



Greater Dandenong City Council
Reconciliation Action Plan
January 2021 – December 2023



GREATER
DANDENONG
City of Opportunity





Acknowledgement of Country

Greater Dandenong City Council, acknowledges and pays respects to the Bunurong people of the Kulin Nation, as the Traditional Custodians of the lands and waters in and around Greater Dandenong.

We value and recognise local Aboriginal and Torres Strait Islander cultures, heritage, and connection to land as a proud part of a shared identity for Greater Dandenong.

Greater Dandenong City Council pays respect to Elders past, present and emerging and recognises their importance in maintaining knowledge, traditions, and culture in our community. Greater Dandenong City Council also respectfully acknowledges the Bunurong Land Council as the Registered Aboriginal Party responsible for managing the Aboriginal Cultural heritage of the land and waters where Greater Dandenong is situated.

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Mayor's Foreword

The City of Greater Dandenong is a thriving multicultural municipality, enriched by the diversity and experiences of our community members. All who live, work and contribute to the City of Greater Dandenong walk in the footsteps of the Bunurong peoples, and have a responsibility to learn from their ways of knowing and doing. Council acknowledges the traditional owners and custodians of this land, the Bunurong People, and pay respect to their Elders past, present and emerging. We recognise and respect their continuing connections to Climate, Culture and Country.

It is with great pride that I present the Greater Dandenong Council's second Reconciliation Action Plan: 2021-23. This plan embodies Council's commitment to advance the process of reconciliation and strives to embed reconciliation across policy, business and community structures. This includes: creating meaningful partnerships that empower and embrace Aboriginal and Torres Strait Islander peoples' involvement and leadership in decision-making; promoting Aboriginal and Torres Strait Islander peoples, cultures and experiences, free of racism and discrimination; equitable employment and business opportunities for Aboriginal and Torres Strait Islander peoples; and improving the health and wellbeing of Australia's First Peoples who live in, work in, and contribute to the Greater Dandenong community. This Plan also outlines a clear way forward – for both Council and the broader Greater Dandenong community to positively contribute to reconciliation.

This RAP has been developed following consultation with the Bunurong Land Council, and acknowledges engagement with Elders, Aboriginal folk, Aboriginal and Torres Strait Islander representative bodies, City of Greater Dandenong residents, Councillors, and Council staff.

The finalisation of the Plan's development occurred throughout the Mayoral term of Councillor Angela Long. Councillor Long is a strong advocate for reconciliation and has established deep connections with the local community members over many years. I congratulate all who have been involved or participated in this process.

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, as well as their cultures, histories, and knowledge.



Mayor, Cr Jim Memeti



A Message from Bunurong Land Council

The Bunurong Land Council Aboriginal Corporation (BLCAC) represents Bunurong people's rights and interests and manages the statutory responsibilities of the Corporation.

Bunurong people are once again recognised as the rightful custodians of much of what is now known as greater Melbourne. We pay our respects to and thank our Ancestors and Elders for their words and stories of country as passed down through the families.

Over the last 35,000 years Bunurong people have adapted to a range of significant changes within their Country. Our stories of the Bay flooding with water, asteroid impacts near Cranbourne, Arthurs Seat once being an Island, volcanic activity in the western suburbs, the great floods, fires and earthquakes all speak of such events.

Around 10,000 years ago, before the Bay flooded with water, the Birrarung extended all the way out to the heads and out via a large waterfall which covered the entire area in mist.

This is how the river earns its early name 'the river of mist'. This part of the river, up to the point the river became fresh water, was Bunurong Country.

Bunurong people were amongst the first Indigenous people in Victoria that were involved in cross-cultural entanglements with Europeans, and though reduced to just a handful of individuals by the mid-1800s, we are still here, and we continue to maintain our cultural obligations to care for the people, the flora and fauna, the lands and the waters within the Bunurong cultural landscape, which is alive with our stories.

