



GLEN EIRA  
CITY COUNCIL

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

# GLEN EIRA RECONCILIATION ACTION PLAN MARCH 2022– MARCH 2024 INNOVATE



RECONCILIATION  
ACTION PLAN  
INNOVATE



Adopted by Glen Eira City Council on 15 March 2022

# THE ARTWORK

---

**ARTIST:** JARRA KARALINAR STEEL

---

**ARTWORK:** DJEEMBANA

---

**ARTIST STATEMENT:** Djeembana means “A gathering place for many special occasions for our mob to get together to barter, arrange marriages, to create dances, to pass on knowledge and to catch up with extended families and for new additions to family to be introduced”.

---

**ARTIST BIO:** Jarra Karalinar Steel is a multi-disciplinary artist known for her powerful emu engravings, poster art, large scale public installations, digital/augmented reality art, *Reconciliation Action Plan (RAP)* artwork and commemorative signage. She is of Boon Wurrung, Wemba Wemba, English and Scottish descent. Jarra completed her Master of Arts (Art in Public Space) from RMIT in 2020. She is a passionate advocate/consultant for self-representation of Kulin and Victorian First People’s art and culture and making sure it is kept alive and thriving.

# ACKNOWLEDGEMENTS

---

## ACKNOWLEDGEMENT OF COUNTRY

**Glen Eira City Council acknowledges the Boonwurrung/Bunurong and Wurundjeri Woi Wurrung peoples of the Eastern Kulin Nation as Traditional Owners and Custodians, and pays respect to their Elders past, present and emerging. We acknowledge and uphold their continuing relationship to these lands and waterways and extend our respect to all Aboriginal and Torres Strait Islander peoples, whose sovereignty has never been ceded.**

**Council honours the rich histories and cultures of First Nations' peoples and recognises and values the important contributions of Aboriginal and Torres Strait Islander peoples in enriching our community. We proudly support the Uluru Statement from the Heart and are committed to supporting truth-telling as an important step on the path to reconciliation.**

**Through our *Reconciliation Action Plan (RAP)*, which is underpinned by the principles of self-determination, we work towards improved outcomes for current and future generations of Aboriginal and Torres Strait Islander peoples. We aim to consolidate Glen Eira as a culturally safe place for Aboriginal and Torres Strait Islander peoples to live, work and visit and acknowledge that our City resides on Country that always was and always will be, Aboriginal land.**

## GLEN EIRA CITY COUNCIL WOULD LIKE TO THANK:

- The Boon Wurrung Foundation for their generous guidance and support from the very beginning of our reconciliation journey.
- The Bunurong Land Council Aboriginal Corporation and Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation who in 2021 were awarded Registered Aboriginal Party status for Glen Eira. We feel very fortunate for the rich cultural knowledge this brings and look forward to further developing respectful working relationships with both these Traditional Owner groups in the years ahead.
- Reconciliation Australia.
- Glen Eira Reconciliation Action Plan Advisory Group.
- Glen Eira Reconciliation Action Plan Working Group.
- First Nations' peoples and allies in the City of Glen Eira.
- First Nations' peoples, businesses and organisations who have shared their culture and provided learning opportunities to our staff and community.

# CONTENTS

---

<b>1. MESSAGES OF RECONCILIATION</b>	<b>4</b>
1.1 Message from the Mayor	4
1.2 Message from the CEO	4
1.3 Message from Reconciliation Australia	5
1.4 Message from the Boon Wurrung Foundation	6
1.5 Message from the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation	6
<b>2. OUR VISION FOR RECONCILIATION</b>	<b>8</b>
<b>3. OUR BUSINESS</b>	<b>8</b>
<b>4. OUR COMMUNITY</b>	<b>9</b>
4.1 Aboriginal and Torres Strait Islander residents in Glen Eira	10
<b>5. OUR RECONCILIATION JOURNEY</b>	<b>12</b>
5.1 RAP Working Group	13
5.2 RAP Advisory Group	14
5.3 Our achievements to date	16
<b>6. THE RECONCILIATION ACTION PLAN (RAP)</b>	<b>20</b>
6.1 Relationships	21
6.2 Respect	28
6.3 Opportunities	34
6.4 Governance, tracking progress and reporting	37
<b>7. CONTACT DETAILS</b>	<b>40</b>

# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 1. MESSAGES OF RECONCILIATION

### 1.1 MESSAGE FROM THE MAYOR

It is with great pride that I present Glen Eira City Council's second *Reconciliation Action Plan (RAP)*. I believe the *RAP* demonstrates Council's on-going commitment to building a unified community that acknowledges Aboriginal and Torres Strait Islander peoples and values the important place they hold in our municipality.

Building on our success and learnings from our first *RAP*, this Plan details how we will continue to build and learn from our relationships with local Traditional Owners and Aboriginal and Torres Strait Islander residents. Importantly we will focus on providing even more ways for the whole community to better understand and connect with Aboriginal and Torres Strait Islander cultures through events, training, workshops, schools, community groups and businesses.

By increasing Glen Eira's understanding of Aboriginal and Torres Strait Islander peoples' histories and cultures, we will support the healing of past injustices and facilitate the future prosperity of Aboriginal and Torres Strait Islander peoples through employment and business opportunities.

On behalf of Council, I invite you to embrace Glen Eira's second *RAP* and to join us on this next important stage of our reconciliation journey.



**Cr Jim Magee**  
Mayor, City of Glen Eira

### 1.2 MESSAGE FROM THE CEO

Council's second *Reconciliation Action Plan (RAP)* is symbolic of the strong collaboration that we have built between Council and community on this important issue. It has been an honour to witness how, by working together we have ensured that the heart of reconciliation in Glen Eira will continue to be built on a foundation of partnership, joint learning, and respect.

I would like to acknowledge the work of our Advisory Group, local community members and the First Nations' Elders, who have guided us through the development of our actions with wisdom and integrity. Thank you to the community leaders who have joined us as we have continued our journey towards a shared future. Finally, I commend the employees who champion reconciliation across Glen Eira and bring it to life through their actions and influences every day.

Council's aspirations for reconciliation will be enlivened through these actions that we have committed to for the next two years. This work belongs to everyone in Council — our staff, and our community. By working on reconciliation together, we will further establish Glen Eira as a culturally safe place for First Nations' peoples to live, work and visit, with a strong and respectful community.



**Rebecca McKenzie**  
Chief Executive Officer  
Glen Eira City Council

### 1.3 MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia commends Glen Eira City Council on the formal endorsement of its second, *Innovate Reconciliation Action Plan (RAP)*.

