



Reconciliation Action Plan

December 2017 - December 2019



Artist: Emma Bamblett

Clan: Wemba Wemba

Artist Emma Bamblett was born and raised in Echuca on the Murray River. Since moving to Melbourne 15 years ago, Emma has found inspiration and motivation from the arts community in Melbourne and had a wonderful opportunity through events to showcase her artwork. For Emma, she has found purpose and meaning in her artwork which represents the stories and struggles for vulnerable children, youth and families.

The painting represents The City of Greater Dandenong's Reconciliation Action Plan. There are two pieces of artwork that reflect the Wurundjeri and Boonwurrung people who are the traditional owners and custodians of the land on which Greater Dandenong is now located.

The top right symbol, circles with curved lines connecting represent the relationships and the importance of having positive respectful relationships with local Aboriginal and Torres Strait Islander people.

The bottom right shield with designs represents a celebrating of Aboriginal and Torres Strait Islander culture within the council area.

The bottom middle purple circles connecting represent the different council's offices and facilities that are available

The clap sticks in middle represent the respect for culture within the council area. It's about acknowledging history & culture.

The didgeridoo in middle right side painting represents the voice of Aboriginal people.

The top left corner represents connecting and working together with Aboriginal and Torres Strait Islander community.

The top middle section of painting represents the Reconciliation working group.

The figure on the left hand side represents leadership within the council to improve of health and wellbeing of Aboriginal and Torres Strait Islander community.

The purple leaves on bottom left of painting represents strong engagement and respect for local Aboriginal Land Councils.

The people on bottom left side painting represent the Aboriginal and Torres Strait Islander work force and having an opportunity to determine their own future.

The blue curved symbols on left middle represent Education, leadership and working together for a positive journey towards reconciliation.



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Mayor's Foreword



The City of Greater Dandenong celebrates its diversity and the cultural richness of its community members. The Aboriginal and Torres Strait Islander community is an important part of our community. Council respectfully acknowledges Aboriginal and Torres Strait Islander Peoples as the First Australians and the Traditional Owners of the land. We acknowledge and respect their continuing connection to culture and country.

It is with pleasure and pride that I present the first Greater Dandenong Reconciliation Action Plan 2017-19. This plan embodies Council's commitment to advance the process of reconciliation and seeks to foster increased understanding, respect and inclusion of Aboriginal and Torres Strait Islander communities in this region. This Reconciliation Action Plan has been developed in collaboration with Aboriginal and Torres Strait Islander communities and the broader community as a reflection of our shared commitment to equality, opportunity, respect and inclusion, and as a practical means to further those goals. I congratulate all who have been involved or participated in this process, including members of the Aboriginal and Torres Strait Islander community, Council staff and members of the Reconciliation Action Plan Working Group for their contribution to our shared and ongoing journey of reconciliation.

At the same time, this Plan shall serve as a means to achieve practical improvements in communication and collaboration between Council and the Aboriginal and Torres Strait Islander community.

It seeks to effect lasting advancements in health and wellbeing, educational and employment outcomes, inclusion and engagement.

In partnership with the Aboriginal and Torres Strait Islander community, we shall build a future together in which culture and heritage are respected and preserved, in which educational, employment, social and civic opportunities are strengthened, in which hopes and aspirations may be fulfilled, and in which the community are honoured as equals in all aspects of life in our community.

The City of Greater Dandenong will work to achieve these goals in a manner that strengthens relationships, improves opportunities and extends respect to Aboriginal and Torres Strait Islander Peoples. The City of Greater Dandenong is honoured by the opportunity to further the process of reconciliation within our community as its contribution to the national reconciliation movement.

I warmly invite all community members to join us in this journey of reconciliation, helping us to forge a community which celebrates and respects Aboriginal and Torres Strait Islander Peoples and their culture, and honours the culture and heritage of all residents.

Cr Youhorn Chea

Mayor
City of Greater Dandenong

Reconciliation Australia's Message



City of Greater Dandenong RAP: CEO statement

Reconciliation Australia congratulates City of Greater Dandenong on the endorsement of its first Reconciliation Action Plan (RAP), which will see it build on the key pillars of reconciliation – Relationships, Respect and Opportunities.

City of Greater Dandenong is home to approximately 491 Aboriginal and Torres Strait Islander residents, with a further 3,825 Aboriginal and Torres Strait Islanders across the

South East region. This Reflect RAP will assist The City of Greater Dandenong to develop its own unique vision for reconciliation, as well as commitments to applying cultural learning, respectful business practice, and promotion of Aboriginal and Torres Strait Islander employment within its sphere of influence.

Displaying a deep commitment to building and maintaining respectful relationships with Aboriginal and Torres Strait Islander peoples, organisations, and communities, City of Greater Dandenong will consult regularly with Aboriginal Elders to share information, advise on Council plans and programs, and discuss matters of interest and concern to the Aboriginal and Torres Strait Islander community.

By developing and implementing a cultural awareness training strategy for all Council staff on Aboriginal and Torres Strait Islander cultures, histories and achievements,

City of Greater Dandenong Reflect RAP practically demonstrates respect and understanding for Aboriginal and Torres Strait Islander peoples, histories and cultures.

