

Management report to Council

Agenda item 6.1

Endorsement of Reconciliation Action Plan 2020-23

Council

Presenter: Hans Bokelund, Director Aboriginal Melbourne

24 November 2020

Purpose and background

1. The purpose of this report is to seek endorsement of the City of Melbourne (CoM) Reconciliation Action Plan 2020-23 (RAP) (refer Attachment 3).
2. The RAP has been developed in response to the Council's Annual Plan 2020-21 initiatives to develop an Innovate RAP.
3. This document will replace Council's current (Stretch) RAP 2018-20 and the draft Aboriginal Melbourne Action Plan 2018-20.
4. There are 48 Australian local government authorities currently that have Reconciliation Action Plans at various levels, as designated by Reconciliation Australia: 12 at 'reflect' level, 25 at 'innovate' and 11 at 'stretch'. Note: no local government authority has an 'elevate' level Reconciliation Action Plan.

Key issues

5. The CoM RAP recognises a need to build internal cultural capabilities to ensure creation of sustainable organisational change, and strengthen our relationships with Traditional Custodians, Aboriginal community controlled organisations, and the broad Aboriginal community to reach our reconciliation aspirations.
6. This RAP is further strengthened by the inclusion of deliverables which respond to Goal 9: A City with an Aboriginal Focus.
7. In addition to continuing the commitment and initiatives from previous Reconciliation Action Plans we have included a range of new initiatives including:
 - 7.1. Delivering a series of public "truth telling" talks/discussions to enable a greater understanding of Aboriginal people's experiences (both past and present).
 - 7.2. Researching the stories of Melbourne's Stolen Generations, with recommendations on how best to commemorate the Stolen Generations through memorials or markers.
 - 7.3. Development and implementation of an Aboriginal cultural learning strategy for councillors, executives and staff which defines continuous cultural learning needs.
 - 7.4. Implementation of CoM's Aboriginal Employment Strategy 2020-23 to increase the percentage of Aboriginal staff employed at CoM.
8. Consultation has been completed internally with General Managers and Directors, and externally with Traditional Custodians, Aboriginal Organisations and the broader community.
9. The RAP has been amended to incorporate feedback received during consultation as appropriate (refer Attachment 2).
10. Reconciliation Australia will endorse this RAP prior to implementation.

Recommendation from management

11. That Council:
 - 11.1. Endorses the City of Melbourne Reconciliation Action Plan (RAP) 2020-23.
 - 11.2. Authorises the General Manager Strategy, Planning and Climate Change to make any further minor editorial changes or amendments required by Reconciliation Australia to the RAP 2020-23 prior to publication.

Attachments:

1. Supporting Attachment (page 2 of 26)
2. Draft Reconciliation Action Plan 2020-23 Community Consultation (Page 3 of 26)
3. Reconciliation Action Plan 2020-23(Page 7 of 26)

Supporting Attachment

Legal

1. Legal advice will be provided as required in respect to implementing the RAP 2020-23.

Finance

2. Associated costs with a total of \$1,311,000 for Year 1 of the RAP have been budgeted for in the 2020-21 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.

Health and Safety

4. In developing this proposal, no Health and Safety issues or opportunities have been identified.

Stakeholder consultation

5. Targeted community consultation for the RAP occurred during the commencement and draft stages of the RAP's development. Initial consultation sought input to the vision, outcomes and key actions.
6. Consultation involved meetings with Traditional Custodians as well as an online workshop with Aboriginal stakeholders (refer Attachment 2).

Relation to Council policy

7. This RAP is consistent with the following Council policies:
 - 7..1. CoM Council Plan 2017–21.
 - 7..2. CoM Annual Plan 2020–21.

Environmental sustainability

8. In implementing the RAP, environmental sustainability issues and opportunities will be considered on a project by project basis.

Draft Reconciliation Action Plan 2020-23 Community Consultation

1. Consultation

2. Input was sought on the Reconciliation Action Plan 2020-23 (RAP) from key stakeholders including: 24 Aboriginal controlled organisations, Reconciliation Victoria, Reconciliation Australia and a selection of organisations with accredited RAPs.
3. Traditional Custodians were invited to provide feedback through an online forum held June/July 2020.
4. Public consultation was open from 7 August to 4 September 2020 with the draft RAP available via www.participate.melbourne.vic.gov.au. During this period the page had 352 visitors with six submissions received via the online form.
5. During the public consultation period stakeholders were invited to provide feedback through: an online survey, one-on-one conversation with an Aboriginal Melbourne Officer, or by attending an online workshop.
6. Eight Aboriginal Controlled Organisations participated in an online forum held 19 August 2020.
7. Aboriginal Melbourne distributed the draft RAP via Facebook and during this period the page was accessed 263 times, with an engagement rate of 2.2 per cent.
8. Positive and constructive feedback on the RAP was received from nine individuals providing 10 submissions representing a cross section of all stakeholders, which has directly informed and shaped the final RAP.

Submissions Received

What do you like most about the draft Reconciliation Action Plan

Truth telling
I am excited to see the initiatives taken in sections 12-15 which will enhance the visual and educational ability of our city to better reflect our heritage, story telling, art and the culture of our traditional land owners - past, present and future.
It's wonderful to see a commitment to 'truth telling'; it's such an important process to achieving reconciliation. Great to see a governance structure in place within the organisation to drive the RAP. Excited by the Yirramboi festival again.
Like the focus around voice, respect, relationships and opportunities.
Truth telling seems like a real and potentially powerful step.
There seems to be good plans around education particularly around Aboriginal culture
I like that it emphasises truth-telling and sets involvement and visibility of First Nations people at the core.

