



**DAREBIN  
ABORIGINAL  
AND TORRES  
STRAIT ISLANDER  
ACTION PLAN  
2017-2021**



*City of*  
**DAREBIN**

**the place  
to live**

## STATEMENT OF COMMITMENT 2019

Twenty years on from Darebin Council's initial "Statement of Commitment to Aboriginal Australians" (1998), this updated Statement of Commitment renews, strengthens and formalises Council's long-standing commitment and relationship with the diverse Aboriginal<sup>1</sup> and Torres Strait Islander communities of Darebin.

1. Darebin City Council acknowledges the Wurundjeri Woi Wurrung people as the traditional owners and custodians of the land and waters we now call Darebin and affirms that Wurundjeri Woi Wurrung people have lived on this land for millennia, practising their customs and ceremonies of celebration, initiation and renewal. Council acknowledges that Elders past, present and emerging are central to the cohesion, intergenerational wellbeing and ongoing self-determination of Aboriginal communities. They have played and continue to play a pivotal role in maintaining and transmitting culture, history and language.
2. Council respects and recognises Aboriginal and Torres Strait Islander communities' values, living culture and practices, including their continuing spiritual connection to the land and waters and their right to self-determination. Council also recognises the diversity, including the diversity of views and opinions, within Aboriginal and Torres Strait Islander communities.
3. Aboriginal and Torres Strait Islander people and communities have had and continue to play a unique role in the life of the Darebin municipality. Council recognises and values this ongoing contribution and its significant value for our city and Australian society more broadly. Darebin is home to people from many of the 500+ clan groups that exist in Australia and is also home to Aboriginal and Torres Strait Islander peoples of many skin, moiety and language groups, genders, ages, abilities, sexualities and gender identities etc.
4. Council respects the human, cultural and spiritual rights of Aboriginal and Torres Strait Islander people and notably acknowledges their right to "enjoy their identity and culture, maintain and use their language, maintain their kinship ties and maintain their distinctive spiritual, material and economic relationship with the land and waters"<sup>2</sup>. Council also acknowledges the right of all Aboriginal and Torres Strait Islander people in Darebin to respect and equality and to live free from discrimination (first and foremost racism, but also sexism, ageism, ableism, homophobia, biphobia and transphobia...) and disadvantage.
5. Council acknowledges the powerful call contained in the Uluru Statement from the heart and its aspirations for justice, truth-telling, Makarrata (agreement-making) and a voice. Council hears this call and will continue to seek guidance from Traditional Owners and Aboriginal and Torres Strait Islander communities on, and respect their leadership towards, self-determination (as per the recommendations of United Nations Declaration on the rights of Indigenous people) and towards a fairer Australian society, and at our own, local level, a fairer Darebin.
6. Council acknowledges that Aboriginal people are Australia's first peoples and that January 26 marks the beginning of the British invasion of their lands. Aboriginal people never ceded sovereignty of the land and have continuously cared for their country for over 60,000 years as the world's oldest living culture. Theirs are rich and varied heritages and histories, both pre and post-invasion.
7. Council acknowledges that present disadvantage stems from past injustice, dispossession, oppression, colonisation, forced removal and the crime of genocide inflicted on Aboriginal and

---

<sup>1</sup> "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 she or he lives." Commonwealth Department of Aboriginal Affairs 1981.

<sup>2</sup> Section 19(2) of the *Victorian Charter of Human Rights and Responsibilities*.

Torres Strait Islander people of this country, the ongoing effects of which still affect Aboriginal and Torres Strait Islander people today. While devastating on the traditional life of Aboriginal nations, these have not diminished Aboriginal and Torres Strait Islander people's connection to country, culture or community, their resilience and their strength.

