

1. RELATIONSHIPS – Supporting connections, promoting culture and protecting important places.

Commitments

Council will:

- 1.1 Consult the Wurundjeri people on all decisions affecting the Wurundjeri, and consult the broader Aboriginal community on all issues affecting Aboriginal people.
- 1.2 Promote broader understandings of Aboriginal people, history, achievements and challenges in the broader community, so that more people, services and organisations (as well as landlords and employers) are able to understand and support Aboriginal community connection to Yarra.
- 1.3 Continue to advocate for the ongoing protection and vitality of Aboriginal organisations and services in Yarra, as well as important urban meeting places and sites.
- 1.4 Continue to develop a range of positive relationships with the Aboriginal community and support organisations that are also building positive relationships with the Aboriginal community.

1.1 Council will consult the Wurundjeri people on all decisions affecting the Wurundjeri, and consult the broader Aboriginal community on all issues affecting Aboriginal people.

Action	Responsibility	Timeline	Activities
<p>1.1.1 Convene Council’s Aboriginal Advisory Group (AAG) as the Aboriginal community’s official voice to Council and the reference group for the ongoing implementation of the Aboriginal Partnerships Plan 2019–2022.</p> <p><i>For many years after settlement, many Aboriginal leaders fought hard to have a voice in government policy and decision making processes. The Aboriginal Advisory Group, which includes an elected Councillor as Co-chair, is a hard-won opportunity for Aboriginal</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	<p>February, April, June, August, October 2019</p>	<ul style="list-style-type: none"> • Ensure a Wurundjeri Elder co-chairs all meetings. • Have at least 1 elected Councillor regularly attend and co-chair meetings. • Have one Council officer dedicated to organising the group (minutes, agendas, catering, room bookings etc) • Continue to build and maintain membership and contacts list. • Hold at least 5 meetings per year. • Have at least 2 Council officers regularly attend the meetings – a contribution of at least 30 officer hours per year. • Respond to emerging issues in the community.

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<p><i>people to influence local government policy and decision making directly.</i></p>			
<p>1.1.2 Continue to show a strong commitment to the Wurundjeri people by holding key events celebrating Aboriginal people.</p> <p><i>To acknowledge and pay respect to the Wurundjeri people as the Traditional Owners of Melbourne</i></p>	<p>Community Programs & Outreach Team</p> <p>Community Learning & Partnership Team</p> <p>All Branch leaders</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Consult the Aboriginal Partnerships Officer on programming opportunities. • Consult the Wurundjeri Council to assess opportunities and associated costs. • Celebrate National Reconciliation Week with an event for community and staff. • Maintain connection with Yarra’s Aboriginal community activities through membership of the Reconciliation Action Plan (RAP) working group. • Seek opportunities to build connections with the local Aboriginal community.
<p>1.2 Council will promote broader understandings of Aboriginal people, history, achievements and challenges in the broader community, so that more people, services and organisations (as well as landlords and employers) are able to understand and support Aboriginal community connection to Yarra.</p>			
<p>Action</p>	<p>Responsibility</p>	<p>Timeline</p>	<p>Activities</p>
<p>1.2.1 Promote and follow protocols for working with the local Aboriginal community (the Wurundjeri Protocol), booking Welcome to Country ceremonies and pronouncing Council’s Acknowledgment of Country statements.</p> <p><i>Colonisation impacted heavily on the Wurundjeri, causing loss of life, loss of culture and disconnection from country. Until the Mabo decision in 1992, Australia was legally regarded as Terra Nullius (land belonging to no one). Acknowledgment of Country is a small but important statement that reminds the wider community of a fact that was denied for many years.</i></p>	<p>Communications Coordinator – Digital and Brand</p>	<p>December 2019</p>	<ul style="list-style-type: none"> • Promote Council’s publication: ‘The Wurundjeri Protocol: a guide to working with your local Aboriginal community’ to give Council staff and community members contextual and practical information for engaging Wurundjeri Elders to perform Welcome to Country ceremonies. • Arrange Wurundjeri Elders to give a Welcome to Country address at significant community events. • Pay respect to the Wurundjeri and broader Aboriginal community by reading Council’s Acknowledgment of Country statements in line with the protocol outlined in Yarra’s Aboriginal Partnerships Plan 2019-2022. • To summarise: • Council’s official Acknowledgment of Country #1 statement at the commencement all Mayoral and civic

