• Race relations</li> </ul>
	3. 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.	Aboriginal Community and Social Planner*, Community and Social Planning Co-ordinator, BATSIAC.	October 2021	IAEF Goal 4 IAEF Strategy 4.4.	<ul style="list-style-type: none"> <li>• Race relations</li> </ul>
	4. Continue to educate senior leaders on the effects of racism.	Community and Social Planning Co-ordinator.	Ongoing Review Jan 2021 Review Oct 2021	IAEF Goal 4 IAEF Strategy 4.4.	<ul style="list-style-type: none"> <li>• Race relations</li> </ul>

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Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.4.</b> <b>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.</b>	1. Council to lead the development of a new Aboriginal and Torres Strait Islander community-controlled governance structure for Barrbunin Beek Aboriginal Gathering Place.	Aboriginal Community and Social Planner*, Community and Social Planning Co-ordinator.	June 2021	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 Coordinator*, Aboriginal Community and Social Planner.	Ongoing Review July 2021 Review July 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 and Torres Strait Islander communities (i.e. employment, justice, health, education, land).	Aboriginal Community and Social Planner*, Community and Social Planning Coordinator.	Ongoing Review May 2021 Review Sept 2021 Review Jan 2022 Review April 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.	Aboriginal Community and Social Planner*, Community and Social Planning Coordinator.	Ongoing Review Mar 2021 Review Oct 2021 Review Mar 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>1.5.</b> <b>Identify gaps in Aboriginal and Torres Strait Islander service provision and engage internal services and external service stakeholders to provide services that are inclusive and accessible to Aboriginal and Torres Strait Islander peoples across all life stages.</b>	1. Establish regular meetings for Council staff servicing Aboriginal and Torres Strait Islander peoples to meet and discuss service strategies and customer needs.	Community and Social Planning Coordinator.	Ongoing Quarterly meetings Review Aug 2021	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>
	2. 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.	Aboriginal Community and Social Planner*, Internal staff network group.	Review June 2021 Review Feb 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>

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Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.6.</b> <b>Work with Aboriginal and Torres Strait Islander artists and community/ arts groups to promote and support Aboriginal and Torres Strait Islander arts and culture.</b>	1. 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.	Arts and Culture Team Leader*, Community and Social Planning Coordinator.	Review July 2021	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 and Torres Strait Islander cultural component.	Arts and Culture Team Leader*, Community and Social Planning Coordinator.	Ongoing Review July 2021 Review Mar 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 and Torres Strait Islander artists and related community groups to build capacity and access economic opportunities.	Arts and Culture Team Leader*, Community and Social Planning Coordinator.	Review May 2021 Complete May 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 Community and Social Planner, Community and Social Planning Coordinator*, Arts and Culture Team Leader (support only).	Nov 2021	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. Includes Aboriginal and Torres Strait Islander cultures at Ivanhoe Library and Cultural Hub through programming and in signage throughout precinct.	Arts and Culture Team Leader.	Ongoing Review April 2021 Review Feb 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>

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Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
1.7. Increase and promote Banyule Aboriginal and Torres Strait Islander community consultation, inclusion and issues.	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.	Aboriginal Community and Social Planner*, BATSAC.	July 2021 July 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 and Torres Strait Islander stories in the Banyule Banner publication.	Aboriginal Community and Social Planner*, BATSAC, Communications and Marketing.	Six stories per year As per Banner publication deadlines.	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"> <li>Institutional integrity</li> <li>Unity</li> </ul>
	3. 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.	Sustainability Officer*, BATSAC, Aboriginal Community and Social Planner, Community and Social Planning Coordinator.	Review Feb 2021	IAEF Goal 4 IAEF Strategy 4.2.	<ul style="list-style-type: none"> <li>Equality and equity</li> <li>Unity</li> </ul>
1.8. Continue to support and extend resources to the Banyule Aboriginal and Torres Strait Islander Advisory Committee (BATSAC).	1. 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.	Community and Social Planning Coordinator*, Aboriginal Community and Social Planner.	Ongoing Review Nov 2020 Review Mar 2021 Review Nov 2021 Review Mar 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>
1.9 Continue to build and strengthen relationship with Reconciliation Banyule.	1. Establish a partnership Agreement between Council and Reconciliation Banyule.	Community and Social Planning Coordinator.	June 2021	IAEF Goal 5 IAEF Strategy 5.1.	<ul style="list-style-type: none"> <li>Institutional integrity</li> </ul>

