

**Report to the Future Melbourne (People City) Committee**

**Agenda item 6.4**

**Draft Reconciliation Action Plan (RAP) 2015–2018**

**12 May 2015**

**Presenter:** Ian Hicks, Manager Community Strengthening

**Purpose and background**

1. The purpose of this report is to seek endorsement of the draft Reconciliation Action Plan (RAP) 2015–18 (refer Attachment 2) for further consultation.
2. The City of Melbourne was the first local government in Australia to register a RAP with Reconciliation Australia in 2006. Reconciliation Australia values Council's commitment and leadership as a local government in contributing to an equitable society, valuing the contribution of Aboriginal and Torres Strait Islander Australians and addressing Aboriginal and Torres Strait Islander disadvantage.

**Key issues**

3. This draft RAP reaffirms Council's *Statement of Commitment* to First Nations People and incorporates a range of council-wide actions to contribute to reconciliation and the support of Aboriginal and Torres Strait Islander people.
4. The RAP framework is prescribed by Reconciliation Australia. This draft RAP will be Council's second RAP to be endorsed by Reconciliation Australia and is framed at the "Innovate" (second) level of Reconciliation Australia's four tier RAP framework. An "Innovate" RAP will further enable Council to build long-term outcomes and trial approaches that build relationships, show respect and improve opportunities for reconciliation.
5. The RAP 2011–14 drove a number of important Council initiatives including the permanent raising of the flag over Melbourne Town Hall and the continuation of our Aboriginal Traineeship Program that has resulted in another 18 Aboriginal and Torres Strait Islander people taking up traineeships at the CoM.
6. The draft RAP 2015–18 seeks to support reconciliation through a focus on employment within the administration and pursuing opportunities more broadly, developing staff and improving organisational competency and ensuring the Council is a leader within the community on matters that affect the health and wellbeing of Aboriginal and Torres Strait Islander people, especially young children and their families.
7. In addition to continuing with the commitment and initiatives from the previous RAP, this draft RAP proposes a range of new initiatives including:
  - 7.1. Establishment of a CoM forum that involves business and other organisations with accredited Reconciliation Action Plans, to discuss and share information on matters related to reconciliation, including employment and training pathways for Aboriginal and Torres Strait Islander people.
  - 7.2. Building cultural awareness training by making it part of every Council employees development and identifying a 'champion' within the administration to support our approach to reconciliation.
  - 7.3. A commitment to work with the Jawun Indigenous Corporate Partnership to share skills and resources with the intent of boosting capability and understanding amongst staff within both organisations.
  - 7.4. Development of a new partnership with the Victorian Aboriginal Child Care Agency to identify and deliver an initiative focussed on improving outcomes for Aboriginal families and young children within the City.

**Recommendation from management**

8. That the Future Melbourne Committee endorses the draft Reconciliation Action Plan 2015–18 for the purpose of further community consultation during May and June 2015, including consultation with Traditional Owners.

**Attachments:**

1. Supporting Attachment
2. Reconciliation Action Plan 2015-2018

## Supporting Attachment

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### Legal

1. No direct legal implications arise from the recommendation made in this report. Legal advice and support will be provided as required in respect of implementing the RAP.

### Finance

2. There is approximately \$150,000 in the draft 2015–16 Budget, including budget for the employment of a Reconciliation Officer to work within Council's Indigenous Unit and oversee the successful implementation of the 2015–18 RAP and for the Jarwun partnership, the cost for which will be met through the training budget.

### Conflict of interest

3. No member of Council staff, or other person engaged under a contract, involved in advising on or preparing this report has declared a direct or indirect interest in relation to the matter of the report.

### Stakeholder consultation

4. The draft RAP 2015–18 has been developed in consultation with Reconciliation Australia and the Council executive and staff.
5. It is proposed to conduct broader community consultation during May and June 2015. The public and stakeholders will have an opportunity to be involved in the consultation process through "Participate Melbourne", community forums, submissions via email, in writing and phone; and face to face discussion during National Reconciliation Week (27 May–3 June).
6. Following community consultation the proposed final RAP 2015–18 will be presented to Future Melbourne Committee for adoption in July 2015.

### Relation to Council policy

7. The adoption of the final Reconciliation Action Plan and Statement of Commitment by Council would replace the previous Statement of Commitment and Reconciliation Action Plan 2011–14.

### Environmental sustainability

8. In implementing the final Reconciliation Action Plan 2015–18, environmental sustainability issues and opportunities will be considered on a project by project basis.

# City of Melbourne Reconciliation Action Plan 2015– 2018

## Acknowledgement of Traditional Owners

The City of Melbourne respectfully acknowledges the Traditional Owners of the land, the Kulin nation. For the Woiwurrung (Wurundjeri), Boonwurrung, Taungurong, Dja Dja Wurrung 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.