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

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. Glen Eira City Council continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four *RAP* types — Reflect, Innovate, Stretch and Elevate — allow *RAP* partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous *RAPs*. Learnings gained through effort and innovation are invaluable resources that Glen Eira City Council will continuously draw upon to create *RAP* commitments rooted in experience and maturity.

These learnings extend to Glen Eira City Council using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The *RAP* program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This *Innovate RAP* is an opportunity for Glen Eira City Council to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future *RAP* commitments. By enabling and empowering staff to contribute to this process, Glen Eira City Council will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Glen Eira City Council's future *RAPs* and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Glen Eira City Council on your second *Innovate RAP* and I look forward to following your ongoing reconciliation journey.



**Karen Mundine**  
Chief Executive Officer

# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 1.4 MESSAGE FROM THE BOON WURRUNG FOUNDATION

Reconciliation has always been about moving forward as a unified community — acknowledging the past and looking forward to a future where we can share our traditional stories, our history and our culture in a respected way, and over the past 30 years, we have as a community moved forward on this journey together. Today, we must start to acknowledge that the next step in reconciliation is not only about respecting our First Peoples’ cultures and values but integrating our First Peoples’ cultures and values into our shared Australian way of life. In order to achieve this, we require more engagement with local communities.

The opportunity to work with the City of Glen Eira in developing their *Reconciliation Action Plan (RAP)*, has been a truly rewarding experience. The work we have done together as a team has shown that truly building on the value of our culture throughout the organisation, and genuine engagement has allowed us to move away from the rhetoric, to produce some really significant and meaningful outcomes that has shaped and benefited the lives of our communities.

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

The development of this *Plan* and the one before it has drawn upon the relationship between the City of Glen Eira and the First Peoples of this country, and I am confident that this will result in the building of a stronger relationship between the community and this Council that will form a benchmark for others to follow.

**Womin Djeka**  
**Gheran Steel**  
**Chief Executive Officer**  
**Boon Wurrung Foundation**

## 1.5 MESSAGE FROM THE WURUNDJERI WOI WURRUNG CULTURAL HERITAGE ABORIGINAL CORPORATION

The Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation is very pleased to have begun developing a relationship with Glen Eira City Council, and we appreciate Glen Eira Council reaching out to us, and giving us the opportunity to provide input into this *Reconciliation Action Plan*. This is the beginning of what we hope will be a positive and mutually beneficial relationship that we can continue to build on into the future.

There is great wisdom to be found in the traditional culture of all First Nations people, and the knowledge of Wurundjeri, Woi Wurrung people with their understanding of the local environmental and cultural significance of the area provides a deeper layer of connection to all those who now make Glen Eira their home. Reconciliation, at its heart is about respect. Understanding the issues faced by First Nation peoples since colonisation, and the resilience shown by them to survive should give us all reason to pause and reflect, and having done so, to continue to strive for true reconciliation and a future that offers First Nation peoples the same opportunities afforded to other Australians.

---

**“Walk softly on the land  
as it holds the stories  
of our grandmothers”**

**Dr Japanangka errol West PhD, Bunurong Elder  
and internationally recognised poet and scholar**

---

Glen Eira City Council wishes to thank proud Bunurong woman Jillian West for her kind permission to publish her father’s words and we look forward to working together to develop a poetry competition for school students in his honour.



Event guest Aileen Trainor during Smoking Ceremony at *Louisa Briggs Day*, Mallanbool Reserve, Murrumbidgee, 2020. Photo: Barry Cail

# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 2. OUR VISION FOR RECONCILIATION

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

Council will achieve this vision by:

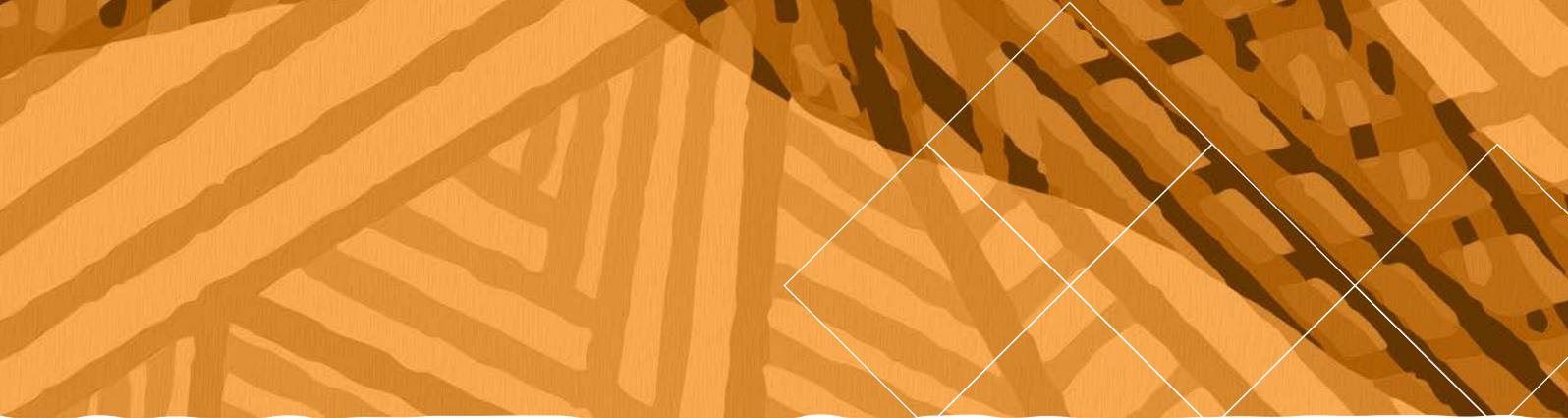
- > acknowledging the special relationship Aboriginal and Torres Strait Islander peoples have as the Traditional Owners of this land;
- > creating an inclusive and engaged community where Aboriginal and Torres Strait Islander peoples feel culturally safe;
- > increasing understanding of past injustices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

## 3. OUR BUSINESS

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

A snapshot of the services we deliver includes:

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



Council employs 1528 people in total — 438 full time, 448 part time and 642 casual staff. (June 2020). We are aware there are currently at least two First Nations' employees and work continuously to ensure the organisation is a culturally safe environment so others may identify if they choose.

Glen Eira is committed to increasing, supporting and celebrating the diversity of our staff. We actively encourage applications from Aboriginal and Torres Strait Islander candidates for all vacant positions. The organisation wants to ensure that the diverse abilities, skills, languages, cultures and backgrounds of our employees are recognised, respected and valued.