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Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.10.</b> <b>Participate in state and local Aboriginal and Torres Strait Islander advocacy groups.</b>	1. Council will actively participate in and host local government regional network meetings.	Community and Social Planning Coordinator, Aboriginal Community and Social Planner*.	Ongoing  Review April 2021 Review Oct 2021	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 Community and Social Planner*, Social Enterprise and Local Jobs Coordinator.	As per LAN Meeting schedules 2021 - 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 Coordinator*.	Aug 2021 Jan 2022	IAEF Goal 5 IAEF Strategy 5.2.	<ul style="list-style-type: none"> <li>• Institutional integrity</li> </ul>
<b>1.11.</b> <b>Build relationships through celebrating National Reconciliation Week (NRW)</b>	1. Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to Council staff.	Aboriginal Community and Social Planner.	Ongoing Review July 2021 Review July 2022	IAEF Goal 1 IAEF Strategy 1.7.	<ul style="list-style-type: none"> <li>• Institutional integrity</li> </ul>
	2. 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.	Community and Social Planning Coordinator*, Arts and Culture Team Leader.	May-June 2021 May-June 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>
	3. 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.	Aboriginal Community and Social Planner.	May-June 2021 May-June 2022	IAEF Goal 4 IAEF Strategy 4.3.	<ul style="list-style-type: none"> <li>• Unity</li> <li>• Race relations</li> </ul>

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# 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 services.

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Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
1.1. Promote funding opportunities to support Aboriginal and Torres Strait Islander leadership development, access and participation.	1. 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.	Community and Social Planning Coordinator*, Community Liaison Officer.	Ongoing Review July 2021	IAEF Goal 3 IAEF Strategy 3.3.	• Equality and equity
	2. Identify and promote external funding opportunities to support Aboriginal and Torres Strait Islander leadership and participation.	Community and Social Planning Coordinator*, Aboriginal Community and Social Planner.	Ongoing Review July 2021	IAEF Goal 3 IAEF Strategy 3.3.	• Equality and equity
	3. Identify and promote organisations that can support Aboriginal and Torres Strait Islander communities with skill development opportunities and grant writing support.	Postcode 3081 Community Development Officer, Aboriginal Community and Social Planner*, Community and Social Planning Coordinator.	Ongoing Review July 2021	IAEF Goal 3 IAEF Strategy 3.3.	• Equality and equity

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
1.2. Strengthen Council's Aboriginal and Torres Strait Islander employment strategies in areas of recruitment, retention and professional development.	1. Continue to campaign to attract and recruit Aboriginal and Torres Strait Islander job seekers into Council's Inclusive Employment Program (IEP).	Social Enterprise and Local Jobs Coordinator*.	July - Nov 2021	IAEF Goal 1 IAEF Strategy 1.4.	• Equality and equity
	2. Within the scope of Council's Inclusive Employment Program (IEP), support Aboriginal and Torres Strait Islander peoples to access work experience, student placements and structured workplace learning programs at Council.	Social Enterprise and Local Jobs Coordinator*, Aboriginal Community and Social Planner.	Sept 2021 Review Mar 2022	IAEF Goal 1 IAEF Strategy 1.4.	• Equality and equity
	3. Continue to build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	People and Culture Manager*, Community and Social Planning Coordinator, Aboriginal Community and Social Planner.	Ongoing Review Sept 2021	IAEF Goal 1 IAEF Strategy 1.4.	• Equality and equity
	4. Continue to engage with Aboriginal and Torres Strait Islander staff to consult on Council's recruitment, retention and professional development strategy.	People and Culture Manager*, Community and Social Planning Coordinator, Aboriginal Community and Social Planner.	Dec 2021	IAEF Goal 1 IAEF Strategy 1.4.	• Equality and equity
	5. Develop and implement an Aboriginal and Torres Islander recruitment, retention and professional development strategy that will live within Council's overarching employment strategy.	People and Culture Manager*, Aboriginal Community and Social Planner, Social Enterprise and Local Jobs Coordinator.	July 2022	IAEF Goal 1 IAEF Strategy 1.4.	• Equality and equity

