



# RECONCILIATION ACTION PLAN

2011-14



## ACKNOWLEDGEMENT

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THE CITY OF MELBOURNE RESPECTFULLY ACKNOWLEDGES THE TRADITIONAL OWNERS OF THE LAND, THE KULIN NATION.

FOR THE WURUNDJERI, BOONERWRUNG, TAUNGURONG, DJAJAWURRUNG AND THE WATHAURUNG GROUPS WHO FORM THE KULIN NATION, MELBOURNE HAS ALWAYS BEEN AN IMPORTANT MEETING PLACE FOR EVENTS OF SOCIAL, EDUCATIONAL, SPORTING AND CULTURAL SIGNIFICANCE.

TODAY WE ARE PROUD TO SAY THAT MELBOURNE IS A SIGNIFICANT GATHERING PLACE FOR ALL ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES.



“ RECONCILIATION AUSTRALIA CONGRATULATES ONE OF THE FIRST RAP TRAILBLAZERS, THE CITY OF MELBOURNE WHICH HAS LED BY EXAMPLE, REFLECTING ON THEIR ACTIONS, MEASUREABLE TARGETS AND ACHIEVEMENTS OVER THE LIFE OF THEIR RAP.

THIS REPORT DEMONSTRATES A COMMITMENT TO HONESTY AND ACTIONS THAT WILL BUILD AND DEEPEN OVER TIME.”

Leah Armstrong  
CEO  
Reconciliation Australia

## MESSAGE FROM THE CITY OF MELBOURNE

The City of Melbourne is proud to present the Reconciliation Action Plan 2011-2014. The Reconciliation Action Plan follows extensive consultation involving Traditional Owner Groups, advisory boards, Elders, resident associations and the wider community.

The Reconciliation Action Plan is not just about words. It lists a number of key actions to be undertaken, including completion of the Indigenous Heritage Study and a feasibility report for an Aboriginal Business Hub.

Another key initiative is the Melbourne Indigenous Arts Festival which is the first of its kind for Melbourne. This festival is our contribution to keeping alive a culture Melbourne values.

In one of the world’s most dynamic and sophisticated cities, we know the worth of cherishing traditions that stretch back over centuries.

Reconciliation is an important process and one in which we can all play a part.



Robert Doyle  
Lord Mayor



Councillor Jennifer Kanis  
Chair, Future Melbourne  
(People and Creative City) Committee



## STATEMENT OF COMMITMENT

### TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

#### ACKNOWLEDGMENT AND RECOGNITION

The City of Melbourne acknowledges that Aboriginal and Torres Strait Islander peoples were the first people of this land and have strived to retain their culture and identity through the period of non-Indigenous settlement for more than two centuries.

The City of Melbourne acknowledges and respects the customs and traditions of Aboriginal and Torres Strait Islander peoples and their special relationship with the land, waterways and sea.

The City of Melbourne acknowledges the right of Aboriginal and Torres Strait Islander peoples to live according to their own values and customs, subject to Australian law.

The City of Melbourne recognises the valuable contribution to Victoria made by Aboriginal and Torres Strait Islander peoples and will work towards a future of mutual respect and harmony.

The City of Melbourne recognises the value of the diversity and strength of Aboriginal and Torres Strait Islander cultures to the heritage of all Australians.

The City of Melbourne recognises that family life is the core of Aboriginal and Torres Strait Islander community life and that these family relationships, links and customs involve particular sets of social and cultural obligations.

#### THE CITY OF MELBOURNE ADVOCATES IN CONJUNCTION WITH THE LOCAL ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY:

- the ideal of reconciliation with Aboriginal and Torres Strait Islander peoples to redress their serious social and economic disadvantage
- working together for a treaty or other instrument of reconciliation
- a commitment to the elimination of racism or discrimination ensuring the right of all our community to enjoy equal rights and be treated with equal respect
- recognition and protection of and respect for Aboriginal sacred sites and special places
- education of the broader community about Aboriginal and Torres Strait Islander heritage and culture and the impact upon it of non-Indigenous settlement of this country
- advocacy on behalf of Aboriginal and Torres Strait Islander members of our community to ensure the principles and commitments of this statement are upheld.

