

CITY OF STONNINGTON

# Innovate Reconciliation Action Plan

February 2022 – February 2024





## Mayor's Message

On behalf of the City of Stonnington, I am delighted to present our Reconciliation Action Plan 2022-2024 (the RAP) and I acknowledge the Traditional Lands of the Wurundjeri Woi Wurrung and Bunurong peoples of the East Kulin Nations and pay my respect to their Elders past, present and emerging.

The RAP strengthens our commitment to reconciliation and outlines the pathway that we will take to establish a connected and inclusive community with Aboriginal and Torres Strait Islander peoples.

Stonnington has a rich indigenous history and, as a local government, we have a responsibility to provide services that benefit and enhance the lives of all members of the community.

Reconciliation is an ongoing journey and it requires commitment, action and accountability. The RAP builds on the foundations of previous strategies

and shows us where we need to improve as we continue along the path to reconciliation with our Traditional Custodians.

The RAP will ensure that we continue to provide diverse opportunities for the indigenous community — to promote and advocate for indigenous groups, provide inclusive opportunities for business and employment, and seek innovative methods that build and maintain a strong community where cultural awareness is respected.

I thank everyone that has contributed their voice in developing the RAP and feel very proud to present it to our community.

**Cr Jami Klisaris**

Mayor  
City of Stonnington

# Contents

Mayor's Message 2

CEO's Message 4

Reconciliation Australia Statement 5

Introduction 6

Statement of Commitment 6

Reconciliation Acknowledgement Statement 7

Our vision for Reconciliation 7

Our Business and Peoples & Our City 8

Our Rap & Our Rap Champions 9

Our Rap Journey 10

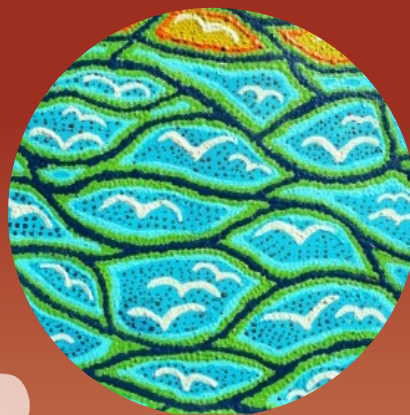
Relationships 12

Respect 14

Opportunities 16

Governance 18

Acknowledgments & Contact Details 19





## CEO's Message

As a community, we value our relationships with people from diverse backgrounds for all to live, work or study in Stonnington. I am proud to present the City of Stonnington's fourth Reconciliation Action Plan.

The City of Stonnington has a critical role to play in influencing and enacting change, both as an employer and as the provider of a vast range of community services. Our Reconciliation Action Plan 2022-2024 (the RAP) is our promise that we will work together with Aboriginal and Torres Strait Islander peoples to strengthen relationships and opportunities for all Stonnington residents.

The RAP demonstrates how we will continue to develop connections with First Nations peoples in our community and build on the four key areas of relationships, respect, opportunities and governance through 16 key actions. These actions, detailed in the RAP, cement Council's commitment to reconciliation.

The RAP has been developed in consultation with the Traditional Custodians, the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation and Bunurong Land Council Aboriginal Corporation. Consultation was also undertaken with the Boonwurrung Land and Sea Council and Reconciliation Stonnington, a local community group, the Stonnington RAP Advisory Committee and the RAP Working Group.

I thank everyone involved in the consultation, planning and drafting of the RAP who generously gave their time and voice in our continued journey towards reconciliation.

**Jacqui Weatherill**  
Chief Executive Officer  
City of Stonnington



# Reconciliation Australia Statement

Reconciliation Australia commends the City of Stonnington on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. City of Stonnington continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that City of Stonnington will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to City of Stonnington using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for City of Stonnington to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, City of Stonnington will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of City of Stonnington's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations City of Stonnington on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**

Chief Executive Officer  
Reconciliation Australia

# Introduction

This Reconciliation Action Plan (2022-2024) will provide leadership for our community as we continue our Reconciliation journey.

We have listened to the ambitions of our community and the aspirations of Traditional Owners, internal stakeholders and the lessons of our experience.

We will continue to advocate 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 February 2022 and February 2024.

# Statement of Commitment

The City of Stonnington acknowledges that the Wurundjeri Woi Wurrung and Bunurong peoples of the East Kulin Nations are the Traditional Custodians of this land who have strived to retain their identity and cultures through more than two hundred years of dispossession and colonisation.