Over 2000 generations of our people have been here before us. Archaeological excavation within our Country has already demonstrated about 30,000 years' worth of occupation.

These sites can show us how our ancestors interacted with their environment and how that interaction changed over time. We regard all evidence of our people's occupation as sacred. All our Country is highly significant, every square inch, every rock, every leaf, every dune, and every artefact.

If we could attribute the cause of this blanket high significance rating of our Country to any one thing, it would be that in Melbourne especially, so much has been destroyed and lost as the city grew, and so quickly.

If you lose enough of something, what little you have left becomes so much more important. Similarly, when someone passes, their earthly possessions become more important to those they left behind.

Every part of our Country is of high significance to our people past and present.



A Message from Reconciliation Australia

Reconciliation Australia commends the Greater Dandenong City Council on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The Greater Dandenong City Council continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that the Greater Dandenong City Council will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to the Greater Dandenong City Council using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for the Greater Dandenong City Council to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, the Greater Dandenong City Council will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of the Greater Dandenong City Council's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Greater Dandenong City Council on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





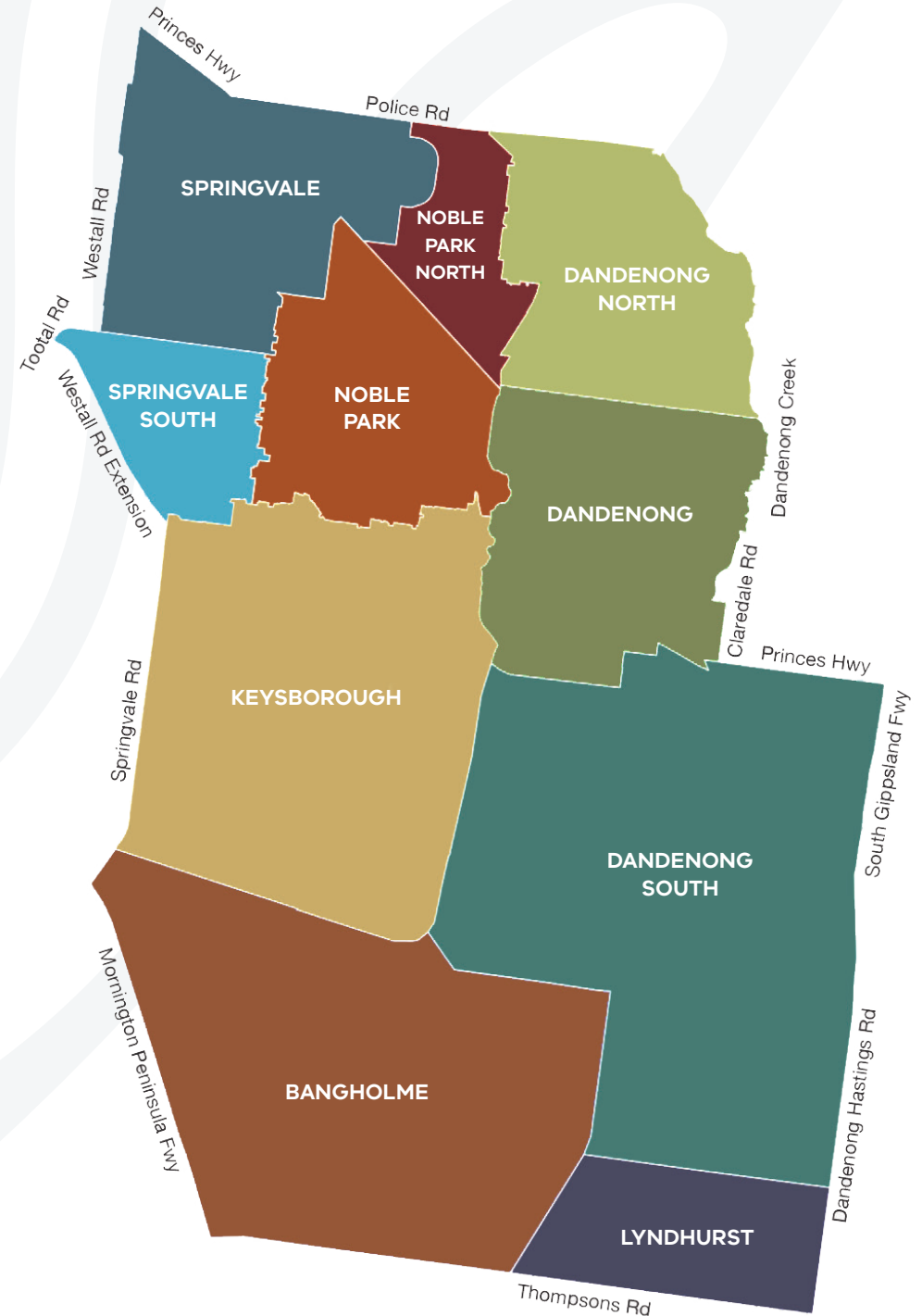
The City of Greater Dandenong

Greater Dandenong is the most culturally diverse municipality in Australia, with residents migrating from over 150 countries. The City 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, Springvale, Springvale South, Noble Park, Noble Park North, Keysborough and Lyndhurst. Greater Dandenong is a place where people from all cultures and nations belong, their achievements are recognised and proudly celebrated.

Victorian Aboriginal Heritage Council Decision effective 1 July 2021