## OUR VISION FOR RECONCILIATION

The City of Melbourne prides itself on being a city which embraces and celebrates the cultures and religions of the people who call Melbourne home. To genuinely embrace this ideology, Council cannot ignore its First Nation's people and the many Aboriginal and Torres Strait Islander peoples who have contributed to the cultural wealth of our city, and more broadly, Australia.

Our vision for reconciliation is to excel and lead by example as a capital city, demonstrating through meaningful symbolism and actions how true reconciliation can happen between Aboriginal and Torres Strait peoples and the broader community. As a capital city council, we have a unique opportunity to demonstrate what it means to take a shared journey in reconciliation to our residents, workers and visitors to Melbourne. We have the capacity to showcase our Aboriginal and Torres Strait Islander heritage and cultures and work towards meaningful actions to address the disparity experienced by many Aboriginal and Torres Strait Islander peoples following non-Indigenous settlement. We hope to share with the people of the world who visit Melbourne that we truly value diversity and further strengthen our status as one of the most liveable cities in the world.

## OUR BUSINESS

The City of Melbourne is the local government authority responsible for the municipality of Melbourne.

Unlike other Victorian Local Governments, City of Melbourne also has a role to play as the state capital council, nationally as part of a network of capital city councils and internationally through its sister city relationships.

The elected Councillors and the administration of the City of Melbourne perform functions and exercise powers prescribed by the *Local Government Act 1989* ('the Act') and deliver a range of services to residents, business and visitors to the municipality. Section 3D(2) of the Act sets out that the role of a council includes - "*acting as a representative government by taking into account the diverse needs of the local community in decision making.*"

The City of Melbourne has a responsibility to respond to the needs of traditional owners and the broader needs of the Aboriginal and Torres Strait Islander population who reside, study, work in and visit Melbourne. In its local government capacity, the organisation works to respond to community needs and aspirations as identified under the Act. This can include an advocacy and facilitation role regarding cultural, heritage, social, health and wellbeing and economic issues.

## OUR RECONCILIATION ACTION PLAN

The development of this Reconciliation Action Plan (RAP) has involved consultations with Aboriginal and Torres Strait Islander peoples (including our Indigenous Advisory Panel and Indigenous Arts Advisory Panel), elected Councillors, council employees and key stakeholder groups. Our RAP demonstrates the City of Melbourne's ongoing commitment to maintaining and building respectful and resilient partnerships with Aboriginal and Torres Strait Islander communities. The initiatives and programs outlined in the document will guide and support Council towards embedding and promoting our commitments to Aboriginal and Torres Strait Islander peoples in our organisation and our community. A significant and important aspect of Council's endorsement of this RAP is the reaffirmation of the "*Statement of Commitment to Aboriginal and Torres Strait Islander peoples*".

Through the City of Melbourne's Indigenous initiatives, building community cultural awareness and respect, and partnerships with Aboriginal and Torres Strait Islander peoples are key aspects to implementing and driving Indigenous policy and reconciliation. We are focused on ensuring a greater cultural understanding and exchange for all our employees, and we will target of the broader community through programs aimed at increasing visibility of Aboriginal and Torres Strait Islander culture in Melbourne. We strive to showcase Victoria's Aboriginal and Torres Strait Islander cultures and talents and uphold our pride as one of the great multicultural cities in the world.



## 1. RELATIONSHIPS

Positive relationships with Aboriginal and Torres Strait Islander peoples are important to the City of Melbourne because they lead to inclusive actions that are more in line with our aspirations.

**FOCUS AREA** Promote significant cultural events, develop and strengthen relationships with Aboriginal and Torres Strait peoples and communities through existing partnerships, and increased participation in City of Melbourne funded initiatives.

