

*The Protection of Bunjil (2013)*  
Artist: Brian Martin



# HUME CITY COUNCIL **RECONCILIATION ACTION PLAN** **SEPT 2020 – SEPT 2022**

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**Front and back cover artwork: *The Protection of Bunjil* (2013), Artist - Brian Martin**

The design shows Bunjil, the great creator ancestor of the Kulin Nations gliding across and above a series of shields. Both Bunjil and shields are protective and the design reveals the relational nature of this and in particular, the synergies between memory, ritual and practice. Design and practice are a way to articulate these important Indigenous ways of knowing.



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## **Acknowledgement of Traditional Owners**

Hume City Council recognises the rich Aboriginal heritage within the municipality and acknowledges the Wurundjeri Woi Wurrung, which includes the Gunung Willam Balluk clan, as the Traditional Custodians of this land.

Council embraces Aboriginal and Torres Strait Islander living cultures as a vital part of Australia's identity and recognises, celebrates and pays respect to the existing family members of the Wurundjeri Woi Wurrung and to Elders past, present and future.

## **'Indigenous Australians', 'Aboriginal and Torres Strait Islander peoples' or 'First Nations peoples of Australia'?**

The term 'Indigenous Australian' is often used to encompass both Aboriginal peoples and Torres Strait Islander peoples. However, not all Aboriginal and Torres Strait Islander peoples feel comfortable with the term.

Some people prefer First Nations Peoples of Australia, a title that draws reference to the diversity of Aboriginal and Torres Strait Islander identities and to global movements for the rights of First Nations peoples. During the community consultations that were conducted to support the development of this Reconciliation Action Plan, the consistent message was that community preferred to be referred to as Aboriginal and Torres Strait Islander peoples. It is always best to find out what individuals prefer to be called, rather than making assumptions.

## **About Hume City**

Hume's rich and diverse history stretches back over 40,000 years. The Traditional Owners of this land, the Wurundjeri Woi Wurrung which includes the Gunung Willam Balluk clan, are the First Peoples of the region.

Spanning a total area of 504 square kilometres, Hume City is built around the established suburbs of Broadmeadows, Tullamarine and Gladstone Park in the south, the growing suburbs of Roxburgh Park, Craigieburn, Greenvale, Mickleham, Kalkallo and Merrifield in the north-east, and the township of Sunbury in the north-west. Hume City Council has approximately 220 offices and facilities located across its principle population areas.

Hume City Council's vision is that we will be recognised as a leader in achieving social, environmental and economic outcomes with a common goal of connecting our proud community and celebrating the diversity of Hume.

Our organisational values are Respect, Customer Focus, Innovation and Collaboration, and these values are displayed in the way we work and in everything we do to serve the Hume community.

We employ 1,146 people which includes 5 staff who identify as Aboriginal and/or Torres Strait Islander. The current staff survey does not ask staff whether or not they identify as Aboriginal and/or Torres Strait Islander. This question will be added to the survey in 2020 and the results will provide a baseline figure from which Hume City Council can assess its progress in building employment opportunities for Aboriginal and Torres Strait Islander employees.

When used in Australia, the words Indigenous, Aboriginal and Torres Strait Islander are capitalised, as would be the name of any other group of people. The Australian Institute of Aboriginal and Torres Strait Islander Studies notes that it is best not to resort to the acronyms of ATSI or TSI and recommends using the full titles of Aboriginal and Torres Strait Islander instead.





## Hume City Aboriginal and Torres Strait Islander peoples Profile Summary

Located in Melbourne's northern growth corridor, Hume City is one of the fastest and largest growth municipalities in Melbourne. With an estimated population of just over 233,000 at 2019, Hume City is home to approximately 1,463 Aboriginal and Torres Strait Islander peoples (3.1% of Victoria's Aboriginal and Torres Strait Islander population live in Hume City) and has the fifth largest Aboriginal and Torres Strait Islander population in metropolitan Melbourne. The suburbs of Craigieburn and Sunbury have the largest Aboriginal and Torres Strait Islander communities within Hume City.

The Aboriginal and Torres Strait Islander population of Hume City is diverse, with Traditional Owners as well as people who have relocated from other parts of Victoria and Australia for education, employment, housing and family opportunities. Aboriginal and Torres Strait Islander peoples have sought to develop their kinship networks within Hume City. Council currently operates a range of programs and services that facilitate the connection of Aboriginal and Torres Strait Islander peoples and the broader community.

## What does Reconciliation mean in Hume?

In its broadest sense, 'reconciliation' means coming together. In Australia it is the term used to refer to the bringing together of Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander peoples. Supporting reconciliation means working to overcome the factors that cause division and inequality between Aboriginal and Torres Strait Islander peoples and the broader community.

The most significant areas of division and inequality are the differences in health, income and living standards of Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander peoples. Compounding these enduring impacts of colonisation on Aboriginal and Torres Strait Islander peoples, are prejudice, ignorance and racism.

Members of Hume's Aboriginal and Torres Strait Islander community have noted that Aboriginal and Torres Strait Islander peoples are often asked to bear the responsibility of progressing reconciliation. It is non-Indigenous people who must step up and take responsibility for reconciliation. This means ensuring Council and the community live up to the promise of the Hume Social Justice Charter that all people are enabled to participate fully in their society.

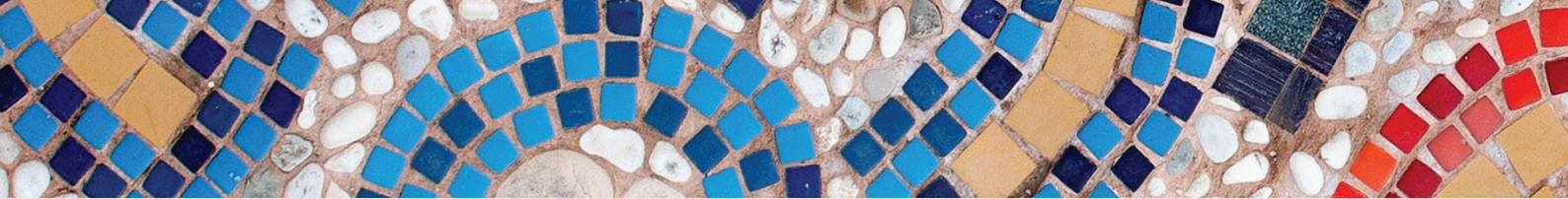
Reconciliation in action includes projects to combat racism and prejudice and to educate the community about the shared history, following colonisation of Aboriginal and Torres Strait Islander peoples, with the broader community. For example, public talks and performances to mark the Anniversary of the National Apology in Broadmeadows in 2019 offered an opportunity to Aboriginal and Torres Strait Islander peoples to share understandings of the past and make a commitment to building a positive future.

Reconciliation projects aim to bring Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander peoples together to learn more about each other and focus on addressing disadvantage by providing services for Aboriginal and Torres Strait Islander peoples.









