

City of
**GLEN
EIRA**

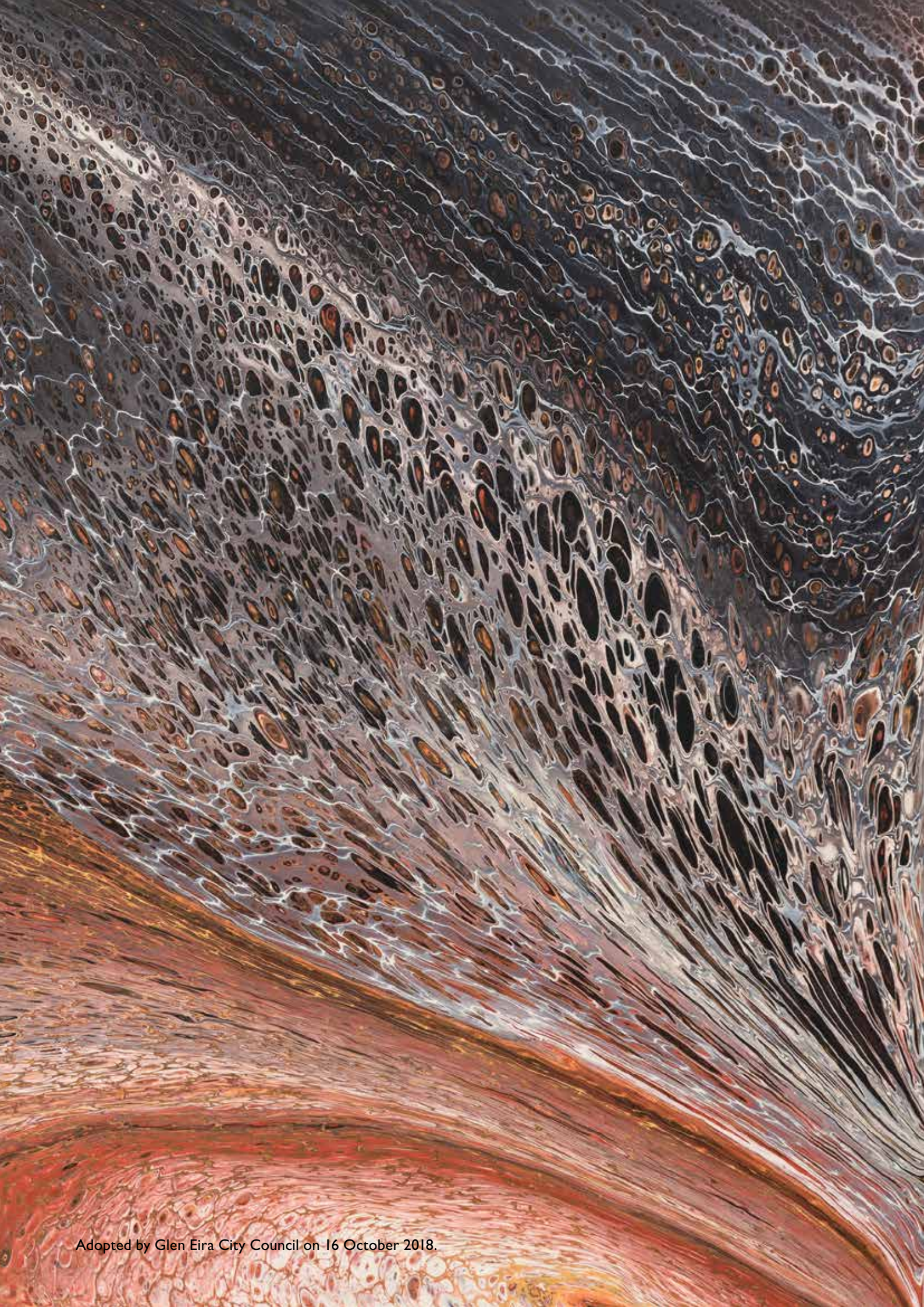
GLEN EIRA
CITY COUNCIL

BENTLEIGH
BENTLEIGH EAST
BRIGHTON EAST
CARNEGIE
CAULFIELD
ELSTERNWICK
GARDENVALE
GLEN HUNTLY
MCKINNON
MURRUMBEENA
ORMOND
ST KILDA EAST

GLEN EIRA RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE



RECONCILIATION
ACTION PLAN
INNOVATE



THE ARTWORK

ARTIST: JARRA STEEL

ARTWORK: PARPMINATA – ‘THE GOOD MOTHER’

This artwork (displayed on the front cover and throughout the document) is in honour of my great great grandmother, Louisa Briggs, who was born on the coast of Boon Wurrung country in the 1830s.

Louisa lived until 1926, and her legacy has ensured that her descendants have been able to maintain and celebrate their heritage.

This City is located on the Estate of the Yaluk-ut Weelam — a clan of the Boon Wurrung. The Boon Wurrung were one of the five groups within the greater Kulin confederation.

This work reflects on the richness of Country and its relationship to the waterways and bay — known as Nairm (now called Port Phillip Bay).

Traditional life of the Yaluk-ut Weelam centred around the six seasons of the year. Their year began with the rise of the Pleiades — known as the Seven Sisters — which occurred during their true Spring, known as Bareep. The Yaluk-ut Weelam celebrated the rise of each full moon through a celebration known as the Ngargee. The Ngargee was a spectacular celebration and was described by an early European in 1840 as a performance to “*haunt the soul for years afterwards*”.