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Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.2. Continued Strengthen Council's Aboriginal and Torres Strait Islander employment strategies in areas of recruitment, retention and professional development.</b>	6. Continue to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	People and Culture Manager*, Aboriginal Community and Social Planner, Social Enterprise and Local Jobs Coordinator.	Ongoing practice July 2021 Nov 2021 Mar 2022	IAEF Goal 1 IAEF Strategy 1.4.	• Equality and equity
	7. Continue to review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in Council's workplace.	Aboriginal Community and Social Planner, People and Culture Manager*.	Review Mar 2021 Review Mar 2022	IAEF Goal 1 IAEF Strategy 1.4.	• Equality and equity
	8. Increase the percentage of Aboriginal and Torres Strait Islander staff employed in Council's workforce.	People and Culture Manager, Community and Social Planning Coordinator*, Aboriginal Community and Social Planner, Social Enterprise and Local Jobs Coordinator.	July 2022	IAEF Goal 1 IAEF Strategy 1.4.	• Equality and equity
	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.	Community and Social Planning Coordinator*, Social Enterprise and Local Jobs Coordinator, Economic Development Team Leader, People and Culture Manager.	August 2021	IAEF Goal 1 IAEF Strategy 1.4.	• Equality and equity

\* This signifies the lead person responsible for the deliverable.

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.3.</b> <b>Investigate, develop and implement strategies for Aboriginal and Torres Strait Islander youth.</b>	1. 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.	Youth Services Coordinator	Ongoing Review Feb 2021 Aug 2021 Nov 2021 Feb 2022 Aug 2022	IAEF Goal 2 IAEF Strategy 2.2.	• Equality & Equity
	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 Coordinator	September 2021	IAEF Goal 2 IAEF Strategy 2.2.	• Equality and equity • Race relations
	3. Ensure Aboriginal and Torres Strait Islander young people are represented at the Banyule Youth Summit, including delivering a consultation session pre-summit specifically for Aboriginal and Torres Strait Islander young people in conjunction with Banyule Community Health.	Youth Services Coordinator	Youth Summit June 2021	IAEF Goal 2 IAEF Strategy 2.2.	• Equality and equity • Race relations
	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 Coordinator	Ongoing Review Feb 2021 Aug 2021 Feb 2022 Aug 2022	IAEF Goal 2 IAEF Strategy 2.2.	• Equality and equity • Race relations
	5. Work in partnership with relevant services and stakeholders to establish an after-school-hours Aboriginal and Torres Strait Islander Youth diversionary program.	Youth and Family Services*, Koorie Education Support Officers (KESOs), Postcode 3081 Community Development Officer.	June 2022	IAEF Goal 2 IAEF Strategy 2.2.	• Equality and equity

\* This signifies the lead person responsible for the deliverable.

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.4.</b> <b>Increase the participation of Aboriginal and Torres Strait Islander families in early years services with a focus on Maternal and Child Health and Kindergarten.</b>	1. Maintain processes and systems to ensure Aboriginal and Torres Strait Islander children have priority of access to four-year old kindergarten positions.	Coordinator Maternal and Child Health and Family Support* and Coordinator of Early Childhood Services.	June 2022	IAEF Goal 2 IAEF Strategy 2.2.	• Equality and equity
	2. Promote early start kindergarten and make available reserved places to accommodate Aboriginal and Torres Strait Islander children who require education and care.	Coordinator Maternal and Child Health and Family Support* and Coordinator of Early Childhood Services.	Annual review June 2021 July 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 and Torres Strait Islander children to access services that address the family's health, wellbeing, learning and development goals.	Coordinator Maternal and Child Health and Family Support* and Coordinator of Early Childhood Services.	Ongoing – report in July 2021 and July 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 and Torres Strait Islander families.	Coordinator Maternal and Child Health and Family Support.	Ongoing – report in July 2021 and July 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 and Torres Strait Islander families and make best use of parenting resources (smalltalk) most relevant to these families.	Coordinator Maternal and Child Health and Family Support.	Ongoing – report in July 2021 and July 2022	IAEF Goal 2 IAEF Strategy 2.2.	• Race relations • Equality and equity

