

HUME CITY COUNCIL
**RECONCILIATION
ACTION PLAN**
2013 – 2017

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THE PROTECTION OF BUNJIL

Council would like to acknowledge Brian Martin for his art work.

HUME CITY COUNCIL RECONCILIATION ACTION PLAN 2013 – 2017

WHAT IS RECONCILIATION?

In its broadest sense 'reconciliation' means coming together. In Australia it is the term used to refer to the bringing together of Aboriginal and Torres Strait Islander people and non-Aboriginal and Torres Strait Islander people. Supporting reconciliation means working to overcome the reasons there is division and inequality between Aboriginal and Torres Strait Islander people and the broader community.

The most significant areas of division and inequality are the differences in health, income and living standards of Aboriginal and Torres Strait Islander people and non-Aboriginal and Torres Strait Islander people. Causes of this inequality include misunderstanding, prejudice and racism, as many non-Aboriginal and Torres Strait Islander people still know little about Aboriginal and Torres Strait Islander people and history.

Reconciliation in action includes projects to combat racism and prejudice and to educate the community about the shared history, following colonisation, of Aboriginal and Torres Strait Islander people with the broader community.

Reconciliation projects aim to bring Aboriginal and Torres Strait Islander people and non-Aboriginal and Torres Strait Islander people together to learn more about each other and focus on addressing disadvantage by providing services for Aboriginal and Torres Strait Islander people.¹

WHAT IS A RECONCILIATION ACTION PLAN (RAP)?

A Reconciliation Action Plan (RAP) is about turning good intentions into real actions. A RAP is a business plan that uses a holistic approach to create meaningful relationships and sustainable opportunities for Aboriginal and Torres Strait Islander people.

NATIONAL RECONCILIATION FRAMEWORK AND POLICY

The journey of reconciliation has been shaped by many facets in National Legislative Policy and the continuous struggle by Aboriginal and Torres Strait Islander people against systemic injustice and disadvantage.

After colonisation, national policy affecting Aboriginal and Torres Strait Islander people focused on:

- Policies of 'protection';
- Child removal; and
- Assimilation.

Other events that have impacted on national policy have included:

- The 1967 Referendum establishing citizenship status and confirming voting rights for all Indigenous Australians;
- Land Rights and Native Title Acts; and
- The 2008 bipartisan Apology to the Stolen Generations on behalf of the Parliament of Australia.

In 2000, the Council of Australian Governments (COAG) agreed on a Reconciliation Framework, by which Australian Governments could foster and maintain advancements in the reconciliation process to eradicate continued disadvantage of Aboriginal and Torres Strait Islander people. There was agreement that a whole of government approach was needed, which could only be sustained with the involvement of the private sector, non-government organisations, Aboriginal and Torres Strait Islander communities and the broader community at large.²

Priorities for COAG include:

- Early childhood;
- Schooling;
- Health;
- Economic participation;
- Healthy homes;
- Safe communities; and
- Governance and leadership.

¹ Reconciliation Action Network 2007.

² COAG Reconciliation Framework: Report on Progress 2001.

STATE POLICY

Following the release of the *Bringing Them Home Report* in 1997, the Victorian Parliament issued an apology to the Stolen Generations. The Victorian apology was moved in the Legislative Assembly by then Premier Jeff Kennett on 17 September 1997.³

In 2004 an amendment to the Constitution of Victoria to include Aboriginal people as the custodians of the land prior to colonisation, acknowledged that the original Constitution Act was drafted without consultation, involvement or recognition of Aboriginal people.⁴

The Victorian Charter of Human Rights and Responsibilities Act (Vic) 2006 was developed to promote and protect the values of freedom, respect, equality and dignity. It states that 'The Victorian Government, local councils and other public authorities must not knowingly be in breach of these rights, and must always consider them when they create laws, develop policies and deliver their services'.⁵

The Aboriginal Heritage Act 2006 was adopted with the main purpose of providing for the protection of Aboriginal cultural heritage in Victoria.⁶

Released in 2006, by Aboriginal Affairs under the Department of Planning and Community Development, the *Victorian Indigenous Affairs Framework (VIAF)* highlighted the areas that would have the greatest impact on closing the gap between Indigenous and non-Indigenous Victorians. The VIAF targeted the priorities and actions which are aligned with the COAG Reconciliation Framework.⁷

The Traditional Owner Settlement Act 2010 aims to advance reconciliation and promote good relations between the State and Traditional Owners and to recognise Traditional Owner groups based on their traditional and cultural associations to certain land in Victoria.⁸