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			<p>receptions, openings of major events, official openings of Council buildings and official events where the Mayor is present, as well as CEO briefings, significant internal events, Executive, Senior Management Team, Senior Management Team Plus and Branch meetings.</p> <ul style="list-style-type: none"> • Council’s official Acknowledgment of Country #2 statement at the commencement of all Council meetings and all Aboriginal community events. • Council’s official Acknowledgment of Country #3 statement at the commencement of Yarra’s January 26 event, Yarra’s National Sorry Day event, Yarra’s anniversary of the Apology event and Yarra’s citizenship ceremonies (if applicable).
<p>1.2.2 Give talks, walking tours and advice to the organisation and the broader municipality.</p> <p><i>It is important to promote and educate people on the rich Aboriginal history and culture within Yarra and beyond. It will help people to better understand Aboriginal people, and the generational effects caused by the colonisation of Melbourne.</i></p>	<p>Aboriginal Partnerships Officer</p>	<p>December 2019</p>	<ul style="list-style-type: none"> • Deliver at least 2 sessions to local schools or pre-schools in Yarra. • Deliver at least 2 tours of the Fitzroy Aboriginal history walk to groups from Yarra. • Deliver at least 1 community group talk within Yarra. • Contribute to the development of at least 1 community group RAP in Yarra, if required. • Give at least 1 talk on the Aboriginal history of Yarra to staff at Council depot Toolbox meetings. • Provide strategic advice towards the development of at least 4 Council projects with Aboriginal content or concerns.
<p>1.2.3 Promote Yarra’s existing cultural awareness materials within the organisation and to the broader community, tourists, schools, the service sector and other interested groups.</p> <p><i>Promoting Aboriginal history and cultures to the non-Aboriginal community is vital in creating a more supportive, understanding and empowered community. It helps to fight racism and, from the Aboriginal community's point of view, strengthens pride, identity and connectedness.</i></p>	<p>Communications – Advocacy, Engagement and Media team and Digital and Brand team</p> <p>Special Projects Officer</p> <p>Aboriginal Partnerships Officer</p>	<p>December 2019</p>	<p>The communications and community partnerships teams to promote and distribute the following materials through Yarra’s public website, social media channels, special events and Council’s internal communications:</p> <ul style="list-style-type: none"> • Fitzroy Aboriginal Heritage Walking Trail Map (2009) distributed. • The Wurundjeri History of Yarra print publication and website (2013). • Celebrating Aboriginal Culture in Gertrude Street Facebook page (2012 – ongoing) • Change the Date Yarra Facebook Page • The Wurundjeri Protocols (2011)

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			<ul style="list-style-type: none"> • Snapshots of Aboriginal Fitzroy print and online (2002) • Connecting with the Aboriginal History of Yarra Teachers Resource
<p>1.2.4 Seek opportunities to run Aboriginal history walking tours of Gertrude Street and surrounds.</p> <p><i>A business or social enterprise running regular walking tours will provide culturally appropriate employment for Aboriginal storytellers with a familial connection to Fitzroy or a passion for local history. Council's consultative work has repeatedly told us that there is real community interest and demand for cultural experiences of this kind.</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p> <p>Arts & Cultural Development Officer</p>	December 2019	<ul style="list-style-type: none"> • Support Aboriginal organisations establishing walking tours in Gertrude Street and surrounds. • Council to provide promotion through existing channels and support materials in kind, e.g. Wurundjeri History of Yarra publications, Aboriginal History of Yarra Walking maps.
<p>1.2.5 Provide opportunities for Arts & Culture grant recipients to extend knowledge of Aboriginal history in Yarra.</p> <p><i>Yarra has a long history of Aboriginal community controlled organisations. It is important that the wider Yarra community learn and understand this history.</i></p>	Arts & Culture Community Arts Officer	2019	<ul style="list-style-type: none"> • Promote Aboriginal history and culture in Yarra, by providing opportunities for creators of arts and culture to attend the Aboriginal history of Gertrude St walking tour of Yarra.
<p>1.3 Council will continue to advocate for the ongoing protection and vitality of Aboriginal organisations and services in Yarra, as well as important urban meeting places and sites.</p>			

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Action	Responsibility	Timeline	Activities
<p>1.3.1 Provide Council officer support to Aboriginal community programs funded through Council's Community Partnerships Grant Program.</p> <p><i>This will provide assistance and support to a number of Aboriginal programs, funded through Councils community grant process.</i></p>	<p>Community Partnerships Unit Manager</p> <p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	<p>December 2019</p>	<ul style="list-style-type: none"> • Support of at least 150 officer hours/year to the following 4 programs currently funded through Council's Community Partnerships Grant Program. This support may include general assistance, promoting, linking-in, brokering relationships, advocating for, and helping to navigate Council systems and processes. <ol style="list-style-type: none"> 1. Melbourne Aboriginal Youth Sport and Recreation Incorporated (MAYSAR) MAYSAR was initially established in the late 1970s as a positive space to combat rising drug and alcohol problems in Fitzroy. It is the last remaining Aboriginal controlled organisation in historically significant Gertrude Street. 2. Indigenous Recreation Program The Recreation Program helps the Parkies community stay healthy, active and positive. 3. Billabong BBQ and Foodshare Established in 1999, Billabong BBQ provides a vital and culturally appropriate space for Parkies to have a nutritious meal and link in with services. 4. Aboriginal Access and Engagement This program was established to work towards improving the participation, health and wellbeing of Aboriginal people in Yarra.

