



Bayside City Council
Innovate
Reconciliation Action Plan

June 2022 – June 2024



Acknowledgment of Country

Bayside City Council proudly acknowledges the Bunurong People of the Kulin Nation as the Traditional Owners and Custodians of this land, and we pay our respects to their Elders, past, present and emerging.

Council acknowledges the Bunurong's continuing relationship to the land and waterways and respects that their connection and spiritual identify is maintained through ancient ceremonies, songlines, dance, art and living culture.

Council pays tribute to the invaluable contributions of the Bunurong and other Aboriginal and Torres Strait Islander elders who have guided and continue to guide the work we do.



About the Artist

Bayside City Council has commissioned a local indigenous artist, **Nakia Cadd**, to develop artwork which will feature on the front cover and throughout the finalised Innovate RAP document.

Nakia is a Gunditjmara, Yorta Yorta, Dja Dja Wurrung, Bunitj, Boon Wurrung woman who grew up in the Northern suburbs of Melbourne.

Nakia's work had strong design elements of line work that connect with her family lines and landscapes of her Countries. Her artwork is also inspired by her motherhood journey, family and country. She likes to use art opportunities and platforms to creatively honour and retell her family's stories, that symbolise immense strength and resilience.

About the Artwork

Story: This artwork acknowledges the beautiful lands of which Bayside council is situated; on Bunurong country. It honours the significant landmarks, the bay and its many storyline's.

The shells aligned along the shore remain both present and strong, reflecting the history of the Bunurong people. The neutral and water tones reflect country and connection to place.

The footprints embedded are those of Aboriginal and Torres Strait Islander descent, as well as non-Indigenous people walking together.

The 'U' shapes represent the many people that make up the community.

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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.

Message from the Mayor

It is with great pride that I present the Reconciliation Action Plan Innovate 2022 – 2024 for the City of Bayside.

I would like to acknowledge the Traditional Custodians, our External Reconciliation Action Plan Advisory Committee representatives, members of Council's Reconciliation Action Plan Working Group, our Bayside Aboriginal and Torres Strait Islander people and our wider Community who have guided the creation of this plan. Thank you for walking alongside Council as we build greater awareness and understanding as an organisation in our shared journey towards reconciliation.

I recognise Aboriginal and Torres Strait Islander peoples have walked these lands for more than 60,000 years. I also know that Australian Aboriginal peoples are the oldest surviving culture in the world and acknowledge the distinctive relationship Bunurong People have with local land and waters, including trees, hills and valleys, creeks and coast of Bayside.

Our Reconciliation Action Plan Innovate responds to the clear expectations of our community through Our Council Plan and Our promise - "we promise open and accountable civic leadership" and it aligns with our Values and Behaviours; Respect each other, Own it, Work together and Find better ways.

Bayside successfully completed a Reconciliation Action Plan Reflect in 2019 and Innovate moves us towards stronger, more impactful action. We build on the existing foundations in our journey to reconciliation, through continued work, sponsorship and celebration of Australia's First Peoples.

The RAP has been developed to strengthen relationships between Aboriginal and Torres Strait Islander people and the general community.

Commitments within the plan will allow Council to be aspirational and innovative in establishing the best approach to advancing reconciliation.

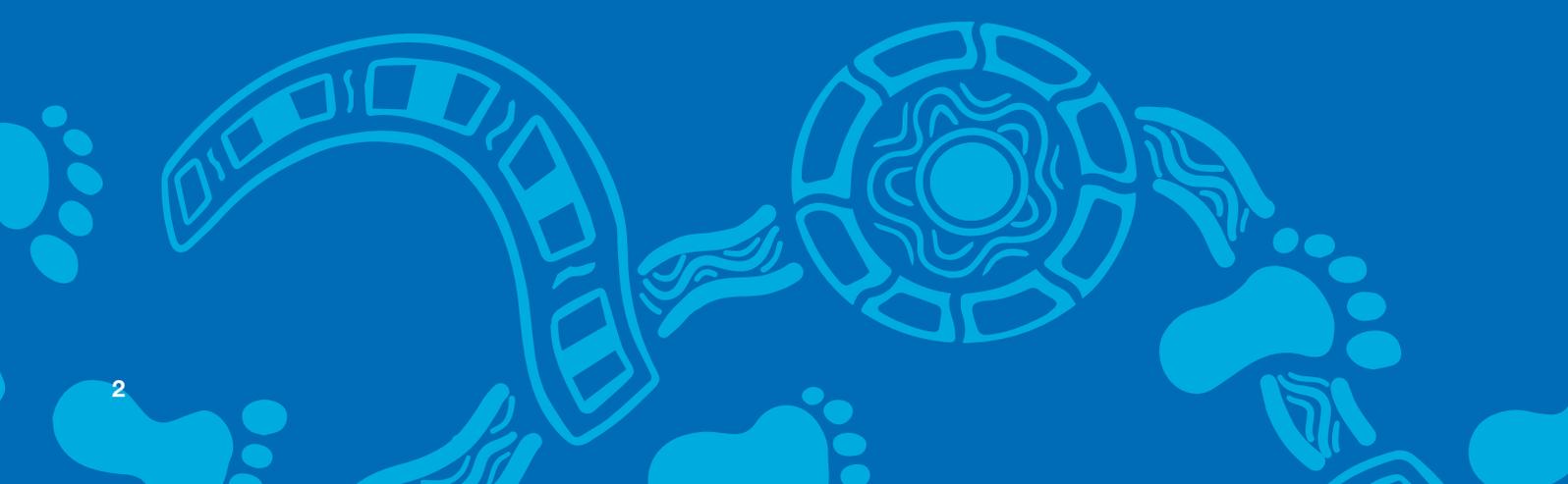
It also focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation and developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander people.