Further feedback

Australia & Melbourne Day issues
In September 2019 I partnered with Emily Poelina-Hunter (Nyikina woman) Indigenous Lecturer, PhD in Archaeology, to enter a Design competition run by CoM and RMIT. Our Design for IIMAT (Inclusive Indigenous Melbourne Art Trail) was unsuccessful. The design brief was "Co-designing inclusive, civic and sensorial moments in the City". We did not make it past the first round which was very disappointing however what stood out was the feedback we got. We explained that we were late to the submission process and thus we only had two team members. But the remark "the proposal would have benefited from further team members - a local Indigenous team member and one with app-building experience" was an absolute insult to Emily. Emily has lived in Melbourne for a very long time and dedicated her education and career to Indigenous education and recognition. I would like to say that all parties partnering with CoM need to be made aware of the CoM RAP and respond in correspondence with respect
<p>MCG / Marngrook - meaning football which is recognised by Aboriginal footballers, it would be a great way to pay tribute to past and present players and all Aboriginal and Torres Strait Islander People.</p> <p>William Barak - to add his recognition I would like to suggest a bronze statue of him wearing a possum skin cloak to be installed at the entrance to the bridge that was named after him in 2005.</p> <p>Wominjeka (welcome) Ceremonial Site - for a permanent outdoor ceremonial site in Birrarung Marr Park.</p> <p>Kulin Spirit is a Cultural concept I have designed that would be ideal for public art and represents the Kulin Nation.</p> <p>It consists of the following.</p> <ul style="list-style-type: none"> - Five large structures in corten steel with Aboriginal designs in stainless steel. - The Kulin history to be etched on one side of each structure. - Large Flagpole in the centre for the Koori flag. - The overall structure reflects the "Circle of Communication". - Federation square would be the ideal place to erect this large structure where the broader community can learn and appreciate a part of the Oldest Living Culture in the World.
<p>MCG / Marngrook - meaning football which is recognised by Aboriginal footballers, it would be a great way to pay tribute to past and present players and all Aboriginal and Torres Strait Islander People.</p> <p>Melbourne Central/Wurundjeri - Clan group of the area.</p> <p>Queen Victoria/King Barak Market - Combining the two names of the most powerful leaders of our history. Batman/Bebejan Avenue - Head Ngurungaeta who witness the signing of the Batman Treaty in 1835.</p> <p>Melbourne/Woiwurrung University - The language group of the Kulin Nation people it also relates to education which links to the University.</p> <p>West Gate / Kulin Link - Linking the Kulin Nation on both sides of Port Phillip Bay.</p> <p>Wominjeka (Welcome) Ceremonial Site - A permanent outdoor ceremonial site in Birrarung Marr Park.</p> <p>William Barak statue - To add to his recognition I would like to suggest a bronze statue of him wearing a possum skin cloak to be installed at the entrance to the footbridge the was named after him in 2005.</p> <p>Kulin Spirit - A cultural concept representing the Kulin Nation that would be ideal for public art to be erected in the heart of Melbourne at Federation Square where the public can learn and appreciate a part of the Oldest</p>

Living Culture in the World.

It would be great to see the organisation explore organisational white privilege particularly reviewing Jenny Tannoeh-Bland's work and her book 'Bringing Australia Together: The Structure and Experience of Racism in Australia'. She lists 47 benefits that CoM could interrogate to understand the invisible unseen benefits it reaps as an organisation founded on white privilege.

It would be great to see Dreamtime stories being part of CoM Libraries programming especially with children (Story time) and to be read by Aboriginal people.

I would prefer that there is a separate reference to Stolen Generations and it includes as deliverables 1. Develop a brief about the creation and installation of Stolen Generations marker (memorials are for dead people, all Stolen Generations are still alive and here so memorial is not a suitable word to use) Develop a Working Group comprising CoM and relevant Aboriginal community and Stolen Generations representatives to oversee the implementation of the Stolen Generations marker. I'm assuming funds are allocated to the marker? My concern here is that this project must commence now as a priority, do not want to see it held up waiting for further reports that delay it for years to come, that would be tragic given how we are losing a lot of Stolen Generations

Commemorate the Anniversary of the National Apology by partnering with Link-Up Victoria and at minimum include reference to it on council website and circulating information and resources about it

Commemorate National Sorry Day by partnering with Link-Up Victoria and at minimum include reference to it on council website, circulate information and resources about it and light up the Town Hall in purple. Need to see other well-known icons lit up too i.e. Arts centre spire, Westgate bridge, fountain in Parliament Gardens, Parliament House.

It seems that the plan has references to those actions that I would have thought would now be standard practise for Council, they have been on your rec plans since the beginning and should be seen as past achievements that are now ongoing rather than repeated as something new? Maybe the plan should be called Reconciliation Standard Practise and New Initiatives Plan? Or something similar to showcases what you already do and lists what you want to do?

The past achievements of Council which you have listed do not include everything that Council has done and continues to do i.e. events that you supported in one way or another such as the first National Sorry Day events, Aboriginal Christmas and the NAIDOC events too

The plan mentions a Rec Action Plan group, just what does this group do exactly?

The plan should reflect the great work that Council does as standard practise and will continue to do plus of course there would be some new initiatives. I'd love to see greater Aboriginal presence within our city that acknowledges Traditional Owners, better signage about this that is everywhere.

Id love to see an Aboriginal Fashion Show in partnership with Myers or David Jones? That would be amazing!

What happened to the Aboriginal Arts Advisory Group?

I loved the Melbourne Conversations, but they needed to be promoted more and have a livestream link for those who want to participate but cannot get into the city

I love Birrarung Marr, how about a Aboriginal enterprise that provides a cultural tour of Aboriginal Melbourne Also would like an Aboriginal artist preferably from one of the Traditional Owner groups for Melbourne to provide artwork for the plan.

It would be great to have another zoom meeting (couldn't get to the first one) to go over a second draft of the plan! Happy to also chat on the phone too

Education. The council should be committed to encouraging local indigenous language to be taught in at least government schools within its jurisdiction. The idea that teaching these languages is not pragmatic or economical is wrong, especially when 72% of Australians are monolingual (the most non-pragmatic and uneconomical option).