8. In partnership with Aboriginal and Torres Strait Islander people, communities and organisations, Darebin City Council is committed to working towards a future based on justice, respect, understanding and the elimination of disadvantages and barriers to equality, notably in health, education, housing and employment, in the spirit of the Close the Gap Statement of Intent 2008<sup>3</sup>.
9. Darebin is a significant gathering place for Aboriginal and Torres Strait Islander people and the homeland of a number of significant Aboriginal peak bodies, organisations and businesses. It has also been a site for significant events in post-contact history such as the 'signing' of the 'Batman Treaty'. Council acknowledges and values the opportunities this association brings for listening, learning, understanding and relationship-building and for genuine collaboration on issues of shared concern.
10. Council affirms the positive forward movement towards equality and equity, race relations, institutional integrity, historical acceptance through truth-telling and unity<sup>4</sup>. Council acknowledges its educational role and its responsibility to take deliberate action to ensure that the broader community more fully understands the experiences and stories of Aboriginal and Torres Strait people and the true account of our nation's history.

## **ACKNOWLEDGEMENT OF TRADITIONAL OWNERS AND ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITIES IN DAREBIN**

Darebin City Council acknowledges the Wurundjeri Woi-Wurrung people as the Traditional Owners and custodians of the land and waters we now call Darebin and pays respect to their Elders, past, present and emerging.

Council also pays respect to all other Aboriginal and Torres Strait Islander communities in Darebin.

Council recognises and pays tribute to the diverse culture, resilience and heritage of Aboriginal and Torres Strait Islander people.

We acknowledge the leadership of Aboriginal and Torres Strait communities and the right to self-determination in the spirit of mutual understanding and respect.

---

<sup>3</sup> With the aim of "closing the gap between Indigenous and non-Indigenous Australians on life expectancy, educational achievement and employment opportunities".

<sup>4</sup> Reconciliation Australia

## **1. DAREBIN ABORIGINAL ADVISORY COMMITTEE (DAAC) STATEMENT**

The Darebin Aboriginal Advisory Committee (DAAC) is a collective representation of Aboriginal and Torres Strait Islander men and women from the Darebin Aboriginal and Torres Strait Islander community with each member representing a significant Aboriginal and Torres Strait Islander or mainstream organisation.

The role of the DAAC is to bring the collective views and knowledge of both Aboriginal and Council representatives together to develop and implement key strategies and policies that will provide and account for sustainable equality, inclusion, human rights and health and wellbeing outcomes for Aboriginal and Torres Strait Islander people and their communities.

Both the DAAC and Council recognise the importance in working together to seek positive outcomes for Aboriginal and Torres Strait Islander men and women to ensure community feels respected, valued, and culturally safe and has opportunities on parity to all other peoples. The DAAC acknowledges that self-determination and equity are key determinants of positive health and wellbeing and are a basis that leads to a more harmonious, strong and dynamic Aboriginal and Torres Strait Islander community. Respecting the right to self-determination, DAAC has directly informed and guided the development of actions contained in the plan.

Darebin is the homeland of many significant Aboriginal organisations. Through their representation and involvement in DAAC (as well as through direct bilateral relationships), Council has a perfect opportunity to learn and share in the living history of both Traditional Owner groups and the many other Aboriginal and Torres Strait Islander groups and nations that have now settled in the municipality and neighbouring surrounds and contribute to the growing local economy of Darebin.

The DAAC recognises and acknowledges that there is strength in partnerships and therefore understands that this action plan is a partnership that must be tangible, challenging, long term, flexible and provide empowerment and leadership whilst delivering positive outcomes to the Aboriginal community of Darebin. This is the commitment that DAAC seeks from Council through this Action Plan and in all interactions and engagement.

## **2. ABORIGINAL DAREBIN**

The place now called Darebin has been inhabited by the Wurundjeri people for thousands of years prior to colonisation. In more recent times, the Darebin region is acknowledged as a heartland of Melbourne's Aboriginal and Torres Strait Islander Community. According to the 2016 Census, of the 47,788 people who identified as Aboriginal and Torres Strait Islander in Victoria, 1,165 (2.4%) are residing within the City of Darebin Local Government Authority (LGA), making it the second largest Aboriginal and Torres Strait Islander population of the 31 municipalities in the Greater Melbourne region. Darebin is also the homeland of many significant Aboriginal organisations.

Darebin City Council is proud of its strong and sustained commitment to, and ever-growing relationships with, local Aboriginal and Torres Strait Islander peoples, places and organisations. We're dependent upon them; our work with local Aboriginal and Torres Strait Islander communities could not happen without them.

