



Reflect Reconciliation Action Plan

June 2019–June 2020
Adopted by Council on 25 June 2019





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Photo on front cover: Mural (detail) Beaumaris 3YO Kindergarten students with Baluk Arts, 2016



Indigenous Introduction and Welcome

As a descendant of Melbourne's First people, the Boon Wurrung of the greater Kulin Nation, we are pleased to endorse the Reconciliation Action Plan of Bayside City Council.

We believe that it is important for all citizens to understand and appreciate the history and culture of the First People of this region.

This is the traditional country of the Boon Wurrung people, one of the five language groups who made up a larger nation called the Kulin. At the time of the first European settlement, this area was the traditional country of the Yaluk-ut Weelam clan of the Boon Wurrung.

It is over 180 years since Europeans first entered our Country – surrounded by the great Bay, which we called Nairm. What we have learnt from our ancestors achievements still resonates with us. This includes the core values of Learning, Showing Respect, Celebrating Life and Honouring Sacred Ground.

The Importance of Learning – We have always valued a commitment to learning and it has been part of every generation since – and is one of the reasons we are strong today.

Showing Respect – We respect our traditional laws and customs, but also accept the different ways of the Europeans. In this same way, we all share a

respect for each other's culture and religion today. To Celebrate – We must all remember the celebration of life – the arrival of new children, the coming of the seasons, visiting clans – was an important part of our traditional life. Today we support the celebration through modern Indigenous art and culture. This is our ancestors legacy.

Respecting Sacred Ground – We should all acknowledge the sacred ground on which we stand. Today we are host to many people from different nations and countries – and we call upon you to continue to respect the sacred ground, the history and heritage of our Country.

The struggle to preserve our culture and traditions began with our ancestors in the 1830's. One of the most important lessons we should take from this struggle is the way they forged an alliance that led to many of the achievements that we take for granted today.

We look forward to the day when we can all celebrate our shared history and pride in our traditional lands and history.

Gheran Steel

Chief Executive Officer
Boon Wurrung Foundation

Above: Smoking Ceremony at launch of draft Reconciliation Action Plan, Ricketts Point, Beaumaris, May 2019



Bayside City Council's Indigenous Welcome

Bayside acknowledges that the original inhabitants of this land that we call Bayside are the Boon Wurrung people of the Kulin nations, and we pay our respects to their Elders past and present and emerging leaders.

They love this land and care for it and consider themselves to be part of it.

We acknowledge that together we share a responsibility to nurture this land and sustain it for future generations.



PLEASE NOTE:

- Throughout this document, the term 'Indigenous' may be used and is inclusive of both Aboriginal and Torres Strait Islander people. Aboriginal and Torres Strait Islander stakeholders have been consulted on the use of this term.
- Differences in interpretation of Bayside cultural heritage exists. The content contained in this document does not wish to confirm one interpretation over another, but aims to reference and consolidate existing information from a variety of sources.



Our Statement of Commitment to Indigenous Australians

Indigenous culture and heritage is respected and appreciated by the Bayside community who will work together to create a better future for all Australians.

Bayside City Council:

- Recognises that the Boon Wurrung people are the traditional inhabitants of the land that now comprises the City of Bayside;
- Acknowledges that this land was colonised without the consent of the original inhabitants;
- Recognises the distinctive relationship that Indigenous people have with local land and waters, including trees, hills and valleys, creeks and foreshore of Bayside;
- Regrets past misunderstandings and injustices experienced by Australia's Indigenous communities including the confiscation of traditional lands, and the implementation of policies which had the effect of extinguishing indigenous practices, language and culture;
- Supports people of Australia working together for the development of a formal instrument of reconciliation;
- Acknowledges the right of the Indigenous people of Australia to live, subject to Australian law, according to their own values and customs and is committed to respecting indigenous sacred sites and significant places;
- Acknowledges the value, significance, diversity and strength of Indigenous cultures to the heritage of all Australians, and is committed to working with Indigenous people to research local stories and sites of significance to Indigenous people, assisting them to record and present their histories;
- Records its appreciation of the initiatives already undertaken by Indigenous and non-Indigenous people in assisting Council and the community to understand and appreciate Indigenous heritage and culture; and
- Commits to consultation on matters of mutual concern with representatives of the Boon Wurrung people and any other legitimately constituted group representing indigenous culture and heritage.

