



## **Banyule City Council**

# **Aboriginal and Torres Strait Islander Plan 2017 – 2021**

**DRAFT**

# Banyule Statement of Commitment to Indigenous Australians



## Banyule City Council:

### Reconciliation

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

### Commitment

- 2 Acknowledges and values the Wurundjeri people of the Greater Kulin Nation as the first people of this land. It commits to assisting to promote, protect and preserve their identity and culture.

### Apology

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

### Respect

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

### Recognition

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

### Rights

- 6 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

- 7 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.

### 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 people, and others to address the gap in social and health inequalities experienced by many Indigenous Australians.

## Executive Summary

Council's Aboriginal and Torres Strait Islander Plan outlines our commitment to and appreciation of Banyule's Aboriginal and Torres Strait Islander communities. The Plan outlines how we work in partnership to support Aboriginal and Torres Strait Islander communities. Banyule is proud of its diversity and believes that communities are better when all people, regardless of their background or identity are embraced and supported to participate and contribute.

The Aboriginal and Torres Strait Islander Plan has used Banyule's Inclusion, Access and Equity Framework (IAEF) which identifies five goals for our diverse communities. The five goals 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.

The Aboriginal and Torres Strait Islander Advisory Committee will provide Council with advice and information on inclusion, access and equity, issues facing the Aboriginal and Torres Strait Islander communities and monitor the implementation of Council's Aboriginal and Torres Strait Islander Plan 2017-2021.

This Plan is also a Reconciliation Action Plan (RAP) acknowledged by Reconciliation Australia. See Appendix 1 for further information as to how this plan meets each of the criteria of the 'Innovate' RAP.

# Aboriginal and Torres Strait Islander Plan 2017- 2021

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## Introduction

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

Council has a long tradition of working closely with the Wurundjeri willam people, the traditional custodians of the land. Since agreeing on our Statement of Commitment to Indigenous Australians in 2009, successive action plans have supported our progress together.

The area covered by the municipality of Banyule is land that was for thousands of years, occupied by the first peoples including the Wurundjeri willam. Today, this region is home to approximately 1,000 Aboriginal and Torres Strait Islander people, who are descendants from various peoples across the country.

As we conduct our daily lives anywhere in Australia, whether that be going to work, school, doing the shopping, playing sport - we are doing so on land that is recognised as traditional Aboriginal land.

In the City of Banyule, these activities take place on Wurundjeri land. As such, it is important to acknowledge this very real connection between past and present.

Since adopting the Statement of Commitment in 2009, Council has continued to partner with the Wurundjeri Tribe Land Compensation and Cultural Heritage Council INC. and local agencies, particularly Banyule Community Health to develop various projects and action plans.

On the 9th May 2014 Barrbunin Beek, the Aboriginal and Torres Strait Islander's Gathering Place' (located in Heidelberg West) was launched. This is the home of a number of groups and activities including the Sista Circle Women's group, Nhalinggu Bagung Art Group, Ngurnungeata Men's Group and Food Share group, and a number of other Banyule community health projects and community based initiatives. This Aboriginal and Torres Strait Islander Plan will continue to build on this great work together with community and partner organisations.

Council's Aboriginal and Torres Strait Islander Plan outlines our commitment to and appreciation of Banyule's Aboriginal and Torres Strait Islander communities. The Plan outlines how we work in partnership to support Aboriginal and Torres Strait Islander communities. Banyule is proud of its diversity and believes that communities are better when all people, regardless of their background or identity are embraced and supported to participate and contribute.

To support respectful practice when working with Aboriginal and Torres Strait Islander communities in Banyule a terminology guide may be found in Appendix 2, Terminology and Language.

## Purpose of the Banyule Aboriginal and Torres Strait Islander Plan

Banyule City Council has a commitment to the Traditional Custodians of the land, Council also believes that when people have opportunities for participation in community life, the whole community benefits. Banyule City Council believes in the benefits of diversity and the rights of all people to be free from discrimination and have opportunities to participate in all aspects of community life.

Under the Public Health and Wellbeing Act 2008, Local Government has a legislated role in providing opportunities for all to achieve maximum health and wellbeing. Banyule City Council acknowledges that the wellbeing of certain groups, including our Aboriginal and Torres Strait Islander communities are impacted more than others and requires a greater level of attention.

