

Maribyrnong City Council
INNOVATE
Reconciliation Action Plan (RAP)
July 2020 – July 2022



Maribyrnong or 'Mirring-gnay-bir-nong', means 'I can hear a ringtail possum'

“We acknowledge the Traditional Custodians of the land, the Wurundjeri Woi Wurrung and Boon wurrung peoples of the Kulin Nation and pay our respect to their Elders, past, present and emerging.”

Ringtail Possum by Wurundjeri Artist Mandy Nicholson

Version 4: Draft as of 28 July 2020

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Acknowledgement of Traditional Custodians

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Acknowledgements

Maribyrnong City Council would like to thank the Elders and representatives of the Traditional Custodian organisations for their invaluable contribution towards the development of our Reconciliation Action Plan (RAP). In the process of drafting the RAP, we have consulted the following:

- Maribyrnong Reconciliation Action Plan Advisory Committee
- Wurundjeri Council Elders
- Boon Wurrung Council Elder
- Bunurong Land Council Elders
- The Footscray Community Arts Centre Indigenous Advisory Group
- cohealth Aboriginal and Torres Strait Islander Team
- Reconciliation Australia

Mayor's Message

RA suggested including a message from the Mayor to display to the reader a commitment to reconciliation from an executive level

Our vision for reconciliation

Maribyrnong City Council's vision for reconciliation involves encompassing the entire Maribyrnong community positively to engage and celebrate the histories and cultures of our Traditional Custodians, the Wurundjeri Woi wurrung and Boon wurrung peoples of the Kulin Nation, and all First Nations peoples of our community. Council values maintaining its constructive and honest relationships with its local First Nations peoples and their Elders.

Statement of Commitment to First Nations Australians.

The Maribyrnong City Council:

- Acknowledges and respects Cultural Practices, its values and the stature of Elders in First Nations communities.
- Recognises the richness and diversity of First Nations communities and Elders whom have settled in the City from across Australia.
- Acknowledges that First Nations Australians have a special and unique intrinsic relationship to the land and waters both within the City of Maribyrnong, and throughout Australia.
- Respects the significance of family, customs and cultural practices of First Nations Australians and their right to express them and live accordingly (subject to Australian law).
- Believes in the ongoing reconciliation process and healing between Indigenous Australians and non-Indigenous Australians.
- Supports empowering and self-determination of First Nations Australians.
- Is committed to redressing disadvantages still experienced by First Nations Australians with the aim of eliminating racism and discrimination.
- Is devoted to promoting, positive and genuine relationships with local First Nations communities essential to effective representation and provision of services.
- Will execute its legislative requirement of protecting local sites of cultural sensitivity, equal opportunity, human rights, decision making in consideration of the community's diverse needs and working to Close the Gap targets.
- Advocates with First Nations Australians to State and Federal Government and other peak bodies.

Our Business

Council's primary function is to ensure the City of Maribyrnong continues to be a great and attractive place to live, work, grow and visit. Other functions of Council also include:

- Urban planning, reparation and implementation of plans for the development of the City.
- Regulation of land use and construction of buildings and open space.
- Planning for economic and social development.
- Construction and maintenance of roads and bridges.
- Water supply for domestic, industrial and commercial purpose.
- Maintenance and establishment of parks and gardens.
- Promotion of cultural and education.
- Maintenance of public amenities.
- Public health and sanitation.

Maribyrnong City Council is responsible for delivering over 80 community services ranging across many areas. These include; libraries, community centres, sports and recreation facilities, home and community aged care, waste collection, planning and infrastructure compliance, community advocacy, road maintenance, park development and upkeep, land use, local laws, early years services, community events, community development and health and wellbeing.

Our Councillors

The City of Maribyrnong is divided into wards; River, Stony Creek and Yarraville and is represented by seven elected Councillors: Cr Megan Bridger-Darling, Cr Sarah Carter; Cr Simon Crawford; Cr Gina Huynh; Cr Cuc Lam; Cr Mia McGregor, and Cr Martin Zakharov.