We recognise and accept our 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.

We acknowledge 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. We respect the Wurundjeri Woi Wurrung and Bunurong peoples' special relationship to the land and recognise Aboriginal and Torres Strait Islander sacred sites and significant places. We extend that respect to all Aboriginal and Torres Strait Islander peoples, and we acknowledge their living connection to Country; a relationship with the land and all living things extending back tens of thousands of years.

Council recognises the valuable contributions to Victoria made by all the people of the East Kulin Nations and all Aboriginal and Torres Strait Islander peoples and will work together towards a future of mutual respect and harmony.



# Reconciliation Acknowledgement Statement

Council's Reconciliation Acknowledgement Statement is read at all Council meetings, Citizenship ceremonies, Mayoral and Civic receptions, and official occasions.

*We acknowledge we are meeting on the Traditional Lands of the Wurundjeri Woi Wurrung and Bunurong peoples of the East Kulin Nations and pay our respect to their Elders past, present and emerging.*

*We extend that respect to all Aboriginal and Torres Strait Islander peoples. We acknowledge their living connection to Country, relationship with the land and all living things extending back tens of thousands of years.*

# Our Vision for Reconciliation

Our vision for reconciliation is a united, equitable community where Aboriginal and Torres Strait Islander peoples' voices, experiences and ideas are heard and respected; and where there is deep understanding of the wrongs of the past and their impact.

In the context of City of Stonnington, this represents a healthy and cohesive community with equal opportunities to participate in community life and to access services and programs. Ours will be a welcoming, inclusive, and supportive city where truth telling strengthens relationships between Aboriginal and Torres Strait Islander peoples and all our other community members. As a workplace, the City of Stonnington is inclusive, culturally safe, diverse and vibrant.

Through our Innovate Reconciliation Action Plan, we will share a mutually beneficial pathway that will lead to a meaningful reconciliation journey with Aboriginal and Torres Strait Islander peoples and Traditional Owners. We endeavour 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 Peoples

As a local government, the City of Stonnington has a broad sphere of influence as an employer and as the provider of a diverse range of service.

The City of Stonnington owns and operates three primary sites (Malvern Corporate Office, Malvern Town Hall and Tooronga Depot) and over forty community facilities including aquatic centres, childcare centres, community centres, kindergartens, libraries, maternal child health centres and older persons centres.

The City of Stonnington delivers a broad range of programs and services to support the health and wellbeing of everyone who lives, works or visits Stonnington including:

- Services supporting people of all ages, abilities, cultures; economic backgrounds and orientations
- Management and maintenance of community infrastructure including libraries, pools, parks, gardens, sporting facilities, roads, drains and street lighting; general services such as waste collection, street cleaning and animal management
- Development and enforcement of local laws — building, planning, health and wellbeing
- Development and implementation of policies and strategies
- Land management including the preservation of natural features such as the Yarra River, parks, reserves and urban canopy.

The Council Plan (2021-2025) provides an overview of Council's key functions and legislative requirements centred around three strategic directions:

- A thriving and unique place
- An inclusive and healthy community
- A people centred and future ready city.

# Our City

The City of Stonnington is located in Melbourne's inner south-eastern suburbs, about three-to-thirteen kilometres from the Melbourne CBD. It was formed in June 1994 through the amalgamation of the Cities of Malvern and Prahran. Stonnington covers an area of 25.62 square kilometres and takes in the suburbs of Prahran, Windsor (part), South Yarra (part), Toorak, Armadale, Malvern, Malvern East, Kooyong, and Glen Iris (part).

Stonnington 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.

The forecast population of the municipality in 2021 was just over 123,000. The City of Stonnington has 988 employees, of which five are Aboriginal and/or Torres Strait Islander people.



# Our RAP

The City of Stonnington's Reconciliation Action Plan (the RAP) 2022–2024 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 RAP Champions

Internally, at the executive level the Stonnington RAP is championed by the CEO, Chief People Officer and the Director of Community and Wellbeing, and the Mayor at the Councillor level.

Stonnington has supported the RAP development and implementation through the establishment of a RAP Advisory Committee, and an Internal staff RAP Working Group.