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<p>1.3.2 Ensure Aboriginal artworks and meeting places are free from graffiti.</p> <p><i>This ensures respect and acknowledgment of Aboriginal art and meeting places</i></p>	<p>Coordinator Services Contracts</p> <p>Waste Management and Cleansing</p> <p>Public Arts Officer</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Ensure timely removal of any graffiti from important Aboriginal artworks and sites in Yarra.
<p>1.4 Council will continue to develop a range of positive relationships with the Aboriginal community and will support organisations that are also building positive relationships with the Aboriginal community.</p>			
<p>Action</p>	<p>Responsibility</p>	<p>Timeline</p>	<p>Activities</p>
<p>1.4.1 Continue to ensure that Aboriginal children, young people and families have access to culturally appropriate and safe services and programs that acknowledge and meet their health, education and wellbeing needs, challenges and aspirations.</p> <p><i>The values of this action are integral to other Council policies including the future Zero to 25 Plan 2018-2022.</i></p>	<p>Family, Youth & Child’s Services Leadership Team</p>	<p>December 2019</p>	<ul style="list-style-type: none"> • Improve services and suitability of access for Aboriginal children and families • Provide culturally appropriate and sensitive practices and programs for Aboriginal children and families • Display Aboriginal and Torres Strait Islander flags in centres and on signs • Develop partnerships with Aboriginal services to understand and support the health, education and wellbeing needs of Aboriginal children and families • Enrol Aboriginal children into education and care programs
<p>1.4.2 Provide Aboriginal perspectives in the children’s education, care programs and curriculums.</p> <p><i>Australia’s Aboriginal history has been the missing link in the Australian education system. The early education of our children will help provide the platform for Reconciliation.</i></p>	<p>Children’s Services Leadership team</p> <p>Aboriginal Partnerships Officer</p>	<p>December 2019</p>	<ul style="list-style-type: none"> • Partner with the Wurundjeri Council to write education programs. • Provide opportunities for Aboriginal people to facilitate children’s learning programs. • Work with Aboriginal Partnerships Officer to personalise acknowledgement of country at centres. • Engage in the Acknowledgement of Country with children in programs • Develop a teaching resource targeted for educators and teachers working with children in the early years (0 – 8 years) • Recognise days of significance for Aboriginal and Torres Strait Islander peoples including NAIDOC week,

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			Reconciliation Week, Aboriginal and Torres Strait Islander Children’s Day etc.
1.4.3	<p>Provide officer support to organisations and services that support Aboriginal community.</p> <p><i>To ensure organisations and services are supported and have Aboriginal input into service delivery.</i></p>	Community Partnerships	Ongoing
			<ul style="list-style-type: none"> • Provide officer support to Aboriginal organisations in Yarra. • Provide officer support to Charcoal Lane. • Provide officer support to organisations and services that support the Aboriginal community.

2. VISIBLE CULTURE – *Increasing the visibility of Aboriginal and Torres Strait Islander people, culture, issues and achievements in Yarra.*

Commitments

Council will:

- 2.1** Strive to increase the visibility of Aboriginal people, arts, events, significant calendar days, culture, languages, achievements, issues and history in Yarra, and provide opportunities for the broader community to engage and learn.
- 2.2** Continue working towards a celebration of national identity that is more inclusive of Aboriginal peoples as outlined in Council’s ‘January 26 decision’ of 15 August 2017.

2.1 Council will increase the visibility of Aboriginal people, arts, events, significant calendar days, culture, languages, achievements, issues and history in Yarra, and provide opportunities for the broader community to engage and learn.

Action	Responsibility	Timeline	Activities
<p>2.1.1 Increase awareness of important Aboriginal community matters by promoting significant dates on the Aboriginal community calendar and promoting Aboriginal community events in Yarra.</p> <p><i>To raise awareness and the profile of the many significant dates and events on the Aboriginal calendar.</i></p>	<p>Communications – Advocacy, Engagement Advisor</p> <p>Media and Digital and Brand Officer</p> <p>Special Projects Officer</p>	<p>Ongoing for events throughout 2019, especially mid-year, when Reconciliation Week and NAIDOC Week take place.</p>	<ul style="list-style-type: none"> • Create an Aboriginal Cultural Events Calendar for 2019, including dates/events of significance to the Aboriginal community, to assist officers to plan, support and promote these events (for internal use only). • Promote at least 10 important Aboriginal community calendar dates and local community events through Council’s website, social media channels and publications. • Review and update the Aboriginal Community section of Council’s website to ensure information is current, available and easy to navigate to.