Action	Responsibility	Timeline	Measurable Target
1.1. Convene the Indigenous Arts Advisory Panel to meet six times per year to advise the City of Melbourne in its support of Aboriginal and Torres Strait Islander artistic and cultural expression.	Arts and Culture branch	2011 2012 2013 2014	Six meetings of the Indigenous Arts Advisory Panel convened each year and over 75% of members are present.  Aboriginal and Torres Strait Islander artistic and cultural expression evident in City of Melbourne programs.
1.2. Update and revise the governance arrangements for the Indigenous Advisory Panel (with Traditional Owner representation) and associated committees to support the City of Melbourne in implementation of the RAP.	Community Strengthening branch	2011 2012 2013 2014	Six meetings of the Indigenous Advisory Panel to be convened each year and over 75% of members are present.  Agreed directions implemented to support the RAP.
1.3. Establish and renew annually an internal RAP Working Group to regularly monitor and report on the implementation of the RAP.	Community Strengthening branch	2011 2012 2013 2014	Tri-monthly meetings commencing in December 2011 with yearly reports to Council on the progress of the RAP implementation.
1.4. Establish a network of organisations across the City of Melbourne who currently have Reconciliation Action Plans, to progress joint reconciliation outcomes across the City of Melbourne.	Community Strengthening branch	2012	Biannual meetings of external RAP network commencing in November 2012.
1.5. Develop and implement a communications strategy to effectively promote Council's commitment to reconciliation and to promote Aboriginal and Torres Strait Islander public events (e.g. Share the Spirit; Reconciliation Week; NAIDOC Week) which take place within the City of Melbourne.	Corporate Affairs and Strategic Marketing branch	2011 2012 2013 2014	City of Melbourne Aboriginal and Torres Strait Islander public events will be promoted through the organisation's websites.  The number of Aboriginal and Torres Strait Islander events promoted internally and externally increases.
1.6. Investigate the development of more formal partnerships or agreements with agencies that build community capacity to (where appropriate) progress the implementation of initiatives within the reconciliation action plan.	Community Strengthening branch	December 2012	Review and report on potential partnership opportunities.
1.7. Host an annual NAIDOC Week flag raising ceremony at Melbourne Town Hall.	Events Melbourne branch  Indigenous Unit	2011 2012 2013 2014	NAIDOC Week flag raising ceremony hosted at Melbourne Town Hall each year.

