

## 2.4 DRAFT MONASH RECONCILIATION ACTION PLAN 2023

Responsible Director: Russell Hopkins

### **RECOMMENDATION**

*That Council:*

- 1. Notes the community feedback received on the draft Monash Innovate Reconciliation Action Plan 2023 in the attachment.*
- 2. Endorses the Innovate Reconciliation Action Plan 2023 and its submission to Reconciliation Australia for final approval.*

### **INTRODUCTION**

The draft *Innovate* Reconciliation Action Plan (the RAP) was endorsed at the October Council Meeting for further public consultation. The RAP clearly identifies a whole of Council and community vision that supports our organisation and community to work together to deliver actions that strengthen our relationships with our Aboriginal and Torres Strait Islander peoples.

### **BACKGROUND**

In 2021, Council was proud to announce its intention to develop an *Innovate* Reconciliation Action Plan (RAP) to be formally endorsed by Reconciliation Australia. An *Innovate* RAP outlines the shared approach Council will take to work alongside Aboriginal and Torres Strait Islander peoples to advance reconciliation in our workplace and across the Monash municipality. An *Innovate* RAP runs for two years, and outlines actions for achieving our organisation's vision for reconciliation.

Based around the core pillars of Relationships, Respect and Opportunities, RAPs provide tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples, increasing economic equity and supporting First Nations self-determination.

Whilst this RAP is our first, it builds on Council's extensive record of collaboration with Aboriginal people in the creation of many projects that celebrate Aboriginal people, art, cultural heritage, and local history. These projects have not only been a part of NAIDOC week and National Reconciliation week activities but have also been conducted across the calendar year.

The City of Monash *Innovate* Reconciliation Action Plan (RAP) has been developed in response to the many barriers faced by Aboriginal Victorians in achieving equitable participation in all aspects of our society. Due to dispossession, discrimination, cultural destruction and human rights abuses, the history of colonisation continues to impact Aboriginal and Torres Strait

Islander lives today. Acknowledging this shared history through truth telling is a first step towards establishing new relationships with Australia's First People based on respect and trust.

We are proud to have two Traditional Owner groups in the City of Monash, the Wurundjeri Woi-wurrung and the Bunurong peoples, who have an ancient and continuing connection to country and waters within our Council area. This connection requires us to engage respectfully and genuinely with Aboriginal and Torres Strait Islander people to ensure we empower and support their right to self-determination.

The actions and deliverables in this RAP have been informed by extensive consultation with Traditional Owners, Aboriginal and Torres Strait Islander community members, community stakeholders and Council staff and maps a pathway towards achieving reconciliation.

The City of Monash acknowledges the inequities that continue to disadvantage Aboriginal and Torres Strait Islander people today and will provide the agency to improved social and economic status, civic representation and health and well-being outcomes. Our RAP details the actions necessary to embed a process of change and represents the cornerstone to supporting Aboriginal and Torres Strait Islander self-determination.

These actions include:

- Ensuring our services, workplaces and events are appropriate and culturally safe.
- Increasing the visibility of Traditional Owners across the city of Monash with signage, art installations and place naming using local Aboriginal language.
- Encouraging community participation in cultural learning through regular activities and events that tackles racism and promotes reconciliation.
- Identifying opportunities to procure goods and services from Aboriginal businesses and increase Aboriginal Employment in Council.

### ***DISCUSSION***

Our two-year *Innovate* RAP, will outline the shared approach Council will take to work alongside Traditional Owners and Aboriginal and Torres Strait Islander peoples to advance reconciliation in our workplace and across the Monash municipality.

Council recognises that everyone has a role in working towards Reconciliation. We are inviting all Aboriginal and Torres Strait Islander people, reconciliation partners, Council staff and Monash community

members, to be part of Council’s RAP to ensure the journey we take together is grounded in shared decision-making, fairness, respect and trust.

Council’s *Innovate* RAP requires final approval from Reconciliation Australia and requires a whole-organisation approach to achieve the plan’s purpose, which is to explore, develop and embed strategies to advance reconciliation across Council’s workplace and the Monash municipality. RAPs serve to create positive cultural change, strengthen relationships and support equity for Aboriginal and Torres Strait Islander peoples.

Council commissioned Marcus Lee Design, an Indigenous-owned graphic design agency, to create a unique art piece for our RAP. The artwork will be utilised in branding and graphic communications for engagement across a range of Council multimedia platforms including print and web. The artwork will form a component of our finalised RAP. Our intention is to launch the RAP when it has been endorsed by Reconciliation Australia.

Monash City Council’s Vision for reconciliation is to empower First Nations voices through our decision-making, formal representations, and genuine partnerships. Accepting the truth of our shared history forges our relationship in honesty, respect, and trust and provides a future for First Nations people’s control of their destinies. This future gives Indigenous communities self-determination. We actively encourage the Monash community to join with us on this journey towards a more just and inclusive city.

### ***POLICY IMPLICATIONS***

Corporate policies relevant to the RAP include:

- Council Plan 2021-2025
- Monash Health and Wellbeing Plan 2021-2025
- Monash Gender Equity Framework
- Monash Loneliness Framework 2021 – 2025
- Monash Social Housing Framework
- Arts and Culture Strategy
- Community Safety Framework
- Monash Open Space Strategy
- Environmental Sustainability Strategy
- Procurement Policy

### ***CONSULTATION***

The actions and deliverables in this RAP have been informed by extensive consultation with Traditional Owners, Aboriginal and Torres Strait Islander community members, community stakeholders and Council staff. The community engagement for the development of the RAP included the creation of the Reconciliation Action Plan Working Group (RAP WG), which includes representatives from our two Traditional Owner Groups (the

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Wurundjeri Woi-wurrung and the Bunurong peoples). There are also other Aboriginal and Torres Strait Islander members and representatives from Reconciliation Victoria and the Monash Reconciliation Group on the RAP WG.

We also held individual meetings with the elders of the Wurundjeri Woi-wurrung and the Bunurong Land Councils on three occasions. We conducted five online consultation sessions with teams and staff across council divisions and consulted with the wider community via Shape Monash. In addition, we held an external stakeholder workshop and an internal workshop with the RAP WG.

The Draft RAP was also exhibited for further community consultation following its development. The RAP was widely distributed through our established networks and was available through our SHAPE Monash page from the 26 October to 19 November. The community feedback received on the draft Monash *Innovate* Reconciliation Action Plan 2023 is contained in the Summary of Feedback at Attachment 1.

### ***FINANCIAL IMPLICATIONS***

The Deliverables listed in the RAP are aspirational and many of the actions can be delivered within current operating budgets. Additional funding where required will be subject to Council's budget process or through external funding opportunities.

### ***GENDER EQUITY ASSESSMENT***

Because this Strategy is considered to have a direct and significant impact on the Monash community, a gender impact assessment has been undertaken as part of this work.

Recommendations from the assessment included:

1. The RAP will apply an intersectional gender lens across all our work on representing Aboriginal and Torres Strait Islander culture and experiences but will consider the diverse range of other community inputs.
  2. When assessing the cultural learning needs of the community, we will consider the specific needs of those community members who identify as Aboriginal and Torres Strait Islanders, LGBTIQ+, who have a disability, women, men, and others.
  3. Explore Aboriginal and Torres Strait Islander involvement, perspective and inclusion on other significant events (16 days of activism, International Women's Day, Are you OK?) other than just First Nations Festival days.
  4. Ensure that work around all our policies and strategies consider the diverse experiences of our Aboriginal and Torres Strait Islander
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peoples, including how other forms of discrimination shape the needs of our education programs.

5. Promoting the RAP through our different internal and external advisory committee's and working groups.

These recommendations will be incorporated into the final RAP document.

### **CONCLUSION**

The Reconciliation Action Plan will enable Council to assist in supporting self-determination for the Aboriginal and Torres Strait Islander peoples who reside in Monash, ensuring our services, workplaces and events are appropriate and culturally safe.

Whilst this RAP is our first, it builds on Council's extensive record of collaboration with Aboriginal people in the creation of many projects that celebrate Aboriginal people, art, cultural heritage, and local history. Importantly, it has been developed in conjunction and consultation with a range of stakeholders including the local Traditional Owners of the lands that now make up Monash.

Officers seek support to present the *Innovate* Reconciliation Action Plan 2023 to Reconciliation Australia for final endorsement.