Each season celebrated the richness and diversity of nature. For some it was the arrival of the iilk (eels), which travelled from the bay into the creeks — or the birth of the emu chicks (barraeemal) during Parip.

ACKNOWLEDGEMENTS

Boon Wurrung Foundation

Reconciliation Australia

Glen Eira Reconciliation Action Plan Advisory Group

Glen Eira Reconciliation Action Plan Working Group

Our Aboriginal and Torres Strait Islander community

CONTENTS

1. MESSAGES OF RECONCILIATION	6
1.1 Message from the Mayor	4
1.2 Message from the CEO	4
1.3 Message from Reconciliation Australia	5
1.4 Message from the Boon Wurrung Foundation	6
2. OUR VISION FOR RECONCILIATION	8
3. OUR BUSINESS	8
4. OUR COMMUNITY	9
4.1 Our Aboriginal and Torres Strait Islander community	10
5. OUR RECONCILIATION JOURNEY	12
5.1 Our achievements to date	20
6. OUR RECONCILIATION ACTION PLAN	21
6.1 Relationships	23
6.2 Respect	26
6.3 Opportunities	33
6.4 Governance, tracking progress and reporting	33
7. CONTACT DETAILS	36

RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE

I. MESSAGES OF RECONCILIATION

I.1 MESSAGE FROM THE MAYOR

It is with great pride that I present Glen Eira City Council's first *Reconciliation Action Plan (RAP)*. As a strong advocate of reconciliation, I believe this RAP demonstrates Council's commitment to building a unified community that acknowledges Aboriginal and Torres Strait Islander peoples. The RAP incorporates our workforce and extends to our whole community and defines the way we will invest in strengthening relationships with our Traditional Owners, our local Aboriginal and Torres Strait Islander residents and our wider community. By improving our organisation's and community's understanding of Aboriginal and Torres Strait Islander peoples' histories and cultures, we will support the healing of past mistreatment and injustice and we will lead in building opportunities for the future prosperity of Aboriginal and Torres Strait Islander peoples.

Please take some time to look through Council's *Reconciliation Action Plan* and join with us on this important reconciliation journey.

Cr Tony Athanasopoulos
Mayor of Glen Eira City Council

I.2 MESSAGE FROM THE CEO

Council's first *Reconciliation Action Plan* is a notable achievement. I have been honoured to witness the collaboration and the building of relationships that has taken place. For us as a Council and for us as a community, the heart of reconciliation will be built on the partnerships and the learnings we will share as we work together.

I would like to acknowledge the work of the Advisory Group, our Aboriginal and Torres Strait Islander representatives and community, who led this process and guided us through the development of our actions with enthusiasm, wisdom and integrity. Thank you to the many community leaders who have joined alongside us on this important reconciliation journey. Finally, I commend the employees who have championed and who will continue to champion reconciliation across Glen Eira.

Council's reconciliation aspirations will come to life through the actions we have committed to. This work belongs to everyone in Council — it involves all our staff internally as well as all our community. By working on reconciliation together, we will create a strong and respectful community in Glen Eira.

Rebecca McKenzie
Chief Executive Officer



I.3 MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia is delighted to welcome Glen Eira City Council to the *Reconciliation Action Plan (RAP)* program by formally endorsing its inaugural Innovate RAP.

As a member of the RAP community, Glen Eira City Council joins more than 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community — governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities — have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Innovate RAP provides Glen Eira City Council with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Glen Eira City Council will develop its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish Glen Eira City Council well as it explores and establishes its own unique approach to reconciliation. We encourage Glen Eira City Council to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work — it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Glen Eira City Council on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer



RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE

I.4 MESSAGE FROM THE BOON WURRUNG FOUNDATION

Reconciliation is about moving forward as a community — acknowledging the past and looking forward to a future where we can share our stories, our history and our culture. It is important that reconciliation builds upon our strengths and acknowledges the past.

The opportunity to work with the City of Glen Eira in developing their *Reconciliation Action Plan*, has been a rewarding experience. I have been keen to show how such a *Plan* can move away from the general rhetoric and produce a meaningful process of engagement, building upon strengths and planning for the future.

The City of Glen Eira is located on the traditional estate of the Yaluk-ut Weelam clan of the Boon Wurrung. I believe that it is critical that, in order to work towards reconciliation, and develop a shared sense of our history, we have to first understand the soul of our country on which we live.

The development of this *Plan* has drawn upon the relationship between the City of Glen Eira and the Traditional Owners of this country, and I am confident that this will result in the building of a stronger relationship between the community and this Council.

Womin Djeka
Gheran Steel
Chief Executive Officer
Boon Wurrung Foundation



RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE

2. OUR VISION FOR RECONCILIATION

Glen Eira City Council's vision for reconciliation is for a unified, respectful and thriving community that embraces Australia's First Peoples for their experiences of the past, their resilience in the present and their aspirations for the future.

Council will achieve this vision by:

- > acknowledging the special relationship Aboriginal and Torres Strait Islander peoples have as the Traditional Owners of this land;
- > creating an inclusive and engaged community where Aboriginal and Torres Strait Islander peoples feel culturally safe;
- > increasing understanding of past injustices and their current impact on Aboriginal and Torres Strait Islander peoples to facilitate healing to move closer to a unified community with a shared future; and
- > appreciating and celebrating Aboriginal and Torres Strait Islander peoples cultures, histories and heritage, and the unique contribution it offers to the diversity of Glen Eira.