On 7 June 2021 the Victorian Aboriginal Heritage Council agreed to a 2017 application by the Bunurong Land Council Aboriginal Corporation to extend the registration area of its boundaries. This decision became effective as of 1 July 2021 and from that date the area encompassed by the City of Greater Dandenong municipal boundaries fall within the Bunurong Land Council Aboriginal Corporation registered area. In accordance with the Victorian Aboriginal Heritage Council's decision Bunurong Land Council Aboriginal Corporation are representatives of the Traditional Owners for this area. Detailed information about the application and the Victorian Aboriginal Heritage Council's decision can be found at:

aboriginalheritagecouncil.vic.gov.au/bunurong-land-council-aboriginal-corporation



Our Vision for Reconciliation

Greater Dandenong City Council's vision for reconciliation is for a unified community that promotes and celebrates Aboriginal and Torres Strait Islander peoples' histories, cultures and experiences; and empowers Aboriginal and Torres Strait Islander peoples to lead self-determining lives.

At Greater Dandenong City Council reconciliation is proactively embedded in policy, business and community structures. This includes creating meaningful partnerships that empower and embrace Aboriginal and Torres Strait Islander peoples' involvement and leadership in decision-making; promoting Aboriginal and Torres Strait Islander peoples, cultures and experiences free of racism and discrimination; equitable employment and business opportunities for Aboriginal and Torres Strait Islander peoples; and improving the health and wellbeing of Australia's First Peoples who live in, work in, and contribute to the Greater Dandenong community.





Our Business

Greater Dandenong City Council is a local government body. As one of the regional councils of the south-east, Council is working to build a dynamic sustainable future for the Greater Dandenong community. Council currently employs a diverse workforce of 931 staff with three identifying as Aboriginal, as well as 11 democratically elected Councillors. Six Council offices are in the municipality including Springvale and Keysborough, with the Dandenong Civic Centre being the main office for over half of Council's employees.

Today, the City of Greater Dandenong is home to approximately 500 Aboriginal and Torres Strait Islander residents with a further 4000 Aboriginal and Torres Strait Islander people living across the broader south-east region. As a result, the municipality is a hub of community activity for Aboriginal and Torres Strait Islander peoples. Aboriginal and Torres Strait Islander communities are also supported by the Dandenong and District Aborigines Cooperative, one of the largest community service providers in the region. Although Council has made some steps towards reconciliation, Aboriginal and Torres Strait Islander peoples still face considerable health and wellbeing challenges, due to the inter-generational impacts of colonisation.