Our workforce

The City of Maribyrnong recognises and appreciates the essentialness of its officers when fulfilling Council operations and is committed to nurturing staff professional development, work/life balance and occupational achievement and wellbeing. At the end of June 2018, Council recorded 489.6 full time equivalent employees employed in various roles and disciplines across the organisation, of that number, Council identified from the 348 employed as fulltime staff (not including casual staff), 59% female and 41% male. According to Human resources records, no known staff member currently identifies as Aboriginal and/or Torres Strait Islander Australian.

Locations

The City of Maribyrnong covers approximately 32 square kilometres and is located seven kilometres west of Melbourne's central business district. According to 2016 Australian Bureau of Statistics, the population of the Maribyrnong Local Government Area was recorded at 87,355 and growing.

The City of Maribyrnong's main office is located at 61 Napier Street, Footscray and its operation centre is located at 95 Sunshine Road, West Footscray.

Our RAP

Maribyrnong City Council Commitment to Reconciliation

The City of Maribyrnong is steadfast in recognising and acknowledging the importance of the partnership between First Nations Australians and non-First Nations Australians in guiding our commitment to reconciliation.

The 2017 – 2021 Council Plan brought into practice the City of Maribyrnong becoming an 'Intercultural City'. Intercultural City status requires the Council to manage cultural diversity, cultural conflict and recognise and reconcile with First Nations peoples with current collaborative best practices.

RAP Champions and Committee

The Maribyrnong Reconciliation Action Plan Advisory Committee (MRAPAC) is championed by the Manager Community Development, Positive Ageing and Inclusion and Director Community Services.

The MRAPAC is made up of 15 members and is chaired by the Mayor and membership includes; Director of Community Services, Manager of Community Development, Positive Ageing and Inclusion, Coordinator of Diversity and Inclusion, and administered by the Diversity Planner.

MRAPAC currently has six community members, half identifying as First Nations Australians. Members include representatives from The Victorian Aboriginal Catholic Ministry, the Cohealth Aboriginal and Torres Strait Islander Health Team, Melbourne Indigenous Church and Mercy Mental Health.

The RAP Working Group is comprised of Council Managers from various Council departments. Managers are responsible for administering, delegating and implementing the RAP action plan, which has been developed by the MRAPAC. The RAP Working Group members include the Manager Community Development, Positive Ageing and Inclusion, Manager Public Affairs and Community Relations, Manager People, Culture & Safety, Manager Arts, Community Learning and Libraries, Manager City Places, Manager City Design, Manager Governance and Commercial Services, Manager Community Services and Social Infrastructure.

MRAPAC is charged with the strategic direction and ideology of the RAP and the RAP Working Group is charged with the operations and implementations of the RAP. It is the responsibility of the RAP Working Group to provide regular reports for the actionable items delegated to their branch.

Our Reconciliation Journey

1992 - The Koorie Gardening Team was created to provide employment opportunities for Koorie youth. The Koorie Gardening Team projects included the revegetation of Pipemakers Park, using native plants. Initially funded by the State Government of Victoria, Maribyrnong City Council provided a further \$240,000 for three years to contribute to the team's proposal to work towards economic self-sustainability.

1998 - Maribyrnong City Council was one of the first local governments in Victoria to develop a policy in relation to First Nations people; The Aboriginal and Torres Strait Islander Communities policy 1998 – 2001.

2003 – Council developed a Statement of Commitment between First Nations people and Maribyrnong City Council and launched the Reconciliation Policy and Action Plan 2003 - 2005.

2007 - Launched Council's first Aboriginal and Torres Strait Islander Australians library collection during the 2007 National Aborigines and Islanders Day Observance Committee (NAIDOC) Week celebrations. The collection includes recently published books, historical texts and a large collection of children's stories, biographies, art books and DVDs.

2009 - The Maribyrnong Reconciliation Group (MRG) was established as a result of community consultation towards the development of the 2009 - 2013 Indigenous Policy and Action Plan. The purpose of the MRG was to engage community working or studying within the municipality to work collectively towards reconciliation between First Nations people and non-First Nations people.

2010 - Signed Statement of Commitment between the Wurundjeri Council and Maribyrnong City Council.

2013 - Council established its annual Reconciliation Plans with the launch of its 2013 – 2018 Indigenous Policy.

2017 – Establishment of the Maribyrnong Reconciliation Action Plan Advisory Committee (MRAPAC) to govern and advise Council on issues and barriers affecting the reconciliation process. MRAPAC advises Council with strategic objectives for the purpose of positive practical mutual outcomes for First Nations people and non-First Nations people.