\* This signifies the lead person responsible for the deliverable.

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.4. Continued</b> <b>Increase the participation of Aboriginal and Torres Strait Islander families in early years services with a focus on Maternal and Child Health and Kindergarten.</b>	6. 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.	Coordinator Maternal and Child Health and Family Support*, Coordinator Early years.	June 2021	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> <b>Increase access, inclusion and opportunities for Aboriginal and Torres Strait Islander suppliers.</b>	1. Continue a research project into Council's social procurement practices to review and update procurement practices and remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Strategic Procurement Coordinator*, Community and Social Planning Coordinator.	June 2021	IAEF Goal 3 IAEF Strategy 3.1.	<ul style="list-style-type: none"> <li>• Equality and equity</li> </ul>
	2. Support the development and adoption of a Sustainable Procurement Strategy that includes Aboriginal and Torres Strait Islander procurement actions and targets.	Strategic Procurement Coordinator*, Community and Social Planning Coordinator, Aboriginal Community and Social Planner.	June 2022	IAEF Goal 3 IAEF Strategy 3.1.	<ul style="list-style-type: none"> <li>• Equality and equity</li> </ul>
	3. Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses and staff.	Strategic Procurement Coordinator*, Community and Social Planning Coordinator, Aboriginal Community and Social Planner.	Ongoing June 2021	IAEF Goal 3 IAEF Strategy 3.1.	<ul style="list-style-type: none"> <li>• Equality and equity</li> </ul>
	4. Host an Aboriginal and Torres Strait Islander supplier event to build and strengthen commercial relationships with Aboriginal and Torres Strait Islander businesses.	Social Enterprise and Local Jobs Coordinator*, Strategic Procurement Coordinator, Community and Social Planning Coordinator, Aboriginal Community and Social Planner.	Sept 2022	IAEF Goal 3 IAEF Strategy 3.1.	<ul style="list-style-type: none"> <li>• Equality and equity</li> </ul>

\* This signifies the lead person responsible for the deliverable.

Action	Deliverables	Responsibility	Timeline	Council IAEF Goal & Strategy	Reconciliation 5 Dimensions
<b>1.5. Continued</b> <b>Increase access, inclusion and opportunities for Aboriginal and Torres Strait Islander suppliers.</b>	5. Council to research and build a business case to invest in Aboriginal and Torres Strait Islander supplier memberships.	Strategic Procurement Coordinator*, Social Enterprise and Local Jobs Coordinator.	Sept 2022	IAEF Goal 3 IAEF Strategy 3.1.	• Equality and equity
	6. Aboriginal and Torres Strait Islander supplier panel and directory to be established to support Council business units to access suppliers.	Community and Social Planning Coordinator, Aboriginal Community and Social Planner*, Strategic Procurement Coordinator.	Sept 2022	IAEF Goal 3 IAEF Strategy 3.1.	• Equality and equity
	7. Explore tailored social enterprise partnerships to create local employment and training opportunities for Aboriginal and Torres Strait Islander job seekers.	Social Enterprise and Local Jobs Coordinator*.	Sept 2022	IAEF Goal 3 IAEF Strategy 3.1.	• Equality and equity
<b>1.6.</b> <b>Include and promote Aboriginal and Torres Strait Islander nominees in Banyule Awards.</b>	1. 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.	Aboriginal Community and Social Planner*, BATSIAC, Community and Social Planning Coordinator.	June 2021 June 2022	IAEF Goal 4 IAEF Strategy 4.2.	• Unity • Equality and equity

\* This signifies the lead person responsible for the deliverable.