3. OUR BUSINESS

Glen Eira City Council is a metropolitan area-based, representative local government located in the south east region of Melbourne. As a Council, we deliver many different services to people who live, work and visit our municipality. This includes the delivery of a range of community and health services, and the management of local community infrastructure and assets.

A snapshot of the services we deliver includes:

- > planning and building services such as land use regulation, economic development, place-making and urban design;
- > transport and infrastructure services such as footpaths, traffic, roads management and parking;
- > municipal health planning, monitoring of food safety and public health, delivery of immunisation and maternal and child health services;
- > community services including family, children and youth services, disability services, community planning and engagement, and home and community care;
- > waste management services, environmental sustainability programs including greenhouse gas emissions and natural resource management;
- > recreation, sport and leisure services including parks, open spaces, community spaces and places;
- > arts, culture, library services, history and heritage; and
- > domestic animal management, local laws and emergency management services.



Council employs 1,491 people inclusive of full time, part time and casual employees that total 771 full time equivalent positions. (January 2018). Council is aware that there are Aboriginal and Torres Strait Islander employees, however currently there is no formal way to identify them.

Council is committed to increasing, supporting and celebrating the diversity of its staff. During 2018, Council will run a diversity census across the organisation to capture a range of staff demographic characteristics, which will include a question on Aboriginal and Torres Strait Islander identity. The organisation wants to ensure that the diverse abilities, skills, languages, cultures and backgrounds of our employees are recognised, respected and valued.

4. OUR COMMUNITY

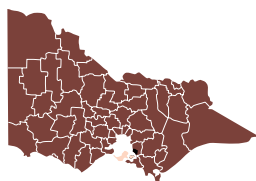
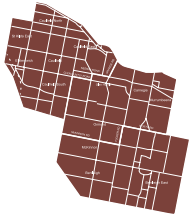



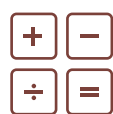


Glen Eira covers an area of 39 square kilometres in the inner south east region of metropolitan Melbourne and is estimated to be home to 149,012 people as of 2016. The municipality includes the suburbs of Bentleigh, Bentleigh East, Carnegie, Caulfield, Elsternwick, Gardenvale, Glen Huntly, McKinnon, Murrumbeena, Ormond and parts of Brighton East and St Kilda East.

The municipal office of Glen Eira City Council is located on the corner of Hawthorn and Glen Eira Roads, Caulfield. Council also operates various service sites across the City, including four libraries; seven maternal and child health services; five senior citizen centres; three early childhood centres; three residential aged care facilities; 68 independent living units; two sport and recreational facilities; two aquatic facilities; a works depot; a social support service; a parks service; and numerous sports pavilions, parks and community spaces.

The suburbs of Glen Eira have defined identities, neighbourhoods and 'villages' that are connected with leafy, tree lined streets and spacious streetscapes. People who live in Glen Eira tell us it is a great place to live and to raise a family.

The residents of Glen Eira are diverse and span a wide range of cultures, household types and ages. There are 59,745 households with the most common type being couples with children. The most common countries of birth outside Australia are China, India, England, South Africa, Israel, New Zealand, Greece and Russia. More than 16 per cent of Glen Eira's population identifies with Judaism.

RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE

VICTORIA		GLEN EIRA		VICTORIA		GLEN EIRA	
47,787	Population	257					
49.4 : 50.6	Male : Female %	44.3 : 55.7					
23	Median age	27					
23,783	Private dwellings	157					
3	Average people per household	2.6					
	People			47,787	Population	257	
				49.4 : 50.6	Male : Female %	44.3 : 55.7	
				23	Median age	27	
	Level of highest educational attainment, top responses			9.2	Bachelor Degree level and above	26.1	
	People aged 15 years and over			13.4	Year 12	19.6	
				14.4	Certificate level III	9.2	
				7.6	Advanced Diploma and Diploma level	8.2	
				13.4	Year 10	7.1	
	Employment			50.0	Worked full time	50.7	
	People who reported being in the labour force, aged 15 years and over			29.6	Worked part time	28.3	
				6.3	Away from work	11.6	
				14.0	Unemployed	9.4	



VICTORIA		GLEN EIRA		
 <div>Occupation, top responses</div> <div>Employed people aged 15 years and over</div> 	15.6	Professionals	33.6	
	12.6	Clerical and administration	16.8	
	14.1	Technicians and Trades	13.4	
	16.0	Community and Personal Service	11.8	
	9.4	Sales workers	7.6	
 <div>Unpaid work</div> <div>People aged 15 years and over</div> 	63.0	Did unpaid domestic work (last week)	76.1	
	29.5	Cared for child/children (last 2 weeks)	28.6	
	14.3	Provided unpaid assistance to a person with a disability (last 2 weeks)	10.3	
	18.4	Did voluntary work (last 12 months)	24.3	
				
\$1,200	Median weekly household income	\$1,787		
\$1,517	Median monthly mortgage	\$2,334		
\$261	Median weekly rent	\$385		

RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE

5. OUR RECONCILIATION JOURNEY

Glen Eira City Council has been building momentum on its commitment and focus on reconciliation steadily since 2015.