## 4. OUR COMMUNITY

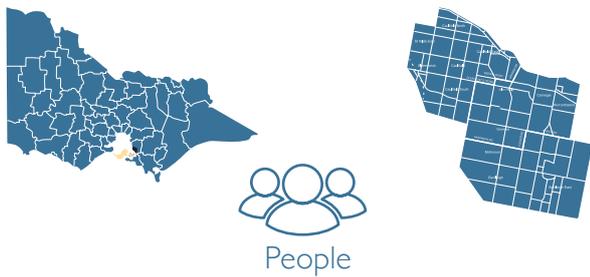
Glen Eira covers an area of 39 square kilometres in the inner south east region of metropolitan Melbourne and is estimated to be home to 158,216 people (November 2021). The municipality includes the suburbs of Bentleigh, Bentleigh East, Carnegie, Caulfield, Elsternwick, Gardenvale, Glen Huntly, McKinnon, Murrumbeena, Ormond and parts of Brighton East and St Kilda East.

The main municipal office of Glen Eira City Council is the Town Hall located on the corner of Hawthorn and Glen Eira Roads, Caulfield and another office is located at 840 Dandenong Road, Caulfield. Council also operates various service sites across the City, including four libraries; seven maternal and child health services; five senior citizen centres; three early childhood centres; one residential aged care facility; 68 independent living units; two sport and recreational facilities; two aquatic facilities; a works depot; a social support service; a parks service; and numerous sports pavilions, parks and community spaces.

The suburbs of Glen Eira have defined identities, neighbourhoods and 'villages' that are connected with leafy, tree lined streets and spacious streetscapes. People who live in Glen Eira tell us it is a great place to live and to raise a family. The residents of Glen Eira are diverse and span a wide range of cultures, household types and ages. There are 63,665 (2020) households with the most common type being couples with children. The most common countries of birth outside Australia are China, India, England, South Africa and Israel. Almost 17 per cent of Glen Eira's population identify as Jewish which is the largest Jewish population in Australia.

# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 4.1 ABORIGINAL AND/OR TORRES STRAIT ISLANDER RESIDENTS IN GLEN EIRA

VICTORIA	GLEN EIRA	VICTORIA	GLEN EIRA
 <p>People</p>		47,787	Population 552
		49.8 : 50.2	Male : Female % 49.8 : 50.2
		23	Median age 27
		23,677	Private dwellings 357
		3	Average people per household 2.6
 <p>Employment</p> <p>People who reported being in the labour force, aged 15 years and over</p> 		50%	Worked full time 59.4%
		29.6%	Worked part time 24.3%
		6.3%	Away from work 8.3%
		14%	Unemployed 8%
		<b>OWNED OUTRIGHT</b>	 Victoria 14.2% Glen Eira 14.8%
		<b>OWNED WITH A MORTGAGE</b>	 Victoria 29.1% Glen Eira 16.5%
		<b>RENTED</b>	 Victoria 51.7% Glen Eira 64.4%
		<b>OTHER TENURE TYPE</b>	 Victoria 0.8% Glen Eira 0.9%
		<b>TENURE TYPE NOT STATED</b>	 Victoria 4.1% Glen Eira 3.4%
\$1,200	Median weekly household income	\$1,897	
\$1,517	Median monthly mortgage	\$2,200	
\$261	Median weekly rent	\$392	

Glen Eira, Victoria and Australia comparison 2016 census data source:

[https://quickstats.censusdata.abs.gov.au/census\\_services/getproduct/census/2016/quickstat/ILOC20101003](https://quickstats.censusdata.abs.gov.au/census_services/getproduct/census/2016/quickstat/ILOC20101003)



Performer from Culture Evolves during *National Reconciliation Week* event at Mallanbool Reserve, Murrumbidgee, 2017.  
Photo: Ben Johnson

# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 5. OUR RECONCILIATION JOURNEY

Glen Eira City Council recognises the important role it plays as an employer and as a community leader to build respectful relationships between Aboriginal and Torres Strait Islander peoples and the broader Australian community.

Momentum on Council's commitment and focus on reconciliation had been building since 2015 and in the following year, a *Reconciliation Policy* was developed which included an implementation plan. This provided a basis for Glen Eira to demonstrate its respectful intent and openness to learning and understanding and an ongoing approach. It enabled relationships between Traditional Owners and Council to grow and introduced us to local Aboriginal and Torres Strait Islander workers, groups and organisations.

In 2017, Glen Eira began developing its first *Reflect Reconciliation Action Plan (RAP)* and upon submitting the first draft to Reconciliation Australia were proud to learn the work that had been put in to date would allow us to start at the second Innovate. Perhaps 'work' is not quite the right word as it has been a joy and a privilege to develop these relationships and experience the rich cultural heritage Aboriginal and Torres Strait Islander peoples have generously shared with Council and the Glen Eira community.

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

## 5.1 RAP WORKING GROUP

The RAP Working Group is an internal group comprised of staff from key business units across Council whose purpose is to champion and oversee the practical development of the Reconciliation Action Plan and

influence reconciliation across the organisation and community. This group is led by the Chief Transformation Officer who is our RAP Champion.

### RECONCILIATION ACTION PLAN WORKING GROUP MEMBERS

POSITION	DEPARTMENT
Aboriginal Community Officer*	Community Development
Branch Leader — Carnegie Library	Libraries, Arts and Culture
Chief Transformation Officer — RAP Champion	Transformation and Corporate Performance
Co-ordinator Diversity and Inclusion	Community Development
Co-ordinator Media and Communications	Customer and Communications
Co-ordinator, Traffic, Parking and Safety*	Community Safety and Compliance
Human Resources Business Partner	People and Culture
Manager Climate and Sustainability	Climate and Sustainability
Manager Procurement and Contracts	Finance
Recreation Development Co-ordinator	Recreation and Open Space
Team Leader Arts and Culture	Libraries, Arts and Culture
Team Leader Family Day Care	Family, Children and Youth Services
Youth Development Officer	Family, Children and Youth Services

\* Denotes Aboriginal and/or Torres Strait Islander representative.

Glen Eira hopes to increase Aboriginal and Torres Strait Islander representation in this Group as more Aboriginal and Torres Strait Islander people join Council's workforce.

# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 5.2 RAP ADVISORY GROUP

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

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

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

## RECONCILIATION ACTION PLAN ADVISORY GROUP MEMBERS

NAME	ROLE
Aunty Lyn Maher*	Boonwurrung Traditional Owner
Jillian West*	Bunurong Traditional Owner
Elder*	Wurundjeri Woi Wurrung Traditional Owner
Uncle Greg Muir*	Resident, Artist and Performer
Belinda Duarte*	Resident, CEO of Culture is Life
Bayley Mifsud*	Indigenous Engagement Lead, Officeworks
Eden Thomas*	Student at Glen Eira College
Wayne Davis	Wellbeing Co-ordinator, Bentleigh Secondary College
Rabbi Ralph Genende OAM	Senior Rabbi and Manager, Jewish Life at Jewish Care, Victoria
Samantha Kolasa	CEO, Glen Eira Kindergarten Association
Anaru August	Resident, business owner
Megan Kelleher*	Resident, Vice Chancellor's Indigenous Pre-Doctoral Fellow — RMIT
Tyson Yunkaporta*	Resident, Senior Research Fellow at Deakin Research
Zach Martin-Dennis*	Program Manager, Aboriginal Engagement, DJPR
Amy Moore	Co-ordinator Diversity and Inclusion, Glen Eira City Council
Melissa Bickford*	Aboriginal Community Officer, Glen Eira City Council

\* Denotes Aboriginal and Torres Strait Islander representative.



Council would like to acknowledge and thank past members of the *RAP* Advisory and *RAP* Working Groups for their role in Glen Eira's reconciliation journey.

The two reconciliation groups were established in 2017 and have interlinked to develop the *RAP* jointly. The Advisory Group developed the recommendations while the Working Group considered resourcing and capacity to deliver on the recommendations.

The enthusiasm and commitment of these groups has continued to provide Council with a solid and sustainable *RAP* governance model that will meet future commitments to cultural learning, cultural protocols and lead more proactively toward Aboriginal and Torres Strait Islander employment.

Council has also continued to work collaboratively with local Traditional Owners — the Boonwurrung, through the reconciliation development process, which, together with advice from Traditional Owners who have Registered Aboriginal Party status for our municipality, will, moving forward, inform and guide our reconciliation implementation.

Council will also continue to work and consult broadly with other Aboriginal and Torres Strait Islander stakeholders and networks including Aboriginal Community Controlled Organisations.

In developing this *Reconciliation Action Plan*, the Glen Eira community was kept informed online through Council's community engagement portal — *Have Your Say* — and through the *Glen Eira News*.

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

# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 5.3 OUR ACHIEVEMENTS TO DATE

Prior to the first *Reconciliation Action Plan (RAP)*, Council had successfully built its partnerships and reconciliation activities over time with Elders delivering a Welcome to Country and staff providing an Acknowledgement of Country at key meetings and events. There was greater recognition of Australia's First Nations at Citizenship Ceremonies and a Memorandum of Agreement was signed between the Traditional Owners represented by the Boon Wurrung Foundation and Council. Aboriginal and Torres Strait Islander cultures, histories and heritage was acknowledged and celebrated during *National Reconciliation Week* and *NAIDOC Week* as well as Glen Eira's *Storytelling Festival* and *Indigenous Literacy Day*. Signage in our parks and open spaces was expanded and our Kulin Nation Interpretative Trail at beautiful Mallanbool Reserve enjoyed increased promotion.

Since launching Council's first Innovate RAP in October 2018 we have maintained or increased these activities and achieved quite a bit more including:

- > Development of a cultural learning training plan with a communications and engagement plan.
- > Participation in a wider range of events such as *The Long Walk*, *Close the Gap* and *Remembrance Day*.
- > Engagement of staff through distributing an Aboriginal and Torres Strait Islander significant date's calendar, a *Knowledge Hour* for *National Sorry Day* and Workplace Facebook posts.
- > Flags have been erected at Town Hall in the main entrance, garden entrance and Council chambers.
- > Indigenous Hip Hop workshop held in partnership at Bentleigh Secondary College.
- > Recruitment of an Aboriginal Community Officer to oversee and support implementation of the *Reconciliation Action Plan*.
- > Cultural awareness training for: Councillors and Executive Management Team; RAP Advisory and Working Groups; and all Council staff.
- > Implementation and communication of an Aboriginal and Torres Strait Islander Cultural Protocols document including a launch.
- > Indigenous Cultural and Intellectual Property training with Terri Janke with participation from Stonnington, Bayside and Kingston councils.
- > Staged the *Koorie Chill Out*, a 26 January family event featuring a Welcome to Country and Smoking Ceremony, music, cultural dance, activities for children and free barbeque dinner.

- > Successful participation at *Party in the Park* with Aboriginal cultural activities.
- > Staged *Louisa Briggs Day* in celebration of important Boon Wurrung ancestor including an award to an inspiring local resident working towards reconciliation.
- > Held a *You Can't Ask That National Reconciliation Week* internal staff event with prominent Indigenous panellists and a video of Council staff talking about what reconciliation meant to them including CEO and Director of Community Wellbeing.
- > *IndigiNerd* online youth event discussing Indigenous representation in popular culture.
- > Glen Eira College commenced the new year with a Welcome to Country and Smoking Ceremony for the whole school.
- > Caulfield and District Netball Association held their first ever Indigenous Round.
- > Increased support for local family day care, early learning centres and schools in their own reconciliation journeys.
- > Aboriginal and Torres Strait Islander content included in seniors' publications.
- > *Glen Eira First People's History Report* near completion will be used as the basis for future engagement activities including worksheets, markers and a Walking Tour app.
- > In 2021, Glen Eira won a *HART (Helping Achieve Reconciliation Together) Award* for the project 26 January – a First Nation's perspective. The *HART Awards* are a partnership between the Victorian Local Governance Association and Reconciliation Victoria, to recognise initiatives that make a real difference in their community by contributing to local reconciliation outcomes.

We have gained some valuable learnings we will use as a basis for improvement moving forward including ensuring all staff and community members understand and appreciate the many and varied demands placed upon Traditional Owners and accommodate these into their scheduling.

We now have a greater insight into the different levels of knowledge our staff and community have regarding Aboriginal and Torres Strait Islander peoples, cultures, protocols, histories and heritage and will adapt our communications accordingly.

And we have discovered how effective it can be when seeking to engage our community in learning about Aboriginal and Torres Strait Islander cultures, histories and heritage, to focus on the very ground beneath their feet and the people who have lived here and currently live here in the municipality and hear their stories. It is a great starting point to ensure people appreciate that Aboriginal and Torres Strait Islander people are here now.

COVID-19 also provided us with some challenges as we adapted our operation to an online environment. We actually found more people may attend meetings and events when they are online and we will continue to include online options whilst keeping in mind how social Aboriginal and Torres Strait Islander people are and how especially for anyone elderly or infirm, social interaction is very important.



Artist Uncle Greg Muir and the Djirri Djirri Dance Group  
at *Koorie Chill Out*, 2020.  
Photo: Frank Amato

The Longitudinal Study of Indigenous



# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 6. The *Reconciliation Action Plan (RAP)*

This new *Reconciliation Action Plan* seeks to further establish Glen Eira as a culturally safe place to live, work and visit.