### **ATTACHMENT**

1. Summary of Feedback from Community Consultation
2. Draft Reconciliation Action Plan 2023-25

## Monash Innovate Reconciliation Plan 2023-2025

### Summary of feedback and changes

FEEDBACK RECEIVED	RESPONSE IN STRATEGY
<p>The RAP makes mention of the need to identify First Nation place names where possible. I would support that, and look to building up an atlas of such place names with a view to applying them progressively. In particular, natural features such as Scotchman’s Creek, Appletree Hill etc. should be renamed if First Nation names can be identified</p> <p>I believe council should consider as part of the RAP, how Australia Day is marked. In its current form it has become divisive and hurtful to First Nations people. Council should actively work with the community and First Nations people to evolve an appropriate way (and date) for celebrating what being Australian means.</p>	<p>Council is currently in the process of developing a Place Naming Policy which will guide the naming of features within the municipality. One of the objectives of this policy is to address the historical imbalances in place naming by promoting the use of gender diverse, multicultural and Traditional Owner language names in recognition of the City of Monash’s rich and diverse history.</p> <p>Officers are also currently investigating a potential naming audit which will identify the gender and cultural makeup of place names in Monash. This data will help inform future naming projects and further the objectives of the RAP.</p> <p>Council is committed to ongoing dialogue with both Bunurong and Wurundjeri traditional owner representatives on the future of Council’s activity on 26 January.</p> <p>Additional options on other days are being explored with both traditional owner groups to ensure that new citizens can experience a Welcome to Country and other cultural exchanges.</p>
<p>I don't feel qualified to express an opinion on the RAP but am pleased it is being done. However, I do feel that it is wrong to be celebrating Australia Day on 26 January - it being the day that signified the beginning of countless genocidal, traumatic events for Aboriginal and Torres Strait Islander people. How can that be treated as a day for celebration? Let's celebrate an Australia Day, but not on the day Cook landed on the continent.</p>	<p>Council is committed to ongoing dialogue with both Bunurong and Wurundjeri traditional owner representatives on the future of Council’s activity on 26 January.</p> <p>Additional options on other days are being explored with both traditional owner groups to ensure that new citizens can experience a Welcome to Country and other cultural exchanges.</p>

FEEDBACK RECEIVED	RESPONSE IN STRATEGY
<p>Congratulations on developing a comprehensive RAP. In particular the consultation with Traditional Owners is great to see. Additional comments:</p> <p>1.1 - an audit of learning needs is a great action, I think this should include general learning needs but also needs relevant to each department / role. Potentially staff could be encouraged to use their professional development resources to self-determine training that would be useful to their work.</p> <p>4.1 - Fully support the investigation of the community spaces for Aboriginal Community Controlled orgs - we need to ensure the services and spaces within Monash meet the needs of the community. Also would love to see more buildings / roads /reserves renamed with Aboriginal names and words.</p> <p>Action 5 (all) - Reconciliation Week events are crucial but by hosting 'family fun festivals' on January 26 Council is negating the efforts towards reconciliation. Council should stop hosting community facing events on January 26, publicly denounce the public holiday and enable staff to elect to take a public holiday on another day (where appropriate).</p> <p>6.2 - glad to see that the website is listed as a space Council needs to communicate Council's commitment to reconciliation, currently it is difficult to navigate to any meaningful information for Indigenous people. When found the pages are also not very community friendly and use a lot of jargon. Aboriginal artwork / words / links to pages should all be front and centre on Council's website.</p>	<p>Our Learning &amp; Organisational Development Team do conduct organisational wide, internal learning needs analysis on a periodic basis and use a number of internal pieces of data to do so. As part of performance and development cycle both employees and people leaders have the opportunity to review learning needs and propose suitable learning activities to meet those needs.</p> <p>Council is currently in the process of developing a Place Naming Policy which will guide the naming of features within the municipality. One of the objectives of this policy is to address the historical imbalances in place naming by promoting the use of gender diverse, multicultural and Traditional Owner language names in recognition of the City of Monash's rich and diverse history.</p> <p>Officers are also currently investigating a potential naming audit which will identify the gender and cultural makeup of place names in Monash. This data will help inform future naming projects and further the objectives of the RAP.</p> <p>Council is committed to ongoing dialogue with both Bunurong and Wurundjeri traditional owner representatives on the future of Council's activity on 26 January. Additional options on other days are being explored with both traditional owner groups to ensure that new citizens can experience a Welcome to Country and other cultural exchanges.</p> <p>When the Reconciliation Action Plan is finalised and approved, this will allow us to take a much more structured approach to communications on our commitment to Indigenous Reconciliation, including updating our web content on the Monash Council website. There will be a very quick uplift in this, shortly after the RAP is endorsed by Council and a more structured longer-term approach to how we communicate this with our community.</p>

FEEDBACK RECEIVED	RESPONSE IN STRATEGY
<p>I see no mention of inviting First Nations input into planning policy, management of parks recreation reserves and urban forest (including landscape priorities and species selection) or indigenous wildlife conservation.</p> <p>I also see no mention of addressing historical and intergenerational injustice and trauma or seeking consultation on current needs.</p> <p>I'd like to see recognition and honouring of local First Nations in public and community spaces, and in library programs, cultural events and sustainability advocacy.</p>	<p>The Environmental Sustainability Strategy and Urban Biodiversity Strategy has a strong focus on maintaining our indigenous vegetation and an Acknowledgement to Country. On Page 16 of the Biodiversity strategy we have included a reference to cultural heritage. This has been built on through our program delivery and we have promoted the links to country in a number of our events – most recently we ran an indigenous walking tour event, propagation demonstration of indigenous plants and lunch with the Mullum Mullum Indigenous Gathering and the Friends of Dandenong Valley Parklands.</p> <p>Our Biodiversity Champion is on the RAP Working Group because our team is keen to see a stronger connection to country and our heritage. Our Zero Net carbon action plan notes the importance of creating an urban forest in Monash and is linked to these strategies.</p> <p>Our bushland crews are passionate about maintaining our local provenance indigenous plantings. At our Sustainability hub (Mackie Rd Neighbourhood house) we have a Gardens for Wildlife demonstration garden, an indigenous planting on our nature strip and are developing a Microforest using native species.</p> <p>Recognition and celebration of First Nations people, experiences and culture are considered in the formation of creative and cultural programs including exhibitions, public events, library programs and public art. The Monash Arts &amp; Culture Strategy 2025 has a strong focus on First Nations representation and engagement, building upon existing programs that prioritize engagement of First Nations artists and performers.</p>



FEEDBACK RECEIVED	RESPONSE IN STRATEGY
<p>When exhibitions at Track of Indigenous works could those please be of Local not interstate, please?</p> <p>In the research of local areas/surrounds (Oakleigh) there used to be an orphanage. I know my grandmother was in it. How readily available is information from the orphanage is there for Indigenous people or recognized being in there?</p>	<p>Track Gallery is primarily a space for local artists, although some touring exhibitions may include artists from interstate. First Nations artists who live in Monash may also be from other countries and language groups. Our approach is to ensure we are providing a platform for First Nations artists and an opportunity for residents to view and experience artwork by First Nations artists.</p> <p>Our 'History Monash' historian has confirmed that there was no orphanage in Oakleigh in the form of a large-scale institution. One large-scale institution however existed as the Convent of the Good Shepherd known locally as the Oakleigh Convent but it was physically located in what is now the City of Stonnington. It contained a convent, chapel, industrial laundry and acted as a care facility for women and functioned up to the 1980s. An actual large-scale Orphanage existed at Brighton for a long time. It is possible that it could be housing that was acquired as accommodation for 'orphans'. Such accommodation existed in the City of Oakleigh in the 1950s.</p>
<p>It's great to see council taking this step. The plan could be stronger in parts. Other actions which should be included:</p> <ul style="list-style-type: none"> <li>* consulting the community on the future of local Australia Day celebrations</li> <li>* explicit support for Treaty at a state and federal level</li> </ul> <p>There are a few comments which use the same list, for example "Considers the needs of staff who identify as Aboriginal &amp; Torres Strait Islanders, LGBTIQ+, who have a disability, women, men and gender diverse." Is council considering these characteristics from an intersectional perspective (if someone is Aboriginal and has a disability for instance)? If so this needs to be made clear throughout the actions. If not then the other characteristics do not belong in the plan.</p>	<p>Council is committed to ongoing dialogue with both Bunurong and Wurundjeri traditional owner representatives on the future of Council's activity on 26 January. Additional options on other days are being explored with both traditional owner groups to ensure that new citizens can experience a Welcome to Country and other cultural exchanges.</p> <p>Council is committed to applying an intersectional lens through our RAP. We acknowledge that Aboriginal and Torres Strait Islander people may have different needs and/or face compounding forms of discrimination depending on whether they identify as a woman, man or are gender diverse. Or if they identify as LGBTIQ+, live with a disability or are a young person."</p>