Above: The Ancient Yarra River with Bunjil's eggs-Sculpture by Glenn Romanis, 2008. Bayside City Council collection. The 6 eggs represent the 6 clans of the Kulin Nations.

Background Information

Reconciliation Australia outlines that a Reconciliation Action Plan (RAP) is a strategic document that outlines practical actions that will drive an organisation's contribution to reconciliation both internally and in the communities in which it operates.

Reconciliation Australia

Reconciliation Australia's RAP Program contributes to advancing the five dimensions of reconciliation by supporting organisations to develop respectful relationships and create meaningful opportunities with Indigenous Australians. The five dimensions of Reconciliation:

- 1. Race Relations:** Positive two-way relationships built on trust and respect exist between Indigenous and non-Indigenous Australians throughout society.
- 2. Equality and Equity:** Indigenous Australians participate equally and equitably in all areas of life and the distinctive individual and collective rights and cultures of Indigenous peoples are universally recognised and respected.

3. Institutional Integrity: Political, business and community institutions actively support all dimensions of reconciliation.

4. Unity: Indigenous histories, cultures and rights are a valued and recognised part of a shared national identity and, as a result, there is national unity.

5. Historical Acceptance: There is widespread acceptance of our nation's history and agreement that the wrongs of the past will never be repeated — there is truth, justice, healing and historical acceptance.

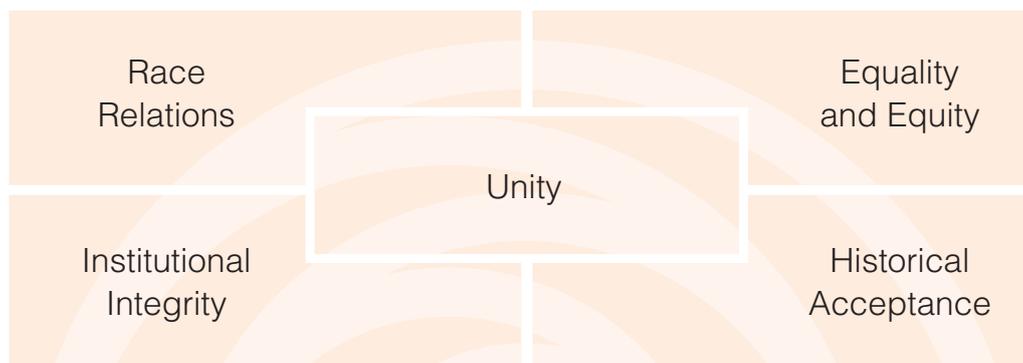


Figure 1: Dimensions of Reconciliation

Council's RAP has followed the development process outlined by Reconciliation Australia and has utilised the "Reflect" template to demonstrate the start of Council's journey towards Reconciliation. This focuses on Relationships, Respect and Opportunities.

Korin Korin Balit-Djak: Aboriginal health, wellbeing and safety strategic plan

This plan provides an overarching framework for action to improve the health, wellbeing and safety of Aboriginal Victorians now and over the next 10 years to 2027. It sets out the vision and direction for ensuring positive outcomes for Aboriginal Victorians across the breadth and depth of its activities.

Korin Korin Balit-Djak covers five domains:

- Aboriginal community leadership;
- Prioritising Aboriginal culture and community;
- System reform across the health and human services sector;
- Safe, secure, strong families and individuals; and
- Physically, socially and emotionally healthy Aboriginal communities.

Council's RAP aligns with the domains of the Korin Korin Balit-Djak and describes how Council can contribute to the State vision.