The RAP Advisory Committee (SRAC) is chaired by the CEO and is comprised of the Director of Community and Wellbeing, Chief People Officer, Manager of Aged, Diversity and Community Planning, and the Aboriginal Reconciliation Officer. External members include a representative from the Traditional Owner groups (Wurundjeri Woi Wurrung and Bunurong) and local group, Reconciliation Stonnington. The Terms of Reference are focused on the provision of guidance and advocacy for the RAP objectives and implementation within Council, with community members, and relevant stakeholders such as the Victorian Government, neighbouring Councils, and peak bodies.

The RAP Working Group is comprised of the Aboriginal Liaison Officer and coordinators and team leaders from Economic Development and Place; Communications; People; Community Planning; Community Support; Middle years and Youth Service; Early Years; Maternal and Child Health; Library Services; Events, Arts and Culture; Sustainable Environment; Venues, and Care Services. A future action is to extend the RAP working group to include local Aboriginal representative/s.



# Our RAP Journey

In late 2020, Council commenced engagement to inform the development of the RAP 2022-24. Consultation was undertaken with Traditional Custodians, the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation and Bunurong Land Council. Consultation was also undertaken with the Boonwurrung Land and Sea Council and Reconciliation Stonnington (a local community group). Internally, consultation was undertaken with the members of the RAP Working Group and Diversity and Inclusion Working Group. Feedback gathered from the community engagement has informed the development of the RAP. The RAP implementation will be guided by the RAP Working Group with oversight by the Stonnington RAP Advisory Committee (SRAC).

**This Reconciliation Action Plan is built on the achievements of the previous RAP July 2018-December 2020 (Council's third RAP).**

**The achievements during this RAP included:**

- Annual Reconciliation week celebrations in partnership with Prahran Market.
- Celebrating NAIDOC week with events which included displaying two-storey banners on the outside of Malvern Town Hall featuring local artist, Christinaray Nadja Weetra art.
- Creative art workshops facilitated by local Aboriginal artist mentors Uncle Les Stanley and Christinaray Nadja Weetra at Prahran Community Learning Centre, Horace Petty Estate, Prahran High School and Windsor Primary School. The young peoples' artwork created went on to become the exhibition pieces for the NAIDOC art show at Chapel off Chapel.
- Cultural consultations held with Traditional Owners for the commission of public artwork/markers for the Yarra River Biodiversity Project.
- Completing cultural consultations as part of the masterplan project for Gardiners Creek Parkland.
- Smoking Ceremonies and Welcome to Country events held at the local Children's Hub to support children who identify as Aboriginal through daily programs, a collaboration with Council's Middle Years and Youth Services, Aboriginal service providers and the Working Together Network.
- The introduction of Aboriginal Heritage walks as part of Council's older person's program.
- Aboriginal and Torres Strait Islander cultural awareness training, including induction training for all new employees. Over 190 members of City of Stonnington staff received in-house cross-cultural training from the Victorian Aboriginal Community Services Limited (VACSAL).
- Cultural Awareness Training for all Aged Services staff by Boon Wurrung Foundation.
- Cultural Awareness training for the Statutory Planners' general staff meeting conducted by

Parbinarta Carolyn Briggs and Boonwurrung CEO Gerhan Steel.

- Providing all Stonnington's Early Years teaching staff with capacity building and respectful learning environments training to promote appropriate cultural teaching and learning resources at our early years' centres.
- Victorian Aboriginal Community Services Association Limited (VACSAL) cross-cultural safety training sessions for all Family and Children's Early Years educators and staff.
- Each of the Stonnington Childcare Centres presented with a collection of story books from Boonwurrung and Wurundjeri elders and authors as well as storybooks that tell a range of Aboriginal and Torres Strait Islander contemporary stories to support culture and truth telling history. Each of the book collections were wrapped in an originally designed painted calico book bag, painted by Christinaray Nadja Weetra.
- A collaboration with John Holland and Metro Tunnel RIA and support from Youth Services team saw two young people complete their Certificate in Rail Infrastructure and transition into full time work.
- Ongoing engagement of headline performers such as Casey Donovan, Christine Anu and Isaiah Firebrace for Council festival and cultural events including Carols at Como and the jazz festival. Glow Winter Lights Festival also featured Aboriginal and Torres Strait Islander Artwork installations.
- Celebrating Reconciliation Week 2020 with a heartfelt community Acknowledgement of Country video released on the City of Stonnington Facebook page, received over 2800 views.
- The development of two cultural walks connecting local community to Gardiners Creek hosted by Council's Environment Department. This included education on what the area means to Traditional Owners and how people can recognise and respect the area where they live. The walks included an ecology or biodiversity focus.
- Stonnington Libraries hosting a book chat at home featuring Aboriginal and Torres Strait Islander authors.
- Commissioning artist Fiona Foley to create the "Murnalong" (Boon Wurrung word for Bee) sculptures at Prahran Square.
- Welcome to Country and Smoking Ceremony delivered at the opening for Prahran Square by Gerhan Steel.
- Consultation with the Traditional Owners in Stonnington regarding a new Nature Play Program and handbook publication released in July 2020 as part of the Stonnington Sustainable Schools Program. The purpose of the program is to encourage kids to connect with nature across kindergartens in Stonnington.
- The Mayor presenting two local students from Stonnington Primary School and Toorak Primary School with an award from the Koorie Arts Project in December 2019.
- Youth Services initiating an Aboriginal and Torres Strait Islander Artist mentoring with young people to facilitate a street art project.