FEEDBACK RECEIVED	RESPONSE IN STRATEGY
<p>Friends of Scotchmans Creek and Valley Reserve is a local community group focussed on the Scotchmans Creek corridor and Valley Conservation Reserve.</p> <p>We endorse the general thrust of the RAP and offer two comments in particular, related to our group focus.</p> <p>1. We would urge Monash City Council to include an acknowledgement of country as soon as possible, on the main entrance signboards in Valley Conservation Reserve and other conservation focussed reserves in the City of Monash. Ultimately, we would like such an acknowledgement on main entrance signboards in all reserves in the City of Monash.</p> <p>2. We would urge Monash City Council to progressively adopt First Nations names for prominent natural local features within the City of Monash, such as Scotchmans Creek, Appletree Hill etc, wherever these can be identified.</p>	<p>Council is currently preparing design templates for future interpretive installations for both open space and street applications. It is expected that the content of these installations will include both will an acknowledgment of country as well as site-appropriate references to historic and contemporary indigenous culture.</p> <p>We will review the pedestrian wayfinding signage at Valley Reserve - which currently includes a welcome to site statement and look to include an Acknowledgement of Country.</p> <p>Council is currently in the process of developing a Place Naming Policy which will guide the naming of features within the municipality. One of the objectives of this policy is to address the historical imbalances in place naming by promoting the use of gender diverse, multicultural and Traditional Owner language names in recognition of the City of Monash's rich and diverse history.</p> <p>Officers are also currently investigating a potential naming audit which will identify the gender and cultural makeup of place names in Monash. This data will help inform future naming projects and further the objectives of the RAP.</p>
<p>Congratulations on the extensive draft Reconciliation Action Plan Please see History Monash feedback –</p> <p>Naturally enough the council's ACKNOWLEDGEMENT OF COUNTRY is prominent, acknowledging the Traditional Owners of the land, the Wurundjeri Woi Wurrung and Bunurong People. [Page 2 draft RAP] At times I attend meetings or activities of other community groups in the Monash LGA. Of those attended in the last month all have delivered an ACKNOWLEDGEMENT OF COUNTRY and all have referred only to the Wurundjeri Woi Wurrung. Could council communicate or circularise all such groups that it has on its database, of Council's form of acknowledgment? Alternatively, it might also be reiterated through the Monash Bulletin.</p>	<p>We now have an adopted Acknowledgement of Country for use by Councillors and Council Officers. It is not really Council's place to dictate to our community groups the wording of any acknowledgment they may wish to use. However, our Acknowledgement of Country is on our website should community groups see fit to use it and we will make the groups aware of its existence and location.</p>

FEEDBACK RECEIVED	RESPONSE IN STRATEGY
<p>I was pleased to note the mapping of the boundaries for the two language groups. Is this now an agreed map that could be reproduced? [Page 11]</p> <p>And just a query (Page 22). Is there a formed Community Arts Society?</p>	<p>The mapping of the 2 Traditional owner groups is now confirmed and is available through a number of platforms. It is also available on our website – see link - <a href="https://achris.vic.gov.au/weave/wca.html">https://achris.vic.gov.au/weave/wca.html</a></p> <p>See link for details of MONASH COMMUNITY ARTS SOCIETY INC (MONCAS) <a href="https://www.monash.vic.gov.au/Community/Community-Directory/MONASH-COMMUNITY-ARTS-SOCIETY-INC">https://www.monash.vic.gov.au/Community/Community-Directory/MONASH-COMMUNITY-ARTS-SOCIETY-INC</a></p>

**MONASH INNOVATE RECONCILIATION ACTION PLAN  
2023 – 2025**

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## ACKNOWLEDGEMENTS

### ACKNOWLEDGEMENT OF COUNTRY

Monash Council acknowledges the Traditional Owners of this land, the Wurundjeri Woi Wurrung and Bunurong People, and recognises their continuing connection to the land and waterways. We pay our respects to their Elders past, present and emerging and extend this to all Aboriginal and Torres Strait Islander People.

### MONASH COUNCIL WOULD LIKE TO THANK:

Bunurong Land Council Aboriginal Corporation

Wurundjeri Woi Wurrung Cultural Heritage and Aboriginal Corporation

Reconciliation Australia

Reconciliation Victoria

Monash Reconciliation Action Plan Working Group

Monash Reconciliation Group

First Nations peoples and allies in the Monash community

## CONTENTS

### 1. MESSAGES OF RECONCILIATION

- |  |   |
|--|---|
| 1.1 Message from the Mayor   | 4 |
| 1.2 Message from Reconciliation Australia  | 5 |
| 1.3 Message from Bunurong Land Council and Aboriginal Corporation                | 6 |
| 1.4 Message from Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation | 6 |

### 2. **Executive Summary** (*RAP development overview and themes*) 7

### 3. **The Rap Framework** 8

### 4. **Statement of Commitment** 9

### 5. **Our Vision for Reconciliation** 9

6.	<b>ABOUT MONASH</b> (including Plans and Strategies that inform our RAP)	10
7.	<b>OUR COMMUNITY</b>	11
	7.1 Map of Traditional Owners of Monash	12
	7.2 Census Snapshot: Our Aboriginal and Torres Strait Islander Community	13
8.	<b>OUR RECONCILIATION JOURNEY</b>	14
	8.1 Our reconciliation journey and achievements to date	14
	8.2 Our Partnership - RAP Working Group members	15
9.	<b>OUR RECONCILIATION ACTION PLAN</b>	
	9.1 Respect	16
	9.2 Relationships	19
	9.3 Opportunities	23
	9.4 Governance, tracking progress and reporting	26
10.	<b>CONTACT DETAILS</b>	29
11.	<b>APPENDIX</b>	
	11.1 Federal and International Policies, Legislations and Conventions that inform our RAP	29
	11.2 Glossary	29

## **1. MESSAGES OF RECONCILIATION**

### **1.1. Message from the Mayor**

#### **Message from the Mayor – Reconciliation Action Plan**

I'm proud to present Monash Council's Innovate Reconciliation Action Plan (RAP), which has been guided by Reconciliation Australia's RAP framework and the Victorian Aboriginal and Local Government Strategy 2021-2026.

Our RAP has been informed by extensive consultation with our two Traditional Owner Groups - the Bunurong and Wurundjeri Woi Wurrung, as well as local Aboriginal organisations, Aboriginal peak bodies, the Monash Reconciliation Group, Councillors, Council officers, and our community.

We recognise that with self-determination comes trust, connection to culture and stronger relationships. This RAP will guide our work to empower First Nations voices through decision-making, formal representations, and genuine partnerships. It outlines actions that will work towards realising the City of Monash's vision for reconciliation by increasing equity, representation, and quality of life for Aboriginal and Torres Strait Islander communities and individuals in Monash.

Our RAP is Monash's commitment to supporting the reconciliation process and it articulates how we will play our part in advancing reconciliation and contributing to greater unity within the Monash community. It builds on our work to develop strategies that are innovative and aspirational that will help advance reconciliation and empower Aboriginal and Torres Strait Islander peoples.

We are committed to doing what we can to make the path towards reconciliation a more achievable one.

Thank you to all who have worked to deliver this plan: our Traditional Owner Groups, Reconciliation Action Plan Working Group, Reconciliation Australia, members of the Aboriginal and Torres Strait Islander community, Council staff, and the Monash community.

I also acknowledge the guidance, leadership, and advocacy of Cr Stuart James as Mayor on the RAP during his time as Mayor from 2021-22.

Picture, Name & Signature

## 1.2 Message from Reconciliation Australia

After a review process Reconciliation Australia will conditionally endorse the RAP. This is when the content of the RAP is approved, and we are provided with the RAP logo to include in the final plan. When the designed RAP is finished, we upload the final RAP and Reconciliation Australia will then formally endorse the RAP, approving the final designed document and publishing our plan on the Reconciliation Australia website. Once we have received formal endorsement, our RAP is officially accredited by Reconciliation Australia and Monash is recognised as a member of the RAP network. We can then share and promote your RAP externally.

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The 2 messages of endorsement from our Traditional owners to be placed side by side on this page

### **1.3 Message from Bunurong Land Council Aboriginal Corporation**

All Bunurong land is significant to Bunurong people and should be protected for future generations. The commitment being made by the Monash City Council is welcomed by the Bunurong Land Council Aboriginal Corporation and there was consultation with Bunurong people in the creation of this document.

The Reconciliation Action Plan will be a document that Monash City Council can look to as they continue to work at improving the equity in the lives of not only Bunurong people but all Aboriginal and Torres Strait Islander people.

Bunurong Land Council Aboriginal Corporation welcome the future work of Monash City Council and will continue to work together to improve the livelihoods of Aboriginal and Torres Strait Islanders.

### **1.4 Message from Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation**

Representatives from the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation have been actively involved in the development of the Innovate RAP and have given verbal support to and endorsement of the Plan. The final written message from this Traditional Owner group is currently being finalised.

## 2. EXECUTIVE SUMMARY

Since 2006, Reconciliation Action Plans (RAPs) have enabled organisations to sustainably and strategically take meaningful action to advance reconciliation. There are four prescriptive RAP types determined by Reconciliation Australia – Reflect, Innovate, Stretch and Elevate. Each RAP has set pillars and deliverables, the actions however are developed locally to enable organisations to continuously develop their reconciliation commitments. Based around the core pillars of relationships, respect and opportunities, RAPs provide tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples, increasing economic equity and supporting First Nations self-determination.

Whilst this RAP is our first, it builds on Council's extensive record of collaboration with Aboriginal people in the creation of many projects that celebrate Aboriginal people, art, cultural heritage, and local history. These projects have not only been a part of NAIDOC week and National Reconciliation week activities but have also been conducted across the calendar year. An Innovate RAP runs for two years, and outlines actions for achieving our organisation's vision for reconciliation.

The City of Monash Innovate Reconciliation Action Plan (RAP) has been developed in response to the many barriers faced by Aboriginal Victorians in achieving equitable participation in all aspects of our society. Due to dispossession, discrimination, cultural destruction and human rights abuses, the history of colonisation continues to impact Aboriginal and Torres Strait Islander lives today. Acknowledging this shared history through truth telling is a first step towards establishing new relationships with Australia's First People based on respect and trust.