We all now have an opportunity to strengthen relationships between Aboriginal and Torres Strait Islander people and the general community and to together create a culturally safe and thriving Bayside.

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

To achieve this we will continue to work closely with the Traditional Owners, our Aboriginal Community and the Wider Bayside community to build best practice as we move toward Reconciliation for all.

Cr Alex del Porto
Mayor, Bayside City Council



Message from the Bunurong Land Council

The Bunurong Land Council Aboriginal Corporation (BLCAC) represents Bunurong people's rights and interests and manages the statutory responsibilities of the Corporation.

Bunurong people are once again recognized as the rightful custodians of much of what is now known as greater Melbourne. We pay our respects to and thank our ancestors and elders for their words and stories of country as passed down through the families.

Over the last 35,000 years Bunurong people have adapted to a range of significant changes within their country. Our stories of the bay flooding with water, asteroid impacts near Cranbourne, Arthur's Seat once being an island, Volcanic activity in the western suburbs, the great floods, fires and earthquakes all speak of such events.

Around 10,000 years ago, before the Bay flooded with water, the Birarung extended all the way out to the heads and out via a large waterfall which covered the entire area in mist.

This is how the river earns its early name "The River of Mist". This part of the river, up to the point the river became fresh water, was Bunurong country.

Bunurong people were amongst the first indigenous people in Victoria that were involved in cross-cultural entanglements with European's, and though reduced to just a handful of individuals by the mid-1800's, we are still here, and we continue to maintain our cultural obligations to care for the people, the flora and fauna, the lands and the waters within the Bunurong cultural landscape, which is alive with our stories.

Over 2000 generations of our people have been here before us. Archaeological excavation within our country has already demonstrated about 30,000 years' worth of occupation.

These sites can show us how our ancestors interacted with their environment and how that interaction changed over time. We regard all evidence of our people's occupation as sacred. All our country is highly significant, every square inch, every rock, every leaf, every dune, and every artefact.

If we could attribute the cause of this blanket high significance rating of our country to any one thing, it would be that in Melbourne especially, so much has been destroyed and lost as the city grew, and so quickly.

If you lose enough of something, what little you have left becomes so much more important. Similarly, when someone passes, their earthly possessions become more important to those they left behind.

Every part of our country is of high significance to our people past and present.



Message from Reconciliation Australia

Reconciliation Australia commends Bayside City Council on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Bayside City Council to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Bayside City Council will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and

communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Bayside City Council is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Bayside City Council's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Bayside City Council on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia





Our Bayside

The area now known as Bayside located 16km south-east of Melbourne was originally inhabited by the Bunurong people of the Kulin nation. The coastal land from Brighton to Mordialloc is the traditional country of the Ngaruk William clan.

The City of Bayside acknowledges the historical and cultural significance of the land particularly the 16km of coastline has to the Bunurong people who journeyed to their meeting places, connecting to country. Dendy Street Beach is known to be the site of inner Melbourne's largest Aboriginal midden which was a popular fishing site for the Bunurong, where clans camped and cooked shellfish and other foods.

There are two ochre pits sites located in Black Rock and in Sandringham in which were used by the Bunurong for dance, performance and ceremonies.

The City of Bayside has worked with elders to create the Bayside Coastal Indigenous Trail which feature art installations and sculptures based on stories told by Boon Wurrung Elder, Carolyn Briggs.

The City of Bayside is adjoined by the Cities of Port Phillip, Glen Eira and Kingston, and encompasses all or part of the suburbs of Beaumaris, Black Rock, Brighton, Brighton East, Cheltenham, Hampton, Hampton East, Highett and Sandringham. Renowned for its quality of life, Bayside is characterised by unique and appealing villages, sandy beaches, coastal environments, lush parklands, quality residential areas, a vibrant arts scene and a proud, indigenous history which is reflected in our Bunurong cultural heritage and significant sites.

Bayside Aboriginal and Torres Strait Islander population

In the 2016 census, Bayside had a residential population of 106,862 with a total of 190 (0.2%) people who identified as Aboriginal and Torres Strait Islander.

*We recognise that the census data may not accurately reflect the Aboriginal and Torres Strait Islander population in Bayside including because some people choose not to complete the census or to identify as Aboriginal and Torres Strait Islander. However, it is safe to assume that the census data reflects the minimum number of Aboriginal and Torres Strait Islander peoples in Bayside.

As a council, we are committed to making Bayside a diverse, healthy and liveable place for all.

Our vision for Reconciliation

Indigenous cultures 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 Bunurong people are the Traditional Owners 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;
- Support Treaty and Yoo-rrook (truth-telling) Commission processes as vital to progressing 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 Bunurong people and any other legitimately constituted group representing indigenous culture and heritage.

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.

