

DAREBIN ABORIGINAL ACTION PLAN

Respect – Recognition – Reconciliation

*A plan to strengthen our commitment and relationship with
the Darebin Aboriginal Community*



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1. Foreword

Darebin City Council is pleased to present its inaugural Darebin Aboriginal Action Plan 2012-2015.

The Darebin Aboriginal Action Plan has been developed to formalise Council's long standing commitment and relationship with the Darebin Aboriginal¹ community as articulated in Council's Statement of Commitment first adopted in 1988. This Commitment is further underpinned by the work of the Darebin Aboriginal Advisory Committee and the commitments set out in the Darebin Council Plan (2009-2013) and the Darebin Equity and Inclusion Policy (2012-2015).

Darebin Council recognises its responsibility in playing a leadership role in strengthening community participation, engagement and influence on Council matters as a fundamental democratic right for all of our community.

Developing this plan provides Council with the opportunity to formalise this commitment allowing us to map future direction, strengthening our partnerships and supporting a more just, inclusive and equitable society through a range of actions and commitments that respect principles of self-determination and community control. The plan will ensure we remain accountable and can continue to build on and learn from outcomes and achievements over the longer term.

This new Action Plan, is a blueprint for Darebin's future endeavours and aspirations and will be evaluated and reviewed in consultation with communities, Darebin's citizens and other stakeholders.

Darebin City Council is committed to supporting and valuing Aboriginal people's full and equal participation in community life as a priority in achieving an equitable and just society. The implementation of the Darebin Aboriginal Action Plan will help Council to achieve this goal.

On behalf of Council, I would like to thank all individuals and groups who have contributed to shaping the Darebin Aboriginal Action Plan which ushers in a renewed partnership approach between Darebin City Council and the Aboriginal Community it serves.

(Cr Tim Laurence Signature Required)
Mayor
City of Darebin

¹ Aboriginal People of Aboriginal and Torres Strait Islander descent, who identify as Aboriginal or Torres Strait Islander and are accepted as an Aboriginal or Torres Strait Islander person in the community in which they live, or have lived.

2. Acknowledgement of Traditional Owners

Darebin City Council acknowledges the Wurundjeri people as the traditional owners of the land and respects and recognises Aboriginal communities' values, living culture and practices, including their continuing spiritual connection to the land and their right to self-determination.

3. Darebin Aboriginal Advisory Committee

Darebin Aboriginal Advisory Committee is a formal advisory body to Darebin City Council. Its purpose is to provide strategic advice to Council and advocate on issues affecting Aboriginal communities to inform and improve Council decision making in relation to policy, program, and service delivery. The Darebin Aboriginal Advisory Committee objectives are to:

- Develop and maintain strong relationships between Council and the local Aboriginal community – so as to be a bridge between Council and the Aboriginal people of Darebin
- Inform Council program and policy development initiatives
- Advocate for an increase in the visibility of Aboriginal language, symbols and signs in Darebin to ensure a visible presence of Aboriginal culture in the municipality
- Increase the awareness of the contemporary and the traditional Aboriginal culture in Darebin
- Promote the benefits of increasing Aboriginal personnel at all levels of Council
- Advocate for improved access to Council services by Aboriginal people and the cultural relevance and appropriateness of all Council services, policies and programs
- Initiate, promote and monitor projects that assist Aboriginal people in Darebin

The Darebin Aboriginal Advisory Committee progresses these objectives through the Darebin Aboriginal Action Plan that is reviewed and monitored on an annual basis.

4. Introduction

The Darebin Aboriginal Action Plan formalises Council's long standing commitment and relationship with the Darebin Aboriginal² community as articulated in Council's Statement of Commitment (1998):

Darebin City Council recognises the past dispossession and the need to redress current disadvantages of Aborigines and Torres Strait Islanders. We acknowledge that present disadvantage stems from past injustice.

Darebin City Council is committed to building a future based on equity, respect, understanding and the elimination of the disadvantages Aboriginal and Torres Strait Islander people suffer.

Darebin City Council respects the diversity and distinctiveness of Aboriginal and Torres Strait Islander cultures. They provide Australia with a powerful and unique heritage. We recognise and accept our responsibility to promote and protect Aboriginal and Torres Strait Islander cultures, heritage, sacred and significant sites.

The Darebin area is now occupied by people from diverse ethnic, race and cultural backgrounds who share the Reconciliation Council's vision of a 'united Australia which respects this land of ours, values the Aboriginal and Torres Strait Islander heritage and provides justice and equity for all.'³

This Commitment is further underpinned within our Council Plan (2009-2013) that commits Council to develop programs and deliver services that are culturally appropriate to Aboriginal people in the municipality.

Darebin Council recognises that Local Government can and should play a key leadership role in strengthening community participation, and capacity to engagement and influence on Council matters.

The results have seen Darebin become a local government leader in the field with a range of outcomes:

- Welcome to Country ceremonies by first nation traditional owners
- Permanent flying of the Aboriginal flags
- Welcome to City markers acknowledging Wurundjeri as Traditional Owners and incorporating Aboriginal iconography

² Aboriginal People of Aboriginal and Torres Strait Islander descent, who identify as Aboriginal or Torres Strait Islander and are accepted as an Aboriginal or Torres Strait Islander person in the community in which they live, or have lived.

³ City of Darebin Statement of Commitment 1998. This Statement will be reviewed as part of the Action Plan to ensure currency.

- Statement of Commitment to Aboriginal People developed in 1998
- Partnerships with the Aboriginal community to develop the successful Koori Night Market (2006)
- Provision of Aboriginal Cultural Awareness Training for staff (ongoing)
Employment of Aboriginal people in Council including Aboriginal Policy Officer, HACC Aboriginal Liaison Officer and Aboriginal traineeships
- Creation of the Darebin Spiritual Healing Trails at Darebin Parklands in partnership with City of Banyule
- Recognition of, commitment to and participation in Reconciliation Week, NAIDOC Week and Sorry Day each year
- Hosting of a state-wide Indigenous Economic Summit (2007)
- Hosting of the bi-annual *Gumbri White Dove* Aboriginal Art Award

These actions have succeeded in raising awareness among council staff and Darebin community members and networks that issues of importance to Aboriginal people and communities including culture and heritage values are to be respected, recognised and celebrated. There is now a strong commitment by council and staff to improve their understanding of and commitment towards Aboriginal self-determination and a recognition that Aboriginal people and communities have a valuable contribution to make to the Darebin community overall.