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2.1.2	<p>Continue to fly the Aboriginal and Torres Strait Islander flags.</p> <p><i>As a mark of respect and acknowledgment to Aboriginal and Torres Strait Islander peoples.</i></p>	Venue and Events	Ongoing	<ul style="list-style-type: none"> • Fly the Aboriginal and Torres Strait Islander flags on all town halls.
2.1.3	<p>Build partnership with the Torres Strait Islander community.</p> <p><i>It's important that acknowledgment, respect, and the history of the Torres Strait Islander community is promoted to the wider community.</i></p>	Community Partnerships	January 2019-ongoing	<ul style="list-style-type: none"> • Seek partnerships with Torres Strait Islander community representatives to see how we can improve how we work with and engage the Torres Strait Islander community.
2.1.4	<p>Deliver Smith Street Dreaming Festival, noting that resources are limited.</p> <p><i>Expectations that this event happens are huge within the local Aboriginal community, and it provides an opportunity to showcase Aboriginal artists.</i></p>	<p>Arts & Culture</p> <p>Community Partnership</p> <p>Smith Street Working Group</p>	July 2019	<ul style="list-style-type: none"> • Engage the Council's RAP group members in organising and running the Smith Street Dreaming event. • Search for other funding opportunities for the event. • Resource the Smith Dreaming Festival with cash & in-kind support to realise the event.
2.1.5	<p>Hold an event in National Reconciliation Week to increase knowledge of Aboriginal history and culture.</p> <p><i>It is important that the wider Yarra community have an understanding of Aboriginal history and culture. Blakwiz is a great way of facilitating Aboriginal cultural awareness.</i></p>	<p>Arts & Culture</p> <p>Community Arts Officer</p> <p>Aboriginal Partnerships Officer</p> <p>Communications, Advocacy, Engagement, and Media Team and digital and Brand Team</p> <p>Ewing Trust Officer, Yarra Libraries</p>	Event planning and promotion ready by April 2019	<ul style="list-style-type: none"> • Blakwiz event held during National Reconciliation Week at Fitzroy Town Hall. • Blakwiz is a fun way to provide real information about Aboriginal history, culture, art and community. • Feature and promote Victorian Aboriginal performers. • Promotion of Aboriginal collection and further learning sources from Yarra Libraries.
2.1.6	<p>Hold an event to mark National Sorry Day on 26 May 2019.</p> <p><i>As a way of showing respect and acknowledgment to members and their families who were affected by past racist government policies</i></p>	Community Partnerships	26 May 2019	<ul style="list-style-type: none"> • Hold a culturally respectful event at the Stolen Generations Marker in Fitzroy on National Sorry Day 2019 • Seek partnership with allied organisations or groups.

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<p>2.1.7 Celebrate NAIDOC week</p> <p><i>NAIDOC week is a time to celebrate Aboriginal histories, cultures and achievements and is an opportunity to recognise the contributions that Aboriginal Australians make to our country and our society.</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	<p>July 2019</p>	<ul style="list-style-type: none"> • Support Aboriginal and Torres Strait Islander employees to engage with their culture and community through NAIDOC Week events. • Support all staff to participate in events in the local community. • Promote Council affiliated NAIDOC week events (and other events happening in the local area) to the broader community. • Contact the Victorian NAIDOC Week Committee to discuss mutually-beneficial opportunities.
<p>2.1.8 Produce, manage, deliver and promote exhibitions by Aboriginal artists at Council venues.</p> <p><i>Promoting and showcasing Aboriginal artists and their artworks to the wider Yarra community is an important way to promote Aboriginal culture and local work.</i></p>	<p>Public Arts Officer</p>	<p>December 2018—February 2019 May—July 2019</p>	<ul style="list-style-type: none"> • Create an opportunity for a Victorian Aboriginal Artist to exhibit at Bargoonga Nganjin as part of Arts and Culture’s Annual Exhibition Program. • Create an opportunity for a Victorian Aboriginal artist to exhibit at Richmond Town Hall as part of Arts and Culture’s Annual Exhibition Program. • Promote the work of Victorian Aboriginal artists. • Promote Aboriginal histories and cultures.
<p>2.1.9 Council will seek opportunities to name places in Yarra using Woiwurrung language in line with Yarra’s Naming of Roads Features and Places Policy.</p> <p><i>In the past this land and places on Country were referred to in Woiwurrung language. Naming places this way helps to keep Woiwurrung language alive.</i></p>	<p>Aboriginal Partnerships Officer</p>	<p>December 2019</p>	<ul style="list-style-type: none"> • Ensure that relevant Yarra staff are aware of Council’s Naming Roads, Features, and Places policy. • Assist Yarra staff in contacting the Wurundjeri Council when naming opportunities arise.
<p>2.1.10 Advocate for representation of Aboriginal concerns in public space projects that interface with important Aboriginal sites.</p> <p><i>Advocacy for Aboriginal representation in public space projects ensures Aboriginal people’s concerns are heard and considered in</i></p>	<p>Urban Design</p> <p>Community Partnerships</p>	<p>December 2019</p>	<ul style="list-style-type: none"> • Promote increased dialogue with the Wurundjeri Council on urban design projects that interface with important Aboriginal sites (e.g. Atherton Gardens Estate, Yarra River corridor). • Advocate for the inclusion of Aboriginal art and/or promotion of the Fitzroy Aboriginal Heritage Walking Trail as part of route 96, 11 and 86 tram stop upgrades around Gertrude Street (project led by PTV).