The Victorian Indigenous Affairs Framework 2010 - 2013 was the next phase in the commitment to an 'intergenerational strategy committing to measurable targets which all Victorian Government Departments are determined to achieve'.⁹

Developed by the Secretaries' Group on Aboriginal Affairs in 2011, the Aboriginal Inclusion Framework was a tool designed to shape how current practices within the Victorian Government could better service the needs of Aboriginal and Torres Strait Islander people and communities.¹⁰

HUME CITY COUNCIL SOCIAL JUSTICE POLICY FRAMEWORK

In 2001 Hume City Council was the first local jurisdiction to adopt a Social Justice Charter. In 2007 Council implemented the updated Charter incorporating *The Charter of Human Rights and Responsibilities Act 2006 (Vic)*.

The development of eight Social Justice Action Plans in 2007, (including the *Aboriginal and Torres Strait Islander Action Plan 2007/08-2009/10*), further embedded Council's commitment to advancing respect, participation and wellbeing of Aboriginal and Torres Strait Islander people.

The Hume Social Justice Charter 2007 recognises that:

- Human and participatory rights are universal rights;
- The realisation of these rights can be limited by economic and social disadvantage;
- Disadvantage can be the ongoing result of past injustice;
- Self-determination is a fundamental component of social justice; and
- Council has an active role in increasing participation and the exercise of human rights through practical strategies to reduce and eliminate systematic disadvantage.

The Hume City Council Reconciliation Action Plan 2012-2016 has been developed within Hume City Council's Social Justice Policy Framework. This is underpinned by the concept of Social Justice with four inter-connected and overlapping elements:

- Principles** — Influence the process and actions;
- Rights** — The Citizens Bill of Rights, incorporating *The Charter of Human Rights and Responsibilities Act 2006 (Vic)*;
- Actions** — Includes Council action plans and strategies; and
- Accountability** — Monitoring of progress and annual reporting.

The Social Justice Policy Framework assists Councillors and officers to apply social justice values when making policy and providing services to the Hume community.

3 Apologies to Indigenous Australians by Australian Parliaments, Research Service, Parliamentary Library, Department of Parliamentary Services

4 Constitution (Recognition of Aboriginal People) ACT 2004 (NO 73 OF 2004)

5 Charter of Human Rights and Responsibilities ACT 2006

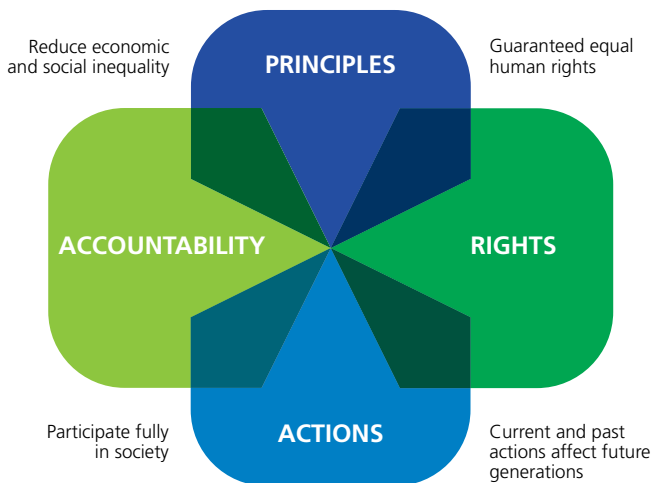
6 Aboriginal Heritage Act 2006 (NO 16 OF 2006)

7 Department of Planning and Community Development

8 Traditional Owner Settlement Act 2010 (NO. 62 OF 2010)

9 Victorian Indigenous Affairs Framework 2010 – 2013

10 Department of Planning and Community Development



Social Justice is:

- i. Every effort should be made to reduce economic and social inequality;
- ii. All people should be guaranteed equal human rights;
- iii. All people should be enabled to participate fully in society;
- iv. A just society understands that actions and experiences of the past and current decisions and activities affect future generations.

SOCIAL JUSTICE CHARTER ACTION PLAN

The Hume City Council *Social Justice Charter Action Plan – Aboriginal & Torres Strait Islanders 2007/08-2009/10* adopted in 2007 illustrates Council’s acknowledgment of and commitment to the Aboriginal and Torres Strait Islander communities residing in Hume.

In recognising a long history of past disadvantage and injustice, Hume City Council has committed to working with the community to develop active measures to increase Aboriginal and Torres Strait Islander educational, economic and participation opportunities for the community in Hume.