5. Darebin Council

Darebin Equity and Inclusion Policy

The Darebin Aboriginal Action Plan is one of a suite of action plans cascading from the Darebin Equity and Inclusion Policy. The other related plans include the Darebin Human Rights Action Plan; Darebin Sexuality, Sex and Gender Diversity Action Plan; Darebin Women's Equity Strategy 2012-2015 (incorporating Preventing Violence Against Women Action and Gender Equity Action Plans) and the Darebin Multicultural Action Plan. These plans align with the six principles contained within the Equity and Inclusion Policy:

- **Social justice**
- **Accountability**
- **Participation**
- **Empowerment**
- **Human rights**
- **Diversity**

The Equity and Inclusion goals are:

1. To build an **organisation within Council** that is inclusive and reflective of Darebin's diverse communities
2. To build **services and programs** that is inclusive, responsive, accessible and equitable
3. To contribute to building inclusive and empowered Darebin **communities**

Darebin Council Plan 2009-2013

“We will work to support the right of Aboriginal people to fully and equally engage and participate in the life of the community”.

Community Health and Wellbeing Plan 2009-2013

Aboriginal health initiatives are included in the Community Health and Wellbeing Plan.

Darebin Community Safety Strategy 2012-2016

Aboriginal people are listed as a priority community in the strategy aimed at improving social inclusion and community participation, enhancing public safety and perceptions of safety and strengthening partnerships to increase community education and reduce the opportunity for crime, injury and violence.

Darebin Leisure Strategy 2010-2020

This ten year strategy includes a commitment to *“Continue to support the role of Aboriginal people in sport and leisure through the development of policy, facility design and programs.”* Actions include respect and responsibility programs and encouraging the involvement of Aboriginal people’s participation and using an Aboriginal lens to assess programs.

Darebin Active and Health Ageing Strategy 2011-2021, Year One Action Plan

A key action of this plan is to *“Improve the safety of older Aboriginal people in their homes by raising awareness of violence against women and elder abuse”.*

Darebin Anti-Racism Strategy 2012-2015

A key document informing the Darebin Aboriginal Action Plan is the Darebin Anti-Racism Strategy 2012-2015. This local strategy sets the vision for a racism-free Darebin, where our community’s diversity is valued, celebrated, respected, embraced and leveraged.

Informing the directions set out in the Anti-Racism Strategy was the Darebin Racism Inquiry which found, in keeping with previous studies at the national or state levels, that **those most likely to experience race-based discrimination** are:

- **Indigenous Australians** and;
- those from **culturally and linguistically diverse (CALD) communities**.

This is particularly true for:

- Aboriginal members of the community in Darebin;
- refugees or migrants from newly-arrived communities (notably from Africa).

For both these groups, the experience of race-based discrimination is constant and relentless racism: racism is part of everyday life.

The following principles, informed by Darebin citizens' views in the Racism Inquiry and reflecting their expectations, support the Anti-Racism Strategy and are applicable to the relevant actions set out in the Aboriginal Action Plan:

- Take a stand against racism and as a Council, promote zero tolerance towards racism
- Darebin City Council acknowledges the Wurundjeri people as the traditional owners of the land and respects and recognises Aboriginal communities' values, living culture and practices, including their continuing spiritual connection to the land and their right to self-determination
- Celebrate all of Darebin's diverse cultures; value diversity at all levels of the community and institutions and promote dialogue between different cultures through interculturalism
- Work from a human rights perspective
- Work in partnership with the community to address racism:
 - o Council should be accountable to the community and committed to tackling racism;
 - o anti-racism initiatives should be developed ideally within a collaborative approach (as defined in Council's Community Engagement Framework).
- Base all activities and initiatives on evidence and best practice, which implies keeping up-to-date with research and the growing evidence-base and reviewing our actions in that light
- Empower the community and build its capacity to respond to racism
- Recognise that "integration is a two-way street" and work with established communities to be more welcoming of new arrivals
- Build a Council reflective of its community diversity

As such, an integrated approach has been adopted across the Aboriginal Action Plan, Multicultural Action Plan and Human Rights Action plan to ensure coordinated responses of actions identified in the Anti-Racism Strategy.

6. Evaluation and Monitoring

Council will monitor and evaluate the Aboriginal Action Plan on an annual basis to measure short and longer term outcomes and impacts. This includes consulting and reporting back to the Aboriginal Community through the Darebin Aboriginal Advisory Committee. Further monitoring will be supported through Council annual reporting cycles across each department and annual reports required back to Council and the Aboriginal community. Darebin Equity and Inclusion Policy will also see reporting requirements which will include the Aboriginal Action Plan.

7. Darebin Aboriginal Action Plan 2012-2015

	Equity and Inclusion Goal 1: To build an organisation within Council that is inclusive and reflective of Darebin's Aboriginal communities				
	Objective: Encourage and support an organisational culture that respects, values and harnesses Aboriginal culture as an advantage				
Organisational action area: Organisational leadership					
No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
1.1	Employment and training: a) Explore and identify opportunities and strategies to increase employment outcomes of Aboriginal people b) Monitor the level of participation of Aboriginal employees in leadership and professional development opportunities provided by Council c) Demonstrate a commitment to achieving a workforce that reflects the Aboriginal community it serves d) Actively promote work experience opportunities for Aboriginal people and job seekers across the organisation by targeting local schools work experience coordinators and Aboriginal organisations e) Active participation of Aboriginal people in the Darebin Pathways to Employment Committee	Ongoing	People and Development	Community Planning, Partnerships and Performance	a) Aboriginal Employment Pathways Program developed b) Report on gaps and barriers to Aboriginal participation in leadership opportunities through a skills audit process c) Annual increase of Aboriginal participants in Darebin's work experience program and employment/training pathways d) Vacancies advertised in Aboriginal publications a minimum of three times each year e) Secondary colleges involved in work experience programs are supportive of Aboriginal students f) Aboriginal people are represented on the Darebin Pathways to Employment Committee