We are proud to have two Traditional Owner groups in the City of Monash, the Wurundjeri Woiwurrung and the Bunurong peoples, who have an ancient and continuing connection to country and waters within our council area. This connection requires us to engage respectfully and genuinely with Aboriginal and Torres Strait Islander people to ensure we empower and support their right to self-determination.

The actions and deliverables in this RAP have been informed by extensive consultation with Traditional Owners, Aboriginal and Torres Strait Islander community members, community stakeholders and Council staff and maps a pathway towards achieving reconciliation.

The City of Monash acknowledges the inequities that continues to disadvantage Aboriginal and Torres Strait Islander people today and will provide the agency to improved social and economic status, civic representation and health and well-being outcomes. Our RAP details the actions necessary to embed a process of change and represents the cornerstone to supporting Aboriginal and Torres Strait Islander self-determination.

These actions include:

- Ensuring our services, workplaces and events are appropriate and culturally safe.
- Increasing the visibility of Traditional Owners across the city of Monash with signage, art installations and place naming using local Aboriginal language.

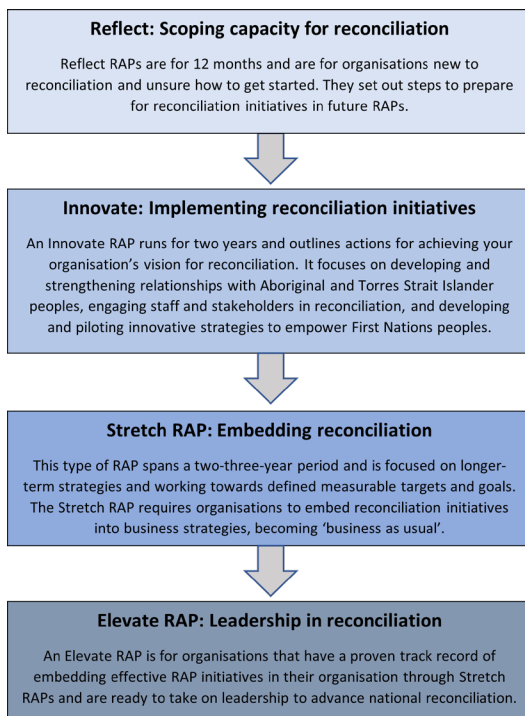
- Encouraging community participation in cultural learning through regular activities and events that tackles racism and promotes reconciliation.
- Identifying opportunities to procure goods and services from Aboriginal businesses and increase Aboriginal Employment in Council.

The City of Monash extends its thanks and gratitude to the many people who have invested their passion, vision, and time in the development of this RAP, and who those now join the growing national collective of socially conscious Australians in support of reconciliation. We will continue to walk this path hand in hand with Aboriginal and Torres Strait Islander people beyond the life of this RAP and invite you to join us on our journey.

### **3. The Rap Framework**

The four RAP types - Reflect, Innovate, Stretch and Elevate, provide a framework enabling organisations to continuously develop their reconciliation process. Council recognises that whilst we have started our reconciliation journey, we have much more work to do. The first stage Reflect is illustrative of an organisation that is new to reconciliation. City of Monash has been on its reconciliation journey for some time but needs to develop our best approach to advance reconciliation. At the Innovate level our focus is on developing and strengthening our relationships with Aboriginal and Torres Strait Islander peoples. Over the next two years Council will make this a priority. From here we will move into the stretch stage with the aim of reaching an Elevate RAP over the next five years.

It is for this reason we refer to our RAP as Innovate RAP, it openly and transparently reflects where we are in our reconciliation journey and that we have much work to do to achieve an Elevate RAP. Importantly our Innovate RAP is a public and open commitment to our continuous work on reconciliation and is in accordance with the requirements of Reconciliation Australia. Reconciliation Australia's RAP Framework provides organisations with a structured approach to advance reconciliation. Each type of RAP is designed to suit an organisation at different stages of their reconciliation journey and organisations can repeat the same type of RAP if appropriate.



#### 4. Statement of Commitment

Council has undertaken extensive community consultations with our Traditional Owners, Aboriginal and Torres Strait Islander people and the broader community to inform our shared approach on a range of matters, including supporting our community and staff to gain a fuller account of our shared history and the impact colonisation has had on Aboriginal and Torres Strait Islander peoples.

Council will listen to and work with Aboriginal and Torres Strait Islander people to ensure Council decisions that impact Aboriginal people's lives are decided upon through shared decision making, fairness, respect and trust.

Council will also be guided by regional, State and nation-wide action, initiatives and policy to inform Council's approach to reconciliation, including the work of the Yoo-rook Justice Commission and recently elected First People's Assembly in Victoria.

Council recognises true reconciliation is only possible if we work together to develop respectful relationships with Aboriginal and Torres Strait Islander people. We invite you to join us on this journey as we take action to advance reconciliation in the Monash community.

#### 5. Our Vision for Reconciliation

Monash City Council's Vision for reconciliation is to empower First Nations voices through our decision-making, formal representations, and genuine partnerships. Accepting the truth of our shared history forges our relationship in honesty, respect, and trust and provides a future for First Nations people's control of their destinies. This future gives Indigenous communities self-

determination. We actively encourage the Monash community to join with us on this journey towards a more just and inclusive city.

## **6. About Monash**

Monash is a culturally diverse community in Melbourne's South East suburbs and is home to 193,051 residents. Our City covers 81.5 square kilometres and includes the suburbs of Ashwood, Clayton, Glen Waverley, Hughesdale, Huntingdale, Mount Waverley, Mulgrave, Notting Hill, Oakleigh, Oakleigh East, and Wheelers Hill. Parts of Chadstone, Burwood and Oakleigh South are also included in Monash.

We are one of Melbourne's largest councils, serving a large, established community, and we provide a wide range of services to our residents.

We are proud to have two Traditional Owner groups, the Wurundjeri Woi-wurrung and the Bunurong peoples, along with a community of Aboriginal and Torres Strait Islander peoples residing in the city of Monash.

Monash is a culturally diverse community with 50.4% of our residents born overseas according to the 2021 Census, having come from around 114 different countries. Some 52% of residents speak a language other than English at home, including Mandarin, Greek, Cantonese, Hindi and Tamil. Approximately 23,309 (22%) of the City of Monash local workers are residents (Census 2016) with an additional 82,426 people travelling into Monash to work.

### **6.1. Local and State Policies, Legislations and Conventions that inform our RAP (See Appendix for Australian Government and International Context)**

#### **Monash Council Context**

Community Vision – Imagine Monash in 2040  
Council Plan 2021-2025

Municipal Public Health and Wellbeing Plan 2021-2025  
Community Engagement Framework and Policy 2020  
Gender Equity Framework 2021-2025  
Loneliness Framework 2020-2025  
Social Housing Framework 2020-2025  
Monash Active Recreation Opportunities Strategy 2021  
Arts and Culture Strategy 2022-2025  
Community Safety Framework  
Monash Open Space Strategy  
Environmental Sustainability Strategy  
Procurement Policy