## Key Events in Australia's Reconciliation History

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| <p><b>1932</b> William Cooper establishes the Australian Aborigines' League. During the 1930s, Mr Cooper and other leaders of the Aborigines Progressive Association gathered 1,814 signatures on a petition calling on Prime Minister Joseph Lyons and King George VI to intervene "for the preservation of our race from extinction and to grant representation to our race in the Federal Parliament".</p> <p><b>1938</b> The Aborigines Progressive Association and the Australian Aborigines' League declare 26 January a day of mourning for Aboriginal peoples.</p> <p><b>1963</b> Yolngu leaders present the Yirrkala bark petitions to the Australian Parliament, protesting against the seizure of more than 300 square kilometres of Aboriginal land in Arnhem Land for mining.</p> <p><b>1965</b> University of Sydney students, including Charlie Perkins, launch the Freedom Rides, travelling around NSW by bus to draw attention to discrimination against Aboriginal peoples.</p> <p><b>1966</b> Aboriginal stockmen and their families stage the Wave Hill station 'walk-off' to protest against poor working conditions. The Gurindji peoples' struggle later develops into Australia's first successful Aboriginal land claim.</p> <p><b>1967</b> In a national referendum, 90.77 per cent of Australians vote 'yes' to give the Commonwealth Government the power to legislate for Aboriginal peoples and to include Aboriginal peoples in the Census.</p> <p><b>1971</b> The Gove land rights case, while denying recognition of native title, sets the intellectual framework for recognising land rights.</p> <p><b>1971</b> Neville Thomas Bonner becomes the first Aboriginal parliamentarian following his election as Senator for Queensland.</p> <p><b>1972</b> The Aboriginal Tent Embassy is established.</p> <p><b>1972</b> The Department of Aboriginal Affairs is established.</p> <p><b>1973</b> The Woodward Royal Commission into Aboriginal Land Rights is established, paving the way for the Aboriginal Land Rights Act in the Northern Territory.</p> | <p><b>1975</b> Australian Parliament passes the Racial Discrimination Act 1975 (Commonwealth).</p> <p><b>1976</b> Australian Parliament passes the Aboriginal Land Rights (Northern Territory) Act, leading to the establishment of land rights legislation in most Australian States in the 1970s and 1980s.</p> <p><b>1988</b> The Barunga Statement calling for self-management and land rights is presented to Prime Minister Bob Hawke, who indicates his support for a treaty.</p> <p><b>1990</b> The Australian Government establishes the Aboriginal and Torres Strait Islander Commission (ATSIC). Dr Lowitja O'Donoghue AC, CBE, DSG is the first chairperson.</p> <p><b>1991</b> The Royal Commission report into Aboriginal Deaths in Custody is tabled.</p> <p><b>1991</b> The Council for Aboriginal Reconciliation (CAR) is established. Professor Patrick Dodson is appointed inaugural chairperson.</p> <p><b>1992</b> The High Court recognises native title in the landmark case Mabo v Queensland (No.2).</p> <p><b>1992</b> Prime Minister Paul Keating delivers the 'Redfern Speech' recognising the history of dispossession, violence and forced removal of Aboriginal children.</p> <p><b>1992</b> The Aboriginal and Torres Strait Islander Social Justice Commissioner position is created. Professor Mick Dodson AM is appointed to the position.</p> <p><b>1993</b> Australian Parliament passes the Native Title Act 1993 (Commonwealth).</p> <p><b>1993</b> The first Week of Prayer for Reconciliation is held, which later becomes National Reconciliation Week.</p> <p><b>1995</b> The Australian Government officially recognises the Aboriginal and Torres Strait Islander flags.</p> <p><b>1996</b> The first National Reconciliation Week is celebrated.</p> <p><b>1996</b> The full High Court hands down its decision in Wik Peoples v Queensland (the 'Wik decision'), in which it determines that pastoral leases do not extinguish native title.</p> |
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*Social Support Group*



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| <p><b>1997</b> The National Inquiry into the Separation of Aboriginal and Torres Strait Islander Children from their Families releases the Bringing Them Home report.</p> <p><b>1997</b> The Australian Reconciliation Convention is held in Melbourne.</p> <p><b>1998</b> The Native Title Act 1993 (Commonwealth) is amended based on Prime Minister John Howard's 10-point plan.</p> <p><b>2000</b> The Council for Aboriginal Reconciliation (CAR) delivers its final report to Prime Minister John Howard and the Australian Parliament at Corroboree 2000.</p> <p><b>2000</b> Bridge walks are held across Australia.</p> <p><b>2000</b> Reconciliation Australia is established.</p> <p><b>2004</b> ATSIC is abolished.</p> <p><b>2006</b> The Close the Gap campaign for Indigenous health equality is developed following the release of the Social Justice Report 2005.</p> <p><b>2006</b> Reconciliation Australia's Reconciliation Action Plan program begins.</p> <p><b>2007</b> The Northern Territory Emergency Response begins.</p> <p><b>2007</b> The Council of Australian Governments (COAG) commits to 'closing the gap' in life expectancy between Indigenous and non-Indigenous Australians.</p> | <p><b>2008</b> Prime Minister Kevin Rudd delivers the Apology to the Stolen Generations.</p> <p><b>2008</b> COAG commits \$4.6 billion towards Closing the Gap on Indigenous Disadvantage for projects in health, housing, early childhood development, economic participation and remote service delivery.</p> <p><b>2009</b> Australia indicates its support for the United Nations Declaration on the Rights of Indigenous Peoples.</p> <p><b>2010</b> The National Congress of Australia's First Peoples is established.</p> <p><b>2011</b> The Expert Panel on Constitutional Recognition of Aboriginal and Torres Strait Islander peoples leads wide-ranging public consultations and delivers its findings in January 2012.</p> <p><b>2012</b> The campaign to recognise Aboriginal and Torres Strait Islander peoples in the Constitution begins.</p> <p><b>2013</b> The Australian Parliament passes the Aboriginal and Torres Strait Islander Peoples Recognition Act 2013 to maintain momentum towards a referendum.</p> |
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*Source: The State of Reconciliation in Australia, Reconciliation Australia (2016)*





*Sonny Seacombe - National Reconciliation Launch, 2019*

## Our RAP

What is a Reconciliation Action Plan (RAP)?

A Reconciliation Action Plan (RAP) is about turning good intentions into real actions. A RAP is a business plan that uses a holistic approach to create meaningful relationships and sustainable opportunities for Aboriginal and Torres Strait Islander peoples.