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
1.2	<p>Welcome to Country and Acknowledgement of traditional Owners are supported and widely recognised through different mediums across Council, including:</p> <ul style="list-style-type: none"> • Create and articulate protocols for a Welcome to Country and Acknowledgement Statement for Council ceremonies and civic receptions • Information accessible and promoted on the Council internet and intranet • All written protocol material is endorsed by the Wurundjeri Land Compensation and Tribal Council 	Ongoing	Communications and Marketing	Wurundjeri Land Council Community Planning, Partnerships and Performance	<p>Council has a formal relationship with the Wurundjeri Land Compensation and Tribal Council</p> <p>Welcome to Country and Acknowledgement to Country protocols and statements are in place</p> <p>The Council intranet and internet display this information.</p> <p>Wurundjeri Land Compensation and Tribal Council has endorsed all protocols and statements</p>
Organisational action area: Aboriginal cultural competency capabilities					
1.3	<p>a) Design and deliver a specific Darebin Aboriginal Cultural Awareness and Competency Training (ACACT) Program that has a focus on:</p> <ul style="list-style-type: none"> • Welcome to Country • Local Aboriginal culture, language and symbols • Aboriginal identity • Anti-Racism and discrimination • Aboriginal organisations, services and networks, including local Darebin context • History of local activism in contemporary settings • Aboriginal cultural competency, protocols and Aboriginal community engagement practices • Supports local tours of Aboriginal historical and contemporary places • Includes practical examples and workshops 	Ongoing	Community Planning, Partnerships and Performance	People and Development	<p>Darebin Aboriginal Cultural Awareness and Competency Training Program is developed and aligns with Diversity Capabilities Frameworks and endorsed by the Darebin Aboriginal Advisory Committee and Council</p> <p>Organisations/businesses are invited to design and deliver the training program to Council.</p> <p>Aboriginal community members are invited to participate where appropriate</p> <p>All new Darebin Council staff have participated in the Darebin ACACT Program with targeted programs for existing staff across Council</p>

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
	b) Develop ACACT audit tool and implement this tool to measure the implementation of cultural competency across Council				ACACT program is included in Councillor, corporate and staff induction programs. Audit Tool is developed and Council staff have completed the audit tool to assess cultural competency implementation
1.4	Encourage all Departments to apply ABS data and seek feedback from the Darebin Aboriginal Advisory Committee as part of service, program and/or policy reviews.	Ongoing	Community Planning, Partnerships and Performance	Darebin Aboriginal Advisory Committee	90% of service reviews refer to ABS data 2011 for baseline analysis. Evidence that Darebin Aboriginal Advisory Committee adequately consulted in organisational service reviews.
Organisational action area: Openness					
1.5	Report annually to Council on the progress of the implementation of the Aboriginal Action Plan	Annually	Community Planning, Partnerships and Performance	All Departments Darebin Aboriginal Advisory Committee	Annual Report to Council presented by Darebin Aboriginal Advisory Committee members
1.6	Progress actions set out under the Darebin Anti-Racism Strategy in coordination with internal and external stakeholders that sees an integrated, strategic approach across Council and community.	Ongoing	Community Planning, Partnerships and Performance	Anti-Racism Steering Committee Darebin Aboriginal Advisory Committee	Actions from the Anti-Racism Strategy are progressed
1.7	Work with the Darebin Aboriginal Advisory Committee to advocate and encourage greater representation of Aboriginal people on Advisory Committees and structures across Council to reflect and capture the views of Darebin's Aboriginal communities	Ongoing	Departments with Advisory Committee responsibilities	Community Planning, Partnerships and Performance	Audit of Advisory Committees completed by June 2013. Recommendations for actions made to each Department by August 2013

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
1.8	Information forums are held for Aboriginal residents interested in potential leadership opportunities (Council, Committees and working groups, etc.)	Annual	Community Planning, Partnerships and Performance	Darebin Aboriginal Advisory Committee	At least one information session is held each year for Aboriginal residents

	Equity and Inclusion Goal 2: To build services and programs that are inclusive, responsive, accessible and equitable				
	Objective: To design and deliver services and programs which are culturally relevant, appropriate and responsive to Darebin's Aboriginal communities				
No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
Service and program action area: Responsiveness					
2.1	Continue to highlight Council's commitment to respecting and reflecting Darebin's Aboriginal community in the next Council Plan 2014-2017	March 2013	Community Planning, Partnerships and Performance		Council's commitment to Aboriginal communities is clearly expressed in Council's Plan for 2014-2017
2.2	Maintain and support the Council partnership with Darebin's Aboriginal Advisory Committee	Ongoing	Community Planning, Partnerships and Performance	Executive Management Team/Councillor Representatives	Minimum of four meetings per year with active participation as evidenced in annual report
2.3	Promote Council's Statement of Commitment to Aboriginal communities	Ongoing	Community Planning, Partnerships and Performance	All Departments	Statement visible on Council website and Council buildings
2.4	Engage Aboriginal communities in developing innovative approaches that increase relevance and accessibility of Council services and programs	Ongoing	Community, Planning, Partnerships and Performance	All Departments	Minimum of 70% of Council community engagement plans demonstrate inclusion of Aboriginal residents in methodologies used

