

Maribyrnong City Council  
Reconciliation Action Plan  
May 2020 - May 2022



.....  
**Innovate**



**Maribyrnong City Council**

61 Napier Street, Footscray  
Mail address:  
Phone:  
Email:  
Website:

PO Box 58, West Footscray VIC 3012  
9688 0200  
email@maribyrnong.vic.gov.au  
www.maribyrnong.vic.gov.au

 **TIS 131 450**

If you are deaf, hearing-impaired, or speech-impaired, please use the National Relay Services

 **TTY 133 677**

Speak and listen **1300 555 727** [www.relayservice.com.au](http://www.relayservice.com.au)

**Connect with us**

 [/maribyrnongcc](https://twitter.com/maribyrnongcc)

 [/Maribyrnong](https://www.facebook.com/Maribyrnong)

 [cityofmaribyrnong](https://www.instagram.com/cityofmaribyrnong)

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

Maribyrnong City Council acknowledges the Traditional Custodians of the land, the Wurundjeri Woi Wurrung and Boon Wurrung Bunurong Peoples of the Kulin Nation and pays its respects to their Elders, past, present and emerging.

## Glossary

<b>Aboriginal and Torres Strait Islander</b>	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.
<b>First Nations Peoples</b>	A term for Aboriginal and Torres Strait Islander Peoples and communities. Always used to refer to both Aboriginal and Torres Strait Islander persons.
<b>Koorie</b>	A term for Indigenous Peoples from the regions of Victoria and New South Wales.
<b>HR</b>	Human resources
<b>LAN</b>	Local Aboriginal Network
<b>RAP</b>	Reconciliation Action Plan
<b>Registered Aboriginal Party</b>	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.
<b>Narragunnawali program</b>	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.

## Contents

Glossary	4
About artist, Mandy Nicholson	6
Acknowledgement of Traditional Custodians	7
Acknowledgement	7
Mayor's message	8
Our vision for reconciliation	9
Statement of commitment to First Nations Australians	10
Our business	11
Our Councillors	11
Our Workforce	11
Locations	12
Maribyrnong City Council commitment to reconciliation	12
RAP Committee and Working Group	13
The Maribyrnong Reconciliation Action Plan Advisory Committee (MRAPAC)	13
The RAP Working Group	13
Our Reconciliation Journey	14
History	16
The Traditional Custodians of the City of Maribyrnong	17
Wurundjeri Woi Wurrung People	17
Boon Wurrung Bunurong People	18
The local Aboriginal and Torres Strait Islander community	18
Case studies	19
Western Regional Local Government Reconciliation Network (WRLGRN)	19
Partnership with the cohealth Aboriginal and Torres Strait Islander Health Team	19
Our focus	21
Relationships	21
Respect	25
Opportunities	28
Governance, tracking progress and reporting	31
Contact details	33

## About artist, Mandy Nicholson

**Mandy Nicholson was born in Healesville. She is a Wurundjeri-willam (Wurundjeri-baluk patriline) artist and Traditional Custodian of Melbourne and surrounds.**

**Mandy also has connections to the Dja Dja Wurrung and Ngurai Illum Wurrung language groups of the Central/Eastern Kulin Nation on her father's side and German on her mother's side.**

**Mandy created the art that appears throughout this publication.**

## Acknowledgement of Traditional Custodians

"We acknowledge the Traditional Custodians of the land, the Wurundjeri Woi Wurrung and Boon Wurrung Bunurong Peoples of the Kulin Nation and pay our respect to their Elders, past, present and emerging."

## Acknowledgement

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 Bunurong Council Elders
- Bunurong Land Council Elders
- The Footscray Community Arts Centre Indigenous Advisory Group
- cohealth Aboriginal and Torres Strait Islander Team
- Reconciliation Australia

## Mayor's message

Maribyrnong is proud to take the next step in our reconciliation journey.

This Innovate Reconciliation Action Plan (RAP) outlines the actions that will drive Council's contribution, both internally and in the communities in which it operates, to support us in achieving our long-term vision for reconciliation.

This vision centres on the entire Maribyrnong community positively engaging and celebrating the histories and cultures of our Traditional Custodians, the Wurundjeri Woi Wurrung and Boon Wurrung Bunurong Peoples of the Kulin Nation and all First Nations Peoples of our community.

This is because we recognise true reconciliation is only possible if we work together to develop respectful relationships with Aboriginal and Torres Strait Island Peoples.