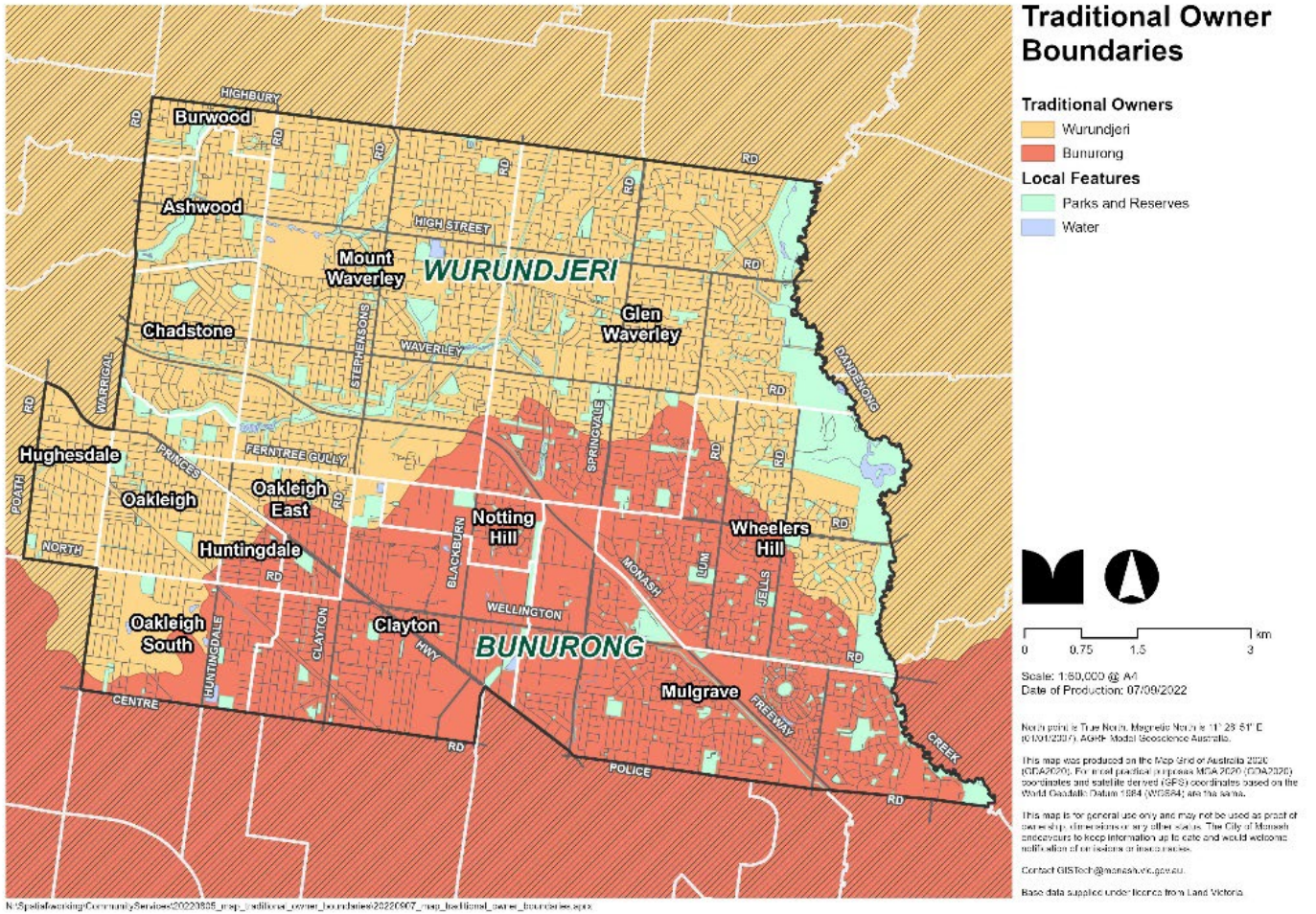
### **Victorian Government Context**

Victorian Aboriginal and Local Government Strategy 2021  
Victorian Aboriginal Affairs Framework 2018-2023  
Victorian Aboriginal Economic Strategy 2013-2020  
Self-determination Reform Framework Aug 2019  
Local Government Act 2020  
Victorian Charter of Human Rights and Responsibilities 2006  
Victorian Equal Opportunity Act 2010  
Aboriginal Heritage Act 2006 and Aboriginal Heritage Regulation 2018  
Native Title Act 1993  
Tharamba Bugheen Victorian Aboriginal Business Strategy 2017-2021  
Koolin Balit Aboriginal Health Strategy 2012-2022  
Korin Koran Balit Djak: Aboriginal Health, Wellbeing and Safety Strategic Plan 2017-2027  
Balit Murrup: Aboriginal Social and Emotional Wellbeing Framework 2017-2027  
Dhelk Dja: Safe Our Way Agreement 2018  
Marrung Aboriginal Education Plan 2016-2026  
Advancing the Treaty Process with Aboriginal Victorians Act 2018  
Victorian Government Stolen Generations Redress Scheme 2020  
Racial and Religious Tolerance Act 2001  
Barring Djinang: Aboriginal Employment Strategy  
Yuma Yirramboi- Employment and Economic Development Strategy

## **7. OUR COMMUNITY**

### 7.1 Map of Traditional Owners of Monash

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### 7.3 Census Snapshot - Our Aboriginal and Torres Strait Islander Community in Monash

#### Our Aboriginal and Torres Strait Islander Community

Based on ABS Census 2021. Council recognises that the Aboriginal and Torres Strait Islander population is historically under-counted in the Census and that the actual population in Monash is likely to be higher.

#### Our Aboriginal and Torres Strait Islander Community



Based on ABS Census 2021



Population: 522

Female: 49.9%

Male: 50.1%

Median Age: 25



Aboriginal and Torres Strait Islander Families: 186



Number of households: 296

Average people per household: 2.8



Type of educational setting attending

Pre-school – 4.5%

Primary – 18.4%

Secondary – 18.8%

Tertiary – TAFE: 8.5%

Tertiary – University or higher: 39.5%

Other: - 3.1%

Not stated: 8.5%



Housing - Tenure Type

Owned outright: 18.9%

Owned with mortgage: 18.6%

Renting: 58.8%

Other: 1.0%

Not stated: 2.0%

Source: <https://abs.gov.au/census/find-census-data/quickstats/2021/IQSLGA24970>

## 8. OUR RECONCILIATION JOURNEY

### 8.1 Our Reconciliation Journey and achievements to date

The City of Monash has demonstrated its commitment to reconciliation over the years through the development of the Indigenous Action Plan 2002 –2005, the signing of the Municipal Association of

Victoria Cultural Diversity Statement and the adoption of the Council for Aboriginal Reconciliation’s (CAR) vision.

In 2002, Council commissioned an Aboriginal cultural heritage values study. In 2007 Council adopted the City of Monash Indigenous Action Plan 2007 – 2011 and in 2012 endorsed an agreement with the Australian Human Rights Commission to support the ‘Racism - It Stops With Me’ campaign.

In response to the Black Lives Matter movement, Council made public declarations at its June 2020 meeting that it stands in solidarity with Aboriginal and Torres Strait Islander people against racism and injustice, and resolved to advocate for further government action to address the high rate of incarceration and death of Aboriginal people while in custody in Australia. In 2021 Council resolved to publicly support the newly established Yoo-rrook Justice Commission that will examine the lasting effect of colonisation on the social, economic and health outcomes for First Peoples. Council will continue to acknowledge Australia Day on the date gazetted by the Federal Government. The Aboriginal and Torres Strait Islander flag will be lowered to half-mast on this day.

Council also resolved to publicly support the ‘Uluru Statement from the Heart’, and acknowledges that First Nations people never ceded sovereignty of their lands and have continuously cared for their country for over 60,000 years, as the world’s oldest living culture. Council also committed to talking with our community and improving their understanding of First Nations issues.

The following summarises the outcomes achieved through the City of Monash Indigenous Action Plan 2007-2011 which sought to develop and strengthen Council’s relationship with Aboriginal and Torres Strait Islander communities and implement meaningful actions under four key themes:

Organisational capacity	Indigenous community engagement
Promoting and celebrating indigenous culture	Strengthening service delivery

- Council increased its engagement with Aboriginal organisations and service stakeholders.
- Council extended funding to local reconciliation networks.
- Council commissioned Aboriginal art projects, hosted art and photography exhibitions, and hosted a Koorie Night Market.
- Council’s environment team developed projects to promote Indigenous plant species.
- Library services actively purchased and promoted Aboriginal and Torres Strait Islander resources and held story-time sessions.
- Research was conducted into increasing public signage to promote historical sites of significance.
- Aboriginal and Torres Strait Islander flags are permanently flown at Council’s offices, in Council’s chambers and the Glen Waverly Civic Centre.
- Welcome to Country ceremonies are held at all key Council events.
- Childhood services worked with our local child care centres and kindergartens to help them embed Aboriginal & Torres Strait Islander culture into their programs.
- Cultural awareness training was delivered to Child Care and MCH staff.
- An Indigenous Resource Kit was produced in partnership with Aboriginal Early Years stakeholders and circulated to Council’s Child Care Team.

- Aboriginal guest speakers participated and presented in the Sir John Monash lecture.
- Council held successful and consecutive NAIDOC Week and National Reconciliation Week celebrations.
- Council produced service material to increase engagement and inclusion of Aboriginal and Torres Strait Islander residents.
- Council promoted culturally significant events in Council publications and calendars.

Council's *Innovate* RAP 2023-2025 will adopt a whole-organisation approach to achieve the plan's purpose to create positive cultural change, strength relationships and support equity for Aboriginal and Torres Strait Islander peoples.

## 8.2 Our Partnerships – RAP Working Group and others

Internally at the executive level the Monash RAP is championed by our Director of Community Services.

