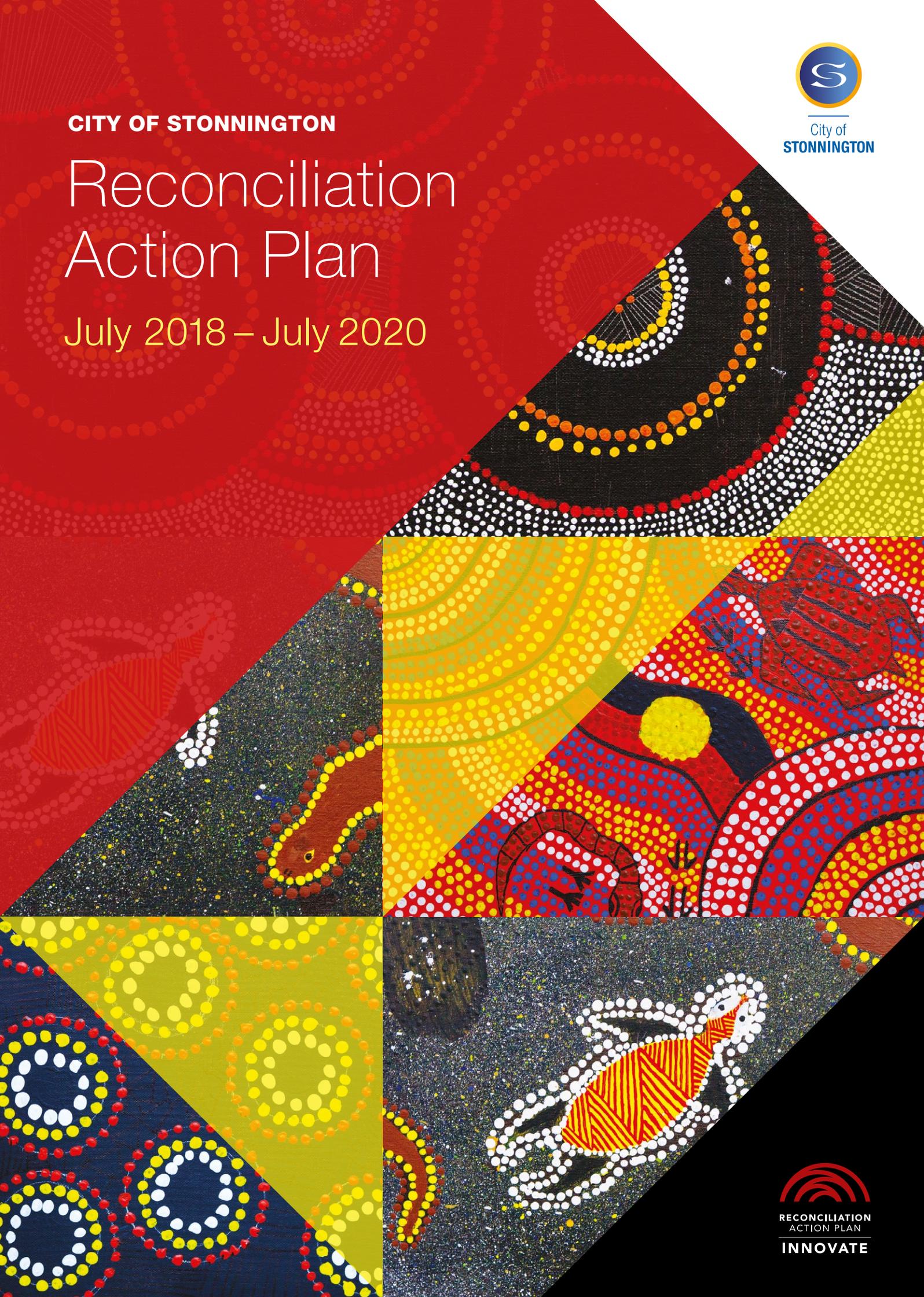


CITY OF STONNINGTON

Reconciliation Action Plan

July 2018 – July 2020





Mayoral Message

I am proud to present the City of Stonnington Reconciliation Action Plan (RAP) for 2018–2020. The RAP was prepared on the traditional land of the Boon Wurrung and Wurundjeri people and I offer my respects to the Elders past and present. I recognise and respect the cultural heritage of this land.

This is Council's third RAP and it has been developed in consultation with the Boon Wurrung Foundation, Wurundjeri Tribe Land and Compensation Cultural Heritage Council, Bunurong Land Council, Reconciliation Stonnington, and our community. The RAP has also been endorsed by Reconciliation Australia.