This document aims to bring all people in our City together to foster respect and acceptance.

Council values maintaining a constructive and honest relationship with its local First Nations Peoples and their Elders, and I thank the local Elders and representatives of the Traditional Custodian organisations for their involvement and support, which has been instrumental in helping us develop a bespoke and innovative plan for our community.

I look forward to us all working together to roll out this Innovate RAP and the positive impacts it will have on our Aboriginal and Torres Strait Islander community, and invite you to learn more about the practical and measurable actions outlined.

Any reconciliation journey requires the participation of everyone in the community to ensure success. This RAP is the map that will help us reach our destination in a way that will benefit the whole community.



Mayor, Cr Michael Clarke.



## Our vision for reconciliation

**Maribyrnong City Council's vision for reconciliation involves the entire Maribyrnong community positively engaging and celebrating the histories and cultures of our Traditional Custodians, the Wurundjeri Woi Wurrung and Boon Wurrung Bunurong 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 First Nations Peoples and cultures, their values and the stature of Elders in First Nations communities.
- Recognises the richness and diversity of First Nations communities and Elders who have settled in the City from across Australia.
- Acknowledges that First Nations Australians have a uniquely special and 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 Aboriginal and Torres Strait Islander Australians and non- Aboriginal and Torres Strait Islander 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 responsibilities 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 maintenance, land usage, local laws, early years services, community events, community development and health and wellbeing.

### Our Councillors

Maribyrnong City Council is comprised of seven Councillors elected to three wards:

River Ward (2 Councillors),  
Stony Creek Ward (2 Councillors) and  
Yarraville Ward (3 Councillors).

Mayor, Cr Michael Clarke,  
Deputy Mayor, Cr Anthony Tran,  
Cr Sarah Carter, Cr Simon Crawford,  
Cr Jorge Jorquera, Cr Cuc Lam, and  
Cr Bernadette Thomas.

### Our Workforce

The City of Maribyrnong appreciates and recognises the importance of its council officers, vital in fulfilling council duties and operations. Council is committed to supporting its officer's through professional development, work/life balance, job satisfaction and emotional, physical and mental wellbeing.

In 2018, Council recorded 489.6 full time equivalent employees operating in various professional roles and disciplines across the organisation. Of that number, Council calculated 348 staff employed in full time capacity and recorded 59% identifying as female and 41% identifying as male (casual staff not included).

At the time of this publication Human Resources has not recorded any staff members identifying 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.

## Maribyrnong City Council commitment to reconciliation

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

The Council Plan 2017-21 introduced the City of Maribyrnong as 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 Committee and Working Group

### The Maribyrnong Reconciliation Action Plan Advisory Committee (MRAPAC)

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 chaired by the Mayor.

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

The RAP Working Group is comprised of Council Managers from various Council departments. Managers are responsible for administering, delegating and implementing the RAP developed by the MRAPAC.

The RAP Working Group members includes:

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 guiding philosophy of the RAP, with the RAP Working Group being responsible for administrative operations and implementation of RAP action items.

It is the responsibility of the RAP Working Group to provide regular reports for the actioned items assigned to their departments.

## Our Reconciliation Journey



## History

The word 'Maribyrnong' is an anglicised version of 'Mirring-gnay-bir-nong' from the Woiwurrung language, which translated literally means 'I can hear a ringtail possum'.

Since time immemorial, Aboriginal people have gathered in the area now known as the City of Maribyrnong.

Those who made their home in the river valley have borne witness to vast changes to the local landscape over tens of thousands of years. This includes monumental events such as the flooding of Port Philip Bay at the end of the Ice Age.

The point where the Maribyrnong River and Yarra River meet is considered especially significant as it also symbolises the point where different groups would have met as they journeyed along the Maribyrnong River.

The many unidentified sacred sites identified along this corridor are recorded in the Maribyrnong Aboriginal Heritage Study, December 1999.



## The Traditional Custodians of the City of Maribyrnong

Maribyrnong is a significant place for the tribes and clans of the Kulin Nation, and in particular the Wurundjeri Woi Wurrung and Boon Wurrung Bunurong Peoples.

### Wurundjeri Woi Wurrung People

The Wurundjeri people take their name from the Woiwurrung word 'wurun' meaning the Manna Gum (*Eucalyptus viminalis*), which is common along 'Birrarung' (Yarra River), and 'djeri', the grub which is found in or near the tree.