City of Greater Dandenong's dedication to providing opportunities and employment pathways for Aboriginal and Torres Strait Islander peoples is communicated through its commitment to review processes, procedures and policies to address any barriers to Aboriginal and Torres Strait Islander employment within the Council.

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

Karen Mundine
Chief Executive Officer
Reconciliation Australia

City of Greater Dandenong's Commitment

Commitment to Indigenous Australians

The Council of the City of Greater Dandenong acknowledges that indigenous Australians are the first people of this land. They have survived over two centuries of persecution and neglect.

We acknowledge and grieve for the losses of the indigenous Australian people, their land, their children, their health and their lives.

We acknowledge the right of indigenous Australians to live according to their own values and customs.

The newly created City of Greater Dandenong is a diverse community of people, many of whom have immigrated from all over the world to make their home here. Others have sought refuge in this land, finding it a safe haven. They share with indigenous Australians the experience of dispossession, the loss of land, family and livelihood.

As the Council of this new City, we pledge ourselves to continue working to create a community where all may feel welcome, free and accepted.

We commit ourselves to work for the elimination of every form of racism or discrimination in our community.

We commit ourselves to respect identified Aboriginal sacred sites and special places and assist with the education of the broader community about Aboriginal heritage and culture and the facts of non-indigenous settlement in this country.

On behalf of this multicultural city, we commit ourselves to support and work with our indigenous community for the building of a truly just and free society to which we all aspire.

We honour the wisdom and strength of the aboriginal culture and spirit, to which we look in shaping the future.



A handwritten signature in black ink, appearing to read 'Ian Caldicott'.

Signed for and on behalf of the Council of the City of Greater Dandenong
by Ian Caldicott, Chief Commissioner

A handwritten signature in black ink, appearing to read 'V. Wigg'.

Signed for and on behalf of the indigenous community of the City of Greater Dandenong by Vera Wigg for Elaine Taylor, Chairperson of the Aboriginal Co-operative Ltd.

7 July 1995

Our Vision

Greater Dandenong is a place where Aboriginal and Torres Strait Islander Peoples are recognised as the First Nation People of Australia.

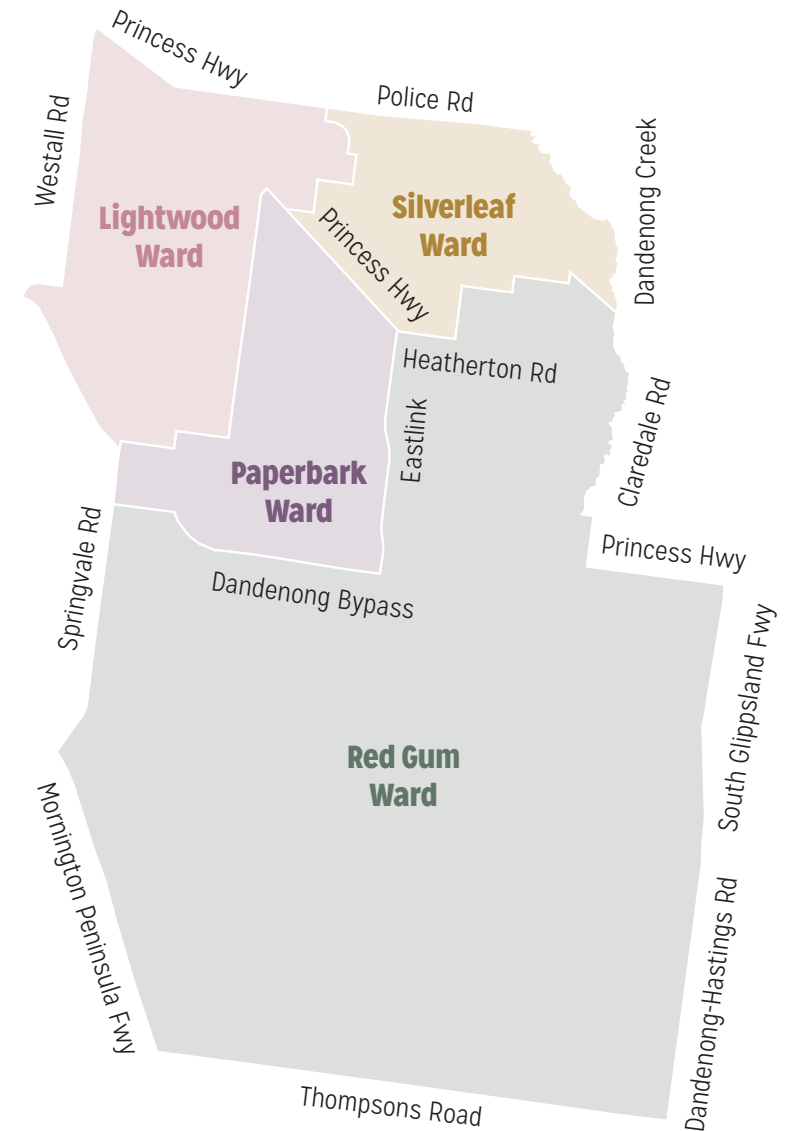
There is broad understanding of the rich Aboriginal and Torres Strait Islander cultures and heritages and this is respected, celebrated and valued throughout our community.