Council's intent with this second Innovate *RAP* is to consolidate and build upon the internal work achieved to date, take on board the learnings gained to improve our effectiveness, and to focus on increasing our community impact and reach.

It details how we will further strengthen relationships with local Traditional Owners and Aboriginal and Torres Strait Islander residents and our wider community. It also outlines how we will actively support schools, workplaces, service providers, community groups and individuals to participate in Council's vision for reconciliation, seeking to educate and promote opportunities to potential *RAP* partners within Glen Eira.

The *RAP* has a strong focus on Aboriginal and Torres Strait Islander employment and businesses opportunities and Council hopes these will empower and improve economic and social outcomes for Aboriginal and Torres Strait Islander peoples.

Most importantly, this *RAP* is underwritten by the principles of self-determination with First Nations' representatives guiding its development and implementation.

We present Glen Eira City Council's *Reconciliation Action Plan March 2022–March 2024 Innovate*.

## 6.1 RELATIONSHIPS

Building strong relationships between Aboriginal and Torres Strait Islander peoples and our local community is a critical part of Council's approach to reconciliation. We value the communications and engagement opportunities being close to community brings and understand the responsibility we have to build and support respectful, meaningful and sustainable partnerships through purposeful listening, understanding and empathy.



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	April 2022	Co-ordinator Diversity and Inclusion Aboriginal Community Officer
	1.2 Review and update <i>Engagement Plan</i> to work with Aboriginal and Torres Strait Islander stakeholders and organisations, increase our stakeholders and implement <i>Plan</i> .	May 2022	Aboriginal Community Officer
	1.3 Develop a Glen Eira (municipality-wide) Aboriginal and Torres Strait Islander Staff Network to provide a culturally safe space to build confidence, share experiences and support each other.	June 2022	Aboriginal Community Officer
	1.4 Glen Eira (municipality-wide) Aboriginal and Torres Strait Islander Staff Network to meet quarterly to hear inspiring guest speakers, network and undertake professional development opportunities.	August and November 2022 February, May, August and November 2023 February 2024	Aboriginal Community Officer
2. Build relationships with non-Aboriginal and Torres Strait Islander stakeholders and organisations to broaden the reach of RAP work throughout the municipality.	2.1 Continue to develop relationships with local schools, businesses, community groups and religious groups to provide guidance on ways to increase respect for and inclusion of Aboriginal and Torres Strait Islander peoples.	June 2022 and 2023	Aboriginal Community Officer

# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 6.1 RELATIONSHIPS

Building strong relationships between Aboriginal and Torres Strait Islander peoples and our local community is a critical part of Council's approach to reconciliation. We value the communications and engagement opportunities being close to community brings and understand the responsibility we have to build and support respectful, meaningful and sustainable partnerships through purposeful listening, understanding and empathy.



Action	Deliverable	Timeline	Responsibility
3. Build relationships through celebrating <i>National Reconciliation Week (NRW)</i> .	3.1 Circulate Reconciliation Australia's <i>NRW</i> resources and reconciliation materials to our staff.	May 2022 and 2023	Manager Customer and Communications
	3.2 <i>RAP</i> Working Group members to participate in an external <i>NRW</i> event.	27 May–3 June 2022 and 2023	Chief Transformation Officer — <i>RAP</i> Champion Aboriginal Community Officer
	3.3 Encourage and support <i>RAP</i> Advisory Group members, staff and senior leaders to participate in at least one internal and/or external event to recognise and celebrate <i>NRW</i> .	27 May–3 June 2022 and 2023	Chief Transformation Officer — <i>RAP</i> Champion CEO
	3.4 Organise at least one internal and one external <i>NRW</i> event each year.	27 May–3 June 2022 and 2023	Manager Libraries, Arts and Culture Aboriginal Community Officer Chair, Reconciliation Champions League
	3.5 Register all our <i>NRW</i> events on Reconciliation Australia's <i>NRW</i> website, with Reconciliation Victoria for their eNews and Facebook and Council's website and Facebook.	May 2022 and 2023	Team Leader, Arts and Culture
	3.6 Create an <i>NRW</i> supplement for the May editions of the <i>Glen Eira News</i> publication.	February 2023 and 2024	Aboriginal Community Officer Manager Customer and Communications
	3.7 Encourage Glen Eira businesses and service providers to acknowledge <i>National Reconciliation Week</i> and support with Reconciliation Australia resources.	April 2022 and 2023	Aboriginal Community Officer

## 6.1 RELATIONSHIPS

Building strong relationships between Aboriginal and Torres Strait Islander peoples and our local community is a critical part of Council's approach to reconciliation. We value the communications and engagement opportunities being close to community brings and understand the responsibility we have to build and support respectful, meaningful and sustainable partnerships through purposeful listening, understanding and empathy.



Action	Deliverable	Timeline	Responsibility
4. Promote reconciliation through our sphere of influence.	4.1 Develop a Reconciliation Champions League to assist to implement strategies to engage our staff in reconciliation.	March 2022	Aboriginal Community Officer
	4.2 Communicate our commitment to reconciliation publicly through the launch of our new RAP and at community events throughout each year.	April, May, June, July, August and November 2022	Aboriginal Community Officer Manager Customer and Communications
		January, May, June, July, August and November 2023	
		January 2024	
	4.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes through cultural learning opportunities and encouraging participation in our calendar of events and activities.	February 2023 and 2024	Aboriginal Community Officer Chair RAP Advisory Group Chair RAP Champions League
	4.4 Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation including through <i>Glen Eira News</i> articles highlighting their work.	May, August, November, February 2022 and 2023	Aboriginal Community Officer Manager Customer and Communications
4.5 Stage a family-friendly community event (pending COVID restrictions) to recognise the significance of the date to First Nations' peoples and to promote understanding, respect and reconciliation on 26 January.	January 2023 and 2024	Aboriginal Community Officer Manager Libraries, Arts and Culture	
4.6 Stage a free, family-friendly event (pending COVID restrictions) to honour an ancestor of the Boonwurrung, including an award program for contributing to reconciliation in the municipality.	November 2022 and 2023	Aboriginal Community Officer Team Leader Community Development	

# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 6.1 RELATIONSHIPS

Building strong relationships between Aboriginal and Torres Strait Islander peoples and our local community is a critical part of Council's approach to reconciliation. We value the communications and engagement opportunities being close to community brings and understand the responsibility we have to build and support respectful, meaningful and sustainable partnerships through purposeful listening, understanding and empathy.



