

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

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1. MESSAGES OF RECONCILIATION

1.1. Message from the Mayor

As the Mayor of the City of Monash, I'm proud to present Council's Innovate Reconciliation Action Plan (RAP) which has been guided by the use of Reconciliation Australia's RAP framework. We have also noted the Victorian Aboriginal and Local Government Strategy 2021-2026 – Pathway to Stronger Partnerships. Our Innovate RAP has been informed by an extensive consultation process that engaged with our two Traditional Owner groups, the Bunurong and Wurundjeri Woi Wurrung, local Aboriginal organisations, Aboriginal peak bodies, Monash Reconciliation Group, Councillors, Council staff, and the broader community. The RAP consultations were well attended and very positive, with a strong commitment to reconciliation. This Innovate Reconciliation Action Plan will help us work towards achieving the vision outlined in the plan, to empower First Nations voices through our decision-making, formal representations, and genuine partnerships. We recognise that with self-determination comes trust, cultural revitalisation and stronger relationships.

This Reconciliation Action Plan is Monash's commitment to supporting the reconciliation process and articulates how the organisation, Council and stakeholders will engage in reconciliation and contribute to greater unity within the Monash community. This plan 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.

The RAP outlines a number of achievable actions that work towards realising the City of Monash's vision for reconciliation. It aims to increase inclusiveness, equity, representation and quality of life for Aboriginal and Torres Strait Islander communities and individuals in Monash. We know we have much more to accomplish together. We are committed to doing all we can to make the path towards reconciliation a more achievable one. A big thank you to all those who have worked to deliver this plan – City of Monash staff, the Reconciliation Action Plan Working Group, the Traditional Owner Groups, Reconciliation Australia and members of the Aboriginal and Torres Strait Islander and wider community. We encourage the entire community to ensure that their activities and programs celebrate diversity and showcase a culture of inclusiveness and look forward to taking this journey together.

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.

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

1.4 Message from Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation

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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 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.

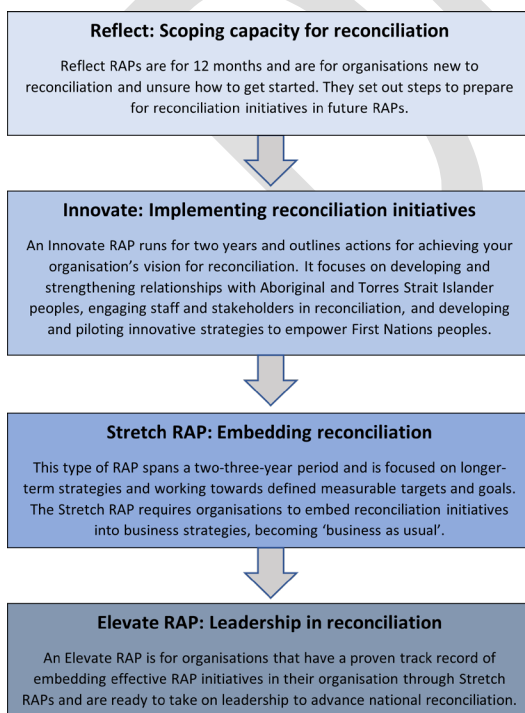
- Identifying opportunities to procure goods and services from Aboriginal businesses and increase Aboriginal Employment in Council.

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-rrook 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