Clarity around territorial boundaries. Creating the best practice solution to address crossing different nations and tribal lands without permission is a longer term process. However, creating signage that acknowledge and inform people they are entering or leaving different lands is a possible step in the right direction.

Direct KPIs and equal voice or representation by indigenous people in decision making for our city.

What's the comms plan? There are still so many people who are either unaware or hold old beliefs that Aboriginal culture historically was not sophisticated etc. I want to see the plan to elevate the knowledge and respect for a culture that was achieving things before the Egyptians etc. Also there should be more knowledge of ceremonies, customs, etc. And we could do better at adding aboriginal names to local areas, landmarks etc Further there should be one definitive place/website where you can find out who the current elders are for

example for the Wurundjeri, learn language etc and how to connect with aboriginal people locally. We must change the narrative and inspire people to want to know more and be excited and proud about it.
I think there needs to be more scope on encouraging connections with Aboriginal nation's representatives at the really local level; same way people are encouraged to engage with the CFA. If there can be suburb-by-suburb events and/or connections to local Aboriginal Council groups that would be best. Average people need to get involved and we need to take responsibility, not just leave all the work to parliament and local governments.

Facebook comments

This is a great initiative and should be supported.
Yes. Let's divide our society into different groups with separate flags and preferential treatment. What a wonderful way to unite us all.
Many Australian forefathers suffered a worse fate than aboriginals as prisoners in the worst circumstances possible.
I've worked hard, followed the rules, paid taxes, not complained, and now own a house and land but am forced to pay the gov't (council) around 10% of my income in rates to live on my own property. Yes that's real white privilege.
Get some of the little forgotten kids in the rural communities, real indigenous instead of token white kids, get real, and give those kids a chance and also bring along their abused mother's too, you are denying indigenous voices.
We are one nation why does it always come down to different groups of people What our ancestors did 200 hundred years ago is not our fault so why, why, why
More identity politics. We are all Australians --that's it.
This is race supremacy
Aboriginals have been getting Taxpayer's Money for more than 30 Year's, were has the Money gone.
Research suggests (i.e. other Commonwealth countries) its time to listen, engage...you know progress forward...apply some critical, progressive thinking.
Voices and aspirations of ALL Australians need to be heard!
For those people who fail to understand that 200 years of colonisation on land stolen from a 40 thousand year old civilization is an ongoing problem, please reflect on this and whilst reflecting, shut up and don't post until you've had an epiphany.
This will go on for ever and ever need to get over the past and stop this crazy PC stuff.
Excellent initiative Melbourne Council...moving forward and working at giving the indigenous people of this region a voice...a sign of progressive thinking!
If identity politics means we respect, consider and acknowledge the original owners of the land that we privileged white people live on and mostly control then I am ok with that. But I hope it is not just tokenism.
Great to see. Aboriginal people have been here for thousands of years and know this land and it is good to know that the aboriginal people are at last being consulted. By the way I am a non-indigenous woman
If its a reconciliation action plan then it's only going to be one sided then. What doesn't the City of Melbourne do their job instead of this social engineering bullXXXX? This hasn't nothing to do with the City of Melbourne and is a complete waste of rate payers money.
We have apologised had a sorry day! We have to get over this it's destructive nonsense!
So inclusion starts with exclusion of anyone not aboriginal. Why don't you just do your job instead of this social engineering bullXXXX.
Thanks Melbourne - the more we can do the better.

City of Melbourne Draft (Innovate) Reconciliation Action Plan 2020 – 23

Acknowledgement of Traditional Custodians

The City of Melbourne respectfully acknowledges the Traditional Custodians of the land, the Bunurong Boon Wurrung and Wurundjeri Woi Wurrung peoples of the Eastern Kulin Nation and pays respect to their Elders past, present and emerging. We are committed to our reconciliation journey, because at its heart, reconciliation is about strengthening relationships between Aboriginal and non-Aboriginal peoples, for the benefit of all Victorians.

Message from the City Of Melbourne

To be inserted at endorsement

Endorsement by Reconciliation Australia

To be inserted at endorsement.

Our vision for reconciliation

Why is a RAP important for the City of Melbourne?

The City of Melbourne respectfully acknowledges the Traditional Custodians of the land, the Bunurong Boon Wurrung and Wurundjeri Woi Wurrung peoples of the Eastern Kulin Nation and pays respect to their Elders past, present and emerging. We are committed to our reconciliation journey, because at its heart, reconciliation is about strengthening relationships between Aboriginal and non-Aboriginal peoples, for the benefit of all Victorians. For 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.

When speakers at the City of Melbourne (CoM) acknowledge the Traditional Owners of the land on which we meet, they express a shared respect for our continuous Aboriginal culture. CoM recognises that Aboriginal peoples were the First Peoples of this land and that they have strived to retain their culture and identity through the period of European settlement for more than two centuries.

Our city values and celebrates Aboriginal people's unique heritage and culture. This draft Innovate Reconciliation Action Plan (RAP) enshrines and reaffirms that respect. It also commits us to actions for advancing reconciliation – practical measures developed in consultation with Traditional Owner groups, Aboriginal organisations and community.

We are proud to make a commitment to fully support reconciliation within our organisation and to influence reconciliation across the city and through our connections nationally and internationally.

We believe that CoM can do better. Time has been spent reviewing the previous RAP and reflecting on how to remove barriers to inclusion. Everyone in our city should feel culturally-connected, safe and empowered. Local government is the tier of government closest to the community and has a crucial role in modelling recognition and respect. On behalf of all in our community, we will work harder and more creatively to ensure the voices and aspirations of Aboriginal people are reflected in council plans, strategies and policies.