HUME CITY COUNCIL STATEMENT OF COMMITMENT

- Council recognises the Traditional Custodians of the region, the Gunung-Willam-Balluk of the Wurundjeri. Council further recognises that there are rich and diverse Aboriginal and Torres Strait Islander communities who have settled in the region from across Australia.
- Council supports the engagement and empowerment of the local community to increase pathways to education, employment, health and wellbeing.
- Council commits to building on existing relationships and achievements, knowing that much work still needs to be done towards reconciliation.

TIME LINE TOWARDS RECONCILIATION

- 1967** Constitution Alteration (Aboriginal People), which became law on 10 August 1967 following the results of the referendum to count Aboriginal and Torres Strait Islander Australians in the national census of the population
- 1991** Royal Commission into Aboriginal Deaths in Custody
- 1992** Mabo decision handed down
- 1997** Recommendations for reparations outlined in the *Bringing Them Home Report*
- 1997** Victorian Parliament Apology to the Stolen Generation
- 2001** Australian Reconciliation Report delivered to Australian Government
- 2001** Hume City Council adopts the Social Justice Charter
- 2002** Victorian Constitution amended to recognise Indigenous Victorians as our First Peoples
- 2004** Amendment to the Constitution of Victoria to include Aboriginal people as the custodians of the land prior to colonisation
- 2007** Hume City Council implements the updated Social Justice Charter incorporating the Hume Citizens Bill of Rights and *The Charter of Human Rights and Responsibilities Act 2006 (Vic)*
- 2007** *Hume City Council Social Justice Charter Action Plan – Aboriginal & Torres Strait Islanders 2007/08 -2009/10*
- 2008** Apology by Parliament of Australia to the Stolen Generations
- 2009** Hume City Council adopts the Aboriginal and Torres Strait Islander Recognition Policy
- 2011** Hume City Council adopts the Preschool Enrolment Policy
- 2013** Hume City Council adopts the RAP 2012 – 2017

HUME CITY COUNCIL'S VISION

Hume City Council will be recognised as a leader in achieving social, environmental and economic outcomes with a common goal of connecting our proud community and celebrating the diversity of Hume.

To enhance the social, economic and environmental prosperity of our community through vision, leadership, excellence and inclusion.

OUR BUSINESS

Located in Melbourne's northern growth corridor, Hume City is one of the fastest and largest growth municipalities in Melbourne. With an estimated population of just over 175,000¹¹ at July 2011, Hume City is home to approximately 1,050 Aboriginal and Torres Strait Islander people (0.6% of the population) and has the fifth largest Aboriginal and Torres Strait Islander population in metropolitan Melbourne. The suburbs of Craigieburn and Sunbury have the largest Aboriginal and Torres Strait Islander communities within Hume City.

With a median age of 21, Hume's Aboriginal and Torres Strait Islander community is significantly younger in age when compared to the total population of Hume City (median 33 years), and younger than Greater Melbourne's Aboriginal and Torres Strait Islander community with a median age of 23.¹²

It is estimated that almost half the eligible student population are attending TAFE and other vocational courses.

The Aboriginal and Torres Strait Islander population of Hume City is diverse, with Traditional Owners as well as people who have relocated from other parts of Victoria and Australia for education, employment and family opportunities. Aboriginal and Torres Strait Islander people have sought to develop their kinship networks within Hume City. Council currently operates a range of programs and services that facilitate the connection of Aboriginal and Torres Strait Islanders and the broader community.

WE VALUE

OUR CITIZENS

We will promote democratic representation and genuinely engage our citizens to promote a sense of belonging within a healthy, safe, strong and diverse community

We will lead the way to identify community needs and best practice service delivery models and advocate for an integrated approach to service provisions.

Our services and facilities will be high quality and we will pursue efficiency and continuous improvement through customer focus and innovation.

OUR STAFF

We will demonstrate this by encouraging, supporting and developing our employees to achieve service excellence and a sense of unity, pride and fulfilment.

PARTNERSHIPS WITH THE FEDERAL AND STATE GOVERNMENTS

We will work together to achieve the equitable provision of services and infrastructure to meet current and future community needs.

OUR COMMUNITY ORGANISATIONS

We will work in partnership with them to build community wellbeing, resilience and capacity.