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
2.5	Implementation of the Business Development and Employment Strategy 2012-2015 is inclusive of Aboriginal community.	Ongoing	Business Development	Community Planning, Partnerships and Performance	Business Development and Employment Strategy is inclusive of Aboriginal community
Service and program action area: Cultural heritage					
2.6	Design and erect commemorative Wurundjeri acknowledgement plaques and signs on all Darebin Council buildings that acknowledge the Wurundjeri as the traditional owners of the land	June 2013	Community Planning, Partnerships and Performance	Wurundjeri Land Compensation and Tribal Council	Commemorative signs and plaques are completed and erected at agreed locations in Darebin The Wurundjeri Land Compensation and Tribal Council has been consulted with approval of signage
2.7	Continue to manage sites of Aboriginal significance across the municipality in coordination with the Darebin Aboriginal community, traditional owner groups and relevant authorities	Ongoing	Community Planning, Partnerships and Performance	Arts and Culture, Communications and Marketing Public Realm Infrastructure Maintenance Wurundjeri Land Compensation and Tribal Council	Aboriginal sites of significance are visibly promoted in Darebin
2.8	Seek Aboriginal community feedback around improving the visibility of the cultural heritage of local areas and in major infrastructure and open space development	Ongoing	Public Realm Unit	Community Planning, Partnerships and Performance, Darebin Aboriginal Advisory Committee	Aboriginal community appropriately engaged around works undertaken for open space and public realm

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
2.9	Progress development of a Stolen Generations Marker in Darebin	March 2013	Community Planning, Partnerships and Performance	Darebin Aboriginal Advisory Committee, Stolen Generations Marker Working Group Arts and Culture Victorian Aboriginal Community Services Association	Stolen Generations marker project completed and launched
2.10	Council is compliant with the Aboriginal Heritage Act 2006 in all Council planning and land management	Ongoing	Community Planning, Partnerships and Performance	Relevant Departments	Council is compliant with the Aboriginal Heritage Act 2006
2.11	Explore the inclusion of culturally appropriate images in all Darebin libraries	June 2013	Darebin Libraries	Community Planning, Partnerships and Performance Darebin Aboriginal Advisory Committee	All library outlets include Aboriginal signage/images
2.12	Include information on Aboriginal cultural protocols for all Customer Service Centres. Explore the use of contemporary and interpretative Aboriginal signage/images in all Customer Service Centres	June 2013	Community Planning, Partnerships and Performance		All customer service centres include Aboriginal signage/images

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
Service and program action area: Communications and marketing					
2.13	In coordination with Multicultural and Human Rights Action Plans, explore the potential to develop and implement an anti-racism public education campaign across Darebin that reflects the National <i>“Racism - it stops with me”</i> campaign	July 2013 July 2015	Community Planning, Partnerships and Performance	Communications and Marketing	Actions identified and feasibility for implementation examined
2.14	In coordination with Multicultural and Human Rights Action Plans, ensure that Councillor’s speeches, Council newsletters, Mayor’s Column and all communication material are used as opportunities to: <ul style="list-style-type: none"> • Highlight Council’s anti-racism stance • Educate the community about the impacts of racism <ul style="list-style-type: none"> • Build community capacity to respond to racism • Promote cultural diversity and the contributions of migrants to the Darebin community • Promote cultural diversity and the contributions of Aboriginal people to the Darebin community 	Ongoing	Community Planning, Partnerships and Performance	Communications and Marketing	Generic diversity statement for use across Council communications developed Mayor and Council speeches include reference to Darebin’s cultural diversity, the contribution that Aboriginal and migrant groups make to the Darebin community and messages around combating racism
2.15	Ensure that all Council publications (images and photographs) continue to reflect Darebin Aboriginal community and are regularly checked for currency	Ongoing	Communications and Marketing	All departments	Minimum of 80 cent of Council publications contain Aboriginal images that are current and culturally appropriate
2.16	Provide positive stories for inclusion in Darebin Community News about the Darebin Aboriginal community and related Council activities	July 2013	Community Planning, Partnerships and Performance	Communications and Marketing	Darebin Community News used to promote positive stories about the Darebin Aboriginal community
2.17	Monitor and contribute to Aboriginal specific news media including the Koori Mail, National Indigenous Times and Radio 3KnD	Ongoing	Community Planning, Partnerships and Performance	Communications and Marketing	Relevant Council areas aware of Aboriginal specific news media as a platform for information and engagement

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
2.18	Engage with local media to showcase positive stories around the contributions of Aboriginal communities in the local area	Ongoing	Community Planning, Partnerships and Performance	Communications and Marketing	Minimum of four media releases per year relevant to promoting positive Aboriginal stories
2.19	In coordination with the Multicultural Action Plan and the Human Rights Action Plan, engage with local and Aboriginal media to promote anti-racism messages	Ongoing	Community Planning, Partnerships and Performance	Communications and Marketing	Minimum of 4 media releases per annum containing positive intercultural messages promoting anti-racism
Service and program action area: Reconciliation					
2.20	a) Engage with Close the Gap policy directions and local reconciliation activities in order to articulate Council position and remain responsive to impacts at the local service, program and policy development levels	Ongoing	Community Planning, Partnerships and Performance	Darebin Aboriginal Advisory Committee Community Services	Council has a clearly articulated position in relation to Close the Gap and reconciliation Council participation in National Close the Gap Day
	b) In coordination with the Multicultural Action Plan, develop initiatives bringing together Darebin Aboriginal and wider community participants to explore relationships with family, community and each other's culture	Ongoing	Community Planning, Partnerships and Performance	Darebin Aboriginal Advisory Committee	Minimum of two activities per year involving Darebin Aboriginal and wider community participants.
	c) Invite Aboriginal Elders to Darebin community events and activities	Ongoing	Community Planning, Partnerships and Performance	Darebin Aboriginal Advisory Committee Across Council Departments	Aboriginal Elders invited to and participated in Darebin community events and activities