Our community is connected with strong relationships based on respect and trust that support all to participate equally in a range of life and economic opportunities.



About the City of Greater Dandenong

The City of Greater Dandenong encompasses an area of 129 square kilometres in Melbourne's south-east. The city is bounded by Police Road in the north, Dandenong Creek and South Gippsland Highway to the east, Thomson's Road to the south and by Westall and Springvale Roads to the west. It includes the residential suburbs of Bangholme, Dandenong, Dandenong North, Dandenong South, Springvale, Springvale South, Noble Park, Noble Park North, Keysborough, Keysborough South and Lyndhurst. Aboriginal and Torres Strait Islander Peoples were the first culture of what is now the most multicultural municipality in Victoria. Our Indigenous Peoples and this wealth of cultural diversity enrich and benefit our community.



Our Community

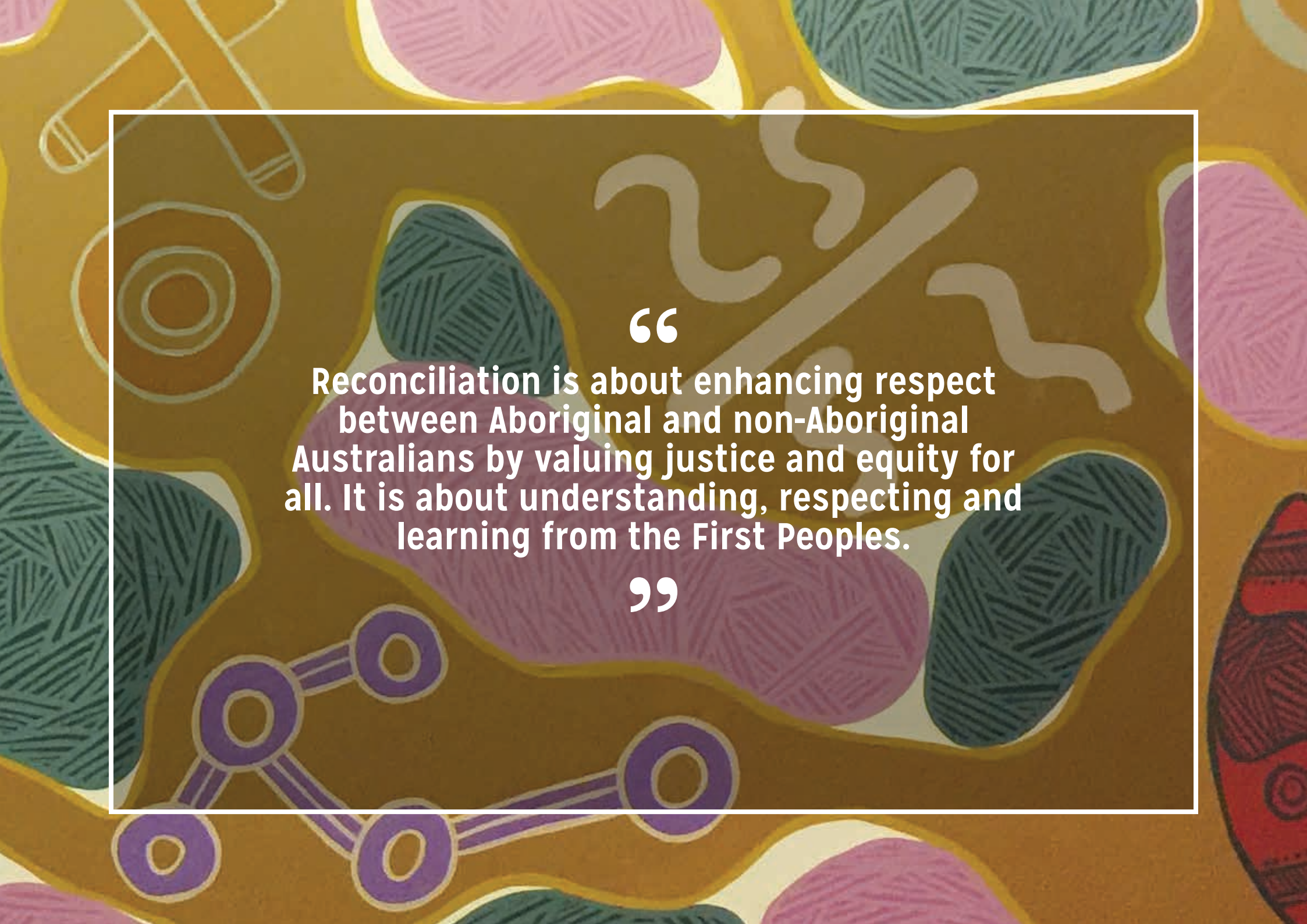
There has always been a strong Aboriginal connection with the land that is now called the City of Greater Dandenong. The Bunurong, Wurundjeri and Boonwurrung peoples are the traditional owners and custodians of the land on which Greater Dandenong is now located. A number of Aboriginal Cultural heritage sites remain including the remains of important meeting and ceremonial sites and highly valued scarred trees.