They are the 'Witchetty Grub People' and their connection to the land is underpinned by cultural and spiritual values.

The Wurundjeri did not 'own' the land in the traditional sense of the word, the land owned them; they belong to it.

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 needed including food, water, medicine, shelter – and they treated it with respect.

Contact between the Wurundjeri Woi Wurrung and Europeans occurred in 1835. The subsequent experience of colonisation has, and continues to have, devastating consequences for the Wurundjeri people who found themselves forced out as settlers arrived.

In 1863, Simon Wonga, then Ngurungaeta or head man of the Wurundjeri people, with his maternal cousin William Barak, led approximately 40 members from several Kulin clan groups on an historic walk across the Black's Spur Songline to the Upper Yarra, where they established Coranderrk Mission Station on 2300 acres of land near Healesville in Victoria.

Despite the challenges, the Wurundjeri Woi Wurrung survived the decades of colonisation of their people and their land and descendants continue to live and work on country and in the City of Maribyrnong.

### **Boon Wurrung Bunurong People**

The history of the Boon Wurrung Bunurong people dates back to a time, when the area known as Melbourne, extended out to the ocean. Port Phillip Bay was then a large flat plain where the Boon Wurrung Bunurong hunted kangaroos and cultivated their yam daisy.

Their history and culture is intrinsically linked to the importance of the land and spirituality of Melbourne and its strong but diverse and complex Indigenous history that has often remained hidden.

Many of the descendants of the First Peoples of Melbourne have played a major role in bringing about change.

The Boon Wurrung Bunurong say: "Our traditional country now consists of the great multi-cultural 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 Boon Wurrung Bunurong 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**

A total of 431 people identifying as Aboriginal and Torres Strait Islander were recorded as living in the City of Maribyrnong in the 2016 census.

That number continues to grow as Aboriginal and Torres Strait Islander Peoples make their home in every suburb across the municipality – attracted by lifestyle, opportunities to work and study, access to places of worship and leisure and a suite of services the City has to offer – and the fact this has always been their country.

## **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 network does this through a shared central community cultural event calendar for annual events such as National Reconciliation Week and NAIDOC Week.

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 Peoples.

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 Peoples.

## Our focus

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 Peoples, 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.

### Relationships



Council is committed to creating effective working relationships with local First Nations Peoples, their communities, Elders, youth, children, women and men. We will help build positive relationships between First Nations Peoples 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	Timelines	Responsibility
1. Maribyrnong Reconciliation Action Plan Advisory Committee (MRAPAC) monitors RAP development and implementation of actions, tracking progress and reporting.	Annually review and update the MRAPAC Terms of Reference and ensure that they are available through Council's website.	September 2021 and 2022	Manager Community Development, Positive Ageing and Inclusion (CDPAI)
	RAP development and implementation of actions, tracking progress and reporting by responsible Council Officers.	June 2021 and 2022	Manager CDPAI
	Ensure that at least half of all members of MRAPAC identify as First Nations Peoples, and there are designated positions for Traditional Owner representation.	Ongoing July 2022	Manager CDPAI
	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.	Work with external organisations to deliver an external event for NRW each year.	May 2021 and 2022	Manager CDPAI
	Continue annual support to build and maintain relationships between First Nations Peoples and other Australians.	May 2021 and 2022	Manager City Futures
	Coordinate an internal awareness raising / information project for NRW each year.	May 2021 and 2022	Manager CDPAI

Relationships			
Action	Deliverable	Timelines	Responsibility
	Circulate Reconciliation Australia's resources to Council staff and display in reception areas.	May 2021 and 2022	Manager CDPAI
	Register all events via Reconciliation Australia and Reconciliation Victoria's NRW website.	May 2021 and 2022	Manager CDPAI
	Ensure that MRAPAC members and staff participate in an external event to recognise and celebrate NRW.	May / June 2021 and 2022	Manager CDPAI
3. Develop and maintain mutually beneficial relationships with First Nations Peoples, communities and organisations to support positive outcomes.	Include Aboriginal and Torres Strait Islander stakeholders in engagement.	Ongoing 2021 and 2022	Project Lead: Manager CDPAI Support: Manager Customer Engagement
	Ensure that First Nations Peoples and their voices are represented and heard at all significant Council events and consultations.	December 2021	Manager CDPAI
	Develop and implement an engagement plan to work with our First Nations stakeholders.	December 2021	Manager CDPAI
	Meet with local First Nations organisations to develop guiding principles for future engagement.	December 2021	Manager CDPAI