## Hume City Council's Journey towards Reconciliation

- Hume City Council's Reconciliation Action Plan Working Group is responsible for guiding the development of policy, plans and events that recognise the achievements and celebrate cultures, heritage and histories of Aboriginal and Torres Strait Islander peoples.
- In previous years another group the Aboriginal Partnership Group hosted events including: Anniversary of the Apology, Sorry Day events, and NAIDOC week art exhibitions and cultural activities.
- The Hume City Council Access and Support Officer continues to support the building and enhancing of positive relationships between Council and the Elders of local Aboriginal and Torres Strait Islander communities.
- Hume City Council has a dedicated Maternal and Child Health Nurse, Aboriginal and Torres Strait Islander Parent Engagement Worker and Parent Support Worker to reduce the barriers to services and education.
- Hume City Council hosted an Aboriginal and Torres Strait Islander Health Intern funded by Healthy Together Victoria, to activate the Hume City Council Aboriginal Community Profile 2016 through appropriate cultural engagement in community programs and events.
- Healthy Hume – Indigenous Community Garden established through the Australian Government's Healthy Communities Initiative to develop a range of projects including four community gardens and one indigenous community garden.
- Hume City Council Indigenous school holiday program inclusive of children with disability established. This program includes community based activities with community Elders.
- Council has an Aboriginal and Torres Strait Islander Recognition Policy, which is implemented throughout Council activities:
  - Aboriginal flags fly at key Council offices.
  - Acknowledgement of Country plaques are displayed at many community facilities.
  - Gateway treatments include an Acknowledgement of Country.
  - Council events and functions include a Welcome to Country performed by Traditional Owners from the Wurundjeri or an Acknowledgement of Traditional Owners.



- Council has coordinated and hosted numerous Reconciliation and NAIDOC Week activities over the years to celebrate key dates in the Aboriginal and Torres Strait Islander community calendar. These events are not just for local Aboriginal and Torres Strait Islander communities but for all community members. They aim to educate and encourage the broader community and Council staff to learn about Aboriginal and Torres Strait Islander cultures and share in these significant milestones in our joint history.
- A 'Welcome Baby to Country' ceremony, introduced in 2012 and conducted annually, welcomes local children under the age of 12 months to the lands of the Gunung-Willam-Balluk Wurundjeri peoples by an Elder of the community.
- Indigenous art masterclass and exhibition held to showcase works created by the local community through a series of art masterclasses led by an Aboriginal artist and mosaic specialist offered in 2017.
- 'Boorais in Hume', an early parenting program, provides education and support for families with young children. This program is offered by Hume City Council's Family and Children's Services with the support of Victorian Aboriginal Childcare Agency.
- 'Boorais and Beyond' is a comprehensive, culturally safe support program for Aboriginal families, working with community Elders. It collaborates with families to engage them in a huge range of early childhood services. This program is offered by Hume City Council in partnership with the Hume Early Years Partnership and Broadmeadows Valley Primary School. In 2015 this program was acknowledged by winning the Early Years Award – Better Access to Child and Family Support, Health Services, Schools and Early Education and Care Services.
- Hume Stolen Generations Marker Working Group has been formed to guide the development of a dedicated marker to provide a space of reflection for all community members particularly families impacted by the forced removal of Aboriginal and Torres Strait Islander children.

## Policy Framework

The RAP has been developed within the framework of Commonwealth, State and Local Government policy and legislation.

## Hume City Council Social Justice Policy Framework

In 2001, Hume City Council was the first local jurisdiction to adopt a Social Justice Charter.

In 2007, Council implemented the updated Charter incorporating The Charter of Human Rights and Responsibilities Act 2006 (Vic).

Council adopted the revised Social Justice Charter in 2014 and developed a Social Justice Charter Implementation Guide to support the advancement of social justice outcomes across Council.



## The Hume Social Justice Charter 2014 recognises that:

- Human and participatory rights are universal rights.
- The realisation of these rights can be limited by economic and social disadvantage.
- Disadvantage can be the ongoing result of past injustice.
- Self-determination is a fundamental component of social justice.
- Council has an active role in increasing participation and the exercise of human rights through practical strategies to reduce and eliminate systemic disadvantage.

The Social Justice Charter is underpinned by the Multicultural Framework (2019), the Reconciliation Action Plan (2018-2022), and the Disability Action Plan (now embedded in the Council Plan 2017-2021).



## Victorian Government Policy Framework

- Racial and Religious Tolerance Act 2001
- The Charter of Human Rights and Responsibilities Act 2006 (Vic)
- Equal Opportunity Act 2010
- Victorian Government Aboriginal Inclusion Framework
- Victorian Aboriginal Affairs Framework
- Victorian Aboriginal Economic Strategy 2013-2020
- Marrung - Victorian Aboriginal Education Plan 2016-2026
- Koolin Balit: Victorian Government Strategic Directions for Aboriginal Health 2021-2022

## Commonwealth Government Policy Framework

- Racial Discrimination Act 1975
- Australian Human Rights Framework
- National Anti-Racism Strategy

## Hume City Council RAP Journey

In February 2012, Hume City Council commenced the development of the Hume City Council Reconciliation Action Plan 2013-2017. The development of the RAP was an important step in continuing Council's commitment to increasing its engagement with and service delivery needs to local Aboriginal and Torres Strait Islander communities. Key stakeholders, Council staff and the local community were invited to participate in the consultations guided by the Reconciliation Australia 'Framework for Action'.

In May 2017, Hume City Council commenced a review of the Hume City Council Reconciliation Action Plan 2013 - 2017. The review considered the outcomes and achievements of the past four years and highlights areas that will continue to evolve to ensure relevant and meaningful engagement and service provision for Aboriginal and Torres Strait Islander communities. The development of a draft plan 2018 – 2022, which included the current actions that are being delivered within existing resources, budget and external funding. In October 2017 Council adopted a plan to build reconciliation and serve local Aboriginal and Torres Strait Islander communities.

This plan aimed to build on the relationships between Council, service providers and Hume City's Aboriginal and Torres Strait Islander communities; and continue active measures to increase Aboriginal and Torres Strait Islander education, economic and community participation.

## Highlights

Since 2018 Council has:

- Formed a Reconciliation Action Plan Working Group comprising of senior community leaders from across the municipality.
- Delivered a suite of new community events to bolster community support for reconciliation including an event to mark the Anniversary of the National Apology and Sorry Day.
- Developed a Stolen Generations Marker Working Group to progress this important project creating a space for reflection on the Stolen Generations.
- A regular program of stakeholder engagement has been undertaken with Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation.
- Reviewed and updated its Recognition Policy.
- Reviewed and expanded its library collection to include a wider selection of works by and about Aboriginal and Torres Strait Islander peoples.
- Aboriginal and Torres Strait Islander Cultural Awareness training has been offered for all staff in face-to-face and online formats.
- The Boorai's early years program provides culturally safe early years programming weekly for approximately 40 Aboriginal and Torres Strait Islander families.
- Reconciliation Mosaics were installed at 6 sites across the municipality highlighting the work of local artist and Gunditjmara woman Karen Lovett.
- Continued to support Aboriginal and Torres Strait Islander families through the work of the Aboriginal Engagement team.

In 2020, in response to advice from Reconciliation Australia, Council refined the goals and objectives of its plan to develop the current Reconciliation Action Plan 2020-2022.

Working in partnership with Reconciliation Australia and the Hume Reconciliation Action Plan Working Group these revisions position the current RAP 2020-2022 to meet the needs of local Aboriginal and Torres Strait Islander communities.

## Governance and Monitoring

The external RAPWG will meet regularly and play an oversight role over the delivery of the RAP. A minimum of six RAPWG meetings will be held each year and the group will be conducted in accordance with its Terms of Reference.