Today the City of Greater Dandenong is home to approximately 491 Aboriginal and Torres Strait Islander residents with a further 3825 Aboriginal and Torres Strait Islanders across the South East region more broadly. As a result the municipality is a hub for community activity and service delivery for Aboriginal and Torres Strait Islander communities. Council has a diverse workforce and currently has 926 staff members, of which three identify themselves as Aboriginal or Torres Strait Islanders.

The Dandenong and District Aborigines Cooperative is located in Dandenong and is the largest service provider in the region.

Our Aboriginal and Torres Strait Islander communities are however facing considerable challenges and it is widely reported they experience health and wellbeing outcomes well below that of other community members.





**“
Reconciliation is about enhancing respect
between Aboriginal and non-Aboriginal
Australians by valuing justice and equity for
all. It is about understanding, respecting and
learning from the First Peoples.
”**

Our Journey

Council is committed to working with the local Aboriginal and Torres Strait Islander community towards better outcomes for Aboriginal and Torres Strait Islander Peoples across the region.

A Statement of Commitment to Indigenous Australians was adopted by Council in July 1995 and marked the symbolic commencement of a journey of reconciliation. This Statement gave expression to Council's determination to work with Aboriginal and Torres Strait Islander community members. In 2008 another important step was taken with Council's formal apology being made.

The City of Greater Dandenong promotes reconciliation through annual celebrations and many of its protocols, policies and actions. This includes using a Welcome or an Acknowledgement of Country at formal events, forums, functions and celebrations and permanently flying the Aboriginal flag at Council's two offices in Dandenong and Springvale. The City of Greater Dandenong also plays an active role in a number of advisory committees including the Regional Aboriginal Justice Advisory Committee, Koolin Balit Aboriginal Health Committee (Southern Region) and the Inter Council Aboriginal Consultative Committee.

The important step of developing an Reconciliation Action Plan for the City of Greater Dandenong began with Council hosting the first Reconciliation Action Plan workshop in June 2016 which was facilitated by Reconciliation Australia.

The formation of the Reconciliation Action Plan Working Group was central to the development of this Reconciliation Action Plan with the support of Reconciliation Australia. The Working Group comprises various City of Greater Dandenong staff members and Aboriginal and Torres Strait Islander community representatives.

Champion	Director Community Services
Internal Involvement	City of Greater Dandenong Councillors Manager Planning and Design Manager City Projects and Assets Improvements Activity Centre Revitalisation Staff Manager Business Networking Manager People and Procurement Services Library Services Senior Coordinator Team Leader Arts and Cultural Development Senior Coordinator Community Development Best Start Community Facilitator Team Leader Children's Services Support Team Leader Community Advocacy Team Leader Bushland and Gardens Service Coordinator Drum Theatre Community Advocacy Officers
External Involvement	Dandenong and District Aborigines Co-Operative Ltd. Wurundjeri Tribe Land Cultural Heritage Council Inc. Bunurong Land Council Aboriginal Corporation Peninsula Health Local Aboriginal Youth Group Victorian Aboriginal Child Care Agency Local Aboriginal and Torres Strait Islander community members

Our Journey Continued



Throughout the development of the Reconciliation Action Plan input has been sought from the broader public and regular consultations have occurred with Aboriginal and Torres Strait Islander community leaders and organisations. Key mechanisms for input included:

- Participation in workshops and meetings of the Reconciliation Action Plan Working Group
- 'Have Your Say on Greater Dandenong's Reconciliation Action Plan' consultation opportunity
- Public exhibition of the Plan which was open to the general public to comment for a one month period

Council is committed to continuing to work with Aboriginal and Torres Strait Islander residents to ensure their right to practice their culture and preserve their heritage, while joining with the wider community to build a future of mutual respect, harmony and opportunity.





“

Council's commitment is expressed in this Reconciliation Action Plan, not only in words, but through decisive and meaningful actions that will strengthen communication with Aboriginal and Torres Strait Islander residents, build enduring relationships, extend opportunity, and embody respect.

”

About the Reconciliation Action Plan

The Reconciliation Action Plan has been developed in the context of the National Reconciliation Action Plan Model, referred to as “Innovate”. This provides a framework for organisations to realise their vision for reconciliation and allows organisations to develop practical plans of action built on relationships, respect and opportunities. Greater Dandenong’s Reconciliation Action Plan sets out actions to drive greater respect, equality and create social change and economic opportunities for Aboriginal and Torres Strait Islander Australians.

The Reconciliation Action Plan gives Council the opportunity to further demonstrate their commitment to the Aboriginal and Torres Strait Islander community by ensuring their programs, processes and services are considering their needs.

