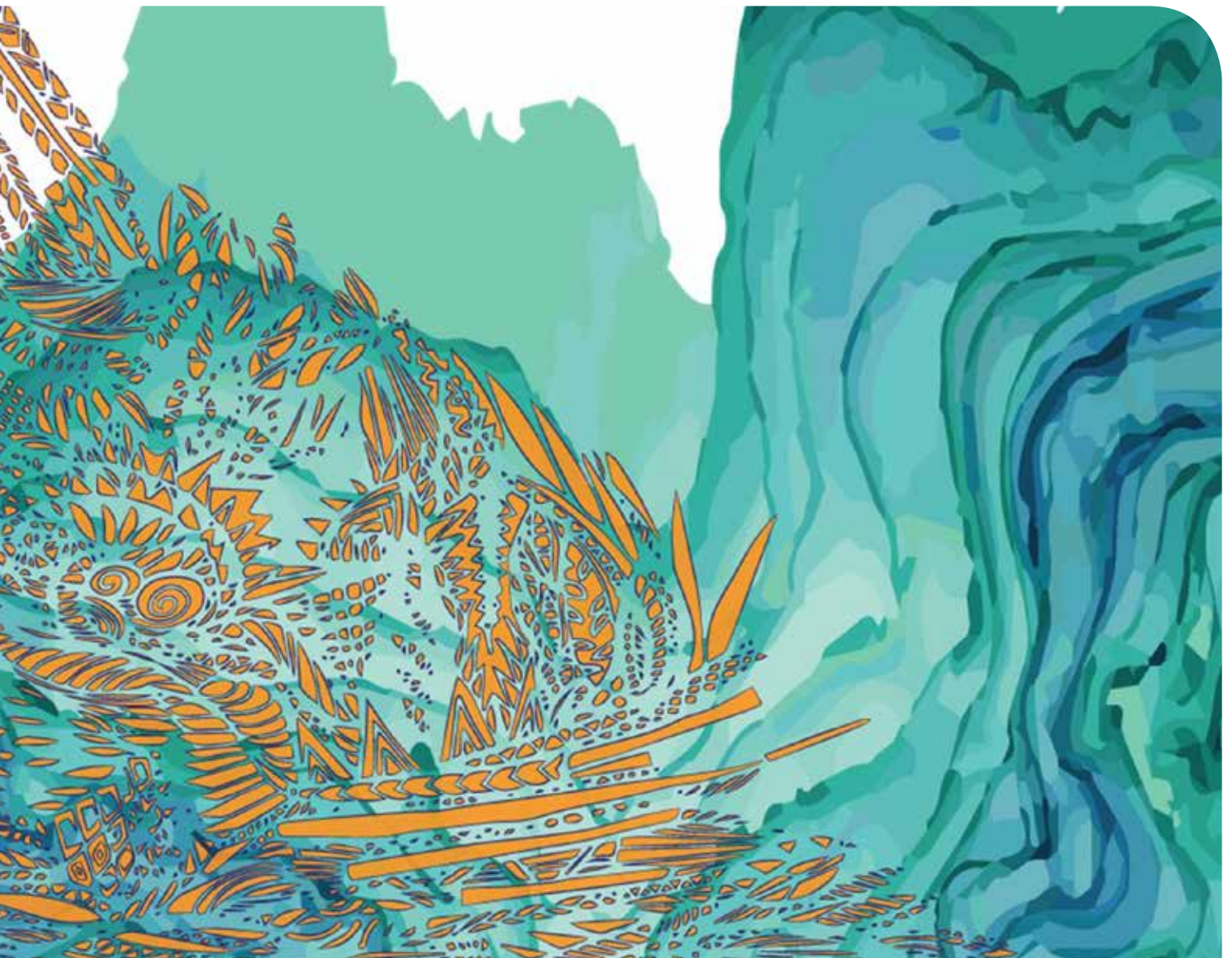




RECONCILIATION ACTION PLAN

June 2017 - June 2019



RECONCILIATION
ACTION PLAN

INNOVATE



Acknowledgements

The City of Port Phillip respectfully acknowledges the Yalukut Weelam Clan of the Boon Wurrung. Council pays respect to their Elders, both past and present. Council acknowledges and upholds their continuing relationship to the land.

For the Boon Wurrung, and their visitors, the City of Port Phillip, which includes St Kilda, South Melbourne, Port Melbourne, Elsternwick and Elwood, has always been a meeting place.

Aboriginal languages are oral, not written languages. As a result there are often spelling variations of Indigenous names in use in Melbourne in the past and today. For example, there are over 60 variations recorded of 'Boon Wurrung'. The spelling and use of local names today is usually determined by regional protocols with local Aboriginal communities.

Council utilises the spelling of 'Yalukut Weelam' as endorsed by the Victorian Aboriginal Corporation for Languages.