The Aboriginal and Torres Strait Islander Plan 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 and to foster respect and acceptance. In this way, the Plan will benefit the whole community and conversely, it requires the participation of everyone in the community if it is to be successful.

The Aboriginal and Torres Strait Islander Plan is one of four plans that are based on Council's Inclusion, Access and Equity Framework (IAEF). The other plans are our Disability Plan, Multicultural Plan and Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) 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.

This Plan is also a Reconciliation Action Plan (RAP) acknowledged by Reconciliation Australia. See Appendix 1 for further information as to how this plan meets each of the criteria of the 'Innovate' RAP.

## Current Status

In 2014, Council adopted its first Aboriginal and Torres Strait Islander Plan 2014 – 2017 using the IAEF. This led to the establishment of the Banyule Aboriginal and Torres Strait Islander Advisory Committee which provides advice to Council on emerging issues and monitors the implementation of the Plan.

## Achievements and Outputs from Previous Plan

The Aboriginal and Torres Strait Islander Plan 2017 – 2021 builds on the achievements and outputs delivered over the past three years through Council's previous Plan in 2014.

Some of the other outputs achieved by the 2014 – 2017 Plan include:

- Established the first Aboriginal and Torres Strait Islander Advisory Committee
- Held the first annual Nhalinggu Bagung (Come Gather) Aboriginal art exhibition and held 20 events, workshops and activities attended by more than 1500 people in partnership with local services and organisations.
- Created two new positions to support cultural education and the running of Barbunnin Beek, our local Aboriginal gathering space.
- Provided a cultural education program for 28 Maternal and Child Health Nurses as part of a new referral process for Aboriginal families.
- Placed signs on over 100 Council buildings acknowledging the Wurundjeri as the Traditional Custodians of the land of Banyule.
- Supporting the establishment and management of the Barrbunin Beek Gathering Place, an Aboriginal controlled gathering place in Heidelberg West, in partnership with Banyule Community Health, and Darebin Community Health, regular weekly activities are now conducted including Sista Circle Women's group, Nhalinggu Bagung Art Group, Ngurnungeata Men's Group and Food Share.
- Aboriginal and Torres Strait Islander stories and activities are included within the regular programming of activities at Yarra Plenty Regional Libraries.
- In partnership with the Wurundjeri Land Council, conducted cultural walking tours in Sills Bend in Heidelberg.

## Aboriginal and Torres Strait Islander Advisory Committee

The members of the second term of the Banyule Aboriginal and Torres Strait Islander Advisory Committee were appointed in January 2017 and will hold their positions for a period of two years. The Committee includes residents, community leaders from our Aboriginal and Torres Strait Islander communities, local services and organisations.

### **Aim:**

The aim of Aboriginal and Torres Strait Islander committee is to provide Council with advice and information on inclusion, access and equity issues facing the Aboriginal and Torres Strait Islander communities and on the development and implementation of Council's Aboriginal and Torres Strait Islander Plan 2017-2021.

### **Objectives:**

- Provide feedback and advice to Council on its policies, plans and services that impact Aboriginal and Torres Strait Islander communities
- Consider and provide advice on key Government initiatives, programs and reviews that impact on Aboriginal and Torres Strait Islander communities
- Advocate on behalf of Aboriginal and Torres Strait Islander communities
- Consider funding and other opportunities as they may arise
- Assist Council to promote the benefits of diversity and enhance understanding about the barriers to equality facing Aboriginal and Torres Strait Islander communities
- Provide advice to Council in relation to its communication, engagement and consultation with Aboriginal and Torres Strait Islander communities.

## Development of the Plan

The Aboriginal and Torres Strait Islander Plan has been informed by a number of research and consultation steps, including:

- Review of relevant National, State and local policy and plans.
- Community engagement with stakeholders
- Meeting the criteria of an Innovate RAP
- Review of Banyule's Aboriginal and Torres Strait Islander demographics
- Evaluation of the Aboriginal and Torres Strait Islander Plan 2014 – 2017

## Legislative and Policy Context

This policy review is not comprehensive and Council Officers will continue to monitor the Federal and State policy agenda for relevant information.