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<p><i>projects that interface with important Aboriginal sites.</i></p>			<ul style="list-style-type: none"> • Contribute to preparation of the Brunswick Street Streetscape Masterplan which includes streetscape and public realm proposals at the Brunswick Street/Gertrude Street intersection, near the proposed Stolen Generations Marker in Atherton Gardens.
<p>2.2 Council will continue working towards a celebration of national identity that is more inclusive of Aboriginal peoples as outlined in Council’s ‘January 26 decision’ of 15 August 2017.</p>			
<p>2.2.1 Promote and hold a small-scale, culturally-sensitive event featuring a Smoking Ceremony on January 26 that acknowledges the loss of culture, language and identity felt by Aboriginal community on January 26.</p> <p><i>January 26 marks the beginning of the loss of Aboriginal culture, life and language for Aboriginal people is therefore an inappropriate day for a celebration of our national identity.</i></p>	<p>Community Partnerships Wurundjeri Council Yarra Libraries Arts, Culture and Venues</p>	<p>26 January 2019</p>	<ul style="list-style-type: none"> • Council to host a small scale culturally appropriate event at Bargoonga Nganjin featuring a Smoking Ceremony and some historically-focused storytelling.
<p>2.2.2 Support and promote Balit Narrun Share the Spirit Festival on January 26 in 2019.</p> <p><i>It’s important to promote and support Aboriginal cultural events to the wider community, as it is an opportunity for education.</i></p>	<p>Community Partnerships (Lead) Communications</p>	<p>January 2019</p>	<ul style="list-style-type: none"> • Contact the City of Melbourne to see how Yarra can support and promote the Balit Narrun Festival 2019, formerly the Share the Spirit Festival. • Contact Songlines to see how Yarra can support and promote the Balit Narrun Festival 2019.

3 COMMUNITY HEALTH AND WELLBEING – Working towards improved health and wellbeing outcomes for Aboriginal and Torres Strait Islander people in Yarra.

Commitments

Council will:

- 3.1 Support vulnerable Aboriginal community members.
- 3.2 Advocate for Aboriginal people on issues in which they are experiencing poor outcomes.
- 3.3 Fight racism and advocate for broader understandings of Aboriginal community experiences, issues and stories in line with Council’s ‘January 26 decision’ 15 August 2017.

3.1 Council will support vulnerable Aboriginal community members.

Action	Responsibility	Timeline	Activities
3.1.1 Explore ways to support vulnerable people (including Aboriginal people and people who inject drugs) in and around Victoria Street and Lennox Street in Richmond.	Economic Development Community Partnerships	February March April May	<ul style="list-style-type: none"> • Hold a trial series of monthly BBQs to support vulnerable people in Victoria Street. • Seek partnerships with allied health organisations to attend the BBQs, establish relationships and provide links into relevant support services. • Seek opportunities to build relationships with traders and residents in the local area.
3.1.2 Continue to facilitate the ongoing meetings of Yarra Aboriginal Support Network (YASN) to support services, agencies and organisations working with the Parkies and vulnerable Aboriginal community in Yarra. <i>Established in 2004, YASN serves an invaluable role as an information-sharing and service co-ordination network that supports the wellbeing</i>	Aboriginal Partnerships Officer Special Projects Officer	December 2019	<ul style="list-style-type: none"> • Have one officer responsible for organising group meetings (minutes, agendas, catering, room bookings etc.) • Hold at least 10 meetings per year. • Have at least 2 Council officers regularly attend the meetings – a contribution of at least 72 officer hours per year. • Ensure at least eight different services, agencies and/or organisations to regularly the meetings.