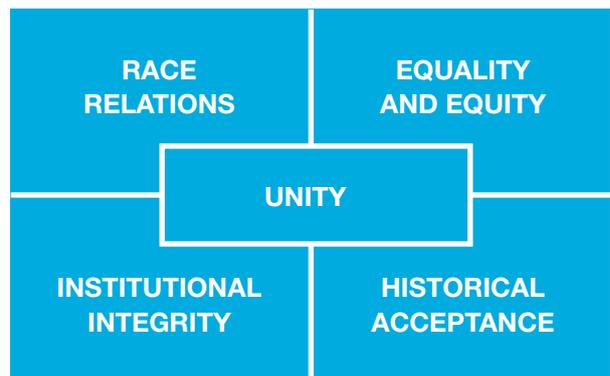


Figure 1: Dimensions of Reconciliation

Council’s RAP has followed the development process outlined by Reconciliation Australia and has utilised the “Innovate” template to continue Council’s journey towards Reconciliation. The Innovate RAP is designed to encourage organisations to think strategically about the actions and deliverables that will achieve their vision for reconciliation within their sphere of influence.



The strategic context

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.

Self-determination

The Victorian Aboriginal and Local Government Action Plan explains:

“At its core, self-determination is about Aboriginal people being at the centre of decision-making around the issues that directly affect their lives. In practice this means a substantive transfer of decision-making power from government to Aboriginal peoples. A policy of self-determination recognises that the ongoing impact of colonisation is still being felt today; that Aboriginal people themselves are best positioned to address issues in their communities; and that the resilience, strength and resourcefulness of Aboriginal Victorians represents an enormous opportunity to build a healthy and prosperous future.”

Council's RAP follows the 11 guiding principles of self-determination set out in the Victorian Aboriginal Affairs Framework 2018-23.

Human Rights Framework

Bayside City Council's RAP is underpinned by a strong human rights framework including the:

- United Nations Declaration on the Rights of Indigenous Peoples (the UNDRIP) and international human rights treaties that Australia is party to
- Charter of Human Rights and Responsibilities 2006 (Vic) (the Charter)
- Equal Opportunity Act 2010 (Vic) (the Act)

United Nations Declaration on the Rights of Indigenous Peoples

The UNDRIP: 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 is consistent with the General Assembly and principles of the Declaration.

The Charter: Section 38 of the Charter requires local councils to act compatibly with the rights of Aboriginal and Torres Strait Islander peoples including the distinct cultural rights to enjoy their identities and cultures; maintain and use their language; maintain their kinship ties; and maintain their distinctive spiritual, material and economic relationships with the land, waters and other resources with which they have a connection under traditional laws and customs.

The Act: The EO Act plays an important role in promoting equality and freedom from discrimination for Aboriginal and Torres Strait Islander people in Victoria. The Act:

- Prohibits unlawful discrimination on the ground of race in areas of public life related to the Council's business including employment and service delivery.
- Includes a positive duty for 'duty holders' including local councils to take reasonable and proportionate steps to eliminate discrimination as far as possible.
- Allows the Council to take 'special measures' for Aboriginal and Torres Strait Islander peoples to promote substantive equality.

Photo: A mural in celebration and acknowledgement of the valuable guidance N'Arweet Caroline Briggs, Boon Wurrung Elder has provided over many years.



Other policy context

Bayside City Council's work to progress reconciliation is also guided by external policies including the:

Victorian Aboriginal Affairs Framework 2018-2023	Balit Murrup: Aboriginal Social and Emotional Wellbeing Framework	National Agreement on Closing the Gap 2020
Victoria's Child Safe Standards	Dhelk Dja: Safe Our Way Agreement 2018	Human Rights and Equal Opportunity Act 1986
Victorian Aboriginal Economic Strategy 2013-2020	Marrung Aboriginal Education Plan 2016-2026	Racial Discrimination Act 1975
Victorian Charter of Human Rights and Responsibilities 2006	Burra Lotjpa Dunguludja – Victorian Aboriginal Justice Agreement Phase 4	National Aboriginal and Torres Strait Islander Health Plan 2013-2023
Aboriginal Cultural Rights 2018	Victorian Local Aboriginal Networks Five Year Plan	National Anti-Racism Strategy 2012

Bayside City Council Plan 2021-2025

The Council Plan is Bayside City Council's overarching strategic plan. The RAP will assist Council to achieve its vision to work together with the community to make Bayside a better place. The RAP is one key driver to deliver on the goals and strategic objectives in Bayside's Council Plan 2021 – 2025:



1.2 We want a Bayside where infrastructure is innovative, environmentally sustainable, and reflects the local character of the area.



2.1 Nurture healthy people and resilient communities ensuring services and programs are adaptable to meet diverse and changing need.

2.2 Engage with our diverse communities to improve access and inclusion in Bayside.



3.3 Land use will enhance Bayside's liveability and protect the distinctive heritage and character of our various localities.

Photo: 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.



Bayside's Municipal Public Health and Wellbeing Plan 2021-2025

Bayside City Council has an important role to play in ensuring that all community members have opportunities to live, learn, work, and recreate in environments that maximise their health and wellbeing.

The RAP will assist Council to meet Goal 4 of Council's Municipal Public Health and Wellbeing Plan, '*Fair and Inclusive Communities*'. This goal strives to promote and celebrate cultural diversity by recognising the indigenous culture of Bayside. The following three actions relate directly to Aboriginal and Torres Strait Islander communities include:

- Promote and celebrate local, regional, state-wide and national events and campaigns promoting indigenous culture and heritage.
- Deliver and promote early childhood services that build the capacity of community members to achieve optimal health and wellbeing for children, including those specific to Aboriginal and Torres Strait Islander children.
- Encourage collaborative relationships and partnerships with Aboriginal and Torres Strait Islander communities to address the issues impacting their quality of life and which create greater cultural connection.