In addition, a RAP Monitoring Group consisting of each of the Managers and Aboriginal staff responsible for RAP actions will meet quarterly to monitor progress against RAP actions.



The RAP Monitoring Group will include:

- Manager Community Strengthening
- Manager Organisational Performance and Engagement
- Manager Human Resources
- Manager Urban and Open Space Planning
- Manager Strategic Planning
- Manager Customer Service
- Manager Governance
- Manager Strategic Communications
- Coordinator Community Capacity Building
- Aboriginal and Torres Strait Islander staff members representing Early years, Aged Services and Emergency Recovery

Hume's progress against its RAP deliverables will be monitored through an evaluative process including surveys and participation data. Aboriginal and Torres Strait Islander staff will be invited to contribute advice to the delivery and monitoring of RAP actions as part of the reporting process.

Internal Council Reporting will require relevant areas of Council to report on progress against RAP deliverables. Responsible departments will track progress against the deliverables of the RAP and compile data for reporting purposes.

The RAP is a whole-of-organisation document, however given the stewardship of the portfolio sits within the Community Strengthening Department, the Manager Community Strengthening will be the champion of the RAP.

Each year Council will report the achievements, challenges and learnings of delivering the RAP to Reconciliation Australia, the RAPWG, and to Council

as part of the annual reporting required under Hume's Social Justice Charter. This reporting will be available to the public.

Council will also develop and implement a strategy to communicate our RAP to all internal and external stakeholders and promote reconciliation through ongoing active engagement with all stakeholders.

Council will also complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia each year and investigate participating in the RAP Barometer (a national survey of attitudes towards reconciliation among staff at RAP organisations).

In the final year of the delivery of this plan Council will review, refresh and update its RAP. This process will include liaising with Reconciliation Australia on the development of the RAP and seeking formal endorsement from Reconciliation Australia on the draft before it is adopted by Council.

## Themes for the RAP

The four themes of this RAP 2020 - 2022 are reflected in the Hume City Council Social Justice Charter 2014 and are combined with Reconciliation Australia RAP pillars.

The four themes are listed on the following pages, with a short description about what is intended by each theme.

An objective for each of the above themes has been developed to capture the essence of the themes and to inform the strategies and specific actions outlined in the following sections of this plan.





## OBJECTIVE 1 RESPECT/INFORM

Aboriginal and Torres Strait Islander cultures are among the oldest living cultures in the world and are a vital part of Australia's identity. Organisations who have committed to adopting a RAP build respect by increasing the cultural awareness and competency of their employees, celebrating National Reconciliation Week and providing Acknowledgement of Country and engaging Traditional Owners for present Welcome to Country ceremonies.


It is vital that Aboriginal and Torres Strait Islander peoples are informed about the RAP, consulted on its development and informed about the services and programs Council offers. In addition, this theme provides actions to increase the communication between Council and Aboriginal and Torres Strait Islander peoples and improve the capacity for Aboriginal and Torres Strait Islander peoples to find the information they need in ways that are respectful, effective and relevant.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>1.1 Inform Council of ongoing and emerging needs of Aboriginal and Torres Strait Islander peoples.</b>			
<b>1.1.1</b> Provide opportunities for direct service Council staff to undertake Aboriginal and Torres Strait Islander cultural safety training, including knowledge of Traditional Owners.	<ul style="list-style-type: none"> <li>Include an introduction to cultural safety training in Council induction.</li> </ul>	February 2021	<b>Lead:</b> Manager Human Resources <b>Supported by:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Include a review of cultural learning needs in the development of the Workplace Plan.</li> </ul>	February 2021	<b>Lead:</b> Manager Human Resources <b>Supported by:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Develop and implement a cultural learning strategy within the Hume Workforce Plan in consultation with local Traditional Owners and the Reconciliation Action Plan Working Group.</li> </ul>	Ongoing, review March 2022	<b>Lead:</b> Manager Human Resources <b>Supported by:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Update the Collaboration hub on the advice from the RAPWG to provide appropriate resources for staff.</li> </ul>	November 2021	<b>Lead:</b> Manager Community Strengthening <b>Supported by:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Incorporate Aboriginal and Torres Strait Islander cultural safety in training planning (incorporating cultural learning needs of employees in all areas of our business and considering various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion).</li> </ul>	Ongoing, review December 2020, 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Use staff surveys to assess the learning needs of staff members in relation to Aboriginal and Torres Strait Islander peoples and cultures</li> </ul>	December 2021, review September 2022	<b>Lead:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Deliver two face-to-face training sessions for staff (or socially distanced equivalent).</li> </ul>	September 2020	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Regularly update Collaboration Hub for staff providing appropriate resources.</li> </ul>	July 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Deliver cultural safety training twice per year as part of the corporate training calendar.</li> </ul>	Ongoing, review August 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Deliver cultural safety training for senior staff and departments identified by RAPWG and internal audit.</li> </ul>	March 2021 & 2022 November 2020, 2021 & 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Undertake analysis of all Council communications to ensure they are culturally appropriate and culturally safe.</li> </ul>	June 2021	<b>Lead:</b> Manager Strategic Communications

