

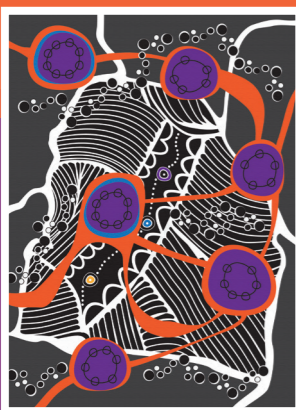


Want to know more about the Reconciliation Policy?

Call us on (03) 9747 7200 or email csu@melton.vic.gov.au for more information about this policy and how you can be involved in the planning and delivery of its actions.

Want to know more about Melton City Council's Reconciliation Advisory Committee?

Check out Council's website www.melton.vic.gov.au for more information about the Committee and how it works.



Uncle Ron Jones, a Wurundjeri Elder and Reconciliation Advisory Committee member, stated the design closely corresponded with storylines mapping the land, and also resembled "bird hives", which were mounded stone structures from which Indigenous hunters ambushed fowl.

Artwork and design by Mazart Design Studio
www.mazartdesignstudio.com

MELTON CITY COUNCIL Reconciliation Policy | 2015-2017

MELTON CITY COUNCIL is serious about reconciliation and has developed this policy to help achieve its vision of *'a united Australia which respects this land of ours, values Aboriginal and Torres Strait Islander heritage and provides justice and equity for all'*.

MELTON CITY COUNCIL Reconciliation Roadmap | 2015-2017

RECONCILIATION POLICY PRINCIPLES

In response to the needs identified by Council, the Reconciliation Advisory Committee, Reconciliation Australia and the local community, Council will:

1. **Support** the Melton City Council Reconciliation Advisory Committee as an official advisory body and working group.
2. **Participate** in National Reconciliation Week and NAIDOC Week each year.
3. **Deliver** cultural awareness training and development opportunities to Council staff.
4. **Recognise** Aboriginal people's ongoing connection to place through Welcome to Country ceremonies or Acknowledgement of Country statements at large meetings and public events.
5. **Promote** and celebrate the Aboriginal history and heritage of the City of Melton.
6. **Develop** strategies and programs to recruit and retain Aboriginal employees within the organisation.
7. **Develop** strategies and programs to support Aboriginal businesses within the municipality.
8. **Support** local Aboriginal community groups to develop their capacity through opportunities to participate in targeted programs, training activities and community events.
9. **Participate** in local and regional networks to facilitate positive outcomes for the community under closing the gap and other federal and state government initiatives.
10. **Advocate** for and with the local Aboriginal community to State and Federal Governments and service providers on community issues.

ACTION AREA	Short Term Goal 2015	Medium Term Goal 2016	Long Term Goal 2017
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RELATIONSHIPS

1. Community Participation and Involvement	Reconciliation Advisory Committee supported to undertake at least one community consultation each year.		
2. Cultural Spaces	Temporary Aboriginal Community Hub established.	Aboriginal Community Hub supported to deliver community and health services.	Long-term options for a Melton-based Aboriginal Community Hub identified.

RESPECT

3. Public Awareness Raising	Cultural Awareness Training delivered to selected Council Advisory Committee representatives each year.		
	Information about the local Aboriginal community promoted each year.		
	Reconciliation and NAIDOC week celebrated each year.		
4. Aboriginal Heritage	Aboriginal Heritage scoping paper developed.	Aboriginal Heritage Strategy developed.	Aboriginal Heritage Strategy implemented.

OPPORTUNITIES

5. Culturally Responsive Environment	Melton Council Reconciliation Champions Group established with two staff from each Service Unit.	Melton Council Reconciliation Champions Group supported to raise Council staff awareness.	Melton Council Reconciliation Champions Group supported to raise Council staff awareness.
	Cultural Awareness Training delivered to all Senior Managers and at least 2 people from each Council Service Unit.	Cultural Awareness Training delivered to all front-line staff and accessible to all Council Staff.	Cultural Awareness Training delivered to at least 75% of Council Staff.
	Civic Centers made more inviting to Aboriginal people through acknowledgement plaques, art and traditional crafts.	Libraries and Youth Centers made more inviting to Aboriginal people through acknowledgement plaques, art and traditional crafts.	Aboriginal art and traditional crafts promoted in Council buildings and exhibition spaces where possible and appropriate.
6. Aboriginal Recruitment and Retention in Council	Aboriginal Recruitment and Retention scoping document developed.	Aboriginal Recruitment and Retention policy developed and training delivered to Managers.	Aboriginal recruitment and retention training made available to all staff with managerial responsibilities.
7. Traineeships	Options for an Aboriginal Traineeship Program identified.	Aboriginal Traineeship Program developed.	Aboriginal Trainee Program being delivered.
8. Access to Community Services	Directory of Aboriginal Community Services in the West promoted each year.		
9. Leadership Support	Aboriginal community groups and leaders supported through the <i>Community Leadership Program</i> .		
10. Young People Development	Needs and opinions of young Aboriginal people included in the <i>Youth Strategy</i> .		
11. Economic Development	Aboriginal businesses supported in line with the <i>Economic Development & Tourism Plan 2014-2030</i> .		

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