### **Actions to be carried forward and lessons learned include:**

- Enhance our internal process to be inclusive and further strengthen our commercial relationships with and support Aboriginal and Torres Strait Islander owned businesses in Stonnington.
- Initiate engagement with Aboriginal and Torres Strait Islander staff on employment strategies including professional development to increase workforce participation.
- Look for new ways to increase staff cultural competency and promote and advocate for Aboriginal and Torres Strait Islander communities.
- Develop a Public Places Naming Policy that acknowledges the Aboriginal heritage of the City of Stonnington.

# Relationships

The City of Stonnington recognises we can do more to build greater respectful connections with First Nations peoples within our community of stakeholders including Aboriginal and Torres Strait Islander peoples, community members, Traditional Owners, community-controlled organisations, and the Local Aboriginal Network (LAN) community. This will create opportunities for mutually beneficial relationships, strength, growth, and opportunity for all. We will strengthen these relationships through providing access and participation to council services, programs, events, and Council decision-making resulting in additional open positivity toward Aboriginal and Torres Strait Islander peoples and cultures.

## Focus area: An inclusive and healthy community

Action	Deliverable	Timeline	Person responsible
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet regularly with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Monthly from February 2022	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2022, 2023	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning
	Invite Aboriginal and Torres Strait Islander community members including Traditional Custodians to events to continue building relationships.	February, May, June, July and August 2022 January, February, May, June, July and August 2023, February 2024	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022 and 2023	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning Manager Communications and Engagement
	Encourage all RAP Working Group members to participate in external NRW events.	27 May-3 June 2022 and 2023	Chief People Officer Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning
	Encourage and support Councillors, Council staff and senior leaders to participate in external events to recognise and celebrate NRW every year.	27 May-3 June 2022 and 2023	CEO
	Organise at least one NRW event each year.	27 May-3 June 2022 and 2023	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning
	Register all National Reconciliation Week events on the Reconciliation Australia's NRW website.	May 2022 and 2023	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning

Action	Deliverable	Timeline	Person responsible
Promote reconciliation through our sphere of influence.	Implement strategies to engage our staff in reconciliation.	August 2022	Chief People Officer
	Promote and communicate our commitment to reconciliation internally and publicly.	May 2022 and 2023	Manager Communications and Engagement
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	August 2022 and 2023	Manager Communications and Engagement
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	August 2022	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning
	Promote the meaning of reconciliation, including Uluru Statement from the Heart, through City of Stonnington champions (Councillors, Council's Diversity and Inclusion Working Group and Executive Team).	July 2022	CEO Chief People Officer
	Display Aboriginal and Torres Strait Islander signage (e.g. window decals and/or artwork and/or language/stories/posters) at Council venues; and fly the flags at 311, Malvern Town Hall and Prahran Town Hall.	August 2022	Chief Governance Officer Manager Active Communities Coordinator Venues
	Meet with Aboriginal and Torres Strait Islander stakeholders quarterly and report to Council annually to endorse planned Australia Day activities that include respectful recognition of Aboriginal and Torres Strait Islander histories.	October 2022 and 2023	Aboriginal Liaison Officer Manager Aged, Diversity and Community Planning Chief Governance Officer Manager Events, Arts and Culture
	Celebrate Aboriginal Children's Day through story telling in collaboration with local early learning centres, primary schools and Aboriginal and Torres Strait Islander communities.	August 2022	Manager Community Services (Library, Early Years and Middle years and Youth Services)
Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April 2023	Diversity and Inclusion Specialist / Workplace Relations
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	April 2023	Diversity and Inclusion Specialist / Workplace Relations
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	June 2023	Diversity and Inclusion Specialist/Workplace Relations
	Educate senior leaders on the effects of racism.	July 2023	Chief of Staff Chief People Officer
Improve Aboriginal and Torres Strait Islander residents' access to information and services.	Communicate positive stories of Aboriginal and Torres Strait Islander employees, community members, local businesses and local events through City of Stonnington social media, internal communication and Indigenous channels.	November 2022	Manager Communications and Engagement, Manager Economic Development and Place
	Use culturally appropriate images and language to promote Council services and programs to Aboriginal and Torres Strait Islander residents.	July 2022	Manager Communications and Engagement