Council would like to acknowledge the support and input of the following organisations during the development of its second Reconciliation Action Plan: Reconciliation Australia, Reconciliation Victoria, Boon Wurrung Foundation, Urban South Local Aboriginal Network, Port Phillip Citizen's for Reconciliation, Star Health, Municipal Association of Victoria, Victorian Local Government Association, LGPro Indigenous Special Interest Group and the local Aboriginal and Torres Strait Islander community.

Cover

A Time of Chaos, Jarra Steel, 2015
(digitally altered watercolour)

The art work, (digitally altered watercolour) represents an overlay of three themes representing the cultural beliefs of the Boon Wurrung:

- The outline of the possum skin cloak - an important cultural item for the Boon Wurrung women who recorded their journey cycles on the inside of the cloak.
- The blue represents the rising of the sea waters and the original path of the Yarra according to the traditional story as retold by Boon Wurrung Arweet Carolyn Briggs.
- The images of the six seasons of the Boon Wurrung, representing the journey cycles of the women.

Photography

Todd Condie

Disclaimer

This publication is a snapshot in time based on historic information which is liable to change. The City of Port Phillip accepts no responsibility and disclaims all liability for any error, loss or other consequences which may arise from relying on any information contained in this report.



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MAYOR'S MESSAGE

'I am very proud to present the City of Port Phillip Reconciliation Action Plan (RAP) (2017-2019). Council's second RAP is our guiding policy document on reconciliation which has been developed in consultation with both Boon Wurrung Traditional Owners and the local Aboriginal and Torres Strait Islander citizens of the area, the Port Phillip Citizens for Reconciliation, and the broader community. The plan seeks to realise Council's vision for strengthening its diverse and inclusive community.

We are committed to delivering the City of Port Phillip Reconciliation Action Plan and working with the community and other stakeholders towards reconciliation.

The City of Port Phillip has a long history of acknowledging the dispossession suffered by Aboriginal and Torres Strait Islander peoples. In 1997 it was one of the first local government areas in Australia to offer an apology to members of the Stolen Generation for pain and loss suffered from the child removal policies of various governments. We respect the contribution of Aboriginal and Torres Strait Islander peoples to Australian society.

We value the cultural assets of the Boon Wurrung Traditional Owners, and the local Aboriginal and Torres Strait Islander community of Port Phillip.

We want both Boon Wurrung Traditional Owners and the local Aboriginal and Torres Strait Islander residents of Port Phillip to feel welcome in a culturally safe environment.

Council is committed to contributing to a national reconciliation movement, and the national campaign to 'close the gap' in relation to the life expectancy gap between Aboriginal and Torres Strait Islander peoples and the rest of Australia.

The Reconciliation Action Plan focuses on good relationships, respecting the special contribution of Aboriginal and Torres Strait Islander peoples to Australia, and working together to ensure they have the same life opportunities as other Australians. The City of Port Phillip Reconciliation Action Plan 2017-2019 provides Council with an opportunity to work for meaningful reconciliation.'

Bernadene Voss
Mayor
City of Port Phillip



STATEMENT OF COMMITMENT

The following statement was first committed to in 1997, and recommitted to in 2012 with the launch of Council's first Reconciliation Action Plan.

'In endorsing the second RAP, Councillors affirm that:

The Council of the City of Port Phillip acknowledges that the Yalukut Weelam clan of the Boon Wurrung language group are the first people of this land and have survived European settlement for more than two centuries.

The City of Port Phillip values its diverse and multicultural community and encourages tolerance and respect for all.

The arrival of Europeans brought massive change to the Australian continent and to its Aboriginal and Torres Strait Islander peoples. For its part, the City of Port Phillip acknowledges and grieves for the loss by the Aboriginal and Torres Strait Islander peoples of their land, their children, their health and their lives.

We acknowledge the right of Aboriginal and Torres Strait Islander peoples to live according to their own values and customs and we commit ourselves to respecting Aboriginal sacred sites and significant places.

The Council recognises the valuable contribution to the Port Phillip region made by Aboriginal and Torres Strait Islander peoples and looks forward to a future of mutual respect and harmony.

The Council supports the Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander peoples of Australia working together for the development of a formal instrument of reconciliation.'



Boon Wurrung Arweet
Carolyn Briggs

BOON WURRUNG MESSAGE

We are pleased to acknowledge the commitment of the City of Port Phillip in paying respect to the spirit of this land and its First Peoples - through this they have shown the willingness to honour sacred ground.

It is important for all Victorians to understand and appreciate the history and culture of the Indigenous people of Melbourne, the Kulin People, who have played a significant role in the development of Melbourne, both before and after European arrival.

If we take time to reflect back, it has only been 180 years since Europeans first entered our country, a mere footnote in history. Before this and for thousands of years, our sacred river which we call Bayrayrung (Yarra River) and the great Bay it feeds into, we now call Port Phillip, was called Nairm.

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 was the way our Elders forged alliances that led to many of the achievements that we take for granted today.

As Australians, while we may have all descended from different clans and language groups, or countries across the world, we can all learn from this lesson.