Stonnington always has and always will be Aboriginal land and our RAP articulates our commitment for reconciliation as a community in which Traditional Owners' connections to the land are acknowledged, where history is respected, and where the diverse cultural backgrounds, experiences and needs of Aboriginal and Torres Strait Islander Peoples are understood and valued.

Striving for Reconciliation Australia's 'Innovate Level', our RAP sets purposeful targets to achieve over the next two years. We are committed to delivering on these and working with the community and other stakeholders towards reconciliation.

Cr Steve Stefanopoulos

Mayor
City of Stonnington

The artworks on the front and back cover, and throughout the document are a collection of paintings by local Aboriginal and Torres Strait Islander artists from the Stonnington area.

The artworks were part of an exhibition featured at the City of Stonnington's 2018 NAIDOC Week celebrations. These vibrant works were created under 2018's theme – **Because of her, We can** – to celebrate the significant contributions of Aboriginal and Torres Strait Islander women. These women enrich our communities, our families and the history of our nation.

Thank you to artists:

BJ Noble
Shania Hartwig
Ebony Wise
Jordon Noble
William Noble
and all the talented children
from Try Kindergarten

Contents

Statement of Commitment	4
Introduction	6
Our Vision for Reconciliation	7
Our Business and People	8
Local Aboriginal History	10
RAP Artwork	11
Reconciliation at Stonnington	12
Relationships	14
Respect	17
Opportunities	20
Governance, tracking progress and reporting	22
Acknowledgements	23

A photograph showing a person's hand reaching towards a smoldering fire made of green leaves and sticks on a brick pavement. The fire is in the foreground, and the hand is in the upper right. The background is a blurred brick pavement.

Statement of Commitment

—

A Statement of Commitment to Australia's First Peoples has been published on the City of Stonnington website since 2001. The website includes a written acknowledgement of Aboriginal cultural heritage and traditional land ownership in official documents, including the City of Stonnington's 'Annual Report 2016–2017'.

The Statement of Commitment has now been updated:

The Council of the City of Stonnington acknowledges that Boon Wurrung and Wurundjeri Peoples are the Traditional Custodians of this land and have strived to retain their identity and cultures through more than two hundred years of dispossession and colonisation.

Council recognises and accepts its responsibility to learn from, and promote the intrinsic value of Aboriginal and Torres Strait Islander cultures, heritage and contemporary aspirations to the wider community, understanding that this enriches Australia's heritage and our community.

Council acknowledges the right of Aboriginal and Torres Strait Islander Peoples to live according to their own values and customs in our diverse community, subject to Australian law.

Council respects Boon Wurrung and Wurundjeri Peoples' special relationship to the land and recognises Aboriginal and Torres Strait Islander sacred sites and significant places.

Council recognises the valuable contributions to Victoria made by Aboriginal and Torres Strait Islander Peoples and will work together towards a future of mutual respect and harmony.

Reconciliation Acknowledgement Statement

Council adopted a Reconciliation Acknowledgement Statement in 2005 to acknowledge the Traditional Owners of the land now known as Stonnington. In September 2007 the Statement was revised to include acknowledgement of the Boon Wurrung and the Wurundjeri People.

Council's Reconciliation Acknowledgement Statement is read at formal Council meetings, Citizenship ceremonies, Mayoral and Civic receptions, official openings of Council buildings and official occasions at which the Mayor is present.

The Reconciliation Acknowledgement Statement reads:

We acknowledge that we are meeting on the traditional land of the Boon Wurrung and Wurundjeri People and offer our respects to the Elders past and present. We recognise and respect the cultural heritage of this land.



Introduction

—
The City of Stonnington's Reconciliation Action Plan (2018–2020) will provide a focus for our entire community. It advocates for a City in which connections are forged and maintained with Aboriginal and Torres Strait Islander Peoples; cultural awareness is raised, history is respected and contributions are honoured.

Our Vision for Reconciliation

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Our vision includes a community in which Traditional Owners' connections to the land are respected, where history is taught, and where the diverse cultural backgrounds, experiences and needs of Aboriginal and Torres Strait Islander People living within the City of Stonnington are understood and valued.

We are committed to building a city in which relationships are forged and maintained between Aboriginal and Torres Strait Islander Peoples and other community members. As our knowledge and relationships become stronger, we will experience a City that is highly inclusive and supportive of the interests and well-being of Aboriginal and Torres Strait Islander Peoples and the broader community.

Through the initiatives we have described in our Innovate Reconciliation Action Plan, we will share the path to meaningful reconciliation with Aboriginal and Torres Strait Islander Peoples and Traditional Owners. We aim to demonstrate our commitment to reconciliation and its mutually beneficial outcomes for all people living in and associated with the City of Stonnington.

