

Reconciliation Action Plan 2022 Annual Report



Relationships



94%

of all deliverables
achieved in 2022



18

deliverables
complete or in progress



25

actions and
activities undertaken

01

Maribyrnong Reconciliation Action Plan Advisory Committee (MRAPAC) monitors Reconciliation Action Plan (RAP) development and implementation of actions, tracking progress and reporting.

Deliverable

Status

Annually review and update the MRAPAC Terms of Reference and ensure that they are available through Council's website.

- The Terms of Reference (TOR) have been reviewed and updated.
- MRAPAC is now known as the First Nations Advisory Committee and a recruitment process for the committee will commence early 2023.
- The TOR will be publicly available.



RAP development and implementation of actions, tracking progress and reporting by responsible Council officers.

- RAP has been developed and reviewed with relevant responsible officers to track progress to identify key deliverables.



Ensure that at least half of all members of MRAPAC identify as First Nations Peoples, and there are designated positions for Traditional Owner representation.

- TOR updated to state minimum of 50% of the First Nations Advisory Committee must be First Nations Peoples.



02

Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between First Nations Peoples and other Australians.

Deliverable	Status
Work with external organisations to deliver an external event for NRW each year.	<ul style="list-style-type: none"> Work has commenced with local governments in the Western Metropolitan Region (WMR) to support the delivery of external National Reconciliation Week (NRW) events. No events in 2022 due to COVID-19.
Continue annual support of Wominjeka Festival.	<ul style="list-style-type: none"> Council continues to support the Wominjeka Festival which was held in October.
Coordinate an internal awareness raising / information project for NRW each year.	<ul style="list-style-type: none"> A Mayoral video was filmed that talked about the importance of reconciliation which was made available to staff and the community. Emails from key leaders were sent to staff regarding NRW. Lanyards and Sorry flowers were purchased from First Nations businesses and provided to staff across the organisations.
Circulate Reconciliation Australia's resources to Council staff and display in reception areas.	<ul style="list-style-type: none"> This has not occurred to date and made difficult with a move from the Town Hall to Central West and a change to the reception area.
Register all events via Reconciliation Australia and Reconciliation Victoria's NRW website.	<ul style="list-style-type: none"> Events held across the organisation were registered.
Ensure that MRAPAC members and staff participate in an external event to recognise and celebrate NRW.	<ul style="list-style-type: none"> Staff were informed of events in the Municipality through the staff bulletin.

03

Develop and maintain mutually beneficial relationships with First Nations Peoples, communities and organisations to support positive outcomes.

Deliverable	Status
Include Aboriginal and Torres Strait Islander stakeholders in engagement.	<ul style="list-style-type: none"> This has occurred through the Lets talk January 26 consultations and the big business meetings.
Ensure that First Nations Peoples and their voices are represented and heard at all significant Council events and consultations.	<ul style="list-style-type: none"> This occurred through the development of the Heritage Plan, engagement regarding the Town Hall redevelopment and the civic green and through the Creative West project, Future Footscray, the development of the DAP and the LGBTIQ+ strategy and through the Community Grants program.

Deliverable

Status

Develop and implement an engagement plan to work with our First Nations stakeholders.

- This has been delayed. Engagement work with First Nations community occurs across Council. This will be formalised into an engagement plan.



Meet with local First Nations organisations to develop guiding principles for future engagement.

- This work has commenced with big business meeting with Traditional Owners. However, it is yet to be formally developed and embedded into guiding principles.



04

Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.

Deliverable

Status

Develop and implement a strategy to communicate our RAP to Council staff and external stakeholders.

- RAP available on the intranet and Council website.
- The report card will be distributed and promoted through the staff bulletin and tabled at a Council meeting.



Promote reconciliation through ongoing active engagement with stakeholders.

- Occurring and ongoing. Engagement regarding the future of January 26 at Council.
- Recommendations from a First Nations led deliberative engagement piece went to Council in December 2022.