2018 – 2019 – Council initiated internal and external consultation to develop a new Reconciliation Action Plan with guidance from a First Nations consultant

History

Aboriginal people have lived in the Maribyrnong River valley for at least 40,000 years. They witnessed vast changes to the landscape, including monumental events such as the flooding of Port Phillip Bay around 10,000 years ago at the end of the last Ice Age.

The City of Maribyrnong's significance of Aboriginal history, its vibrant community, legendary stories and sacred sites is important and aided in guiding the development of this document. The word 'Maribyrnong' itself is an anglicised version of 'Mirring-gnay-bir-nong', which means 'I can hear a ringtail possum' from the Woiwurrung language.

Maribyrnong Aboriginal Heritage Study December 1999 David Rhodes, Taryn Debney and Mark Grist

Who are the Traditional Custodians of Maribyrnong?

The area now known as the City of Maribyrnong is a significant meeting place for the tribes and clans of the Kulin Nation, in particular the Boonwurrung and the Wurundjeri Woi wurrung peoples. Where the Maribyrnong and Yarra Rivers join is especially significant as it symbolises the joining of groups whom would have journeyed along the river. Many identified sacred sites have been uncovered along this corridor as can be found in Councils' Aboriginal Heritage Study 2001.

Wurundjeri Woi wurrung people

The Wurundjeri People take their name from the Woiwurrung language word 'wurun' meaning the Manna Gum (*Eucalyptus viminalis*) which is common along 'Birrarrung' (Yarra River), and 'djeri', the grub which is found in or near the tree. Wurundjeri are the 'Witchetty Grub People' and our Ancestors have lived on this land for millennia.

The Wurundjeri's connection to land is underpinned by cultural and spiritual values vastly different to those of the Europeans. The Wurundjeri did not 'own' the land in the European sense of the word, but belonged to, or were 'owned by' the land. They did not live in permanent settlements but, rather, camped for periods within defined clan boundaries where food was plentiful, and moved on when the land needed to rejuvenate. The land provided all the Wurundjeri people needed – food, water, medicine, shelter – and they treated it with the respect.

Contact between the Wurundjeri Woi wurrung and Europeans occurred in 1835. The subsequent experience of colonisation and dispossession had devastating and continues to have devastating consequences for the Wurundjeri Woi wurrung peoples, a narrative not uncommon for other Aboriginal Victorians. In 1863, Ngurungaeta ("Leader") Wonga and his maternal cousin William Barak, lead their surviving people across the Black Spur to the Upper Yarra and established Coranderrk Mission Station near Healesville on 2300 acres of land. Access to the land was granted, though importantly not as freehold. Many other Aboriginal Victorians also settled at Coranderrk Station. The history of Coranderrk (1863 – 1924) is nothing less than extraordinary. Remarkably, descendants of the Wurundjeri Woi wurrung people survived the very difficult decades

immediately associated with colonisation and dispossession. The Wurundjeri Woi wurrung people continue to live and work on Country including in the municipality of Maribyrnong which remains part of their unseeded territory. Australia is the only country in the Commonwealth that does not currently have a Treaty with its First People. In 2018 the State of Victoria passed a legislation to progress Treaty with Aboriginal Victorians.

Boon wurrung people

For thousands of years, the Boon wurrung were actively involved in the Greater Kulin Nation and together we walked this land. The history of the Boon wurrung people dates back many thousands of years to a time when this land, that is now called Melbourne, extended right out to the ocean. Port Phillip Bay was then a large flat plain where the Boon wurrung hunted kangaroos and cultivated their yam daisy. For our people, there have been many times when we have almost given up hope, but our belief and our spirit has kept us going. The importance of this land and this spiritual place lies within our history and our culture. Melbourne has always had a strong underlying Indigenous history – that has been both diverse and complex. It has often been a hidden history. Many of the descendants of the First People of Melbourne have played a major role in bringing about change. Our traditional country now consists of the great multicultural city called Melbourne, where people from many ethnic backgrounds, arts, culture and sports are appreciated. Today, we can still feel the spirit of this country, its Indigenous history and its spirit. The Boonwurrung people continue their tradition as the proud custodians and protectors of these lands from the Werribee River to Port Phillip Bay to Westernport Bay to Phillip Island and all the way to Wilsons Promontory.