HCC Indigenous Employment Program

¹¹ ABS *Regional Population Growth, Australia, 2011*, Cat. No. 3218.0, 31 July 2012

¹² ABS *2011 Census of Population and Housing*, Cat. No. 2001.0 & 2002.0, 21 June 2012

HUME CITY COUNCIL'S JOURNEY TOWARDS RECONCILIATION

Hume City Council has undertaken a number of initiatives with the local Aboriginal and Torres Strait community including the following:

- Council supports the administration of the Hume Indigenous Working Group (HIAC) which is responsible for guiding the development of Aboriginal and Torres Strait Islander events that recognise achievements and celebrate culture, heritage and history. In previous years HIAC have hosted a number of events including: Anniversary of the Apology, Sorry Day events, flag raising ceremony, NAIDOC Week art exhibitions and cultural activities.
- The Hume City Council HACC Aboriginal Liaison Officer (HALO) role increased to a fulltime position in 2009. Through this project Council has achieved a number of significant initiatives that support the building and enhancing of positive relationships between Council and community. Over 50 Aboriginal or Torres Strait Islander clients are currently supported through HACC services.
- Council has hosted two Koorie Night Markets in October 2010 and March 2011 which were well attended by Hume City Council staff and local community members.
- Council is currently developing an evidence-based approach to inform the establishment of a more effective child and family focused model/s for appropriate early years services and responses in Hume and Moreland for the Aboriginal and Torres Strait Islander community. This project is supported by funding received from the State Government.
- Appointment of an Aboriginal Parent Engagement Worker to engage with Aboriginal and Torres Strait Islander parents.
- Hume City Council has developed an Indigenous employment program, successfully recruiting Aboriginal trainees in departments across Council. Recognition of Council's commitment to reconciliation through this project resulted in Council being the recipient of the 2011 Wurreker Award.
- Healthy Hume – Indigenous Community Garden has been developed through the Australian Government's Healthy Communities Initiative to develop a range of projects including four community gardens and one Indigenous community garden.
- Funding support from the Department of Human Services initiated the Hume Indigenous Vacation Care Program which is currently attended by over 20 participants including children with disabilities. This program has developed with the support of Northern Support Services.
- Council has developed a Recognition Policy, which is implemented throughout Council activities. Aboriginal flags fly at key Council offices and acknowledgement plaques are displayed at many community facilities. Many of Council's activities now include a Welcome to Country performed by Traditional Owners from the Gunung-Willam-Balluk of the Wurundjeri.
- Council has coordinated and hosted numerous Reconciliation and NAIDOC Week activities over the years to celebrate key dates in the Aboriginal and Torres Strait Islander community calendar. These events are not just for the local Aboriginal and Torres Strait Islander community but for all community members. They aim to educate and encourage the broader community and Council staff to learn about Aboriginal and Torres Strait Islander culture and share in these significant milestones in our joint history.
- A 'Welcome Baby to Country' ceremony was held in June 2012 with 21 local children welcomed to the lands of the Gunung-Willam-Balluk Wurundjeri people by an Elder of the community.
- 'Boorais in Hume', an early parenting program, provides education and support for families with young children. This program is offered by Hume City Council's Family and Children's Services with the support of Victorian Aboriginal Childcare Agency.



HUME CITY COUNCIL RAP JOURNEY

In February 2012, Hume City Council commenced the development of the *Hume City Council Reconciliation Action Plan 2013 – 2017*. The development of the RAP was an important step in continuing Council's commitment to increasing its engagement and service delivery needs to the local Aboriginal and Torres Strait Islander people. With unanimous support from Hume City Councillors, the process of development was championed by Senior Management and led by the Social Development Team within Council. Consultants were appointed to facilitate the engagement to seek advice, ideas and gain understanding of key priorities for the Aboriginal and Torres Strait Islander community. Key stakeholders, Council staff and the local community were invited to participate in the consultations guided by the Reconciliation Australia "Framework for Action".

Consultations were held at a variety of venues throughout the municipality including Sunbury, Broadmeadows and Craigieburn, in May and June 2012, with the intention to enable as many people in the community to participate as possible. Aboriginal and Torres Strait Islander organisations including Kangan Institute Indigenous Education Centre, Wominjeka Inc and members of the Hume Local Indigenous Network (LIN) participated in all levels of consultation. In addition, members of the Department of Education, Employment and Workplace Relations, Wise Employment Service, Broadmeadows Family Relationship Centre, Dianella Community Health, Moreland City Council, North West Mental Health and Lentara Uniting Care attended community consultation sessions held throughout the municipality.

Supported by Hume City Council's Home and Community Care Aboriginal Liaison Officer, local Aboriginal and Torres Strait Islander community groups, including Wandara Elders Group and Boorais in Hume were consulted and given the opportunity to provide feedback on the draft RAP.

At each consultation, discussion points were presented in a culturally appropriate manner and were framed to meet the needs of the group. The objective was to enable discussion and feedback on how Council can strengthen its engagement and provide services for the local community. Council officers expected feedback on how to progress current programs, while also increasing participation in existing services.