## Message from the City Of Melbourne

To be inserted

## Endorsement by Reconciliation Australia

To be inserted at endorsement.

## **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 Peoples of this land and have strived to retain their culture and identity through the period of European 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 is proud to make a commitment to fully support reconciliation. We seek to understand and embrace reconciliation within our organisation and to encourage reconciliation across the city and through our connections nationally and internationally.

Melbourne aims to be a bold, inspirational and sustainable global city. In line with this aim, we envisage the full participation of Aboriginal and Torres Strait Islander peoples in the social and economic advantages that Melbourne offers and we look forward to the full recognition of and respect for Aboriginal and Torres Strait Islander peoples as the First Peoples of this land.

As a capital city council, we have a unique opportunity to demonstrate what it means to take a shared journey in reconciliation with our residents, workers and visitors to Melbourne. We have the capacity to showcase our Aboriginal and Torres Strait Islander heritage and cultures and contribute to addressing the disparity experienced by many Aboriginal and Torres Strait Islander peoples following European settlement. We hope to share with the people of the world who visit Melbourne that we truly value the history and culture of Aboriginal and Torres Strait Islander peoples and their significance in a reconciled Melbourne will further strengthen our status as a truly global city.

## Our business

Melbourne is Victoria's capital city and the business, administrative, cultural and recreational hub of the state. The municipality covers 37.6 sq km and has a residential population of around 116,000. On an average day, around 850,000 people use the city and Melbourne hosts over a million international visitors each year. As an employer, we employ 1400 staff. Our Workforce Diversity Survey conducted in 2013, of which 870 responses were received, five (0.6%) staff members self-identified as Aboriginal and/or Torres Strait Islander.

The City of Melbourne is the local government authority responsible for the municipality of Melbourne. Under the *Victorian Local Government Act 1989*, the elected Councillors and administration plan, manage and deliver a wide range of services to residents, businesses and visitors. In addition to our role as the local municipal authority, we play an important role as Victoria's capital city, strengthening our international reputation for excellence, innovation and leadership.

The Council is the decision-making body that sets the strategic direction and policy of the municipality. As a democratically elected representative body, Council strives to engage with all segments of the community to understand their needs and aspirations. Council collaborates with members of our Aboriginal and Torres Strait Islander community in the development of our many strategies, agreements and protocols designed to celebrate, support and expand Aboriginal and Torres Strait Islander culture throughout Melbourne and beyond.

## Our Reconciliation Action Plan

Since the City of Melbourne adopted its Statement of Commitment to Aboriginal and Torres Strait Islander peoples in 1999, we have worked to embed the concept of reconciliation within the organisation. This, our third Reconciliation Action Plan, will be championed and driven at the most senior levels of the organisation. All areas of the organisation will participate through nominating organisational champions to develop our understanding and deliver on our commitments within the Reconciliation Action Plan.

**Our achievements:****Moomba**

A Moomba Festival MOU between the Wurundjeri Council and the City of Melbourne which acknowledges the Wurundjeri people as First Nations people of Melbourne and their historic participation in the festival.

ACTION	MEASURABLE TARGET	TIMELINE
1.1 Strengthen corporate oversight of the RAP by designating the Directors' Forum as the RAP Steering Committee.	1.1.1. Two (2) meetings per year of RAP Steering Committee.	December and June each year
	1.1.2. Terms of Reference for RAP Steering Committee finalised.	September 2015
	1.1.3. Twice yearly review of divisional actions in each Divisional Management Team completed.	May and November each year
	1.1.4. Identify and adopt at least one 'Reconciliation Champion' within each division.	June annually
1.2 Establish a network of champions for reconciliation to build support and increase knowledge and understanding across the organisation.	1.2.1. Role statement for Reconciliation Champions developed and submitted to RAP Steering Committee for approval.	October 2015
	1.2.2. At least one internal event each year facilitated by Reconciliation Champions.	May / June each year
	1.2.3. The appointment of a City of Melbourne RAP Champion – a high profile public figure to act as convener of suitable initiatives of the RAP.	December 2015
1.3 Contribute to a broader community understanding of reconciliation through staging relevant activities in National Reconciliation Week.	1.3.1. A program of events and activities is delivered during Reconciliation Week in partnership with other organisations.	May / June each year
1.4. Demonstrate the extent of support for Reconciliation across the	1.4 .1. Hold an annual event of local accredited RAP organisations to celebrate the successes of Reconciliation across the municipality.	May / June