Council believes that respecting the histories, cultures, land, environment, and all the people that make up our community will lead to greater empowerment, equity, participation, encouragement, and confidence. Through respect we will build trust and awareness and augment our ability as a community to best deliver the story of our history and that of the land and people. Through a committed approach to building knowledge and understanding to address inequality, including barriers to participation in services and community life. Council believes that by effective communication between council, community members' and stakeholders', recognition and respect will become evident. 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. Our actions through the RAP aim to educate us without cleansing history, by focusing on truth telling.

## Focus area: An inclusive and healthy community

Action	Deliverable	Timeline	Person responsible
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	October 2022	Diversity and Inclusion Specialist Organisational Development Advisor
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	February 2022	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning Diversity and Inclusion Specialist
	Develop, implement, and communicate a cultural learning strategy for our staff.	April 2022	Diversity and Inclusion Specialist Organisational Development Advisor
	Provide opportunities for members of the RAP Working Group, HR managers and other key leadership staff to participate in formal and structured cultural learning.	October 2022	Diversity and Inclusion Specialist Organisational Development Advisor
	Embed cultural awareness training into Council's staff training program undertaken by all employees every two years.	July 2023	Diversity and Inclusion Specialist Organisational Development Advisor
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2022	Aboriginal Liaison Officer Diversity and Inclusion Specialist Manager Aged, Diversity & Community Planning Manager Communications and Engagement
	Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	August 2022	Chief Governance Officer
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	March, June, July and significant events 2022, 2023 and 2024	Chief Governance Officer Manager Events, Arts and Culture
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of meetings.	August 2022	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning Manager Communications and Engagement

Action	Deliverable	Timeline	Person responsible
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Include an Acknowledgement of Country or other appropriate protocols at the commencement of meetings.	August 2022	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning Manager Communications and Engagement
	Embed the significance of the Welcome to Country and Acknowledgement of Country into Council's induction and cultural awareness staff training program.	July 2022	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning Organisational Development Advisor
	Invite Traditional Owners to conduct a Welcome to Country at citizenship ceremonies and other significant events.	February 2022 ongoing	Chief Governance Officer Manager Events, Arts and Culture
	Include an Acknowledgement of Country statement with staff email signatures and key Council documents, publications, and website.	March 2022	Manager Communications and Engagement
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2022 and 2023	Coordinators from Community and Wellbeing, Planning and Place, Environment and Infrastructure and People
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	August 2022	Diversity and Inclusion Specialist Workplace Relations
	Promote and encourage participation in external NAIDOC events to all staff.	July 2022 July 2023	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning Manager Communications and Engagement
	Consult with Traditional Owners to develop and deliver a culturally sensitive program of NAIDOC week events including smoking ceremonies, guest speakers and traditional food.	May-June 2022 and 2023	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning
	Provide opportunities for Aboriginal and Torres Strait Islander staff to attend events, journey and story tell with their cultures and communities during NAIDOC Week and other significant cultural events.	July 2022 and 2023	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning Department Managers
	Invite Traditional Owner to conduct an annual Welcome to Country Ceremony for babies, children, and new families with local Aboriginal and Torres Strait Islander communities during NAIDOC or Children's Week.	July 2022	Manager Community Services Coordinator Maternal and Child Health
Promote and encourage the value of Aboriginal and Torres Strait Islander arts and cultures.	Acquire, commission or exhibit Aboriginal and Torres Strait Islander artwork and programming as part of Council's annual Visual Arts program.	July 2022	Manager Events, Arts and Culture
	Identify opportunities to include Aboriginal and Torres Strait Islander imagery in new Council-owned developments.	March 2022	Managers - Project Management and Delivery; Open Space and Environment; and Events, Arts and Culture
Promote truth telling by updating the Indigenous History of Stonnington documents.	Update the Indigenous History of Stonnington teacher and student curriculum resources.	July 2022	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning Manager Communications and Engagement
	Consult with Traditional Owners and apply for funding to undertake a review of the Indigenous History of Stonnington.	December 2022	Manager Community Services - Stonnington History Centre