For more information on Aboriginal and Torres Strait Islander communities and organisations in Darebin

go to: [www.darebin.vic.gov.au/aboriginaldarebin](http://www.darebin.vic.gov.au/aboriginaldarebin)

### 3. POLICY CONTEXT

The Aboriginal and Torres Strait Islander Action Plan stems directly from the *Council Plan 2017-2021* and aligns with a number of key Council policies, state legislation and commitments including:

#### Local level

Darebin Council Plan 2017-2021 and in particular Goal 5: We will lead on equity and recognise our diverse community as our greatest asset for solving future challenges

**5.1** We will ensure our services, facilities and programs benefit all, including our most vulnerable.

**5.2** We bring the ideas of our diverse community into our decision-making.

**5.3** We will be responsive and respectful to the current and emerging aspirations of Traditional Owners and Aboriginal and Torres Strait Islander communities in Darebin with the following actions:

- We respect Aboriginal and Torres Strait Islander history and culture and actively seek to commemorate, celebrate and honour it in our places, planning, activities and events
- We work with the 17 Aboriginal and Torres Strait Islander agencies based in Darebin to achieve the goals of the community through partnerships, collaboration and co-investment.
- We acknowledge and respect Traditional Owners and Aboriginal and Torres Strait Islander communities' leadership towards self-determination and treaty, and we will work with the Victorian Government process to ensure that becomes a reality.

Other strategic documents include the Darebin Health and Wellbeing Plan and the Darebin Equity, Inclusion and Human Rights Framework.

#### State level<sup>5</sup>

- Victorian Aboriginal Local Government Action Plan:  
<https://www.localgovernment.vic.gov.au/our-partnerships/aboriginal-local-government-action-plan>
- The Victorian Aboriginal Affairs Framework 2018-2023:  
<https://www.vic.gov.au/aboriginalvictoria/policy/victorian-aboriginal-affairs-framework/victorian-aboriginal-affairs-framework-2018-2023.html>
- Victorian Charter of Human Rights and Responsibilities (2006)  
Notably section 19(2) Aboriginal cultural rights, recognising that Aboriginal persons hold distinct cultural rights and must not be denied the right, with other members of their community to:
  - enjoy their identity and culture
  - maintain and use their language

---

<sup>5</sup> Consideration should also be given to relevant Federal and international laws and policies, e.g. Race Discrimination Act 1975, Close the gap Statement of Intent 2008, Native Title Act 1993, National Strategic Framework for Aboriginal and Torres Strait Islander Peoples' Mental Health and Social and Emotional Wellbeing 2017-2023; United Nations' Declaration on the rights of Indigenous People 2007

- maintain their kinship ties
- maintain their distinctive spiritual, material and economic relationship with the land and waters and other resources with which they have a connection under traditional laws and customs.
- Victorian Equal Opportunity Act 2010
- Aboriginal Heritage Act 2006 and Aboriginal Heritage Regulations 2018.

#### **Federal level**

- Closing the Gap Since 2008, Australian governments have worked together to deliver better health, education and employment outcomes for Aboriginal and Torres Strait Islander people, and to eliminate the gap between Indigenous and non-Indigenous Australians. <https://closingthegap.pmc.gov.au/>
- Statement from the Heart – 2017 Constitutional Convention [https://en.wikipedia.org/wiki/Uluru\\_Statement\\_from\\_the\\_Heart](https://en.wikipedia.org/wiki/Uluru_Statement_from_the_Heart)

#### **Broader level**

- United Nations Declaration on the Rights of Indigenous Peoples  
The Declaration on the Rights of Indigenous Peoples (the Declaration) affirms the minimum standards for the survival, dignity, security and well-being of Indigenous peoples worldwide and enshrines Indigenous peoples' right to be different.  
<https://www.humanrights.gov.au/publications/un-declaration-rights-indigenous-peoples-1>

## **4. AIM AND STRATEGIC GOALS**

This whole-of-Council Plan, devised in partnership with the Aboriginal and Torres Strait Islander community through the DAAC, is designed to help Council work together (collaboratively within Council and in partnership with the Aboriginal community) to support Aboriginal and Torres Strait Islander staff, individuals and community members across the City of Darebin. This is the responsibility of all Council staff, at all levels of the organisation.

