

Hobsons Bay City Council

Innovate Reconciliation Action Plan

January 2019 – January 2021



HOBSONS
BAY CITY
COUNCIL





Acknowledgement of Traditional Owners

Council acknowledges the peoples of the Kulin nation as the Traditional Owners of these municipal lands and waterways. We pay our respects to Elders past and present.

October 2018



Cover artwork

Name of Artwork: BANDU GADDAAN

PRONOUNCIATION: Bun-do Gudd –arrn

MEANING: Come together as one mob

Language: Gungganji of Yarrabah NQ.

Artist: Elverina Johnson 2018

Hands: Represent the people. All hands in. We all have a part to play in reconciliation.

Brown background: This colour represents this land of Australia.

Feathers: Represents the relationship between Yarrabah and the local Traditional owner group of Hobson Bay. We have the same totem which is the Sea Eagle. Same Bird but different people. Our strength is the same and our fight is the same but our feathers come from the same bird the same strength that is shown in the winds of the skies.

Outer circles of blue and white: Reconciliation is an ongoing journey that has no end. It is a work in progress every day.

Inner Circles of red and yellowish brown: Represents us as First Australians.

Inner Circle of light blue: We are connected by water.

The whole circle around the hands and the feathers: Reconciliation affects everyone and is everyone's business.

WARNING

Aboriginal and Torres Strait Islander people are advised that this document may contain images of deceased persons

Photography Credit: John Palermo photography
Andrew Bott 2018





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MAYOR'S MESSAGE

This is the first formally endorsed Reconciliation Action Plan for Hobsons Bay. It outlines the vision and future actions that will advance reconciliation for the next two years, as well as providing the blueprint for continuing reconciliation long into the future.



I know, from speaking with residents, that Hobsons Bay is a community that values its heritage and the many histories that make up our present community. We value our human relationships as well – with our neighbours and friends, or with our local community which encompasses people from diverse backgrounds including Aboriginal and Torres Strait Islander Peoples. It is through this prism of overlapping relationships that we can perhaps best understand the concept of reconciliation. We are no longer on different paths anymore. We are on the same path but with a multitude of ideas on how best to navigate the journey. To share that path we must first form a relationship – one of mutual respect and mutual understanding.

Reconciliation is not just an idea to be considered once a year during Reconciliation Week. Rather, it is a journey that we must undertake as a community, an ongoing process that involves all of us – Aboriginal and Torres Strait Islander and non-Indigenous persons-in both dialogue and action.

This plan is an important step in our journey. It was developed in consultation with Traditional Owner organisations, Aboriginal and Torres Strait Islander Peoples and the wider Hobsons Bay community. This process of collaboration lays the foundation for how we will continue to build relationships, respect and opportunities for our Aboriginal and Torres Strait Islander community in Hobsons Bay. An example

of this collaboration that we have nurtured over 14 years is our sister city relationship with Yarrabah Aboriginal Shire Council from north Queensland. Strengthening existing relationships while building new ones, raising awareness and pride for Aboriginal and Torres Strait Islander histories and cultures across our community, and seeking opportunities to partner with our Aboriginal and Torres Strait Islander persons and Traditional Owners are some of the steps we will undertake to progress our work in the reconciliation space.

In 2008 when the Prime Minister at the time delivered a formal apology to Aboriginal and Torres Strait Islander Australians, he talked about a future where the Australian nation can move forward as one: where everyone shows each other mutual respect; where everyone moves forward with mutual resolve; and where everyone accepts their role to play, no matter how great or small, on this path towards healing and strength within our broader Australian community. There is a great deal of work ahead but the rewards, when we get there, will be vast. By viewing the future as one collective journey, we can improve both together as a community and on an individual level as well. I anticipate that this will be a proud and important journey.

Cr Jonathon Marsden,
Mayor of Hobsons Bay



OUR VISION FOR RECONCILIATION

Council's vision for reconciliation is one in which the broader community is positively engaged with and celebrates Aboriginal and Torres Strait Islander histories, cultures and peoples. Council envisages a community that celebrates the value and diversity of our First Nations and one in which Aboriginal and Torres Strait Islander peoples feel a sense of pride and belonging.



OUR BUSINESS

In Victoria, the legal basis for councils is established under the Local Government Act 1989. It is the primary role of Council to listen to the community and consider their views when making decisions. In particular, Council needs to remain responsive to representing the immediate and changing needs of its residents.

Our mission is to work with our entire community to plan, deliver and advocate for the services and infrastructure that will achieve a healthy, connected and sustainable future in Hobsons Bay. Council also:

- acts as a representative government by taking into account the diverse needs of the local community in decision making
- provides leadership by establishing strategic objectives and monitoring their achievement
- maintains the viability of Council by ensuring that resources are managed in a responsible and accountable manner
- advocates for the needs of the local community to other agencies and governments
- fosters community cohesion and encouraging active participation in civic life

In order for Council to undertake its responsibilities and to meet community needs, Council has a variety of functions and can move between several roles. These roles include being a planner, capacity builder, service provider, resource provider, partner and broker, advocate and supporter.

Council has responsibility for a range of areas including but not limited to roads, parks, waste, land use, local laws, urban planning, personal and home care, early years services, recreation, community development, libraries, community centres, health protection, emergency management and advocating for community needs.

The Council Plan and Community Health and Wellbeing Plan outline our key priorities, goals and objectives. The Learning Communities Strategic Plan 2016–19 sets the priorities and actions for the Learning Communities Department under the pillars of Access, Capacity Building and Connectedness. Further to this, Hobsons Bay 2030 also captures the community's vision for our future.