Relationships			
Action	Deliverable	Timelines	Responsibility
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	Develop and implement a strategy to communicate our RAP to Council staff and external stakeholders.	December 2020	Lead: Manager CDPAI Support: Manager Customer Engagement
	Promote reconciliation through ongoing active engagement with stakeholders.	Ongoing 2020, 2021, 2022	Manager CDPAI
	Communicate updates on progress via staff and Councillor bulletins.	Ongoing 2020, 2021, 2022	Lead: Manager CDPAI Support: Manager Customer Engagement
	Include an overview of the RAP as part of staff and councillor induction processes.	Ongoing 2021 and 2022	Joint Lead: Manager People and Capability and Manager Governance and Commercial Services Support: Manager CDPAI

Relationships			
Action	Deliverable	Timelines	Responsibility
5. Develop partnerships with the western region local governments and agencies to improve outcomes and raise awareness of issues affecting First Nations Peoples.	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 CDPAI
	In collaboration with other western region local governments organise a western region RAP forum to share best practice.	December 2021	Manager CDPAI
6. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2022	Lead: Manager People and Capability
	Develop, implement and communicate an anti-discrimination policy for the organisation.	July 2022	Manager CDPAI
	Engage with First Nations staff and advisors to consult on our anti-discrimination policy.	July 2022	Manager CDPAI
	Educate senior leaders on the effects of racism.	July 2022	Manager CDPAI

Respect			
 <p>Council acknowledges that Wurundjeri Woi Wurrung and Boon Wurrung Bunurong Peoples 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.</p>			
Action	Deliverable	Timelines	Responsibility
7. Protect and share the stories of Aboriginal sacred sites and culturally sensitive areas in collaboration with Traditional Custodians and their communities.	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	Lead: Manager Arts, Community Learning and Libraries  Support: Specific asset managers
	Display Acknowledgement of Country on all future City gateway signs and on significant civic buildings. Working group to plan incremental implementation process.	June 2022	Lead: Manager City Futures  Support: Manager CDPAI
8. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of First Nations Peoples cultures, histories and achievements.	Conduct a review of cultural learning needs within the Council along with a cultural safety audit.	June 2021	Manager CDPAI
	Work with local Traditional Custodians and or First Nations consultants to develop cultural awareness training.	June 2022	Lead: Manager CDPAI  Support: Manager People and Capability

Respect			
Action	Deliverable	Timelines	Responsibility
	Provide opportunities for MRAPAC members, leadership staff and Councillors to participate in cultural awareness training.	June 2022	Lead: Manager People and Capability  Support: Manager CDPAI
	Implement Aboriginal and Torres Strait Islander cultural awareness training strategy for staff and include both face to face and online training opportunities.	June 2022	Lead: Manager CDPAI
	Investigate local cultural immersion opportunities and experiences.	June 2022	Lead: Manager CDPAI
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.	Develop and deliver Council's protocol document for Acknowledgement and Welcome to Country for all staff and community members.	May 2021	Lead: Manager CDPAI  Support: Manager Customer Engagement
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	July 2021	Manager CDPAI
	Engage 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 responsible for event organisation

Respect			
Action	Deliverable	Timelines	Responsibility
	Raise the Aboriginal and Torres Strait Islander flags and provide information about Australia's First Peoples at Citizenship Ceremonies.	Ongoing 2020, 2021, 2022	Manager Customer Engagement
	Encourage Council staff to include an Acknowledgement of Country at the commencement of all meetings.	Ongoing 2020, 2021, 2022	Manager CDPAI
10. Provide opportunities for First Nations staff to engage with their cultures and communities by celebrating NAIDOC Week.	Provide opportunities for all First Nations staff to participate with their cultures and communities during NAIDOC Week and other culturally significant days.	July 2021, 2022	Lead: Manager CDPAI  Support: All Managers
	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 or other activities or significant days.	July 2021, 2022	Lead: Manager CDPAI  Support: All Managers
	Promote and encourage participation in external NAIDOC events to all staff.	July 2021, 2022	Manager CDPAI
	MRAPAC to participate in an external NAIDOC Week event.	July 2021, 2022	Lead: Manager CDPAI  Support: All Managers