# GOVERNANCE Our shared approach

Banyule Council in collaboration with BATSIAC will review and evaluate all elements of our RAP.

Action	Deliverables	Timeline	Responsibility
<b>1.1.</b> Continue to support the coordination of BATSIAC to ensure they can remain an effective RAP Working group (RWG) and can continue to drive governance of the RAP.	1. Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Review Feb 2021	Aboriginal Community and Social Planner
	2. Continue to review Terms of Reference for the BATSIAC (RWG).	Review Nov 2020	BATSIAC, Community and Social Planning Coordinator.
	3. BATSIAC to meet at least six times per year to drive and monitor RAP implementation.	Review Dec 2021	Aboriginal Community and Social Planner
<b>1.2.</b> Provide appropriate support for effective implementation of RAP commitments.	1. Continue to define resource needs for RAP implementation.	Review July 2021	Community and Social Planning Coordinator, Aboriginal Community and Social Planner.
	2. Continue to engage Council's senior leaders and other staff in the delivery of RAP commitments.	Review July 2021	Community and Social Planning Coordinator, Aboriginal Community and Social Planner.
	3. Define and maintain appropriate systems to track, measure and report on RAP commitments.	Nov 2020 Review Mar 2021	Community and Social Planning Coordinator, Aboriginal Community and Social Planner.
	4. Appoint and maintain an internal RAP Champion from senior management.	Nov 2020	Community and Social Planning Coordinator.

Action	Deliverables	Timeline	Responsibility
<b>1.3.</b> <b>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	5. Council to complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sept 2021 30 Sept 2022	Aboriginal Community and Social Planner.
	6. Report RAP progress to all staff and senior leaders quarterly.	Dec 2020 Mar 2021 June 2021 Sept 2021 Dec 2021 Mar 2022 June 2022	Aboriginal Community and Social Planner, Community and Social Planning Coordinator.
	7. Publicly report our RAP achievements, challenges and learnings, annually.	Oct 2021	Aboriginal Community and Social Planner, Community and Social Planning Coordinator.
	8. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Aboriginal Community and Social Planner, Community and Social Planning Coordinator.
<b>1.4.</b> <b>Continue our reconciliation journey by developing our next RAP.</b>	1. Register via Reconciliation Australia's website to begin developing our next RAP.	Mar 2022	Community and Social Planning Coordinator.
<b>1.5.</b> <b>Council in collaboration with BATSIAC to review and evaluate RAP progress against Council's internal and external strategic measurements.</b>	1. Conduct a quarterly review of RAP deliverables and measure progress against Council's Inclusion Access and Equity Framework (IAEF) goals and strategies.	Dec 2020 Mar 2021 June 2021 Sept 2021 Dec 2021 Mar 2022 June 2022	Aboriginal Community and Social Planner, Community and Social Planning Coordinator, BATSIAC.
	2. Conduct annual review of progress made on RAP deliverables and measure against Reconciliation Australia's five critical dimensions.	Sept 2021 Sept 2022	Aboriginal Community and Social Planner, Community and Social Planning Coordinator, BATSIAC.
	3. Conduct annual review of RAP outcomes against Council Plan themes and strategies.	Sept 2021 Sept 2022	Aboriginal Community and Social Planner, Community and Social Planning Coordinator, BATSIAC.



# Appendix

## Use of Terms

Banyule Council recognises the diversity of Aboriginal and Torres Strait Islander peoples living throughout Banyule and we respect the rights of Aboriginal and Torres Strait Islander peoples 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.

At times, the term **Aboriginal** is used in 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 and Torres Strait Islander peoples 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.



Notes ...

Handwriting practice lines consisting of 25 horizontal dotted lines.