The word 'welcome' in Boon Wurrung is 'Womin Jeka', and it translates to 'come with purpose'. It is a contract between ourselves as the custodians of this land and visitors to this land, to ensure our laws are adhered to, and guarantee safe passage for those who ask.

According to our tradition, our land has always been protected by our creator Bunjil, who travels as the eagle, and by Waarn, who protects the waterways and travels as a crow.

Bunjil taught the Boon Wurrung to always welcome guests, but he always required the Boon Wurrung to ask all visitors to make two promises:

"To obey the laws of Bunjil; and not to harm the children or the land of Bunjil"

This commitment was made through the exchange of a small bough, dipped in the water and the following phrase.

"Womin jeka mirambeek beek. Boonerwung Nairm derp bordupren uther willam"

Welcome to my country, the land of the great bay of the Boon Wurrung people, our beautiful home.

Arweet Carolyn Briggs,
Boon Wurrung Foundation



OUR VISION FOR RECONCILIATION

The City of Port Phillip is committed to achieving reconciliation between Aboriginal and Torres Strait Islander peoples and the rest of Australian society.

The City of Port Phillip has a vision for a community that not only embraces unity and respect between Aboriginal and Torres Strait Islander peoples and the rest of Australia, but also celebrates that union. We want all Australians to be proud that the oldest continuing human civilisation has called this continent 'home' for over 55,000 years or 1,500 generations.

Council will work towards a community in which the health and wellbeing of the local Aboriginal and Torres Strait Islander peoples is highly valued and strengthened through collaborative and strategic advocacy, policies and programs.

Council will actively support citizens, businesses and community organisations to uphold reconciliation principles in all of their activities and ensure that Aboriginal and Torres Strait Islander peoples have a positive experience of and input into Council's services and facilities.



Indigenous Hip Hop Project perform at O'Donnell Gardens in St Kilda for the annual Yalukit Wilum Ngargee festival.

OUR BUSINESS

Local governments perform the functions and exercise the powers conferred by or under the Local Government Act 1989 for the peace, order and good government of their municipal districts.

In promoting the best interests of the local community, local governments make and enforce local laws and undertake strategic land use planning. Local governments also provide, advocate and develop strategic partnerships to ensure delivery of community infrastructure, facilities and services that reflect the diverse needs of the local community.

The City of Port Phillip was formed in 1994 and is an amalgamation of the former Cities of Port Melbourne, South Melbourne and St Kilda. The planned development of Fishermans Bend and anticipated population growth has seen Port Phillip's boundaries and neighbourhoods redefined. The now nine neighbourhoods of Elwood, Ripponlea, Balaclava, St Kilda, Albert Park, Middle Park, Port Melbourne, Sandridge, Wirraway, Montague, South Melbourne and St Kilda Road make up the Canal, Gateway and Lake wards, each ward is represented by three Councillors.

Council has a workforce of 1,031 employees. Eight Aboriginal and Torres Strait Islander staff are employed across several departments, including four Indigenous policy and project officer positions.

Council staff operate out of three town halls, four community centres, five libraries, seven maternal child health centres, four childcare centres, an Arts and Festivals office and a Council Depot.



The City of Port Phillip is a densely populated, inner suburban area within Melbourne, located on the northern shores of Port Phillip Bay and to the south of Melbourne's central business district. It has an area of 20.62 km².



Boon Wurrung/Wiradjuri man
Marbee Williams at opening of
St Kilda Skate Park



CITY OF PORT PHILLIP

A SNAPSHOT

“Before the arrival of Europeans in 1835, the City of Port Phillip area was managed by the Yalukut Weelam clan of the Boon Wurrung people or language group.

Yalukut Weelam means ‘river home’ or ‘people of the river’. This is an accurate description for a people whose territory was on a flood plain surrounded by water near the mouth of the Yarra River.

The local area has changed vastly since European occupation but it was once a kind of ‘temperate Kakadu’ surrounded by sea, river, creeks, lakes and lagoons. Between the sea and the river was a score of wetlands surrounded by dunes, heath, woodlands, salt marsh and beach.”¹

In terms of European colonisation, Port Phillip is one of the oldest areas of European settlement in Melbourne. Known for its unique urban villages and magnificent heritage buildings, cultural diversity and creative arts, as well as its picturesque foreshore, parks and gardens, the City attracts approximately four million visitors each year².

Several contemporary sites of interest in Port Phillip occupy locations that were first significant to the Boon Wurrung, the First Peoples of Port Phillip. In St Kilda, the Ngargee tree, a River Red Gum, is located in the south east corner of Albert Park between Albert Park Lake and Fitzroy Street at St Kilda Junction. It is the longest living resident with an estimated age of 300-500 years. The tree marks a junction of pre-European walking trails where tracks connected to southern, northern and eastern districts. St Kilda Town Hall sits on a natural spring and was once a Boon Wurrung camp. Also in St Kilda was Euro-Yroke which means the ‘grinding stone place’.