In the spirit of reconciliation, our actions will not follow a separate stream – instead reconciliation will be embedded in our core business and decision-making at every level. This builds on actions in recent years to promote Aboriginal heritage and culture in the city's life. Acknowledgement of culture is demonstrated when we program events and nurture relationships that deepen the city's cultural understanding of a unique Aboriginal history.

CoM is committed to meaningful engagement with Aboriginal communities and will continue to foster and build respect for Aboriginal heritage, culture and knowledge.

In this RAP, we speak of respect, relationships, good governance and opportunities. These are powerful words that will be matched with actions as we implement reconciliation initiatives. Significantly, we have added another core pillar to our RAP - we commit to a truth-telling process, to be honest about our past and how the past shapes today and to be collaborative and positive about our future. Truth-telling enables healing. Truth-telling has been, for many communities in the world, a foundational experience, a sharing of stories that underpins respect, relationships and opportunities.

An honest appraisal of our organisation will shape this RAP. We believe reconciliation means working to ensure Melbourne is an inclusive city for Aboriginal people, and working to close the gap of disadvantage experienced by Aboriginal people since European settlement.

It is about honouring the unbroken relationship of the Aboriginal community to Melbourne, past and present, and supporting this relationship into the future. Consultation, collaboration, and partnerships with all in our community will help us achieve this vision – strengthening a local government culture that promotes and supports all Australians coming together to make a positive difference in all our lives.

Our Organisation

Melbourne is Victoria's capital city and the business, administrative, cultural and recreational hub of the state. The municipality covers 37.7 square km and has a residential population of about 180,000. As an organisation, we employ about 1400 staff. In 2020, 12 staff identify 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 2020*, 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 Traditional Owners, Aboriginal organisations and community in the development of our many strategies, agreements and protocols designed to celebrate, support and expand Aboriginal culture throughout Melbourne and beyond.

This RAP will be championed and driven at the most senior levels of the organisation. All areas of the organisation will participate in developing our understanding and delivering on our commitments within the plan.

Our Reconciliation Action Plan

It is with great pleasure the City of Melbourne releases its draft (Innovate) Reconciliation Action Plan 2020-23 for public consultation.

Our fifth draft Reconciliation Action Plan (RAP) comes two years after the completion of our fourth RAP 2015-18. It follows a process of deep self-reflection for CoM as we aspire to realise our vision to support the voice and ambition of Aboriginal communities through leading behaviours and role modelling best practice. A key priority will be exploring the best avenues for recruiting and retaining Aboriginal staff members. The creation of a separate Aboriginal Melbourne branch in 2019 has set the tone for our commitment to a more empowering and culturally-connected organisation.

To date, CoM's greatest resource in the development of this draft RAP has been the voices and guidance of Aboriginal staff, Traditional Owner groups, and Aboriginal communities who will continue to guide the implementation of this three year RAP as a living document.

Our RAP is structured around four dimensions proposed by Reconciliation Australia - respect, relationships, opportunities and good governance:

Respect for Aboriginal culture helps an organisation embed cultural understanding in all its operations.

Relationships between Aboriginal people and the broader community are at the heart of reconciliation.

Opportunities allow Aboriginal people to participate equally in employment, education and health.

Governance guides how we implement and report back on the actions to which we commit.

Truth-telling will be a meaningful new dimension in a CoM RAP that we hope sets a high bar for an inclusive local government culture in future.

In nations such as Canada and South Africa, truth-telling promotes an awareness of the historic and ongoing impact of the past. Sharing experiences can encourage all in our community to move ahead. CoM recognises momentum is growing in Australia for an honest understanding of colonisation. Truth-telling can play a role in helping a community work towards a future where all Australians enjoy equal rights and have the opportunity to achieve their full potential. This RAP provides an opportunity for CoM to understand how truth-telling can play this role within our organisation and our city as a whole.

Our RAP will provide a framework for CoM to support the national reconciliation movement and is a strategic document that bolsters CoM's Council Plan 2017-21. The RAP includes practical actions that will drive CoM's contribution to reconciliation both internally and with the communities with which we have relationships.

City of Melbourne's reconciliation journey

The City of Melbourne has been dedicated to the concept of reconciliation since adopting our Statement of Commitment to Aboriginal and Torres Strait Islander peoples in 1999. Since then, we have been committed to following through with RAP commitments and building partnerships with Aboriginal communities. While we acknowledge there is still much work to be done, progress has been made across the four core dimensions of reconciliation—relationships, respect, governance and opportunities:

- 1985 - City of Melbourne provides a safe location for the internment of repatriated Aboriginal skeletal remains belonging to 38 language groups across Victoria at King's Domain
- 1990s-2000s – Aboriginal consultative committees guides the work of the City of Melbourne
- 1999– Indigenous Arts Advisory Panel formed
- 2003 – Council establishes a dedicated Indigenous unit
- 2006 – Council becomes first local government to introduce a Reconciliation Action Plan
- 2006 – first ever gathering of Victorian Traditional Owner group at Melbourne Town Hall
 - Lord Mayor John So gifted with a possum skin cloak by Victorian Traditional Owner groups
- 2006 – Birrarung wilam art installation unveiled at Birrarung Marr in time for the 2006 Commonwealth Games
- 2007-2010 Indigenous Framework
 - 2010 Indigenous Heritage Study
- 2007-2010 Reconciliation Action Plan
- 2009 – Indigenous Arts Advisory Panel celebrates 10 years
- 2011-2014 Reconciliation Action Plan
 - In 2011, we began ensuring Traditional Owners were acknowledged at the commencement of all major council events and events where councillors are asked to speak as representatives of the City
 - Since 2012, we have permanently raised the Aboriginal flag above Melbourne Town Hall and included a Welcome to Country at the first meeting of each newly elected council.
 - Indigenous Arts Festival 2012 and 2014
- 2011-2014 Indigenous Heritage Action Plan
- 2015-2018 Innovate Reconciliation Action Plan
 - Since 2016, all new members of staff have participated in an Aboriginal Cultural Awareness Program including an Indigenous Cultural Awareness Walk, as part of their induction to the City of Melbourne
 - In 2017, we launched the YIRRAMBOI Festival – Australia's premier First Nations arts and cultural event and created a dedicated category for Aboriginal and Torres Strait Islander authors in the Lord Mayor's Creative Writing Awards
- 2015-2016 Aboriginal Heritage Action Plan
 - In 2016, we unveiled a memorial marker at the corner of Victoria and Franklin Streets for Tunnerminnerwait and Maulboyheenner, two Aboriginal Tasmanian men who were publicly hanged in Melbourne in 1842
- In 2016, CoM hosts an Aboriginal Enterprise Expo with over 40 Aboriginal owned businesses, and launches our Aboriginal Procurement Strategy with a target of (9%)
- In 2019, CoM launched a new Aboriginal Melbourne branch to help build organisational capability around all issues affecting Aboriginal communities in Melbourne