Our Business

Bayside City Council is a local government with the responsibility under the Local Government Act 1989 (Vic) to 'provide governance and leadership for the local community through advocacy, decision making and action'.

Council has one main Corporate Centre located in Sandringham and various other work locations throughout the municipality including: libraries; maternal and child health centres; Indigenous plant nursery; and activity delivery centres.

Council's organisational vision is '*we exist to create extraordinary places, thriving communities and better futures*'. To achieve this vision, Council provides services across a wide range of areas including:

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

As explained in the Victorian Aboriginal and Local Government Action Plan:

"Local government plays a key role in achieving economic, equity and liveability outcomes for all Victorians. Like state and federal governments, councils have a critical role to play as partners in closing the gap in outcomes for Aboriginal Victorians: this is a goal that simply cannot be achieved without local government as a partner."

Council employs an estimated 623 staff members, with one self-identified Indigenous staff member.



Our Reconciliation Action Plan

Bayside City Council is committed to building respectful relationships and working together with the Bayside community to create a better future for all.

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.

The Innovate RAP focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, as well as developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

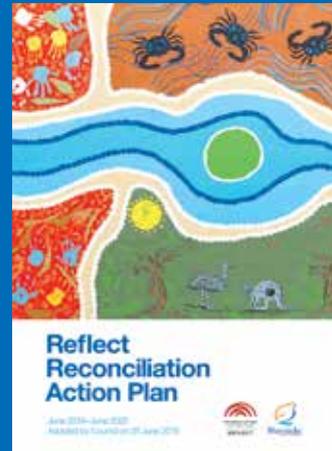
Council's Innovate RAP is aligned with Reconciliation Australia and takes into consideration the Korin Korin Balit-Djak domains.



Our Reconciliation Journey so far

Bayside City Council commenced its formal reconciliation journey with Reconciliation Australia in June 2019 with the endorsement of the Reflect Reconciliation Action Plan.

The Reflect RAP enabled council to spend time scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on a vision for reconciliation and exploring council's sphere of influence.



Key achievements to date include:

Relationships

- Worked with Traditional Owners to amend Bayside City Council's Acknowledgment of Country.
- Delivered online flag-raising and Ellen Jose Student Reconciliation Awards for Reconciliation Week.
- Facilitated bi-monthly meetings for the External Reconciliation Advisory Committee.
- Involved the Boon Wurrung Foundation in planning and development of Elsternwick Park Nature Reserve master plan.
- Partnered with Traditional Owners 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.

Respect:

- Implemented new protocol that Councillors stand for the Acknowledgement at the opening of Council meetings.
- Accepted the invitation to support the Uluru Statement from the Heart and support a First Nations Voice to Parliament enshrined in the Australian Constitution.
- Installed acknowledgement mural and plaque at the Corporate Centre and Bayside Libraries.
- Provided online Cultural Awareness Training for all Council staff.
- Provided cultural and medicinal information on Indigenous plants through the Bayside Community Nursery and Council's 'Friends of' Environmental Groups.

Opportunities

- Allocation of funding to recruit a Reconciliation Project Officer.
- Established a new art award with the Ellen Jose Foundation called 'Ellen Jose Women's Art Award'.
- Provided opportunities for Indigenous artists and Indigenous works to be displayed in Bayside art venues in parks, and open spaces.
- Provided funding for activities that celebrate Indigenous culture through Council's Community Grants Program.
- Reviewed and made improvements to Council's Indigenous section on the website.

Our Community Consultation



Bayside City Council's Innovate Reconciliation Action Plan

We are committed to our Aboriginal and Torres Strait Islander community and acknowledge that Aboriginal and Torres Strait Islander people have a rich and continuous connection to the Bayside area.

We are embarking on the development of Council's second Reconciliation Action Plan 'Innovate'.

This is a snapshot of what 202 community members told us about reconciliation in Bayside during November through to December 2021. Find out more about this project: yoursay.bayside.vic.gov.au/reconciliation-action-plan

Who we spoke to

Have Your Say Website

- The **Have Your Say** project page was viewed **869** times by **486** people.
- 156** people contributed to the ideas wall.
- 6** people who contributed to the ideas wall identified as **Aboriginal or Torres Strait Islander**.

Face to face Library pop-up sessions



- Brighton Library – 10 people** contributed to the ideas wall
- Sandringham Library – 5 people** contributed to the ideas wall

Bayside's External Reconciliation Advisory Committee

- 2-hour online workshop** with the Advisory Committee (10 members).



This committee is an external community group and is made up of local Aboriginal and Torres Strait Islander representatives, community leaders and key agency representatives.

Reconciliation Action Plan Internal Working Group



- 1.5 hour online workshop** with council staff members who form the Reconciliation Action Plan Internal Working group (20 members).

Other external stakeholders who were provided opportunity to contribute:

- Bunurong Land Council**
- Boon Wurrung Foundation**
- Local Aboriginal Network**

What we heard

Relationships

We commit to forging stronger relationships with Aboriginal and Torres Strait Islander people and organisations, acknowledging there is significant learning to be achieved, for a shared future. **Key themes identified included:**

- Respectful language**, including welcome to country or acknowledgement to country at meetings and events.
- Work respectfully** with all traditional owner groups and elders.
- Commit to a permanent Reconciliation Officer.**
- Aboriginal artwork and sculptures.**
- Learning opportunities** on local Indigenous history.