The Esplanade, where weekend markets take place was once a stone quarry. Stone axes were a highly valued tool, universally used by Boon Wurrung men for cutting bark for trees for housing, canoes and containers.

Emerald Hill, now the site of South Melbourne Town Hall, was a significant local site to engage in ceremonies and trade. The Boon Wurrung met at this permanently cleared site every three months and conducted ceremony on full and new moons.

Port Phillip has an estimated resident population of 108,472, 11.51 per cent increase since 2011³. The total identified Aboriginal and Torres Strait Islander population of Port Phillip is 283 with many Aboriginal and Torres Strait Islander residents living in St Kilda, South Melbourne and Port Melbourne⁴. The local Aboriginal and Torres Strait Islander population is diverse and is made up of Boon Wurrung Traditional Owners, Aboriginal people from regional Victoria, Torres Strait Islander peoples from Queensland and from all states and territories of Australia. Once a working class area, decades of gentrification has seen an increasing proportion of high socio-economic groups residing in Port Phillip. However, low income earners still make up approximately 16 per cent of households.

Proximity to the municipality ensures that Port Phillip is an area in high demand. The physical environment will change as the area continues to experience significant residential development. Substantial growth is anticipated over the next 40 years in the Fishermans Bend Urban Renewal Area on the northern edge of the municipality. The renewal area will eventually accommodate approximately 80,000 residents and 40,000 jobs.

¹ Text taken from sections of Eidelson 2016 Yalukit Willam, The River People of Port Phillip by Meyer Eidelson; City of Port Phillip

² City of Port Phillip Annual Report 2015-16, www.portphillip.vic.gov.au/annual-report-2015-16-pdf

³ Australian Bureau of Statistics, Regional Population Growth, Australia (3218.0). Compiled and presented in profile.id by id

⁴ Australian Bureau of Statistics, Census of Population and Housing 2011. Compiled and presented in profile.id by id



OUR RECONCILIATION ACTION PLAN

The City of Port Phillip's ongoing commitment to the development of a reconciliation process at the local government level is reflected in the Reconciliation Action Plan 2017-2019.

The Reconciliation Action Plan 2017-2019 (RAP) aligns with direction one of the City of Port Phillip Council Plan 'We embrace difference, and people belong' which includes a commitment to:

1.4 C) Protecting and promoting Aboriginal culture and heritage, and continuing reconciliation with our Indigenous community.

The process to develop both the first and second RAP has involved extensive consultation with the Traditional Owners: the Yalukut Weelam of the Boon Wurrung, the local Aboriginal and Torres Strait Islander community including those participating in the Urban South Local Aboriginal Network and the broader Port Phillip community including those involved in the Port Phillip Citizens for Reconciliation.

Consultation to develop the RAP was undertaken with Council staff 'champions' including members of the Executive Leadership Team, senior managers, Aboriginal and Torres Strait Islander staff including the Indigenous Policy Officer, Indigenous Health and Reconciliation Officer, Indigenous Arts Research Officer and Indigenous Arts Festival Producer. These 'champions' will play key roles in the RAP's implementation and are members of the RAP working group.

Council's second RAP builds on the development and implementation of its first RAP 2012-2015 (see case study on page 13). Drawing on this foundation, the second RAP will enhance Council's capacity to work with the Traditional Owners and the local Aboriginal and Torres Strait Islander community.



History of engagement with the local Aboriginal and Torres Strait Islander community

Since adopting the Statement of Commitment in 1997 (see p.4), the City of Port Phillip has worked to embed the concept of reconciliation within the organisation.

For many years, Council has provided targeted support for Aboriginal and Torres Strait Islander community activities organised by local community and health organisation such as Inner South Community Health Service (now Star Health), Port Phillip Citizens for Reconciliation, and the Boon Wurrung Foundation.

Since 1994, the City of Port Phillip has celebrated Aboriginal and Torres Strait Islander arts and culture through events and festivals, including We Iri We Homeborn, Bless Your Big Blak Arts, and Yalukit Wilum Ngargee. The City of Port Phillip engaged an Indigenous Arts Officer in 1994 to promote Aboriginal and Torres Strait Islander artistic and cultural practice within the Council and the community.

Originally situated in St Kilda's historic Linden Gallery on Acland Street, the Koori Art Unit, as it was then known, played a vital role in shaping the Council's early relationships with Aboriginal arts and artists.⁵

The Koori Art Unit produced the first We Iri We Homeborn celebrations, for National Aboriginal and Islander Day of Observance Committee (NAIDOC) week that included art and cultural heritage programs encompassing, song, visual art, and community access workshops.

These earlier celebrations have laid the foundations for what have become other celebratory festivals and events within the City of Port Phillip such as the Bless Your (Big) Blak Arts Festivals 2001/2003 and the Yalukit Wilum Ngargee festival that has run annually since 2006.

Finding a voice through engagement with the Yalukit Wilum Ngargee festival, exhibitions such as the CONFINED Indigenous prison art exhibition, have gone on to be regular exhibitions.