WHAT THE CONSULTATIONS TOLD US

The consultations highlighted areas for improvement and reiterated that Council does have an important role to play in continuing to provide opportunities to inform community, reduce barriers and support access and participation to maintain and increase opportunities to advance health and wellbeing through services, projects, events and advocacy.

As a result of the consultation process, Council has devised Objectives and Key Performance Indicators that will be used to measure success, over the life of the RAP.



Koori Night Market



Aboriginal Vacation Care Program

THEMES FOR THE RAP

Three themes are to be addressed through this RAP. These themes are reflected in *Hume City Council Social Justice Charter 2007* and its previous *Social Justice Charter Action Plan – Aboriginal and Torres Strait Islanders 2007/08 - 2009/10*. Two of the previous themes 'Access & Opportunity' and 'Participate' have been combined into one entitled 'Access and Participation'. This change is a direct result of the feedback from community and stakeholder consultation that was conducted to evaluate the previous Social Justice Charter Action Plans.

In 2006, Reconciliation Australia launched an ambitious new program aimed at workplaces progressing the reconciliation between Aboriginal and Torres Strait Islander people and other Australians.

To progress Hume City Council's commitment to Aboriginal and Torres Strait Islander people, Reconciliation Australia has been consulted in the development of the RAP. Recommendations by Reconciliation Australia included developing Council actions within the RAP reporting theme areas. The three themes recognised by Reconciliation Australia are *Respect, Relationships and Opportunities*. These themes have been combined with Council's Social Justice themes to provide greater recognition and connection with Aboriginal and Torres Strait Islander people and the broader community within Hume City.

The three themes are listed below, with a short description about what is intended by each theme.

Respect/ Inform – Aboriginal and Torres Strait Islander cultures are among the oldest living cultures in the world and are a vital part of Australia's identity. Organisations who have committed to adopting a RAP build respect by increasing the cultural awareness and competency of their employees, celebrating National Reconciliation Week and performing Acknowledgement of Country and Welcome to Country ceremonies.

It is vital that Aboriginal and Torres Strait Islander people are informed about the RAP, consulted in its development and informed about the services and programs Council offers. In addition, this theme provides actions to increase the communication between Council and the Aboriginal and Torres Strait Islander people and improve the capacity for Aboriginal and Torres Strait Islander people to find the information they need in ways that are respectful, effective and relevant.

Relationships/ Access and Participation – Strong, sustainable and mutually respectful relationships between Aboriginal and Torres Strait Islander people and other Australians are at the heart of reconciliation. For Aboriginal and Torres Strait Islander people to be supported in their endeavours, it is important they are able to access the services and programs available. Part of this theme focuses on ways to increase the participation of Aboriginal and Torres Strait Islander people in events, services and decision-making.

Opportunities / Advocacy – The RAP framework provides Council with a process to convert opportunities for employment and enhanced health and wellbeing outcomes into real actions and measurable outcomes. A key role of Council, in partnership with Aboriginal and Torres Strait Islander people, is to ensure other levels of government and relevant parties are aware of the issues faced by the communities in Hume City. This theme identifies a range of experiences, needs and issues that Council will raise with other parties including the State and Federal Governments in order to increase funding, services and improved outcomes.

An objective for each of the above themes has been developed to capture the essence of the themes and to inform the strategies and specific actions outlined in the following sections of this plan.



Sorry Day Morning tea



Aboriginal Story Time

OBJECTIVES AND KEY PERFORMANCE INDICATORS FOR RAP

RESPECT/ INFORM

| OBJECTIVES | KEY PERFORMANCE INDICATOR MEASURE | TARGET |
|---|---|---|
| Inform Council of the ongoing and emerging needs of Aboriginal and Torres Strait Islander communities in Hume. | At least one representative per Council department on the Social Inclusion Committee relating to Aboriginal and Torres Strait Islander wellbeing. Establish the Hume Reconciliation Action Group. Deliver Aboriginal and Torres Strait Islander cultural awareness training, including knowledge of Traditional Owners, to Hume City Council staff. | Quarterly meetings with at least 3 meetings conducted per year. Hume RAP Action Group established by December 2013 with representation of at least 5 Aboriginal and Torres Strait Islander people. 2 cultural awareness training sessions offered per year. |
| Inform the broader community about Aboriginal and Torres Strait Islander culture and increase community awareness and enhance respectful relationships. | Deliver in partnership with local community members, 2 community events per year that acknowledge culturally significant occasions such as: National Reconciliation Week, Sorry Day and NAIDOC. Coordinate projects that bring together Aboriginal and Torres Strait Islander and broader communities such as Hume's migrant or refugee communities. | 2 culturally significant events funded by Council per year. Council to organise 1 activity annually. |
| Enhance participation in health and wellbeing services through the continued expansion of culturally respectful, integrated and specific programs. | Increase the number of programs that engage Aboriginal and Torres Strait Islander communities in arts and culture, leisure and skill development activities. | 4 programs offered in a culturally respectful setting to Aboriginal and Torres Strait Islander communities per year. |