Opportunities

We commit to providing a culturally inclusive workplace and recognise the opportunity to create sustainable opportunities; to build capacity in staff and provide economic opportunities to Aboriginal and Torres Strait Islander peoples and organisations, for an equitable future. **Key themes identified included:**

- Resources to promote** indigenous culture and history.
- Indigenous procurement.**
- Building cultural awareness** in Bayside.
- Interpretive signage** to identify local sites of significance.
- Bayside indigenous plant** nursery event.

Respect

We respect and value the cultural knowledge of Australia's First Peoples and their contribution to Bayside's vibrant, creative and inclusive community. **Key themes identified included:**

- Indigenous names** for buildings and parks.
- Flying both** the Aboriginal and Torres Strait Islander flags.
- Books** by Indigenous authors in the libraries.
- More inclusion** of Indigenous culture.
- Investigate the moving of Australia day** being celebrated on 26th January.

Feedback outside of the key themes

We also received a small proportion of discriminatory feedback from community members who did not support Council's involvement in developing the plan. This feedback demonstrates that there is an opportunity to provide further education to residents around the importance of Council's Reconciliation Action Plan and the significant role it will play in improving the community's understanding of Aboriginal peoples rich and contentious history in Bayside

What the community told us about why reconciliation is important

“We need to heal our country together and build rich culture that we can all be proud of”

“It is important to celebrate the amazing culture and history we have right on our doorsteps”

“To acknowledge the past, respect First Nations People and embrace the future”

“Reconciliation is a way forward, acknowledging the past to live, teach and learn for a joint future together”

“We need to continue the journey of healing for our First Nations People”

“To show our respect to our First Nation communities”

“We need to make a commitment, so people feel respected and safe”

“It is a commitment to showing respect and appreciation to our First Nation People”

“Self-determination is key”

“Understanding and recognising our first people’s culture is key to our Australian identity”

“To share learnings, respect and gain knowledge from Aboriginal and Torres Strait Islander culture, especially around caring for country”

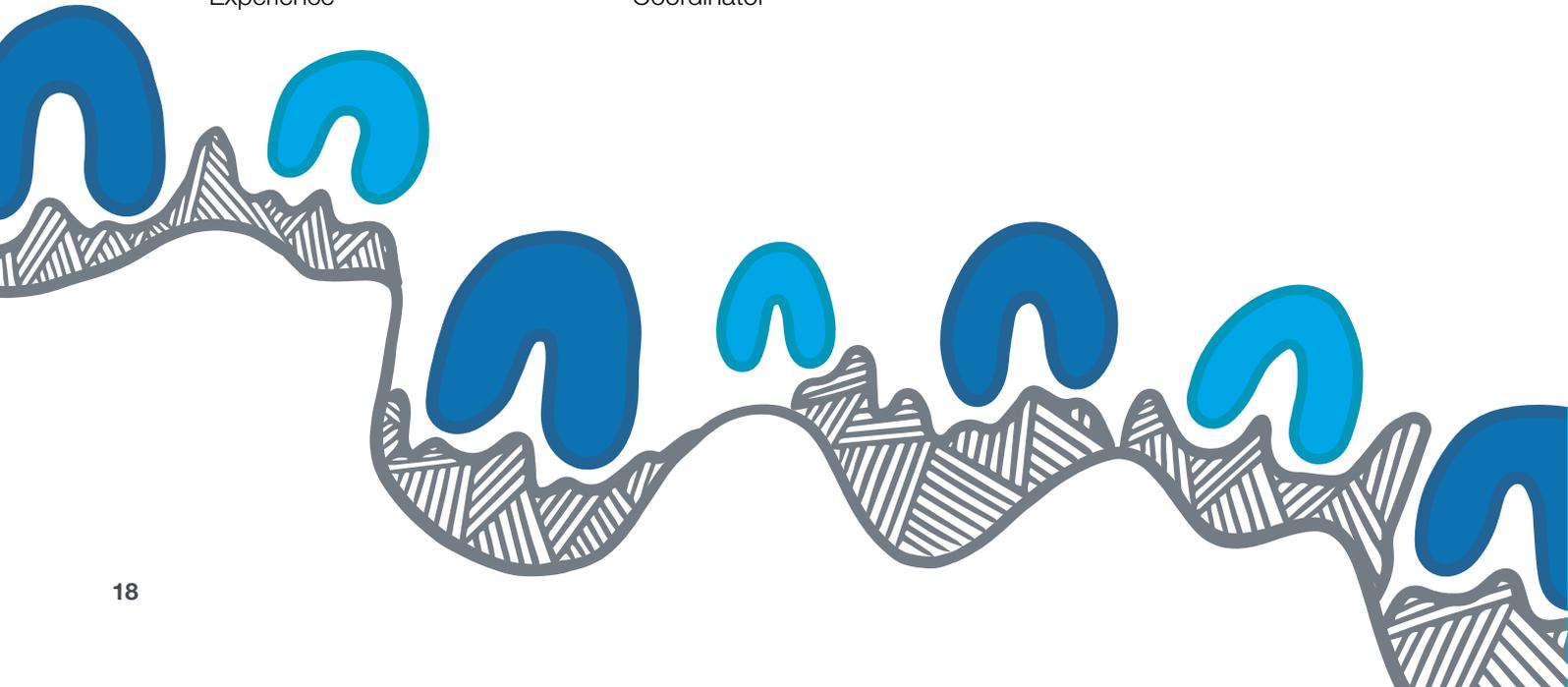
Reconciliation Action Plan Governance

Reconciliation Action Plan Internal Working Group

Bayside City Council's Reconciliation Action Plan Internal Working Group is responsible for overseeing the development, implementation, and monitoring of the RAP.