Our Business and People

—

The City of Stonnington was formed in June 1994 through the amalgamation of the cities of Malvern and Prahran. It is located in Melbourne's inner south-eastern suburbs, a short distance from the centre of Melbourne and alongside the Yarra River on the traditional lands of the Boon Wurrung and Wurundjeri People.

Stonnington covers an area of 25.62 square kilometres. The City takes in the suburbs of Prahran, Windsor (part), South Yarra (part), Toorak, Armadale, Malvern, Malvern East, Kooyong and Glen Iris (part). The city is primarily a residential area, with some commercial, industrial, office and institutional land uses. It is well known for its shopping and lifestyle precincts, parks and gardens, leafy streets and historical architecture. At the time of adapting this strategy in 2018 the City of Stonnington has 890 employees, of which four are Aboriginal and or Torres Strait Islander People.

Council's core business activities deliver services for our diverse community. These adhere to Council's strategic objectives and legislative requirements, and work towards the four pillars of the vision outlined in the 2017–2021 Council Plan:

Community – An inclusive City that enhances the health and wellbeing of all residents, where people can feel safe, socially connected and engaged.

Liveability – The most desirable place to live, work and visit.

Environment – A cleaner, safer and better environment for current and future generations to enjoy.

Economy – A City that will grow its premier status as a vibrant, innovative and creative business community.



Our strategies, plans, services and ongoing activities support the Council Plan. These include:

- » Birth to 25 – Children, Youth and Family Strategy (2018)
- » Access and Inclusion Plan 2014–17
- » Arts and Culture Strategy 2018–2022 (in progress)
- » Community Facilities Leasing and Licensing Policy 2011
- » Cultural Diversity Policy 2015–2019
- » Engagement Policy 2015–2018
- » Economic Development Strategy 2017–2021
- » Human Rights Policy 2008
- » Public Health and Wellbeing Plan 2018–2021
- » Positive Ageing Strategy 2018–2021
- » Recreation Strategy 2014–2024

Local Aboriginal History

—

During Melbourne's expansion in the mid to late 1830s, the Boon Wurrung and Wurundjeri Peoples regularly camped along the south bank of the Yarra River in what is now known as Stonnington.

Known collectively as the clans of the Kulin Nation, an approximate boundary between the Boon Wurrung and the neighbouring Wurundjeri Peoples existed along the northern boundary of Stonnington, the Yarra River and Gardiners Creek. Before the colonial era, the area was richly resourced and varied, consisting of reed filled swamps, aquatic flora and fauna and large trees which provided bark for huts.

The effects of colonial expansion including introduced disease and European objection to Aboriginal People hunting in the area meant that life in the areas around Melbourne was not easy for Aboriginal People.

The Boon Wurrung and Wurundjeri People camped regularly along the banks of the Yarra River and Gardiners Creek, where they could access the rich resources of aquatic foods and a diverse range of flora and fauna.

Prior to white settlement, Prahran's terrain was a combination of large trees, wattle scrub and many reed filled swamps. During the 1830s the Prahran area was a frequent

camping place for Aboriginal People from the local clans and those visiting from the Gippsland area and a common Ngargee place.

Gatherings for social, ceremonial and trading purposes occurred regularly between the Boon Wurrung and Wurundjeri Peoples, while marriages were arranged between these groups and the Taungurong, Wathaurong and Djadjawurung Peoples.