Planning Framework

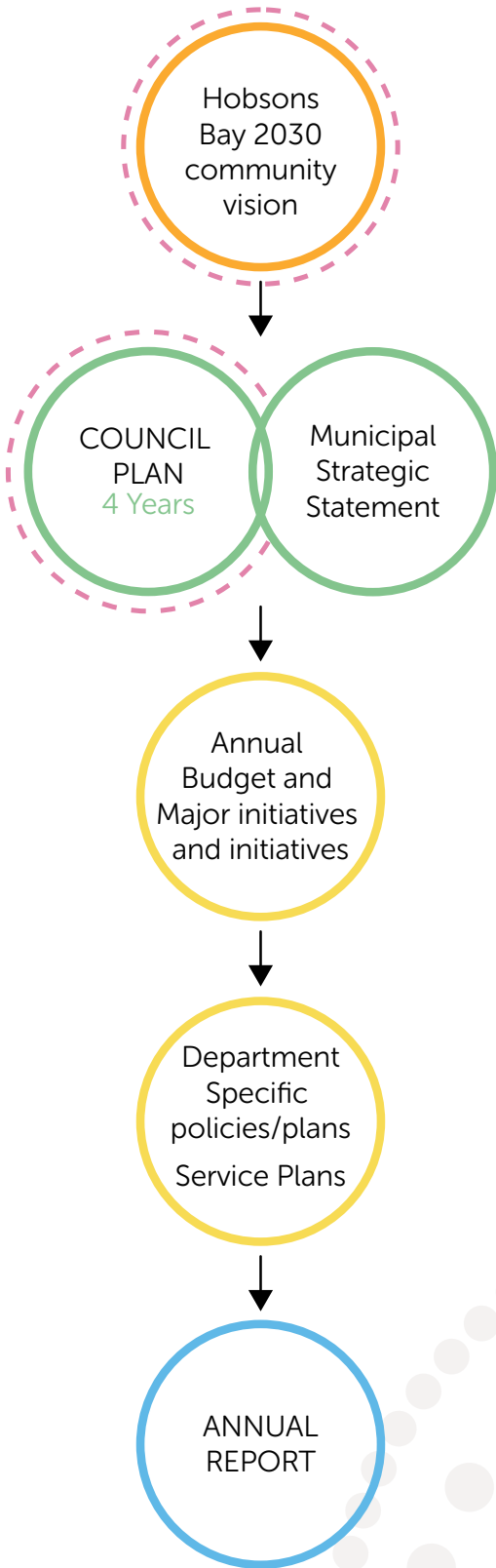


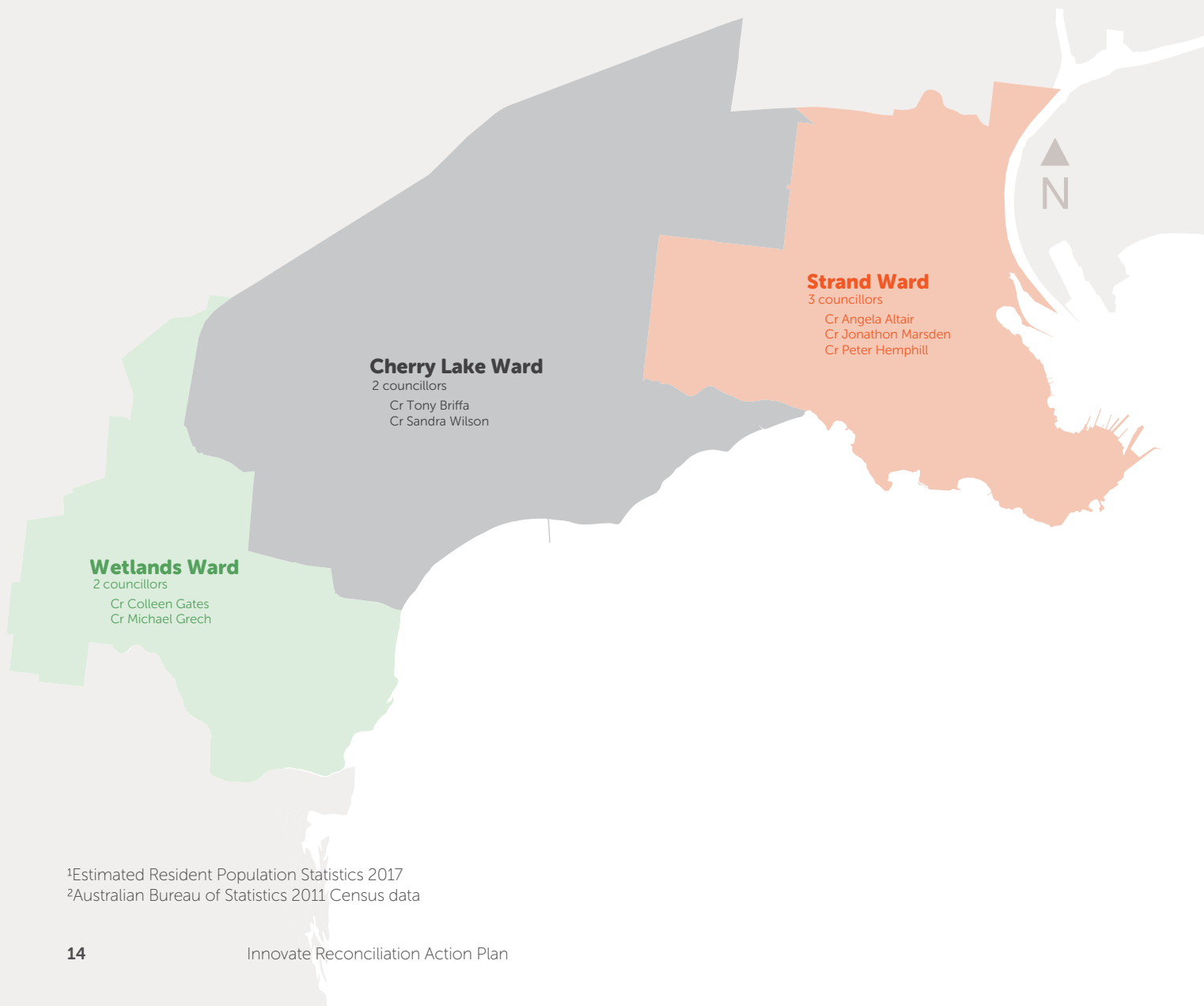
Figure 1: Council's Planning Hierarchy

 The Hobsons Bay 2030 community vision together with the Council Plan meet Council's legislative requirement for an integrated Municipal Public Health and Wellbeing Plan (MPHWP), as per section 27 of the Public Health and Wellbeing Act 2008.



OUR CITY PROFILE

Hobsons Bay City Council is a local government body situated ten kilometres from Melbourne. It is located at the north western end of Port Phillip Bay and is home to the suburbs of Altona, Altona Meadows, Altona North, Brooklyn, Laverton, Seabrook, Seaholme, Spotswood, South Kingsville, Williamstown and Williamstown North.