Monash has supported the development and implementation of the Reconciliation Action Plan *Innovate* 2023-2025 through the establishment of a RAP Working Group. Members included -

Aunty Julieanne, Aunty Gail - Wurundjeri Woi Wurrung Traditional Owner

Aunty Jillian, Terry Atkinson, Chris Chambers – Bunurong Traditional Owner

Jamil Tye, Director, Indigenous Engagement, Monash University

Mark Lumley, Koorie Engagement and Support Officer

Joel Wright, Indigenous Employment Partners

Merilyn Duff, Health Coordinator, Mullum Mullum Indigenous Gathering Place

Felicity Smith, President, Monash Reconciliation Group

Nicole Findlay, CEO Reconciliation Victoria

Alexandra McKay, Project Manager Reconciliation Victoria

City of Monash - Staff

## 9. OUR RECONCILIATION ACTION PLAN

### **RESPECT**

*Respect is one of our key values - we value diversity and appreciate others. These deliverables explain why respect for Aboriginal and Torres Strait Islander, cultures, histories, knowledge and rights are important to*

*Council and our community. We acknowledge and celebrate these cultures and histories, and will strive to understand, embrace and embed learning and understanding across Council operations.*

**Action 1**

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

<b>Deliverable</b>	<b>Process/Activity</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Responsibility</b>
1.1 Conduct a review of cultural learning needs within our organisation.	<p><i>Conduct an audit across all operational areas of council to provide an evidence-based assessment of cultural learning needs of staff, and that identifies how culture, language and customs are recognised across Council.</i></p> <p><i>Develop a cultural safety policy and framework that is informed by the findings of the cultural learning needs audit and that considers the needs of those who identify as Aboriginal &amp; Torres Strait Islanders, LGBTIQ+, who have a disability, women, men and gender diverse.</i></p>	2023	2024	<p><b>Community Strengthening</b></p> <p><b>People &amp; Safety</b></p> <p><b>Arts and Libraries</b></p>
1.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	<p><i>Consult Traditional Owners to identify cultural and historical content for inclusion in the development of a cultural learning strategy that will consider the specific needs of those community members who identify as Aboriginal &amp; Torres Strait Islanders, LGBTIQ+, who have a disability, women, men and gender diverse.</i></p> <p><i>Engage Traditional Owners in the delivery of cultural learning programs through 'On Country' sessions, face to face workshops, seminars and where appropriate, online delivery.</i></p> <p><i>Relevant to specific operational areas, develop and provide targeted training to staff as identified by the cultural learning needs survey recommendations.</i></p>	2023	2024	<p><b>Community Strengthening</b></p> <p><b>People &amp; Safety</b></p>
1.3 Develop, implement and communicate a cultural learning strategy for our Councillors and staff.	<p><i>Develop, and provide Councillors and Council staff with a range of cultural learning opportunities to improve cultural literacy and cultural safety across the organisation. This should be delivered by Traditional Owners</i></p>	2023	2024	<p><b>Community Strengthening</b></p> <p><b>People &amp; Safety</b></p>

	<p><i>and Aboriginal and Torres Strait Islander providers</i></p> <p><i>Promote Reconciliation Australia's Share Our Pride online tool to all staff.</i></p> <p><i>Ensure that new staff are required to undertake a cultural learning program that considers the needs of staff who identify as Aboriginal &amp; Torres Strait Islanders, LGBTIQ+, who have a disability, women, men and gender diverse.</i></p>	2023		<p><b>Aboriginal Partnerships Officer</b></p> <p><b>Communications</b></p> <p><b>People &amp; Safety</b></p>
1.4 Provide opportunities for RAP Working Group members, managers and other key leadership staff to participate in formal and structured cultural learning.	<p><i>Provide an annual structured cultural learning program for RAP working group members, managers and other key leadership staff that focuses on:</i></p> <ul style="list-style-type: none"> <li><i>Local cultural history and perspectives.</i></li> <li><i>Understanding cultural protocols and cultural values.</i></li> <li><i>Current Aboriginal and Torres Strait Islander legislations, policies and social justice initiatives.</i></li> <li><i>Considers the needs of staff who identify as Aboriginal &amp; Torres Strait Islanders, LGBTIQ+, who have a disability, women, men and gender diverse.</i></li> </ul> <p><i>Deliver lunchbox presentations with Elders from Traditional Owner groups (Bunurong Land Council Aboriginal Corporation and Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation).</i></p>	2023	2024	<p><b>People &amp; Safety</b></p> <p><b>Aboriginal Partnerships Officer</b></p> <p><b>Community Strengthening</b></p>
<b>Action 2</b>				
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.				
<b>Deliverable</b>	<b>Process/Activity</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Responsibility</b>
2.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	<p><i>Provide staff with training in understanding local Aboriginal cultural protocols, including procedures for gaining permission to use local Aboriginal languages or cultural property, as well as workshops on Acknowledgement of Country and Welcome to Country.</i></p>	2023		<p><b>People and Safety</b></p> <p><b>Community Strengthening</b></p> <p><b>Aboriginal Partnerships Officer</b></p>

	<p><i>Councillors and Council staff will provide an Acknowledgement of Traditional Owners at all significant City of Monash staff Meetings.</i></p> <p><i>Council will include an acknowledgement of country on all internal and external hard copy or electronic correspondence (where appropriate), and on digital monitors across council buildings.</i></p> <p><i>Utilise our commissioned art work to provide an addition to our organisational signature blocks for outgoing E mails.</i></p> <p><i>Install Welcome signs, (Wominjeka) in the Civic Centre, Customer Experience Centre Oakleigh, Libraries and Active Monash sites.</i></p>	2023	2024	Councillors & Council Staff
		2023	2024	Business Technology Team
		2023		Community Services
		2023		Community Strengthening & Infrastructure Support Team
2.2 Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	<p><i>Provide staff with access to a cultural protocols guide produced in consultation with Wurundjeri Woi Wurrung and Bunurong Traditional Owners, and Aboriginal and Torres Strait Islander specialist service providers.</i></p> <p><i>Council will work towards the installation of signposts and plaques acknowledging country at the appropriate locations and relative to the boundaries of Traditional Owners lands within the City of Monash.</i></p>	2023		Community Strengthening & Communications
		2023	2024	City Design, Property & Infrastructure Support Team
2.3 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	<i>Council will endeavour to ensure that Traditional Owners are always invited to provide a Welcome to Country and other appropriate ceremonies for significant meetings and events.</i>	2023	2024	All Managers
2.4 Include an Acknowledgement of Country or other appropriate protocols at the	<i>Council will provide an Acknowledgment of Country at meetings and events.</i>	2023	2024	Council Staff

commencement of all meetings.				
<b>Action 3</b>				
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.				
<b>Deliverable</b>	<b>Process/Activity</b>	<b>Annually</b>	<b>Responsibility</b>	
3.1 RAP Working Group to participate in an external NAIDOC Week event.	<i>The Monash RAP Working Group to identify an external NAIDOC event to participate in annually with support from Cultural Development &amp; Events.</i>	<b>First week in July</b>	<b>Arts and Libraries</b> <b>RAP Working Group</b>	
3.2 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	<i>Council will host internal NAIDOC events for staff and will encourage staff participation in these NAIDOC events.</i>	<b>First week in July</b>	<b>Arts and Libraries</b> <b>All Managers and People Leaders</b>	
3.3 Promote and encourage participation in external NAIDOC events to all staff.	<i>Council will encourage staff to participate in external NAIDOC events.</i>	<b>First week in July</b>	<b>Arts and Libraries</b> <b>All Managers and People Leaders</b>	
<b>Relationship</b>				
<i>We believe that building strong relationships between Aboriginal and Torres Strait Islander peoples and other Australians is crucial to achieving reconciliation. Council is committed to strengthening and building meaningful and sustainable partnerships and to engage with our Traditional Owners and Aboriginal and Torres Strait Islanders through listening and understanding issues through a collaborative approach which connects community, shares experiences, builds engagement and partnerships.</i>				
<b>Action 4</b>				
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.				
<b>Deliverable</b>	<b>Process/Activity</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Responsibility</b>
4.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	<i>Develop partnerships with Traditional Owners and Aboriginal and Torres Strait Islander stakeholders that support self-determination, and increases Aboriginal and Torres Strait Islander people's inclusion, participation and representation at Council forums and events and other significant events other than just First nations Festival Days.</i>	<b>2023</b>		<b>All Departments</b>
	<i>Council to request four consultation sessions annually with Wurundjeri Woi-wurrung and Bunurong Elders to seek cultural advice and strategic guidance to ensure Council and the municipality is culturally</i>	<b>2023</b>	<b>2024</b>	<b>Community Strengthening to lead with input from other Departments as required</b>

	<p><i>inclusive and responsive in line with RAP commitments.</i></p> <p><i>Investigate the availability of community space for Victorian Aboriginal Community Controlled Organisations in the City of Monash.</i></p> <p><i>Council will engage relevant Traditional Owners for the naming in local Aboriginal languages of Council buildings, and meeting rooms, streets, parks, and reserves where appropriate.</i></p>	2023		City Design, Property & Infrastructure Support Team
		2023	2024	
4.2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	<p><i>Council will develop an engagement plan that identifies key Aboriginal and Torres Strait Islander stakeholders and organisations.</i></p> <p><i>We will engage on priority issues based on mutual understanding of goals and priorities that promote reconciliation across the Monash City municipality.</i></p> <p><i>Continue to protect, promote and celebrate places and stories of Aboriginal cultural significance across the municipality. Commission additional studies as required to underpin and inform strategic planning.</i></p>	2023		Community Strengthening Managers and People Leaders
		2023	2024	City Design, Property & Infrastructure Support Team, Arts & Libraries
<b>Action 5</b>				
Build relationships through celebrating National Reconciliation Week (NRW).				
Deliverable	Process/Activity	Year 1	Year 2	Responsibility
5.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and organise at least one NRW event each year.	<p><i>Council will provide staff with access to resources and materials to promote NRW internally and to the wider community through e-Newsletters, marketing and other communication channels.</i></p> <p><i>Actively promote the City of Monash's Grants Program as an opportunity for the funding of National Reconciliation Week events and programming delivered by external organisations, including:</i></p> <ul style="list-style-type: none"> <li><i>• arts grants</i></li> <li><i>• events partnerships and community grants</i></li> <li><i>• community use of Council facilities.</i></li> </ul>	2023	2024	All Departments
		2023	2024	Lead Arts & Libraries & Communications  All Departments