Action	Deliverable	Timeline	Responsibility	
4. Promote reconciliation through our sphere of influence. (Continued)	4.7 Develop a poetry competition in honour of Dr Japanangka errol West PhD, Bunurong Elder and internationally recognised poet.	October 2022	Aboriginal Community Officer Bunurong Land Council Aboriginal Corporation	
	4.8 Develop a program/activity to honour a Wurundjeri Woi Wurrung ancestor.	October 2022	Aboriginal Community Officer Wurundjeri Woi Wurrung	
	4.9 Ensure continued inclusion of Aboriginal and Torres Strait Islander cultural activities in Council's key mainstream festivals and events including the <i>Storytelling Festival</i> , <i>Senior's Festival</i> and <i>Party in the Park</i> .		July, October 2022	Aboriginal Community Officer
			February, March, July, October 2023	Manager Libraries, Arts and Culture
			February, March 2024	Co-ordinator Diversity and Inclusion
	4.10 Design a newsletter template with different headers for the <i>RAP</i> Advisory and Working Groups, <i>RAP</i> Champions League, Glen Eira Aboriginal Staff Network and interested local community members and send occasionally to maintain engagement.	September 2022	Aboriginal Community Officer Manager Customer and Communications	
	4.11 Work collaboratively with other councils, to investigate re-establishing the LGPro Indigenous Special Interest Group.	February 2023	Aboriginal Community Officer	
4.12 Invite other <i>RAP</i> organisations in the City of Glen Eira to work collaboratively to promote each other's <i>RAP</i> activities and events.	January 2023	Aboriginal Community Officer		

## 6.1 RELATIONSHIPS

Building strong relationships between Aboriginal and Torres Strait Islander peoples and our local community is a critical part of Council's approach to reconciliation. We value the communications and engagement opportunities being close to community brings and understand the responsibility we have to build and support respectful, meaningful and sustainable partnerships through purposeful listening, understanding and empathy.



Action	Deliverable	Timeline	Responsibility
5. Promote positive race relations through anti-discrimination strategies.	5.1 Conduct a review of HR policies and procedures through an Aboriginal and Torres Strait Islander lens to identify existing anti-discrimination provisions, and future needs.	February 2023	Executive Manager People and Culture Aboriginal Community Officer
	5.2 Review, maintain and communicate the Council's <i>Harrassment, Discrimination and Vilification Policy</i> for our organisation.	September 2022	Aboriginal Community Officer Co-ordinator Diversity and Inclusion
	5.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our <i>Anti-Discrimination Policy</i> .	October 2022	Aboriginal Community Officer
	5.4 Educate senior leaders on the effects of racism through <i>GECC Matters</i> and as part of a senior leadership meeting.	November 2022	Chief Transformation Officer — <i>RAP</i> Champion Aboriginal Community Officer
	5.5 Continue support for the <i>Racism It Stops With Me</i> and <i>Wield Words Wisely</i> campaigns and the Victoria Equal Opportunity and Human Rights Commission Community Reporting Racism tool.	December 2022 and 2023	Co-ordinator Diversity and Inclusion Co-ordinator Youth Services Community Safety and Social Policy Officer
	5.6 Write an article for the <i>Glen Eira News</i> including stories from local community members with lived experience of the impacts of racism and suggested actions to take to stand against racism.	October 2022	Aboriginal Community Officer Manager Customer and Communications
	5.7 Develop a social media campaign with stories from local community members with lived experience of the impacts of racism and suggested actions to take to stand against racism.	September 2022	Aboriginal Community Officer Manager Customer and Communications



Musician Kee'ahn with her parents and artist Uncle Greg Muir at Koorie Chill Out, Booran Reserve, Glen Huntly, 2021.

Photo: Barry Cail



# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 6.2 RESPECT

Respect is a core value of Council and we embrace the responsibility to model respect in the community. We will acknowledge injustices, as well as honour and celebrate the rich cultures, histories and heritage of Aboriginal and Torres Strait Islander peoples. We will create opportunities to engage in cultural learning and re-learning, so our staff and community can understand and feel pride in reconciliation.



Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	6.1 Conduct an annual review of cultural learning needs within our organisation.	April 2022 and 2023	Aboriginal Community Officer
	6.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	May 2022 and 2023	Aboriginal Community Officer Chair RAP Advisory Group
	6.3 Revise, implement and communicate a cultural learning strategy for our staff.	June 2022 and 2023	Aboriginal Community Officer
	6.4 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	May, August, November 2022 and 2023 February 2023 and 2024	Aboriginal Community Officer
	6.5 Collaborate with the National Trust to develop a program of community engagement opportunities at Ripponlea property focusing on Aboriginal cultural heritage.	September 2023	Aboriginal Community Officer Manager Recreation and Open Space
	6.6 Embed Aboriginal and Torres Strait Islander cultures, histories and knowledge into Council's sustainability strategies and plans.	May 2022 and 2023	Manager Climate and Sustainability Manager Recreation and Open Space
	6.7 Glen Eira Youth Services to partner with local Aboriginal and Torres Strait Islander leaders to develop a term-based program where young Glen Eira residents will learn about cultural awareness and safety, privilege and leadership. The program will serve to spark an interest and awakening into Aboriginal and Torres Strait Islander cultures as well as build skills in reflection and personal development.	October 2022	Co-ordinator Youth Services

## 6.2 RESPECT

Respect is a core value of Council and we embrace the responsibility to model respect in the community. We will acknowledge injustices, as well as honour and celebrate the rich cultures, histories and heritage of Aboriginal and Torres Strait Islander peoples. We will create opportunities to engage in cultural learning and re-learning, so our staff and community can understand and feel pride in reconciliation.



Action	Deliverable	Timeline	Responsibility
6.8	Glen Eira Youth Services to develop a podcast series including lived experience stories from inspiring young Aboriginal and Torres Strait Islander role models from a variety of fields and backgrounds.	February 2023	Co-ordinator Youth Services
6.9	Manage the completion of the second phase of the <i>Glen Eira First People's History Report</i> .	December 2022	Manager Libraries, Arts and Culture
6.10	Create and promote new publications and web content from the content in the <i>Glen Eira First People's History Report</i> .	December 2022	Co-ordinator History and Heritage Manager Customer and Communications
6.11	Utilise the findings from the <i>Glen Eira First People's History Report</i> to investigate the development of interpretive markers.	December 2023	Co-ordinator History and Heritage
6.12	Utilise the findings from the <i>Glen Eira First People's History Report</i> to develop an online Traditional Owner's walking tour as part of the <i>Glen Eira Walking Tours</i> app.	December 2023	Co-ordinator History and Heritage
6.13	Create an Aboriginal and Torres Strait Islander significant days poster and distribute to community groups, schools etc.	December 2022 and 2023	Manager Customer and Communications

# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 6.2 RESPECT

Respect is a core value of Council and we embrace the responsibility to model respect in the community. We will acknowledge injustices, as well as honour and celebrate the rich cultures, histories and heritage of Aboriginal and Torres Strait Islander peoples. We will create opportunities to engage in cultural learning and re-learning, so our staff and community can understand and feel pride in reconciliation.