Communicate updates on progress via staff and Councillor bulletins.

- Occurred throughout the year in response to Sorry Day, NAIDOC Week and Jan 26.



Include an overview of the RAP as part of staff and Councillor induction processes.

- Induction process under review. This work will be further progressed in 2023.



05

Develop partnerships with the western region local governments and agencies to improve outcomes and raise awareness of issues affecting First Nations Peoples.

Deliverable

Status

Develop joint initiatives in partnership with other western region local government agencies and relevant agencies including the Local Aboriginal Network and Reconciliation Victoria.

- This work has commenced with other Council's across the WMR for example looking at best practice in the delivery of RAP's.



06

Promote positive race relations through anti-discrimination strategies.

Deliverable

Status

Educate senior leaders on the effects of Racism.

- This has commenced with the RacsimNOTWelcome campaign.





Respect



93%

of all deliverables
achieved in 2022



14

deliverables
complete or in progress



14

actions and
activities undertaken

07

Protect and share the stories of Aboriginal sacred sites and culturally sensitive areas in collaboration with Traditional Custodians and their communities.

Deliverable

Status

Encourage the development of unique and distinctive public spaces and places, including art spaces, which reflect, respond to and acknowledge that Maribyrnong is part of the traditional lands of the Kulin Nation ('First Peoples First' theme in the Arts and Culture Strategy).

- This occurs in many ways through First Nations involvement in the design of the Town Hall redevelopment civic green, to supporting Wominjeka Festival to the naming of a new childcare centre after an indigenous plant called the Billy Button and then design and implementation of a Billy Button art installation.



Display Acknowledgement of Country on all future city gateways and on significant civic buildings. Working group to plan incremental implementation process.

- This has yet to commence, and is awaiting the establishment of the First Nations Advisory Committee to drive this work.



08

Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of First Nations Peoples cultures, histories and achievements.

Deliverable

Status

Conduct a review of cultural learning needs within Council along with a cultural safety audit.

- This work has commenced though the engagement of an external consultant.



Work with local Traditional custodians and or First Nations consultants to develop cultural awareness training.

- This has occurred and was rolled out to key leaders and Councillor's.



Provide opportunities for MRAPAC members, leadership staff and Councillors to participate in cultural awareness training.

- This has occurred and was rolled out to key leaders and Councillors.



Investigate local cultural immersion opportunities and experiences.

- This work commenced with a training session for staff in partnership with the Culture Exchange, Western Bulldogs Community Foundation and LGPro.



Deliverable

Status

Implement Aboriginal and Torres Strait Islander cultural awareness training strategy for staff and include both face-to-face and online training opportunities.

- This is currently a part of a diversity training review that is occurring.



09

Engage employees in understanding the significance of First Nations Peoples cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.

Deliverable

Status

Develop and deliver Council protocol document for Acknowledgement to Country and Welcome to Country.

- This has been developed and will be presented to ELT for formal sign off.



Develop a list of key contacts for organising Welcome to Country and maintaining respectful partnerships.

- This has been developed and is located in the protocol document.



Engage a Traditional Custodian to provide a Welcome to Country at significant events, including National Reconciliation Week and NAIDOC Week celebrations.

- This is current practice at Council examples of this were commencement of January 26 consultations process and at the Future Footscray consultation process.



Raise the Aboriginal and ATSI flags and provide information about Australia's First peoples at Citizenship ceremonies.

- Have a Council resolution to lower the flag to half-mast on January 26. The Aboriginal and ATSI flags are flown on Council flag poles located at the Town Hall and also on the Braybrook Hub whilst the Town Hall is being redeveloped.



Encourage Council staff to include an Acknowledgement to Country at the commencement of all meetings.

- This currently occurs and is supported across Council.



10

Provide opportunities for First Nations staff to engage with their cultures and communities by celebrating NAIDOC Week.

Deliverable

Status

Provide opportunities for all First Nations staff to participate in NAIDOC week and other culturally significant days.