Draft (Innovate) Reconciliation Action Plan 2020 – 23

Truth Telling

The City of Melbourne recognises the importance of truth-telling to further our shared understanding of the impacts of colonisation and dispossession on Aboriginal people. Guided by national and international examples of formal processes in truth-telling, we will commit to further research and develop a series of discussions that create opportunities for healing, learning and change.

Truth-telling is an opportunity for Aboriginal people to share their history, heritage and culture with the broader community and to voice and record evidence about past actions. It's an opportunity to impart knowledge of thousands of years of rich history, language and stories as well as provide a form of restorative justice by acknowledging Aboriginal people's experiences of dispossession and inequity.

Action		Deliverables		Responsibility	Year
1	Explore and deliver opportunities for "truth telling" to facilitate learning, healing, and change within the City of Melbourne and externally.	1.1	Deliver a series of 3 public "truth telling" talks/discussions to enable a greater understanding of Aboriginal people's experiences (past and present).	Aboriginal Melbourne	N
		1.2	Research Melbourne's Stolen Generations story, with recommendations about how best to commemorate the Stolen Generations through memorials or markers.	Aboriginal Melbourne Creative City	July 2021
		1.3	Investigate and implement opportunities to develop "sister city" relationships with local governments who are facilitating local "truth telling" with First Nations peoples.	Aboriginal Melbourne	July 2021 July 2022 July 2023
		1.4	Programme activities to acknowledge National Sorry Day (26 May).	Aboriginal Melbourne	July 2021 July 2022 July 2023

Relationships

Strong, respectful and meaningful relationships between CoM and Aboriginal people are the centrepiece of this Reconciliation Action Plan. We strive to build on established connections with each Traditional Owner group and continue to learn from them, hear their voices and be guided by their expertise on our common goal of reaching greater reconciliation within all our communities.

Action		Deliverables		Responsibility	Year
2	Establish and maintain mutually beneficial relationships with Aboriginal stakeholders and organisations.	2.1	Consult with each Traditional Owner Group (Bunurong Land Council and Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation), and develop a Memorandum/Memoranda of Understanding on agreed principles and processes for engagement.	Aboriginal Melbourne	July 2021
		2.2	Develop and implement an Aboriginal Community Engagement Plan to work with Aboriginal stakeholders and organisations.	Aboriginal Melbourne Community Services	July 2021
		2.3	Establish a <i>Local Aboriginal Secondment Program</i> for four City of Melbourne employees to be seconded for a period of at least six weeks to Traditional Owner Groups, Aboriginal organisations based within and around the municipality, or peak Aboriginal organisations.	Aboriginal Melbourne People, Culture and Leadership	July 2022 July 2023
3	Build relationships through celebrating National Reconciliation Week.	3.1	Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to all Councillors, executives and staff and promote these through CoM's owned channels.	Aboriginal Melbourne	July 2021 July 2022 July 2023
		3.2	Reconciliation Action Plan Working Group members will participate in an external National Reconciliation Week event.	Aboriginal Melbourne	July 2021 July 2022 July 2023

		3.3	Encourage and support all councillors, executives, and staff to participate in at least one external event to recognise and celebrate National Reconciliation Week by: <ul style="list-style-type: none"> • promoting key events happening within the municipality • promoting Reconciliation Australia's and Reconciliation Victoria's calendars of events for National Reconciliation Week 	Aboriginal Melbourne Public Affairs and Media	July 2021 July 2022 July 2023
		3.4	Deliver a public National Reconciliation Week Oration with a high profile speaker.	Aboriginal Melbourne	July 2021 July 2022 July 2023
		3.5	As part of a broad Aboriginal Melbourne branding initiative, promote the City of Melbourne's grants and sponsorship programs as opportunities for the funding of National Reconciliation Week events and programming delivered by external organisations, including: <ul style="list-style-type: none"> • Arts Grants • Events Partnership Program • Aboriginal Community Grants • Community Grants and Sponsorship • Community use of Town Halls Sponsorship 	Aboriginal Melbourne Public Affairs and Media	July 2021 July 2022 July 2023
		3.6	Register all City of Melbourne public events on Reconciliation Australia's National Reconciliation Week website.	Aboriginal Melbourne	July 2021 July 2022 July 2023
4	Promote reconciliation through our sphere of influence.	4.1	Develop and implement an internal communications plan to engage all councillors, executives, and staff to drive reconciliation outcomes.	Aboriginal Melbourne Public Affairs and Media	July 2021
		4.2	Publicly communicate the City of Melbourne's commitment to reconciliation through: <ul style="list-style-type: none"> • corporate website • social media • recorded messaging on Customer Relations "hold messaging service" 	Aboriginal Melbourne Public Affairs and Media Customer Relations	July 2021 July 2022 July 2023
		4.3	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Aboriginal Melbourne	July 2021 July 2022 July 2023