Action	Deliverable	Timeline	Responsibility
7. Investigate opportunities to address cultural safety in the City of Glen Eira.	7.1 Undertake a staff survey to understand current levels of cultural safety within the workplace.	May 2022	Aboriginal Community Officer Executive Manager People and Culture
	7.2 Use cultural safety levels staff survey data to understand needs and experiences of Aboriginal and Torres Strait Islander team members, and to inform changes.	July 2022	Aboriginal Community Officer
	7.3 Review feedback mechanisms for community members to express cultural concerns and adjust as required, and communicate the mechanisms to express cultural concerns.	April 2023	Aboriginal Community Officer
	7.4 Research best practice and principles that support cultural safety in the workplace.	August 2022	Aboriginal Community Officer
8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	8.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2022 and 2023	Aboriginal Community Officer
	8.2 Review, update and communicate our <i>Aboriginal and Torres Strait Islander Cultural Protocols</i> document.	October 2022	Aboriginal Community Officer Open Space
	8.3 Continue to ensure a local Traditional Owner or Custodian is invited to provide a Welcome to Country or other appropriate cultural protocol at significant events throughout each year, including <i>National Reconciliation Week</i> , and <i>Australian Citizenship Ceremonies</i> .	Ongoing 2022 and 2023	Aboriginal Community Officer Co-ordinator Councillor Business
	8.4 Continue to ensure an Acknowledgement of Country or other appropriate protocols are included at the commencement of important meetings.	Ongoing 2022 and 2023	Chief Transformation Officer — <i>RAP</i> Champion Co-ordinator Councillor Business



## 6.2 RESPECT

Respect is a core value of Council and we embrace the responsibility to model respect in the community. We will acknowledge injustices, as well as honour and celebrate the rich cultures, histories and heritage of Aboriginal and Torres Strait Islander peoples. We will create opportunities to engage in cultural learning and re-learning, so our staff and community can understand and feel pride in reconciliation.



Action	Deliverable	Timeline	Responsibility
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating <i>NAIDOC Week</i> .	9.1 <i>RAP Working Group</i> to participate in an external <i>NAIDOC Week</i> event.	First week in July 2022 and 2023	Chief Transformation Officer — <i>RAP Champion</i>
	9.2 Review HR policies and procedures to remove barriers to staff participating in <i>NAIDOC Week</i> .	May 2022	Manager People and Culture
	9.3 Promote and encourage participation in external <i>NAIDOC</i> events to all staff.	First week in July 2022 and 2023	Co-ordinator Diversity and Inclusion Manager Customer and Communications
	9.4 Organise at least one internal <i>NAIDOC Week</i> event.	First week in July 2022 and 2023	Aboriginal Community Officer
	9.5 Organise at least one external <i>NAIDOC Week</i> event.	First week in July 2022 and 2023	Manager Libraries, Arts and Culture
	9.6 Support and promote <i>NAIDOC Week</i> events held within our community by our stakeholders.	First week in July 2022 and 2023	Aboriginal Community Officer



Flowering Gum, Mallanbool Reserve, Murrumbidgee, 2017.  
Photo: Ben Johnson



# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 6.3 OPPORTUNITIES

It is important to Council and its delivery of services to develop employment, procurement and partnership opportunities with Aboriginal and Torres Strait Islander peoples, organisations and communities. We are enriched by the skills, innovation and knowledge Aboriginal and Torres Strait Islander peoples can offer and understand the impact of opportunities to empower and improve economic and social outcomes.



Action	Deliverable	Timeline	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	10.1 Build on our understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities and seek guidance and advice from Aboriginal and Torres Strait Islander people in this space if needed.	February 2023	Manager People and Culture
	10.2 Engage with Aboriginal and Torres Strait Islander staff and experienced Aboriginal and Torres Strait Islander employment specialists to consult on our recruitment, retention and professional development strategy.	April 2023	Executive Manager People and Culture Aboriginal Community Officer
	10.3 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy in collaboration with experienced Aboriginal and Torres Strait Islander employment specialists.	June 2023	Executive Manager People and Culture Aboriginal Community Officer
	10.4 Continue to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	July and December 2022 and 2023	Manager People and Culture
	10.5 Review HR and recruitment procedures and policies through an Aboriginal and Torres Strait Islander lens and remove barriers to Aboriginal and Torres Strait Islander participation in our workplace if necessary.	October 2023	Manager People and Culture
	10.6 Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	July 2022	Manager People and Culture

### 6.3 OPPORTUNITIES

It is important to Council and its delivery of services to develop employment, procurement and partnership opportunities with Aboriginal and Torres Strait Islander peoples, organisations and communities. We are enriched by the skills, innovation and knowledge Aboriginal and Torres Strait Islander peoples can offer and understand the impact of opportunities to empower and improve economic and social outcomes.



Action	Deliverable	Timeline	Responsibility
	10.7 Encourage local businesses to consider employing Aboriginal and Torres Strait Islander staff by outlining the benefits and providing success stories through Council's business support network communications.	February 2023	Aboriginal Community Officer Strategic Economic Development Officer
	10.8 Develop and promote a resource through Council's business support network communications to assist local businesses to become culturally safe workplaces to attract Aboriginal and Torres Strait Islander candidates.	August 2022	Aboriginal Community Officer Strategic Economic Development Officer
	10.9 Provide information and support through Council's business support network communications to local businesses looking to recruit, retain and develop Aboriginal and Torres Strait Islander staff.	February 2023	Aboriginal Community Officer Strategic Economic Development Officer

# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 6.3 OPPORTUNITIES

It is important to Council and its delivery of services to develop employment, procurement and partnership opportunities with Aboriginal and Torres Strait Islander peoples, organisations and communities. We are enriched by the skills, innovation and knowledge Aboriginal and Torres Strait Islander peoples can offer and understand the impact of opportunities to empower and improve economic and social outcomes.