RELATIONSHIPS/ ACCESS AND PARTICIPATION

| OBJECTIVES | KEY PERFORMANCE INDICATOR MEASURE | TARGET |
|---|---|---|
| Promote and share best practice models of community engagement and development with key stakeholders. | Participation in forums, conferences, presentations and representation on external committees. | Council to host 1 forum biannually to share best practice models. |
| Demonstrated recognition of Aboriginal and Torres Strait Islander people to enhance participation in Hume City Council services and facilities. | Continue with Acknowledgements, Welcome to Country, Flags and Plaques and ensure that acknowledgements are consistent across all Council buildings. | 80% of Council owned community facilities to demonstrate recognition through acknowledgement plaques by 2016. |

OPPORTUNITIES/ ADVOCACY

| OBJECTIVES | KEY PERFORMANCE INDICATOR MEASURE | TARGET |
|--|--|---|
| Advocate across Council and to the broader community for appropriate recognition of and responses to the needs of Aboriginal and Torres Strait Islander peoples. | Support the development of the Hume Reconciliation Action Group through governance and advocacy training. | 1 governance and advocacy training session offered per year. |
| Facilitate and support the continued development of education and employment pathways for Aboriginal and Torres Strait Islanders people. | Develop key recruitment strategies to encourage participation of Aboriginal and Torres Strait Islander people. | Employ 3 Aboriginal and Torres Strait Islander trainees per year. |
| Foster participation of Aboriginal and Torres Strait Islander people in civic life of the City. | Provide training and community education forums to support Aboriginal and Torres Strait Islander people to obtain skills that support self-advocacy. | 1 training program to be offered annually. |
| Work in partnership with local Aboriginal and Torres Strait Islander people to advocate to the State and Australian Governments about the current health and wellbeing needs of the local community. | Advocate to State and Federal Government representatives and other key stakeholders on key issues. | 1 advocacy submission and/or discussion paper presented per year. |



Hume Indigenous Garden



Boorais in Hume Early Parenting Program

RAP IMPLEMENTATION

RESPECT/INFORM

Promote respect and recognition for Aboriginal and Torres Strait Islander people through enhanced communication between Council, Aboriginal and Torres Strait Islander people and the broader community. Enhanced communication between community and Council provides opportunities for increased participation by community members in Council services, events and programs. Two way communications ensure services, events and programs are relevant to current and emerging needs. It is vital that Aboriginal and Torres Strait Islander people are informed about the RAP and are informed about the services and programs Council offers.

| STRATEGY | ACTION | RESPONSIBILITY | TIMELINE | OUTCOME |
|--|---|---|-------------------------------|---|
| 1.1 Inform Council of ongoing and emerging needs of Aboriginal and Torres Strait Islander people. | 1.1.1 Ensure that direct service Council staff undertake Aboriginal and Torres Strait Islander cultural awareness training, including knowledge of Traditional Owners. | Lead: Human Resources Supported by: Social Development, Aged Service and Public Health | Commencing June 2013, ongoing | 100 Council staff per year complete training and are equipped to develop and maintain programs and services that are culturally appropriate. |
| 1.2 Inform the broader community about Aboriginal and Torres Strait Islander history and culture. | 1.2.1 In partnership with Hume Reconciliation Action Group organise community activities such as National Reconciliation and NAIDOC week events. | Lead: Social Development Supported by: Aged Services and Public Health, Family and Children's Services, Learning Community | May/June/July annually | 2 events and programs offered to enhance community knowledge about Aboriginal and Torres Strait Islander history and culture. |
| | 1.2.2 Reflect the presence of Aboriginal and Torres Strait Islander living culture through visual displays of art, naming of places, roads and facilities. | Lead: Social Development | December 2015 | Ensure Council's Recognition Policy is implemented across the organisation. |
| | 1.2.3 Document shared histories from settlement to today with the wider community to increase cross cultural understanding and to celebrate local Aboriginal and Torres Strait Islander culture. | Lead: Social Development Supported by: Marketing and Communications and Learning Community | December 2014 | In partnership with Hume Reconciliation Action Group record shared histories from settlement to today and include in documents, displays and celebrations to provide a better understanding of the achievements of local Aboriginal and Torres Strait Islander peoples. |