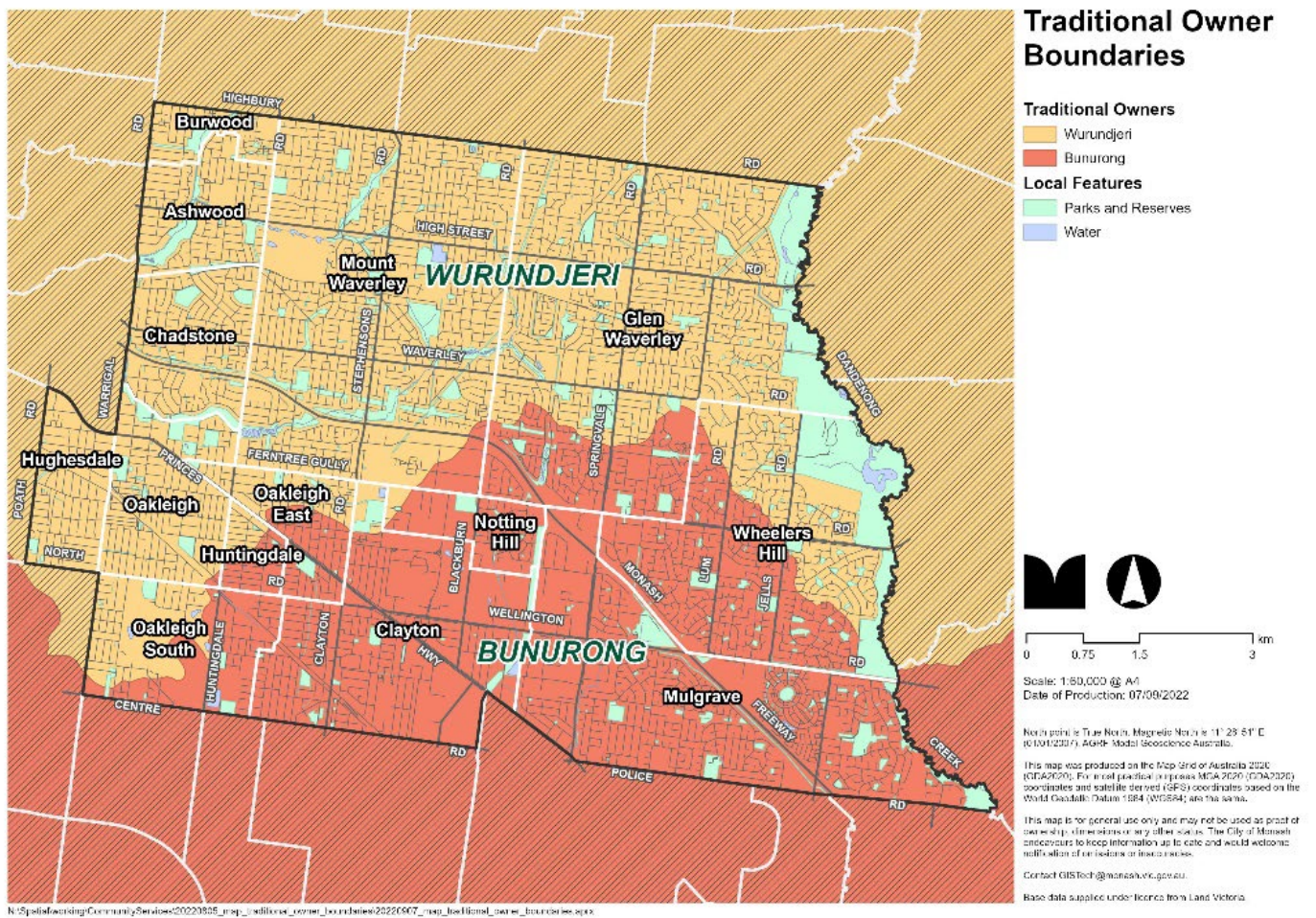
Community Vision – Imagine Monash in 2040
Council Plan 2021-2025
Municipal Public Health and Wellbeing Plan 2021-2025
Community Engagement Framework and Policy 2020
Gender Equity Framework 2021-2025
Loneliness Framework 2020-2025
Social Housing Framework 2020-2025
Monash Active Recreation Opportunities 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 Djingang: Aboriginal Employment Strategy
Yuma Yirramboi- Employment and Economic Development Strategy

7. OUR COMMUNITY

7.1 Map of Traditional Owners of Monash



7.2 Our Aboriginal and Torres Strait Islander Community

Place holder - awaiting background and history from Bunurong Land Council Aboriginal Corporation.

Place holder - awaiting background and history from Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation.

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-rook 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				
<i>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.</i>				
Action 1				
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.				
Deliverable	Process/Activity	Year 1	Year 2	Responsibility
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 & Torres Strait Islanders, LGBTIQ+, who have a disability, women, men and gender diverse.</i></p>	2023	2024	<p>Community Strengthening</p> <p>People & Safety</p> <p>Arts and Libraries</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 & 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>Community Strengthening</p> <p>People & Safety</p>
1.3 Develop, implement and communicate a	<i>Develop, and provide Councillors and Council staff with a range of cultural learning opportunities to</i>	2023	2024	Community Strengthening