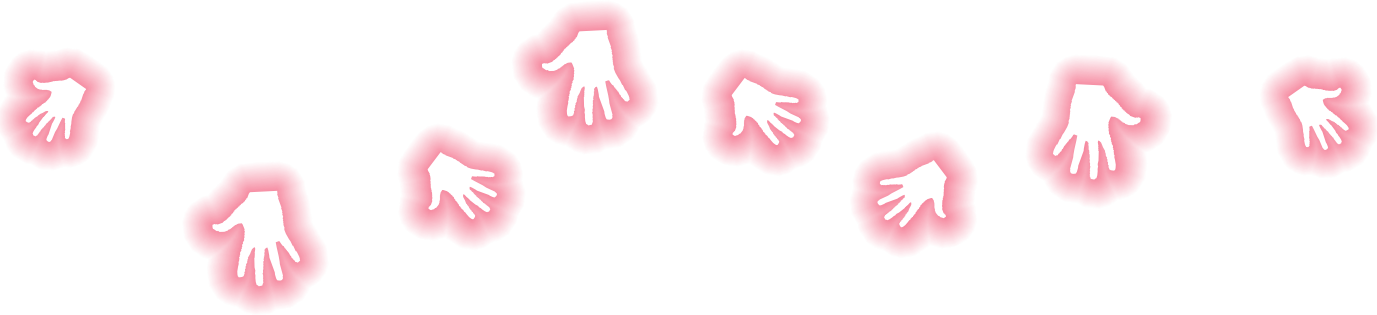




ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>1.2 Provide and share information with the broader community about Aboriginal and Torres Strait Islander histories and cultures.</b>			
<b>1.2.2</b> Reflect the presence of Aboriginal and Torres Strait Islander living cultures through formal recognition, visual displays of art and naming of places, roads and facilities.	<ul style="list-style-type: none"> <li>Adopt revised Recognition Policy to include advice on the naming of roads, buildings and suburbs.</li> </ul>	December 2020	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols by revising and promoting the Aboriginal and Torres Strait Islander Recognition Policy.</li> </ul>	November 2020	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Invite an Elder of the Wurundjeri Woi Wurrung to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.</li> </ul>	Ongoing, review July 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.</li> </ul>	Ongoing, review July 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Translate significant place names of Hume City into Aboriginal languages and include meanings on storyboards located at significant sites of Hume City.</li> </ul>	July 2022	<b>Lead:</b> Manager Community Strengthening <b>Supported by:</b> Manager Urban and Open Space Planning
	<ul style="list-style-type: none"> <li>Ensure symbols of recognition (including images of Aboriginal Flag and Acknowledgement of Traditional Owners) are displayed in all new buildings.</li> </ul>	Ongoing, review June 2021, 2022	<b>Lead:</b> Manager Urban and Open Space Planning <b>Lead:</b> Manager Leisure Centres and Sports
	<ul style="list-style-type: none"> <li>Follow Aboriginal Cultural Heritage Management planning and cultural protocols in Urban Design and Facility planning.</li> </ul>	Ongoing, review July 2021, 2022	<b>Lead:</b> Manager Urban and Open Space Planning
<b>1.2.3</b> Ensure Council's Aboriginal and Torres Strait Islander Recognition Policy is implemented across the organisation acknowledging and recognising Aboriginal and Torres Strait Islander peoples' cultures, experiences and histories	<ul style="list-style-type: none"> <li>Ensure flag protocols are adhered to.</li> </ul>	Ongoing, review June 2022	<b>Lead:</b> Manager Customer Service
	<ul style="list-style-type: none"> <li>Investigate the possibility of flying the Torres Strait Islander flag throughout the year.</li> </ul>	June 2021	<b>Lead:</b> Manager Customer Service
	<ul style="list-style-type: none"> <li>Take the necessary steps to fly the Torres Strait Islander flag at Customer Service centres throughout the year.</li> </ul>	September 2022	<b>Lead:</b> Manager Customer Service
	<ul style="list-style-type: none"> <li>Provide a copy of the Aboriginal and Torres Strait Islander Recognition policy that informs of protocols on Acknowledgements and Welcomes to all staff via Collaboration Hub.</li> </ul>	September 2020	<b>Lead:</b> Manager Community Strengthening



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>1.2 Provide and share information with the broader community about Aboriginal and Torres Strait Islander histories and cultures.</b>			
<b>1.2.4</b> In collaboration with the RAPWG document shared histories from colonisation to today with the wider community to increase cross cultural understanding and to celebrate local Aboriginal and Torres Strait Islander cultures.	<ul style="list-style-type: none"> <li>Facilitate at least one Truth Telling session through which members of the RAPWG engage senior leaders across Council (including Councillors) through storytelling focused on truth and justice.</li> </ul>	November 2020	<b>Lead:</b> Manager Community Strengthening <b>Supported by:</b> Manager Strategic Communications
	<ul style="list-style-type: none"> <li>Introduce an Aboriginal and Torres Strait Islander research collection to Hume Libraries.</li> </ul>	December 2020	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Organise a series of events to convey historical narratives about Aboriginal and Torres Strait Islander peoples and communities.</li> </ul>	July 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Install and launch a permanent Stolen Generations Marker for members of the Stolen Generations and all Australians to reflect on historical wrongs and find a sense of peace, identity and belonging.</li> </ul>	December 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Present Stolen Generations Exhibition at Gee Lee-Wik Doleen Gallery, Craigieburn.</li> </ul>	May 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Deliver additional programming throughout the year on the advice of the RAPWG.</li> </ul>	Ongoing review June 2021, 2022	<b>Lead:</b> Manager Community Strengthening
<b>1.2.6</b> In partnership with the RAPWG organise community activities for NAIDOC week events.	<ul style="list-style-type: none"> <li>Deliver internal and external events for NAIDOC Week program in partnership with RAPWG to build respect for Aboriginal and Torres Strait Islander histories, cultures and achievements and recognise and respect the contributions Aboriginal and Torres Strait Islander peoples make to our country and society.</li> </ul>	November 2020, July 2021, 2022	<b>Lead:</b> Manager Community Strengthening <b>Supported by:</b> Manager Health and Community Wellbeing and Manager Family, Youth and Children's Services
	<ul style="list-style-type: none"> <li>RAP Monitoring Group to participate in an external NAIDOC Week event.</li> </ul>	November 2020, July 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.</li> </ul>	February 2021	<b>Lead:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Promote and encourage participation in external NAIDOC events to all staff</li> </ul>	Ongoing, review December 2021	<b>Lead:</b> Manager Strategic Communications







*Bush Tucker Walk, 2019*





## OBJECTIVE 2 RELATIONSHIPS/ ACCESS AND PARTICIPATION

Strong, sustainable and mutually respectful relationships between Aboriginal and Torres Strait Islander peoples and other Australians are at the heart of reconciliation. For Aboriginal and Torres Strait Islander peoples to be supported in their endeavours, it is important they are able to access the services and programs available. Part of this theme focuses on ways to increase the participation of Aboriginal and Torres Strait Islander peoples in events, services and decision-making.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>2.1 Enhance cultural safety through health and recreation service participation for Aboriginal and Torres Strait Islander peoples.</b>			
<b>2.1.1</b> Provide culturally appropriate health, social and emotional wellbeing programs applying the principles of holistic health and community control.	<ul style="list-style-type: none"> <li>Provide resources and support to Aboriginal and Torres Strait Islander community members/families seeking to access aged and disability services and supports.</li> </ul>	Ongoing, review July 2021	<b>Lead:</b> Manager Health and Community Wellbeing
	<ul style="list-style-type: none"> <li>Deliver at least one community awareness raising activity per year in partnership with community and service providers, stakeholders, services.</li> </ul>	Ongoing, review July 2021, 2022	<b>Lead:</b> Manager Health and Community Wellbeing
	<ul style="list-style-type: none"> <li>Collaborate with peak Aboriginal organisations to build the activity of Aboriginal-specific health and wellbeing organisations in the Hume area.</li> </ul>	July 2021	<b>Lead:</b> Manager Health and Community Wellbeing
	<ul style="list-style-type: none"> <li>Provide information, direct support and advocacy for Aboriginal and Torres Strait Islander community members to access culturally safe and appropriate aged and disability services and support.</li> </ul>	Ongoing, review July 2021	<b>Lead:</b> Manager Health and Community Wellbeing
<b>2.1.2</b> Explore further opportunities to increase the participation, cultural safety and awareness of Aboriginal and Torres Strait Islander peoples in health and recreation services.	<ul style="list-style-type: none"> <li>Collect data about Aboriginal and Torres Strait Islander peoples' participation rates in health and recreation services.</li> </ul>	May 2021, 2022	<b>Lead:</b> Manager Health and Community Wellbeing <b>Lead:</b> Manager Leisure Centres and Sports
	<ul style="list-style-type: none"> <li>Track and monitor participation rates in the design development and delivery of health and recreation services.</li> </ul>	Ongoing, review July 2021	<b>Lead:</b> Manager Health and Community Wellbeing <b>Lead:</b> Manager Leisure Centres and Sports
	<ul style="list-style-type: none"> <li>In partnership with local Aboriginal Community Organisations investigate opportunities to develop new programs that build sports participation and healthy lifestyles for Aboriginal and Torres Strait Islander peoples.</li> </ul>	July 2021	<b>Lead:</b> Manager Leisure Centres and Sports
	<ul style="list-style-type: none"> <li>Seek opportunities to explore programs and services in partnership with the Essendon Football Club Indigenous program, Melbourne Storm Rugby League Club and the Calder Cannons Football Club.</li> </ul>	August 2022	<b>Lead:</b> Manager Leisure Centres and Sports
	<ul style="list-style-type: none"> <li>Develop networks to ensure local health services understand Aboriginal and Torres Strait Islander cultural needs.</li> </ul>	December 2021	<b>Lead:</b> Manager Health and Community Wellbeing