City.		each year
1.5 Develop ways of building relationships with Aboriginal and Torres Strait Islander peoples and other organisations in the delivery of this Reconciliation Action Plan outcomes and key Council programs.	1.5.1. Demonstration of a partnership approach with Aboriginal and Torres Strait Islander people and organisations in the implementation of this Reconciliation Action Plan.	May and November each year
	1.5.2. Engagement of Aboriginal and Torres Strait Islander artists in the delivery of key Arts and Culture programs.	February 2016
	1.5.3. Work with the Victorian Aboriginal Child Care agency to identify and deliver an initiative focussed on improving outcomes for Aboriginal families and young children within the City, especially in our services.	May 2016
	1.5.4. Commitment to frequent and regular meetings between management and Traditional Owners within the City of Melbourne.	Three meetings annually
	1.5.5. Establish a CoM forum of business and other organisations with accredited Reconciliation Action Plans, to discuss and share information on matters related to reconciliation.	One forum annually
1.6 Participate in partnerships with other agencies to improve outcomes for Aboriginal and Torres Strait Islander peoples.	1.6.1. Develop a joint initiative in partnership with the Inner Melbourne Action Plan Councils and relevant agencies, to address an issue of common interest to the local Aboriginal and Torres Strait Islander community.	May 2016
	1.6.2. Initiate a partnership with Jawun Indigenous Corporate Partnerships for the sharing of employee skills and resources aimed at tackling disadvantage within Aboriginal regional communities and with the intent of boosting CoM staff capability and understanding.	December 2015

**Our achievements:**

***Raising the Aboriginal Flag***

On 27 May 2012, the City of Melbourne permanently raised the Aboriginal flag on Melbourne Town Hall. This significant symbolic act recognises Aboriginal people as the First Nations people of Melbourne, and acknowledges the First Nations people of Melbourne’s continued connection to the land and waters.

***Buluk Park – recognising Aboriginal heritage***

In 2014 Buluk Park was officially named to acknowledge the pre European heritage of the place now known as Docklands. Once a wetland and significant place for Aboriginal people to gather, Buluk Park is a reminder of Melbourne’s original landscape and significance to Aboriginal people.

ACTION	MEASURABLE	TIMELINE
2.1 Demonstrate respect for Aboriginal traditions and acknowledge their relationship to the land through public recognition at key Council events.	2.1.1. Protocols for the inclusion of Welcome to Country and Acknowledgement of Traditional Owners at appropriate events reviewed and documented.	September 2015
	2.1.2. Welcome to Country included at the first meeting of a newly elected Council.	November 2016
	2.1.3. Traditional Owners acknowledged at all Council events.	Report June each year
	2.1.4. Traditional Owners acknowledged at events where Councillors speak as a representative of the City of Melbourne.	Report June each year
	2.1.5. Traditional Owners acknowledged at internal events.	Report June each year
2.2 Promote the City’s support for reconciliation through recognition of Aboriginal and Torres Strait Islander peoples nationally and internationally.	2.2.1. Welcome to Country included at significant visits of sister city delegates to Melbourne.	Report June each year



2.3 Partner with Aboriginal organisations to support and deliver key NAIDOC week events in the city.	2.3.1. NAIDOC Week Flag Raising Ceremony at Federation Square supported.	July each year
	2.3.2. NAIDOC March Concert in Federation Square supported.	July each year
2.4. Support COM Aboriginal and Torres Strait Islander staff and trainees to engage in NAIDOC Week activities.	2.4.1. Aboriginal and Torres Strait Islander staff attend NAIDOC Week activities in the City of Melbourne.	July 2015
2.5 Ensure key corporate documents to ensure they reflect Council's aspirations in relation to reconciliation.	2.5.1. Statement of Commitment to Aboriginal and Torres Strait Islander people reviewed.	November 2016
	2.5.2. All policies and strategies consider the opportunities and impact on reconciliation where appropriate.	December each year
2.6 Consider opportunities to inform and educate the community about Melbourne's Aboriginal heritage and culture.	2.6.1. Indigenous Heritage Action Plan 2015–18 implemented.	November 2018
	2.6.2. Naming protocols developed in consultation with Traditional Owner Groups to guide the Council process for naming of open spaces, reserves, roads, lanes and buildings.	November 2016
2.7 Strengthen the capacity of Councillors and staff to work with Aboriginal and Torres Strait Islander peoples and organisations through providing cultural awareness training.	2.7.1. Cultural awareness included in Councillor induction program.	November 2016
	2.7.2. All staff induction sessions include information about reconciliation and council's RAP.	Report June each year
	2.7.3. All new staff complete the Koori Heritage Trust Aboriginal heritage walk as part of their induction to the organisation.	Report June each year
	2.7.4. Introduce mandatory cultural awareness training for all people managers, starting with the Management Team.	Report June each year

**Our achievements:*****Employment of Aboriginal Torres Strait Islander People***

Since 2011/12 we have placed 14 Aboriginal and/or Torres Strait Islander people in traineeships across the organisation. In 2013 and 2014 we celebrated the nomination of two trainees for 'Victorian A Plus' Aboriginal Trainee of the Year, with a successful award winner in 2013.