5.2 RAP Working Group members to participate in an external NRW event.	<i>Identify one NRW event annually for the Monash RAP Working Group to attend and support the presence of Monash RAP Working Group members at Aboriginal and Torres Strait Islander community activities beyond annual calendar events.</i>	2023	2024	RAP Working Group Members
5.3 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	<i>Council to identify at least one external NRW event annually for senior leaders and staff to attend and to engage with Aboriginal and Torres Strait Islander communities.</i>	2023	2024	Managers & People Leaders
5.4 Register all our NRW events on Reconciliation Australia's NRW website.	<i>All Council's NRW events to be registered on the Reconciliation Australia website and be promoted through internal, external and Aboriginal and Torres Strait Islander community networks.</i>	2023	2024	Community Strengthening, Arts & Libraries & Communications
<b>Action 6</b>				
Promote reconciliation through our sphere of influence.				
<b>Deliverable</b>	<b>Process/Activity</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Responsibility</b>
6.1 Implement strategies to engage our staff in reconciliation.	<i>Encourage staff to develop events and activities that engage our Aboriginal and Torres Strait Islander community to jointly participate.</i>	2023		Council Staff
6.2 Communicate our commitment to reconciliation publicly.	<i>Further develop Council's 2021 Statement of Commitment to Reconciliation and Aboriginal and Torres Strait Islander peoples and communicate to wider community via post-card campaigns and promotion across all Council communications channels.</i>	2023		Community Strengthening & Communications
	<i>Ensure the Mayor of the day and the CEO bi-annually host community conversations with local Aboriginal Community Leaders</i>	2023	2024	Community Strengthening, Communications & Governance
	<i>Publicly communicate the City of Monash's commitment to reconciliation through:</i> • corporate website • social media	2023		Communications

	<ul style="list-style-type: none"> <li>• recorded messages on Customer Experience hold messaging service.</li> </ul> <p>Investigate and identify opportunities to display Aboriginal photographic artwork in the Monash Gallery of Art.</p> <p>Promote and identify in collaboration with Monash Community Arts Society, opportunities to display Aboriginal and Torres Strait Islander art exhibitions at the Track Gallery.</p> <p>Establish a new Reconciliation category under the Sir John Monash Annual awards to recognise outstanding efforts of an individual or organisation in advancing reconciliation in Monash.</p>	2023		Arts & Libraries
		2023		Arts & Libraries
		2023		Communications
6.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	<p>Monash City Council will utilise its existing relationships with industry, peak bodies and local government networks to support Aboriginal and Torres Strait Islander self-determination and promotion of reconciliation events and outcomes.</p> <p>Ensure a minimum of three articles highlighting Reconciliation efforts and showcasing achievements of our local Aboriginal communities are pitched to local media.</p>	2023	2024	Managers and People Leaders
		2023	2024	Aboriginal Partnerships Officer
				Communications
6.4 Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	<p>Council will establish a formal partnership agreement with the Monash Reconciliation Group and other community organisations interested in reconciliation.</p> <p>Council will participate in national, state and local advocacy forums facilitated by Local Aboriginal Networks, Reconciliation Victoria, ANTaR</p>	2023		Community Strengthening
		2023	2024	Aboriginal Partnerships Officer
				Community Strengthening

	<i>and other community groups.</i>			<b>Arts &amp; Libraries</b>
	<i>Continue to Collaborate with other Local Government Councils to advance reconciliation pursue joint project initiatives.</i>	<b>2023</b>	<b>2024</b>	<b>All Departments</b>
<b>Action 7</b>				
<b>Promote positive race relations through anti-discrimination strategies</b>				
<b>Deliverable</b>	<b>Process/Activity</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Responsibility</b>
7.1 Conduct a review of Monash Council policies and procedures to identify existing anti-discrimination provisions, and future needs.	<i>Review and update Council's Code of Conduct policy and Inclusion, Access and Equity Framework to ensure anti-discrimination measures are current and embedded across organisation.</i>	<b>2023</b>		<b>People &amp; Safety</b> <b>Community Strengthening</b>
7.2 Develop, implement and communicate an anti-discrimination policy for our organisation.	<i>Council will review and update out anti-discrimination policy to include the perspectives and voices of Aboriginal and Torres Strait Islander people to improve cultural safety in Monash.</i>	<b>2023</b>		<b>Community Strengthening</b>
7.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	<i>Monash council will consult with Traditional Owners and Aboriginal and Torres Strait Islander people to identify strategies to combat discrimination in our organisation and the wider community.</i>	<b>2023</b>	<b>2024</b>	<b>Community Strengthening</b>
7.4 Educate Monash Council staff on the effects of racism.	<i>Provide Council staff with training workshops and seminars on the impacts of racism.</i>		<b>2024</b>	<b>Community Strengthening</b> <b>People &amp; Safety</b>
<b>Opportunities</b>				
<i>We are a major employer and we will endeavour to create opportunities for Aboriginal and Torres Strait Islander peoples, organisations and businesses for employment, and procurement. We will develop a culturally inclusive and welcoming workplace that values professional development and significant opportunities to strengthen social and cultural outcomes for our Aboriginal and Torres Strait Islander communities.</i>				
<b>Action 8</b>				
<b>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>				
<b>Deliverable</b>	<b>Process/Activity</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Responsibility</b>
8.1 Build understanding of	<i>Conduct a review across Councils existing operations to</i>	<b>2023</b>		<b>People and Safety</b>

<p>current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</p>	<p><i>Identify potential employment and professional development opportunities for Aboriginal and Torres Strait Islander people.</i></p> <p><i>Develop and implement an Aboriginal Employment Engagement and Retention Strategy.</i></p> <p><i>Establish the position of Aboriginal Partnerships Officer and provide the necessary supports to progress and achieve these RAP deliverables.</i></p>	<p><b>2023</b></p> <p><b>2022 - 2023</b></p>		<p><b>Managers and People Leaders</b></p> <p><b>Community Strengthening</b></p>
<p>Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.</p>	<p><i>Consult Aboriginal and Torres Strait Islander staff to improve Council's recruitment, retention and professional development strategies to increase Aboriginal and Torres Strait Islander employment opportunities and outcomes.</i></p> <p><i>Council will support staff who identify as Aboriginal and Torres Strait Islanders to join the Local Government Koorie Staff Network.</i></p>	<p><b>2023</b></p> <p><b>2023</b></p>		<p><b>Aboriginal Partnerships Officer</b></p> <p><b>People &amp; Safety</b></p>
<p>8.2 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</p>	<p><i>Council will utilise Aboriginal and Torres Strait Islander recruitment agencies and community communication networks to advertise all employment opportunities available at Monash Council, and will include the statement, 'Aboriginal and Torres Strait Islander People are strongly encouraged to apply', in all job advertisements that are not special measures roles.</i></p>	<p><b>2023</b></p>		<p><b>People &amp; Safety</b></p>
<p>8.3 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</p>	<p><i>Council will conduct an audit of policies and procedures to remove barriers to Aboriginal and Torres Strait Islander employment and ensure cultural safety standards are embedded across the organisation.</i></p>	<p><b>2023</b></p>		<p><b>People &amp; Safety</b></p>

<b>Action 9</b>				
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.				
<b>Deliverable</b>	<b>Process/Activity</b>	<b>Timeframe</b>		<b>Responsibility</b>
9.1 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	<i>Through consultation with Aboriginal and Torres Strait Islander businesses and stakeholders, Council will develop a strategy to remove barriers to increasing Aboriginal and Torres Strait Islander procurements.</i>		<b>2024</b>	<b>Corporate Services</b>
	<i>Develop and implement an Aboriginal Procurement Strategy with a gradually increasing target.</i>	<b>2023</b>		
	<i>Identify and establish a data base of all Aboriginal businesses operating within the LGA</i>	<b>2023</b>	<b>2024</b>	
9.2 Investigate Supply Nation membership.	<i>Council will increase its engagement of Aboriginal businesses through membership with Supply Nation and commit to participating in Kinaway Aboriginal Chamber of Commerce network events and activities.</i>	<b>2023</b>		<b>Corporate Services</b>
9.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	<i>Provide staff details of Aboriginal and Torres Strait Islander businesses with existing commercial relationships and promote further procurement to staff through engagement with Kinaway Aboriginal Chamber of Commerce.</i>	<b>2023</b>		<b>Corporate Services</b>
	<i>Develop professional skills in the Economic Development Team to support the organisation to achieve deliverables under the Aboriginal Procurement Strategy.</i>	<b>2023</b>	<b>2024</b>	<b>Community Strengthening</b>
9.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	<i>Council will commit to establishing ongoing commercial relationships with Aboriginal and Torres Strait Islander businesses and incorporate this commitment as a core part of Councils Procurement Policy.</i>	<b>2023</b>		<b>Corporate Services</b>

<p>9.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.</p>	<p><i>Council will endeavour to establish commercial relationships with Aboriginal and/or Torres Strait Islander businesses through procurement and tender processes.</i></p> <p><i>Work toward including appropriate design references to Aboriginal cultures in our urban and landscape designs in accordance with Aboriginal Indigenous Cultural and Intellectual Property rights.</i></p>	<p><b>2023</b></p>	<p><b>2024</b></p> <p><b>2024</b></p>	<p><b>Corporate Services</b></p> <p><b>City Design</b></p>
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**GOVERNANCE**

The following table highlights Council’s RAP Governance obligations under Reconciliation Australia’s Innovate RAP Framework:

**Action 10**

Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.