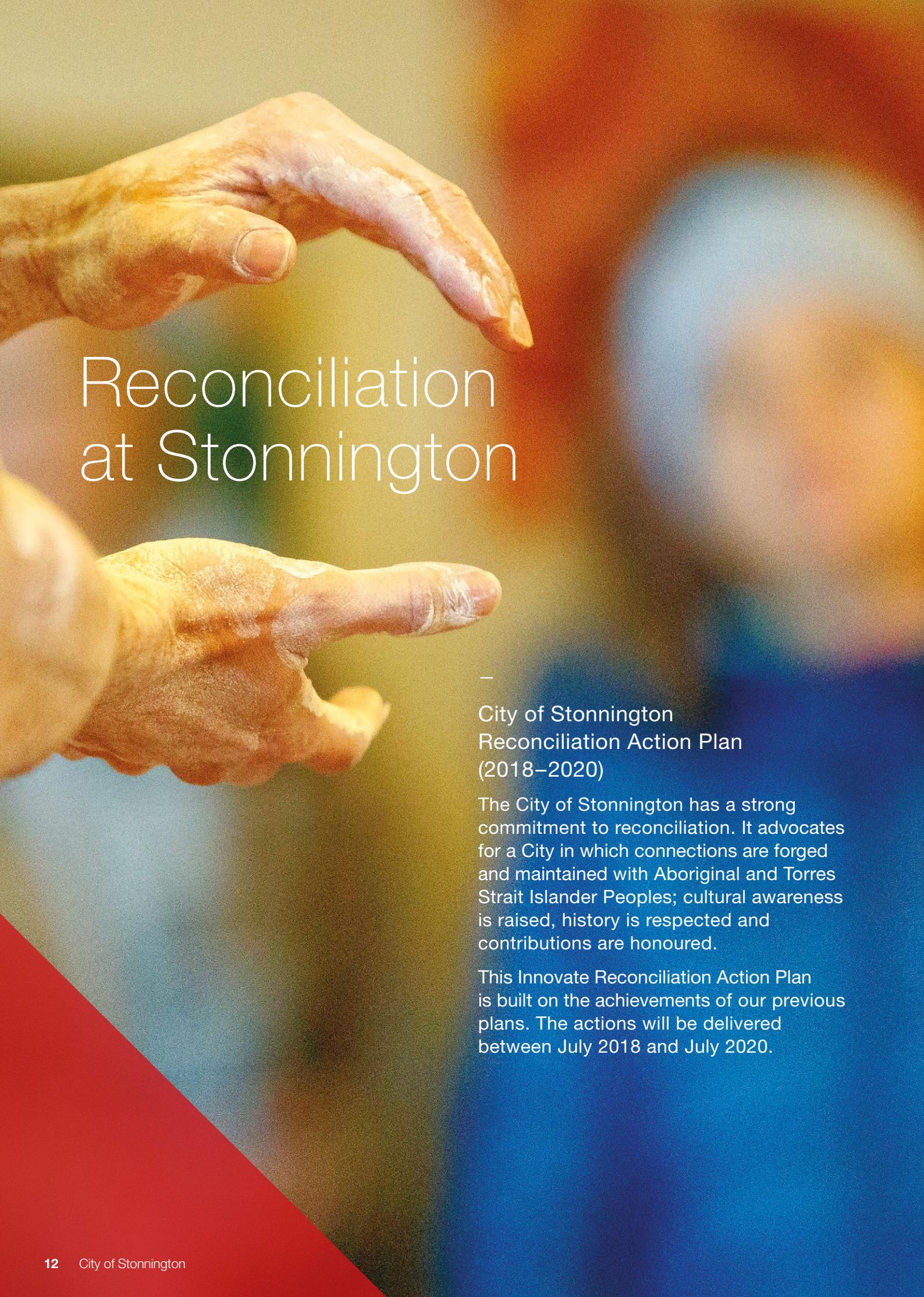
In 1837, the Governor of New South Wales, Richard Bourke, approved the use of an 895 acre site south of the Yarra River for an Aboriginal Mission. Towards the end of 1838, food shortages led to trouble between Aboriginal People and settlers and by the end of 1839 the mission was closed and sold.

In 1852 William Thomas, Protector of Aboriginies, secured a reserve at Mordialloc for the Boon Wurrung and a reserve at Warrandyte for the Wurundjeri. The Boon Wurrung, however, continued to visit Melbourne, camping in Fawkner Park and sites in the western end of Stonnington.

RAP Artwork

The front cover is a collage of paintings from young local Aboriginal and Torres Strait Islander artists from the Stonnington area. The artists are between 8 and 25 years old and are part of the Prahran Community Learning Centre's art program. The month long event showcased their art in a display as part of our National Reconciliation Week activities.



A close-up photograph of two hands, one from a person with darker skin and one from a person with lighter skin, reaching towards each other in a gesture of reconciliation. The hands are positioned in the upper left and center of the frame. The background is a blurred, warm-toned setting with a blue and red diagonal graphic element in the bottom left corner.

Reconciliation at Stonnington

City of Stonnington Reconciliation Action Plan (2018–2020)

The City of Stonnington has a strong commitment to reconciliation. It advocates for a City in which connections are forged and maintained with Aboriginal and Torres Strait Islander Peoples; cultural awareness is raised, history is respected and contributions are honoured.

This Innovate Reconciliation Action Plan is built on the achievements of our previous plans. The actions will be delivered between July 2018 and July 2020.