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
	d) Work with the Aborigines Advancement League, where requested to assist and support the development of the Aborigines Advancement League Sports Oval	2013	Leisure Services	Community Planning, Partnerships and Performance	Aborigines Advancement League and Darebin Council have a formal working agreement to improve outcomes for the work undertaken for the Aborigines Advancement League Sports Oval
Service and program action area: Research and development					
2.21	Develop a Darebin Aboriginal Population Profile based on the 2011 census	June 2013	Community Planning, Partnerships and Performance		Aboriginal community profile developed including thematic fact sheets
2.22	Develop evidence-based measures that provide Council with quantitative and qualitative data on program and service outcomes for Aboriginal communities	Ongoing	Community Planning, Partnerships and Performance		Data collected on Aboriginal status for: <ul style="list-style-type: none"> • Service reviews • Council surveys • Evaluation • Participation levels
2.23	Develop partnerships with universities to inform Council knowledge and activity around culturally responsive practice, emerging issues and needs of Aboriginal communities Scope joint research opportunities to inform Council work		Community Planning, Partnerships and Performance		Strengthened partnership with Universities Opportunities for research projects identified. Participation as project partner with Reconciliation Victoria and Monash University/Australian Research Council project

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
Service and program action area: Groups at risk of disadvantage					
Working with local service providers, community advisory committees and peak bodies to support Aboriginal communities identified as being particularly at risk of disadvantage and exclusion through the Equity and Inclusion Planning and Audit Tool					
2.24	Aboriginal people with disabilities				
	a) Enhance service provision and cultural safety to Aboriginal community members with a disability	Ongoing	Aged and Disability	Community Planning, Partnerships and Performance, Darebin Disability Advisory Committee	Continuation of the Aboriginal and Disability Working Group, facilitated by Metro Access. Aboriginal community and/or organisations represented on the Darebin's Disability Advisory Committee. Continued advocacy for culturally safe disability service
	b) Include actions targeting the Aboriginal community in Council's new Disability Access and Inclusion Plan 2013-2016	June 2013	Community Planning, Partnerships and Performance	Aged and Disability	Minimum of 5 actions targeting the Aboriginal community in Council's new Disability Access and Inclusion Plan 2013-2016
2.25	Aboriginal people at risk of homelessness				
	Develop strategies for addressing disadvantage for Aboriginal communities needing to access affordable, secure and safe housing including: <ul style="list-style-type: none"> social housing partnerships that contribute to innovative affordable housing models and contribute to maintaining Aboriginal cultural diversity within the municipality. This includes: 	June 2013	Community Planning, Partnerships and Performance	Strategic Planning	Darebin's social and affordable housing strategy incorporates specific actions relating to Aboriginal residents in housing stress Darebin's Integrated Housing Strategy refers to Aboriginal community housing needs

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
	<ul style="list-style-type: none"> Investigating potential to collect data disaggregated by Aboriginal population in homelessness figures in Darebin as well as hidden homelessness 				
2.26	Same sex attracted and gender diverse				
	a) Strengthen Aboriginal representation on Sexuality, Sex and Gender Diversity Advisory Committee	2013	Community Planning, Partnerships and Performance	Sexuality, Sex and Gender Diversity Advisory Committee	Aboriginal issues included on Same Sex Attracted Advisory Committee agenda Aboriginal representation achieved
	b) Support the implementation of action area 3.4. of the Sex, Sexuality and Gender Diversity Action Plan relevant to Aboriginal same sex attracted and sex and gender diverse communities	Ongoing	Community Planning, Partnerships and Performance	Sexuality, Sex and Gender Diversity Advisory Committee	Aboriginal community specific actions identified and incorporated in SSGDAP through annual reviews and updates
2.27	Economic participation				

	a) Support local partnership activities bringing together local business and Aboriginal communities to promote employment opportunities and benefits	Ongoing	Business Development Unit	Community Planning, Partnerships and Performance	Employment opportunities for Aboriginal people promoted through Darebin business networks
	b) Support social enterprise initiatives identified by Aboriginal communities	Ongoing	Business Development Unit	Community Planning, Partnerships and Performance	Community initiatives supported as identified
	c) Explore the potential to deliver the First Nations Foundation <i>My Moola</i> - financial literacy education program for Aboriginal communities	June 2013	Community Planning, Partnerships and Performance	Darebin Community Health	Minimum of one financial literacy program developed and delivered annually to a minimum of 15 participants

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
2.28	Aboriginal youth				
	a) Seek partnership opportunities to deliver training to local sports clubs around combating racism in sport	Ongoing	Leisure Services and Public Realm	Community, Planning, Partnerships and Performance Youth Services	Training is delivered to at least three major local sporting clubs in Darebin
	b) Develop and implement strategies for addressing disadvantage for Aboriginal youth in accessing sports and leisure programs as identified in the Darebin Aboriginal Sport and Recreation Needs Study	Ongoing	Leisure services	Community, Planning, Partnerships and Performance Youth Services	Darebin Leisure Strategy progressed with increased participation of Aboriginal youth in Darebin programs targeted
	c) Develop and implement strategies for addressing disadvantage for Aboriginal youth in accessing sports and leisure programs as identified in the Darebin Aboriginal Sport and Recreation Needs Study	Ongoing	Leisure services	Community, Planning, Partnerships and Performance Youth Services	Darebin Leisure Strategy progressed with increased participation of Aboriginal youth in targeted programs
	d) Seek partnerships that target Aboriginal young people around education and employment pathways	Ongoing	People and Development	Community, Planning, Partnerships and Performance Youth Services	Minimum of one partnership explored each year
	e) Provide opportunities for Aboriginal young people to have input into Council services and programs	Ongoing	Youth Services	Community, Planning, Partnerships and Performance	Representation of Aboriginal Youth on the Darebin Youth Advisory Committee Participation by Aboriginal Youth in the Annual Youth Forum Employment of an Aboriginal Youth Officer