In 1997, Council was one of the first local government areas in Australia to apologise to members of the Stolen Generations for the continuing impact of their loss.

Council has also engaged with the local Aboriginal and Torres Strait Islander community through a series of Memoranda of Understanding (MOU) in 1998, 2002 and 2008.

In 2010, the Council employed an Indigenous Policy Officer to develop and implement its first Reconciliation Action Plan, as a result of lobbying from Port Phillip Citizens for Reconciliation.

Between 2012 and 2015, Council developed and implemented the first Reconciliation Action Plan guided by the principles of City of Port Phillip's, Social Justice Charter (2011) and the Health and Wellbeing Plan and the Victorian Charter of Human Rights and Responsibilities (2006).

In 2014, the City of Port Phillip launched its Aboriginal and Torres Strait Islander Arts Strategy which included a number of actions including:

- Use of public art opportunities to create and maintain Aboriginal and Torres Strait Islander visibility within Council boundaries
- Scope public art opportunities outside of festival program and as part of, or outside of, Aboriginal and Torres Strait Islander civic occasions
- Work with City of Port Phillip Arts Team to establish a rotation of Aboriginal and Torres Strait Islander works in the collection to be exhibited in Council building spaces
- Provide access to audience and economic development for musicians
- Demonstrate best practice at a national level when dealing with Aboriginal and Torres Strait Islander arts and artists



CASE STUDY

City of Port Phillip Reconciliation Action Plan (RAP) 2012-2015 outcomes

An outcome of Council's first RAP has been the adoption of an Aboriginal and Torres Strait Islander Protocols Framework by Council staff, developed with the Boon Wurrung Foundation. Alongside regularly reviewed engagement protocols this practice reflects Council's commitment to and understanding of the 'two way learning' principle commonly followed in Australia's Indigenous communities.

Additionally, Council's first RAP achieved a 90 per cent implementation rate. Outcomes included:

- The employment of eight Indigenous employees across several departments in the last three years
- National recognition of the City of Port Phillip at Reconciliation Action Plan Showcase in Canberra in 2013 - only local government body in Australia invited
- State-wide recognition through Victorian Department of Justice Reconciliation Award in 2013
- Aboriginal and Torres Strait Islander Employment Policy developed
- Aboriginal Gathering Place research completed and model recognised by Victorian Department of Health and Human Services
- Sorry Business Fund established. The funding is available annually for members of the local Aboriginal and Torres Strait Islander community to assist with transport, venue hire for memorials and catering following the passing of a local community member.
- Creation of a cultural walking tour designated by ten Boon Wurrung interpretative signs.
- Publication of an Aboriginal history of Port Phillip book completed by local historian Meyer Eidelsen in conjunction with the Boon Wurrung Foundation and utilised as an educational aid
- Implementation of food security project for the local Aboriginal community to access fruit and vegetables and dry groceries.
- Creation of an Aboriginal-themed mural by Melbourne street artist Adnate at Peanut Farm Reserve in St Kilda
- The naming of two Council-managed childcare centres and one community development program in the Boon Wurrung language - Bubup Nairm, Bubup Wominjeka and Neighbourhood Ngargee.
- The marking of an AFL Indigenous round by the Victorian State League team at Peanut Farm Reserve with a Welcome to Country and a smoking ceremony
- Development of Boon Wurrung keepsake - a ceremonial gum leaf - at City of Port Phillip citizenship ceremonies
- Mentoring local Indigenous youth at regional cultural camps

Ongoing implementation of actions from first RAP

Many of the above initiatives will be maintained in the program of work Council will undertake in the implementation of its second RAP.



FOCUS AREA ONE: RELATIONSHIPS

Working relationships between the City of Port Phillip, Boon Wurrung Traditional Owners, community organisations and the local Aboriginal and Torres Strait Islander community are the foundation of an effective reconciliation policy framework. Building strong working relationships between Aboriginal and Torres Strait Islander peoples and other Australians is extremely important to the Council. This is achieved by connecting people and sharing experiences.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1			
RAP Working Group (RWG) actively supports RAP development and implementation of actions, tracking progress and reporting.	Identify at least one 'Reconciliation Champion' within each department.	November 2018	Community Health and Service Planning Manager
	RWG establishes a Terms of Reference and meets tri-annually to oversee the development, implementation and evaluation of the RAP.	November 2017 February, July and November 2018 and 2019	Indigenous Policy Officer, Community Health and Service Planning
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG throughout the life of the RAP.	February, July and November 2018 and 2019	Indigenous Health and Reconciliation Officer, Community Health and Service Planning
2			
Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	Organise at least one internal event for NRW each year.	27 May - 3 June 2017, 2018 and 2019	Indigenous Policy Officer, Community Health and Service Planning
	Register all NRW events via Reconciliation Australia's NRW website.		Indigenous Health and Reconciliation Officer, Community Health and Service Planning
	Support an external NRW event.		
	Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.		
3			
Develop and maintain mutually beneficial relationships with Traditional Owners, Aboriginal and Torres Strait Islander peoples, communities and organisations.	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.	November 2017	Indigenous Policy Officer, Community Health and Service Planning
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	November 2018 and November 2019	Indigenous Health and Reconciliation Officer, Community Health and Service Planning
	Maintain active involvement in relevant stakeholder networks to support information sharing, collaborative advocacy and project development.	November 2018 and November 2019	