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<p><i>of Parkies and other vulnerable Aboriginal people in Yarra.</i></p>			<ul style="list-style-type: none"> • Advocate to various tiers of government on behalf of disadvantaged/vulnerable Aboriginal people, but only when there is consent to do so from this community.
<p>3.1.3 Provide support and funding to enable the Smith Street Working Group to function and deliver the Smith Street Dreaming Festival.</p> <p><i>Expectations that this event happens are huge within the local Aboriginal community, and it provides an opportunity to showcase Aboriginal artists.</i></p>	<p>Arts & Culture Community Partnerships Smith Street Working Group</p>	<p>July 2019</p>	<ul style="list-style-type: none"> • In partnership with the chair, lobby and bring together the relevant stakeholders of the Smith Street working group. • Participate in the Smith Street working group meetings.
<p>3.1.4 Provide officer support to local grass roots groups, programs and events.</p> <p><i>Aboriginal community grass roots programs, groups and events offer unparalleled support for vulnerable groups in Yarra, often running on shoestring budgets. Officer support can broker introductions, partnerships and financial support opportunities.</i></p>	<p>Aboriginal Partnerships Officer Arts and Cultural Development Officer Special Projects Officer</p>	<p>December 2019</p>	<ul style="list-style-type: none"> • Support the following three local grass roots groups, programs and events in 2019: <ul style="list-style-type: none"> • Smith Street Working group • The Launch women’s group • Billabong BBQ special events such as the Billabong Cup, NAIDOC in the Park, Christmas in the Park and the Parkies and Aboriginal Memorial Day.
<p>3.1.5 Partner with Melbourne Aboriginal Youth, Sport and Recreation Incorporated to run education workshops for young Aboriginal people, run by and featuring a panel of local Aboriginal Elders with a connection to Fitzroy, the establishment of important Aboriginal organisations and other achievements.</p> <p><i>It is important that Council supports the Aboriginal community to try and educate the younger Aboriginal community about their history so that this cultural connection is maintained.</i></p>	<p>Community Partnerships (Co-lead) MAYSAR (Co-lead) Charcoal Lane Youth Services</p>	<p>2019</p>	<ul style="list-style-type: none"> • Connect MAYSAR, Yarra Youth Services, and Charcoal Lane. • Book MAYSAR for this event. • Identify appropriate Elders from the Aboriginal community.

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<p>3.1.6 Take the library to hard to reach groups, including those who are culturally, linguistically and/or socially isolated.</p> <p><i>Vulnerable members of Yarra’s local Aboriginal community have limited access to libraries and such an action will provide the local Aboriginal community with a better understanding of the service libraries supply to the community.</i></p>	<p>Libraries Community Programs & Outreach Team</p> <p>Libraries Digital & Community learning Team</p> <p>Libraries Child & Youth Services Team</p> <p>Libraries Community Learning & Partnerships Team</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Work with internal and external partners to identify outreach opportunities, including for CALD and Aboriginal communities, and for people with disability. • Explore ways to connect Home Library Service users with library community activities.
<p>3.1.7 Continue to offer Yarra Leisure community memberships to members of the Parkies community and other disadvantaged members of the Aboriginal community.</p> <p><i>By offering Yarra Leisure community memberships to disadvantaged Aboriginal community members, Yarra hopes to reduce some of the barriers to greater participation and health within this community.</i></p>	<p>Yarra Leisure Community Development Officer</p>	<p>December 2019</p>	<ul style="list-style-type: none"> • Offer at least 25 Yarra Leisure community memberships continue to disadvantaged/vulnerable members of the local Aboriginal community.
<p>3.2 Council will advocate for Aboriginal people on issues in which Aboriginal people are experiencing poor outcomes.</p>			
<p>Action</p>	<p>Responsibility</p>	<p>Timeline</p>	<p>Activities</p>
<p>3.2.1 Strengthen Aboriginal disability support networks through Balit Narrum membership.</p> <p><i>The incidence of disability is more than twice that of non-Aboriginal people and culturally responsive measures are needed within the roll-out of the NDIS in the North East</i></p>	<p>Aged and Disability Services Officers</p>	<p>December 2019</p>	<ul style="list-style-type: none"> • Attend Balit Narrum meetings. • Actively support initiatives where appropriately developed as a result of the Balit Narrum meetings.