Our Reconciliation Action Plan

At the Greater Dandenong City Council, our community is at the heart of everything we do. We actively strive to build mechanisms that support all peoples connected to our City to fully participate in community life and believe that everyone should have a right to live their life with dignity, free from racism and discrimination. Council acknowledges the significant impacts of colonisation, and the deep hurt Aboriginal and Torres Strait Islander communities experience as a result of these wrongs. Council also acknowledges the significant role it plays in championing reconciliation within the municipality, and is committed to building a just, equitable and reconciled municipality. Council is proud to launch its second Innovate RAP (2021-2023). It has been co-designed with the Bunurong Traditional Custodians and Elders; Councillors and Greater Dandenong City Council Officers; and the broader Aboriginal and Torres Strait Islander communities within our local government area.



Greater Dandenong City Council RAP Working Group Members

The RAP working group is responsible for the development, implementation, launch and continued governance of Council's Reconciliation Action Plan. The RAP working group is made up of representatives from our community and organisation. There are four Aboriginal and/or Torres Strait Islander people on our RAP Working Group. Representatives include:

- Two Aboriginal Elders
- One Aboriginal Emerging Leader
- Councillors
- Manager or Representative, Community Advocacy, Sport and Recreation
- Manager or Representative, Community Arts, Culture and Libraries
- Manager or Representative, People and Procurement Services
- Manager or Representative, Planning and Design
- Manager or Representative, Business Networking
- Manager or Representative, City Improvement Services
- Service Unit Leader - Parks
- Community Advocacy Officer
- Place Making Officer
- Conservation Projects Officer
- Representative from Children's Services

Internal to the organisation, the RAP is championed by Council's Chief Executive Officer, and the Executive Management Team. Council is also developing an Aboriginal and Torres Strait Islander Advisory Group (City of Greater Dandenong First Peoples Network), separate to the RAP Working Group, who will provide feedback and consultation on reconciliation initiatives to ensure:

- First Peoples' involvement and leadership in decision-making,
- Appropriate and respectful engagement with First Peoples, in the development and delivery of Council initiatives, policies and plans, guidance for meaningful consultation and communication with the broader Aboriginal and Torres Strait Islander communities.

Our Journey

Council has demonstrated a deep and longstanding commitment to reconciliation. In July 1995, a Statement of Commitment to Indigenous Australians was adopted by Council and marked the symbolic commencement of our reconciliation journey. This Statement expressed Council's commitment to Aboriginal and Torres Strait Islander communities and acknowledged their right to live self-determining lives. In 2008, another important step towards reconciliation was taken, as Council's formal apology was made to Aboriginal and Torres Strait Islander communities. Following this milestone, Council endorse its first Innovate RAP on the 27 November 2017.

The Greater Dandenong City Council's 2017 Innovate RAP aimed to increase Council's understanding of Aboriginal and Torres Strait Islander histories, develop initiatives that engaged staff and stakeholders in reconciliation, and implement initiatives that fostered respect for Aboriginal and Torres Strait Islander cultures, experiences and knowledge. As part of Council's inaugural RAP, 36 organisational leaders were trained in cultural awareness and local heritage. Council also increased engagement with schools through Best Start and New Directions Programs and implemented the observance of cultural protocols – such as Acknowledgement to Country – at significant meetings and community events. As well as this, Council championed reconciliation through its participation in National Reconciliation Week and NAIDOC Week celebrations and worked hard to establish relationships with Aboriginal and Torres Strait Islander organisations. Since then, Council has been involved in

several advisory committees including the Southern Melbourne Area Aboriginal Governance Network and the Inter Council Aboriginal Consultative Committee. However, the implementation of Council's 2017 Innovate RAP was not without its challenges, many RAP actions took significant time to implement as Council officers and community members began a journey of learning and understanding. Such challenges, and opportunities for new learning, were met by Council Officers with enthusiasm; many eager to adapt their ways of knowing and doing to ensure RAP actions were authentic, collaborative and community led. Council's second Innovate RAP looks to learn from this, by clearly identifying what RAP actions will most progress reconciliation in the City of Greater Dandenong and working to build the structures, systems, processes to effectively deliver these.