#### Photos

1. L-R: Jamie Baxter, Theonie Tacticos and Tua Enosa.
2. Wurundjeri Woi-wurrung Welcome to Country, Uncle Colin Hunter.
3. Gnarnayarrahe Waitairie, Express Youth Art Exhibition 2019.
4. L-R: Wes Fuller, Hannes Berger, Stuart McFarlane, Les Chessells.



#### Photos pages 4 – 59

- Page 4. Uncle Bill Nicholson Jnr; Wurundjeri Woi-wurrung Welcome to Country.
- Page 13. Yarning Circle L-R: Junea Lovett, Cathy Garlett, Shannon Jimeno and Leah Fernandez.
- Page 16. Uncle Bill Nicholson Jnr; Wurundjeri Woi-wurrung at Banyule school sustainability conference, 2019
- Page 18. Nari Burns (Hudson).
- Page 19. Nadine Foley and child.
- Page 21. Brent Watkins.
- Page 32. Jamie Baxter and child at Barrbunin Beek Aboriginal Gathering Place.
- Page 59. Information forum on Victorian Treaty Advancement jointly hosted by Banyule and Darebin Councils, 2019.

Design by Coowhi

## How to contact your Council

For all enquiries or information about any Council services:

Telephone: **9490 4222**

Email: **[enquiries@banyule.vic.gov.au](mailto:enquiries@banyule.vic.gov.au)**

Website: **[www.banyule.vic.gov.au](http://www.banyule.vic.gov.au)**

Fax: 9499 9475

If your hearing or speech is impaired, you can call us through the National Relay Service on **133 677** (TTY) or **1300 555 727** (ordinary handset) and ask for 9490 4222.

### Postal Address:

PO Box 94, Greensborough 3088

### Council Service Centres:

Greensborough: Level 3, I Flintoff Street

Ivanhoe: 4 Bond Street

Rosanna: 72 Turnham Avenue (inside Rosanna Library)

### Office Hours of Opening:

Greensborough & Ivanhoe: Monday – Friday 8.30am – 5pm

Rosanna: Monday – Friday 10am – 12noon and 1pm – 4pm

### Interpreter service:

If you need an interpreter, please contact TIS National on 131 450 and ask to be connected to Banyule Council on 9490 4222.

إذا كنتم بحاجة إلى مترجم، الرجاء الاتصال بالخط القومي لخدمة الترجمة الهاتفية TIS على الرقم 131 450. واطلبوا إيصالكم ببلدية بانيول على الرقم 9490 4222.

若你需要口譯員，請致電131 450聯絡TIS National，要求他們為你致電9490 4222接通Banyule市政廳。

Ako vam je potreban tumač, molimo vas, nazovite TIS National na broj 131 450 i zatražite da vas se spoji sa Vijećem općine Banyule na broj 9490 4222.

Αν χρειάζεστε διερμηνέα τηλεφωνήστε στην Εθνική Υπηρεσία Διερμηνέων Μεταφραστών στον αριθμό 131 450 και ζητήστε να σας συνδέσουν με τη Δημαρχία Banyule στο 9490 4222.

Se hai bisogno di un interprete chiama TIS National al numero 131 450 e chiedi di essere messo in comunicazione con il Comune di Banyule al numero 9490 4222.

Ако ви треба преведувач ве молиме јавете се на TIS National на 131 450 и замовете да ве поврзат со Banyule Council на 9490 4222.

如果你需要一名翻译，请打电话到国家电话翻译服务处 (TIS National) 131 450，再转接到Banyule市政府9490 4222

Haddii aad u baahan tahay mutarjum wac khadka qaranka oo ah TIS 131 450 weydiina in lagugu xiro Degmada Banyule tel: 9490 4222.

Nếu cần thông dịch, xin gọi cho TIS Toàn Quốc qua số 131 450 rồi nhờ họ gọi cho Hội Đồng Thành Phố Banyule theo số 9490 4222 giúp quý vị.

Council contact for further RAP information:

Theonie Tactics

Community and Social Planning Coordinator

T (03) 9490 4222

E [theonie.tactics@banyule.vic.gov.au](mailto:theonie.tactics@banyule.vic.gov.au)