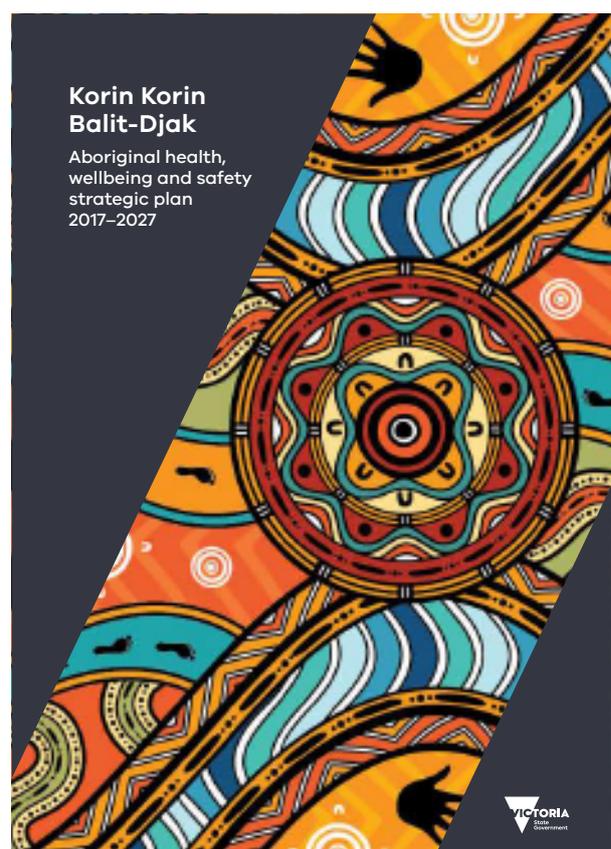


Figure 2: Korin Korin Balit-Djak



United Nations Declaration on the Rights of Indigenous Peoples

The Declaration sets out how existing human rights standards apply to the recognition and protection of Indigenous peoples' rights internationally. It provides a framework for countries with different histories and circumstances to help reduce levels of disadvantage and discrimination experienced by many of the world's 370 million Indigenous people. The Australian Government officially endorsed the Declaration on 3 April 2009.

The RAP will be consistent with the General Assembly and principles of the Declaration.

Council Plan 2017-2021

The RAP will assist Council to achieve its vision to work together with the community to 'make Bayside a better place'. The RAP will specifically assist Council to achieve the following strategic objectives under of the Council Plan:

- Where we are a strong and supportive community and people of all ages are engaged;
- Where the community is healthy, active and feels safe; and
- Where the community engages in advocacy, transparent decision making and is part of the solution.

Bayside Community Plan 2025

The RAP will contribute to achieving the community aspiration 'By 2025, members of Bayside's community will feel supported and engaged to live an active and healthy lifestyle regardless of age, geographical location, personal circumstance or physical ability'.

Wellbeing for All Ages and Abilities Strategy 2017-2021 (WAAA)

The RAP will assist Council to meet objective 1.2 of the WAAA 'Support opportunities that build social networks and community connections'. The Healthy Community Action Plan which supports the implementation of the WAAA includes an action to "Develop an action plan to recognise and promote the Indigenous culture of Bayside".



Our Services

Bayside City Council is a Local Government located in Melbourne’s inner-southern suburbs. Council’s vision is to work together with the community to ‘make Bayside a better place’. To achieve this goal, Council provides services across a wide range of areas including:

• Aged care and disability;	• Local laws and permits;
• Arts and culture;	• Parks and gardens;
• Cleaning and waste;	• Pets and animals;
• Community development;	• Planning and building;
• Emergency management;	• Roads and transport;
• Environment;	• Sport and recreation; and
• Family and children;	• Youth services.

Council employs an estimated 623 staff members, none of which have self-identified as Indigenous. Council has one main Corporate Centre with various other work locations throughout the municipality including: libraries; maternal and child health centres; Indigenous plant nursery; and activity delivery centres.

The municipal area is an estimated 37 km² with an estimated residential population of 104,030. There are 190 people who have identified as Indigenous within Bayside the last Census (2016).

Our Partnership and Activities

Current activities that Council has in place include:

- Developing the Indigenous cultural trail. This walking trail includes works of contemporary Indigenous artists and is based on stories authored by Boon Wurrung Elder Carolyn Briggs. The trail outlines the close relationship between the Boon Wurrung culture and the coastal environment;
- Acquiring Indigenous artwork (in line with the Bayside Art and Heritage Collection Policy);
- Providing cultural and medicinal information on Indigenous plants through the Bayside Community Nursery and Council's 'Friends of' Environmental Groups;
- Providing opportunities for Indigenous artists and Indigenous works to be displayed in Bayside art venues;
- Providing the Indigenous resource garden which includes information on Indigenous plants and their uses and the local history;
- Celebrating Reconciliation Week with an annual flag raising ceremony and additional events where there is capacity;
- Providing financial support to Koori Kids for NAIDOC week school initiatives;
- Partnering with Indigenous organisations to develop Cultural Heritage Management Plans to manage and protect Aboriginal cultural heritage in the activity area in line with the Aboriginal Heritage Act (2006) and the Aboriginal Heritage Regulations 2018; and
- Providing funding for activities that celebrate Indigenous culture through Council's Community Grants Program.