Council's new Innovate RAP also looks to deepen relationships with Aboriginal and Torres Strait Islander peoples and organisations, to guide positive outcomes towards the creation of a more reconciled nation, and better embed reconciliation within Council's core business. Council recognises, in order to make reconciliation a priority, the leaders of the organisation need to be involved in the RAP development and implementation. Council has members from the Executive Management Team on the Reconciliation Action Plan Working Group, in order to better entrench reconciliation across the entire business.





About our Lead Artist

Dixon Patten, Aboriginal name: Bitja, is a proud Yorta Yorta and Gunnai man who was born and raised in Melbourne.

Dixon is the Creative Director and Lead Artist/ Graphic Designer of Bayila Creative.

He has over 13 years' experience in the arts and design space as an artist, curator and graphic designer, who draws his influence from his connection to his culture and family. He is passionate about storytelling in all its forms and loves the information, wisdoms, knowledge and energy exchange that unites us and bridges the gap between people(s).

Bayila Creative is an Aboriginal-owned art and graphic design business and was founded in Melbourne (Narm) and was established with the intention of providing a platform to bring forth Indigenous culture, art and stories to the corporate world, and to interpret the Aboriginal community's creative needs in an organic way. Bayila is the Yorta word for Red Gum. Just like the 'Red Gum', Bayila has its feet firmly planted in the ground. Bayila's values mirror the Aboriginal cultural principles of respect, listening, sharing and connection.

About the Artwork

Connection, community and culture are at the centre of Aboriginal values. This artwork is inspired by the influence that those values bring.

The central circle depicts the Greater Dandenong City Council connecting and working together with Aboriginal and Torres Strait Islander.

The ripples depict the positive impact the Reconciliation Action Plan will have on the community.

The healing stones depict reclaiming culture and ourselves.

The gum leaves represent being Welcome on Country.

The feet highlights the contribution that traditional custodians have had caring for the region in an environmentally sustainable way.

The ants depict working together, and how we are stronger when we embrace common goals.

The message sticks represent communication and opening up dialogue and being willing to understand, listen and embrace Aboriginal culture and principles.





Relationships

Greater Dandenong City Council value the relationships we hold with our communities, and know they drive organisational development and success. We are committed to improving non-Indigenous and Aboriginal and Torres Strait Islander race relations, strengthening partnerships with Aboriginal and Torres Strait Islander peoples and organisations, and improving consultation and communication with our communities. Council recognises relationships built on mutual respect and trust can empower Aboriginal and Torres Strait Islander communities to live self-determining lives. We will be guided by the pillars of reconciliation, act with honesty and integrity, and address racism and discrimination in all we do.



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> An Aboriginal and Torres Strait Islander Advisory Group established in Council. 	July 2021	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander engagement guidelines developed through consultation with Aboriginal and Torres Strait Islander stakeholders and added to Council's resources and guides on the Intranet. 	July 2021	Coordinator, Community Advocacy
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> At least one NRW event organised each year to foster relationships and build shared community identity. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> At least one NRW event supported by Council each year to foster relationships and build shared community identity. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Increased staff and senior leaders' participation in at least one external NRW event to recognise and celebrate NRW. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Yearly NRW cultural events calendar developed in collaboration with local Aboriginal and Torres Strait Islander communities. 	July 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Council's NRW events registered on Reconciliation Australia's NRW website. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Reconciliation Australia's NRW resources and reconciliation materials circulated to Council staff via Council's Intranet and RAP Champions. 	July 2021, 2022, 2023	Coordinator, Community Advocacy