Themes	This Reconciliation Action Plan has been developed in line with the National Reconciliation Action Plan model provided by Reconciliation Australia. The key themes of the Reconciliation Plan are: Relationships, Respect and Opportunities.	
Action	Each theme has a number of high-level action items that will support reconciliation in Greater Dandenong.	
Deliverable	Each Deliverable outlines a process or initiative to contribute to achieving the Action item.	
Responsibility	Each Deliverable assigns responsibility to Council Departments. Where additional support parties are identified these are listed under the lead responsibility.	
Timeframe	<p>Immediate actions: for completion within year one</p> <p>Short Term actions: for completion within years one and two</p> <p>Ongoing: is an ongoing activity</p> <p>* Actions that are listed as “to investigate” may be progressed and implemented during the two year term of this plan when the result from the investigation recommends this. It is not necessary to wait for the development of a subsequent Reconciliation Action Plan.</p>	
Relevant Council Plans include:	<ul style="list-style-type: none"> • Council Plan 2017-2021 • Green Wedge Plan Action Plan 2015-2025 • Cultural Heritage Action Plan 2016-18 	<ul style="list-style-type: none"> • Community Wellbeing Plan 2017-21 • Imagine 2030 Community Plan



OUR RECONCILIATION ACTION PLAN

Relationships



The City of Greater Dandenong recognises the importance of building on our existing relationships with the Aboriginal and Torres Strait Islander community. We understand that meaningful partnerships are essential to continuing to strengthen respectful relationships and work together with the community to improve outcomes and opportunities for Aboriginal and Torres Strait Islander Peoples.

ACTION 1. Establish and maintain a Reconciliation Action Plan Working Group to actively monitor the development, implementation of actions and track the progress of Greater Dandenong's Reconciliation Action Plan.

DELIVERABLE		RESPONSIBILITY	TIMEFRAME
1.1	Establish a Reconciliation Action Plan Working Group inclusive of a broad representation across Council. *	Community Wellbeing <i>Manager</i>	Completed (Review Dec 2018)
1.2	Invite Aboriginal and Torres Strait Islander Peoples and other relevant stakeholders to participate in the Reconciliation Action Plan Working Group and be involved in any review processes.	Community Wellbeing <i>Manager</i>	Immediate (Dec 2018)
1.3	Establish Terms of Reference for the Reconciliation Action Plan Working Group. *	Community Wellbeing <i>Manager</i>	Completed (Review Dec 2018)



Relationships



ACTION 1. Establish and maintain a Reconciliation Action Plan Working Group to actively monitor the development, implementation of actions and track the progress of Greater Dandenong's Reconciliation Action Plan. (Continued)

DELIVERABLE	RESPONSIBILITY	TIMEFRAME
1.4 Engage with other local Councils to learn about their Reconciliation journey.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
1.5 The RAP Working Group to oversee the launch and implementation of the Reconciliation Action Plan.	Community Wellbeing <i>Manager</i> Supported by Reconciliation Action Plan Working Group	Immediate (Dec 2018)
1.6 Meet at least three times per year to progress, monitor and report on the Reconciliation Action Plan implementation.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)

* Mandatory Reconciliation Australia deliverables that have already been completed.



Relationships



ACTION 2. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander Peoples to support positive outcomes.

DELIVERABLE		RESPONSIBILITY	TIMEFRAME
2.1	Ensure Aboriginal perspectives are heard and considered across Council when important key decisions are being made that impact on the broader community.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
2.2	Consult regularly with Aboriginal Elders to share information, advise on Council plans and programs, and discuss matters of interest and concern to the Aboriginal and Torres Strait Islander community.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
2.3	Engage and involve Aboriginal and Torres Strait Islander community members in activity centre place making consultation and subsequent activities.	Activity Centre's Revitalisation <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
2.4	Promote reconciliation through ongoing active engagement with the Dandenong and District Aborigines Co-operative, Victorian Aboriginal Community Controlled Health Organisation, Wurundjeri Tribe and Land Compensation Council, Bunurong Land Council and other key Aboriginal led organisations that work in the Southern Region.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
2.5	Maintain Council involvement in groups where relevant such as the Inter-Council Aboriginal Consultative Committee, Koolin Balit Committee, Regional Aboriginal Justice Advisory Committee and other regional bodies.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)



Relationships



ACTION 2. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander Peoples to support positive outcomes. (Continued)

DELIVERABLE	RESPONSIBILITY	TIMEFRAME
2.6 Develop agreements with key Aboriginal organisations with an interest in Greater Dandenong to ensure a collaborative approach to working for the advancement of community needs.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
2.7 Strengthen links between Council and local sporting and recreation clubs to promote the inclusion of Aboriginal and Torres Strait Islander Peoples.	Community Wellbeing <i>Manager</i> <i>Supported by Sport and Recreation</i>	Ongoing (Dec 2018/ Dec 2019)
2.8 Investigate appointing an Aboriginal Community Ambassador on an annual basis.	Community Wellbeing <i>Manager</i>	Immediate (Dec 2018)



Relationships



ACTION 3. Celebrate and participate in events which positively promote Aboriginal and Torres Strait Islander culture and enhance relationships between Aboriginal and Torres Strait Islander Peoples and other Australians.