Our Reconciliation Action Plan

Bayside City Council is committed to developing and implementing a RAP with the aims of:

- Building relationships between Council, the Indigenous community and the broader Bayside community;
- Celebrating and acknowledging the unique Indigenous heritage of Bayside; and
- Improving Council services for Indigenous people.

Partnerships are a key principle of the RAP with a focus on building the capacity of a wide range of sectors, delivering high quality actions, and reducing duplication and fragmentation of effort. Partners included in this action plan include representatives from internal Council services and the community.

Internal Council Departments

- Arts and Culture
- Communications
- Community Engagement
- Community Wellbeing
- Environmental Sustainability
- Community Services
- Governance
- Libraries
- Open Space

External Partners

- Boon Wurrung Foundation
- Bunurong Land Council
- Connect Health and Community
- Local Aboriginal Network;
- Star Health
- Schools
- Southern Melbourne Primary Care Partnership

Aim of the Reconciliation Action Plan

Council's RAP is aligned with Reconciliation Australia and takes into consideration the Korin Korin Balit-Djak domains. The RAP focuses on actions which protect and promote Indigenous cultural heritage and the wellbeing of Indigenous people in Bayside.

Reconciliation Action Plan Working Group

A key action of the RAP is to establish a Reconciliation Action Plan Working Group (RAPWG). This will be achieved within the first 12 months of Council endorsing the RAP.

The RAPWG will actively monitor RAP development and implementation of actions, track progress and approve reporting. The RAPWG will be made up of representatives from relevant Council departments, Indigenous people, Indigenous organisations and key stakeholders.

How to Read the Action Plan

- **Actions:** Broad action that includes the objective that Bayside will focus on achieving.
- **Deliverable column:** activities/initiatives that will achieve the objective in the action column.
- **Responsibility and Partners:** This area identifies who will be involved in the delivery of actions either in a lead or supporting role. Council officers are identified with an asterisk (*).
- **Timeline:** The estimated start and completion date for each action.

Measuring Success

The Reconciliation Action Plan will be reviewed annually and reported to Council, to ensure relevance and to respond to the changing needs of the Bayside community.

Reconciliation Australia is clear that the RAP is just the first step in the reconciliation journey. Reconciliation is an ambitious goal, the journey to reconciliation is a cycle of continuous learning and reviewing.