### 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 – Closing the Gap
- 2014 Indigenous Advancement Strategy
- National Anti Racism Strategy

### Victorian Government Context

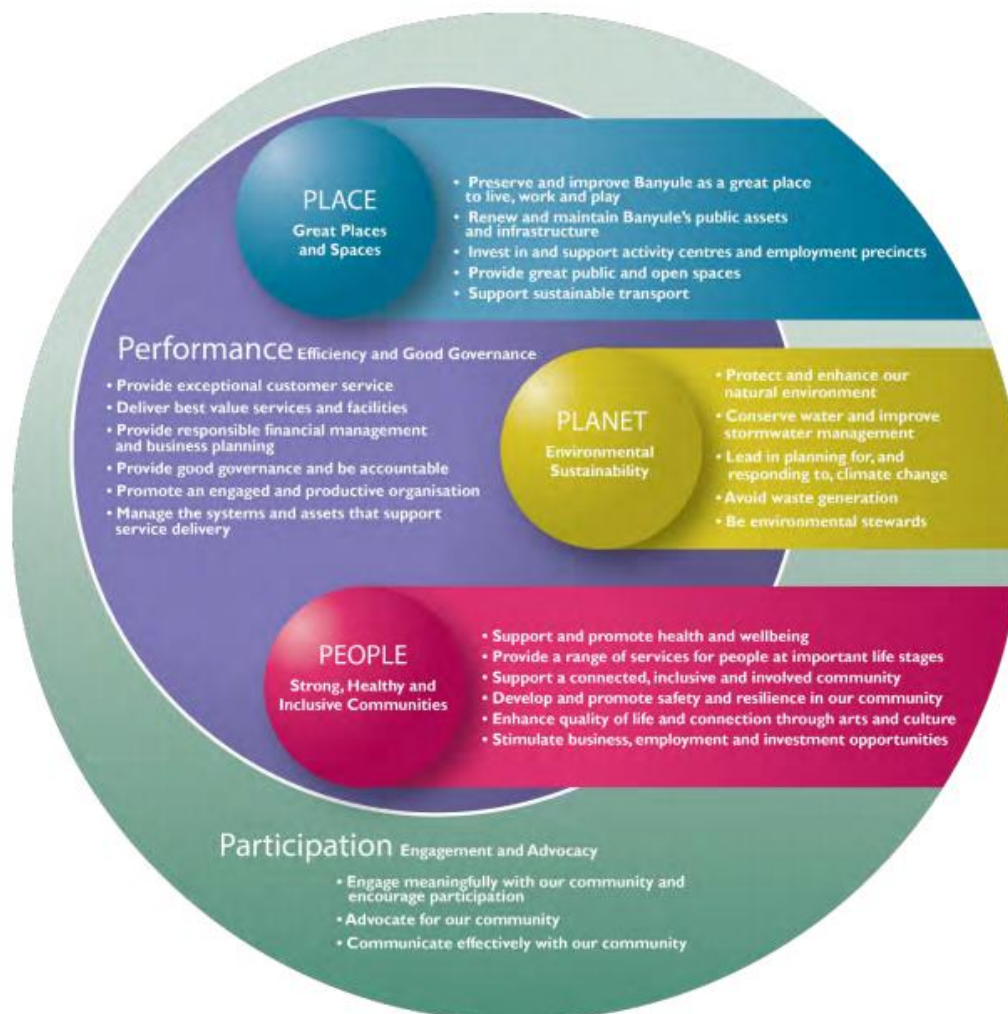
- Racial and Religious Tolerance Act 2001
- Victorian Charter of Human Rights and Responsibilities 2006
- Victorian Equal Opportunity Act 2010
- Koolin Balit 2012-2022
- Victorian Government Aboriginal Inclusion Framework
- Aboriginal Heritage Amendment Act 2016
- Victorian Aboriginal Affairs Framework 2013 - 2018
- Victorian Local Aboriginal Networks Five Year Plan 2016-2020
- Building a Pathway to Treaty – consultation ongoing

### Banyule City Council Context – links to Council Plan

The purpose of Council's Plan 2017-2021 is to set the strategic direction for Council responsibilities over this four year period. It establishes the vision, objectives and key directions guiding Council's work under five themes which are People, Planet, Place, Participation and Performance. It outlines priorities and helps guide the services that we provide to the community.

The Aboriginal and Torres Strait Islander Plan is in line with the Council Plan 2017-2021, 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.