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
	f) Explore, consider and clarify the role of Darebin Council in supporting and advocating for and with young Aboriginal people.	2013/2014	Community Planning, Partnerships and Performance	Darebin Aboriginal Advisory Committee, Victorian Aboriginal Legal Service, Koorie Courts, Darebin Police, Parole services, Neighbouring local governments, Department of Justice	Report to Council about the context, experience and alternatives for appropriate and significant responses at the local government level on ' <i>Freedom from racism for young Aboriginal people</i> ' New initiative project funding sought and funded for research and recommendations to Council
2.29	Aboriginal elderly				
	a) Develop inclusive marketing and communication tools for Aged and Disability Department that reflect Darebin's ageing communities	Ongoing	Aged and Disability	Communications and Marketing, external Aboriginal service providers	Design templates developed for consultation and feedback
	b) Implement Years 1 through 3 of the Darebin HACC Diversity Plan. This Plan aims to assist Aged and Disability services to respond to barriers that limit participation of Aboriginal communities in these services. The Plan also includes the lenses of: sexual and gender diversity; financial disadvantage; and homelessness and dementia that may also be relevant to the Aboriginal community.	Ongoing	Aged and Disability	HACC Aboriginal Liaison Officer (HALO) Committee, Community Planning, Partnerships and Performance HACC Clients	Annual review of initiatives under the HACC Diversity Plan demonstrate progress in Aged and Disability workforce planning, service access and equity, consultation and continuous service improvement.
	c) Review current Priority of Access Tool for Aged and Disability as recommended by Common Care Standards Review July 2012	Ongoing	Aged and Disability	Active Service Approach work groups, HALO Committee, Darebin Aboriginal Advisory Committee (DAAC)	Review identifies Aboriginality as a priority for access and is implemented in new tool.

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
	d) Continue development role on HALO Committee	Ongoing	Aged and Disability	Aborigines Advancement League, Victorian Aboriginal Health Service, City of Whittlesea, Hume City Council, Department of Health, Primary Care Partnership and Darebin Community Health	HALO Committee Terms of Reference - objectives are reviewed and measured annually
	e) Develop annual goals and objectives that form the HALO Work Plan for Darebin and Whittlesea. Current focus of HALO work plan includes: <ul style="list-style-type: none"> Engaging Aged and Disability Assessment staff about HALO issues, promotion of special events, cultural awareness training and orientation for new staff 	Annually	Aged and Disability	Victorian Committee for Aboriginal Aged Care and Disability	HALO work plan is reviewed and measured annually.
	f) Enhance community participation on Active and Healthy Ageing Community Advisory Board by recruiting participants from Aboriginal community	Ongoing	Aged and Disability		Knowledge about the Board and its role is available in Aboriginal communities. Nominations reflecting ageing Aboriginal communities to the Board are received. Board membership and direction are enhanced.

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
	g) Enhance annual Darebin Seniors Festival Calendar of events through partnership with Aboriginal Elders groups and service providers		Aged and Disability		Annual Darebin Seniors Festival is inclusive of Aboriginal community partners, links are forged between aims of the Festival and needs/interests of Aboriginal elders groups.
2.30	Responsible Gambling				
	Work with the Northern Indigenous Working Group on Responsible Gambling to deliver practical outcomes for Aboriginal community members	Ongoing	Community Planning, Partnerships and Performance	Northern Indigenous Working Group on Responsible Gambling; Gamblers Help Northern; North East Primary Care Partnership	Annual report provided to the Darebin Aboriginal Advisory Committee on status of problem gambling in the Aboriginal community
2.31	Women				
	a) Gender Equity: Seek to increase civic participation and representation by Aboriginal women on Council committees and other decision making structures by working to strengthen partnerships and relationships with community and Council	Ongoing	Community Planning, Partnerships and Performance	Northern Region Councils; Women's Health in the North: Darebin Domestic Violence Network; Darebin Women's Advisory Committee Darebin Aboriginal Advisory Committee	Increase of Aboriginal women participating in Council committees and leadership structures
	b) Support the reprint and distribution of the Aboriginal Family Violence Help Card	June 2014	Community Planning, Partnerships and Performance	Women's Health in the Northern Northern Region Councils	Card reviewed, reprinted and distributed

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
	c) Explore opportunities to partner with Elizabeth Hoffman House Aboriginal Women's Services	June 2013	Community Planning, Partnerships and Performance	Elizabeth Hoffman House	Outcomes reported to Darebin Aboriginal Advisory Committee by June 2013
2.32	Aboriginal health, wellbeing and social inclusion				
	a) Ensure Aboriginal health needs are identified and actions included in the Darebin Health and Wellbeing Plan 2013-2017	October 2013	Community Planning, Partnerships and Performance	Community Services	Emerging issues and needs identified and the new Community Health and Wellbeing Plan 2013-2017 Minimum of one supported initiative per year
	b) Meet with Darebin Aboriginal Advisory Committee annually to identify and explore local community safety issues within the Darebin Aboriginal community	Ongoing	Community Planning, Partnerships and Performance	Community Services	Emerging issues and needs identified and incorporated in annual action plan of the Community Safety Strategy Minimum of one supported initiative per year
	c) Continue to work with the North East Primary Care Partnership and the Department of Human Services Regional Close the Gap Committee to support Aboriginal health and wellbeing activities and programs that address health inequities	Ongoing	Community Planning, Partnerships and Performance	North East Primary Care Partnership and Department of Health CTG Committee	Council is involved in Regional Close the Gap and North East Primary Care Partnership initiatives relevant to Council business
	d) Encourage active participation by local Aboriginal people in the implementation of the Darebin Leisure Strategy	Ongoing	Leisure Services	Community Planning, Partnerships and Performance	Leisure opportunities identified by the Aboriginal community implemented

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
	e) Continue to support and engage with organisations that promote sport and recreation for Aboriginal people	Ongoing	Leisure Services	Community Planning, Partnerships and Performance	Aboriginal organisations are engaged with Leisure Services in programs and service provision
	f) Continue to seek support from the State Government and other funding bodies for sport and recreation facilities and programs targeting the Aboriginal community, particularly females and young people	Ongoing	Leisure Services	Community Planning, Partnerships and Performance	Funding is received to support Aboriginal people's participation in leisure services programs and activities
	g) Undertake an Aboriginal sport and recreation needs study for Aboriginal communities in Darebin	December 2013	Leisure Services	Community Planning, Partnerships and Performance	Needs study is completed with recommendations
2.33	Hard waste and rubbish collection				
	Identify issues and needs for Aboriginal residents in Darebin in relation to hard waste/rubbish collection services in order to develop Council response		City Works	Environmental and Natural Resources Community Planning, Partnerships and Performance	Council Special Needs Hard Rubbish pick up service applied in response to identified need