The RAP Working Group is chaired by the Reconciliation Project Officer and co-chaired by the Diversity, Equity and Inclusion Advisor. All Aboriginal and Torres Strait Islander staff at Bayside City Council are invited to join or participate in the RAP Working Group. Currently 1 staff member on the RAP Working Group identifies as Aboriginal. Membership of the RAP Working Group includes:

- Director Environment, Recreation and Infrastructure
- Coordinator Learning & Capability
- Coordinator People & Capability Business Partnering
- Manager Governance
- Arts and Culture Program Coordinator
- Open Space Coordinator
- Manager Communications, Engagement and Customer Experience
- Community Engagement Coordinator
- Family Services Coordinator (early years)
- Community Strengthening and Safety Coordinator
- Community Services Policy and Development Coordinator
- Coordinator Environmental Sustainability
- Community Wellbeing Coordinator
- Recreation and Events Coordinator
- Manager Customer, Libraries and Cultural Services
- Economic Development Coordinator
- Customer Service Coordinator
- Coordinator Capital Replacement & Renewal
- Diversity, Equity and Inclusion Advisor
- Strategic Planner
- Youth Planning and Development Officer



Bayside's External Reconciliation Advisory Committee

The Advisory Committee is an external community group and is made up of local Aboriginal and Torres Strait Islander representatives, community leaders and key agency representatives.

The aim of the Advisory Committee is to provide the following:

- advise on the planning, development and implementation of Council's RAP.
- guidance to plan community engagement to achieve reconciliation goals and outcomes.
- champion awareness raising activities within the Bayside community.
- provide endorsement at key stages of development and implementation of the RAP.
- assist with tracking progress, evaluating and reporting on the RAP.

Bayside's external Reconciliation Advisory Committee was established in October 2019.





Partnerships

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 Services
- Community Wellbeing
- Economic Development
- Environmental Sustainability
- Governance
- Libraries
- Open Space
- People and Capability
- Urban Planning
- Recreation and Events
- Project Services

External Partners

- Bunurong Land Council
- Boon Wurrung Foundation
- Boon Wurrung Land and Sea Council
- Derrimut Weelam Gathering Place
- Neighbouring Councils
- Central Bayside Community Health
- Connect Health and Community
- Ellen Jose Memorial Foundation
- Local Aboriginal Network
- Neighbourhood Houses
- Schools
- Department of Health
- Department of Family, Fairness and Housing
- Department of Justice

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.
- **Lead:** This area identifies who will be involved in the delivery of actions in a lead role.
- **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 is an ambitious goal, the journey to reconciliation is a cycle of continuous learning and reviewing.



Innovate Reconciliation Action Plan June 2022 – June 2024

Relationships

Bayside City Council is committed to forging stronger relationships with Australia’s First Peoples and organisations, acknowledging there is significant learning to be achieved, for a shared future. Building relationships based on trust is crucial to building an inclusive and connected community, reflected in one of our key values of respect, where we seek and value the contribution of others, and listen before we talk. This culture encourages our people to connect and engage with Traditional Owners, Elders, Aboriginal Community Controlled Organisations, and community members we work with in the provision of our business and community services.

Actions	Deliverables	Timeline	Lead
Traditional owners and Aboriginal organisations			
Action 1: Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2022	Governance Manager, Reconciliation Project Officer
	Work with the Bunurong Land Council to develop a Memorandum of Understanding.	December 2022	Governance Manager, Reconciliation Project Officer
	Establish and facilitate bi-annual meetings with the Bunurong Land Council.	July, January (annually)	CEO
	List local Aboriginal and Torres Strait Islander Organisations, services and service providers through our Website.	December 2022	Reconciliation Project Officer
	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	December 2022	Reconciliation Project Officer
	Provide support to local Aboriginal Community Controlled Organisations by promoting programs and services of the neighbouring Gathering Places via our social media and website.	December 2023	External Communications and Media Coordinator
	Facilitate an external RAP Advisory Group to provide cultural advice and guidance to Council.	Review June 2023	Reconciliation Project Officer

Relationships

Actions	Deliverables	Timeline	Lead
National Reconciliation Week			
Action 2: Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May – 3 June (annually)	Reconciliation Project Officer
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June (annually)	Reconciliation Project Officer
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June (annually)	Director Environment, Recreation and Infrastructure
	Organise at least one NRW event each year and invite the RAP Aboriginal Advisory Committee to attend.	27 May – 3 June (annually)	Governance Manager
	Invite Traditional Custodians to do a Welcome to Country and Smoking ceremony during Reconciliation Week.	27 May – 3 June (annually)	Governance Manager
	Register all our NRW events on Reconciliation Australia's NRW website.	27 May – 3 June (annually)	Reconciliation Project Officer
	Continue to support and promote the Ellen Jose Reconciliation Awards.	27 May – 3 June (annually)	External Communications and Media Coordinator
Action 3: Promote reconciliation through our sphere of influence.	Implement a staff engagement strategy that considers several approaches.	May 2023	Diversity, Equity and Inclusion Officer Internal Communications
	At least one Indigenous film to be screened for staff.	May 2023, May 2024	Reconciliation Project officer Internal Communications
	Communicate our commitment to reconciliation publicly.	July 2022	External Communications and Media Coordinator
	Investigate the acknowledgement of Reconciliation of through e-mail signatures and banners during National Reconciliation Week.	May 2023	Reconciliation Project Officer External Communications and Media Coordinator
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	January 2023	Reconciliation Project Officer
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	February 2023	Reconciliation Project Officer