¹Estimated Resident Population Statistics 2017

²Australian Bureau of Statistics 2011 Census data

Hobsons Bay is unique to the western metropolitan region. It has over 20 kilometres of beaches and foreshore areas; it is home to significant coastal wetlands, five creek systems, remnant native grasslands, and important flora and fauna habitats, making up 24 per cent of the municipality's land area.

Hobsons Bay covers an area of 66 kilometres with a population of 95,046¹. The Aboriginal and Torres Strait Islander population within the municipality is currently recorded at 488².

Council's chief role as per the Public Health and Wellbeing Act 2008 is to 'seek to protect, improve and promote public health and wellbeing'.

Council employs 779 staff across several sites throughout the municipality. According to our 2016 Staff Diversity Survey, two members of staff within our organisation are Aboriginal and/or Torres Strait Islander people.



OUR RAP

Why our organisation is developing a RAP?

As the level of government closest to the community, local government is well placed to promote and foster reconciliation. Council has a key leadership role in acknowledging our First Nations Peoples and in promoting awareness, understanding, respect and recognition of the local Aboriginal and Torres Strait Islander community.

Council acknowledges that reconciliation is an ongoing process that requires trust, mutual respect and a commitment to building understanding and recognition. Council plays a key role in the areas of planning and development; facilitation; advocacy, leadership and education; community and service development; and partnerships.

In order to accomplish its legislative responsibilities, Council's strategic framework allows the organisation to identify community needs and aspirations over the long term (through Hobsons Bay 2030), operationalise the required work in the medium term (through the Council Plan), and ensure the required resources are available (through the Strategic Resource Plan and annual budgets). The goals of the Council Plan are aligned with the six key priority areas of the Hobsons Bay 2030 community vision, were developed based on Councillor, community and Council staff feedback; and consist of 20 strategic objectives that are framed around four goal areas. This RAP aligns with each of the Council goals which are:

Goal 1. An inclusive and healthy community

Enhancing the health and quality of life of the community through the equitable provision of quality services and opportunities for greater wellbeing.

Goal 2. A great place

Ensure Hobsons Bay is a vibrant place to live, work and visit.

Goal 3. A well designed, maintained and environmentally sustainable place

Manage future growth and development to ensure it is well designed and accessible whilst protecting our natural and built environments.

Goal 4. A Council of Excellence

Be a leading and skilled Council that is responsible, innovative and engaging in order to deliver excellence in all we do³.



³Community Health and Wellbeing Plan 2013–17

The development of the RAP is also supported by the following *Learning Communities Strategy 2016–19* goals:

- 1.** Learning Communities places, programs and resources will be accessible to everyone in the community
- 2.** The community is equipped with skills and capabilities needed to respond to current and emerging challenges and opportunities
- 3.** The community is connected and people participate and feel they belong

This Reconciliation Action Plan (RAP) will serve as Council's template for advancing the reconciliation process between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians by articulating key deliverable initiatives within our organisation and the municipality.

This RAP also builds on the community's future vision for Hobson Bay;

'...embracing our heritage, environment and diversity, we-the community of Hobsons Bay-will be an inclusive, empowered, sustainable and visionary community led and supported by a progressive Council of excellence.'

Who champions our RAP internally?

Our Reconciliation Action Plan is co-championed by the Diversity Officer and the Manager of Learning Communities.

- The Diversity Officer convenes our internal Reconciliation Steering Committee (RSC) which is comprised of Aboriginal and Torres Strait Islander staff and non-Indigenous staff from across the organisation.
- The Steering Committee has cross-organisational representatives from all directorates and levels within Council including Managers, Coordinators and Officers.
- The multiplicity of departments and varying levels of seniority within our RSC means that we are able to promote awareness of our RAP, support implementation and affirm commitment to these actions throughout the entire organisation.
- The Manager of Learning Communities ensures that the RAP continues to be a priority for Council's Corporate Management Team and champions senior leadership around reconciliation throughout our entire organisation.

Through this approach, the RAP is supported and implemented from the officer level right up to the management and executive tiers of Council.

Our internal Reconciliation Steering Committee is comprised of the following staff:

Manager Learning Communities

Manager Culture and Economic Development

Manager Organisation Development

Manager Information Services

Diversity Officer

Coordinator Community Development

Coordinator Marketing Hobsons Bay Libraries

Coordinator of Facilities Maintenance

Coordinator Strategic Communications

Coordinator Community Engagement and Partnerships

Governance Coordinator

Coordinator Continuous Improvement and Administration

Human Resources Coordinator

Coordinator Procurements and Contracts

Coordinator Arts and Culture

Coordinator Economic Development

Coordinator Corporate Planning and performance

Indigenous Consultant

Two members of the Reconciliation Steering Committee identifies as Indigenous.

Who was involved in the development of our RAP?

Developing this RAP has been a collaborative process of community partnership between Council, Traditional Owners and our local Aboriginal and Torres Strait Islander community members.

The internal Reconciliation Steering Committee developed a draft action plan based on our organisation's vision for reconciliation. Once the draft was developed with internal stakeholders, we engaged an external Indigenous Consultant to support Council in undertaking a comprehensive consultation process with the local Traditional Owner organisations and our Aboriginal and Torres Strait Islander community members.

Council respects the diversity of Traditional Owner organisations who claim ancestral and cultural ties to the lands and waterways in the municipality of Hobsons Bay. With this in mind, Council sought guidance from the Victorian Aboriginal Heritage Council and Aboriginal Victoria regarding our approach to undertaking consultations with each Traditional Owner group.

Three separate consultation sessions were conducted between Council staff, Elders and representatives of the Traditional Owner organisations.

The following Council representatives attended these consultations with the Indigenous Consultant:

- Manager Learning Communities,
- Coordinator Community Development and
- Council's Diversity Officer.

Following the session with the Traditional Owner organisations, three community consultation sessions were held for local Elders and Aboriginal and Torres Strait Islander community members.

The community consultation sessions were co-facilitated by the Indigenous Consultant and the Diversity Officer and were also attended by the Coordinator Community Development.