RELATIONSHIPS/ ACCESS AND PARTICIPATION

Building stronger relationships between Aboriginal and Torres Strait Islander people and the broader community, will strengthen community connection through shared learning of culture. Council strives to strengthen access and participation of Aboriginal and Torres Strait Islander people to support their capacity to take charge of issues that impact on them, with the intention for active engagement in the social, recreation, economic and built environment of our City. For Aboriginal and Torres Strait Islander people to be supported in their endeavours, it is important they are able to access the services and programs available. Council will work with Aboriginal and Torres Strait Islander people to identify access requirements and appropriate, culturally sensitive responses. Developing and advancing services and programs that systemically remove the barriers to participation by advancing opportunities for involvement in our City in the social, recreation, economic and built environment is a key commitment of a just society.

| STRATEGY | ACTION | RESPONSIBILITY | TIMELINE | OUTCOME |
|---|--|---|---------------------------------------|---|
| 2.1 Enhance social, recreation and leisure participation for Aboriginal and Torres Strait Islander people through continued expansion of integrated and specific programs. | 2.1.1 Continue and expand opportunities to support parents and carers of Aboriginal and Torres Strait Islander children with a disability. | Lead: Aged Services and Public Health Supported by: Family and Children's Services and Social Development, Leisure and Youth Services and Learning Community | Initiated by December 2014 ongoing | Aboriginal and Torres Strait Islander children with a disability supported and resourced. |
| | 2.1.2 Continue to offer access to health and recreation services and explore further opportunities to support Indigenous elders. | Lead: Aged Services and Public Health Supported by: Leisure and Youth Services and Learning Community | May 2013, ongoing | Aboriginal and Torres Strait Islander people have access to appropriate recreation and health services as measured by service participation data. |
| 2.2 Build on existing events and programs in partnership with local Aboriginal and Torres Strait Islander people, Council and service providers. | 2.2.1 Deliver in partnership with local community members, 2 community events per year that acknowledge culturally significant occasions such as: Reconciliation Week, Sorry Day and NAIDOC Week. | Lead: Social Development Supported by: Aged Services and Public Health, Family and Children's Services | 26 May to 14 July annually | Increased shared learning, cultural understanding and relationship strengthening between Council and the community. |
| 2.3 Inform Council of ongoing and emerging needs of Aboriginal and Torres Strait Islander people. | 2.3.1 Continue and strengthen the internal Aboriginal and Torres Strait Islander Social Inclusion Committee. | Lead: City Communities | June 2013, review membership annually | Increased Council inter-department collaboration in developing services, programs and events to enhance Aboriginal and Torres Strait Islander people's participation. |
| | 2.3.2 Facilitate the development of Hume Reconciliation Action Plan Group to include Council staff and community members. | Lead: Social Development Supported by: Aboriginal and Torres Strait Islander Social Inclusion Committee | June 2013, ongoing | Hume RAP Action Group (HRAG) established by December 2013 with representation of at least 5 Aboriginal and Torres Strait Islander people. |
| 2.4 Inform community members and service providers about the role of Council and services provided. | 2.4.1 Develop a communication strategy to guide Council staff on how to inform key stakeholders on Council's policies and services. | Lead: Social Development Supported by: Aged Services and Public Health, Family and Children's Services, Research and Marketing and Communications | June 2013 | Communication strategy developed and implemented across Council. |

OPPORTUNITIES/ ADVOCACY

Council recognises, respects and is committed to closing the gap between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander people in social, health and wellbeing and economic opportunities. Reducing the barriers that have prevented Aboriginal and Torres Strait Islander people from accessing services and participating in education, employment and community life has been a key focus of the previous Social Justice Action Plan. To advocate for and with Aboriginal and Torres Strait Islander people on social justice issues is a key component of the RAP in advancing a socially just community. A key role of Council, in partnership with Aboriginal and Torres Strait Islander people, is to ensure other levels of government and relevant parties are aware of issues faced by the communities in Hume City. This theme identifies a range of experiences, needs and issues that Council will raise with other parties including the State and Federal Governments, in order to increase funding, services and improved outcomes.