The local Aboriginal and Torres Strait Islander community

The 2016 Census recorded a total of 431 people living in the City of Maribyrnong identifying as Aboriginal and/or Torres Strait Islander. While likely to be undercounted in official figures, Victoria's Aboriginal and Torres Strait Islander population is growing. Today Aboriginal and Torres Strait Islander Australians reside in every suburb of the City of Maribyrnong, many here for quality of lifestyle, opportunities to work and study, access to place of worship and leisure, and to take advantage of a suite of services and resources the Maribyrnong region has to offer.

Case studies

Western Regional Local Government Reconciliation Network (WRLGRN).

Since 2010 the City of Maribyrnong has been a member of the Western Regional Local Government Reconciliation Network (WRLGRN). The WRLGRN is comprised of five neighbouring local government areas. Representatives from these western region local government of Melbourne meet bi-monthly to address the needs and identify issues affecting Aboriginal and/or Torres Strait Islander peoples. WRLGRN principal aim is to continuously advance the importance of Reconciliation throughout the western region. The WRLGRN achieve this through regular network meetings, information sharing, cross council liaising, project collaboration, nurturing the partnerships between local Councils, State Government and Federal Government departments, and close ties with our Aboriginal and/or Torres Strait Islander Australian partners.

WRLGRN also ensures the coordination of community services and community events are not doubled up and that these community services and community events are accessible across the regions. The networks does this through a shared central community cultural event calendar for annual events such as National Reconciliation Week and NAIDOC Weeks. In 2015 the WRLGRN in collaboration with its Aboriginal and/or Torres Strait Islander partners ran an awareness campaign for the recognition of Aboriginal and Torres Strait Islander Peoples as the First Australians in The Australian Constitution. This campaign included a large WRLGRN public forum hosted in Footscray where the focus was Constitutional Referendum, smaller community forums were also conducted across the regions, and a live music event accompanied to highlight that these public forums were taking place and also celebrate culture and reinforce the message of recognising Aboriginal and Torres Strait Islander Peoples as this nation's First Australians.

Partnership with the cohealth Aboriginal and Torres Strait Islander Health Team

In 2009 Ngardarb Riches and Virginia Sitzler, staff members with cohealth Aboriginal and Torres Strait Islander health team, together with community, identified a need for cultural connection, food security and tailored health awareness for the local First Nations people. One of these needs resulted in the creation of the Foodshare program. Foodshare was developed and quickly advanced into a vibrant and busy meeting place for the local First nations people. Since 2016, Council has been working with the cohealth Aboriginal and/or Torres Strait Islander health team to support the celebration of significant dates at the Braybrook Community Hub. Council continues to provide support by providing a space in the Braybrook Community Hub for the Foodshare program to take place each week. Council ensures the group has access to a community bus to transport their members to community events and provides catering subsidies for members to host community meetings. These services coupled with staff volunteering enables the cohealth team to significantly increase their capacity to provide support to its members, increase their outreach in the community and provided robustness around security of services. For the local First Nations people,

Foodshare provides a regular free grocery shop and regular opportunities for community to meet, connect and access health and community services and health professionals in a single location. In addition, this partnership raised the profile of some of the key Aboriginal community members whom have further developed and continue to support the cohealth Foodshare program and their peers. The following volunteers and participants have been recognised for their invaluable contribution, Ngardarb Riches, an Aboriginal Elder, was the recipient of the 2014 Maribyrnong City Council citizen of the year award. In 2015 Roy Alexander, an Aboriginal Elder, received Maribyrnong City Council's citizen of the year award for his volunteer services with the Western Region Health Centre (now cohealth). In 2017 Crystal Harris, a local Aboriginal woman, received a Maribyrnong City Council Civic Award for Community Strengthening for coordinating the cohealth Foodshare Program.