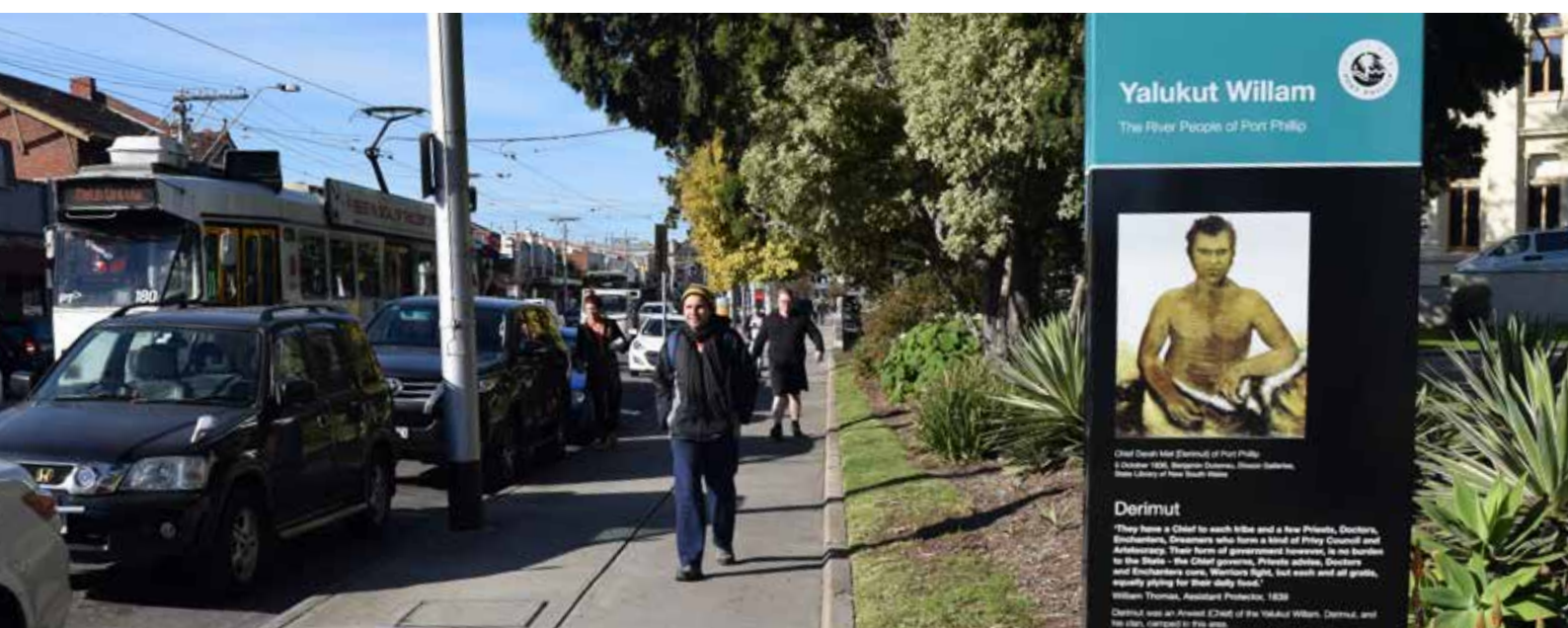


ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4			
Raise internal and external awareness of our RAP to promote reconciliation across our organisation and sector.	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.	November 2018	Indigenous Policy Officer, Community Health and Service Planning
	Promote reconciliation through ongoing active engagement with all stakeholders.	November 2018 and 2019	Indigenous Health and Reconciliation Officer, Community Health and Service Planning
	Develop a forum for local organisations and business to share information and discuss matters related to RAP development and implementation.	November 2018 and 2019	
5			
Develop partnerships with inner Melbourne councils and agencies to improve outcomes and raise awareness of issues affecting Aboriginal and Torres Strait Islander peoples.	Develop a joint initiative in partnership with inner Melbourne councils and relevant agencies.	November 2018	Indigenous Policy Officer, Community Health and Service Planning

The City of Port Phillip promotes the need for consideration of the local Aboriginal and Torres Strait Islander communities in all of Council's planning and service delivery across physical, strategic, cultural, recreational and economic frameworks.

"Reconciliation seems to be well understood throughout Council. The support we receive allows us to do some great programs and it's fantastic to see both staff and Councillors attending and engaging in events".

Rosemary Rule
Port Phillip Citizens for Reconciliation



CASE STUDY

Aboriginal Interpretative Signage Project

To implement Council's commitment to the reconciliation process between Indigenous and non-Indigenous Australians, this project develops a process of promoting Aboriginal sites of significance via signage and incorporates them into Aboriginal cultural walking trails.