## Banyule Commitments

### Statement of Commitment to Indigenous Australians

The Banyule City Council Statement of Commitment to Indigenous Australians 2009 gives Councils commitment to protecting and celebrating Aboriginal heritage, including by:

- Promoting, protecting and preserving their identity and culture
- Respecting and promoting the customs and traditions of all Indigenous Australians, especially the local custodians, the Wurundjeri willam
- Recognising and valuing Aboriginal society and culture as an important part of Australian history
- Supporting the rights of the Wurundjeri willam 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 like Darebin Creek and the Yarra and Plenty Rivers. The study was undertaken with the guidance of senior Wurundjeri Elders.

### Reconciliation Action Plan – Innovate

An Innovate RAP is for organisations that have developed relationships with their Aboriginal and Torres Strait Islander stakeholders and are ready to develop or implement programs for cultural learning, Aboriginal and Torres Strait Islander employment and supplier diversity.

An Innovate RAP gives organisations the freedom to develop and test new and innovative approaches, and embed the RAP in each organisation.

## Demographics of Our 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 willam People, who have lived on the lands of Banyule for more than 35,000 years. The second group consists of Aboriginal and Torres Strait Islander people from different cultural backgrounds from all over Australia – who have come to live in Banyule.

Banyule's estimated resident population for 2016 is 127,693, with the population forecast to grow to 148,095 by 2036. In the 2016 Census, 706 Banyule residents identified as Aboriginal or Torres Strait Islander, up from 619 in the 2011 Census. This represents 0.6% of Banyule's total population and is marginally higher than the proportion for Greater Melbourne (0.5%).

It should be noted that the Aboriginal and Torres Strait Islander population is historically under-counted in the Census, therefore the actual population is likely higher.

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 compared to other residents, as shown in the table below.

**Table 1** Comparison of selected statistics

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 personal weekly income	\$498	\$730
Median total household weekly income	\$1,203	\$1,659

Source: ABS Community Profiles - 2016 Census - Banyule LGA

## Community Engagement

The following information has come from community engagement opportunities which took place in 2017 with the Aboriginal and Torres Strait Islander Advisory Committee and residents. It should be noted that the majority of residents who took part in the community engagement did not identify themselves as Aboriginal or Torres Strait Islander.

Raising the profile and visibility of the Aboriginal and Torres Strait Islander communities was seen as important. This often focused on the promotion of culture, local history and language. Residents agreed that Council should continue to support reconciliation week and Naidoc week and include signage at significant locations. Council's acknowledgement of the Wurundjeri willam people being the traditional custodians of the land at the commencement of events was reinforced.

Working collaboratively was identified as a key component for improving the wellbeing of Aboriginal and Torres Strait Islander communities and building a more inclusive community. This referred to the delivery of services, social activities and even communication of Aboriginal and Torres Strait Islander events which may be taking place in other municipalities. It was acknowledged that a community is fluid and not restricted by its municipal boundaries.

A strong theme was children's education. This involved two separate aspects of education; firstly the wellbeing of Aboriginal and Torres Strait Islander children with a positive suggestions being to "look at ways to support and connect with Aboriginal and Torres Strait Islander people who are doing well, as well as Aboriginal and Torres Strait Islander people who are not doing so well". Secondly, to educate all children on our Aboriginal and Torres Strait Islander culture and local history.

Working with local sporting clubs to promote greater inclusion of Aboriginal and Torres Strait Islanders' was identified. It was suggested by some to investigate "building on the Aboriginal and Torres Strait Islander game in the Northern League".

Residents raised their interest in learning more about art, painting and the Wurundjeri seven seasons. Another suggestion was to encourage "Aboriginal and Torres Strait Islander story telling at the library to raise awareness amongst children and parents".

Concerns were raised surrounding equity in opportunities for employment. The development of an Aboriginal and Torres Strait Islander Employment framework could be a long term strategy.

Residents identified a range of issues of particular importance for the Aboriginal and Torres Strait Islander communities. The strongest theme which came from all the forms of community engagement was the diversity which forms the Banyule community and the need to include all and be respectful of all.

## Presenting Issues

Council acknowledges that some members of our community experience lower levels of health and wellbeing, community participation and economic participation than other members of the community. This is due to a range of factors that are discussed within this Plan. While some members of our Aboriginal and Torres Strait Islander communities experience barriers to health and wellbeing that need to be addressed, this Plan also builds on the positive contribution that our Aboriginal and Torres Strait Islander communities make. Council is proud of its diversity and sees it as an asset to be harnessed.

The Aboriginal and Torres Strait Islander Plan provides the vehicle by which Council will improve wellbeing and participation for members of our community.