Once these targeted consultation sessions with Traditional Owners and the Indigenous community were complete, the wider Hobsons Bay community was invited to comment on the draft Reconciliation Action Plan during a six week public exhibition period. Following the closure of the public exhibition period, Reconciliation Australia provided final endorsement of the RAP which was later formally adopted by Council.

This Plan is the result of a collective community vision and invaluable contributions from a range of stakeholders.

Council acknowledges and thanks the Elders and representatives of the following Traditional Owner organisations for their knowledge, insights and contributions to the development of our RAP (listed here in alphabetical order);

Boon Wurrung Foundation

Arweet Carolyn Briggs Boon Wurrung Elder
Gheran Steel CEO

Bunurong Land Council

Robert Ogden Cultural Heritage Manager
Dan Turnbull General Manager

Wurundjeri Tribe Land Cultural Heritage Council Inc

Aunty Julieanne Axford Wurundjeri Elder
Aunty Gail Smith Wurundjeri Elder
Carmen Jobling Events, Education and Tourism Manager

Council thanks the following members of the Wyndham-Hobsons Bay Local Aboriginal Network (LAN) for their contributions and support in developing this action plan:

Wyndham Hobsons Bay Local Aboriginal Network

Debbie Evans LAN Broker, Aboriginal Victoria
Lisa De Santa Ana Koori Engagement Support Officer, Department of Education & Training
Helen Rozakeas Client Advisor, Care Connect
Lexine Soloman Aboriginal Access Worker, IPC Health

Council acknowledges and thanks our local Aboriginal and Torres Strait Islander Elders and community members for shaping this action plan through their local knowledge, feedback and insight.

Finally, Council would also like to acknowledge The Victorian Aboriginal Corporation for Languages (VACL) for their assistance in clarifying key terms, verifying the spelling of traditional words and providing guidance on the use of traditional terms throughout this document (citations provided where applicable).



RECONCILIATION: OUR JOURNEY SO FAR

Over several years, Council has undertaken various activities and campaigns to advance reconciliation within the municipality to promote greater awareness and understanding of Aboriginal and Torres Strait Islander cultures and peoples.

At the community level, Council seeks to foster greater visibility and inclusion of Aboriginal and Torres Strait Islander cultures, histories and persons. Over many years, Council has observed Reconciliation Week and has also celebrated NAIDOC in partnership with local Traditional Owner Organisations, Aboriginal and Torres Strait Islander community members and the wider Hobsons Bay community.

Council has sought to foster reconciliation practices within our organisational processes. Formal Council meetings commence with an Acknowledgement of Country, the Aboriginal flag is flown outside the Civic Centre and Williamstown Town Hall, Welcome to Country ceremonies are often performed at significant community events, and of many of our operational buildings feature the local Kulin³ word 'Wominjeka'⁴-meaning 'welcome' - at the entrance ways.

Council's reconciliation journey took its first significant step 20 years ago. In 1997, the Towards Reconciliation Working Group was convened as a means of involving Council and the local community in the national reconciliation movement, which was building momentum at this time. The group was chaired by the Mayor and comprised of local residents and Council officers. Its representation included an earlier collective of residents, social advocates and church representatives.

This group predated Council's formal policy work in the reconciliation space; it was an organic development representing a partnership between Council and community around advocacy and social activism. Council endorsed an allocation of funds in its 1998 budget to support projects and strategies undertaken by this group.

The role of the working group was to act as a link and conduit of information between Council, community and educational organisations to identify issues and assist in setting directions for Council within the sphere of reconciliation. The group developed an action plan in 1998 which informed Council and community activities.

Since these first steps, relationship building has been at the heart of Council's approach to advancing reconciliation at the local level and this group provided a vehicle through which this could come to fruition.

Council engaged Boon Wurrung Elder, Arweet Carolyn Briggs to oversee the publication of a local Indigenous history storybook in 2001; *The Yalukit-Willam: The First People of Hobsons Bay*. Council is honoured to have had Arweet Carolyn share traditional stories which can now be accessed by the broader community to gain insight into the history of the local First Nations Peoples.

³Victorian Aboriginal Corporation for Languages advised in March 2017 that this word originated from the Kulin region of what we now know as the State of Victoria.

⁴This is the spelling featured on Council buildings - however, the Victorian Aboriginal Corporation for Languages advised in March 2017 that the current spelling is Womin-djeka.

In 2003 Council and the Towards Reconciliation Working Group set about building a relationship with Yarrabah Aboriginal Shire Council in Queensland. The aim of this early connection was to enhance learning and understanding between our respective local cultures in the Shire and municipal Hobsons Bay. Initial projects included connections between school students and community exchange.

Yarrabah and Council established the groundbreaking 'sister cities' friendship to continue enhancing learning and understanding between the two Local Government Areas (LGAs). There were exchanges of culture and opportunities between both parties, such as exhibiting artwork created by children from Yarrabah as part of Council's Art in Public Places.

In 2005, Council won an award for the Excellence in Strengthening Indigenous Community category at the Victorian Awards for Local Government.

In December 2006, Yarrabah and Council formalised our friendship by signing a Memorandum of Understanding (MoU). This alliance has a specific focus on education, arts and culture, infrastructure, environment, business and reconciliation.

Council has hosted several delegations from Yarrabah Shire Council to further strengthen the friendship alliance. Visits have been made over the years to Williamstown High School, Laverton P-12 College, Bayside College and at cultural events spanning from the Williamstown Festival to Rivers to Recognition.

Councillors, CEO and senior staff have also visited Yarrabah during the term and Council continues to provide Yarrabah Shire Council with support and advice where applicable in regards to advocacy and planning issues. Some examples include supporting a sister city application to China, providing meeting rooms in Melbourne for a national delegates meeting on coastal tourism infrastructure opportunities, and the provision of project-based support where appropriate.

Our friendship alliance with Yarrabah Shire Council was a key milestone in our reconciliation journey and since then, Council has continued reconciliation based activities both at the policy and practice levels.

In 2011, Council formally adopted a Reconciliation Policy Statement as a testimony of commitment to the reconciliation process between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians within our own municipality and the broader Australian community.