***Indigenous Arts Festival***

In 2012, the City of Melbourne launched its inaugural biennial Indigenous Arts Festival. This national festival celebrates the rich and diverse talents of Aboriginal and Torres Strait Islander people from the country, from the traditional Kooriboree (a celebration of Aboriginal traditional dance) to theatre, and contemporary music of Australian First Nations people.

ACTION	MEASURABLE	TIMELINE
3.1 Celebrate and acknowledge Aboriginal and Torres Strait Islander arts and culture.	3.1.1. Evaluate and review the Melbourne Indigenous Arts Festival and consider other opportunities to support Indigenous arts and artists. Future model subject to Council endorsement.	February 2016 and 2018
	3.1.2. Fund Aboriginal and Torres Strait Islander Arts organisations through the Triennial Arts Grants Program.	December 2015
3.2 Seek to increase the number of Aboriginal and Torres Strait Islander people employed within the COM municipality and beyond.	3.2.1. The use of recruitment agencies specialising in the placement of Aboriginal and Torres Strait Islander agency staff introduced.	May 2016
	3.2.2. Explore opportunities to advertise employment vacancies in Indigenous media and within key Aboriginal and Torres Strait Islander networks.	June 2016
	3.2.3. Investigate new measures that support retention and increase opportunities for the ongoing employment of Aboriginal and Torres Strait Islander people within the organisation.	June each year
	3.2.4. Offer three (3) traineeships to Aboriginal and Torres Strait Islander people each	February each year

	year.	
	3.2.5. Hold a business forum of corporations based within the municipality with RAP accreditation, to jointly identify employment pathways and opportunities for Aboriginal and Torres Strait Islander peoples.	June 2016
3.3 Seek to improve career outcomes for Aboriginal and Torres Strait Islander employees of the City of Melbourne through provision of culturally relevant support programs.	3.3.1. Investigate an extension of the existing mentoring, support and career development program for trainees to other Aboriginal and Torres Strait Islander employees, where appropriate.	June 2016
	3.3.2. HR procedures and policies reviewed to identify and address barriers to Aboriginal and Torres Strait Islander employment.	June 2016
3.4 Ensure Aboriginal and Torres Strait Islander peoples are represented in relevant Council funded events.	3.4.1. Aboriginal and Torres Strait Islander models / designers / make-up artists are engaged in Melbourne Spring Fashion Week.	June each year
	3.4.2. Aboriginal and Torres Strait Islander performers / musicians appear in the Sunset Series where music genre is appropriate.	June each year
	3.4.3. Plans developed for the engagement with Traditional Owner groups within the COM regarding the planning and staging of Melbourne Day events negotiated and implemented.	June 2016
3.5 Seek opportunities to improve economic development opportunities for Aboriginal and Torres Strait Islander businesses.	3.5.1. Prepare for Council endorsement a revised 'Procurement Policy' that ensures supplier diversity and equal opportunity is being provided to Aboriginal and Torres Strait Islander businesses, including through the potential membership of Supply Nation.	December 2015
	3.5.2. City of Melbourne staff educated about using Aboriginal and Torres Strait Islander businesses.	June each year
	3.5.3. Identify and implement strategies specifically targeted at providing business mentoring and support to fledgling Aboriginal and Torres Strait Islander businesses.	June 2017

3.6 Promote Aboriginal experiences in Melbourne to visitors through Melbourne's network of visitor services, publications and sponsorships.	3.6.1. Appropriately accredited Aboriginal businesses providing Aboriginal cultural experiences are promoted at the Melbourne Visitor Centre.	June each year
	3.6.2. Information and presentations from organisations offering Aboriginal experiences are included as part of the development opportunities and familiarisation sessions and forums for Tourism volunteers and staff.	June each year

<b>ACTION</b>	<b>MEASUREABLE TARGET</b>	<b>TIMELINE</b>
4.1 Review and monitor RAP actions and progress.	4.1.1. Report prepared for RAP Steering Committee on progress made against agreed targets.	June and December each year
	4.1.2. Bi-annual contribution to report for RAP Steering Committee on Divisional activities.	June and December each year
4.2 Report to Council and Reconciliation Australia each year.	4.2.1. Annual progress reports on the Reconciliation Action Plan presented to Council every 12 months.	July each year
	4.2.2. Annual progress report sent to Reconciliation Australia.	July each year
	4.2.3. RAP Impact Measurement Questionnaire completed and submitted each year.	September each year
	4.2.4. Annual progress report posted on the City of Melbourne website.	July each year
	4.2.5. Evaluation of the Indigenous Traineeship and Employment initiatives.	July each year

## (BACK COVER)

### How to contact us

Online: [www.melbourne.vic.gov.au](http://www.melbourne.vic.gov.au)

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