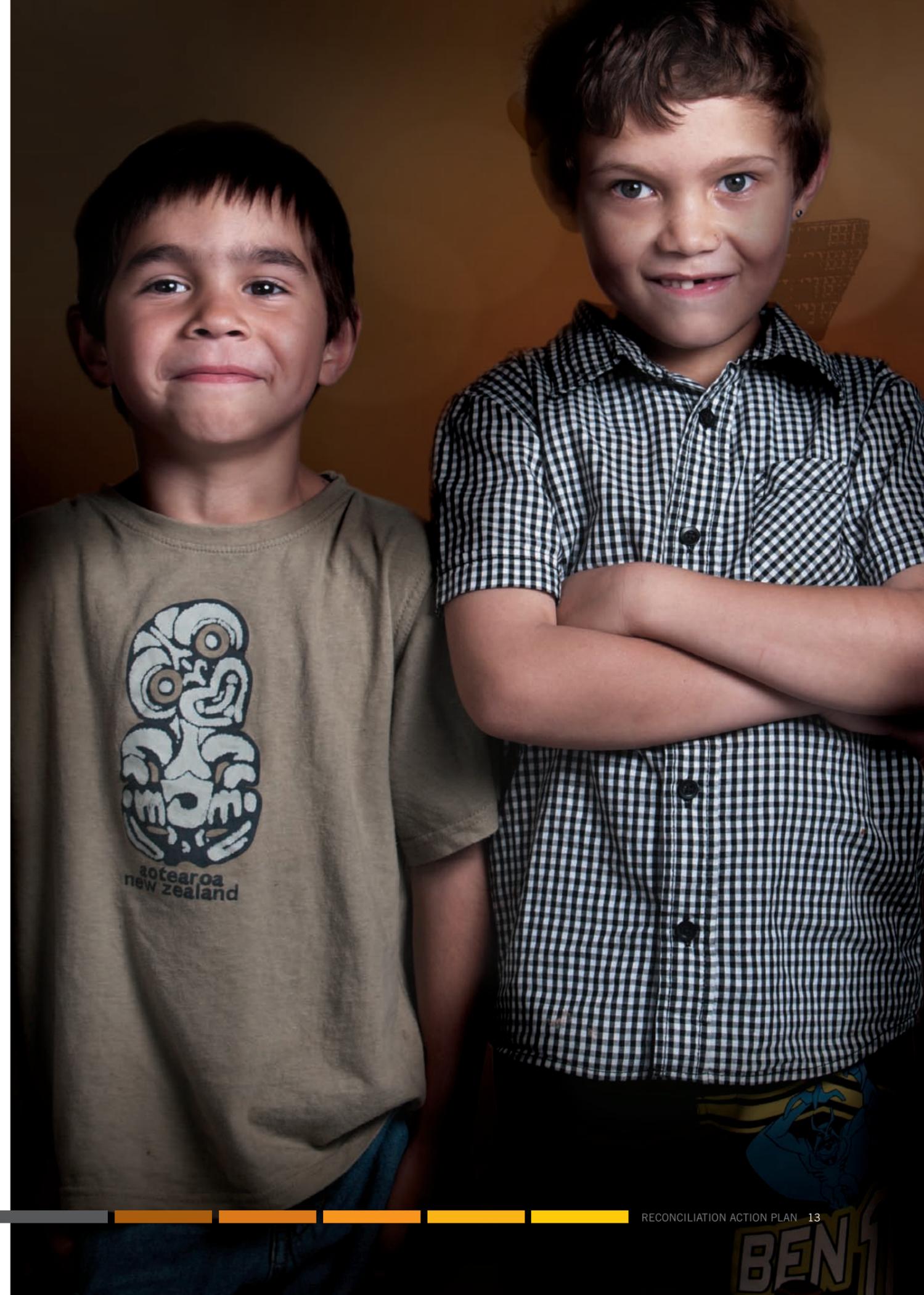


## 2. RESPECT

Respect for Aboriginal and Torres Strait Islander peoples is integral to the City of Melbourne's vision for reconciliation – good relationships are built on mutual respect.

**FOCUS AREA** Acknowledging traditional owners, raising public awareness and improving the City of Melbourne's cultural capacity.

Action	Responsibility	Timeline	Measurable Target
2.1. Welcome to Country will be performed at the first council meeting of each newly elected council.	Councillors	2012	Welcome to Country will be performed at the first council meeting of all newly elected councils.
2.2. Each new council considers recommitment to the City of Melbourne's <i>Statement of Commitment to Aboriginal and Torres Strait Islander People</i> .	Councillors	2012	Within the first six months of the newly elected Council, the Council will formally reconsider the <i>Statement of Commitment to Aboriginal and Torres Strait Islanders</i> .
2.3. Acknowledge Traditional Owners at the commencement of all major Council events and non Council events where Councillors are asked to speak as a representative of the City of Melbourne.	Councillors	2011 2012 2013 2014	Acknowledgement of Traditional Owners at the commencement of all major Council events and non Council events where Councillors are asked to speak as a representative of the City of Melbourne.  Acknowledgements are embedded in Council's meeting agendas, running sheets etc.
2.4. In consultation with Traditional Owner groups develop agreed protocols for the inclusion of Welcome to Country at civic events.	Councillors Community Strengthening branch	June 2012	Agreement is reached with Traditional Owner groups on a Welcome to Country protocol for defined civic events.
2.5. Permanent flying of the Aboriginal flag on Melbourne Town Hall.	Councillors Property Services	June 2012	Aboriginal flag permanently installed on Melbourne Town Hall along with the Australian, Victorian and Melbourne flags.
2.6. In consultation with Traditional Owner groups develop agreed protocols for acknowledgment of Traditional Owners at significant organisational meetings.	City of Melbourne staff	June 2012	Agreement is reached with Traditional Owner groups on protocols for acknowledgment of Traditional Owners at significant internal meetings.
2.7. Flying of Aboriginal and / or Torres Strait Islander flags at Haymarket Round during Reconciliation Week, Mabo Day, and NAIDOC Week.	Arts and Culture branch	2011 2012 2013 2014	Aboriginal and / or Torres Strait Islander Flag is flown at Haymarket Round during Reconciliation Week, Mabo Day and NAIDOC Week.