		4.4	Collaborate with another Melbourne metropolitan local governments with a Reconciliation Action Plan to implement ways to advance reconciliation across municipalities, including: <ul style="list-style-type: none"> • joint events • cross promotion of events 	Aboriginal Melbourne	July 2021 July 2022 July 2023
5	Promote positive race relations through anti-discrimination strategies.	5.1	Conduct a review of People, Culture and Leadership policies and procedures to identify existing anti-discrimination provisions, and future needs.	Aboriginal Melbourne People, Culture and Leadership Community Services	July 2021
		5.2	Develop, implement and communicate an anti-discrimination policy for our organisation.	Aboriginal Melbourne People, Culture and Leadership Community Services	July 2022
		5.3	Engage with Aboriginal staff and/or Aboriginal advisors to consult on our anti-discrimination policy.	Aboriginal Melbourne People, Culture and Leadership Community Services	July 2021
		5.4	Educate General Managers, the executive and all staff on the effects of racism.	Aboriginal Melbourne People, Culture and Leadership Community Services	July 2022

Respect

CoM acknowledges and respects the customs and traditions of Aboriginal peoples and their special relationship with the land, waterways and sea. We recognise the unique place of Aboriginal people in our shared place and the enduring value of their culture to our city.

Consultation with Aboriginal communities will continue to underpin all our protocols and events. To deepen our organisational knowledge, we will identify and develop more opportunities for respectful cultural learning among staff, executive and councillors.

Action		Deliverables		Responsibility	Year
6	Increase understanding, value and recognition of Aboriginal cultures, histories, knowledge and rights through cultural learning.	6.1	Conduct a review of cultural learning needs within our organisation.	Aboriginal Melbourne People, Culture and Leadership	July 2021
		6.2	Consult local Traditional Owners Bunurong Land Council and Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation) and Aboriginal advisors on the development and implementation of a cultural learning strategy.	Aboriginal Melbourne People, Culture and Leadership	July 2021
		6.3	Develop, implement and communicate an Aboriginal cultural learning strategy for councillors, executives and staff which defines continuous cultural learning needs for staff in all areas of our business, and is formalised and structured. The strategy will include: <ul style="list-style-type: none"> • Delivery of “bundy girri” to support non-Aboriginal staff in building relationships with Aboriginal community and stakeholders • A mandatory online learning module <ul style="list-style-type: none"> • Experiential learning programs 	Aboriginal Melbourne People, Culture and Leadership	July 2021
		6.4	Provide opportunities for Reconciliation Action Plan Working Group members, People, Culture and Leadership Director and Managers, and other key leadership staff to participate in formal and structured cultural learning.	Aboriginal Melbourne People, Culture and Leadership	July 2021 July 2022 July 2023

7	Demonstrate respect to Aboriginal peoples by observing cultural protocols.	7.1	Increase councillors', executives' and staff's understanding of the purpose and significance behind cultural protocols, and the City of Melbourne's "Acknowledgement of Traditional Owners" and "Welcome to Country" protocols through a communication strategy which includes: <ul style="list-style-type: none"> • Yammer • CoM web blogs • Lunchbox presentations with Elders from Traditional Owner groups (Bunurong Land Council, Boon Wurrung Land and Sea Council, and Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation) 	Aboriginal Melbourne Public Affairs and Media	July 2021 July 2022 July 2023
		7.2	Develop, implement, and communicate cultural protocol documents, including protocols for "Welcome to Country" and "Acknowledgement of Traditional Owners".	Aboriginal Melbourne	July 2021
		7.3	Invite a Traditional Owner group (Bunurong Land Council, Boon Wurrung Land and Sea Council, or Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation) representative to conduct a "Welcome to Country" and other appropriate cultural ceremonies at 20 significant events each year, including: <ul style="list-style-type: none"> • Moomba • Melbourne Music Week <ul style="list-style-type: none"> • Melbourne Fashion Week • Melbourne Knowledge Week • Opening / unveiling of new and redevelopments • Citizenship Ceremonies 	City of Melbourne	July 2021 July 2022 July 2023
		7.4	Councillors, executives, and staff will provide an "Acknowledgement of Traditional Owners" at all significant City of Melbourne staff meetings, including: <ul style="list-style-type: none"> • Council Portfolio meetings • RAP Working Group meetings • All staff events and major gatherings • Corporate induction 	City of Melbourne	July 2021 July 2022 July 2023

		7.5	Councillors, executive and staff will provide an "Acknowledgement of Traditional Owners" at significant external events, including: <ul style="list-style-type: none"> • Council meetings • CEO formal events and presentations • Sister City events • Citizenship ceremonies 	City of Melbourne	July 2021 July 2022 July 2023
		7.6	Ensure "Acknowledgment of Traditional Owner" plaques/signage are displayed in all City of Melbourne offices and buildings.	Aboriginal Melbourne	July 2022
8	Engage with Aboriginal cultures and histories by celebrating NAIDOC Week.	8.1	RAP Working Group members will attend the City of Melbourne's NAIDOC Week Flag Raising Ceremony.	Aboriginal Melbourne	July 2021 July 2022
		8.2	Review City of Melbourne's internal policies and procedures to remove barriers to staff participating in NAIDOC Week events.	Aboriginal Melbourne People, Culture and Leadership	July 2021
		8.3	Support all staff to participate in at least one (1) NAIDOC Week event, including: <ul style="list-style-type: none"> • City of Melbourne's hosted events • Vic NAIDOC events 	Aboriginal Melbourne People, Culture and Leadership	July 2021 July 2022 July 2023
		8.4	In partnership with the Aboriginal organisations and businesses, deliver a City of Melbourne NAIDOC Week Flag Raising Ceremony.	Aboriginal Melbourne	July 2021 July 2022 July 2023
		8.5	In partnership with Aboriginal organisations and businesses deliver a "NAIDOC in the City" event.	Aboriginal Melbourne	July 2021 July 2022 July 2023
9	Promote and celebrate Aboriginal heritage and culture internally within the organisation	9.1	Include Aboriginal performers or content at significant City of Melbourne "all staff events", such as end of year celebrations.	Aboriginal Melbourne Tourism and Events	July 2021 July 2022 July 2023