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>2.1.3</b> Provide culturally safe early childhood services targeted to support and resource Aboriginal and Torres Strait Islander families.	<ul style="list-style-type: none"> <li>Continue the Boorai's program at Craigieburn and Broadmeadows ensuring the size and scope of the program continues to respond to community need.</li> </ul>	Ongoing, review June 2021	<b>Lead:</b> Manager Community Health and Wellbeing <b>Support:</b> Manager Family, Youth and Children's Services
<b>2.1.4</b> Facilitate partnerships with Aboriginal and Torres Strait Islander organisations to develop and deliver youth services programs to support and resource Aboriginal and Torres Strait Islander young peoples.	<ul style="list-style-type: none"> <li>Support partnerships that facilitate justice programs – particularly in consideration of Family Violence – including with local organisations, the Koori Court and other justice networks (RAJAC, Koori Justice Officer Broadmeadows Court, working with Aboriginal peoples on parole).</li> </ul>	July 2022	<b>Lead:</b> Manager Family, Youth and Children Services
	<ul style="list-style-type: none"> <li>Explore connections and partnerships with Aboriginal Organisations working to prevent family violence.</li> </ul>	July 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Seek a stronger relationship with Koori Youth Council to inform future youth program and contribute to Aboriginal and Torres Strait Islander participation in Council youth programs.</li> </ul>	Ongoing, review Feb 2021	<b>Lead:</b> Manager Family, Youth and Children's Services
	<ul style="list-style-type: none"> <li>Undertake training and consultation with Aboriginal and Torres Strait Islander community members and stakeholders in service and delivery planning to improve the cultural safety service provision in all services including youth centres.</li> </ul>	Ongoing, review December 2020 and 2021	<b>Lead:</b> Manager Community Strengthening <b>Support:</b> Manager Family, Youth and Children's Services
	<ul style="list-style-type: none"> <li>Seek and continue partnerships with local schools to build partnerships for youth programs.</li> </ul>	July 2022	<b>Lead:</b> Manager Family, Youth and Children's Services
<b>2.2 Build the capacity of Council services and programs to be accessible and culturally safe to support the ongoing and emerging needs of Aboriginal and Torres Strait Islander peoples.</b>			
<b>2.2.1</b> Contribute positively to the broader movement for reconciliation by promoting reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Implement strategies – including the Workforce Plan, training and retention, and National Reconciliation Week activities to engage staff in reconciliation.</li> </ul>	July 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation publicly.</li> </ul>	Ongoing, review July 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.</li> </ul>	July 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.</li> </ul>	July 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Continue to build the profile of communications about Aboriginal and Torres Strait Islander communities, programs and initiatives internally to drive collaboration across departments.</li> </ul>	Ongoing, review July 2021	<b>Lead:</b> Manager Community Strengthening



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>2.2 Build the capacity of Council services and programs to be accessible and culturally safe to support the ongoing and emerging needs of Aboriginal and Torres Strait Islander peoples.</b>			
<b>2.2.2</b> Identify and challenge discriminatory behaviours and promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>As part of the development of the Workforce Plan conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	March 2022	<b>Lead:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Implement and communicate whole-of-organisation anti-discrimination policies including the Hume Social Justice Charter.</li> </ul>	December 2021	<b>Lead:</b> Manager Community Strengthening <b>Supported by:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policies.</li> </ul>	December 2021	<b>Lead:</b> Manager Community Strengthening <b>Supported by:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Educate senior leaders on the effects of racism through truth telling sessions and training.</li> </ul>	July 2022	<b>Lead:</b> Manager Community Strengthening
<b>2.2.3</b> In partnership with the RAPWG organise community activities such as National Reconciliation Week.	<ul style="list-style-type: none"> <li>Deliver internal and external events for National Reconciliation Week Program in partnership with RAPWG raise awareness about reconciliation, developing and building relationships between Aboriginal and Torres Strait Islander peoples and other Australians.</li> </ul>	May 2021, 2022	<b>Lead:</b> Manager Community Strengthening <b>Supported by:</b> Manager Health and Community Wellbeing and Manager Family, Youth and Children's Services
	<ul style="list-style-type: none"> <li>Register National Reconciliation Week program with Reconciliation Australia.</li> </ul>	March 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	May 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>RAP monitoring group members to participate in an external NRW event.</li> </ul>	May 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	May 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Review HR policies and procedures to remove barriers to staff participating in National Reconciliation Week.</li> </ul>	February 2021	<b>Lead:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Promote and encourage participation in external National Reconciliation Week events to all staff.</li> </ul>	November 2020, July 2021, 2022	<b>Lead:</b> Manager Community Strengthening





*Gingoo Gecko, Reconciliation Mosaic Trail  
Artist: Karen Lovett, Mosaicist: Libby McKinnon*

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>2.3 Seek to increase the accessibility of relevant services through local networks.</b>			
<b>2.3.1</b> Participate in State government led networks and programs to increase opportunities for Council and State government to deliver activities, programs and services that are relevant to current and emerging needs.	<ul style="list-style-type: none"> <li>Attend all Local Aboriginal Network meetings and identify and implement collaborative activities such as celebrating National Reconciliation and NAIDOC Weeks.</li> </ul>	Review February 2021, 2022	<b>Lead:</b> Manager Community Strengthening <b>Supported by:</b> Manager Family, Youth and Children's Services and Manager Health and Community Wellbeing
<b>2.3.2</b> Seek contact with and maintain working relationships with networks that consider the priorities of Aboriginal and Torres Strait Islander communities so that Council is informed of the needs of local Aboriginal and Torres Strait Islander communities.	<ul style="list-style-type: none"> <li>Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.</li> </ul>	July 2021	<b>Lead:</b> Manager Organisational Performance and Engagement <b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Include these principles in revisions Council's Community Engagement Framework.</li> </ul>	July 2021	<b>Lead:</b> Manager Organisational Performance and Engagement <b>Lead:</b> Manager Community Strengthening
<b>2.3.3</b> Seek relationship(s) with local disability organisations to improve service provision for Aboriginal and Torres Strait Islander peoples with disabilities	<ul style="list-style-type: none"> <li>Facilitate two skill-sharing workshops between Council, generalist disability service providers, and Aboriginal and Torres Strait Islander disability network.</li> </ul>	May 2022	<b>Lead:</b> Manager Health and Community Wellbeing