- This is supported and there is also a Cultural Leave Policy that supports participation in culturally significant days.



Ensure First Nation staff are aware of Councils ceremonial and cultural leave provisions and that there are no barriers to them participating in NAIDOC week or other significant days.

- This is supported by Council through the leave policy.



Promote and encourage participation in external NAIDOC events to all staff.

- This is supported through the staff bulletin.





Opportunities



61%

of all deliverables achieved in 2022



8

deliverables complete or in progress



8

actions and activities undertaken

11


Investigate opportunities to improve and increase First Nation Peoples employment outcomes within our workplace.

Deliverable	Status
Develop and implement a First Nation Peoples Employment and Retention Strategy.	<ul style="list-style-type: none"> Organisational recruitment policy and procedure is being reviewed early 2023.
Review HR and recruitment procedures and policies to ensure there are no barriers to First Nations employees and future applicants participating in our workforce.	<ul style="list-style-type: none"> Organisational recruitment policy and procedure is being reviewed early 2023.
Development and implement First Nations peoples employment pathways.	<ul style="list-style-type: none"> Currently investigating partnerships and opportunities.
Provide and promote professional development opportunities to First Nations staff.	<ul style="list-style-type: none"> Planning phase investigating opportunities to improve advertising effectiveness.
Advertise job vacancies to effectively reach First Nations people.	<ul style="list-style-type: none"> This occurs through advertising in the Koori Mail and sending out through First Nations networks.
Increase the percentage of First Nations People employed in our workforce.	<ul style="list-style-type: none"> Data collection processes need to be improved in order to report on this action.

12 Investigate opportunities to incorporate First Nations supplier diversity within Council's procurement processes.

Deliverable	Status
Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from First Nations business.	<ul style="list-style-type: none"> This action has been captured with Council's Procurement Policy 2021 which facilitates sustainable and social procurement. 
Develop and communicate to staff a list of First Nations business that can be used to procure goods and services.	<ul style="list-style-type: none"> This has been developed and is provided to staff when requested. 
Investigate a possible commercial relationship with a First Nations owned business.	<ul style="list-style-type: none"> This has yet to commence. However, it will be investigated. 
Investigate Supply Nation membership.	<ul style="list-style-type: none"> This has yet to commence. However, it will be investigated. 

13 Support early years learning centres to foster a higher level of knowledge and pride in First Nations Peoples histories, cultures and contributions.

Deliverable	Status
Encourage early years learning centres and schools in the City of Maribyrnong to engage with the Narragunnawali: Reconciliation in Schools and Early Learning Narragunnawali program.	<ul style="list-style-type: none"> Training sessions with early years staff have occurred focusing on education and understanding of First nations peoples cultures. 

14 Support the protection and recognition of Aboriginal cultural heritage.

Deliverable	Status
In consultation with relevant Registered Aboriginal Parties identify and assess places of Aboriginal cultural heritage significance for open space and urban renewal projects, where required, as per the Aboriginal Cultural Heritage Act.	<ul style="list-style-type: none"> Council's City Places department recently met with the Wurundjeri Woi Wurrung, and will shortly be meeting with the Bunurong Land Council to discuss the development of a new Heritage Plan. The new Heritage Plan will provide objectives and actions which will form the basis of an amendment to the Maribyrnong Planning Scheme in 2023. 
Update the Maribyrnong Planning Scheme to reinforce the importance of protecting paces of Aboriginal cultural heritage.	<ul style="list-style-type: none"> Council's City Places department recently met with the Wurrunjeri Woi Wurrung, and will shortly be meeting with the Bunurong Land Council to discuss the development of a new Heritage Plan. The new Heritage Plan will be the basis of amendment to the Maribyrnong Planning scheme in 2023. 



Governance, tracking progress and reporting



71%

of all deliverables achieved in 2022



10

deliverables complete or in progress



10

actions and activities undertaken

15

Report RAP achievements, challenges and learnings internally and externally.