	9.2	Investigate, identify, and seize opportunities to display Aboriginal artwork in City of Melbourne's high profile public spaces, meeting rooms and offices to celebrate Aboriginal culture.	Aboriginal Melbourne	July 2021 July 2022
	9.3	Investigate, identify, and implement culturally appropriate Aboriginal names for City of Melbourne buildings, offices and meeting rooms.	Aboriginal Melbourne	July 2022
	9.4	Ensure that the Aboriginal and Torres Strait Islander flags are displayed wherever the Australian flag is displayed on Council buildings, publicly accessible parts of Council buildings, and significant meeting rooms in the Town Hall precinct.	Aboriginal Melbourne	July 2021 July 2022 July 2023

Opportunities

As a city we are immensely proud of Melbourne's unique Aboriginal cultural heritage and are committed to ensuring it is appropriately recognised, protected and celebrated. We are committed to reviewing council plans, policies and procedures to create the right environment for the equal participation of Aboriginal people in employment; opportunities which will be created in partnerships.

Actions		Deliverables		Responsibility	Year
10	Improve employment outcomes by increasing Aboriginal recruitment, retention and professional development.	10.1	Build understanding of Aboriginal staffing to inform future employment and professional development opportunities.	Aboriginal Melbourne People, Culture and Leadership	July 2021
		10.2	Consult with Aboriginal staff on City of Melbourne's People, Culture and Leadership, recruitment, retention and professional development policies to ensure the <i>Aboriginal Employment Strategy 2021-24</i> adequately responds to the needs of potential and existing Aboriginal employees.	Aboriginal Melbourne People, Culture and Leadership	July 2021

		10.3	Develop and implement the <i>Aboriginal Employment Strategy 2021-24</i> .	Aboriginal Melbourne People, Culture and Leadership	July 2021 July 2022 July 2023
		10.4	Advertise job vacancies to effectively reach Aboriginal stakeholders.	Aboriginal Melbourne People, Culture and Leadership	July 2021 July 2022 July 2023
		10.5	Review and amend People, Culture and Leadership recruitment procedures and policies to remove barriers to Aboriginal participation in our workplace.	Aboriginal Melbourne People, Culture and Leadership	July 2021
		10.6	Implement City of Melbourne's <i>Aboriginal Employment Strategy 2021-24</i> to increase the percentage of Aboriginal staff employed at the City of Melbourne,	Aboriginal Melbourne People, Culture and Leadership	July 2021 July 2022 July 2023
		10.7	Develop and implement a learning and development program for people managers of Aboriginal staff.	Aboriginal Melbourne People, Culture and Leadership	July 2021 July 2022 July 2023
11	Increase Aboriginal supplier diversity to support improved economic and social outcomes.	11.1	Develop and implement the <i>Aboriginal Procurement Strategy 2021-24</i> with a gradually increasing target of one per cent (1%) of organisational annual procurement spend to three per cent (3%) by 2024.	Aboriginal Melbourne Procurement and Contract Management	July 2021 July 2022 July 2023
		11.2	Maintain the CoM's membership of Supply Nation and provide sponsorship for other appropriate community initiatives within the municipality.	Aboriginal Melbourne	July 2021 July 2022 July 2023
		11.3	Support Victorian Aboriginal businesses by becoming a Platinum Partner with Kinaway (Victorian Aboriginal Chamber of Commerce)	Aboriginal Melbourne	July 2021 July 2022 July 2023

		11.4	Develop and communicate opportunities for procurement of goods and services from Aboriginal businesses to CoM staff.	Aboriginal Melbourne Procurement and Contract Management	July 2021 July 2022 July 2023
		11.5	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal businesses.	Aboriginal Melbourne Procurement and Contract Management	July 2021
		11.6	Train all relevant staff in contracting Aboriginal businesses through organisations such as Supply Nation and Kinaway.	Aboriginal Melbourne Procurement and Contract Management	July 2021 July 2022 July 2023
		11.7	Recruit an "Aboriginal Procurement Specialist" to support the organisation to achieve deliverables under the <i>Aboriginal Procurement Strategy 2021-24</i> .	Aboriginal Melbourne	July 2021
		11.8	Develop and maintain commercial relationships with Aboriginal businesses	Aboriginal Melbourne City of Melbourne	July 2021 July 2022 July 2023
12	Promote Aboriginal experiences for the public to celebrate Melbourne as an Aboriginal place.	12.1	Ensure that Melbourne Visitor Information Centres display and offer a range of information for visitors to learn about Melbourne's Aboriginal heritage and culture, and opportunities to take part in Aboriginal experiences within the municipality.	Aboriginal Melbourne Tourism and Events City Marketing	July 2021 July 2022 July 2023
13	Educate the broader community about Aboriginal heritage and culture.	13.1	Continue to undertake spatial research into the pre-European Aboriginal cultural landscape to inform strategic planning and the development of a 3D model to visualise pre contact Melbourne.	Aboriginal Melbourne City Strategy GIS	July 2021 July 2022 July 2023
		13.2	Continue to protect, promote and celebrate places and stories of Aboriginal cultural significance through projects for: <ul style="list-style-type: none"> • Arden-Macaulay • Fishermans Bend • Maribyrnong River • the City Futures project • Yarra-Birrarung Strategy, and 	Aboriginal Melbourne City Strategy City Design Studio	July 2021 July 2022 July 2023