#### **Through this Action Plan, we aim to:**

- Make considering equity, inclusion, human rights and wellbeing for Aboriginal and Torres Strait Islander people real and tangible for Council staff
- Use evidence to back up what Council does (and why)
- Create change in Council's work and work collaboratively across the organisation
- Be the best we can be as Council staff – and help our colleagues do the same.

To that end, the Plan draws inspiration from the Equity and Inclusion Policy 2012-2015<sup>6</sup> strategic goals:

1. To build an organisation that is inclusive and reflective of Darebin's diverse communities where social justice, accountability, participation and community engagement, human rights, diversity and wellbeing are core principles which inform all of our internal and external policies, practices and business.
2. To build services, programs, places and spaces that are inclusive, responsive, accessible and equitable and which respond to the diversity of needs, rights and priorities of our communities.
3. To contribute to building inclusive and empowered Darebin communities by facilitating equitable opportunities for all people to be heard, connected, respected and supported to participate in community life and in decisions important to their lives.

---

<sup>6</sup> The Equity and Inclusion Policy is currently under reviewed and updated

In practice, the Darebin and Torres Strait Islander Aboriginal Action Plan looks at the four priority areas of:

- 1- Respect and acknowledgement
- 2- Partnerships and collaboration
- 3- Self-determination and Treaty
- 4- Organisational Development

## 5. IMPLEMENTATION, MONITORING AND REVIEW

The Darebin Aboriginal and Torres Strait Islander Action Plan is a whole-of-Council plan that all Council staff have a responsibility for.

How to use this Plan (for Council staff)

1. Read the plan and familiarise yourself with actions and measures relating to your work. These actions have been developed in consultation with your area and in co-design with DAAC. They are commitments from Council to the Darebin Aboriginal and Torres Strait Islander community, directly stemming from Goal 5.3. of the Council Plan. There is an expectation that they will be implemented. If you need support, please contact the Equity and Diversity Unit, we're here to help.
2. Keep a record of your progress against actions.
3. Report on outcomes to the Equity and Diversity Coordinator

In regards to this Plan, DAAC has a key role to play in terms of:

- co-designing the plan, proposing ideas and providing input into the planning and development of actions,
- guiding implementation, through regular advice and engagement and participation in specific working groups as needed and considered relevant by DAAC,
- monitoring the implementation of the plan, notably through regular updates being provided at DAAC meetings and an annual progress report being presented to DAAC.

Please contact Equity and Diversity if you need more information or help using the Plan.

In the spirit of self-determination, design and implementation of the actions have been and will be guided by the Darebin Aboriginal Advisory Committee to which this plan is accountable (see section 2 DAAC statement). While endorsed for the duration of the Council term (currently 2017 to 2021), the plan will be reviewed (and updated as needed) annually in collaboration with DAAC, to ensure currency and flexibility in responding to emerging issues.

To ensure strong leadership in implementation, and reflecting the need for strong and consistent governance and accountability mechanisms, a high-level working group internal to Council will be established to drive the implementation of the plan in all its aspects (including those related to the Aboriginal Employment Strategy and Action Plan, given common and overlapping goals) and ensure commitments are upheld.

**Special thanks to the DAAC and all other Aboriginal and Torres Strait Islander peoples connected to the Darebin area. Council could not undertake this work without your advice, knowledge and guidance.**

## 6. ACTION PLAN 2017- 2021

### Priority Area One: Respect and Acknowledgement

We respect Aboriginal and Torres Strait Islander history and culture and actively seek to commemorate, celebrate and honour it in our places, planning, activities and events.