Action	Deliverable	Timeline	Responsibility
<p>3. Promote reconciliation through Council's networks including;</p> <ul style="list-style-type: none"> • Council's advisory committees • Local businesses • Schools • Residents • Community groups 	<ul style="list-style-type: none"> • Strategies to engage staff in reconciliation implemented through increased participation in significant events and cultural days of significance, cultural awareness training and engagement with Aboriginal and Torres Strait Islander communities and businesses 	July 2021, 2022, 2023	Manager, People and Procurement Services
	<ul style="list-style-type: none"> • Reconciliation programming and partnership opportunities identified and promoted through Council's South East Business Networks (SEBN) to advance reconciliation. 	June 2023	Manager, Business Networking
	<ul style="list-style-type: none"> • Reconciliation initiatives promoted and programmed through local schools, early childhood providers and community hubs including: <ul style="list-style-type: none"> • Best Start • New Directions • Narragunnawali Program 	July 2021, 2022, 2023	Coordinator, Children's Services
	<ul style="list-style-type: none"> • Community organisations and groups supported to develop reconciliation projects through grants. 	July 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> • Reconciliation events promoted through Greater Dandenong Youth and Family Services communication channels. 	January 2022, 2023	Coordinator, Youth and Family Services
	<ul style="list-style-type: none"> • Yearly external media and communications calendar developed, covering digital and print medias. 	January 2022, 2023	Executive Manager, Media and Communications
	<ul style="list-style-type: none"> • Inter-Council reconciliation initiatives are investigated through local government networks. 	July 2021, 2022, 2023	Customer Service Coordinator, Community Advocacy

Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Council's Diversity Equity and Access Policy reviewed annually to ensure anti-discrimination provisions are included to guide other policies and procedures. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors engaged through annual review process. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Senior leaders updated on the effects of racism through annual training. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> One campaign that encourages positive race relations and/or addresses racism publicly supported on yearly basis. 	July 2021, 2022, 2023	Coordinator, Community Advocacy





Respect

City of Greater Dandenong is enriched by Aboriginal and Torres Strait Islander peoples' cultures and traditions. Council accepts the historical impacts of colonisation and is committed to fostering a deeper understanding and respect of Aboriginal and Torres Strait Islander histories and diversity; by undergoing cultural learning, observing cultural protocols, and participating in cultural events. Council acknowledges the traditional custodians of the land that we operate on, the Bunurong people and is committed to respectful practises that demonstrate our shared community identity with Aboriginal and Torres Strait Islander peoples, free of racism and discrimination.

Action	Deliverable	Timeline	Responsibility
1. Increase Council's understanding and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors are consulted on the development and implementation of Council's cultural learning strategy. 	July 2021, 2022, 2023	Manager, People and Procurement Services
	<ul style="list-style-type: none"> A formal cultural learning strategy with associated digital and face-to-face training modules, for new and ongoing staff and Councillors developed, communicated and implemented. 	January 2022	Manager, People and Procurement Services
	<ul style="list-style-type: none"> Formal and structured cultural learning organised and delivered to RAP Working Members, Organisation Development Managers and Key Leaders. 	January 2022, 2023	Manager, People and Procurement Services
	<ul style="list-style-type: none"> Internal reconciliation survey of Council staff and Councillors conducted yearly to inform the cultural learning needs. 	July 2021, 2022, 2023	Organisational Development
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Council's cultural protocol document developed and disseminated to all Councillors and Council staff; which informs when and how to observe cultural protocols. 	July 2021	Coordinator, Community Advocacy Bunurong Land Council
	<ul style="list-style-type: none"> Local Traditional Owner or Custodian engaged to provide a Welcome to Country or other appropriate cultural protocols at a minimum of six significant Council events each year. 	July 2021, 2022, 2023	Coordinator, Community Advocacy Bunurong Land Council
	<ul style="list-style-type: none"> Acknowledgement to Country or other appropriate protocols included at the commencement of important meetings, as well as appropriate external print and digital communications of Council. 	July 2022	Coordinator, Community Advocacy Media and Communications
	<ul style="list-style-type: none"> At-least one training conducted annually to increase staff and senior leaders' understanding of cultural protocols and their significance. 	July 2021, 2022, 2023	Organisational Development Bunurong Land Council
	<ul style="list-style-type: none"> Interpretive signage and artwork promoting Aboriginal and Torres Strait Islander histories and cultures installed in the municipality and through Council's Master Plans. 	July 2022	Manager, City Design Planning and Amenity