Council proudly convenes the Western Region Local Government Reconciliation Network (WRLGRN) which is comprised of representatives from five other western region councils⁵. This network is also attended by representatives of Aboriginal Victoria and Reconciliation Victoria. The WRLGRN aims to advance reconciliation broadly across the region and meets every two months to cross-promote and develop reconciliation initiatives throughout Melbourne's west.

⁵Hobsons Bay City Council was the convening Council at the time of writing however, this role moves between the council partners each year.



In 2014, Council hosted the inaugural Rivers to Recognition concert in Williamstown along with the other members of the WRLGRN. This event was a regional initiative based on recognition, respect and reconciliation with the First Peoples of western Melbourne. Council assisted Yarrabah Shire representatives to fly to Melbourne to participate in this debut event. Yarrabah school students performed traditional dance for our western region community and the local Yarrabah band also featured within the program.

The Rivers to Recognition project continued throughout 2015 with 'Recognise' forums in Footscray, Moonee Ponds, Altona, Melton and Sunshine. A Rivers to Recognition resource directory was also developed with the support of Reconciliation Victoria.

In 2016, our local community-based reconciliation group, Get Up Out West, was provided with a community grant to travel to Yarrabah Shire Council to share and document local stories which have been collated in a short film⁶.

Today the MOU with Yarrabah Shire Council still stands. This RAP affirms Council's ongoing commitment to continue advancing our relationships with Yarrabah Shire Council, local Traditional Owner organisations and our Aboriginal and Torres Strait Islander community members well into the future.



⁶Provide citation for YouTube video or link on libraries page once uploaded.

OUR RECONCILIATION JOURNEY IN HOBSONS BAY

Year	Milestone	Championed by
1997	Towards Reconciliation Working Group established	Mayor
1998	Beginning of Aboriginal flag flown all year round at Civic Centre	Towards Reconciliation Working Group
2001	<i>Yalukit Willam The First People of Hobsons Bay</i> book published	Arts and Culture
2003	Relationship forged with Yarrabah Shire Council QLD	Culture and Economic Development
2005	Award received for <i>Excellence in Strengthening Indigenous Community</i> category at the Victorian Awards for Local Government	Culture and Economic Development
2006	MoU signed formalizing the sister city alliance between Council and Yarrabah	Culture and Economic Development
	NAIDOC flag raising ceremony held	
2007	NAIDOC flag raising ceremony held	Culture and Economic Development
2008	NAIDOC flag raising ceremony held	Culture and Economic Development
2009	Commissioned artist Bindi Cole to exhibit <i>Big Blak Heart</i> as projections at The Substation	Culture and Economic Development
	NAIDOC flag raising ceremony held	Culture and Economic Development
2010	Council hosted Yarrabah delegation	Culture and Economic Development
	Presented "Yuyukatha" by Kutcha Edwards at the Williamstown Mechanics Institute as part of Arts at Your Doorstep	
	NAIDOC flag raising ceremony held	
	Sponsored The Gathering Place gala dinner at the Williamstown Town Hall	Venues
	First western region partnership hosting the Koorie Night Market at the Substation	Arts and Culture
2011	Reconciliation Policy Statement adopted by Council	Strategy and Advocacy
	NAIDOC flag raising ceremony held	Culture and Economic Development
	Presented "Krakouer!" By Deckchair Theatre as part of <i>Arts at Your Doorstep</i>	
	Aboriginal flag is flown year round at the Williamstown Town Hall	Venues
	Boon Wurrung <i>Ngargee</i> Cultural Schools Program piloted at Laverton P-12 in partnership with Arweet Carolyn Briggs, Jacob Boehme and Vic Morphy	Arts and Culture and Mayoral program

Year	Milestone	Championed by
2012	A dedicated Indigenous collection established at Williamstown Library	Libraries
	NAIDOC flag raising ceremony held	Culture and Economic Development
	Presented "Shellie's Story" by Shellie Morris as part of <i>Arts at Your Doorstep</i>	
	Second edition of Yalukit Willam book published, designed by Bindi Cole and launched at the Willy Lit Fest	Arts and Culture
2013	<i>Welcome to Country</i> ceremony conducted by Traditional Owners to officially launch the opening of the Laverton Hub	Community Centres
	Blak Out Day program commenced at Woods Street Arts Space, with guests Uncle Larry Walsh, Jacob Boehme, Robbie Bundle, Arweet Carolyn Briggs	Arts and Culture
	NAIDOC flag raising ceremony held	Culture and Economic Development
	Presented Ilbjerri Theatre's "Jack Charles V The Crown" as part of <i>Arts at Your Doorstep</i>	
2014	<i>Rivers to Recognition</i> concert	Culture and Economic Development
	NAIDOC flag raising ceremony held	
	Partnership forged with Wangal United to establish a cultural dance class for Indigenous children	Community Centres
	Indigenous dance featured as a key element of end of year celebrations	
	Presented "Djuki Mala (Chooky Dancers as part of <i>Arts at Your Doorstep</i>	Culture and Economic Development
2015	<i>Recognise</i> forums convened across western metropolitan Melbourne	Community Development
	NAIDOC flag raising ceremony held	Culture and Economic Development
	Presented Dewayne Everett-smith as part of <i>Arts at Your Doorstep</i>	
	Inaugural NAIDOC Week Art Show hosted in partnership with Wangal United	Community Centres
2016	Sorry Day Commemoration ceremony	Community Development
	Second NAIDOC Week Art Show held in partnership with Wangal United	Community Centres
	NAIDOC flag raising ceremony held	Community Development
	Community Grant provided to <i>Get Up Out West</i> to document stories in Yarrabah	Get Up Out West
	Sponsored involvement of Boon Wurrung with <i>Scenes on the Yarra</i> , site specific performance art based on the Yarra River – Seaworks	Culture and Economic Development
2017	Presented Ilbjerri Theatre's production of 'Coranderk' as part of <i>Arts at Your Doorstep</i>	Culture and Economic Development
	Grasslands project developed with indigenous weavers, Dean Stewart, the Loom Room and Laverton Links Centre for installations at Altona Meadows (Airtime flags and Orbital showcase)	Arts and Culture
	<i>Innovate Reconciliation Action Plan</i> adopted by Council	Community Development



OUR RECONCILIATION ACTION PLAN



Relationships

Building strong relationships with Aboriginal and Torres Strait Islander peoples is important to Council because we want to create an inclusive community in which our First Nations Peoples are visible, valued and feel connected to the broader community.