Deliverable

Status

Publicly report Council's RAP achievements, challenges and learnings through Council's website and intranet.

- A 2022 report card is currently in development and will be shared internally and externally.



Report RAP progress to all staff and senior leaders quarterly.

- This will occur once the RAP annual plan has gone to Council.



16

Report RAP achievements, challenges and learnings to Reconciliation Australia.

Deliverable

Status

The RAP working group to collect data for the RAP impact Measurement questionnaire.

- This has not been progressed to date but will commence once the First Nations Advisory Committee is reestablished.



The RAP working group to seek internal approval to submit the RAP impact measurement questionnaire to RA.

- The RAP Impact Measurement questionnaire is in train.



Investigate participating in the RAP barometer.

- This has yet to commence, but will be investigated and discussed at the First Nations Advisory Committee.



Complete and submit the annual RAP impact Measurement question to RA.

- This will be completed and submitted to Reconciliation Australia.



17**Provide appropriate support for effective implementation of RAP commitments.**

Deliverable	Status
Define resource needs for RAP implementation.	<ul style="list-style-type: none"> Completed.
Engage our senior leaders and other staff in the delivery of RAP commitments.	<ul style="list-style-type: none"> This is encouraged though SLT and will be supported through the reestablishment of the First Nations advisory Committee.
Define and maintain appropriate systems to track, measure and report on RAP commitments.	<ul style="list-style-type: none"> This will be supported through the reestablishment of the internal RAP working group.
Appoint and maintain an internal RAP Champion from senior management.	<ul style="list-style-type: none"> This has been the Manager CD,PA and I to date.

18**Review, refresh and update RAP.**

Deliverable	Status
Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	<ul style="list-style-type: none"> This has commenced and will be further progressed in the new year.
Send draft RAP to Reconciliation Australia for review and feedback.	<ul style="list-style-type: none"> This will occur post briefing to Council.
Submit draft RAP to Reconciliation Australia for formal endorsement.	<ul style="list-style-type: none"> This will be completed once the draft RAP has been developed.

19**Identify community attitudes in the role of Council in promoting a positive sense of community and inclusivity of First Nations Peoples.**

Deliverable	Status
Develop an engagement strategy to lead conversations with First Nations Peoples and the broader Maribyrnong community. Report on the process.	<ul style="list-style-type: none"> This has commenced and is well progressed through January 26 conversations. A report on progress to date has been received by Council with a further report to be tabled in December.

Due to the COVID-19 pandemic, the following deliverables under the Relationships, Respect and Opportunities sections were unable to occur.

They will be reviewed, and achieved as soon as is possible.

All deliverables under the Governance, tracking progress and reporting section, have been achieved or are currently in progress.

Relationships

Deliverable	Status
MRAPAC meets four times per year.	<ul style="list-style-type: none">Meetings did not occur during COVID-19 due to a preference for face-to-face meetings.
In collaboration with other western region local governments a western region RAP forum to share best practice.	<ul style="list-style-type: none">The delivery of this was delayed due to Council responding to the impact of COVID-19 in vulnerable communities.
Conduct a review of HR policies and procedures to identify anti-discrimination provisions, and future needs.	<ul style="list-style-type: none">This review will occur in 2023.
Develop, implement and communicate an anti-discrimination policy for the organisation.	<ul style="list-style-type: none">This will occur early in 2023.

Respect

Deliverable	Status
MRAPAC to participate in an external NAIDOC Week event.	<ul style="list-style-type: none">MRAPAC was not active during NAIDOC due to COVID.
Engage with First Nations staff and advisor to consult on our anti-discrimination policy.	<ul style="list-style-type: none">This will occur in 2023.

Opportunities

Deliverable	Status
Development and implement processes for the collection and management of data from First Nations applicants and staff to inform workforce planning.	<ul style="list-style-type: none">Not commenced due to resourcing shortages during COVID.