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<p><i>Metropolitan Area (NEMA) to ensure that adequate resources are available to the Aboriginal community. With the roll out of the NDIS, five Councils, including Yarra, are categorised as NEMA.</i></p>			<ul style="list-style-type: none"> • Work in partnership with the Brotherhood of St Laurence, to actively support initiatives where appropriate as a result of the Balit Narrum meetings.
<p>3.2.2 Organise an evening discussion about Aboriginal homelessness in partnership with Yarra Libraries. This event will include a presentation by an Aboriginal person with lived experience.</p> <p><i>Aboriginal people are 4% of the people experiencing homelessness, despite making up less than 1% of the Victorian population. In Yarra's recent street count, nearly 4 % of those sleeping rough on the night identified as ATSI.</i></p>	<p>Policy Advisor Housing and Homelessness</p>	<p>December 2019</p>	<ul style="list-style-type: none"> • Target event to local residents and other interested people. • Educate the community and raise awareness on Aboriginal homelessness and the specific challenges for Aboriginal organisations addressing homelessness.
<p>3.3 Council will fight racism and advocate for broader understandings of Aboriginal community experiences, issues and stories in line with Council's 'January 26 decision' 15 August 2017.</p>			
<p>Action</p>	<p>Responsibility</p>	<p>Timeline</p>	<p>Activities</p>
<p>3.3.1 Commit to a communications plan that focuses on broader community education to help people better understand Aboriginal community experiences of January 26 and to explain Council's position on January 26.</p> <p><i>It is important to educate the wider community on how the Aboriginal community feel and their experiences on January 26th and to explain Council's position so that the broader community can understand and make an informed decision.</i></p>	<p>Communications (Lead) Community Partnerships (Providing content)</p>	<p>Ongoing during 2019</p>	<ul style="list-style-type: none"> • Develop a communications plan that will help to educate the wider community on why Aboriginal people feel the way they do about January 26.

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3.3.2	<p>Promote the January 26 information sheet that was translated into the six most spoken languages in Yarra, and partner with the Yarra Settlement Forum and the Yarra Multicultural Advisory Group to distribute and promote.</p> <p><i>It's important that all sections of the Yarra community are given the correct information to be able to make an informed decision on January 26th.</i></p>	<p>Community Partnerships (Lead) YMAG YSF Yarra's Neighbourhood Houses and Learning Centres Communications</p>	January 2018	<ul style="list-style-type: none"> Partner with Yarra's settlement Forum and Yarra's Multicultural Advisory group to promote and distribute the information sheets. Partner and work with DHHS housing managers to promote and distribute January 26th information sheets. Partner and work with Yarra Libraries to promote and distribute January 26th information sheets.
3.3.3	<p>Lobby and seek partnerships with State Government departments and other interested parties to acknowledge the Aboriginal community's pain and disconnection with Australia on January 26, and seek opportunities to promote education about this in the wider community.</p>	Community Partnerships	October 2018	<ul style="list-style-type: none"> Engage the relevant partners. Ensure the relevant partners have an informed view of why Aboriginal people feel the way they do about January 26th. Seek opportunities to educate the wider community.
3.3.4	<p>Continue to support the #changethedate campaign.</p>	Community Partnerships	Ongoing	<ul style="list-style-type: none"> Promote historically informed news, information, commentary and events on Change the Date Yarra Facebook Page and through the Change the Date Yarra Newsletter.
3.3.5	<p>Continue to participate in 'January 26 network' multi-Council and community info sharing group.</p>	Community Partnerships	ongoing	<ul style="list-style-type: none"> Continue to provide administrative support to the January 26 multi-council network

4 ORGANISATIONAL DEVELOPMENT – Increasing Council’s confidence and capacity through improved Aboriginal employment pathways, cultural awareness and internal coordination.

Commitments

Council will:

- 4.1 Improve employment opportunities for Aboriginal people at Council and in the broader community.
- 4.2 Build organisational capacity, confidence and cultural awareness to better serve the Aboriginal community.
- 4.3 Maintain clear, transparent and accountable processes in implementing and tracking commitments detailed in this plan and annual action plans.

4.1 Council will improve employment opportunities for Aboriginal people at Council and in the broader community.

Action	Responsibility	Timeline	Activities
4.1.1 Continue to employ an Aboriginal person as the Aboriginal Partnerships Plan officer. <i>Self-determination.</i>	Community Partnerships	Ongoing	<ul style="list-style-type: none"> • Ongoing employment of an Aboriginal person as the Aboriginal Partnerships Officer, with special consideration given, in the case of a vacancy, to a person who can demonstrate strong community connection. • Ongoing customised support for the Aboriginal Partnerships Plan officer.
4.1.2 Increase Aboriginal employment opportunities at Yarra City Council. <i>Employing a person with strong community connection is vital to the success of the Aboriginal Partnerships Plan.</i>	Community Partnerships Organisational Development Diversity and Inclusion	Ongoing	<ul style="list-style-type: none"> • Develop business case to create two new dedicated positions at Council. • Submit a new initiative bid to secure funding for two dedicated positions. • Work with HR coordinator, executive and line managers to identify appropriate roles. • Work with a variety of employment agencies to secure suitable candidates. • Ensure culturally appropriate and flexible recruitment and selection processes.

