

## Melton City Council Reconciliation Roadmap 2018 - 2020

This roadmap shows Council's short, medium and long term goals to bring the Reconciliation Policy Principles into action.

| Action Area                   |   | Short Term Goal   | Medium Term Goal  | Long Term Goal  |
|-------------------------------|---|---|---|---|
|                               |   | 2018  | 2019  | 2020  |
| <i>Theme 1: Relationships</i> |   |   |   |   |
| 1                             | Community Participation and Involvement | Reconciliation Advisory Committee supported to undertake at least one community consultation each year.   |   |   |
| 2                             | Cultural Spaces                         | Support Aboriginal controlled agencies to establish permanent services from Melton.<br>Work in partnership with Aboriginal Community Hub, with support from the Registered Aboriginal Parties, to help meet growing population needs. | Community Hub venue options to support expanding service delivery.                            | Leverage opportunities that will support a staff workforce at the Aboriginal Community Hub.                 |
| 3                             | Working with Aboriginal communities     | Meet with local Aboriginal organisations to develop guiding principles of engagement.   | Explore an engagement framework on how to work with Aboriginal organisations and communities. | Exploration of an Aboriginal stakeholder engagement plan to inform Council policies, programs and projects. |
| 4                             | Regional collaborations                 | Participate in the Western Region Local Government Reconciliation Network.  |   |   |
|                               |   | Council representative to attend Local Aboriginal Network meetings (Aboriginal Victoria) to better understand local community needs.  |   |   |
|                               |   | Participate in West Metro Regional Aboriginal Justice Advisory Committee meetings.  |   |   |
| <i>Theme 2: Respect</i>       |   |   |   |   |
| 5                             | Public Awareness Raising                | Cultural Awareness Training delivered to Council Advisory Committee representatives each year.  |   |   |
|                               |   | Information about the local Aboriginal community promoted each year.  |   |   |
|                               |   | Reconciliation and NAIDOC week celebrated each year. Promotion and planning of these activities working with Aboriginal community and Traditional Owners.   |   |   |
| 6                             | Aboriginal Heritage                     | Work in conjunction with Registered Aboriginal Parties to develop an Aboriginal Heritage Strategy.  | Aboriginal Heritage Strategy developed.   | Aboriginal Heritage Strategy implemented.   |
| 7                             | Acknowledgement of Country protocols    | Guidelines developed on Acknowledgement of Country for Council publications.  |   |   |
|                               |   | Staff encouraged to do Acknowledgement of Country before meetings and events.   |   |   |
|                               |   | Acknowledgement of Country done at all official Council events.   |   |   |

| Action Area                              | Short Term Goal                                 | Medium Term Goal  | Long Term Goal   |   |
|--|---|---|--|---|
|  | 2018  | 2019  | 2020   |   |
| <i>Theme 3: Opportunities</i>            |   |   |  |   |
| 8  | Culturally Responsive Environment               | Increase staff participation in cultural awareness raising activities.  |  |   |
|  |   | Melton Council Reconciliation Champions Group supported to raise awareness.   |  |   |
|  |   | Aboriginal art and crafts promoted in Council's buildings and gallery spaces.<br>Acknowledgement plaques in Libraries and Civic Centres.  |  |   |
|  |   | Promote internal awareness on the RAP.  | Identify departments that can implement RAP actions in their areas of responsibility.                                  | Work with key departmental areas to develop the 2021-2023 RAP Stretch policy.   |
| 9  | Aboriginal Recruitment and Retention in Council | Develop opportunities identified in Council's Aboriginal Recruitment and Retention Policy.  |  |   |
| 10                                       | Aboriginal Business Capacity                    | Work with Indigenous Business Australia around capacity development for local Aboriginal businesses.  | Facilitate Aboriginal business development through consolidating partnerships, an example social procurement.          | Develop and promote a list of local Aboriginal businesses throughout the municipality.  |
| 11                                       | Access to Community Services                    | Directory of Aboriginal Community Services in the West promoted each year.  |  |   |
| 12                                       | Community Leadership                            | Support Aboriginal community through Council's free <i>Training Calendar, Community Leadership, Partnership and Grants Programs.</i>  | Explore Indigenous-specific leadership opportunities as identified by the Advisory Committee and Aboriginal community. |   |
| 13                                       | Youth Development                               | Identify and engage with young Aboriginal people and Elders on local youth needs.   |  |   |
| 14                                       | Children and Families                           | Strengthen networks to improve access to culturally-appropriate services for Aboriginal families and children.  |  |   |
|  |   | Facilitate collaboration across service sectors to increase cultural safety in service provision, working with the Early Years Partnership Committee and associated working groups. |  |   |
|  |   | Facilitate opportunities that build on relationships between Aboriginal community and mainstream children's and families support services.  |  |   |
|  |   | Actively seek to engage Aboriginal families and children in Maternal and Child Health, Supported Playgroups and Kindergarten.   |  |   |
|  |   | Collaborate with local partners in the Koolin Balit Babaneek Booboop Early Years project consortium to improve health and education outcomes for Aboriginal children.               | Participate in the evaluation of the Koolin Balit Babaneek Booboop Early Years project.                                | Identify possible opportunities for future health and education program development from the Koolin Balit Babaneek Booboop Early Years project. |
| <i>Theme 4: Monitoring and Reporting</i> |   |   |  |   |
| 15                                       | Reporting                                       | Complete and submit Reconciliation Australia's annual Impact Measurement Questionnaire.   |  |   |
|  |   | Report RAP progress to Reconciliation Advisory Committee.   |  |   |