In response to a lack of Aboriginal-themed signage in the City of Port Phillip this project explains and highlights local Aboriginal historical events, places and people. The project was developed and finalised in partnership with the Boon Wurrung Foundation. To enable a welcoming and inclusive community, the design and construction of 10 interpretative signs in St Kilda, South Melbourne, Port Melbourne,

West Beach, Albert Park, Middle Park, Balaclava and Point Ormond fosters an educative and 'information sharing' environment which raises awareness of the local Boon Wurrung culture.

The project has had a positive impact on local residents, domestic and international visitors and the local Aboriginal and Torres Strait Islander community.

This project supports the delivery of Action 14 of Council's first Reconciliation Action Plan which commits to "Increase the use of signs in public locations that pay respect to the area's Traditional Owners -Yalukut Wilam clan of the Boon Wurrung.



FOCUS AREA TWO: RESPECT

Building respect and trust with the local Aboriginal and Torres Strait Islander community is important to the City of Port Phillip. Raising awareness of the positive contribution made by First Australians to the City, as well as the history of dispossession of Australia's Aboriginal and Torres Strait Islander peoples, is key in developing trust.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6			
Engage City of Port Phillip staff in cultural learning opportunities to increase understanding and appreciation of the cultures, histories and achievements of Aboriginal and Torres Strait Islander peoples.	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy which defines the cultural learning needs of employees across all areas of Council business and considers various ways cultural learning can be provided.	November 2018	Indigenous Policy Officer, Community Health and Service Planning
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop training that responds to the cultural learning needs of employees.	November 2018	Indigenous Health and Reconciliation Officer, Community Health and Service Planning
	Provide opportunities for RWG members, RAP champions and other key leadership staff to participate in cultural training.	November 2018	
7			
Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country to ensure there is shared meaning.	Invite a Boon Wurrung Traditional Owner to provide a Welcome to Country at a minimum of one significant event during both National Reconciliation Week and NAIDOC Week.	27 May - 3 June and 2 - 9 July 2017, 2018 and 2019	Indigenous Policy Officer, Community Health and Service Planning
	Update the City of Port Phillip Aboriginal and Torres Strait Islander Protocol framework and include key resources and contacts.	November 2017	Indigenous Health and Reconciliation Officer, Community Health and Service Planning
	Support City of Port Phillip staff to include an Acknowledgement of Country at the commencement of all external and internal meetings.	November 2017	

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8			
Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week.	Review employee policies to ensure that there are no barriers to the participation of all staff in NAIDOC week events.	2 - 9 July 2017, 2018 and 2019	Indigenous Policy Officer, Community Health and Service Planning
	Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	2 - 9 July 2017, 2018 and 2019	Indigenous Health and Reconciliation Officer, Community Health and Service Planning
9			
Support community understanding of matters relevant to Reconciliation such as constitutional recognition and Treaty processes.	Host two community forums, in conjunction with Port Phillip Citizens for Reconciliation and Reconciliation Victoria	November 2018	Indigenous Policy Officer, Community Health and Service Planning
	Engage with local Aboriginal and Torres Strait Islander community through existing networks		
10			
Support the protection and recognition of the cultural and intellectual property of the Boon Wurrung people during the planning phase of the Fishermans Bend Urban Renewal Area.	Advocate for a system including relevant consultation with stakeholders which considers and recognises Aboriginal heritage, ie through the naming of roads, parks and buildings in the Boon Wurrung language; and the linking of Aboriginal cultural stories to precincts in Fishermans Bend	November 2018	Community Health and Service Planning Manager Senior Strategic Planner, City Strategy
11			
Update the Municipal Strategic Statement in the Port Phillip Planning Scheme to reinforce the importance of protecting places of Aboriginal cultural heritage.	Facilitate stakeholder input into the review of the Municipal Strategic Statement	November 2018	Senior Strategic Planner, City Strategy
	Incorporate policy objectives for identifying and protecting places of Aboriginal cultural heritage significance in the Fishermans Bend Urban Renewal Area	November 2018	Indigenous Policy Officer, Community Health and Service Planning



CASE STUDY

Bubup Nairm Family and Children's Centre

The commitment of the City of Port Phillip to the national reconciliation movement is reflected in the naming of a new Family and Children's Centre in the local Boon Wurrung language.

Council has worked closely with Boon Wurrung Arweet (head of clan) Carolyn Briggs regarding the use of local Aboriginal words to name various buildings in the area. In 2013, Council was seeking a name for the Family and Children's Centre in Carlisle Street in St Kilda.

A name was sought that thematically reflected and identified the new integrated centre as a place for children and families as opposed to the name identifying the location solely ie calling it the St Kilda Family and Children's Centre.

The Boon Wurrung Foundation suggested and endorsed the 'Bubup Nairm Family and Children's Centre' which translates from the Boon Wurrung language, 'Children of Port Phillip Bay'.