DELIVERABLE	RESPONSIBILITY	TIMEFRAME
3.1 Encourage staff and the Reconciliation Action Plan Working Group to participate, support and promote Council or community events celebrating Aboriginal and Torres Strait Islander Peoples cultures, histories and perspectives.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
3.2 Include National Reconciliation Week in Council's calendar of events and on Reconciliation Australia's website.	Community Wellbeing <i>Manager</i> Supported by Media and Communications	Ongoing (Dec 2018/ Dec 2019)
3.3 Organise at least one annual internal National Reconciliation Week event.	Community Arts, Culture and Libraries <i>Manager</i> Supported by Community Advocacy	Ongoing (Dec 2018/ Dec 2019)
3.4 Support an external National Reconciliation Week event.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
3.5 Ensure the Reconciliation Action Plan Working Group participates in an external event to recognise and celebrate National Reconciliation Week.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
3.6 Acknowledge significant Aboriginal and Torres Strait Islander events including NAIDOC Week, Sorry Day and the National Apology.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)



Relationships



ACTION 4. Raise internal and external awareness of our Reconciliation Action Plan to promote reconciliation across our Council and local government sector.

DELIVERABLE		RESPONSIBILITY	TIMEFRAME
4.1	Develop and implement a Communication Strategy for our Reconciliation Action Plan.	Community Wellbeing <i>Manager</i> Supported by Media and Communications	Immediate (Dec 2018)
4.2	Communicate the purpose and achievement of the Reconciliation Action Plan among the Aboriginal and Torres Strait Islander community and general community.	Community Wellbeing <i>Manager</i> Supported by Media and Communications	Ongoing (Dec 2018/ Dec 2019)
4.3	Include the Reconciliation Action Plan on the websites of Council and Reconciliation Australia.	Community Wellbeing <i>Manager</i> Supported by Media and Communications	Immediate (Dec 2018)
4.4	Promote reconciliation through ongoing active engagement with all stakeholders including Reconciliation Victoria.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
4.5	Investigate the establishment of an Aboriginal and Torres Strait Islander Advisory Committee.	Community Wellbeing <i>Manager</i>	Immediate (Dec 2018)



Respect



The City of Greater Dandenong recognises Aboriginal and Torres Strait Islander Peoples as the First People of Australia. We value the history, culture and heritage of Aboriginal and Torres Strait Islander Peoples. Further to this we acknowledge the importance of increasing our understanding and respect for the people and culture of the Aboriginal and Torres Strait Islander community and the need to ensure this is reflected throughout our organisation.

ACTION 5. Provide cultural learning opportunities for employees to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.

DELIVERABLE	RESPONSIBILITY	TIMEFRAME
5.1 Investigate opportunities to work with Traditional Owners and/or Aboriginal and Torres Strait Islander Peoples to develop cultural awareness training.	People, Procurement and Services <i>Manager</i> Supported by Community Advocacy	Short Term (Dec 2019)
5.2 Develop and implement a cultural awareness training strategy for all Council staff on Aboriginal and Torres Strait Islander cultures, histories and achievements.	Community Wellbeing <i>Manager</i> Supported by People Procurement and Services	Short Term (Dec 2019)
5.3 Provide opportunities for leaders including Reconciliation Action Plan Working Group members and Senior staff members in the organisation to participate in cultural leadership training.	Community Wellbeing <i>Manager</i> Supported by People Procurement and Services	Ongoing (Dec 2018/ Dec 2019)
5.4 Review Organisational Development policies and procedures to ensure there are no barriers to staff participating in National Aborigines and Islanders Day Observance Committee (NAIDOC) Week and that Aboriginal and Torres Strait Islander staff are able to participate with their cultures and communities during NAIDOC Week.	People, Procurement and Services <i>Manager</i> Supported by Community Advocacy	Ongoing (Dec 2018/ Dec 2019)
5.5 Promote NAIDOC Week through Council distribution lists, media and other forms of communication and provide opportunities for staff to learn about and celebrate it.	Community Wellbeing <i>Manager</i> Supported by Media and Communications	Ongoing (Dec 2018/ Dec 2019)



Respect



ACTION 6. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols to ensure there is shared meaning

DELIVERABLE		RESPONSIBILITY	TIMEFRAME
6.1	Develop internal guidelines for Welcome to Country / Acknowledgement of Country and cultural protocols for staff and communicate this to staff.	Community Wellbeing <i>Manager</i>	Immediate (Dec 2018)
6.2	Develop and maintain a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	Community Wellbeing <i>Manager</i>	Immediate (Dec 2018)
6.3	Develop information on how to acknowledge Traditional Owners of the land, including Reconciliation Action Plan Working Group members, Reconciliation Action Plan Champions and Managers and provide to community.	Community Wellbeing <i>Manager</i>	Immediate (Dec 2018)
6.4	Conduct Acknowledgement of Traditional Owners at all important internal and external meetings.	Governance <i>Manager</i> Supported by Community Advocacy	Ongoing (Dec 2018/ Dec 2019)
6.5	Invite a Traditional Owner to provide a Welcome to Country at significant events, including during Reconciliation Week.	Community Arts, Culture and Libraries <i>Manager</i> Supported by Community Advocacy	Ongoing (Dec 2018/ Dec 2019)
6.6	Acknowledge the Traditional Owners through signage, a plaque or artwork in prominent Council buildings.	Community Wellbeing <i>Manager</i>	Immediate (Dec 2018)



Respect



ACTION 7. Promote and support Aboriginal and Torres Strait Islander culture.