### OBJECTIVE 3 OPPORTUNITIES/ ADVOCACY

The RAP framework provides Council with a process to convert opportunities for employment and enhanced health and wellbeing outcomes into real actions and measurable outcomes. A key role of Council, in partnership with Aboriginal and Torres Strait Islander peoples, is to ensure other levels of government and relevant parties are aware of the issues faced by the communities in Hume City. This theme identifies a range of experiences, needs and issues that Council will raise with other parties including the State and Federal Governments in order to increase funding, services and improved outcomes.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>3.1 Ensure timely response to issues impacting on social justice and access to services affecting the lives of Aboriginal and Torres Strait Islander peoples.</b>			
<b>3.1.1</b> Continue to advocate for Aboriginal and Torres Strait Islander services match the service needs of Aboriginal and Torres Strait Islander peoples and increase the participation of Aboriginal and Torres Strait Islander peoples in Council services and opportunities.	<ul style="list-style-type: none"> <li>Undertake review to identify service needs and respond to barriers to participation in Council's service delivery more broadly.</li> </ul>	March 2021	<b>Lead:</b> Manager Organisational Performance and Engagement
	<ul style="list-style-type: none"> <li>Develop appropriate participation targets for Council Services.</li> </ul>	November 2021	<b>Lead:</b> Manager Organisational Performance and Engagement
	<ul style="list-style-type: none"> <li>Increase the presence of Councillors and Council staff at community events to build relationships.</li> </ul>	Ongoing, review July 2021, 2022	<b>Lead:</b> Manager Strategic Communications
	<ul style="list-style-type: none"> <li>Include a contact for information about Aboriginal and Torres Strait Islander services in Hume Pride.</li> </ul>	Ongoing, review August 2021, 2022	<b>Lead:</b> Manager Strategic Communications
<b>3.2 Engage Aboriginal and Torres Strait Islander communities and foster advocacy roles for Aboriginal and Torres Strait Islander peoples.</b>			
<b>3.2.1</b> Provide training and community education forums to support Aboriginal and Torres Strait Islander peoples to obtain skills that support self-advocacy.	<ul style="list-style-type: none"> <li>Partner with Aboriginal service providers to deliver one community group governance training program per year.</li> </ul>	September 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Build the capacity of local organisations to participate in the Reconciliation Australia Governance awards.</li> </ul>	Ongoing, review July 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Include learnings from 2021 governance training program in annual review and planning for 2022 program.</li> </ul>	November 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Consult with RAPWG to ensure communication about the Community Grants program reaches all eligible groups.</li> </ul>	November 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Identify any platforms that aggregate grants available to Aboriginal and Torres Strait Islander organisations and community members.</li> </ul>	November 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Include governance training as part of the delivery of the Community Grants program.</li> </ul>	March 2021, 2022	<b>Lead:</b> Manager Community Strengthening



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>3.2.2</b> Increase Aboriginal and Torres Strait Islander participation in Council's Community Grants program.	<ul style="list-style-type: none"> <li>Include learnings from 2021 Community Grants Program in annual review and planning for 2022 program.</li> </ul>	November 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Consult with RAPWG to ensure communication about the Community Grants program reaches all eligible groups.</li> </ul>	November 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Identify any platforms that aggregate grants available to Aboriginal and Torres Strait Islander organisations and community members.</li> </ul>	November 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Include governance training as part of the delivery of the Community Grants program.</li> </ul>	March 2021, 2022	<b>Lead:</b> Manager Community Strengthening
<b>3.2.3</b> Deliver environment and sustainability initiatives in partnership with Traditional Owners and Aboriginal and Torres Strait Islander communities so that Council's stewardship of the natural environment benefits from thousands of years of Aboriginal knowledge, and initiatives build stronger connection and ownership.	<ul style="list-style-type: none"> <li>Include reference to Aboriginal and Torres Strait Islander cultures and knowledge in the revised Live Green Plan to guide environment-based community education programs.</li> </ul>	September 2020	<b>Lead:</b> Manager Sustainable Environment
	<ul style="list-style-type: none"> <li>Include reference to Aboriginal and Torres Strait Islander cultures and knowledge in the revised Land &amp; Biodiversity Plan to continue to build Council's understanding of and guide land management works on Country.</li> </ul>	December 2020	<b>Lead:</b> Manager Sustainable Environment
	<ul style="list-style-type: none"> <li>Research and identify opportunities to integrate Aboriginal water values and biodiversity values into water management planning and policy.</li> </ul>	Ongoing, review July 2021, 2022	<b>Lead:</b> Manager Sustainable Environment
	<ul style="list-style-type: none"> <li>Formalise a land management relationship with Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation and consider future collaborations for land management activities.</li> </ul>	December 2020	<b>Lead:</b> Manager Sustainable Environment
<b>3.3 Identify ongoing and emerging needs of Aboriginal and Torres Strait Islander peoples and the barriers that inhibit access to services.</b>			
<b>3.3.1</b> Continue to develop data collection systems to enhance Council's knowledge of Aboriginal and Torres Strait Islander peoples and their service requirements so that Council is informed of the barriers Aboriginal and Torres Strait Islander peoples face to social inclusion and how to remove these barriers	<ul style="list-style-type: none"> <li>Seek the advice of local service providers focusing on Aboriginal and Torres Strait Islander peoples to coordinate service delivery.</li> </ul>	Ongoing, review March 2022	<b>Lead:</b> Manager Organisational Performance and Engagement <b>Supported by:</b> Manager Community Strengthening; Manager Family, Youth and Children's Services; Manager Health and Community Wellbeing
	<ul style="list-style-type: none"> <li>Build a network of local service providers to foster data sharing and identify barriers to participation.</li> </ul>	July 2021	<b>Lead:</b> Manager Community Strengthening



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>3.4 Support the recruitment and retention of Aboriginal and Torres Strait Islander staff within Hume City Council.</b>			
<b>3.4.1</b> Reduce barriers to training and increase employment opportunities for Aboriginal and Torres Strait Islander peoples.	<ul style="list-style-type: none"> <li>Review Council's recruitment guidelines to identify areas that could be enhanced to support the recruitment of Aboriginal and Torres Strait Islander peoples.</li> </ul>	March 2021	<b>Lead:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</li> </ul>	Ongoing, review July 2022	<b>Lead:</b> Manager Human Resources <b>Supported by:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Continue to collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.</li> </ul>	Ongoing, review July 2021	<b>Lead:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Define the barriers to training and employment opportunities for Aboriginal and Torres Strait Islander peoples at Hume City Council.</li> </ul>	July 2021	<b>Lead:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>In development of Workforce Plan review HR, recruitment, induction, and ongoing support procedures and policies with an anti-discrimination focus to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants entering, participating and thriving in our workplace.</li> </ul>	December 2021	<b>Lead:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander workforce plan which addresses recruitment, retention and professional development.</li> </ul>	March 2022	<b>Lead:</b> Manager Human Resources <b>Supported by:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>In development of Workforce Plan engage with existing Aboriginal and Torres Strait Islander staff to consult on the barriers and opportunities related to training and development, employment strategies.</li> </ul>	March 2022	<b>Lead:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Invest in professional development specifically for Aboriginal and Torres Strait Islander staff.</li> </ul>	Ongoing, review July 2022	<b>Lead:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Recognising the benefit of a strong Aboriginal and Torres Strait Islander workforce, seek to increase the percentage of Aboriginal and Torres Strait Islander staff employed at Hume.</li> </ul>	Ongoing, review July 2021, 2022	<b>Lead:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Introduce identified and/or designated positions for Aboriginal and Torres Strait Islander peoples at Hume City Council.</li> </ul>	Ongoing, review July 2022	<b>Lead:</b> Manager Human Resources
	<ul style="list-style-type: none"> <li>Develop one partnership developed with Aboriginal service providers to deliver one training or community education forum for community members per year to build awareness of local employment opportunities.</li> </ul>	July 2021, 2022	<b>Lead:</b> Manager Community Strengthening