Our Focus

Relationships			
Council is committed to creating effective working relationships with local First Nations people, their communities, Elders, youth, children, women and men. We will help build positive relationships between First nations people and non-First Nations Australians because this leads to inclusive actions and raises awareness of First Nations cultures, histories and needs among non- First Nations Australians.			
Action	Deliverable	Timeline	Responsibility
1. Maribyrnong Reconciliation Action Plan Advisory Committee (MRAPAC) monitors RAP development and implementation of actions, tracking progress and reporting.	<ul style="list-style-type: none"> Annually review and update the MRAPAC Terms of Reference and ensure that they are available through Councils website. 	January 2021 and 2022	Manager Community Development, Positive Ageing and Inclusion (CDPAI)
	<ul style="list-style-type: none"> RAP development and implementation of actions, tracking progress and reporting by responsible Council Officers. 	June 2021 and 2022	Manager CDPAI
	<ul style="list-style-type: none"> Ensure that at least half of all members of MRAPAC identify as Aboriginal and/or Torres Strait Islander peoples. 	ongoing July 2022	Manager CDPAI
	<ul style="list-style-type: none"> MRAPAC meets four times per year. 	February, May, August and November, annually	Manager CDPAI
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between First Nations peoples and other Australians.	<ul style="list-style-type: none"> Work with external organisations to deliver an external event for NRW each year. 	May 2021 and 2022	Manager CDPAI
	<ul style="list-style-type: none"> Continue annual support to Womenjeka Festival 	May 2021 and 2022	Manager City Places

	<ul style="list-style-type: none"> • Coordinate an internal awareness raising / information project for NRW each year 	May 2021 and 2022	Manager CDPAl
	<ul style="list-style-type: none"> • Circulate Reconciliation Australia's resources to Council staff and display in reception areas. 	May 2021 and 2022	Manager CDPAl
	<ul style="list-style-type: none"> • Register all events via Reconciliation Australia and Reconciliation Victoria's NRW website 	May 2021 and 2022	Manager CDPAl
	<ul style="list-style-type: none"> • Ensure that MRAPAC members and staff participate in an external event to recognise and celebrate NRW 	May / June 2021 and 2022	Manager CDPAl
3. Develop and maintain mutually beneficial relationships with First Nations peoples, communities and organisations to support positive outcomes.	<ul style="list-style-type: none"> • Include our Aboriginal and Torres Strait Islander stakeholders in engagement when relevant 	Ongoing 2021 and 2022	Manager Public Affairs and Community Relations
	<ul style="list-style-type: none"> • Ensure that First Nations people and their voices are represented and heard at all significant Council events and consultations. • Develop and implement an engagement plan to work with our First Nations stakeholders. • Meet with local First Nations organisations to develop guiding principles for future engagement. 	December 2021	Manager CDPAl
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	<ul style="list-style-type: none"> • Develop and implement a strategy to communicate our RAP to Council staff and external stakeholders 	December 2020	Manager Public Affairs and Community Relations
	<ul style="list-style-type: none"> • Promote reconciliation through ongoing active engagement with all stakeholders 	Ongoing 2020, 2021, 2022	Manager CDPAl
	<ul style="list-style-type: none"> • Send updates on our progress via the Maribyrnong staff Bulletin 	Ongoing 2020, 2021, 2022	Manager CDPAl
	<ul style="list-style-type: none"> • Include an overview of the RAP as part of staff and Councillor induction processes 	Ongoing 2021 and 2022	Manager People, Culture & Safety

5. Develop partnerships with the western region local governments and agencies to improve outcomes and raise awareness of issues affecting First Nations peoples.	<ul style="list-style-type: none"> Develop joint initiatives in partnership with other western region local government agencies and relevant agencies including the Local Aboriginal Network and Reconciliation Victoria. 	December 2021	Manager CDPAl
	<ul style="list-style-type: none"> In collaboration with other western region local governments organise a western region RAP forum to share best practice. 	December 2021	Manager CDPAl
6. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. Develop, implement and communicate an anti-discrimination policy for our organisation. Engage with First nations staff and advisors to consult on our anti-discrimination policy. Educate senior leaders on the effects of racism. 	July 2022	Manager CDPAl

Respect

Council acknowledges that Wurundjeri-Woiwurrung and Bunurong people of the Kulin Nation have survived European settlement for more than two centuries. Council recognises the special relationship First Nations peoples have with the land and waters and the valuable contribution they make to our community. We look forward to a future of mutual respect and harmony.