**Health and Wellbeing:** Good health is the state of complete physical, mental and social wellbeing and not merely the absence of disease. Health and wellbeing can be supported at any age through individual and public policy measures. Wellbeing is fundamental to quality of life, quality of human relationships and the capacity to participate in education, work, recreation and the community. Banyule City Council is committed to improving the health of our community and identifying and minimising threats to public health.

**Community Participation:** The opportunity to participate in community life is a fundamental right of a democracy. Some groups within the Banyule community experience barriers in being involved fully in community life due to a range of factors including the negative and discriminatory behaviours and attitudes of others. Banyule City Council strives to be a city that values diversity and actively promotes and enables the inclusion of all residents in the life of the community.

**Economic Participation:** Accessing economic opportunities and having the capacity to participate in the economy are important contributors to people's overall wellbeing. Fulfilling economic potential can increase resilience to change and provide a strong foundation for increasing the robustness of other wellbeing factors, such as mental and physical health. Banyule City Council is committed to supporting people to achieve their economic potential.

## Health of Aboriginal and Torres Strait Islander communities

The following section of the Plan outlines a range of the presenting issues and needs of Banyule's Aboriginal and Torres Strait Islander communities. Many of the issues faced by Aboriginal and Torres Strait Islander communities are shared across other local government areas and indeed broadly across Victoria and Australia. These issues and needs provide useful background information that underpins the strategies that Council will use to support our Aboriginal and Torres Strait Islander communities.

Whilst there have been some improvements, life expectancy for Aboriginal and Torres Strait Islanders is 10 years lower than that of other Australians. Life expectancy at birth for Aboriginal and Torres Strait Islanders in 2010-2012 was 69.1 years for men and 73.7 years for women<sup>1</sup>.

Similarly, on a range of health, social and economic issues, Aboriginal and Torres Strait Islander Australians fare worse than other Australians.

## Closing the Gap

In 2008, various levels of Australian Governments agreed to take urgent action to close the gap between the life outcomes of Aboriginal and Torres Strait Islander people and other Australians. To drive action, the Prime Minister, Premiers and Chief Ministers have agreed through the Council of Australian Governments (COAG) to achieve six ambitious targets:

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; and
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, their agencies, communities and the non-government, corporate and philanthropic sectors. Targets have been built into funding agreements between the Federal Government and State and Territory Governments as part of national arrangements.

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 which help achieve the closing the gap targets as they relate to local community need.

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<sup>1</sup> ABS (2013) *Life Tables for Aboriginal and Torres Strait Islander Australians, 2010-2012* (cat. no. 3302.0.55.003).

## Inclusion Access and Equity Framework

The Aboriginal and Torres Strait Islander Plan has used Banyule's Inclusion, Access and Equity Framework (IAEF) which identifies five goals for our diverse communities. These goals describe what we aim to achieve and the broad outcomes we are looking to support for our Aboriginal and Torres Strait Islander community.

### **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 contributing 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 community 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:** Peoples rights are protected and promoted.

These goals will be progressed through the development of an Action Plan.

## Implementation and Action Plan

The Implementation Plan outlines the strategies to be implemented over a four year period to achieve each of the goals. The Action Plan will be considered on a regular basis as part of the Council's annual budget process. It will identify new and innovative actions happening across Council Departments. It will not list all actions Council does to support our Aboriginal and Torres Strait Islander communities.

An Innovate Reconciliation Action Plan (RAP) has a two year duration, which commences when the RAP is formally endorsed by Reconciliation Australia. For further information on the RAP refer to Appendix 1.

Goal	Strategies implemented over four years
<p>Ensure Council facilities, activities and services are accessible, inclusive and equitable.</p> <p>Intended Outcome: People do not face barriers in using Council services, facilities and activities.</p>	Implement staff education and awareness training
	Promote and improve access to public meeting places that support our diverse communities
	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
	Develop and promote inclusive employment practice
	Improve communication and access to information through the use of a broad range of communication mediums
	Review Council forms, publications and website to be inclusive and reduce potential for isolation and exclusion
	Improve Council's communication processes by using inclusive language, content and imagery that represents our diverse communities
<p>Work in partnership with local services to increase inclusion and address services gaps.</p>	Support local services and groups to engage with our diverse communities and increase community harmony
	Work in partnership with community groups, sporting clubs and organisations to ensure equal access for our diverse communities

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



## Evaluation and Review

The Aboriginal and Torres Strait Islander Plan includes a range of strategies that are organised under the five IAEF goals. The goals and strategies are relevant for the four years of the Aboriginal and Torres Strait Islander Plan. Each year there will be a set of actions developed that respond to the strategies.