		Equity and Inclusion Goal 3: To contribute to building inclusive and empowered Darebin communities			
		Objective: To work with Darebin’s communities to harness the Aboriginal cultural heritage and diversity, promote intercultural relations and combat racism			
No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
Community action area: Engagement					
3.1	a) Develop and promote organisation wide Communication Guidelines that include Aboriginal cultural communication protocols and models b) Ensure Darebin Community Engagement Framework is promoted internally/externally with view of strengthening engagement and participation of Aboriginal community in Council decision making	June 2013	Community Planning, Partnerships and Performance	Communications and Marketing	New guidelines developed, published and promoted to all Departments Engagement with Aboriginal Community strengthened with evidence of participation and engagement in Council decision making by community
Community action area: Performance					
3.2	Promote and encourage increased engagement with Aboriginal communities	Ongoing	Community Planning, Partnerships and Performance		All EIPAT submissions provide explanation on rationale for including or excluding Aboriginal groups
3.3	Implement accessible feedback mechanisms that enable the community to contribute to organisational performance reporting against the Darebin Aboriginal Action Plan	Annual	Community Planning, Partnerships and Performance		Minimum of one meeting per year with Darebin Aboriginal Advisory Committee to report on the implementation of the Darebin Aboriginal Action Plan and seek feedback

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
Community action area: Community leadership and participation					
3.4	Pursue the notion of a 'Treaty' with the Wurundjeri Land Compensation and Tribal Land Council	December 2013	Community Planning, Partnerships and Performance		Four meetings a year are held with the Wurundjeri Land Compensation and Tribal Land Council to discuss the notion of a Treaty
3.5	Explore the development of a mentoring program for Aboriginal community members interested in pursuing civic leadership roles	December 2013	Community Planning, Partnerships and Performance		Program explored, costed and presented as new initiative bid for budget for 2014/2015 financial year
3.6	Continue to hold a range of activities across Darebin annually that bring together local businesses, service providers and community groups with a focus on celebrating Aboriginal culture and communities and promoting anti-racism in 2013 – including: <ul style="list-style-type: none"> • NAIDOC Week • Reconciliation Week • Aboriginal Children's Day • Cultural diversity week • Social inclusion week • Human Rights Day • International Peace day 	Relevant celebratory weeks and days	Community Planning, Partnerships and Performance	Arts and Culture, Communications and Marketing	Minimum of one event each year for each occasion with minimum of 40 participants.
3.7	Continue to promote the use of Darebin's Intercultural Centre as a space for Aboriginal cultural activity	Ongoing	Community Planning, Partnerships and Performance		Evaluation of first year of centre activities is completed

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
	a) Ensure an Aboriginal presence and cultural themes are incorporated throughout the Intercultural Centre	March 2013	Community Planning, Partnerships and Performance		Recommendations for improvement incorporated in Centre service plan for 2013/14. Increased participation in Centre by Aboriginal community groups
	b) Identify how the Aboriginal community can better access the Darebin Intercultural Centre	2013	Community Planning, Partnerships and Performance		Review of Aboriginal community participation in the Intercultural Centre is completed each year
Community action area: Collaboration					
3.8	Continue to support the role of Darebin Aboriginal Advisory Committee as a consultative body to Council for developing appropriate programs and services in order to meet the needs of Darebin's Aboriginal communities	Ongoing	Community Planning, Partnerships and Performance	Darebin Aboriginal Advisory Committee	Minimum of four meetings held per year of Darebin Aboriginal Advisory Committee with a strengthened partnership and outcomes. Support provided to Darebin Aboriginal Advisory Committee for capacity building
3.9	Explore partnerships with local schools to develop anti-racism / celebrating Aboriginal culture and diversity initiatives	Ongoing	Youth Services Community Planning, Partnerships and Performance	Darebin Public Education and Advocacy Committee	Minimum of one activity per year in partnership with a local school on addressing racism and celebrating diversity
Community action area: Strategic advocacy and sector development					
3.10	Monitor and respond to emerging issues and contribute to local, State and Federal policy and program directions that impact on local community	Ongoing	Community Planning, Partnerships and Performance	All Departments Darebin Aboriginal Advisory Committee	Minimum of one submission per year and/or advocacy on an issue affecting Aboriginal communities

No	Actions	Timeline	Key responsibility	Partnership opportunities	Measure
Community action area: Belonging					
3.11	In coordination with the Multicultural Action Plan and Human Rights Action Plan, run bi-annual community forums that enable discussion around incidents of racism and equip participants with skills to respond appropriately	2013 to 2015	Community Planning, Partnerships and Performance	Darebin Aboriginal Advisory Committee Darebin Anti-Racism Steering Committee	Minimum of two forums held annually on issues addressing racism in Darebin
3.12	In coordination with the Multicultural Action Plan. develop initiatives bringing together Darebin Aboriginal and wider community participants to explore relationships with family, community and each other's culture	Ongoing	Community Planning, Partnerships and Performance	Darebin Aboriginal Advisory Committee Darebin Anti-Racism Steering Committee	Minimum of two activities per year involving Darebin Aboriginal and wider community participants

APPENDIX 1: DEFINITIONS, KEY TERMS and CULTURAL CONSIDERATIONS

Aboriginal

The following definition, commonly known as '*The Commonwealth Definition*', was given in a High Court judgement in the case of *Commonwealth v Tasmania (1983) 46 ALR 625*.

'An Aboriginal or Torres Strait Islander is a person of Aboriginal or Torres Strait Islander descent who identifies as an Aboriginal or Torres Strait Islander and is accepted as such by the community in which he or she lives.'

There are three components to this definition:

- 1) descent;
- 2) self-identification; and
- 3) community acceptance.