Relationships

Actions	Deliverables	Timeline	Lead
Race Relations			
Action 4: Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2023	Coordinator People & Capability
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	July 2023	Coordinator People & Capability
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	July 2023	Coordinator People & Capability
	Educate senior leaders on the effects of racism.	July 2023	Coordinate People & Capability
	Use the Australian Human Rights Commission – “Racism. It stops with me” resource on our social media platforms.	May 2023	External Communications and Media Coordinator





Bayside City Council respects and values the cultural knowledge of Australia's First Peoples and their contribution to Bayside's vibrant, creative and inclusive community. We uphold Bayside as being stronger, richer as culturally aware and competent.

Actions	Deliverables	Timeline	Lead
Cultural Care			
Action 5: Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	July 2023	Learning and Growth Specialist
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	July 2023	Learning and Growth Specialist
	Develop, implement and communicate a cultural learning strategy for our staff and Councillors.	July 2023	Learning and Growth Specialist
	Enhance and promote the Indigenous Cultural Bay Trail.	January 2024	Economic Development Coordinator
	In partnership with Traditional Custodians – Identify, list and acknowledge areas of cultural significance in Bayside.	January 2024	Reconciliation Project Officer
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	July 2023	Learning and Growth Specialist
	Undertake a cultural safety survey within the Organisation as required under the Child Safety Standards.	August 2023	Reconciliation Project Officer
Action 6: Integrate Indigenous ways of knowing into land and water management.	Partner to deliver the 'Repairing Memory and Place' ARC Linkage Project with Monash University, Traditional Owners, Melbourne Water, Museums Vic and neighbouring Local Government Areas.	July 2023	Coordinator Environmental Sustainability
	Consult regularly with the Traditional Owner Groups to integrate Indigenous ways of knowing into the Elsternwick Park Nature reserve Masterplan.	March, June, September, December 2023	Coordinator Open Space

Respect

Actions	Deliverables	Timeline	Lead
Cultural Protocols			
Action 7: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols by placing information on the intranet and including in cultural awareness training.	July 2022	Reconciliation Project Officer
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	July 2022	Community Wellbeing Coordinator
	Include Acknowledgement in all important Council documents.	July 2022	External Communications and Media Coordinator
	Develop a flag policy and protocol in relation to the acknowledgment of significant Aboriginal and Torres Strait Islander dates and of the passing of important Aboriginal people.	July 2023	Governance Manager
	Invite a local Traditional Owner or Custodian where appropriate to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Review annually July	Governance Manager
	Develop a Welcome to Country video with Traditional Owners.	January 2023	Governance Manager
	Investigate naming or renaming Council buildings, parks, reserves using Bunurong Language.	July 2023	Governance Manager Reconciliation Project Officer
	Install acknowledgement signs in all major Council owned buildings.	July 2024	External Communications and Media Coordinator
	Consider providing culturally suitable information and gifts at Citizenship ceremonies.	January 2023	Governance Manager
NAIDOC week			
Action 8: Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	First week in July (annually)	Reconciliation Project Officer
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	September 2023	Coordinator People & Capability

Respect

Actions	Deliverables	Timeline	Lead
	Host a NAIDOC event and invite members of the Aboriginal Advisory Committee and members of the public to attend.	First week in July (annually)	Reconciliation Project Officer
	Promote and encourage participation in external NAIDOC events to all staff.	First week in July (annually)	Reconciliation Project Officer
	Provide and promote community grant opportunities for local community groups to host NAIDOC events and other significant cultural events in Bayside.	First week in July (annually)	Community and Social Planner
	Libraries to host a NAIDOC activity and display library collections written by Aboriginal and Torres Strait Islander people	First week in July (annually)	Manager Customer, Libraries and Cultural Services

Treaty and Truth Telling

Action 9:

Recognise the importance of Treaty and Truth telling as a means of healing for Aboriginal and Torres Strait Islander people.

Consult with community on options for changing the celebrating of Australia Day	July 2023	Governance Manager
Organise a guest speaker to talk about truth telling and the Yoo-rrook Commission.	September 2022	Reconciliation Project Officer
Organise a guest speaker to talk "Treaty" and the First Peoples assembly.	March 2023	Reconciliation Project Officer



Opportunities

Bayside City Council is committed to providing a culturally inclusive workplace and recognises the opportunity to create sustainable opportunities; to build capacity in staff and provide economic opportunities to Aboriginal and Torres Strait Islander peoples and organisations, for an equitable future.