Action	Deliverable	Timeline	Responsibility
1. Facilitate the internal Reconciliation Steering Committee to actively monitor and implement actions, track progress and reporting	1a. Establish Terms of Reference for the Reconciliation Steering Committee	March 2019	Diversity Officer
	1b. Reconciliation Steering Committee oversees the development, endorsement and launch of the RAP	May 2019	Diversity Officer
	1c. Ensure Aboriginal and Torres Strait Islander peoples are represented on the Reconciliation Steering Committee	April 2019 April 2020	Diversity Officer
	1d. Meet quarterly to monitor and report on RAP implementation	Apr, Jul, Oct 2019 Jan, Apr, Jul 2020	Diversity Officer
2. Participate in and celebrate National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and the wider Hobsons Bay community	2a. Organise and deliver a National Reconciliation Week event annually	May 2019 May 2020	Diversity Officer
	2b. Register our event on the National Reconciliation Week website	May 2019 May 2020	Arts Marketing Officer
	2c. Support National Reconciliation Week events within the western metropolitan region in partnership with members of the Western Region Local Government Reconciliation Network	May 2019 May 2020	Diversity Officer
	2d. Reconciliation Steering Committee, Mayor and Councillors participate in an external event to celebrate and recognise NRW	May 2019 May 2020	Manager Learning Communities
	2e. Fly the Torres Strait Islander flag alongside the Aboriginal flag during National Reconciliation Week	May 2019 May 2020	Coordinator of Facilities Maintenance
	2f. Mayor and Councillors forum inviting local Aboriginal and Torres Strait Islander Peoples to share their reconciliation stories, supported by the creative documentation and broad community engagement with these stories	May 2020	Coordinator Marketing Hobsons Bay Libraries
	2g. Encourage all Council staff to participate in an external National Reconciliation Week event	May 2019 May 2020	Manager Organisation Development
	2h. Celebrate Torres Strait Islander history through supporting Mabo Day commemorations	June 2019 June 2020	Diversity Officer

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.	3a. Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders including Traditional Owner Organisations	June 2020	Diversity Officer
	3b. Meet with Traditional Owner organisations to develop guiding principles for future engagement	July 2019	Diversity Officer
	3c. Strengthen our relationship with our sister city Yarrabah through regular communication and create annual opportunities for promoting this relationship within our municipality and our organisation	July 2019	Manager Culture and Economic Development
	3d. Collaborate with the Western Region Local Government Reconciliation Network (WRLGRN) to promote regionally focussed reconciliation practices	July 2019	Diversity Officer
	3e. Maintain relationship with local reconciliation group Get Up Out West	May 2019	Diversity Officer
	3f. Council representative to regularly attend Local Aboriginal Network Meetings	May 2019	Diversity Officer
	3g. Establish a community based working group comprised of local Aboriginal and Torres Strait Islander community members to support the implementation of our RAP	April 2019	Diversity Officer
4. Raise organisational and community awareness of our RAP to further promote reconciliation across the local government and community sector	4a. Develop and implement a strategy to communicate our RAP to all internal and external stakeholders	May 2019	Coordinator Strategic Communications
	4b. Promote reconciliation through ongoing active engagement with all stakeholders	June 2019	Manager Learning Communities



Respect

Fostering respect for First Nations Peoples, histories and cultures is important to Council because we want to build a place in which Aboriginal and Torres Strait Islander peoples can feel pride in sharing the richness of their culture in a community that understands, appreciates and values this heritage.

Action	Deliverable	Timeline	Responsibility
5. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	5a. Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion)	May 2019	Learning and Development Coordinator
	5b. Facilitate the delivery of cultural awareness training by local Traditional Owners and/or Indigenous consultants	May 2019	Learning and Development Coordinator
	5c. Provide cultural training opportunities for Reconciliation Steering Committee members, department managers and coordinators	July 2019	Learning and Development Coordinator
	5d. Explore local cultural immersion opportunities with Traditional Owner organisations	June 2019	Diversity Officer
	5e. Develop a <i>Cultural Literacy Framework</i> and professional development plan for Council staff in partnership with the Diversity Officer	June 2020	Learning and Development Coordinator

Action	Deliverable	Timeline	Responsibility
6. Engage Council staff in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols	6a. Encourage staff to include an Acknowledgement of Country at the commencement of all meetings	July 2019	Manager Learning Communities
	6b. Develop protocols within Council's internal communication plan describing when and how to organise a Welcome to Country ceremony and how to perform Acknowledgement of Country, including a list of key contacts for maintaining respectful relationships	July 2019	Coordinator Strategic Communications
	6c. Develop a Hobsons Bay community guide which provides information and links to support cultural literacy across the community and promote respect of the local Aboriginal and Torres Strait Islander community	March 2019	Diversity Officer
	6d. Mayor to invite representatives of Traditional Owner organisations to provide a Welcome to Country for the first Ordinary Council meeting of the year	Feb 2020	Governance Coordinator
	6e. Include formalised protocol for Acknowledgement of Country at the beginning of significant internal and Council led community events and meetings, and Councillor speech notes as part of Council's communication plan	July 2019	Coordinator Strategic Communications
	6f. Develop a protocol for consulting with Traditional Owners and the Victorian Corporation for Aboriginal Languages before appropriating Indigenous names, words and symbols for use in Council facilities	June 2019	Coordinator Governance
7. Participate in and celebrate NAIDOC Week	7a. Raise staff awareness of the meaning of NAIDOC Week which includes information about local Aboriginal and Torres Strait Islander peoples, communities and Traditional Owners	July 2019 July 2020	Diversity Officer
	7b. Introduce our staff to NAIDOC Week by promoting community events in our local area	July 2019 July 2020	Coordinator Strategic Communications
	7c. Plan and deliver a NAIDOC week flag raising ceremony to fly the Aboriginal and Torres Strait Islander Flags	July 2019 July 2020	Diversity Officer
	7d. Ensure our internal Reconciliation Steering Committee participates in an external NAIDOC Week event	July 2019 July 2020	Manager Learning Communities
	7e. Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	June 2019	Manager Organisation Development
	7f. Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week	July 2019 July 2020	Manager Organisation Development