Action	Deliverable	Timeline	Responsibility
7. Protect and share the stories of Aboriginal sacred sites and culturally sensitive areas in collaboration with of Traditional Custodians and their communities.	<ul style="list-style-type: none"> Encourage the development of unique and distinctive public spaces and places, including art spaces, which reflect, respond to and acknowledge that Maribyrnong is part of the traditional lands of the Kulin Nation ('First Peoples First' theme in the Arts and Culture Strategy). 	June 2022	Manager Arts, Community Learning and Libraries
	<ul style="list-style-type: none"> Display Acknowledgement of Country on all future City gateway signs and on significant civic buildings. Working group to plan incremental implementation process. 	June 2022	Manager City Places
8. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of First Nations peoples cultures, histories and achievements.	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within the Council. 	June 2021	Manager CDPAl
	<ul style="list-style-type: none"> Work with local Traditional Custodians and or First Nations consultants to develop cultural awareness training Provide opportunities for MRAPAC members, leadership staff and Councillors to participate in cultural awareness training. Implement Aboriginal and Torres Strait Islander cultural awareness training strategy for staff and include both face to face and online training opportunities. Investigate local cultural immersion opportunities and experiences. 	June 2022	Manager People, Culture & Safety

9. Engage employees in understanding the significance of First Nations peoples cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.	<ul style="list-style-type: none"> Develop and deliver Council's protocol document for Acknowledgement and Welcome to Country for all staff and community members. 	May 2021	Manager CDPAl
	<ul style="list-style-type: none"> Communicate and promote Council's protocol document for Acknowledgement and Welcome to Country to all staff and community members. 	May 2021	Manager Public Affairs and Community Relations
	<ul style="list-style-type: none"> Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships. 	July 2021	Manager CDPAl
	<ul style="list-style-type: none"> Invite a Traditional Custodian to provide a Welcome to Country at significant events, including National Reconciliation Week and NAIDOC Week celebrations. 	ongoing 2020, 2021, 2022	Manager Public Affairs and Community Relations
	<ul style="list-style-type: none"> Provide the Aboriginal and Torres Strait Islander flags and information about Australia's First Peoples at Citizenship Ceremonies. 	ongoing 2020, 2021, 2022	Manager Public Affairs and Community Relations
	<ul style="list-style-type: none"> Encourage Council staff to include an Acknowledgement of Country at the commencement of all meetings. 	ongoing 2020, 2021, 2022	Manager Public Affairs and Community Relations
10. Provide opportunities for First Nations staff to engage with their cultures and communities by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Provide opportunities for all First Nations staff to participate with their cultures and communities during NAIDOC Week. Ensure that First Nations staff are aware of Council's ceremonial and cultural leave provisions and that there are no other barriers to them participating in NAIDOC Week. 	2020, July 2021, 2022	Manager People, Culture & Safety
	<ul style="list-style-type: none"> MRAPAC to participate in an external NAIDOC Week event. Promote and encourage participation in external NAIDOC events to all staff. 	2020, July 2021, 2022	Manager CDPAl

Opportunities

Creating opportunities to build the capacity of local First Nation communities to self-determine their future and be reflected and included in Council's work is important. We look forward to new opportunities for First Nation peoples, organisations and communities and to appropriately advocate on their behalf especially in terms of creating opportunities through employment and procurement.

Action	Deliverable	Timeline	Responsibility
11. Investigate opportunities to improve and increase First Nation peoples employment outcomes within our workplace.	<ul style="list-style-type: none"> • Develop and implement processes for the collection and management of data from First Nations applicants and staff to inform future workforce planning. • Develop and implement a First Nation peoples Employment and Retention Strategy where needed. • Review HR and recruitment procedures and policies to ensure there are no barriers to First Nations employees and future applicants participating in our workplace. • Develop and implement First Nations people employment pathways (e.g. traineeships and internships). • Provide and promote professional development opportunities to First Nations staff. • Advertise job vacancies to effectively reach First Nations stakeholders. • Increase the percentage of First Nations staff employed in our workforce. 	June 2021	Manager People, Culture & Safety
12. Investigate opportunities to incorporate First Nations supplier diversity within Council's procurement processes.	<ul style="list-style-type: none"> • Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from First nations businesses. • Develop and communicate to staff a list of First Nations businesses that can be used to procure goods and services. • Develop at least one commercial relationship with a First Nations owned business. 	December 2021	Manager Governance and Commercial Services