## 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	Timelines	Responsibility
11. Investigate opportunities to improve and increase First Nation Peoples employment outcomes within our workplace.	Develop and implement processes for the collection and management of data from First Nations applicants and staff to inform future workforce planning.	June 2021	Lead: Manager People and Capability
	Develop and implement a First Nation Peoples Employment and Retention Strategy.	June 2021	Lead: Manager People and Capability
	Review HR and recruitment procedures and policies to ensure there are no barriers to First Nations employees and future applicants participating in our workforce.	June 2021	Lead: Manager People and Capability
	Develop and implement First Nations Peoples employment pathways (e.g. traineeships and internships).	June 2021	Lead: Manager CDPAI  Support: Manager People and Capability
	Provide and promote professional development opportunities to First Nations staff.	June 2021	All Managers

## Opportunities

Action	Deliverable	Timelines	Responsibility
	Advertise job vacancies to effectively reach First Nations stakeholders.	June 2021	Lead: Manager CDPAI  Support: Managers as appropriate
	Increase the percentage of First Nations staff employed in our workforce.	June 2021	Lead: EMT and Manager CDPAI  Support: Manager People and Capability
12. Investigate opportunities to incorporate First Nations supplier diversity within Council's procurement processes.	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from First Nations businesses.	December 2021	Manager Governance and Commercial Services
	Develop and communicate to staff a list of First Nations businesses that can be used to procure goods and services.	December 2021	Manager CDPAI
	Investigate possible commercial relationship with a First Nations owned business.	December 2021	Manager CDPAI
	Investigate Supply Nation membership.	December 2021	Lead: Manager CDPAI  Support: Manager Governance and Commercial Services

Opportunities			
Action	Deliverable	Timelines	Responsibility
13. Support early years learning centres to foster a higher level of knowledge and pride in First Nations Peoples histories, cultures and contributions.	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.	In consultation with relevant Registered Aboriginal Parties identify and assess places of Aboriginal cultural heritage significance for open space and urban renewal projects, where required, as per the Aboriginal Cultural Heritage Act.	December 2021	All Managers
	Update the Maribyrnong Planning Scheme to reinforce the importance of protecting places of Aboriginal cultural heritage.	December 2021	Manager City Futures

Governance, tracking progress and reporting			
 <p>Council understands that good governance is essential in providing new opportunities for First Nations Peoples, organisations and communities; and to appropriately advocate on their behalf especially in terms of creating opportunities through civic participation and procurement.</p>			
Action	Deliverable	Timelines	Responsibility
15. Report RAP achievements, challenges and learnings internally and externally.	Publicly report Council's RAP achievements, challenges and learnings through Council's website and intranet.	December 2021 and 2022	Manager CDPAI
	Report RAP progress to all staff and senior leaders quarterly.	June 2021 and 2022	Manager CDPAI
16. Report RAP achievements, challenges and learnings to Reconciliation Australia.	The RAP Working Group to collect data for the RAP Impact Measurement questionnaire.	September 2021 and 2022	Manager CDPAI
	The RAP Working Group to seek internal approval to submit the RAP Impact Measurement questionnaire to Reconciliation Australia.	May 2021 and 2022	Manager CDPAI
	Investigate participating in the RAP Barometer.	May 2022	Manager CDPAI
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	May 2021 and 2022	Manager CDPAI
17. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	December 2020	Manager CDPAI
	Engage our senior leaders and other staff in the delivery of RAP commitments.	December 2020	Manager CDPAI

Governance, tracking progress and reporting			
Action	Deliverable	Timelines	Responsibility
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	December 2020	Manager CDPAI
	Appoint and maintain an internal RAP Champion from senior management.	December 2020	Manager CDPAI
	Appoint and maintain an internal RAP Champion from senior management.	December 2020	Manager CDPAI
18. Review, refresh and update RAP.	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	January 2022	Manager CDPAI
	Send draft RAP to Reconciliation Australia for review and feedback.	February 2022	Manager CDPAI
	Submit draft RAP to Reconciliation Australia for formal endorsement.	1 April 2022	Manager CDPAI
19. Identify community attitudes in the role of Council in promoting a positive sense of community and inclusivity of First Nations Peoples.	Develop an engagement strategy to lead conversations with First Nations Peoples and the broader Maribyrnong community. Report on the process.	January 2021 and 2022	Manager Customer Engagement

## Contact details

Manager Community Development  
 Positive Ageing and Inclusion  
 E: [Diversity.Inclusion@maribyrnong.vic.gov.au](mailto:Diversity.Inclusion@maribyrnong.vic.gov.au)