DELIVERABLE	RESPONSIBILITY	TIMEFRAME
7.1 Review and update the Aboriginal and Torres Strait Islander information on Council's website including Council's Sorry Statement 2008 alongside the Statement of Acknowledgement 1995.	Community Wellbeing <i>Manager</i> Supported by Media and Communications	Immediate (Dec 2018)
7.2 Use the Council website, screens, social media and print media to highlight and profile information about Aboriginal and Torres Strait Islander cultures and histories.	Community Wellbeing <i>Manager</i> Supported by Media and Communications	Ongoing (Dec 2018/ Dec 2019)
7.3 Promote Aboriginal and Torres Strait Islander culture throughout Council and at selected Council events, festivals and meetings.	Community Arts, Culture and Libraries <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
7.4 Encourage schools, community centres and neighbourhood houses to promote an awareness and understanding of Aboriginal and Torres Strait Islander histories and cultures among students and the general public.	Community Wellbeing <i>Manager</i>	Short Term (Dec 2019)
7.5 Promote the Narragunnawali program for Schools and Early Learning Centres in the municipality.	Community Wellbeing <i>Manager</i> Supported by Children Services	Immediate (Dec 2018)
7.6 Encourage the Aboriginal and Torres Strait Islander community to develop stories celebrating people, place and country, living treasures that will inform Council staff and the wider community.	Community Arts, Culture and Libraries <i>Manager</i> Supported by Community Advocacy	Short Term (Dec 2019)



Respect

ACTION 7. Promote and support Aboriginal and Torres Strait Islander culture. (CONTINUED)

DELIVERABLE	RESPONSIBILITY	TIMEFRAME
7.7 Ensure the Aboriginal and Torres Strait Islander flags are flown at the Dandenong and Springvale Civic Centres.	Governance <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
7.8 Promote the libraries as a hub for informing the community about Aboriginal and Torres Strait Islander histories, cultures and perspectives.	Community Arts, Culture and Libraries <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
7.9 Maintain resources and improve information about Aboriginal and Torres Strait Islander history, heritage and culture in the Greater Dandenong Libraries.	Community Arts, Culture and Libraries <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)



Respect



ACTION 8. Respect and preserve Aboriginal and Torres Strait Islander heritage.

DELIVERABLE		RESPONSIBILITY	TIMEFRAME
8.1	Ensure Aboriginal and Torres Strait Islander perspectives are heard and considered across Council when important decisions are being made about Aboriginal and Torres Strait Islander heritage.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
8.2	Support the role of Aboriginal and Torres Strait Islander art in creating local identity and building a vibrant city.	Community Arts, Culture and Libraries <i>Manager</i>	Ongoing (Dec 2018/ Dec 2019)
8.3	Investigate and deliver training opportunities for relevant staff in Cultural Heritage Plans.	Planning and Design <i>Manager</i> Supported by Organisational Development	Ongoing (Dec 2018/ Dec 2019)
8.4	Investigate the opportunities to showcase and enhance understanding of Aboriginal and Torres Strait Islander culture and heritage. For example mapping of significant sites, a heritage walking trail of the landscape, bush tucker garden, signage, and self- guided tours.	Planning and Design <i>Manager</i> Supported by Community Advocacy	Immediate (Dec 2018)
8.5	Investigate the feasibility and opportunity for meeting and cultural spaces as a place for community learning, exploring heritage and culture, and for community harmony.	Planning and Design <i>Manager</i>	Short Term (Dec 2019)



Opportunities

The City of Greater Dandenong recognises the right of Aboriginal and Torres Strait Islander people to determine their own future. We understand our role to promote the wellbeing of Aboriginal and Torres Strait Islander people in a holistic sense. This includes providing employment and economic opportunities, accessible services and facilities, and an environment conducive for all to participate fully in community life.

ACTION 9. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes.

DELIVERABLE		RESPONSIBILITY	TIMEFRAME
9.1	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies.	People Procurement and Services <i>Manager</i>	Short Term (Dec 2019)
9.2	Develop and implement an Aboriginal and Torres Strait Islander employment and staff retention strategy.	People Procurement and Services <i>Manager</i> Supported by Community Advocacy	Short Term (Dec 2019)
9.3	Investigate opportunities for mentoring and cultural support for Aboriginal and Torres Strait Islander employees, incorporating formal training for mentors.	People Procurement and Services <i>Manager</i> Supported by Community Advocacy	Short Term (Dec 2019)
9.4	Review processes, procedures and policies to address any barriers to Aboriginal and Torres Strait Islander employment within Council	People Procurement and Services <i>Manager</i>	Immediate (Dec 2018)
9.5	Increase the number of employment opportunities for Aboriginal and Torres Strait Islander Peoples in Council.	People Procurement and Services <i>Manager</i>	Short Term (Dec 2019)



Opportunities

ACTION 9. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes.