Council recognises the important role it plays as an employer and as a community leader to promote and strengthen relationships between Aboriginal and Torres Strait Islander peoples and the broader Australian community.

In March 2016, Council developed a *Reconciliation Policy* as the first step toward demonstrating Council's commitment to formally recognising the importance of Australia's First Peoples. This *Policy* included an implementation plan, which led to a number of achievements that included the establishment of a committed working relationship with N'arweet Carolyn Briggs and the Boon Wurrung Traditional Owners, and Council participating in the Urban South Local Aboriginal Network to improve links with a range of local Aboriginal and Torres Strait Islander workers.

Following these achievements, Council agreed that it was now in a good place to work towards developing a *Reconciliation Action Plan (RAP)* that would focus on Council continuing to build stronger foundations for relationships and respect while also developing opportunities.

On 12 April 2017, Council endorsed the development of a *Reconciliation Action Plan* that would be registered and approved by Reconciliation Australia.

Since this time, we have continued to strengthen and build relationships with local Aboriginal and Torres Strait Islander peoples. We have been motivated to raise awareness and educate our employees about the rich cultures, histories and heritage of Australia's First Peoples and to extend this knowledge across the Glen Eira community.

Council's *RAP* receives unanimous support from Councillors and the executive management team. The *RAP* is internally championed by Director Community Wellbeing who oversees and promotes Council's reconciliation efforts across the organisation. In addition, the development of the *RAP* has been led by the commitment and work of two key reconciliation groups: a *RAP Working Group* and a *RAP Advisory Group*.

The *RAP Working Group* is an internal group comprised of key staff from business units across Council whose purpose is to champion and oversee the practical development of the *Reconciliation Action Plan* and influence reconciliation across the organisation and community. This Group is led by Director Community Wellbeing.



WORKING GROUP MEMBERS

POSITION	DEPARTMENT
Director Community Wellbeing — <i>RAP</i> Champion	Community Wellbeing Division
Human Resources Consultant	People and Culture
Manager Procurement and Contracts	Finance
Manager City Futures	City Futures
Manager Libraries, Arts and Culture	Libraries, Arts and Culture
Co-ordinator Youth Services	Family, Children and Youth Services
Co-ordinator Maternal and Child Health	Family, Children and Youth Services
Co-ordinator Recreation Development	Recreation and Open Space
Team Leader Community Development	Community Development and Care

The *RAP* Advisory Group is a community led group comprised of Aboriginal and Torres Strait Islander Traditional Owners, local Aboriginal and Torres Strait Islander residents and workers and community leaders whose purpose is to:

- > provide advice, guidance and recommendations to the internal *RAP* Working Group;
- > provide links with key community sectors; and
- > approve the *RAP* at key stages of development.

There are six Aboriginal and Torres Strait Islander people who are active participants in the *RAP* Advisory Group including an honorary member whom we consult with at key stages.

RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE

RECONCILIATION ACTION PLAN ADVISORY GROUP MEMBERS

NAME	ROLE IN GROUP	PROFESSION
Gheran Steel*	Traditional Owner	CEO Boon Wurrung Foundation*
Melissa Bickford* (Rose) Gunditjmara	Local resident / Chair	Strategic Communications Department of Health and Human Services*
Greg Muir*	Local resident	Artist and Performer*
Belinda Duarte*	Local resident	CEO of Culture is Life and Co-chair Reconciliation Victoria*
John Murray*	Community leader (Education)	Koorie Education Support Officer, Department of Education and Training — Southern Metro Region*
Shannon Smith*	Community leader	Priest in Charge, St Christopher's Anglican Church
Louise Carey	Local resident (member October 2017–March 2018)	Director Policy, Victorian Aboriginal Community Controlled Health Organisation
Samantha Kolasa	Community leader (Early childhood)	Chief Executive Officer Glen Eira Kindergarten Association
Rabbi Ralph Genende	Community leader (Jewish Community)	Senior Rabbi Caulfield Hebrew Congregation
Rev Philip Liebelt	Community leader (Social Justice Group and Uniting Church)	Reverend Elsternwick Uniting Church and member of The Side Door Social Justice Hub
Wayne Davis	Community leader (Youth/Education)	Wellbeing Co-ordinator, Bentleigh Secondary College
Chris Hill	Community leader (Community Health)	General Manager Primary Health, Connect Health and Community
Gaye Stewart	Council officer Manager	Manager Community Development and Care, Glen Eira City Council
Sharon Sykes	Council officer	Co-ordinator Community Planning and Engagement, Glen Eira City Council
Ana Tsaganos	Council officer	Team Leader Community Development, Glen Eira City Council

* Denotes Aboriginal and Torres Strait Islander Representative.



RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE

The two reconciliation groups interlinked to develop the RAP jointly. The RAP Advisory Group developed the RAP recommendations while the RAP Working Group considered resourcing and capacity to deliver on the recommendations in the context of the requirements set out by Reconciliation Australia.

The establishment of the two reconciliation groups provides Council with a solid and sustainable RAP governance model that will meet future commitments to cultural learning, cultural protocols and lead more proactively toward Aboriginal and Torres Strait Islander employment.

Council has worked collaboratively with the Boon Wurrung Traditional Owners from the outset of the reconciliation planning process and has developed a formal *Memorandum of Agreement*, which will continue to inform and guide reconciliation planning. Council will also continue to work and consult broadly with other Aboriginal and Torres Strait Islander stakeholders and networks.