| Action   | Priority Community | Responsibility  | Measure and Timeframe  |
|--|--------------------|---|--|
| 1.1 Follow through on actions relating to Council's January 26 resolution including seeking opportunities in Council publications and on social media to acknowledge that January 26 marks the beginning of the British invasion of Aboriginal and Torres Strait Islander lands and oppression of the Aboriginal and Torres Strait Islander people, and is therefore not an appropriate date for an inclusive national celebration | Whole of community | <b>Equity and Diversity</b>   | January 2018 – ongoing.<br><br>Comprehensive and ongoing communications undertaken across a range of platforms regarding 26 January.   |
| 1.2. Host an inclusive and culturally-appropriate event on an agreed date in partnership with the Darebin Aboriginal Advisory Committee (DAAC) that recognises and celebrates the World's Oldest Living Culture.   | Whole of community | <b>Creative Culture and Events</b><br>Equity and Diversity,<br>DAAC | September 2019 annually<br><br>Event producer engaged to work with DAAC and Council on concept design and delivery.<br><br>Three planning meetings with DAAC.<br><br>New event hosted in 2019. |



1.3. Support the #changethedate campaign through Council's social media channels, and initiate an ongoing conversation, in partnership with the Darebin Aboriginal Advisory Committee, to build better understanding with the broader Darebin community of Australia's history and the Aboriginal and Torres Strait Islander community's story in relation to the significance and history of January 26.

This includes referring to January 26 merely as January 26 in all communications.

1.4. Engage Darebin's diverse community, including established and newly arrived communities, to raise community awareness and understanding about the meaning of January 26. Engage across range of platforms and ensure multilingual information is available in main language groups.

1.5. Advocate to the Federal Government to change the date in line with the resolution passed by the National General Assembly of Local Government in June 2017.

Whole of community

**Equity and Wellbeing**  
Communications and Engagement

2017 – ongoing All Darebin communications refer to January 26 as January 26.

Conduct a series of conversations via campaign messages integrated through engagement activities which include Human Rights conversations series, Treaty discussions and a range of engagement platforms such as events/launches and media posts.

Over 70% of Aboriginal and Torres Strait Islander events will reference January 26.

Whole of community

**Equity and Wellbeing**  
Communications and Engagement  
Darebin Intercultural Centre

2017 – ongoing.

January 26 communications distributed in a range of languages across print and online media.

Engagement with newly arrive and established multicultural and interfaith communities.

Aboriginal and Torres Strait Islander Community

**Equity and Wellbeing**

Jan 2018 ongoing.

Collective Jan 26 statement from Darebin Aboriginal and Torres Strait Islander community members sent to State and Federal members.

|  |                    |   |  |
|--|--------------------|---|--|
| 1.6. Seek opportunities to collaborate and partner with Yarra City Council and other relevant stakeholders to support each other's events, advocacy and education initiatives.         | January 26 Network | <b>Equity and Wellbeing</b><br>Communications<br>Creative Culture & Events<br>January 26 Network  | Jan 2018 ongoing.<br><br>Participate in network meetings and activities and share information accordingly.   |
| 1.7. Continue to recognise excellence and service in Darebin, renewed as the Darebin Community Awards, and to be awarded on a day other than January 26.                               | Whole of Community | <b>Creative Culture and Events</b><br>Communications<br>Equity and Diversity<br>DAAC  | Aug 2018 annually<br><br>Nominations of Aboriginal and Torres Strait Islander people for the new Darebin Community Awards promoted.<br><br>New Council awards held and achievements celebrated.<br><br>Internal and external News/media communications reflect and recognise recipients of awards. |
| 1.8 Complete the Story of Aboriginal and Torres Strait Islander Darebin Project.   | Whole of community | <b>Equity and Diversity,</b><br>Communications and Engagement,<br>Wurundjeri Land & Compensation<br>Cultural Heritage<br>Council<br>Corporation,<br>DAAC. | July 2018<br><br>Content and design completed with DACC input and approval.<br><br>Project completed, launched and promoted at appropriate time, such as during NAIDOC week or History Week Victoria. Traditional Owners and Aboriginal and Torres Strait Islander organisations invited.          |
| 1.9 Through delivery of program and partnership activities, engage with community to mark Aboriginal and Torres Strait calendar days and local dates of significance, provide learning | Whole of Community | Joint across Council including:<br>Equity and Diversity   | Through a range of platforms including events/education and advocacy the following days are acknowledged<br>- The National Apology, 13 Feb   |

opportunities for the Darebin community to experience Aboriginal and Torres Strait Islander history and culture and to explore Darebin's local Aboriginal history.