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<p><i>Gentrification and rising property prices are pushing the Aboriginal community further away from Melbourne’s inner-city areas. Increasing Aboriginal employment at Yarra is one way of strengthening Yarra’s workforce and ensuring ongoing community connection to Yarra.</i></p> <p><i>“Yarra City Council is an equal opportunity employer. We draw pride and strength from our diversity. We support flexible and accessible working arrangements and we are an inclusive employer.”</i></p>			<ul style="list-style-type: none"> • Encourage Aboriginal employment in Council depot operations through the Autumn Leaves program (up to 2 Aboriginal people employed 38 hours/week for 16 weeks in autumn, depending on workers available through partnership with Brotherhood of St Laurence). • Run at least 1 Aboriginal cultural awareness session for depot staff through the ‘Tool Box’ meetings to support the Autumn Leaves program.
<p>4.1.3 Promote and seek opportunities to broker Aboriginal employment in the broader community.</p>	<p>Community Partnerships (lead)</p> <p>People and Culture</p> <p>Economic Development</p>	<p>Jan 2019 ongoing</p>	<ul style="list-style-type: none"> • Promote Aboriginal employment opportunities through networks. • Seek opportunities to promote Aboriginal employment programs, apprenticeships and traineeships to Yarra businesses.
<p>4.2 Council will build organisational capacity, confidence and cultural awareness to better serve the Aboriginal community.</p>			
<p>Action</p>	<p>Responsibility</p>	<p>Timeline</p>	<p>Activities</p>
<p>4.2.1 Develop organisational confidence, capacity and co-ordination through the internal RAP Working Group.</p> <p><i>To ensure Yarra Council is committed to achieving the aspirations of the local Aboriginal community through implementing and tracking the progress of each action in the Aboriginal Partnerships Plan 2019–2022.</i></p>	<p>Special Projects Officer</p>	<p>Meetings scheduled monthly from February to December 2019</p>	<ul style="list-style-type: none"> • Hold a minimum of 10 RAP working group meetings in 2019 to co-ordinate actions, support staff, identify opportunities and track projects. • Maintain broad divisional representation with an aim of representatives from all Council divisions around the table. • If necessary, renew the RAP membership and Terms of Reference.

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4.2.2	<p>Hold an internal event to increase cultural awareness amongst staff.</p> <p><i>Blakwiz is a fun annual event that entertains and promotes cultural awareness amongst staff. BlakWiz is a fun way to provide real information about Aboriginal history, culture, art and community.</i></p>	<p>Arts & Culture Development Officer</p> <p>Aboriginal Partnerships Officer</p> <p>Communications – Advocacy, Engagement and Media team and Digital and Brand team</p> <p>Special Projects Officer</p> <p>Ewing Trust Officer, Yarra Libraries</p>	<p>Event planning and promotion ready by April 2018</p>	<ul style="list-style-type: none"> • 80–100 staff members participate in BlakWiz event during National Reconciliation Week. • Ask members of the RAP group to form a team and encourage people from different departments across the organisation to participate.
4.2.3	<p>Basic cultural awareness training for all new staff, and newly elected Councillors.</p>	<p>Organisational Development, Engagement and Inclusion and Community Advocacy</p>	<p>Dec 2018</p>	<ul style="list-style-type: none"> • Within three months all staff complete both online induction and a face-to-face session which includes Aboriginal cultural awareness focusing on Yarra’s Aboriginal history and advice on how to work effectively with Aboriginal colleagues and community • At least 100 leaders to take part in a one-off Diversity Panel Discussion at ‘Senior Management Team +’ Meetings.
4.2.4	<p>Continue to develop Council’s agility in responding to emerging needs and opportunities in the community.</p>	<p>Community Partnerships</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Respond in a timely manner to all public correspondence related to the local Aboriginal community. • Call meetings when issues or opportunities require an orchestrated approach from Council and or other organisations and agencies. • Maintain an excellent understanding of emerging issues and opportunities through both formal and, importantly, informal networks. • Continue to improve internal communication channels at Council so that emerging issues and opportunities are quickly directed to the officer best able to respond or act.

4.3 Council will maintain clear, transparent and accountable processes in implementing and tracking commitments detailed in this plan and annual action plans.			
Action	Responsibility	Timeline	Activities
4.3.1 Report on implementation of the year 1 action plan (2019) and take feedback from the community at bi-monthly Aboriginal Advisory Group meetings.	Aboriginal Partnerships Officer Special Projects Officer	Bi-monthly	<ul style="list-style-type: none"> • Present at least five progress reports to the AAG throughout the calendar year. • Undertake formal and informal consultation with the Aboriginal community through AAG meetings and associated correspondence.
4.3.2 Report on the year 1 action plan (2019) and write the year 2 action plan (2020). <i>To ensure Council's commitments to the local Aboriginal community in the year one action plan are met, and that the aspirations of the local Aboriginal community are met in the year two action plan.</i>	Aboriginal Partnerships Officer Special Projects Officer	February 2020	<ul style="list-style-type: none"> • Present report to Council on the successes and challenges of the year 1 action plan and present year 2 action plan to Council for endorsement.

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