Action	Deliverable	Timeline	Responsibility
8. Increase community recognition of reconciliation and Aboriginal and Torres Strait Islander culture in Hobsons Bay	8a. Acknowledge Aboriginal and Torres Strait Islander dates of significance	May 2019	Diversity Officer
	8b. Include culturally significant dates, events and celebrations into Council's Cultural Literacy Framework	Feb 2020	Coordinator Learning & Development
	8c. Fly Aboriginal Flag at the Hobsons Bay Civic Centre and the Williamstown Town Hall	May 2019	Facilities Officer
	8d. Develop and implement flag raising procedures identify appropriate procedure for flying Aboriginal and Torres Strait Islander flags as per best practice	June 2019	Coordinator Governance
	8e. Display Aboriginal and Torres strait Islander flags in the Council chamber at all times	May 2019	Coordinator Governance
	8f. Explore the opportunity to create a signage template (such as window decals at the entry doors) for Council buildings acknowledging the people of the Kulin nations as the Traditional Owners of these municipal lands and waterways	June 2019	Manager Learning Communities
	8g. Explore opportunities to incorporate Aboriginal cultures into citizenship ceremonies	June 2019	Coordinator Governance
	8h. Pilot a cultural heritage two way knowledge and story exchange between Traditional Owner organisations, Council officers and Councillors at an environmentally and culturally significant area of the municipality	June 2019	Team Leader Conservation & Environment

Action	Deliverable	Timeline	Responsibility
9. Promote understanding and awareness of Aboriginal and Torres Strait Islander histories and cultures within the wider Hobsons Bay community	9a. Ensure hardcopies of <i>Yalukit-Willam</i> – <i>The First People of Hobsons Bay</i> are available at all Libraries and Community Centres	May 2019	Diversity Officer
	9b. Circulate hard copies of <i>Yalukit-Willam</i> to all Council teams	May 2019	Coordinator Learning and Development
	9c. Maintain Aboriginal and Torres Strait Islander collection at Williamstown Library and explore opportunities to further develop and promote it	Dec 2019	Coordinator Creative Heritage Activation
	9d. Engage with Indigenous consultants and Traditional Owners to deliver cultural immersion opportunities including talks, community-based activities and exhibitions as part of annual community celebration weeks	May 2019	Coordinator Arts and Culture
	9e. Develop a dedicated web link for Aboriginal and Torres Strait Islander histories and cultures on Council's website which contains information regarding local Indigenous history, community events, significant dates and key organisations	May 2020	Coordinator Community Development
10. Foster organisational practices that reflect our legislative requirements, as well as Council's commitment to the preservation of Cultural Heritage on Country	10a. Develop an internal procedure for Council planners outlining how to respond to culturally significant/sensitive sites	May 2020	Coordinator Town Planning
	10b. Undertake an initial review into the existing Geospatial Information System layer and prepare a short memorandum or report outlining recommendations for future work	May 2020	Coordinator Continuous Improvement & Administration
11. Foster an organisational and community culture that recognises our commitment to reconciliation and conveys respect for Traditional Owners and our Aboriginal and Torres Strait Islander community members	11a. Investigate a Council e-signatures proposal featuring Acknowledgement of Country and the Aboriginal and Torres Strait Islander flags	May 2020	Manager Information Services
	11b. Ensure Council's future strategic policies contain Acknowledgement of Country and images that reflect our Aboriginal and Torres Strait Islander community members	May 2020	Coordinator Strategic Communications



Opportunities

Creating opportunities for First Nations peoples, organisations and communities is important to Council because we want to support the development of pathways for sustainable and positive life outcomes throughout our entire community

Action	Deliverable	Timeline	Responsibility
12. Support opportunities for improved education and employment pathways for Aboriginal and Torres Strait Islander peoples	12a. Promote the <i>Cultural Leave Policy for Council Employees</i> as a mechanism through which Aboriginal and Torres Strait Islander employees can access cultural leave for matters such as 'Sorry Business'	July 2019	Manager Organisation Development
	12b. Collect information on current Aboriginal and Torres Strait Islander staff to inform future recruitment and retention plans	June 2019	Manager Organisation Development
	12c. Engage with Aboriginal and/or Torres Strait Islander staff to consult on employment strategies, including professional development	March 2020	Manager Organisation Development
	12d. Review recruitment procedures to ensure there are no barriers to Aboriginal and Torres Strait Islander representation and recruitment	June 2019	Human Resources Coordinator
	12e. Engage with Indigenous consultants to receive advice on recruitment, employment and retention strategies, including professional development	June 2020	Manager Organisation Development
	12f. Incorporate a strategic commitment into the Organisational Development Strategy which addresses Aboriginal and Torres Strait Islander employment, recruitment and retention	June 2020	Manager Organisation Development
	12g. Explore possibility of piloting an Indigenous traineeship	Feb 2020	Manager Organisation Development
	12h. Advertise vacancies at Hobsons Bay City Council in Aboriginal and Torres Strait Islander media	June 2020	Human Resources Coordinator

Action	Deliverable	Timeline	Responsibility
13. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within Council	13a. Investigate Supply Nation membership	March 2020	Coordinator Procurements and Contracts
	13b. Review and update procurement policies and procedures to identify barriers to Indigenous businesses to supply our organisation with goods and services	June 2020	Coordinator Procurements and Contracts
	13c. Collate and promote to staff a list of Aboriginal and Torres Strait Islander providers	Dec 2020	Coordinator Procurements and Contracts
	13d. Develop one commercial relationship with an Indigenous owned business	June 2020	Coordinator Economic Development



Tracking and Progress

Action	Deliverable	Timeline	Responsibility
14. Report RAP achievements, challenges and learnings to Reconciliation Australia	14a. Complete and submit RAP Impact Measurement Questionnaire to Reconciliation Australia annually	Sept 2019 Sept 2020	Coordinator Community Development
	14b. Investigate participating in the RAP barometer	May 2020	Diversity Officer
15. Report RAP achievements, challenges and learnings to internal and external stakeholders	15a. Annual Mayor's message delivered during National Reconciliation Week publicly reporting on RAP achievements, challenges and learnings, to be included in Council's Annual Report	May 2019 May 2020	Coordinator Corporate Planning and Performance
16. Review, refresh and update RAP	16a. Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	June 2020	Diversity Officer
	16b. Submit draft RAP to Reconciliation Australia for formal review and endorsement	Oct 2020	Diversity Officer