Achievements to date include:

- » A Traditional Owner is invited to deliver a Welcome to Country at all major Council events.
- » When a Welcome to Country is not delivered, an Acknowledgement of Country statement is delivered by the Mayor, Councillors or relevant person.
- » The Aboriginal flag and Torres Strait Islander flag are displayed permanently within the Stonnington Council Chamber as well as the Malvern Town Hall, Prahran Town Hall and Stonnington City Centre.
- » The City of Stonnington regularly meets and engages with Traditional Owners.
- » Reconciliation awareness induction sessions are delivered to all new staff.
- » The City of Stonnington commissioned the Indigenous History of Stonnington Curriculum Package. This teacher and student package has been given free of charge to all local primary schools and is available on the City of Stonnington website.
- » The City of Stonnington celebrates National Reconciliation Week and NAIDOC Week across the municipality. Stonnington staff work with a number of services and community groups to deliver events each year.
- » The City of Stonnington invests in Aboriginal and Torres Strait Islander art to add to the Council's Official Art Collection. This collection is on permanent display throughout Council buildings, and will be built on over time as part of the Arts Acquisition Strategy.
- » The City of Stonnington provides support to the Reconciliation Stonnington Community Group through both in-kind and financial community grants.
- » The City of Stonnington provided two traineeships through the Australian Football League Sports Ready Program.
- » The City of Stonnington has appointed an ongoing Aboriginal Reconciliation Officer as an identified position.

Actions to be carried forward including, lessons learned:

The Traditional Lands that the City of Stonnington sits upon is currently being contested. In discussions with all Traditional Owners it has been identified that formal protocols should be established for engagement with all Traditional Owners as a way forward. Council respects that this may continue to take some time, however we are committed to working towards an outcome that respects all Traditional Owners.

Internal and external champions

Stonnington will support the RAP development and implementation through the establishment of an Innovate RAP Working Group. The Terms of Reference will focus on the provision of guidance and advocacy for RAP objectives and implementation within Council, with community members, and relevant stakeholders such as the Victorian Government, neighbouring Councils and peak bodies invited to attend. The working group will have a minimum of one Aboriginal and/or Torres Strait Islander as a permanent member.

The Innovate RAP Working Group comprises of the following internal staff members:

- » Aboriginal Reconciliation Liaison Officer
- » Economic Development and Tourism Coordinator
- » Community Support and Diversity Coordinator
- » Youth Services Coordinator
- » Recreation Services Coordinator, and
- » Early Years Coordinator.

RAP Advisory Committee

The RAP Working Group will report on an annual basis to the RAP Advisory Committee. The Advisory Committee will meet to ensure that the RAP achievements are delivered. The RAP Advisory Committee will constitute eight members:

- » City of Stonnington CEO
- » General Manager of Community and Culture
- » Manager People and Culture
- » Manager Diversity and Aged Services, and
- » Aboriginal Reconciliation Liaison Officer.

External invited members:

- » Boon Wurrung and Wurundjeri Traditional Owner representatives (1 each), and
- » Reconciliation Stonnington Representative (1).

Relationships

—

The City of Stonnington recognises that reconciliation is achieved through strong and mutually respectful relationships between Aboriginal and Torres Strait Islander People and other Australians.

Through strong relationships we can improve access and participation in our services, programs, events and Council decision-making. Council understands that strong relationships require opportunities to meet, listen and learn from each other, and to share what is working and what needs to be improved. Council will meet with relevant stakeholders including Aboriginal and Torres Strait Islander Peoples, community members, Traditional Owners, community-controlled organisations, the Local Aboriginal Network (LAN) and Reconciliation Stonnington, to gain strategic advice as Council builds strong relationships with Aboriginal and Torres Strait Islander Peoples and communities.



Action	Deliverable	Timeline to be achieved by	Responsibility
The RAP Working Group actively monitors RAP development and implementation of actions, tracking progress and reporting.	The RAP Working Group will: Meet at least twice per year to monitor and report on RAP implementation.	August/February, annually	Community Support and Diversity Coordinator
	Establish Terms of Reference for the RAP Working Group.	July 2018	
	Oversees the development, endorsement and launch of the RAP.		
	Ensure Aboriginal and Torres Strait Islander People are represented on the working group.	May 2018, 2019, 2020	
	Report annually to the RAP Advisory Committee.	May, annually	
The RAP Advisory Committee will meet to ensure that the RAP achievements are delivered.	Establish Terms of Reference for the RAP Advisory Committee.	July 2018	Manager, Diversity and Aged Services
	Meet at least twice per year to monitor that the RAP achievements are being delivered.	May/November, annually	
	Accept the RAP Annual report from the Working Group.	May, annually	
	Provide feedback to the Working Group.	May/November, annually	
Celebrate and participate in significant Aboriginal and Torres Strait Islander events such as National Reconciliation Week by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander Peoples and other Australians.	The RAP Working Group will: Deliver at least one public event for National Reconciliation Week each year.	27 May to 3 June, annually	Aboriginal Reconciliation Liaison Officer
	Register all National Reconciliation Week events on the Reconciliation Australia website.	May, annually	
	Support community based National Reconciliation Week events.		
	Encourage staff to participate in events to recognise and celebrate National Reconciliation Week.		
	Download Reconciliation Australia's National Reconciliation Week resources and circulate to staff.		
	Deliver at least one internal event for National Reconciliation Week each year.	June, annually	
	Promote all National Reconciliation Week events across Council.		
	Ensure the RAP Working Group participates in an external event to recognise and celebrate National Reconciliation Week.		