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

Acknowledgement of Country and Welcome to Country protocols.	<i>on Acknowledgement of Country and Welcome to Country.</i>			Aboriginal Partnerships Officer
	<i>Councillors and Council staff will provide an Acknowledgement of Traditional Owners at all significant City of Monash staff Meetings.</i>	2023	2024	Councillors & Council Staff
	<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>	2023	2024	Business Technology Team
	<i>Utilise our commissioned art work to provide an addition to our organisational signature blocks for outgoing E mails.</i>	2023		Community Services
	<i>Install Welcome signs, (Wominjeka) in the Civic Centre, Customer Experience Centre Oakleigh, Libraries and Active Monash sites.</i>	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.	<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>	2023		Community Strengthening & Communications
	<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>	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 commencement of all meetings.	Council will provide an Acknowledgment of Country at meetings and events.	2023	2024	Council Staff
Action 3				
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.				
Deliverable	Process/Activity	Annually	Responsibility	
3.1 RAP Working Group to participate in an external NAIDOC Week event.	The Monash RAP Working Group to identify an external NAIDOC event to participate in annually with support from Cultural Development & Events.	First week in July	Arts and Libraries RAP Working Group	
3.2 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Council will host internal NAIDOC events for staff and will encourage staff participation in these NAIDOC events.	First week in July	Arts and Libraries All Managers and People Leaders	
3.3 Promote and encourage participation in external NAIDOC events to all staff.	Council will encourage staff to participate in external NAIDOC events.	First week in July	Arts and Libraries All Managers and People Leaders	
Relationship				
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.				
Action 4				
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.				
Deliverable	Process/Activity	Year 1	Year 2	Responsibility
4.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	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.	2023		All Departments
	Council to request four	2023	2024	Community Strengthening to lead

	<p><i>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 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		<p>with input from other Departments as required</p> <p>City Design, Property & Infrastructure Support Team</p>
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	2024	<p>Community Strengthening</p> <p>Managers and People Leaders</p> <p>City Design, Property & Infrastructure Support Team, Arts & Libraries</p>
<p align="center">Action 5</p> <p align="center">Build relationships through celebrating National Reconciliation Week (NRW).</p>				
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</i></p>	2023	2024	All Departments

	<i>events and programming delivered by external organisations, including: • arts grants • events partnerships and community grants • community use of Council facilities.</i>	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
Action 6 Promote reconciliation through our sphere of influence.				
Deliverable	Process/Activity	Year 1	Year 2	Responsibility
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

	<p><i>Publicly communicate the City of Monash's commitment to reconciliation through:</i></p> <ul style="list-style-type: none"> • corporate website • social media • recorded messages on Customer Experience hold messaging service. 	2023		Communications
	<p><i>Investigate and identify opportunities to display Aboriginal photographic artwork in the Monash Gallery of Art.</i></p>	2023		Arts & Libraries
	<p><i>Promote and identify in collaboration with Monash Community Arts Society, opportunities to display Aboriginal and Torres Strait Islander art exhibitions at the Track Gallery.</i></p>	2023		Arts & Libraries
	<p><i>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.</i></p>	2023		Communications
6.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	<p><i>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.</i></p>	2023	2024	Managers and People Leaders
	<p><i>Ensure a minimum of three articles highlighting Reconciliation efforts and showcasing achievements of our local Aboriginal communities are pitched to local media.</i></p>	2023	2024	Aboriginal Partnerships Officer
				Communications
6.4 Collaborate with RAP and other like-minded organisations to develop ways to	<p><i>Council will establish a formal partnership agreement with the Monash Reconciliation Group and other community organisations interested in reconciliation.</i></p>	2023		Community Strengthening

advance reconciliation.	<p><i>Council will participate in national, state and local advocacy forums facilitated by Local Aboriginal Networks, Reconciliation Victoria, ANTaR and other community groups.</i></p> <p><i>Continue to Collaborate with other Local Government Councils to advance reconciliation pursue joint project initiatives.</i></p>	2023	2024	<p>Aboriginal Partnerships Officer</p> <p>Community Strengthening</p> <p>Arts & Libraries</p> <p>All Departments</p>
<p>Action 7</p> <p>Promote positive race relations through anti-discrimination strategies</p>				
Deliverable	Process/Activity	Year 1	Year 2	Responsibility
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>	2023		<p>People & Safety</p> <p>Community Strengthening</p>
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>	2023		Community Strengthening
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>	2023	2024	Community Strengthening
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>		2024	<p>Community Strengthening</p> <p>People & Safety</p>
<p>Opportunities</p> <p><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></p>				
Action 8				

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.				
Deliverable	Process/Activity	Year 1	Year 2	Responsibility
8.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	<i>Conduct a review across Councils existing operations to identify potential employment and professional development opportunities for Aboriginal and Torres Strait Islander people.</i>	2023		People and Safety
	<i>Develop and implement an Aboriginal Employment Engagement and Retention Strategy.</i>	2023		Managers and People Leaders
	<i>Establish the position of Aboriginal Partnerships Officer and provide the necessary supports to progress and achieve these RAP deliverables.</i>	2022 - 2023		Community Strengthening
Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	<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>	2023		Aboriginal Partnerships Officer
	<i>Council will support staff who identify as Aboriginal and Torres Strait Islanders to join the Local Government Koorie Staff Network.</i>	2023		People & Safety
8.2 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	<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>	2023		People & Safety
8.3 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait	<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>	2023		People & Safety