DELIVERABLE		RESPONSIBILITY	TIMEFRAME
9.6	Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	People Procurement and Services <i>Manager</i>	Short Term (Dec 2019)
9.7	Advertise all vacancies in Aboriginal and Torres Strait Islander media.	People Procurement and Services <i>Manager</i>	Short Term (Dec 2019)
9.8	Encourage local industry to support Aboriginal and Torres Strait Islander employment.	Greater Dandenong Business <i>Manager</i> Supported by Community Advocacy	Ongoing (Dec 2018/ Dec 2019)



Opportunities

ACTION 10. Investigate opportunities to increase supplier diversity within Council.

DELIVERABLE		RESPONSIBILITY	TIMEFRAME
10.1	Review procurement policies and tender evaluation procedures to identify and remove any barriers to Aboriginal and Torres Strait Islander businesses to supply Council.	People Procurement and Services <i>Manager</i>	Short Term (Dec 2019)
10.2	Encourage Aboriginal and Torres Strait Islander businesses to sign up to Supply Nation and promote their businesses.	Greater Dandenong Business <i>Manager</i>	Immediate (Dec 2018)
10.3	Investigate opportunities with local government for Indigenous businesses and Supply Nation members with Council's procurement policy.	People Procurement and Services <i>Manager</i>	Short Term (Dec 2019)
10.4	Raise awareness of Supply Nation and Indigenous businesses across the municipality and within Council.	Greater Dandenong Business <i>Manager</i>	Immediate (Dec 2018)
10.5	Develop one commercial relationship with an Aboriginal and Torres Strait Islander owned business.	Greater Dandenong Business <i>Manager</i>	Short Term (Dec 2019)
10.6	Investigate Supply Nation membership for Council.	Greater Dandenong Business <i>Manager</i>	Short Term (Dec 2019)
10.7	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	Greater Dandenong Business <i>Manager</i>	Short Term (Dec 2019)



Opportunities

ACTION 11. Support the Aboriginal and Torres Strait Islander community to utilise Council facilities and services.

DELIVERABLE		RESPONSIBILITY	TIMEFRAME
11.1	Provide information to Aboriginal and Torres Strait Islander community organisations about availability and use of Council facilities.	Community Wellbeing <i>Manager</i> Supported by Sport and Recreation, Civic Facilities and Community Facilities	Immediate and Ongoing (Dec 2018)
11.2	Encourage and build the capacity of Aboriginal and Torres Strait Islander community groups to apply for Council grants.	Community Wellbeing <i>Manager</i>	Immediate and Ongoing (Dec 2018)
11.3	Actively encourage members of the Aboriginal and Torres Strait Islander community to use library facilities and services.	Community Arts, Culture and Libraries <i>Manager</i>	Immediate and Ongoing (Dec 2018)



Opportunities


ACTION 12. Support initiatives to improve the health and wellbeing of the Aboriginal and Torres Strait Islander community.

DELIVERABLE		RESPONSIBILITY	TIMEFRAME
12.1	Collaborate with local schools, agencies and community groups to promote engagement with Aboriginal and Torres Strait Islander young peoples, and the provision of inclusive services.	Community Wellbeing <i>Manager</i> Supported by Youth and Family Services	Short Term (Dec 2019)
12.2	Assist in building capacity and opportunities for Aboriginal and Torres Strait Islander leadership.	Community Wellbeing <i>Manager</i>	Short Term (Dec 2019)
12.3	Extend opportunities to Aboriginal and Torres Strait Islander artists and writers to participate in Council arts programs and events.	Community Arts, Culture and Libraries <i>Manager</i>	Immediate (Dec 2018)
12.4	Maintain demographic, health, educational and employment information about the Aboriginal and Torres Strait Islander community, to assist Council in service planning and delivery.	Community Wellbeing <i>Manager</i>	Short Term and Ongoing (Dec 2019)

Reporting and Monitoring

ACTION 13. Report Reconciliation Action Plan achievements, challenges and learning to Council and Reconciliation Australia.

DELIVERABLE		RESPONSIBILITY	TIMEFRAME
13.1	Submit the annual Reconciliation Action Plan impact measurement questionnaire to Reconciliation Australia.	Community Wellbeing <i>Manager</i>	September 2019
13.2	Publically report our Reconciliation Action Plan achievements, challenges and learnings	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018 / Dec 2019)
13.3	Participate in the Reconciliation Action Plan Barometer.	Community Wellbeing <i>Manager</i>	Immediate (July 2018)
13.4	Review and report annually on the Reconciliation Action Plan to Council.	Community Wellbeing <i>Manager</i>	Ongoing (Dec 2018 / Dec 2019)
13.5	Liaise with Reconciliation Australia to develop and endorse a new Reconciliation Action Plan, based on learnings, challenges and achievements.	Community Wellbeing <i>Manager</i>	Short term (July 2019)

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