<b>Deliverable</b>	<b>Process/Activity</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Responsibility</b>
<p>10.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG</p>	<p><i>Council will maintain commitment to designated positions on the Monash RAP Working Group for both Wurundjeri Woi Wurrung and Bunurong Traditional Owners, as well as positions for Aboriginal and Torres Strait Islander community members and stakeholders.</i></p>	<p><b>2023</b></p>	<p><b>2024</b></p>	<p><b>Community Strengthening</b></p> <p><b>RAP WG</b></p>
<p>10.2 Establish and apply a Terms of Reference for the RWG.</p>	<p><i>The Monash RAP Working Group has developed and adopted Terms of Reference</i></p>	<p><b>2022</b></p>		<p><b>Community Strengthening</b></p> <p><b>RAP WG</b></p>
<p>10.3 Meet at least four times per year to drive and monitor RAP implementation.</p>	<p><i>The Monash RAP Working Group will meet at least four times annually, and participate in internal and external reconciliation forums and events.</i></p>	<p><b>2023</b></p>	<p><b>2024</b></p>	<p><b>Community Strengthening</b></p> <p><b>RAP WG</b></p>

**Action 11**

Provide appropriate support for effective implementation of RAP commitments

<b>Deliverable</b>	<b>Process/Activity</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Responsibility</b>
<p>11.1 Define resource needs for RAP implementation</p>	<p><i>Council will develop and communicate guidelines for resource requests to staff and the Monash RAP Working Group, to implement specific RAP actions and deliverables.</i></p>	<p><b>2023</b></p>		<p><b>Community Strengthening</b></p> <p><b>RAP WG</b></p>

	<i>Deliver youth specific programs for young Aboriginal &amp; Torres Strait Islanders to ensure they have a voice to promote self-determination.</i>	<b>2023</b>	<b>2024</b>	<b>Children, Youth and Family Services</b>
	<i>Organise and engage with our Traditional Owners to annually attend a combined meeting of our Council Advisory Committees.</i>	<b>2023</b>	<b>2024</b>	<b>Community Strengthening</b>
11.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	<i>Councils' senior leaders will encourage and support staff to identify RAP actions relevant to their department and service unit and to integrate these into service delivery plans.</i>	<b>2023</b>	<b>2024</b>	<b>Managers and People Leaders</b>
11.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	<i>Council will develop an internal framework that provides a structure for implementing, reporting and monitoring progress and outcomes and includes data from Reconciliation Australia's reporting requirements.</i>	<b>2023</b>		<b>Community Strengthening</b> <b>RAP WG</b>
11.4 Appoint and maintain an internal RAP Champion from senior management.	<i>Monash City Council's Director Community Services has been appointed as the RAP champion.</i>	<b>2022</b>		<b>RAP Champion</b>
11.5 The Victorian Aboriginal Local Government Strategy 2021-2026 (Pathway to Stronger Partnerships) will assist Council to recognise and enable Aboriginal self-determination	<i>To enable progress of and improve outcomes for Aboriginal Victorians, the Strategy will help us identify and remove all barriers to self-determination that exist in our systems, structures and ways of working. The framework has seven Strategic Pillars which outline recommended actions.</i>	<b>2023</b>	<b>2024</b>	<b>Community Strengthening</b> <b>RAP WG</b> <b>All Departments</b>
<b>Action 12</b>				
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.				
<b>Deliverable</b>	<b>Process/Activity</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Responsibility</b>
12.1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	<i>Council will ensure the Monash RAP Working Group is adequately resourced to collect data required to complete and submit the RAP Impact Measurement Questionnaire annually.</i>	<b>2023</b>	<b>2024</b>	<b>Community Strengthening</b> <b>RAP WG</b>
12.2 Report RAP progress to all staff	<i>All teams within council to provide the Monash RAP</i>			<b>All Departments</b>

and senior leaders quarterly.	<i>Working Group quarterly meetings with updates on key reconciliation projects and initiatives which are internally communicated to all staff and senior leaders.</i>	<b>2023</b>	<b>2024</b>	<b>Community Strengthening</b> <b>RAP WG</b>
12.3 Publicly report our RAP achievements, challenges and learnings, annually.	<i>Council to provide annual report, accessible by and promoted to, the wider Monash City community through all communication channels including Council's website, social media platforms and e-newsletters, in a way that encourages participation in reconciliation.</i>	<b>2023</b>	<b>2024</b>	<b>Aboriginal Partnerships Officer</b>  <b>Communications</b>
12.4 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	<i>Council will communicate with Reconciliation Australia, its expression of interest to participate in the Australian Reconciliation Barometer survey that measures the progress of reconciliation between Aboriginal and Torres Strait Islander people and non-Indigenous Australians.</i>  <i>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</i>	<b>2023</b>	<b>2024</b>	<b>Community Strengthening</b> <b>RAP WG</b>
<b>Action 13</b>				
Continue our reconciliation journey by developing our next RAP.				
<b>Deliverable</b>	<b>Process/Activity</b>	<b>Year 1</b>	<b>Year2</b>	<b>Responsibility</b>
13.1 Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	<i>Prior to the expiry of this current RAP, Council will register with Reconciliation Australia to begin developing the next RAP, continuing its reconciliation journey as an ongoing commitment.</i>		<b>2024</b>	<b>Community Strengthening</b> <b>RAP WG</b>

## 10. CONTACT DETAILS

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## 11. APPENDIX

### 11.1 Federal and International Policies, Legislations and Conventions that inform our RAP

#### Australian Government Context

- Human Rights and Equal Opportunity Act 1986
- Racial Discrimination Act 1975
- Council of Australian Governments (COAG) Closing the Gap 2008
- Indigenous Procurement Policy 2019
- Indigenous Advancement Strategy (IAS) 2014 and IAS Guidelines 2019
- National Aboriginal and Torres Strait Islander Education Strategy 2015
- National Aboriginal and Torres Strait Islander Health Plan 2013-2023
- National Anti-Racism Strategy 2012

#### International Context

- International Convention on the Elimination of All Forms of Racial Discrimination 1965
- International Convention on the Economic, Social and Cultural Rights 1966
- International Convention on Civil and Political Rights 1966
- United Nations Declaration on the Rights of Indigenous People 2007
- United Nations World Conference on Indigenous People 2014

### 11.2 Glossary

<b>Aboriginal</b>	First people persons from mainland Australia.
<b>Torres Strait Islander</b>	First people persons from the Torres Strait Islands.
<b>Wojjooka</b>	Wurundjeri Woi-Wurrung language term for 'Welcome'.
<b>Self-determination</b>	Defined under the United Nations Declaration on the Rights of Indigenous Peoples as the ability for Indigenous people to freely determine their political status and pursue their economic, social, and cultural development (Victorian Aboriginal and Local Government Strategy 2021 – 2026: Pathways to Stronger Partnerships).
<b>Council</b>	Monash City Council
<b>RAP</b>	Reconciliation Action Plan
<b>NAIDOC</b>	National Aborigines and Islanders Day Observance Committee
<b>NRW</b>	National Reconciliation Week
<b>ANTaR</b>	Australians for Native Title and Reconciliation
<b>LGA</b>	Local Government Area
<b>BLM</b>	Black Lives Matter

<b>Traditional Owners</b>	The descendants of the inhabitants that occupied a particular region before European settlement, having a spiritual and cultural connection to the lands and waterways of their ancestors.
<b>Bunurong Land Council Aboriginal Corporation</b>	The recognised Traditional Owners of the land that covers part of the City of Monash municipality.
<b>Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation</b>	The recognised Traditional Owners of the land that covers part of the City of Monash municipality.
<b>Yoo-rrook Justice Commission</b>	Named from a Wamba Wamba word meaning truth, the Yoo-rrook Justice Commission is the royal commission seeking truth-telling on the historical and ongoing injustices experienced by First Nations people.
<b>First Peoples' Assembly</b>	The First Peoples' Assembly of Victoria is the independent and democratically elected body to represent Traditional Owners of Country and Aboriginal and Torres Strait Islander peoples in Victoria.
<b>Kinaway Aboriginal Chamber of Commerce</b>	Kinaway Chamber of Commerce is the leading Victorian organisation dedicated to supporting Victorian Aboriginal and Torres Strait Islander business owners.
<b>Supply Nation</b>	A national organisation that supports the growth of First Nations businesses through supplier diversity.
<b>Monash Reconciliation Group</b>	A community-based group who support Reconciliation.
<b>Reconciliation Australia</b>	The national body responsible for the oversight and endorsement of Reconciliation Action plans.