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>3.5 Support Aboriginal and Torres Strait Islander businesses</b>			
<b>3.5.1</b> Investigate social procurement options that seek to procure goods and services from Aboriginal and Torres Strait Islander businesses.	<ul style="list-style-type: none"> <li>Review and update Hume Procurement Policy to include advice on the engagement of Aboriginal and Torres Strait Islander businesses.</li> </ul>	July 2021	<b>Lead:</b> Manager Finance and Property Development
	<ul style="list-style-type: none"> <li>Investigate target for Aboriginal procurement within the procurement policy.</li> </ul>	July 2021	<b>Lead:</b> Manager Finance and Property Development
	<ul style="list-style-type: none"> <li>Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.</li> </ul>	July 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Develop and communicate to staff a supplier list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services via the Collaboration Hub.</li> </ul>	December 2020	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Include information regarding Supply Nation, Victorian Aboriginal Business Directory Kinaway (the Aboriginal Chamber of Commerce), Ngarrimili, Kinaway on the staff internal collaboration Hub.</li> </ul>	December 2020	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	July 2021	<b>Lead:</b> Manager Community Strengthening
<b>3.6 Investigate the request from the community for an Aboriginal Community Hub.</b>			
<b>3.6.1</b> Facilitate a community led engagement process to inform the development of a proposal for an Aboriginal Community Hub.	<ul style="list-style-type: none"> <li>Take action on the advice of the RAPWG towards the development of a Community Hub/Gathering Place for Aboriginal and Torres Strait Islander residents of Hume.</li> </ul>	Ongoing, review September 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Partner with community in a dialogue to identify Aboriginal and Torres Strait Islander needs that could be met by a Community Hub/Gathering Place.</li> </ul>	July 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Source funding opportunities and complete applications where eligible and appropriate.</li> </ul>	July 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Continue to track the progress of the Ballerit Mooroop site proposal with a view to supporting use of the site by Hume residents in partnership with Moreland City Council and the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation.</li> </ul>	Ongoing, review July 2021, July 2022	<b>Lead:</b> Manager Community Strengthening

## STRATEGIC DIRECTION **HUME IMPLEMENTATION PLAN 2020 – 2022**



### OBJECTIVE 4 GOVERNANCE

As is the case for all plans and strategies at Hume City Council, the RAP 2020-2022 will be monitored and evaluated to ensure it best meets its objectives. This will ensure accountability internally and from the broader community through the RAP Working Group and through publicly available documentation.

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>4.1 Monitor and evaluate progress against the deliverables of the RAP</b>			
<b>4.1.1</b> Establish and maintain an effective internal RAP Monitoring group to monitor the governance of the RAP.	<ul style="list-style-type: none"> <li>■ Maintain Aboriginal and Torres Strait Islander representation on the RAP Monitoring Group.</li> </ul>	Ongoing, review July 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>■ Review Terms of Reference for the RAP Monitoring Group.</li> </ul>	July 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>■ Meet at least four times per year to drive and monitor RAP implementation.</li> </ul>	March, June, September, December 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>■ Define resource needs for RAP implementation.</li> </ul>	September 2020	<b>Lead:</b> Manager Community Strengthening
<b>4.1.2</b> Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>■ Engage senior leaders and other staff in the delivery of RAP commitments.</li> </ul>	July 2021	<b>Lead:</b> Director Community Services
	<ul style="list-style-type: none"> <li>■ Define and maintain appropriate systems to track, measure and report on RAP commitments.</li> </ul>	September 2020	<b>Lead:</b> Manager Organisational Performance and Engagement
	<ul style="list-style-type: none"> <li>■ Appoint and maintain an internal RAP Champion from senior management.</li> </ul>	September 2020	<b>Lead:</b> Manager Community Strengthening
<b>4.1.3</b> Support the continued development of the external RAP Working Group to include Council staff and community members so that Council is informed of the needs of local Aboriginal and Torres Strait Islander communities.	<ul style="list-style-type: none"> <li>■ Continue to provide administration support for the RAPWG with representation from community members, key stakeholders, Councillors and Council officers.</li> </ul>	Ongoing, review July 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>■ Continue to ensure Council services and programs are accessible and culturally appropriate by responding to the advice of Aboriginal and Torres Strait Islander community members, the RAPWG and Aboriginal staff through the RAP Monitoring Group.</li> </ul>	Ongoing, review February 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>■ Continue to meet as outlined in the Terms of Reference developed by the RAPWG.</li> </ul>	Ongoing, review July 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>■ Review RAPWG Terms of Reference.</li> </ul>	Ongoing, review February 2021, 2022	<b>Lead:</b> Manager Community Strengthening



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<b>4.2 RAP Governance to be supported by Council, key stakeholders and community.</b>			
<b>4.2.1</b> Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September 2020, 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Report RAP progress to all staff and senior leaders quarterly.</li> </ul>	March, June, September, December 2021, 2022	<b>Lead:</b> Manager Organisational Performance and Engagement
	<ul style="list-style-type: none"> <li>Publicly report our RAP achievements, challenges and learnings, annually.</li> </ul>	August 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.</li> </ul>	February, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Include reporting against RAP actions in Council Plan reporting process.</li> </ul>	March, June, September, December 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Include RAP outcomes in Social Justice Charter Annual report.</li> </ul>	July 2021, 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Deliver RAP actions report to RAPWG and through Social Justice Charter Annual Reporting.</li> </ul>	July 2021, 2022	<b>Lead:</b> Manager Community Strengthening
<b>4.2.2</b> Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>	March 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Develop the project plan and engagement process for the next RAP post September 2022.</li> </ul>	December 2021	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Conduct engagement and draft RAP post September 2022.</li> </ul>	July 2022	<b>Lead:</b> Manager Community Strengthening
	<ul style="list-style-type: none"> <li>Seek endorsement from Reconciliation Australia.</li> </ul>	July 2022	<b>Lead:</b> Manager Community Strengthening

## CONTACT

For more information or enquiries about Hume's work towards Reconciliation please contact:

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