Throughout the development of Council's *Reconciliation Action Plan*, the Glen Eira community was kept informed online through Council's community engagement portal — *Have Your Say* — and through articles in the *Glen Eira News*.

In addition to online engagement, we consulted with a range of community members, employees and agencies through face-to-face discussions and considered their views and feedback on the best ways to work together for reconciliation in Glen Eira.



“Fantastic initiative. It’s so important as Boon Wurrung are traditional custodians of this land in Glen Eira and it is crucial that they have a voice in how we use the land, care for it as current custodians, and ensure it is healthy for future generations. I would like to see more ways in which community can engage with Boon Wurrung traditional owners, such as through land care, plant use, and care for our water ways”.

(Local resident February 2018)

Glen Eira steps towards reconciliation

Glen Eira City Council has commenced a journey of reconciliation to build a future that is inclusive, respectful and aware of the contribution of our first Australians to the community that we are today.

Council's first Reconciliation Action Plan (RAP) will be developed in partnership with the local Aboriginal community, cultural leaders, service providers, residents and stakeholders and will seek to build respect, recognition and

understanding. The RAP will provide the foundation of our work and that of our partners to support relationships and opportunities for local Aboriginal people in the wider community.

The RAP will be formally registered with Reconciliation Australia, and will provide the opportunity to promote the importance of reconciliation, improve the general understanding of Aboriginal and Torres Strait Islander community issues,

and foster recognition of Aboriginal history, heritage, culture and customs.

Council welcomes all residents and community members who would like to get involved — we need your voice. To register your interest and be kept informed, contact Council's Community Development and Engagement Team on 9524 3333 or visit www.haveyoursayglenira.com.au and provide us with your ideas and feedback.

"It is wonderful that (Glen Eira City Council) is establishing a RAP".

(Resident December 2017)

Council signs Memorandum of Agreement

Council recently signed a Memorandum of Agreement with the Boon Wurrung Foundation Ltd (pictured below).

The Boon Wurrung people of the Kulin Nation are the traditional custodians of the area that now makes up the southern and south eastern suburbs of Melbourne, which includes the City of Glen Eira.

The purpose of the agreement is to recognise the Boon Wurrung Foundation Ltd as the primary advisers of Council on Aboriginal cultural knowledge.

Through its work with the Boon Wurrung people, Council will work to build respect and understanding between Aboriginal and Torres Strait Islander people and the broader Glen Eira community.

Glen Eira Mayor Cr Tony Athanassopoulos said as part of this collaborative partnership, the Boon Wurrung Foundation Ltd will provide guidance and support to Council with the development, implementation and review of its Reconciliation Action Plan (RAP).

"The development of our RAP has been a significant focus for Council over the past 12 months," he said.

"The key message in this RAP is respect and unity between Australia's first people and other Australians, and for all of us to share pride in our indigenous cultural heritage."

Cr Athanassopoulos said guiding Council's work in reconciliation is its Reconciliation Action Plan Advisory Group

(pictured below), which comprises of our local Traditional owners, Aboriginal and Torres Strait Islander representatives, residents and other community leaders.

"The Group has been meeting since October last year, and by working together, Council will continue to build a strong respectful partnership with the traditional owners of this land," he said.

Council's draft RAP will be available for comments and feedback in April. The RAP will be formally registered with Reconciliation Australia.

For further information or to provide feedback, contact Council's Community Planning and Engagement team on 9524 3333 or visit www.haveyoursayglenira.com.au



Boon Wurrung Foundation Ltd CEO Ghoreen Saeed, Glen Eira Mayor Cr Tony Athanassopoulos, and Council CEO Patricia McKenna.



Local Traditional owners, Aboriginal and Torres Strait Islander representatives, residents and other community leaders.

"Great to see Glen Eira moving from recognition and celebratory events (eg. Mallanbool Reserve) to a RAP". (Local resident October 2017)

"The fact GECC has a RAP is definitely a step in the right direction".

(Resident October 2017)

"It is important to have positive, active and really practical actions. I would like to see these initiatives reported. It is time to have full visibility of our diverse, multicultural society and not hide and ignore the treatment of indigenous Australians".

(Local resident February 2018)





RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE

5.1 OUR ACHIEVEMENTS TO DATE

Glen Eira City Council has been successfully building its partnership and reconciliation activities over time, including:

- > Acknowledgement of Country delivered at small civic events, functions and meetings (including Council meetings) since 2009.
- > Expansion of interpretive signage and storyboards in our parks and open spaces; eg. Booran Reserve (commenced 2010 and was expanded 2016).
- > Aboriginal and Torres Strait Islander flags flown at the front of Town Hall during NAIDOC Week and Reconciliation Week since 2013.
- > Delivering a community wide reconciliation event during *National Reconciliation Week* since 2013.
- > Improved promotion of our Kulin Interpretive Trail at Mallanbool Reserve since 2013.
- > A Welcome to Country delivered at *National Reconciliation Week* event and other major cultural events since 2013.
- > Improved profiling of our Aboriginal and Torres Strait Islander community through utilisation of *Australian Bureau of Statistic Census* demographic data since 2016.
- > *Indigenous StoryTime* now being held at Glen Eira Libraries on *Indigenous Literacy Day* and at other programmed times since 2016.
- > A Welcome to Country delivered at each *Citizenship Ceremony* since January 2017;
- > The introduction of a NAIDOC Week staff activity held in 2017 to raise awareness and support donations for the Victorian Aboriginal Corporation for Languages and Indigenous Literacy Foundation.
- > A signed *Memorandum of Agreement* between Glen Eira City Council and Boon Wurrung Foundation in January 2018.
- > A redefined approach to the *Australia Day Citizenship Ceremony* in 2018 to raise awareness and celebrate Aboriginal and Torres Strait Islander people's cultures and heritage.
- > The Glen Eira Council *Storytelling Festival 2018* delivered several events incorporating significant Aboriginal personalities and cultural leaders and yarning and art workshops for children
- > A NAIDOC Week art installation was delivered in Council's gallery in July 2018 by Gunditjmara artist and master weaver Bronwyn Razem displaying different and colourful tidda baskets. This project included two weaving workshops for young women, their mothers, grandmothers, sisters or aunties and involved an exhibition where all visitors male and female were invited to create a special blessing to honour and acknowledge Aboriginal and Torres Strait Islander women in times past, in the present and in the future.

Council will continue to consolidate its reconciliation efforts. We will actively work with the Boon Wurrung Traditional Owners, local Aboriginal and Torres Strait Islander peoples and workers, and the community to develop a RAP of integrity that will over time embed and achieve significant cultural, organisational and community outcomes.



6. The Reconciliation Action Plan (RAP)

Glen Eira City Council's *RAP* is based on Reconciliation Australia's framework and Program Guide. According to Reconciliation Australia's vision, a reconciled Australia is based on progressing five key dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance.¹

The development of a *RAP* provides Council with a structured approach to advance reconciliation both internally and with the Glen Eira community; through building respectful relationships and meaningful opportunities with Aboriginal and Torres Strait Islander peoples.

Reconciliation Australia provides four types of *RAPs* that each build the organisation's level of activity and progress on reconciliation. The *RAPs* include: Reflect; Innovate; Stretch; and Elevate, which provide a set of minimum elements covering the themes:

- > Relationships;
- > Respect;
- > Opportunities; and
- > Tracking our progress.

We present Glen Eira City Council's *INNOVATE RAP*.

¹ <https://www.reconciliation.org.au/what-is-reconciliation/>

Mallanboot Reserve



The Mallanboot



6.1 RELATIONSHIPS

Building respectful relationships is a critical part of Council's reconciliation approach. By building and developing relationships with the Boon Wurrung Traditional Owners, Aboriginal and Torres Strait Islander peoples and our local diverse community we will together explore, learn and build reconciliation as a united community.



Action	Deliverable	Timeline	Responsibility
1. RAP Advisory and RAP Working Groups to actively monitor RAP development and implementation of actions, tracking progress and reporting.	RAP Advisory and RAP Working Groups oversee the development, endorsement and launch of the RAP.	November 2018	RAP Advisory and Working Group
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RAP Advisory and RAP Working Group throughout the life of the RAP.	October, December, February, April, June, August 2019 and 2020	Team Leader Community Development
	Meet bi-monthly to monitor and report on RAP implementation.	October, December, February, April, June, August 2018, 2019 and 2020	RAP Advisory and Working Groups
	Review and update the RAP Advisory and RAP Working Groups Terms of Reference.	October 2018	Team Leader Community Development
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	Organise at least one internal event for NRW each year.	27 May–3 June 2019 and 2020	Team Leader Arts and Culture
	Organise a community-wide NRW event with the Boon Wurrung Traditional Owners and other local Aboriginal and Torres Strait Islander artists.	27 May–3 June 2019 and 2020	Team Leader Community Development Manager Libraries, Arts and Culture
	Register Council's NRW event on both Council and Reconciliation Victoria and Reconciliation Australia websites.	May 2019 and 2020	Team Leader Arts and Culture
	Support an external NRW event.	May 2019 and 2020	Team Leader Community Development
	Encourage the RAP Advisory and RAP Working Groups to participate in an external event to recognise and celebrate NRW.	May 2019 and 2020	Director Community Wellbeing

RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE

6.1 RELATIONSHIPS

Building respectful relationships is a critical part of Council's reconciliation approach. By building and developing relationships with the Boon Wurrung Traditional Owners, Aboriginal and Torres Strait Islander peoples and our local diverse community we will together explore, learn and build reconciliation as a united community.



Action	Deliverable	Timeline	Responsibility
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.	October 2019	Team Leader Community Development
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	November 2018 and 2019	Co-ordinator Community Planning and Engagement
	Develop a resource database of Aboriginal and Torres Strait Islander individuals and organisations for engagement across Council departments and update annually.	October 2019 and 2020	History and Heritage Officer
	Deliver Council's Memorandum of Agreement with the Boon Wurrung Traditional Owners and review every two years.	January 2020	Team Leader Community Development
	Explore options of possible locations to establish a Learning Stone site. (A Learning Stone site provides a living local resource to assist and provide a better cultural understanding and a place for Aboriginal and Torres Strait Islander content. www.learningstones.com.au/)	January–April 2019	Manager Recreation and Open Space
4. Raise internal and external awareness of our RAP to promote reconciliation across Council and the community.	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.	October 2019	Team Leader Community Development Manager Media and Communications
	Promote reconciliation through ongoing active engagement with all stakeholders.	May, July and August 2019 and 2020	Co-ordinator Community Engagement and Planning
	Review and expand Council's web page on Aboriginal heritage and reconciliation.	March 2019	History and Heritage Officer Team Leader Community Development

6.1 RELATIONSHIPS

Building respectful relationships is a critical part of Council's reconciliation approach. By building and developing relationships with the Boon Wurrung Traditional Owners, Aboriginal and Torres Strait Islander peoples and our local diverse community we will together explore, learn and build reconciliation as a united community.