Action	Deliverable	Timeline	Responsibility
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by participating in NAIDOC Week	<ul style="list-style-type: none"> Organisational Development policies and procedures reviewed to ensure there are no barriers to staff participating in NAIDOC Week and other cultural days of significance. 	January 2021	Organisational Development
	<ul style="list-style-type: none"> Increased staff and senior leaders' participation in at least one external NRW event to recognise and celebrate NRW including the participation of the RAP Working Group. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Appropriate provisions ensured for Aboriginal and Torres Strait Islander staff can participate in NAIDOC week and other cultural days of significance. 	January 2021, 2022, 2023	Organisational Development Consultant
	<ul style="list-style-type: none"> Yearly external community cultural events calendar created and disseminated to the community, in collaboration with the Advisory Group, and Council Business Units: <ul style="list-style-type: none"> Conservation and Horticulture Sport and Recreation Youth and Family Services Children's Services Maternal Child Health Business Networking Festivals and Events Arts, Cultural and Libraries Services Business and Revitalisation 	January 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> One local external NAIDOC Week event supported each year, to build respect and understanding of Aboriginal and Torres Strait Islander histories, cultures and the nature of reconciliation. 	July 2021, 2022, 2023	Coordinator, Community Advocacy

Action	Deliverable	Timeline	Responsibility
<p>4. Increase the municipality's respect for Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through community cultural learning initiatives and programs.</p>	<ul style="list-style-type: none"> Public art and performance pieces developed yearly to celebrate Aboriginal and Torres Strait Islander peoples' histories, cultures, and Countries in consultation with Bunurong Land Council. 	<p>July 2021, 2022, 2023</p>	<p>Manager, Arts, Culture and Libraries</p>
	<ul style="list-style-type: none"> Visual Aboriginal and Torres Strait Islander artwork, expressions and representations in public spaces increased in consultation with Bunurong Land Council. 	<p>July 2021, 2022, 2023</p>	<p>Manager, Arts, Culture and Libraries</p>





Opportunities

Aboriginal and Torres Strait Islander people's experiences and ways of knowing and doing add immense value to our community and organisation. Council is committed to providing mutually beneficial and empowering employment and procurement opportunities for Aboriginal and Torres Strait Islander peoples that focus on social inclusion, accessibility, positive race relations and equity; and contribute to improving the health and wellbeing of our communities. Council recognise we are a stronger organisation when our stakeholders reflect the diversity of our communities, and value each person's unique characteristics. We endeavour to be engaged with our people and provide environments that encourage innovation.