Action	Deliverable	Timeline to be achieved by	Responsibility
Further develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander Peoples, communities and organisations.	Meet with Traditional Owners and other relevant stakeholders at least twice per year. The purpose of the meetings will be to nurture and foster strong relationships and work together to raise cultural awareness and respect.	September/ March, annually	Manager, Diversity and Aged Services
	Develop and implement a Community Engagement Protocol to work with Aboriginal and Torres Strait Islander People living in Stonnington, and relevant stakeholders.	December 2018	Manager, Community Services
	Continue to work with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement with the Victorian Aboriginal Child Care Agency and identified stakeholders to support child safety principles and practices.	June 2019	
	Review engagement practises, and consult with Aboriginal and Torres Strait Islander families, children, young people and peak representative bodies, on issues that affect them, including child safety and cultural safety across Council services.		
Raise internal and external awareness of the RAP to promote reconciliation across community and business sectors.	Review Council's RAP induction and awareness raising program to ensure Aboriginal and Torres Strait Islander staff are engaged in its delivery and effectiveness.	August 2018	Aboriginal Reconciliation Liaison Officer
	Develop and implement a strategy to communicate the RAP to all internal and external stakeholders.		
	Promote and communicate the RAP to all internal and external stakeholders.	Sept 2018	Manager, Diversity and Aged Services
	Promote reconciliation through ongoing active engagement with all stakeholders, including the citizen's Reconciliation Stonnington group.	August/February, annually	Aboriginal Reconciliation Liaison Officer
	Continue to strengthen the RAP's visibility, and awareness about Council's commitments and events through social media and other media and communication platforms that Council uses.	May/July/Oct/ Feb, annually	Manager, Communications

Respect

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Council acknowledges Aboriginal and Torres Strait Islander Peoples as the First Peoples of Australia and that the inter-generational impacts of dispossession and colonisation continue to impact disadvantage today. Council is committed to building knowledge and understanding to address inequality, including barriers to participation in services and community life. Council believes that by building two-way, respectful communication between Council, community members' and stakeholders' recognition and respect will increase. Council understands this will require education about local and broader histories, Traditional Owners, the lands, waters and communities of today.

Action	Deliverable	Timeline to be achieved by	Responsibility
Celebrate and participate in significant Aboriginal and Torres Strait Islander events in NAIDOC Week.	Deliver a minimum of one internal NAIDOC Week event annually.	First full week of July, annually	Community Support and Diversity Coordinator
	Support community NAIDOC events.		Aboriginal Reconciliation Liaison Officer
	Encourage staff to participate in events to recognise and celebrate NAIDOC.		Aboriginal Reconciliation Liaison Officer
	Review organisational policies to identify and resolve barriers that may block staff from participating in NAIDOC Week.	December 2018	Manager People and Culture
	Encourage Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	June, annually	Aboriginal Reconciliation Liaison Officer
	Ensure all staff are aware of Community celebrations that are occurring during NAIDOC.	June/July, annually	
	Share information on Council's website of Community NAIDOC Week activities.	April/May/June/July, annually	
Promote and support local community NAIDOC initiatives by supporting schools and community groups to participate through education initiatives such as Koorie Kids art programs.		Manager, Community Services	
Engage employees in continuous cross cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy document.	March 2019	Manager, Diversity and Aged Services
	Through completing a needs analysis survey of our staff, we will identify the different cultural learning experiences that are needed.	January 2019	Manager People and Culture
	Deliver to all staff the opportunity to engage in a range of cultural learning experiences in different mediums including online, face to face opportunities and cultural immersion learning experiences at least once a year.	June 2019, annually	Community Support and Diversity Coordinator
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to meet cultural training needs.	January 2019	Community Support and Diversity Coordinator
	Provide opportunities for relevant Aboriginal and Torres Strait Islander individuals and Community organisations and key leadership staff, including RAP working group members and People and Culture leaders, to participate in cultural learning opportunities.	June 2019	Manager, Diversity and Aged Services
	Investigate a specific training module focused on promoting cultural safety for Aboriginal and Torres Strait Islander children and young People across Council services and programs.	April 2019	Manager, Community Services