Actions	Deliverables	Timeline	Lead
Employment and Training			
Action 10: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2023	People and Capability Support Officer
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	July 2023	People and Capability Support Officer
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	July 2024	Coordinator People & Capability
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders via Koori Mail, National Indigenous Times, Ethical jobs.	January 2023	People and Capability Support Officer
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	September 2022	People and Capability Support Officer
	Investigate ways to increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	July 2024	Coordinator People & Capability
	Provide Aboriginal and Torres Strait Islander staff and supervisors of Aboriginal and Torres Strait Islander staff with access to culturally appropriate mentoring.	July 2023	Learning and Growth Specialist
	Investigate dedicated internship opportunities for First Nations students.	July 2023	Coordinator People & Capability
	Allow all Aboriginal and Torres Strait Islander staff to access cultural safe EAP services.	July 2022	Coordinator People & Capability

Opportunities

Actions	Deliverables	Timeline	Lead
Procurement Development			
Action 11: Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	July 2023	Procurement Lead
	Investigate Supply Nation membership.	September 2022	Procurement Lead
	Investigate Kinaway corporate membership.	September 2022	Procurement Lead
	Ensure Aboriginal and Torres Strait Islander procured businesses by Council are registered with Supply Nation and/or Kinaway.	September 2022	Procurement Lead
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July 2023	Procurement Lead
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	July 2023	Procurement Lead
Early Years			
Action 12: Provide culturally safe systems and engagement strategies with Aboriginal and Torres Strait Islander Families and community members to increase participation in Early Years services and programs.	Provide accessible and flexible kindergarten registration process for Aboriginal and Torres Strait Islander children including reference to and promotion of the Narragunnawali Framework.	July 2023	Family Services Coordinator
	Promote and encourage Aboriginal and Torres Strait Islander children to register their children for Early Start to Kindergarten.	July 2023	Family Services Coordinator
Action 13: Provide culturally safe and accessible child and family health services.	Promote Aboriginal and Torres Strait Islander health literature to Aboriginal and Torres Strait Islander families through Maternal and Child Health Centres.	July 2023	Family Services Coordinator
	Connect Aboriginal and Torres Strait Islander families with local Aboriginal and Torres Strait Islander organisations including gathering places and playgroups.	September 2023	Family Services Coordinator
	Ensure child and family health settings are culturally safe by providing culturally appropriate resources in waiting areas and offices of maternal and child health centres.	June 2023	Family Services Coordinator

Opportunities

Actions	Deliverables	Timeline	Lead
	Provide professional development opportunities to build cultural competency of Staff.	June 2023	Family Services Coordinator
Young People			
Action 14: Provide culturally safe and accessible Youth Services for Aboriginal and Torres Strait Islander youth.	Investigate opportunities to include Aboriginal and Torres Strait Islander identification in student survey data.	March 2023	Youth Planning and Development Officer
	Youth Services to hold at least 1 event that celebrates Aboriginal and Torres Strait Islander culture.	September 2023	Youth Worker
	Incorporate the recognition and celebration of Aboriginal and Torres Strait Islander culture in youth centres by installing Aboriginal and Torres Strait Islander flags and Acknowledgement of Country.	June 2024	Community Strengthening and Safety Coordinator
	Facilitate greater connection to culturally specific spaces (like Gathering Places) for young Aboriginal and Torres Strait Islander people.	June 2024	Youth Planning and Development Officer
Infrastructure and Urban Planning			
Action 15: Seek opportunities to protect Indigenous cultural heritage and enhance the urban environment.	Identification of locations for the planting trees/vegetation of native species through the Urban Forest Strategy and Precinct Plans.	July 2023	Strategic Planner
	Identification of trees with cultural heritage significance and ensuring the appropriate protections exist.	July 2023	Strategic Planner
	Connecting locations of cultural significance through creation of trails/corridors.	July 2024	Strategic Planner Coordinator Open Space
	Consider opportunities to embed cultural history through the design of places and setting the function of a site.	June 2024	Strategic Planner Coordinator Open Space
Arts & Culture			
Action 16: Support and promote Aboriginal and Torres Strait Islander arts and culture.	Celebrate Aboriginal and Torres Strait Islander arts and culture by embedding it in our Art and Culture Strategy.	June 2024	Arts and Culture Coordinator
	In partnership with the Ellen Jose Memorial Foundation implement a triennial visual art award and exhibition for female artists (Indigenous and non-Indigenous) 35 years and under to celebrate reconciliation.	May 2022	Arts and Culture Coordinator



Governance

Actions	Deliverables	Timeline	Lead
Action 17: Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group.	June, August, October, December 2022	Reconciliation Project Officer
	Review and apply a Terms of Reference for the RAP Working Group.	February, April, June, August, October, December, 2023	Reconciliation Project Officer
	Meet at least four times per year to drive and monitor RAP implementation.	Feb, April, May, 2024	Reconciliation Project Officer
Action 18: Provide appropriate support for effective implementation of RAP commitments.	Review resource needs for RAP implementation.	December 2022 (annually)	Community Wellbeing Coordinator
	Engage our senior leaders and other staff in the delivery of RAP commitments.	July 2022	Director Environment, Recreation and Infrastructure
	Track, measure and report on RAP commitments using our REX system.	September, December, 2022, March, June, September December 2023, March, June, 2024	Reconciliation Project Officer
	Appoint and maintain an internal RAP Champion from senior management.	June 2022	Director Environment, Recreation and Infrastructure
Action 19: Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September (annually)	Reconciliation Project Officer
	Report RAP progress to all staff and senior leaders quarterly.	July (annually)	Community Wellbeing Coordinator
	Publicly report the RAP achievements, challenges and learnings, annually to Council.	July (annually)	Reconciliation Project Officer
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	March, April 2024	Reconciliation Project Officer
	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 15 (annually)	Reconciliation Project Officer
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August (annually)	Reconciliation Project Officer

Governance

Actions	Deliverables	Timeline	Lead
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	August 2024	Reconciliation Project Officer
Action 20: Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia’s website to begin developing our next RAP.	July 2024	Reconciliation Project Officer





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