Islander participation in our workplace.				
Action 9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.				
Deliverable	Process/Activity	Timeframe		Responsibility
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>		2024	Corporate Services
	<i>Develop and implement an Aboriginal Procurement Strategy with a gradually increasing target.</i>	2023		
	<i>Identify and establish a data base of all Aboriginal businesses operating within the LGA</i>	2023	2024	
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>	2023		Corporate Services
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>	2023		Corporate Services
	<i>Develop professional skills in the Economic Development Team to support the organisation to achieve deliverables under the Aboriginal Procurement Strategy.</i>	2023	2024	Community Strengthening
9.4 Review and update procurement practices to remove barriers to procuring	<i>Council will commit to establishing ongoing commercial relationships with Aboriginal and Torres Strait Islander businesses and incorporate this commitment</i>	2023		Corporate Services

goods and services from Aboriginal and Torres Strait Islander businesses.	<i>as a core part of Councils Procurement Policy.</i>			
9.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	<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>	2023	2024 2024	Corporate Services City Design

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.

Deliverable	Process/Activity	Year 1	Year 2	Responsibility
10.1 Maintain Aboriginal and Torres Strait Islander representation on the RWG	<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>	2023	2024	Community Strengthening RAP WG
10.2 Establish and apply a Terms of Reference for the RWG.	<i>The Monash RAP Working Group has developed and adopted Terms of Reference</i>	2022		Community Strengthening RAP WG
10.3 Meet at least four times per year to drive and monitor RAP implementation.	<i>The Monash RAP Working Group will meet at least four times annually, and participate in internal and external reconciliation forums and events.</i>	2023	2024	Community Strengthening RAP WG
Action 11				
Provide appropriate support for effective implementation of RAP commitments				
Deliverable	Process/Activity	Year 1	Year 2	Responsibility

11.1 Define resource needs for RAP implementation	<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>	2023		Community Strengthening RAP WG
	<i>Deliver youth specific programs for young Aboriginal & Torres Strait Islanders to ensure they have a voice to promote self-determination.</i>	2023	2024	Children, Youth and Family Services
	<i>Organise and engage with our Traditional Owners to annually attend a combined meeting of our Council Advisory Committees.</i>	2023	2024	Community Strengthening
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>	2023	2024	Managers and People Leaders
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>	2023		Community Strengthening RAP WG
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>	2022		RAP Champion
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>	2023	2024	Community Strengthening RAP WG All Departments
Action 12 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.				
Deliverable	Process/Activity	Year 1	Year 2	Responsibility
12.1 Complete and submit the annual RAP Impact	<i>Council will ensure the Monash RAP Working Group is adequately resourced to collect</i>	2023	2024	Community Strengthening

Measurement Questionnaire to Reconciliation Australia.	<i>data required to complete and submit the RAP Impact Measurement Questionnaire annually.</i>			RAP WG
12.2 Report RAP progress to all staff and senior leaders quarterly.	<i>All teams within council to provide the Monash RAP Working Group quarterly meetings with updates on key reconciliation projects and initiatives which are internally communicated to all staff and senior leaders.</i>	2023	2024	All Departments Community Strengthening RAP WG
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>	2023	2024	Aboriginal Partnerships Officer Communications
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>	2023	2024	Community Strengthening RAP WG
Action 13 Continue our reconciliation journey by developing our next RAP.				
Deliverable	Process/Activity	Year 1	Year2	Responsibility
13.1 Register via Reconciliation Australia's website 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>		2024	Community Strengthening RAP WG

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

Aboriginal	First people persons from mainland Australia.
Torres Strait Islander	First people persons from the Torres Strait Islands.
Wojenjika	Wurundjeri Woi-Wurrung language term for 'Welcome'.
Self-determination	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).
Council	Monash City Council
RAP	Reconciliation Action Plan
NAIDOC	National Aborigines and Islanders Day Observance Committee

NRW	National Reconciliation Week
ANTaR	Australians for Native Title and Reconciliation
LGA	Local Government Area
BLM	Black Lives Matter
Traditional Owners	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.
Bunurong Land Council Aboriginal Corporation	The recognised Traditional Owners of the land that covers part of the City of Monash municipality.
Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation	The recognised Traditional Owners of the land that covers part of the City of Monash municipality.
Yoo-rrook Justice Commission	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.
First Peoples' Assembly	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.
Kinaway Aboriginal Chamber of Commerce	Kinaway Chamber of Commerce is the leading Victorian organisation dedicated to supporting Victorian Aboriginal and Torres Strait Islander business owners.
Supply Nation	A national organisation that supports the growth of First Nations businesses through supplier diversity.
Monash Reconciliation Group	A community-based group who support Reconciliation.
Reconciliation Australia	The national body responsible for the oversight and endorsement of Reconciliation Action plans.