Action	Deliverable	Timeline	Responsibility
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	11.1 Develop and implement an <i>Aboriginal and Torres Strait Islander Procurement Strategy</i> .	December 2023	Co-ordinator Procurement and Contracts
	11.2 Investigate Supply Nation membership.	August 2022	Co-ordinator Procurement and Contracts
	11.3 Explore opportunities to collaborate with Kinaway (Victorian Indigenous Chamber of Commerce) to showcase Victorian Aboriginal and Torres Strait Islander businesses.	October 2023	Aboriginal Community Officer
	11.4 Encourage and support Aboriginal and Torres Strait Islander businesses with information sessions on Council's procurement and tendering process.	July 2022 and 2023	Co-ordinator Procurement and Contracts Aboriginal Community Officer
	11.5 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	September 2022 and 2023	Aboriginal Community Officer
	11.6 Review procurement practices through an Aboriginal and Torres Strait Islander lens and update to remove any barriers identified to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	September 2023	Aboriginal Community Officer Co-ordinator Procurement and Contracts RAP Advisory Group
	11.7 Continue to develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	April 2022 and 2023	Co-ordinator Procurement and Contracts

## 6.4 GOVERNANCE



Action	Deliverable	Timeline	Responsibility
I2. Maintain an effective <i>RAP</i> Working group (RWG) to drive governance of the <i>RAP</i> .	I2.1 Actively recruit for and maintain Aboriginal and Torres Strait Islander representation on the RWG.	January 2023 and 2024	Chair <i>RAP</i> Working Group
	I2.2 Review, update if necessary, and apply a Terms of Reference for the RWG.	February 2024	Aboriginal Community Officer Strategic Economic Development Officer
	I2.3 Meet five to six times per year to drive and monitor <i>RAP</i> implementation.	April, June, August, October, December 2022 and 2023 February 2023 and 2024	Chief Transformation Officer — <i>RAP</i> Champion
I3. Maintain an effective <i>RAP</i> Advisory Group to develop and implement Council's <i>Reconciliation Action Plans</i> .	I3.1 Continue to recruit and maintain Aboriginal and Torres Strait Islander and community leadership representation on <i>RAP</i> Advisory Group and meet five to six times per annum to drive and monitor <i>RAP</i> implementation.	April, June, August, October, December 2022 and 2023 February 2023 and 2024	Chair <i>RAP</i> Advisory Group Aboriginal Community Officer
	I3.2 Review, update if necessary, and apply a Terms of Reference for the <i>RAP</i> Advisory Group.	October 2023	Aboriginal Community Officer

# RECONCILIATION ACTION PLAN MARCH 2022–MARCH 2024 INNOVATE

## 6.4 GOVERNANCE



Action	Deliverable	Timeline	Responsibility
I4. Provide appropriate support for effective implementation of RAP commitments.	I4.1 Define resource needs for RAP implementation including annual budget and staffing requirements.	June 2022 and 2023	Co-ordinator Diversity and Inclusion Aboriginal Community Officer
	I4.2 Engage our senior leaders and other staff in the delivery of RAP commitments utilising the influence of the members of the RAP Working Group and RAP Champions League and through regular communications via available channels.	May and November 2022 and 2023	Chief Transformation Officer — RAP Champion Aboriginal Community Officer Chair RAP Champions League Manager Customer and Communications
	I4.3 Review, update if required and maintain appropriate systems to track, measure and report on RAP commitments.	June and December 2022 and 2023	Co-ordinator Diversity and Inclusion Aboriginal Community Officer
	I4.4 Maintain an internal RAP Champion from senior management.	December 2022 and 2023	Chief Transformation Officer — RAP Champion

## 6.4 GOVERNANCE



Action	Deliverable	Timeline	Responsibility
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	15.1 Complete and submit the annual <i>RAP Impact Measurement Questionnaire</i> to Reconciliation Australia.	September 2022 and 2023	Aboriginal Community Officer
	15.2 Report RAP progress to senior leaders through the Council Plan Commitment quarterly, to all staff via the <i>RAP Scorecard</i> bi-annually and to Council annually.	June, September, December 2022	Co-ordinator Diversity and Inclusion
		March, June, September, December 2023	Manager Customer and Communications
	15.3 Publicly report our RAP achievements, challenges and learnings in Council publications annually.	March 2024	Aboriginal Community Officer
		July 2022 and 2023	Chief Transformation Officer — RAP Champion Manager Customer and Communications
15.4 Design a <i>RAP Scorecard</i> that can be updated every six months with the progress of the RAP implementation.	August 2022	Manager Customer and Communications	
15.5 Investigate participating in Reconciliation Australia's biennial <i>Workplace RAP Barometer</i> .	May 2022	Aboriginal Community Officer	
16. Continue our reconciliation journey by developing our next RAP.	16.1 Register via Reconciliation Australia's website to begin developing our next RAP.	April 2023	Aboriginal Community Officer

# RECONCILIATION ACTION PLAN

## CONTACT DETAILS

### **Melissa Bickford**

Aboriginal Community Officer

Phone: 03 9524 3262 / 0466 934 402

Email: MBickford@gleneira.vic.gov.au

Co-ordinator Diversity and Inclusion

Phone: 03 9524 3333

Email: mail@gleneira.vic.gov.au

### **Glen Eira City Council**

Corner Glen Eira and Hawthorn Roads, Caulfield

Mail address: PO Box 42

Caulfield South, 3162

Phone: (03) 9524 3333

Fax: (03) 9523 0339

mail@gleneira.vic.gov.au

www.gleneira.vic.gov.au

### **National Relay Service**

If you are deaf, hearing-impaired, or speech-impaired, we ask that you call us via the National Relay Service and then ask for (03) 9524 3333.

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

Teletypewriter (TTY): 13 36 77

Speak and Listen: 1300 555 727

### **Social media**

#### **What's on in Glen Eira:**

[www.facebook.com/GlenEiraCityCouncil](http://www.facebook.com/GlenEiraCityCouncil)

#### **@cityofgleneira:**

[www.instagram.com/cityofgleneira](http://www.instagram.com/cityofgleneira)

#### **Glen Eira arts, gallery and events:**

[www.facebook.com/gleneiraarts](http://www.facebook.com/gleneiraarts)

[www.instagram.com/gleneiraarts](http://www.instagram.com/gleneiraarts)

#### **Glen Eira Libraries and Learning Centres:**

[www.facebook.com/GlenEiraLibraries](http://www.facebook.com/GlenEiraLibraries)

#### **Glen Eira Maternal and Child Health:**

[www.facebook.com/GlenEiraMaternalandChildHealth](http://www.facebook.com/GlenEiraMaternalandChildHealth)

#### **Glen Eira Sports and Aquatic Centre:**

[www.facebook.com/GESACOnline](http://www.facebook.com/GESACOnline)

[www.twitter.com/GESACOnline](http://www.twitter.com/GESACOnline)

#### **Glen Eira sustainable living:**

[www.facebook.com/sustainablelivinggleneira](http://www.facebook.com/sustainablelivinggleneira)

#### **Glen Eira Youth Services:**

[www.facebook.com/GlenEiraYouthServices](http://www.facebook.com/GlenEiraYouthServices)

[www.instagram.com/gleneirayouthservices](http://www.instagram.com/gleneirayouthservices)