Action	Deliverable	Timeline	Responsibility
1. Increase Aboriginal and Torres Strait Islander employment at Council.	<ul style="list-style-type: none"> Human Resources and Recruitment procedures and policies reviewed annually to remove barriers to Aboriginal and Torres Strait Islander participation in the workplace. 	July 2021, 2022, 2023	Manager, People and Procurement Services
	<ul style="list-style-type: none"> Annual engagement and consultation of all of Aboriginal and Torres Strait Islander staff, in informing future employment, professional development opportunities, and retention plan. 	January 2021, 2022, 2023	Manager, People and Procurement Services
	<ul style="list-style-type: none"> An Aboriginal and Torres Strait Islander recruitment, professional development, and retention plan developed in consultation with Aboriginal and Torres Strait Islander Elders and staff; which is reviewed every year and incorporates recruitment targets. 	January 2023	Manager, People and Procurement Services
	<ul style="list-style-type: none"> Increased Aboriginal and Torres Strait Islander staff, based on the targets identified in the recruitment and retention plan. 	January 2023	Manager, People and Procurement Services
	<ul style="list-style-type: none"> All job vacancies advertised through preferred Aboriginal and Torres Strait Islander media channels, to effectively reach communities. 	January 2023	Organisational Development
	<ul style="list-style-type: none"> Appropriate systems to monitor and evaluate Aboriginal and Torres Strait Islander recruitment and retention plan developed. 	January 2023	Manager, People and Procurement Services
2. Increase procurement of Aboriginal and Torres Strait Islander of goods and services, to support improved economic and social outcomes.	<ul style="list-style-type: none"> An Aboriginal and Torres Strait Islander procurement plan developed and communicated to Aboriginal and Torres Strait Islander businesses. 	July 2021	Manager, People and Procurement Services
	<ul style="list-style-type: none"> Baseline established to procure goods and services from Aboriginal and Torres Strait Islander businesses, to inform the development of commercial relationships. 	July 2022	Manager, People and Procurement Services
	<ul style="list-style-type: none"> Procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses reviewed annually. 	July 2022	Manager, People and Procurement Services

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Supply Nation membership maintained within Council's Vendor Panel, and opportunities to procure goods and services from Aboriginal and Torres Strait Islander businesses – through Vendor Panel – promoted to staff. 	January 2023	Manager, People and Procurement Services
	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander yearly business grant established; to support the promotion and development of emerging Aboriginal and Torres Strait Islander businesses in the municipality. 	July 2021, 2022, 2023	Team Leader, Community Grant
3. Promote Aboriginal and Torres Strait Islander health promotion initiatives.	<ul style="list-style-type: none"> Yearly health promotion initiatives supported in collaboration with the Southern Melbourne Area Aboriginal Governance Network. 	July 2021, 2022	Team Leader, Community Advocacy
	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander health promotion initiatives included in Council's Community Health and Wellbeing Plan, and Council's Make Your Move Physical Activity Strategy implementation plan. 	January 2023	Manager, Community Advocacy & Sport and Recreation
	<ul style="list-style-type: none"> Feasibility study for an Aboriginal and Torres Strait Islander cultural space conducted. 	July 2021	Coordinator, Community Advocacy










Governance





Council will consistently monitor our organisation's RAP progress. We will be accountable to our communities and use tracking mechanisms to improve how Council champion reconciliation.

Action	Deliverable	Timeline	Responsibility
1. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Annual review of RAP resourcing requirements undertaken. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Councillors and Executive engaged in the delivery of RAP commitments outlined in this document. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
2. Maintain an effective RAP Working group (RWG) to drive governance of Council's RAP.	<ul style="list-style-type: none"> Terms of Reference for the RWG established and maintained. 	July 2021	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Aboriginal and Torres Strait Islander representation on the RWG maintained. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> At least four quarterly RWG meetings per annum to monitor the implementation of the RAP. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Annual RAP Impact Measurement Questionnaire completed and submitted to Reconciliation Australia. 	September 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Council's RAP achievements, challenges and learnings published through an annual report on Council's website. 	July 2021, 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> RAP progress reviewed quarterly and communicated to all staff and senior leaders. 	July 2022, 2023	Coordinator, Community Advocacy
	<ul style="list-style-type: none"> Participation in Reconciliation Australia's biennial Workplace RAP Barometer investigated. 	March 2022	Manager, People and Procurement Services
4. Continue Council's reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Development of Council's next RAP initiated through registration via Reconciliation Australia's website. 	January 2023	Coordinator, Community Advocacy



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