Reconciliation Action Plan

June 2019 – June 2020

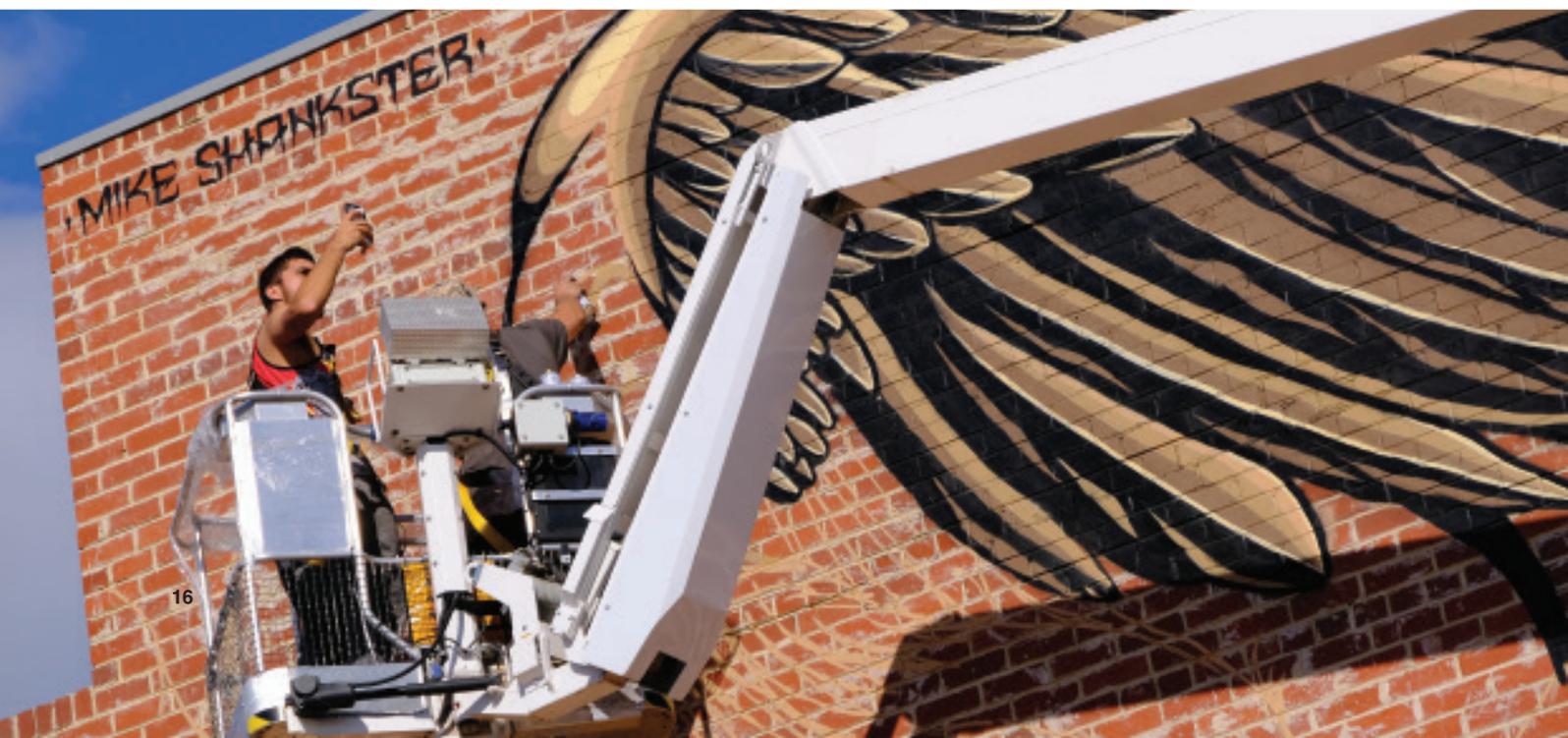
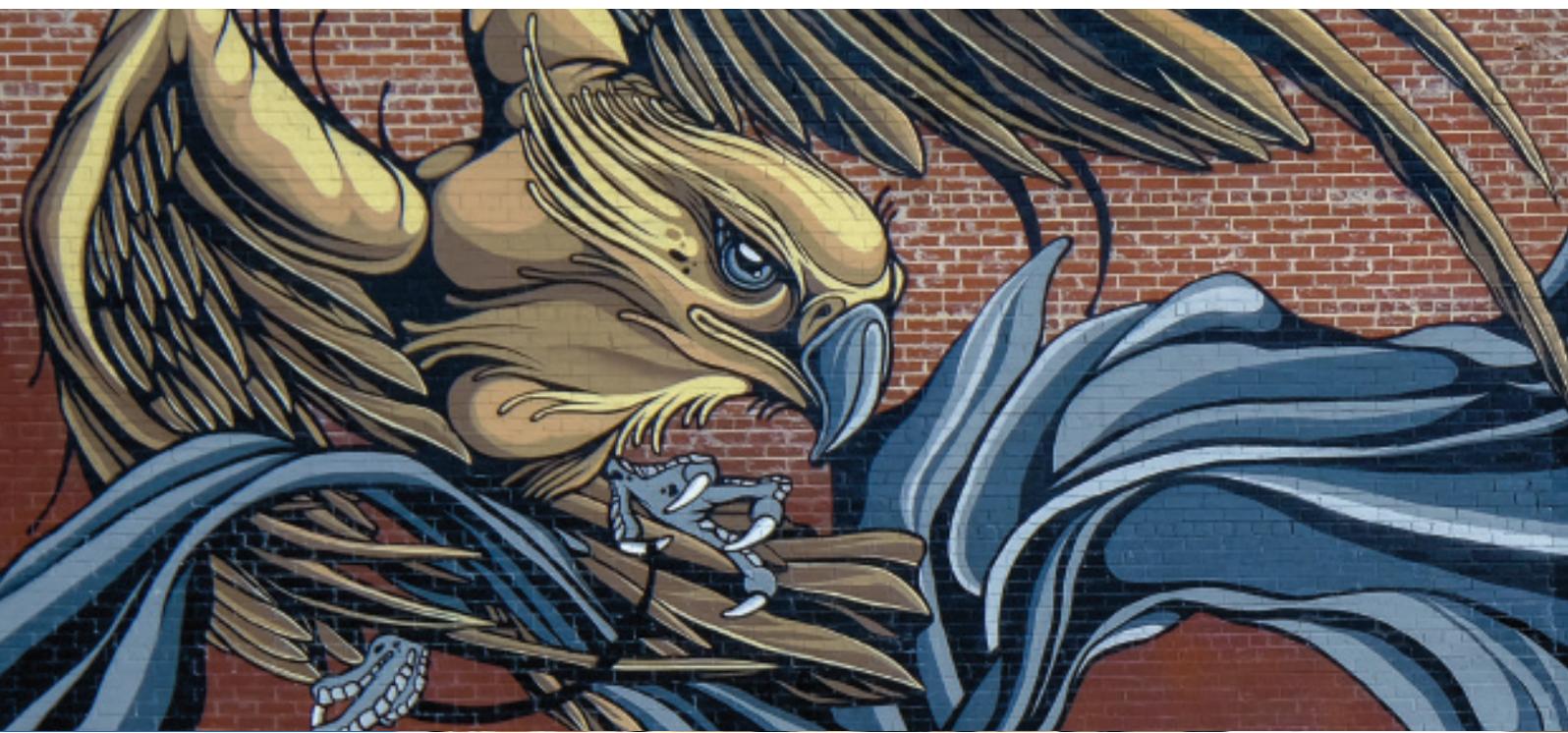
Relationships			
Actions	Deliverable	Timeline	Responsibility and Partners
1. Establish a RAP Working Group	<ul style="list-style-type: none"> Form a RAP Working Group that is operational to support the implementation of our RAP, comprising of Indigenous people, community leaders and decision-making staff from across our organisation. 	December 2019	<ul style="list-style-type: none"> Community Wellbeing Coordinator* Governance Manager* Indigenous Organisations
2. Build internal and external relationships	<ul style="list-style-type: none"> Develop a list of Indigenous communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey. Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey. Ensure attendance at a minimum of four Local Aboriginal Network Meetings 	December 2019 June 2020	<ul style="list-style-type: none"> Community Wellbeing Coordinator* RAP Working Group Chair
3. Participate in and celebrate National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Encourage our staff to attend a NRW event. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW (e.g. flag raising ceremony) Implement the Reconciliation Week bursary competition for students 	27 May – 3 June (annually)	<ul style="list-style-type: none"> Governance Manager* Library Services Manager* Open Space Coordinator* Arts and Culture Program Coordinator* Ellen Jose Memorial Foundation Community Wellbeing Coordinator*
4. Raise internal awareness of our RAP	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments. Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP. Include information on the RAP within the staff induction process 	December 2019 August 2019	<ul style="list-style-type: none"> Community Wellbeing Coordinator* Executive Manager People and Strategy* RAP Working Group Chair