## 2. RESPECT CONTINUED

Action	Responsibility	Timeline	Measurable Target
2.8. Investigate opportunities for the establishment of a cultural exchange relationship between Traditional Owner groups of Melbourne and the Traditional Owner Groups of the City of Melbourne's Sister Cities.	Business and International branch	June 2012	Report to the RAP Working Group on opportunities Council may pursue to support the establishment of cultural exchange relationships between the Traditional Owners of Melbourne and the Traditional Owner Groups of its Sister Cities.
2.9. Complete the Indigenous Heritage Study online database.	Community Strengthening branch	July 2013	Online interactive database completed documenting the history, places, stories, people and events that make Indigenous Melbourne.
2.10. Key corporate publications to contain an Acknowledgment of Traditional Owners	Corporate Affairs and Strategic Marketing branch	December 2011 July 2012	Key corporate documents for which the acknowledgement is most appropriate to be defined and agreed. An acknowledgement of Traditional Owners will appear in all agreed corporate publications.
2.11. Deliver Indigenous cultural awareness training to new staff as part of City of Melbourne's formal induction program.	Human Resources	2010-11 2011-12 2012-13 2013-14	Indigenous cultural awareness offered to all new staff at induction. 20% of staff participated in cultural awareness programs by 2014.
2.12. Design, cost and implement a phased in cultural awareness training and development program for Councillors and staff, that deepens understanding and knowledge, and utilises the expertise of local Aboriginal and Torres Strait Islander individuals and organisations in delivery.	Human Resources Indigenous Unit	2012-13 2013-14	A cultural awareness training and development program for Councillors and staff which provides participants with a deepened understanding and knowledge of Melbourne's local Aboriginal and Torres Strait Islander community, organisations and businesses is developed with implementation having commenced.
2.13. Investigate the feasibility of an Aboriginal cultural heritage installation, which is contemporary, engaging and integrated in the vicinity of Captain Cook's Cottage.	Urban Design branch	July 2012	Report to the internal RAP Working Group on the feasibility of an Aboriginal cultural heritage installation in the vicinity of Captain Cook's Cottage.

## 3. OPPORTUNITIES

Creating opportunities for Aboriginal and Torres Strait Islander peoples is important to the City of Melbourne as we lead and include the community in our reconciliation journey.

**FOCUS AREA** Contribute to 'closing the gap' of disadvantage experienced by Aboriginal and Torres Strait Islander peoples by providing opportunities which support cultural, social and economic development, and increase employment and retention of Indigenous staff.

Action	Responsibility	Timeline	Measurable Target
3.1. Pilot the staging of a biennial Indigenous arts and cultural festival to celebrate, acknowledge and promote Indigenous arts and culture.	Arts and Culture branch	2012	An Indigenous Arts and Culture festival hosted in 2012. Undertake an assessment of the most viable and engaging model for the staging of future Indigenous arts and cultural festivals in Melbourne.
3.2. Implementation and monitoring of the <i>Code of Practice for Galleries and Retailers of Indigenous Art</i> in Melbourne's galleries and shops.	Arts and Culture branch	2010-11 2011-12 2012-13 2013-14	Ten or more galleries subscribed to the <i>Code of Practice for Galleries and Retailers of Indigenous Art</i> annually.
3.3. Place an Aboriginal or Torres Strait Islander mentee at a major Melbourne arts festival or organisation each financial year to provide career development opportunities in their chosen career path.	Arts and Culture branch	2010-11 2011-12 2012-13 2013-14	One mentee placement per annum at an arts festival or organisation.
3.4. Provide an Indigenous stream of funding under City of Melbourne's Indigenous Arts and Culture Grants Program to support Aboriginal and Torres Strait Islander arts and culture programs and activities.	Arts and Culture branch	2011 2012 2013 2014	Aboriginal and Torres Strait Islander arts and culture programs and activities are funded under City of Melbourne's Indigenous Arts and Culture Grants Program.
3.5. Investigate opportunities to develop a range of Aboriginal made and / or designed corporate gifts appropriate for visiting dignitaries.	Business and International branch	June 2012	A range of Aboriginal made and / or designed corporate gifts will form part of City of Melbourne's corporate gift collection.
3.6. In consultation with the Koori Business Network, VECCI (Kinaway), Aboriginal businesses located with the City of Melbourne and other appropriate Aboriginal business stakeholders, investigate the feasibility for the establishment of an Aboriginal Business Hub within the City of Melbourne.	Business and International branch	June 2012	Report to RAP Working Group on the feasibility of establishing an Aboriginal Business Hub within the City of Melbourne and the potential role of Council.
3.7. Provide an Indigenous stream of funding under the City of Melbourne's Community Services Grants program to support activities / events / programs which improve the social, cultural and economic outcomes for Aboriginal and Torres Strait Islander peoples.	Community Strengthening branch	2011 2012 2013 2014	Projects and activities under City of Melbourne's Community Services Grants Program are funded.