Action	Deliverable	Timeline to be achieved by	Responsibility
Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as the Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning and understanding.	Review and update the organisation's protocols for the Welcome to Country and Acknowledgment of Country.	December 2018	Manager, Diversity and Aged Services
	Encourage Staff to include an Acknowledgement of Country at the commencement of all formal meetings.	September 2019	Manager, Governance and Corporate Support
	Maintain a list of key contacts for organising a Welcome to Country.	June 2019	
	Ensure that invitations are always offered to Traditional Owners to provide a Welcome to Country at citizenship ceremonies.	March/May/July/Sep/Nov/Jan, annually	
	Include the Acknowledgement of Country at the commencement of important internal and external meetings if a Welcome to Country is not delivered.	July 2018	
	At staff induction training for new employees, staff will be educated in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as the Welcome to Country and Acknowledgement of Country.	Feb/May/Aug/Oct, annually	
Improve usability of the curriculum materials produced as part of the 2009 History of Stonnington Project.	Update the publication format of the Indigenous History of Stonnington format from a paper based product to an interactive digital format. Ensure existing materials continue to be attractive to teachers and schools, however deliver a broader interactive history to the wider community using current digital technologies.	June 2020	Community Support and Diversity Coordinator
	Consult with key stakeholders to ensure the History of Stonnington documents are user and culturally sensitive.	January 2020	Aboriginal Reconciliation Liaison Officer
Support Early Childhood and Primary School educators to engage with relevant curriculum tools to use cultural and language immersion programs for children.	Build the capacity of teachers and schools committed to cultural education and language immersion and incursion programs by connecting Traditional Owners.	May 2019	Aboriginal Reconciliation Liaison Officer
	Encourage teacher capacity building and respectful learning environments for educators by promoting appropriate cultural teaching and learning resources available, e.g. Naragunnawali.	January 2019	
Develop a public places naming policy that acknowledges Aboriginal heritage of the City of Stonnington.	Develop, in conjunction with Traditional Owners, a public naming policy, including the consultation process with Traditional Owners for the use of Aboriginal and Torres Strait Islander languages and heritage information.	April 2020	Manager, Governance and Corporate Support

Opportunities

Council respects the rights of Aboriginal and Torres Strait Islander Peoples to self-determination, resulting in the best possible outcomes for individual, family and community life. Council will work to build opportunities for participation in education, economic activities, employment and services linked to our organisation. Council will actively seek ways to build our internal systems and processes so that cultural safety, increased access and inclusion are also achieved.

Action	Deliverable	Timeline to be achieved by	Responsibility
Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	Include advertising all employment vacancies in Aboriginal and Torres Strait Islander media.	December 2018	Manager People and Culture
	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.	January 2019	
	Collect information on current Aboriginal and Torres Strait Islander staff to inform future employment opportunities.		
	Review and implement Aboriginal and Torres Strait Islander Employment and Retention Strategy in Council's workforce planning strategies.	December 2019	
	Review People and Culture recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in the workplace.	June 2020	
	Continue to develop the internship trainee model and work experience to include opportunities for Aboriginal and Torres Strait Islander youth.	December 2018	



Action	Deliverable	Timeline to be achieved by	Responsibility
Investigate partnership opportunities to improve participation and retention of Aboriginal and Torres Strait Islander Young People in education.	Investigate a partnership with the Inner Eastern Local Learning and Employment Network, the Local Indigenous Network, and other relevant organisations to develop a tailored Work Experience Program for Aboriginal and Torres Strait Islander Young People at risk of disengaging from education.	December 2019	Manager, Community Services
	Investigate opportunities for Aboriginal and Torres Strait Islander Young People to participate in youth leadership programs.	December 2019	
Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within Council.	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2020	Manager, Diversity and Aged Services
	Develop and promote a list of Aboriginal and Torres Strait Islander businesses to staff that can be used to procure goods and services, including Traditional Owner organisations.	February 2019	
	Investigate Supply Nation membership for Council.		
	Develop opportunities for commercial relationships with any Aboriginal and Torres Strait Islander owned businesses in Stonnington.	April 2020	Economic Development and Tourism Coordinator
	Investigate the use of Council spaces, events and facilities to support Aboriginal enterprise activities where possible.	January 2020	
	Develop at least one commercial relationship with an Aboriginal and or Torres Strait Islander owned business.	December 2018	
	Create a Council policy, encouraging opportunities for joint ventures, partnerships, pro bono support with local Aboriginal and Torres Strait businesses.	September 2019	
Promote secondments as community capacity building opportunities with local organisations.		Manager, Community Services	