Action	Deliverable	Timeline	Responsibility
5. Engage in campaigns and projects that further enhance relationships with Aboriginal and Torres Strait Islander peoples.	Support a local initiative to <i>Close the Gap</i> .	March 2019 and 2020	Health and Wellbeing Officer
	Ensure our lesbian, gay, bisexual transgender, and intersex Aboriginal and Torres Strait Islander community is acknowledged through our organisational diversity initiatives.	June 2019	Manager People and Culture
	Participate in a wider range of culturally specific Aboriginal and Torres Strait Islander events to demonstrate commitment; eg. The Long Walk.	June 2019 and 2020	Manager People and Culture
	Promote resources that provide employees with an understanding of current political initiatives that seek to advance Aboriginal and Torres Strait Islander peoples rights and self-determination such as the 'The Uluru Statement from the Heart: Voice, Truth And Treaty'.	June 2019	Team Leader Community Development

RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE

6.2 RESPECT

Respect is a core value of our Council and remains at the forefront of our reconciliation journey. We want to honour and acknowledge our Aboriginal and Torres Strait Islander peoples, cultures, histories and heritage. We want to learn and in the process build trusting relationships and most of all we want our staff and our community to understand and feel pride in reconciliation.



Action	Deliverable	Timeline	Responsibility
6. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Implement Traditional Owner cultural training for Council's leadership group, including Councillors, Chief Executive Officer and the executive management group	July 2019	Director Community Wellbeing
	Provide opportunities for RAP Advisory and Working Group members, RAP champion, HR consultants and other key leadership staff to participate in cultural training.	October 2019	Manager People and Culture Team Leader Community Development
	Develop and implement annual training plan on cultural awareness and cultural safety for employees across the organisation that defines cultural learning needs of employees across business units and considers various ways cultural learning can be provided (online, face-to-face workshops or cultural immersion).	June 2020	Manager People and Culture
	Develop an Aboriginal and Torres Strait Islander fact sheet/resource in collaboration with Aboriginal and Torres Strait Islander peoples that includes a myth bust resource and distribute to staff / community.	September 2019	Co-ordinator Community Planning and Engagement
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to deliver cultural awareness training.	March 2019	Manager People and Culture Team Leader Community Development
	Explore trialing Reconciliation Australia's Share Our Pride online tool across three Community Wellbeing departments.	November 2019	Co-ordinator Community Planning and Engagement

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Action	Deliverable	Timeline	Responsibility
7. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.	Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	April 2019	Team Leader Community Development
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	November 2018	Team Leader Community Development
	Invite a Boon Wurrung Traditional Owner to provide a Welcome to Country at significant events, including National Reconciliation Week, and Australian Citizenship Ceremonies.	February, May, July and November 2019 and 2020	Manager Libraries, Arts and Culture Co-ordinator Councillor Business
	Include an Acknowledgement of Country at the commencement of all important internal and external meetings.	June 2019	Co-ordinator Councillor Business
	Encourage staff to include an Acknowledgement of Country at the commencement of meetings.	June 2019	Director Community Wellbeing
	Organise and display an Acknowledgment of Country plaque in our Town Hall building.	October 2019	Co-ordinator Community Planning and Engagement
	Develop a 'signature block' that staff can use during significant dates in Aboriginal and Torres Strait Islander histories.	March, May, July, August 2018, 2019 and 2020	History and Heritage Officer Manager Customer and Communications





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Action	Deliverable	Timeline	Responsibility
8. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week.	Review human resources policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	February 2019	Manager People and Culture
	Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	July 2019 and July 2020	Team Leader Community Development
	Raise awareness and distribute information to staff of the meaning of NAIDOC Week.	July 2019 and 2020	Manager People and Culture
	Provide opportunities for all staff to participate in NAIDOC Week activities.	July 2019 and 2020	Manager Libraries, Arts and Culture
	Deliver a NAIDOC Week event and engage children and young people.	July 2019 and 2020	Team Leader Community Development Manager Libraries, Arts and Culture Team Leader Community Development Manager Family, Children and Youth Services

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Action	Deliverable	Timeline	Responsibility
9. Expand Council's and the community's knowledge of Aboriginal and Torres Strait Islander cultures and histories.	Develop an Aboriginal cultures and histories publication of Glen Eira and make available to key stakeholders.	June 2020	Manager Libraries, Arts and Culture
	Explore options to expand and/or review Aboriginal markers and storyboards around Glen Eira's parks and open space.	March 2020	Manager Recreation and Open Space
	Implement additional flags at Town Hall, including: <ul style="list-style-type: none"> • The Australian, Aboriginal and Torres Strait Islander flags to be displayed on flags poles in the garden area on the corner of Glen Eira and Hawthorn Roads, Caulfield. • The Australian, Aboriginal and Torres Strait Islander flags to be displayed on flags poles at the Service Centre entry garden area. • The Australian, Aboriginal and Torres Strait Islander flags to be displayed on a wooden based foyer display in Council Chambers. 	November 2018	Co-ordinator Community Planning and Engagement Manager, Buildings and Property
9a). Expand opportunities to acknowledge and recognise Australia's First Peoples.	Encourage and support Council's Early Learning Centres to develop a <i>Reconciliation Action Plan</i> for Council Early Learning Centres using the Narragunnawali platform.	June 2020	Manager Family, Youth and Children Service
	Explore nominating a special day for a Glen Eira Ngargee (an Aboriginal and Torres Strait Islander celebration day).	April 2020	Councillor Group Executive management team <i>Reconciliation Action Plan Working Group</i>

RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE

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Action	Deliverable	Timeline	Responsibility
9b). Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance.	Develop and promote a calendar of significant Aboriginal and Torres Strait Islander dates.	March 2019	Manager Customer and Communications Team Leader Community Development
9c). Create a culturally safe workplace.	Employ a suitably qualified consultant to undertake an audit of Council's Town Hall building to assess and recommend ways to make Council's facilities and service areas culturally inclusive and safe for Aboriginal and Torres Strait Islander peoples. (Audit to include Service Centre, Library and Art Gallery).	March 2019	Co-ordinator Community Planning and Engagement Manager Buildings and Properties

6.3 OPPORTUNITIES

Council understands how important it is to develop employment, procurement and partnership opportunities with local Aboriginal and Torres Strait Islander peoples that share their knowledge, skills and talents, reinforce their important contributions to our community and support their aspirations.



Action	Deliverable	Timeline	Responsibility
10. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.	April 2019	Manager People and Culture
	Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy.	June 2020	Manager People and Culture
	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	June 2019	Manager People and Culture
	Review human resources and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	June 2019	Manager People and Culture
	Position descriptions to include a commitment to working with Aboriginal and Torres Strait Islander peoples and towards reconciliation.	February 2019	Manager People and Culture
	Advertise all vacancies in Aboriginal and Torres Strait Islander media.	September 2018	Manager People and Culture
11. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within Council.	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2019	Co-ordinator Procurement and Contracts
	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	May 2019	Co-ordinator Procurement and Contracts
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	July 2020	Co-ordinator Procurement and Contracts
	Investigate Supply Nation membership.	May 2019	Co-ordinator Procurement and Contracts

RECONCILIATION ACTION PLAN OCTOBER 2018– OCTOBER 2020 INNOVATE

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Action	Deliverable	Timeline	Responsibility
I2. Deliver other training, employment and networking opportunities between Council and Aboriginal and Torres Strait Islander organisations and workers.	Undertake a pilot project to second a Council staff member to work for a period of time at an Aboriginal and Torres Strait Islander organisation and vice versa as part of a learning program.	November 2019	Manager People and Culture
	Present findings of the pilot project across Council and explore presenting at a Conference (e.g. SNAICC Conference).	July 2020	Co-ordinator Community Planning and Engagement
	Conduct at least one network opportunity for cross sector learning amongst Aboriginal and Torres Strait Islander professionals.	March 2020	RAP Advisory and Working Groups Team Leader Community Development

6.4 GOVERNANCE, TRACKING PROGRESS AND REPORTING



Action	Deliverable	Timeline	Responsibility
I3. Report <i>RAP</i> achievements, challenges and learnings to Reconciliation Australia.	Complete and submit the <i>RAP Impact Measurement Questionnaire</i> to Reconciliation Australia annually.	August 2019 and 2020	Team Leader Community Development
	Investigate participating in the <i>RAP Barometer</i> .	May 2020	Co-ordinator Community Planning and Engagement
I4. Report <i>RAP</i> achievements, challenges and learnings internally and externally.	Provide the executive management team with an annual progress report on our <i>RAP</i> performance.	August 2019 and August 2020	Co-ordinator Community Planning and Engagement
	Publicly report our <i>RAP</i> achievements, challenges and learnings in Council's <i>Annual Report</i> .	October 2019 and 2020	Team Leader Community Development Co-ordinator Media and Communications
I5. Review and refresh <i>RAP</i> .	Liaise with Reconciliation Australia to develop a new <i>RAP</i> based on learnings, challenges and achievements.	February 2020	Team leader Community Development
	Send draft <i>RAP</i> to Reconciliation Australia for review and feedback.	May 2020	Team Leader Community Development
	Submit draft <i>RAP</i> to Reconciliation Australia for formal endorsement.	October 2020	Director Community Wellbeing

RECONCILIATION ACTION PLAN CONTACT DETAILS

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Online: <https://internet-relay.nrscall.gov.au>

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Social media

What's on in Glen Eira:

www.facebook.com/GlenEiraCityCouncil

@cityofgleneira:

www.instagram.com/cityofgleneira

Glen Eira arts, gallery and events:

www.facebook.com/gleneiraarts

Glen Eira Libraries and Learning Centres:

www.facebook.com/GlenEiraLibraries

Glen Eira Maternal and Child Health:

www.facebook.com/GlenEiraMaternalandChildHealth

Glen Eira Sports and Aquatic Centre:

www.facebook.com/GESAConline

www.twitter.com/GESAConline

Glen Eira Youth Services:

www.facebook.com/GlenEiraYouthServices

www.instagram.com/gleneirayouthservices

Glen Eira sustainable living:

www.facebook.com/sustainablelivinggleneira