# Opportunities

At Stonnington we are working to create opportunities for Aboriginal and Torres Strait Islander Peoples to increase participation in education, economic activities, employment and services linked to our organisation. We are actively building and adapting our internal systems and processes so that cultural safety, increased access and inclusion are also achieved. We respect the rights of Aboriginal and Torres Strait Islander Peoples to self-determination, resulting in the best possible outcomes for individual, family and community life.

## Focus area: A thriving and unique place

Action	Deliverable	Timeline	Person responsible
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2022, 2023	Chief People Officer
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy.	September 2022 and 2023	Diversity and Inclusion Specialist
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	August 2022	Talent Acquisition Lead
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	August 2022	Talent Acquisition Lead
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	August 2022, 2023	Talent Acquisition Lead Diversity and Inclusion Specialist
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	September 2022	Chief People Officer
	Engage an Aboriginal and Torres Strait Islander consultant to complete a cultural safety survey to identify any barriers to a safe and culturally appropriate workplace for Aboriginal and Torres Strait Islander peoples.	July 2022	Diversity and Inclusion Specialist
	Create a formal or informal support network for Aboriginal and Torres Strait Islander staff.	December 2022	Diversity and Inclusion Specialist Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning

Action	Deliverable	Timeline	Person responsible
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	December 2022	Manager Procurement
	Investigate ways council can lead other businesses to applying procurement of services and goods from Aboriginal and Torres Strait Islander owned businesses	May 2022	Manager Procurement Manager Economic Development & Place
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	January 2022	Manager Procurement
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2022, 2023	Manager Procurement
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	February 2023	Chief Executive Officer
	Continue to develop and deliver employment pathway opportunities for Aboriginal and Torres Strait Islanders to facilitate ongoing employment.	July 2022	Talent Acquisition Lead



Action	Deliverable	Timeline	Person responsible
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Established 2018	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning
	Establish and apply a Terms of Reference for the RWG.	July 2022	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning
	Meet at least four times per year to drive and monitor RAP implementation.	Bi-monthly commencing March 2022 and 2023	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Sep 2022 and 2023	Aboriginal Liaison Officer Manager Aged, Diversity and Community Planning
	Engage our senior leaders and other staff in the delivery of RAP commitments.	July 2022	Aboriginal Liaison Officer Manager Aged, Diversity and Community Planning
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	July 2022	Aboriginal Liaison Officer
	Appoint and maintain an internal RAP Champion from senior management.	July 2022	Director Community and Wellbeing
	Revise the Stonnington RAP Advisory Committee (SRAC) Terms of Reference membership (Councillor and Traditional Owners) and frequency of meetings.	August 2022	Manager Aged, Diversity and Community Planning
Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022 and 2023	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning
	Report RAP progress to all staff and senior leaders quarterly.	March 2022, 2023. June 2022, 2023, September 2022, 2023 and December 2022, 2023	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning Executive team (CEO and Directors - Community and Wellbeing, Planning and Place, Customer and Technology, Environment and Infrastructure)
	Publicly report our RAP achievements, challenges and learnings, annually.	September 2022, 2023	Manager Strategy & Performance
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	March 2022	Chief People Officer
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	December 2023	Aboriginal Liaison Officer Manager Aged, Diversity & Community Planning

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## Acknowledgements

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Blackbone Sistahood  
Reconciliation Stonnington  
Star Health

Members of Stonnington's Aboriginal and Torres Strait Islander community  
Urban South Local Aboriginal Network (LAN)  
Reconciliation Australia

Stonnington Reconciliation Advisory Committee  
Stonnington Reconciliation Action Plan Working Group  
Pictured Auntie Diane Kerr, Wurundjeri Woi Wurrung Elder

Pictured Page 7 Wurundjeri Woi Wurrung Dance Troupe (Nhanbu Togip)

## Artwork Acknowledgements

Christian Thompson - Banksia  
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