In choosing a local Aboriginal name for a mainstream centre, reflected Council's understanding that the use of language and its relationship to land fosters the capacity for self-development, self-reliance and cultural integrity of local Aboriginal and Torres Strait Islanders and all residents of Port Phillip.

Subsequently, Council has named another family and children's centre in Port Melbourne, 'Bubup Womindjeka Family and Children's Centre' which means 'Children Welcome'.

Building on its commitment to use an Aboriginal name for a significant activity, Council is now finalising Boon Wurrung language options for the naming of a new Family and Children's Centre in South Melbourne.

The naming process solidifies a respectful working relationship with the Boon Wurrung Foundation, especially with senior Elder, Arweet Carolyn Briggs, a descendant of the First Peoples of the land on which the centres are located.



FOCUS AREA THREE: OPPORTUNITIES

The vision of the City of Port Phillip is to actively advocate for the needs of the local Aboriginal and Torres Strait Islander community, who historically have had a limited voice to express their aspirations. Council will work in partnership with the local community in the development of opportunities and recommendations throughout its decision-making processes.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
12			
Maximise arts opportunities for Aboriginal and Torres Strait Islander artists.	Review and report on Aboriginal and Torres Strait Islander Arts Strategy action outcomes and measures Consult with relevant stakeholders to gain feedback and advice in revisioning the Aboriginal and Torres Strait Islander Arts Strategy	December 2018	Vibrant and Creative City Manager
13			
Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	Collect information on current Aboriginal and Torres Strait Islander staff to inform future employment opportunities Develop and implement an Aboriginal and Torres Strait Islander Employment Policy. Engage with existing Aboriginal and Torres Strait Islander staff the development of employment and retention strategies, including professional development. Advertise identified vacancies in Aboriginal and Torres Strait Islander media. Review employee and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in Council's workforce	November 2017, 2018 and 2019 November 2018 and 2019 November 2018 November 2018 and 2019 November 2018	Culture and Capability Manager Indigenous Policy Officer, Community Health and Service Planning Indigenous Health and Reconciliation Officer, Community Health and Service Planning



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
14			
Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within Council's procurement.	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2017, 2018 and 2019	Procurement Officer
	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	December 2018	Indigenous Policy Officer, Community Health and Service Planning
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	December 2018	
	Investigate Supply Nation membership.	December 2018	
15			
Support the development of cultural engagement programs for local Aboriginal and Torres Strait Islander young people to support education about local ecosystems and how they relate to local Aboriginal history and culture.	Assess the feasibility of establishing a Boon Wurrung 'Caring for Country' Ranger Group in conjunction with the Boon Wurrung Foundation .	August 2018	Open Space and Recreation Manager
	Table feasibility report and implement recommendations.		Indigenous Policy Officer, Community Health and Service Planning



FOCUS AREA FOUR: TRACKING PROGRESS AND REPORTING

The Reconciliation Action Plan will detail a set of actions to achieve reconciliation principles across a range of departments. Progress against actions will be measured and strategies continually improved. This is important because the City of Port Phillip is committed to being held accountable to the expectations of the local Aboriginal and Torres Strait Islander community.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
16 Report RAP achievements, challenges and learnings to Reconciliation Australia and our community	Submit RAP Impact Measurement Questionnaire to Reconciliation Australia annually	November 2017, 2018 and 2019	Indigenous Policy Officer, Community Health and Service Planning
	Participate in the National RAP Barometer	May 2018	Community Health and Service Planning Manager
	Publically report our RAP achievements, challenges and learnings.	February 2020	
17 Review, refresh and update RAP	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	February 2020	Indigenous Policy Officer, Community Health and Service Planning
	Send draft RAP to Reconciliation Australia for review and feedback.	March 2020	Community Health and Service Planning Manager
	Submit draft RAP to Reconciliation Australia for formal endorsement.	July 2020	
18 Identify community attitudes towards Reconciliation and Council policies	Conduct mid-plan survey of attitudes of non-Indigenous and Aboriginal and Torres Strait Islander community members.	November 2018	Indigenous Policy Officer, Community Health and Service Planning Community Health and Service Planning Manager



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
19			
Identify attitudes of City of Port Phillip staff towards reconciliation and Council policies	Conduct mid-plan survey of attitudes of City of Port Phillip staff.	November 2018	Indigenous Policy Officer, Community Health and Service Planning
	Report on findings and change from 2014.		Community Health and Service Planning Manager
20			
Develop an enhanced Aboriginal and Torres Strait Islander demographic profile to gain a better understanding of the Aboriginal and Torres Strait Islander population living, working and visiting the City of Port Phillip	Create an Aboriginal and Torres Strait Islander profile from the results of the 2016 Census.	November 2018	Social Planner, Community Health and Service Planning Indigenous Policy Officer, Community Health and Service Planning
	Undertake research with key stakeholders to better understand the health and wellbeing needs of the local Aboriginal and Torres Strait Islander community.	November 2018	Indigenous Health and Reconciliation Officer, Community Health and Service Planning



For more information, please contact us via:

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