In practice, it is not feasible to collect information on the community acceptance part of this definition in general purpose statistical and administrative collections and, therefore, standard questions on Indigenous status relate to descent and self-identification only.

For the purposes of this document the term 'Aboriginal' refers to people who identify as Aboriginal, Torres Strait Islander or both Aboriginal and Torres Strait Islander.

Aboriginal identity

- Refer to Section 4.2 for more information.
- Aboriginality cannot be judged by skin colour.
- The majority of Aboriginal people identify as such because it shows their connection to family, community and country.
- Many Aboriginal people have experienced discrimination and segregation, due to the past Stolen Generation policies. This has an impact on their perception of non-Aboriginal service providers. Many continue to experience discrimination. Some people will choose not to identify as Aboriginal to service providers until they gain their trust.
- Significant grief and loss is experienced in Aboriginal communities in Victoria. Attending funerals and the mourning period is considered a high priority for all community members.

Aboriginal family and community

- Aboriginal people are considered 'aged' from the age of 50 compared to age 70 for non-Aboriginal people. There is therefore no question about an Aboriginal person being assessed by an ACAS and being considered for Commonwealth funded aged care services from the age of 50.
- Elders are highly respected in the Aboriginal community.
- Not all older Aboriginal people are Elders. Many older Aboriginal people are referred to as Aunty or Uncle by the Aboriginal community. It is protocol to ask the person what they prefer to be called.
- Older Aboriginal people often have a range of community and family responsibilities and are often the main carers for their grandchildren and relatives children/grandchildren.
- Aboriginal families are often extended and complex and the 'person responsible' can change regularly.
- Aboriginal people may prefer to take time to discuss issues with others before making decisions, which needs to be considered in the development of care plans.
- Connection to family, community, land and place is important to the spiritual and emotional wellbeing of Aboriginal people.

Aboriginal communities

An 'Aboriginal community' is defined as a suburb or township in which Aboriginal people and their families reside. For example:

- Aboriginal people reside in many rural townships and in Melbourne metropolitan areas. In rural locations, Aboriginal people are often, but not always linked in with their local ACCO.
- There are significantly fewer ACCOs located in the Melbourne metropolitan area, however, a number of Aboriginal people residing in different suburbs access the medical and health services of the ACCO nearest to their place of residence.

Aboriginal population trends

Aboriginal specific data collected by the Australian Bureau of Statistics (ABS) in the 2006 Census indicated that:

- 52.9% of Victoria's Aboriginal population lived in rural areas
- 47.1% of Victoria's Aboriginal population lived within the Melbourne metropolitan area
- 37.0% of Victoria's Aboriginal population were aged 0 to 14 years in 2006

- 13.3% of the Victorian Aboriginal population were aged 50 years or more – 6.2% were Aboriginal males and 7.1% were Aboriginal females.

Cultural awareness

Cultural awareness means understanding cultural difference; cultural diversity and that cultural difference may necessitate a different approach to people of that other culture.

Aboriginal people are often, but not always, linked in with their local Aboriginal community controlled organisation (ACCO).

All staff, including management, should be provided with Aboriginal cultural awareness professional development. Some Aboriginal organisations can provide cultural awareness professional development.

Cultural respect

Cultural respect is attitudes and values that accept and promote the uniqueness, diversity and strengths of other cultures. HACC assessors should work with Aboriginal Liaison Officers (where available) to support the assessment process.

Cultural safety

Cultural safety is providing an environment which is welcoming and respectful of the other person's culture.

Cultural abuse

Cultural abuse is the actions and attitudes that ignore, denigrate or intentionally attack the culture of a person or community.

Self-determination

Self-determination is a key principle developing service responses and care plans with Aboriginal people. It is foundational for better outcomes for Aboriginal people, families and communities.

APPENDIX 2: RELATED POLICY FRAMEWORKS AND STRATEGIES

Federal

- Aboriginal Employment Strategy (2011-2015)
- Aboriginal Economic Development Strategy (2011 – 2018)
- Closing the Gap Policy (2008)

State

- Victorian Indigenous Affairs Framework, Department of Planning and Community Development (2010 -2013)
- Victorian Aboriginal Inclusion Framework, Department of Planning and Community Development (2011)
- Victorian Aboriginal Signatory Bodies and Department of Human Services Protocol, Department of Human Services (2006)
- Aboriginal Cultural Competency Framework, Department of Human Services (2008)
- Regional Close the Gap Plan, Department of Health
- Aboriginal Services Plan, Department of Human Services (Jan 2008 - Dec 2010)
- Integrated Health Promotion Evaluation Framework, Department of Health (2010 - 2012)
- *Balart Booron* –Victorian Government Plan for Aboriginal Children and Young People, (2010 – 2010), Department of Education and Early Childhood Development
- Working with Aboriginal Children and Families: A Guide for Child Protection and Child and Family Welfare Workers (2006), Victorian Aboriginal Child Care Agency
- Resistance and Renewal: Building and Supporting Community-led Partnership Initiatives Responding to Family Violence in Indigenous Communities in Victoria – Indigenous Law Centre (2008-2012?)
- *Moonda Wurrin Gree*, Pathways to a Better Economic Future – the report of the Victorian Aboriginal Economic Development Group (2010)
- *Toomnangi*, Indigenous Communities and Local government – a Victorian Study, Municipal Association of Victoria (2002)
- *Wurreker*, Indigenous Local Government Resource Guide – Municipal Association of Victoria (1998)
- Stolen generation Victoria Second Step: Engaging students with the Stolen generations (a resource for Victorian teachers), Stolen Generations Victoria
- Aboriginal Heritage Act 2006 and Aboriginal Heritage Regulations (2006)
- Social Procurement: A Guide for Victorian Local Government, Department of Planning and Community Development (2010)
- The Victorian Charter of Human Rights and Responsibilities (2008)

International

- The United Nations International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) (1965)
- The United Nations Declaration on the Rights of Indigenous Peoples (2007)