### 3. OPPORTUNITIES CONTINUED

Action	Responsibility	Timeline	Measurable Target
3.8. Develop a list of Aboriginal and Torres Strait suppliers for goods and services.	Community Strengthening Branch	2012	A list of Aboriginal and Torres Strait Islander suppliers of goods and services developed.
3.9. Investigate mechanisms that encourage the development and adoption of Indigenous employment strategies and / or Reconciliation Action Plans by large businesses contracted to the City of Melbourne .	Finance	June 2012	A guide to for businesses is prepared on 'How to develop an Indigenous Employment Strategy and Reconciliation Action Plan'.
		July 2013	City of Melbourne is working with two large contracted businesses in the development of either an Indigenous recruitment strategy and / or Reconciliation Action Plan.
3.10. Ongoing implementation of Council's Indigenous Employment Strategy which will: i) Seek to increase the number of Aboriginal and Torres Strait Islander Staff by promoting the City of Melbourne as an employer of choice for Aboriginal and Torres Strait Islander people in all advertised vacancies ii) Offer annually 3 traineeships to Aboriginal and Torres Strait Islander people iii) Provide mentoring, support and career development that secures the retention of employees.	Human Resources	2010-11 2011-12 2012-13 2013-14	Three Aboriginal and / or Torres Strait Islander trainees are recruited each financial year.  Mentoring, support and career development that secures the retention of employees will be provided to all Aboriginal and Torres Strait Islander employees.
3.11. Implement strategies that promote and improve the capacity of Aboriginal and Torres Strait Islander peoples to participate in the City of Melbourne's grant and sponsorship program, with particular regard to community service and business grants.	Corporate Affairs and Strategic Marketing branch	June 2012	Increase Aboriginal and Torres Strait Islander participation in events and programs that take place within the City of Melbourne municipality.
	Business and International branch		Increase in the number and quality of submissions to the grants process for Indigenous events and activities.
	Community Strengthening branch		
3.12. Work with other agencies to promote Indigenous Melbourne experiences, including through the Melbourne Visitor Centre, the City of Melbourne websites, the Melbourne guide volunteers and publications.	Tourism Melbourne branch	2011 2012 2013 2014	Increase and improvement in the promotion of Indigenous Melbourne experiences through the Melbourne Visitor Centre, the City of Melbourne websites, the Melbourne guide volunteers and publications.



## TRACKING PROGRESS AND REPORTING

Action	Responsibility	Timeline	Measurable Target
Review and monitor RAP actions and progress.	RAP Working Group and Managers responsible	Quarterly	Progress made against agreed targets.
Report to Reconciliation Australia and Council each year.	RAP Working Group and Managers responsible	2012 2013	Progress reports on the Reconciliation Action Plan presented to Council every 12 months.
		2014	Final progress reports made available to Reconciliation Australia and on the City of Melbourne website.

To find out more about the Reconciliation Action Plan and the City of Melbourne's Aboriginal and Torres Strait Islander initiatives, contact the City of Melbourne on **(03) 9658 9658** or visit [melbourne.vic.gov.au/indigenouisculture](http://melbourne.vic.gov.au/indigenouisculture)



# HOW TO CONTACT US

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**ONLINE:** [melbourne.vic.gov.au](http://melbourne.vic.gov.au)

**TELEPHONE:** 03 9658 9568  
7.30am to 6pm, Monday to Friday  
(public holidays excluded)

**NATIONAL RELAY SERVICE:** If you are deaf, hearing impaired or speech-impaired, call us via the National Relay Service: Teletypewriter (TTY) users phone 1300 555 727 then ask for 03 9658 9658

9am to 5pm, Monday to Friday  
(Public holidays excluded)

**IN PERSON:**  
Melbourne Town Hall - Administration Building  
120 Swanston Street, Melbourne

7.30am to 5pm, Monday to Friday  
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**Date 27-1-12**