		<ul style="list-style-type: none"> heritage reviews across the municipality. <p>Commission additional studies as required to underpin and inform strategic planning.</p>			
		13.3	Undertake research to measure the change in Melbourne city users' knowledge and understanding of Melbourne's Aboriginal heritage and culture from baseline data collected in 2017. Use this to inform the planning and delivery of City of Melbourne programs.	Aboriginal Melbourne Tourism and Events	July 2021
		13.4	Launch, and annually update, an Aboriginal Melbourne spatial mapping tool documenting places and events of Aboriginal cultural and societal significance within the municipality.	Aboriginal Melbourne	July 2021 July 2022 July 2023
14	Protect, recognise and promote Aboriginal culture, heritage and place.	14.1	Identify and implement opportunities for the dual naming of spaces to reflect the Aboriginal cultural heritage of the area.	Aboriginal Melbourne	July 2021 July 2022 July 2023
		14.2	In consultation with local Traditional Owner groups conduct research into "Caring for Country" knowledge and practices, and how they may be applied to the work of council in areas such as: <ul style="list-style-type: none"> urban design sustainability parks and gardens public art 	Aboriginal Melbourne Design Studio Climate Change Action Parks and City Greening	July 2022 July 2023
15	Provide opportunities which support cultural, social and economic development for Aboriginal Victorians.	15.1	Establish a governance process (e.g. Aboriginal Advisory Committee) to ensure that Aboriginal representation is provided in all aspects of business. This would include the opportunity for engagement and representation of Aboriginal views in Council projects or plans.	Aboriginal Melbourne Governance	July 2021

15.2	In consultation with Traditional Owner Groups (Bunurong Land Council, or Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation), establish a permanent outdoor ceremonial site.	Aboriginal Melbourne Design Studio Parks and City Greening	July 2022 July 2023
15.3	All urban and landscape designs will include appropriate design references to Aboriginal cultures in accordance with Aboriginal peoples Indigenous Cultural and Intellectual Property rights.	Aboriginal Melbourne Capital Works Major Capital Works State Infrastructure Design Studio	July 2021 July 2022 July 2023
15.4	All Aboriginal public art works will be designed and co-delivered by Aboriginal artists in accordance with Aboriginal peoples Indigenous Cultural and Intellectual Property rights.	Aboriginal Melbourne Creative City	July 2021 July 2022 July 2023
15.5	Commence a dedicated program of annual Aboriginal public art works which celebrate locations of significance to community: <ul style="list-style-type: none"> • Carlton Gardens Fig Tree public art work • Warrior Woman Lane public art work • Enterprise park public art work • 'Story Trail' APP development • Stolen Generation Memorial 	Aboriginal Melbourne Creative City	July 2021 July 2022 July 2023
15.6	Host the 2021 and 2023 YIRRAMBOI Festival, providing opportunities for Aboriginal artists to present their continuous and diverse contemporary practices.	Aboriginal Melbourne Creative City	July 2021 July 2023

	15.7	Ensure the following Council endorsed committees have formal Aboriginal representation including: <ul style="list-style-type: none"> • Disability Advisory Committee • Family and Children's Advisory Committee • Homeless Advisory Committee • Parks and Gardens Advisory Committee • Public Art Program Advisory Panel 	Aboriginal Melbourne Community Services City Strategy Parks and City Greening Creative City	July 2021 July 2022 July 2023
	15.8	Provide Aboriginal community organisations with in kind access to Council bookable spaces within libraries and community hubs.	Creative City	July 2021 July 2022 July 2023
	15.9	Pilot an Aboriginal Business Hub within the municipality that will offer a mix of low-cost office space, networking opportunities, and business advice to support start-ups.	Aboriginal Melbourne Economic Development	July 2021

Governance

CoM acknowledges that good governance is the key to building inclusive, safe, resilient and sustainable communities. And as such, an effective reconciliation governance structure is crucial to the processes and systems to be embedded across CoM.

Actions		Deliverables		Responsibility	Year
16	Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	16.1	Maintain Aboriginal community representation on the RAP Working Group.	Aboriginal Melbourne	July 2021 July 2022 July 2023
		16.2	Establish and apply a Terms of Reference for the RAP Working Group to drive, monitor and elevate implementation of the RAP.	Aboriginal Melbourne	July 2021 July 2022 July 2023

		16.3	The RAP Working Group will meet at least four times per year to drive and monitor RAP implementation.	Aboriginal Melbourne	July 2021 July 2022 July 2023
17	Provide appropriate support for effective implementation of RAP commitments.	17.1	Define resource needs for RAP implementation.	City of Melbourne	July 2021 July 2022 July 2023
		17.2	Engage senior leaders and other staff in the delivery of RAP commitments through organisational plans.	City of Melbourne	July 2021 July 2022 July 2023
		17.3	Define and maintain appropriate systems and capability to track, measure and report on RAP commitments.	Aboriginal Melbourne City Lab	July 2021 July 2022 July 2023
		17.4	Appoint and maintain an internal RAP Champion/s from Executive Leadership Team.	Aboriginal Melbourne	July 2021 July 2022 July 2023
		17.5	Include the City of Melbourne's RAP as a standing agenda item at Portfolio, Management Leadership Team, and Executive Leadership Team meetings.	Aboriginal Melbourne Governance	July 2021 July 2022 July 2023
18	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	18.1	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Aboriginal Melbourne	July 2021 July 2022 July 2023
		18.2	Report RAP progress to councillors, executives and staff quarterly.	Aboriginal Melbourne	July 2021 July 2022 July 2023
		18.3	Publicly report against the City of Melbourne's RAP commitments annually, outlining achievements, challenges and learnings.	Aboriginal Melbourne	July 2021 July 2022 July 2023
		18.4	Participate in Reconciliation Australia's biennial Workplace RAP Barometer.	Aboriginal Melbourne	July 2021 July 2023

19	Continue our reconciliation journey by developing our next RAP.	19.1	Register via Reconciliation Australia's website to begin developing our next RAP.	Aboriginal Melbourne	July 2023
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