Relationships continued.

Relationships			
Actions	Deliverable	Timeline	Responsibility and Partners
5. Consideration of an urban/rural city relationship with an indigenous community or remote art centre.	<ul style="list-style-type: none"> Investigate opportunities to establish an urban/rural relationship with an indigenous community or remote art centre 	June 2020	<ul style="list-style-type: none"> Community Wellbeing Coordinator* Governance Manager* Curator Art and Culture*
6. Raise external awareness of our RAP and build relationships with Indigenous community	<ul style="list-style-type: none"> Investigate opportunity for a celebration event to highlight the development of the RAP 	July 2019	<ul style="list-style-type: none"> Community Wellbeing Coordinator*
7. Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	December 2019 August 2019	<ul style="list-style-type: none"> Executive Manager People and Strategy*



Respect			
Actions	Deliverable	Timeline	Responsibility and Partners
8. Investigate Indigenous cultural learning and development	<ul style="list-style-type: none"> Develop a business case for increasing awareness of Indigenous cultures, histories and achievements within our organisation. Capture data and measure our staff's current level of knowledge and understanding of Indigenous cultures, histories and achievements. Conduct a review of cultural awareness training needs within our organisation. 	<p>December 2019</p> <p>December 2019</p> <p>December 2019</p>	<ul style="list-style-type: none"> Community Wellbeing Coordinator* Executive Manager People and Strategy* RAP Working Group Chair
9. Participate in and celebrate NAIDOC Week	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Indigenous people and communities. Introduce our staff to NAIDOC Week by promoting community events in our local area. Ensure our RAP Working Group participates in an external NAIDOC Week event. 	<p>First week in July (annually)</p>	<ul style="list-style-type: none"> Community Wellbeing Coordinator* RAP Working Group Chair
10. Raise internal understanding of Indigenous cultural protocols	<ul style="list-style-type: none"> Explore who the Traditional Owners are of the lands and waters in our local area. Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence. Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). Provide Indigenous Cultural Awareness training to all staff Develop electronic acknowledgment for signatures 	<p>August 2019</p> <p>August 2019</p> <p>December 2019</p> <p>February 2020</p> <p>February 2020</p>	<ul style="list-style-type: none"> Community Wellbeing Coordinator* Governance Manager* RAP Working Group Chair
11. Promote buildings, reserves, pavilions, lanes as a safe place for Indigenous people and to recognise the Traditional Owners of the land	<ul style="list-style-type: none"> Investigate appropriate traditional Indigenous names Develop acknowledgment signage for Council buildings Provide information on the Indigenous history of Landcox Park 	<p>June 2020 (ongoing)</p> <p>June 2020</p> <p>May 2020</p>	<ul style="list-style-type: none"> Governance Manager* Registered Aboriginal Party Open Space Coordinator*



Opportunities			
Actions	Deliverable	Timeline	Responsibility and Partners
12. Investigate Indigenous employment	<ul style="list-style-type: none"> Develop a business case for Indigenous employment within our organisation. Identify current Indigenous staff to inform future employment and development opportunities. 	December 2019 July 2019	<ul style="list-style-type: none"> Executive Manager People and Strategy*
13. Investigate Indigenous supplier diversity	<ul style="list-style-type: none"> Develop an understanding of the mutual benefits of procurement from Indigenous owned businesses. Develop a business case for procurement from Indigenous owned businesses. 	January 2020 May 2020	<ul style="list-style-type: none"> Community Wellbeing Coordinator* Procurement*
14. Investigate Indigenous employment pathways (e.g. traineeships or internships).	<ul style="list-style-type: none"> Review potential pathways to Indigenous employment and provide recommendations for organisation to consider 	December 2019	<ul style="list-style-type: none"> Executive Manager People and Strategy*
15. Provide accurate cultural information on the Indigenous heritage of Bayside and links to further resources for Indigenous people	<ul style="list-style-type: none"> Review and improve Council's website Review the dedicated Indigenous section within Bayside libraries Improve information and signage for the Indigenous Resource Garden 	May 2020 March 2020 May 2020	<ul style="list-style-type: none"> Community Wellbeing Coordinator* Library Services Manager* Open Space Coordinator*
16. Actively encourage Indigenous people to apply for staff positions and for Council	<ul style="list-style-type: none"> Vacant positions disseminated to Indigenous Networks Include a sentence encouraging Indigenous people to apply in job advertisements 	December 2019 October 2019	<ul style="list-style-type: none"> Executive Manager People and Strategy* Governance Manager*
17. Promote Reconciliation through the arts	<ul style="list-style-type: none"> Establish a triennial visual art award and exhibition for female artists (Indigenous and non-Indigenous) 35 years and under to celebrate reconciliation 	June 2020	<ul style="list-style-type: none"> Arts and Culture Program Coordinator* Ellen Jose Memorial Foundation

Left: Mike Shankster, Bundjil and the Creation of the Bay (2019). The Sandy Street Art Project, a local community group, in conjunction with the Boon Wurrung Foundation, created two murals in Sandringham Village which have provided the opportunity for the first peoples of Melbourne to share their stories with the greater public.



Governance and Tracking Progress			
Actions	Deliverable	Timeline	Responsibility and Partners
18. Build support for the RAP	<ul style="list-style-type: none"> Define resource needs for RAP development and implementation. Define systems and capability needs to track, measure and report on RAP activities. Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia. 	March 2020	<ul style="list-style-type: none"> Community Wellbeing Coordinator* RAP Working Group Chair
		March 2020	
		September (annually)	
19. Review and Refresh RAP	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. Submit draft RAP to Reconciliation Australia for review Submit draft RAP to Reconciliation Australia for formal endorsement. 	March 2020	<ul style="list-style-type: none"> Community Wellbeing Coordinator* RAP Working Group Chair
		April 2020	
		May 2020	

Left: National Reconciliation Week Flag Raising Ceremony and 'Ellen Jose' Reconciliation Awards

Contact details for public enquiries

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