	<ul style="list-style-type: none"> • Investigate Supply Nation membership. • Develop and implement an Aboriginal and Torres Strait Islander procurement strategy 		
13. Support early years learning centres to foster a higher level of knowledge and pride in First Nations peoples histories, cultures and contributions.	<ul style="list-style-type: none"> • Encourage early years learning centres and schools in the City of Maribyrnong to engage with the Narragunnawali: Reconciliation in Schools and Early Learning Narragunnawali program. 	December 2021	Manager Community Services and Social Infrastructure
14. Support the protection and recognition of Aboriginal cultural heritage.	<ul style="list-style-type: none"> • Identify and assess places of Aboriginal cultural heritage significance, in consultation with relevant Registered Aboriginal Parties in urban renewal projects such as the Defence Site Maribyrnong. • Update the Maribyrnong Planning Scheme to reinforce the importance of protecting places of Aboriginal cultural heritage. 	December 2021	Manager City Design

Governance, tracking progress and reporting

Action	Deliverable	Timeline	Responsibility
15. Report RAP achievements, challenges and learnings internally and externally.	<ul style="list-style-type: none"> Publicly report Council's RAP achievements, challenges and learnings through Council's website and intranet. Report RAP progress to all staff and senior leaders quarterly. 	To align with each MRAPAC meeting (conducted four times per year) 2020, 2021 and 2022	Manager CDPAl
16. Report RAP achievements, challenges and learnings to Reconciliation Australia	<ul style="list-style-type: none"> The RAP Working Group to collect data for the RAP Impact Measurement questionnaire. The RAP Working Group to seek internal approval to submit the RAP Impact Measurement questionnaire to Reconciliation Australia. Investigate participating in the RAP Barometer. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	May 2021 and 2022	Manager CDPAl
17. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. Engage our senior leaders and other staff in the delivery of RAP commitments. Define and maintain appropriate systems to track, measure and report on RAP commitments. Appoint and maintain an internal RAP Champion from senior management. 	December 2020	Manager CDPAl

18. Review, refresh and update RAP.	<ul style="list-style-type: none"> • Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. 	January 2022	Manager CDPAl
	<ul style="list-style-type: none"> • Send draft RAP to Reconciliation Australia for review and feedback. 	February 2022	Manager CDPAl
	<ul style="list-style-type: none"> • Submit draft RAP to Reconciliation Australia for formal endorsement. 	April 2022	Manager CDPAl
19. Identify community attitudes in the role of Council in promoting a positive sense of community in relation to being inclusive of First Nations people.	<ul style="list-style-type: none"> • Use the annual community survey to monitor and report on community attitudes that asks whether “Council respects, reflects and is inclusive of First Nations people”. 	January 2021, 2022	Manager People, Culture & Safety

Contact details

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Glossary

Aboriginal and Torres Strait Islander - It is often best practice to use 'Aboriginal and Torres Strait Islander' when referring generally to Aboriginal and Torres Strait Islander peoples. 'Aboriginal' (and less commonly accepted variants such as 'Aboriginals' or 'Aborigines') alone is also not inclusive of the diversity of cultures and identities across Australia, for which reason it should be accompanied by 'peoples' in the plural.

First Nations peoples - a term for Aboriginal and Torres Strait Islander peoples and communities. Always used to refer to both Aboriginal and Torres Strait Islander persons.

Koorie - a term for Indigenous people from the regions of Victoria and New South Wales

LAN - Local Aboriginal Network

RAP - Reconciliation Action Plan

Registered Aboriginal Party - Registered Aboriginal Parties (RAPs) are organisations that hold decision-making responsibilities under the Aboriginal Heritage Act 2006 for protecting Aboriginal cultural heritage in a specified geographical area.

Narragunnawali program - Reconciliation Australia's Narragunnawali program supports all schools and early learning services in Australia to foster a higher level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions. Narragunnawali (pronounced narra-gunna-wally) is a word from the language of the Ngunnawal people, Traditional Custodians of the land on which Reconciliation Australia's Canberra office is located, meaning alive, wellbeing, coming together and peace.