| STRATEGY | ACTION | RESPONSIBILITY | TIMELINE | OUTCOME |
|--|--|--|------------------------|---|
| 3.1 Ensure timely response to issues impacting on social justice and access to choices affecting the lives of Aboriginal and Torres Strait Islander people. | 3.1.1 Advocate across Council and to the broader community for appropriate recognition and relationship building with Aboriginal and Torres Strait Islander people to ensure appropriate and meaningful participation and service delivery. | Lead: Social Development Supported by: Aged Services and Public Health, Family and Children's Services, Leisure and Youth Services and Learning Community | May 2013, ongoing | Aboriginal and Torres Strait Islander community needs included in program and service development. |
| | 3.1.2 Foster participation of Aboriginal and Torres Strait Islander people in civic life of the City. | Lead: Social Development | January 2014, ongoing | Aboriginal and Torres Strait Islanders participate in civic life through HRAG. |
| 3.2 Engage our community and foster advocacy roles for Aboriginal and Torres Strait Islander people. | 3.2.1 Support the development of the Hume Reconciliation Action Plan Group. | Lead: Social Development Supported by: Aged Services and Public Health, Family and Children's Services, Leisure and Youth Services and Learning Community | December 2013, ongoing | HRAG developed with 50% of participants being Aboriginal and Torres Strait Islander people. |
| | 3.2.2 Provide training and community education forums to support Aboriginal and Torres Strait Islander people to obtain skills that support self-advocacy. | Lead: Social Development Supported by: Aged Services and Public Health, Family and Children's Services, Leisure and Youth Services and Learning Community | June 2015 | Review of Council's Procurement and Purchasing Policy to include social procurement and support of local Aboriginal and Torres Strait Islander business and services. |
| | 3.2.4 Continue and expand Borrais in Hume early parenting program. | Lead: Family and Children's Services Supported by: Aged Services and Public Health | May 2013, ongoing | Aboriginal and Torres Strait Islander parents of early years children are supported and resourced. |
| | 3.2.5 One new program initiative offered by Leisure and Youth Services and Learning Community targeting Aboriginal and Torres Strait Islander people. | Lead: Leisure and Youth services and Learning Community Supported by: Social Development | Initiated by 2014 | Increased leisure, recreation and learning opportunities for Aboriginal and Torres Strait Islander communities. |
| | 3.2.6 As part of the Healthy Hume project develop an Aboriginal and Torres Strait Islander community garden for community members to connect and develop activities. | Lead: Aged Service and Public Health Supported by: Social Development | December 2013 | Aboriginal and Torres Strait Islander people have access to appropriate recreation and health promotion programs and services. |



| STRATEGY | ACTION | RESPONSIBILITY | TIMELINE | OUTCOME |
|--|---|--|--------------------|---|
| 3.3 Facilitate and support the continued development of education and employment pathways for Aboriginal and Torres Strait Islander people. | 3.3.1 Establish key recruitment strategies to encourage participation for Aboriginal and Torres Strait Islander people. | Lead: Economic Development Supported by: Social Development and Human Resources | June 2013, ongoing | Traineeship and employment opportunities for Aboriginal and Torres Strait Islanders people. |
| 3.4 Inform Council of ongoing and emerging needs of Aboriginal and Torres Strait Islander people. | 3.4.1 Continue to develop data collection systems to enhance Council's knowledge of Aboriginal and Torres Strait Islander people and their service requirements. | Lead: Research Supported by: Social Development, Economic Development, Family and Children's Services, Aged Services and Public Health and Leisure and Youth Services | Ongoing | Council informed about the social inclusion and service requirements of Aboriginal and Torres Strait Islander people. |

TRACKING PROGRESS

The development of Objectives and Key Performance Indicators is to enable monitoring the progress of the RAP.

| ACTION | RESPONSIBILITY | TIMELINE | TARGET |
|--|--------------------|-----------------------------|--|
| 1. Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report. | Social Development | Annually from December 2013 | Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually. |
| 2. Record progress on actions in the quarterly updates of the Council Report. | Lead Departments | Quarterly from July 2013 | Include progress and completed actions in the Hume City Council Annual Report. |

These measures will be reviewed annually over the life of the RAP, allowing for flexibility resulting from learnings and long-term community engagement. The implementation of the RAP will include ongoing engagement with Aboriginal and Torres Strait Islander community members and the RAP Action Group, to ensure outcomes are being achieved.

Annual reporting is a key requirement of the RAP program, and ensures that Council can track and evaluate its progress against its commitments.

Council will utilise reporting mechanisms to inform the community of its progress, using the developed Communication Strategy and Councils Annual Report.

For more information please contact Hume City Council's Coordinator Community Capacity Building, telephone 9205 2200.



Hume City Council Office - Broadmeadows

HumeLink

Hume City Council's
multilingual telephone information service.
General enquiries: Telephone 9205 2200

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