Contact details

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Diversity Officer

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PINK
PUFFERS

APPENDIX 1 - GLOSSARY OF KEY TERMS

Aboriginal

Used within this document to refer to both Aboriginal and Torres Strait Islander persons

ATSI

An acronym for the term Aboriginal and Torres Strait Islander, often used in written documentation. Please note, Aboriginal and Torres Strait Islander persons should be referred to in this manner and never as 'ATSI' peoples as this is disrespectful

First Nations Peoples

a term for Aboriginal and Torres Strait Islander peoples and communities. The term is used within this document to refer to both Aboriginal and Torres Strait Islander peoples

Indigenous

Used interchangeably throughout the document with Aboriginal and Torres Strait Islander persons and First Nations Peoples. Used within this document to refer to both Aboriginal and Torres Strait Islander persons

Koori

A term for Aboriginal people from regions of Victoria and New South Wales. Can also be spelled as 'Koorie'

LAN

Local Aboriginal Network (formerly Local Indigenous Network)

RAP

Reconciliation Action Plan

Registered Aboriginal Party

Registered Aboriginal Parties (sometimes also known as RAPs) are organisations that hold decision-making responsibilities under the Aboriginal Heritage Act 2006 for protecting Aboriginal cultural heritage in a specified geographical area





APPENDIX 2 - SIGNIFICANT DATES AND ACTIVITIES

13 February – Apology Day

On 13 February 2008, Prime Minister Kevin Rudd made a formal apology on behalf of all Australians to Australia's Aboriginal and Torres Strait Islander peoples, particularly to the Stolen Generation, whose lives have been impacted on as a result of past government policies of forced removal and assimilation.

20 March – Close the Gap Day

National Close the Gap Day is an annual event held to raise awareness of the health crisis and challenges faced by Aboriginal and Torres Strait Islander people.

26 May – Sorry Day

On 26 May 1997, the 'Bringing Them Home' report was tabled in the Australian Parliament.

The first National Sorry Day was held on 26 May 1998, and National Sorry Day is now held every year as a day to recognise and commemorate the Stolen Generations and survivors of past government policies that allowed for the forced removal of Aboriginal and Torres Strait Islander children and people from their families and communities.

27 May to 3 June – Reconciliation Week

A time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort.

Reconciliation Week marks two significant dates in Australia's reconciliation history:

1967 Referendum (27 May)

When over 90% of Australians voted to change the Constitution so the Commonwealth Government had the power to make laws for Aboriginal and Torres Strait Islander peoples and recognise them in the national census.

1992 High Court Mabo decision (3 June)

A decision which legally recognised that Aboriginal and Torres Strait Islander people have rights to the land – rights that existed before the British arrived and which can (and still) exist today because the High Court decision acknowledged their unique and continuous connection with the land.





3 June – Mabo Day

June the 3rd is Mabo Day and commemorates the courageous efforts of Eddie 'Koiki' Mabo to overturn the fiction of terra nullius (land belonging to no one); the legal concept that Australia and the Torres Strait Islands were not 'owned' by Indigenous peoples because they did not 'use' the land in ways Europeans believed constituted legal possession and ownership of land.

First full week in July each year – NAIDOC Week

An annual celebration of Australia's Aboriginal and Torres Strait Islander peoples, their histories, cultures and achievements. It is an opportunity to recognise contributions that Aboriginal and Torres Strait Islander Australians have made and continue to make to our country (Australia) and our society.

Last Saturday in May each year – The Long Walk & Dreamtime at the G

Commemorating the 'Long Walk' by Michael Long from Melbourne to Canberra in 2004, which he did in order to have Indigenous issues put back on the national agenda of the Australian government.

4 August – National Aboriginal & Torres Strait Islander Children's Day

National Aboriginal and Torres Strait Islander Children's Day has been formally celebrated since 1988 and is a now a day where all Australians can celebrate how Aboriginal and Torres Strait Islander children contribute to our society. It is a day to promote positive stories, the strengths of children and the importance of children's connections to culture.



APPENDIX 3 – ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITY IN HOBSONS BAY: A SHORT GUIDE

The information contained here is intended as a guide only based on information available at the time of publication.

Traditional Owner organisations in Hobsons Bay City Council

There are three Traditional owner Organisations with ancestral claims to the municipality of Hobsons Bay:

1. Boon Wurrung Foundation

Email: info@boonwurrung.org.au

Website: www.boonwurrung.org

Phone: (03) 9682 9578

2. Wurundjeri Tribe Land and Compensation Cultural Heritage Council

Phone: 9416 2905

Website: www.wurundjeri.com.au

3. Bunurong Land Council Aboriginal Corporation

Website: www.bunuronglc.org

Useful resources and contacts

Victorian Aboriginal Heritage Council

The role of the Heritage Council is to determine **Registered Aboriginal Party** status for Traditional Owner groups. The Registered Aboriginal Party is the official spokes party for Country (i.e. land and waterways). Hobsons Bay does not have a Registered Aboriginal Party at this time and therefore, it is essential that we engage with all of our known Traditional Owners as listed above. For more information related to this, please visit the website below.

www.dpc.vic.gov.au/index.php/aboriginal-affairs/victorian-aboriginal-heritage-council





Aboriginal Victoria

Website: www.vic.gov.au/aboriginalvictoria.html

Maggolee

Website: www.maggolee.org.au

Victorian Aboriginal Corporation for Languages (VACL)

Website: www.vaclang.org.au

Reconciliation Victoria

Website: www.reconciliationvic.org.au





HOBSONS BAY CITY COUNCIL

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 www.twitter.com/HobsonsBayCC

 www.facebook.com/HobsonsBayCityCouncil

 www.hobsonsbay.vic.gov.au



9932 1212

INTERPRETER SERVICE FOR ALL LANGUAGES

Your Council in your language

Recorded Council information in:

English	العربية	Ελληνικά
Italiano	ကဵုဒိဳနဵု	Tiếng Việt
粵語	Македонски	普通话