Within Council, the implementation of the Aboriginal and Torres Strait Islander Plan is the primary responsibility of the Community and Social Planning Department. The Banyule Aboriginal and Torres Strait Islander Advisory Committee will assist by providing advice regarding the implementation of the Plan.

In 2018 further work will be undertaken to refine the evaluation approach and measures for the plan.

## Conclusion

Banyule is a diverse community, made up of people from many different cultures, beliefs, abilities and identities. This diversity enriches and improves the Banyule community. Banyule City Council has a commitment to its diverse communities which is guided by the IAEF. The Aboriginal and Torres Strait Islander Plan 2017 – 2021 provides the vehicle by which Council will improve wellbeing and participation for members of our community.

## Further Information

For further information regarding Banyule's Aboriginal and Torres Strait Islander Plan or any of the other plans under the Inclusion, Access and Equity Framework go to <https://www.banyule.vic.gov.au/Services/Diverse-Communities-and-Social-Inclusion>

Community and Social Planning Unit  
Telephone (03) 9490 4222  
Email [enquiries@banyule.vic.gov.au](mailto:enquiries@banyule.vic.gov.au).

## Appendix

### 1. Reconciliation Action Plan

## 2. Terminology and Language<sup>2</sup>

**Aboriginal** is the term used to describe the native people and their descendants from mainland Australia, including Tasmania.

**Indigenous Australians** is the recognised term in Australia to refer to Aboriginal and Torres Strait Islander people collectively. Sometimes shortened to 'Indigenous', this term tends to be the collective noun used by Federal Government agencies, particularly in policy documents. State and local governments may refer to 'Indigenous' and 'Aboriginal' Australians interchangeably.

**Koorie/Koori/Gurri** are the generic terms used by contemporary Aboriginal people and communities of Victoria and Southern New South Wales to identify and differentiate themselves from Aboriginal groups from other parts of Australia. For example, Aboriginal people and communities in Queensland refer to themselves as Murris, Nunga in South Australia and Nyongar in Southern Western Australia.

**Torres Strait Islander** is the term used to describe the native people and their descendants from the Torres Strait region of Australia, the body of water and its islands between Australia and New Guinea.

**Wurundjeri (Willam) People** are the Traditional Custodians of the land referred to as Banyule. The Wurrundjeri Tribe Land Council INC. is the Registered Aboriginal Party for all lands within the municipality of Banyule.

**Traditional Custodians** - The Wurundjeri Tribe Land and Compensation Heritage Council INC. is the registered Aboriginal Party within Banyule and agreement has been reached for the preference for the Wurundjeri willam people to be referred to as the 'Traditional Custodians' of the land within Banyule, rather than 'Traditional Owners'. There is a preference for a more subtle illustration of the cultural relationship to the land-Custodians, over any claimed rights of entitlement under the British Torrens Land Title System as owners.

**Traditional Elders** refers to the Aboriginal leaders in community, recognised as Elders and charged with the obligation and responsibilities for 'caring for country'.

Elders have the authority to determine appropriate use of their culture outside of the Indigenous community. The term 'Elder' may not always mean men and women over fifty or sixty years of age. An Elder may well be a person who is recognised within the clan or community group who has the trust, knowledge and understanding of their culture and permission to speak on such matters. Young people may be given permission to talk on behalf of a clan or community group.

**Barrbunin Beek** is a gathering place for Aboriginal and Torres Strait Islander people living in and around Banyule. Barrbunin Beek is a joint project between the local Aboriginal and Torres Strait Islander community, Banyule Community Health and Banyule City Council to have a dedicated space where people can come together. It allows the local Aboriginal and Torres Strait Islander community to create a real connection to country by establishing a place of community ownership, where knowledge can be shared and culture celebrated.

Barrbunin Beek is located in Olympic Park (The Fred Howe Annex) next to the walkway to Northland. It is called Barrbunin Beek, which means 'happy place' in the local Woiwurrung language. It gives local Aboriginal and Torres Strait people a place to call home, a place to meet and a place to build community.

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<sup>2</sup> Adapted from *Recognition, Respect & Participation – Guiding Respectful Practice when Working with Indigenous Australians in Banyule* (May 2017).