Governance, tracking progress and reporting

Action	Deliverable	Timeline to be achieved by	Responsibility
Report RAP achievements, challenges and learnings to Reconciliation Australia.	RAP Working Group to collect data for the RAP Impact Measurement Questionnaire.	July, annually	Manager, Diversity and Aged Services
	RAP Working Group to seek internal approval to submit the RAP Impact Measurement Questionnaire to Reconciliation Australia.	August, annually	
	Participate in Reconciliation Australia's RAP Barometer.	May 2020	
	Complete and submit the RAP impact Measurement Questionnaire to Reconciliation Australia.	September, annually	
Report RAP achievements, challenges and learnings internally and externally.	Deliver an annual report to the Advisory Group on the achievements, challenges and learnings of the past year.	August, annually	Manager, Diversity and Aged Services
	Publically report our RAP achievements through Council's Annual Report.	July, annually	
Review, refresh and update RAP beyond 2020.	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	October 2019	Aboriginal Reconciliation Liaison Officer
	Send draft RAP to Reconciliation Australia for review and feedback.	December 2019	
	Submit draft RAP to Reconciliation Australia for formal endorsement.	February 2020	

Contact details

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Acknowledgements

Boon Wurrung Foundation

Bunurong Land Council
(Aboriginal Corporation)

Wurundjeri Tribe Land Compensation
and Cultural Heritage Council

Urban South Local Aboriginal Network

Reconciliation Stonnington

Community members of Stonnington's
Aboriginal and Torres Strait Islander Community

Internal working group staff members
of City of Stonnington

Star Health

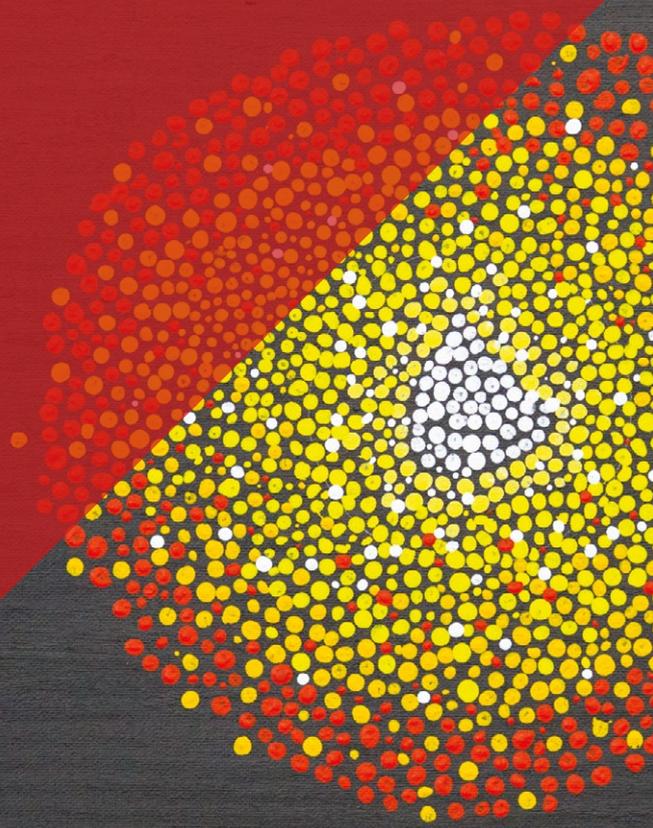
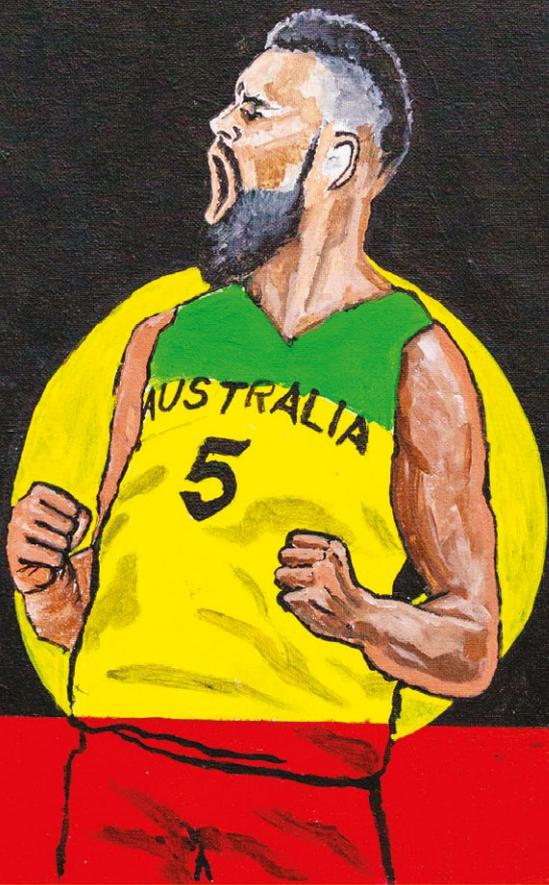
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Reconciliation Australia

Aboriginal Victoria



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