- |  |   |
|--|---|
| <p>Libraries<br/>Intercultural Centre<br/>Creative Culture and Events<br/>Community<br/>Empowerment and Engagement<br/>Darebin Aboriginal Advisory Committee</p> | <ul style="list-style-type: none"> <li>- Close the Gap Day, March 19</li> <li>- National Sorry Day, 26 May</li> <li>- Wurundjeri Week, 3 Aug – 9 Aug</li> <li>- National Reconciliation Week, 27 May – 2 June</li> <li>- NAIDOC Week, 1 July – 8 July</li> <li>- Darebin Aboriginal Community Awards</li> <li>- Commemoration and Dignity of the Victims of the Crime of Genocide and of the Prevention of this Crime - 9 December</li> </ul> |
|--|---|

All events successfully conducted.  
Collaborative approach to sharing events with internal departments including external community.

1.10 Explore opportunities for incorporation of Wurundjeri / Aboriginal values in the redevelopment of Bundoora Park as per the recommendations in the 'Increasing Recognition of the Wurundjeri People at Bundoora Park' report.

Whole of community

- |   |
|---|
| <p>Darebin Parks and Open Spaces</p> <p>Wurundjeri Tribe, Land and Compensation Cultural Heritage Council Corporation</p> |
|---|

2018 –ongoing.

Collaborative working relationship with the Wurundjeri Council around plans to increase the Wurundjeri presence at Bundoora Park recognising the significance of Bundoora Park to the Wurundjeri people.

Cultural overlay plan developed and completed.

Completion of identification of priority sites.

1.11 Continue to explore interest in managing and maintaining the Wurundjeri Gardens with a view to making them available as a place for community gatherings, events, and teaching and learning.

Whole of Community

- |  |
|--|
| <p><b>Darebin Parks and Open Spaces</b></p> <p>Wurundjeri Tribe, Land and Compensation Cultural Heritage Council Corporation</p> |
|--|

2018 - ongoing.

Plants, signage and official reopening of Wurundjeri garden completed.

Number of awareness tours undertaken of Wurundjeri garden.

|   |   |   |   |
|---|---|---|---|
| <p>1.12 Continue discussions around other projects ideas such as flying of Aboriginal and Torres Strait Islander flags at Bundoora park, the creation of a bush foods garden, creation of a gathering place, Wurundjeri heritage and song line trail tour and Wurundjeri trail walk, signage throughout the park, flags at the entrance and a museum space.</p> | <p>Whole of Community<br/><br/>Wurundjeri Tribe Land &amp; Compensation Cultural Heritage Council Corporation</p> | <p><b>Darebin Parks and Open Spaces</b><br/><br/>Equity and Diversity<br/><br/>Wurundjeri Land and Compensation Cultural Heritage Council Corporation</p> | <p>2018 – ongoing.<br/><br/>Completion of all projects.<br/><br/>Minimum 4 meeting per year between responsible parties.<br/><br/>Launch of cultural overlay of Bundoora Park Museum, Wurundjeri Garden and Dreaming Trail.<br/><br/>Aboriginal and Torres Strait Islander flags installed.</p> |
| <p>1.13 Promote and provide opportunities for essential professional development to educators and direct learning to students about Aboriginal and Torres Strait Islander history and culture across Darebin schools.</p>   | <p>Darebin schools</p>  | <p>Community Wellbeing</p>  | <p>Jan 2018 – ongoing.<br/><br/>Increase Darebin schools target to complete Darebin Spiritual Healing Trail cultural immersion.</p>   |
| <p>1.14. Continue to promote the Darebin Schools program and the use of the Darebin Spiritual Healing Trail, Darebin Parklands as a cultural immersion program.</p>   | <p>Darebin schools</p>  | <p>Community Wellbeing</p>  | <p>Increased take up of Aboriginal organisation in cultural re-immersion programs.<br/>75% schools complete spiritual healing trail cultural emersion.</p>  |
| <p>1.15 Organise a minimum of one professional development day in the calendar year for educators in Darebin with a focus on Aboriginal and Torres Strait Islander history and culture in Darebin.</p>  | <p>Darebin Educators</p>  | <p>Community Wellbeing</p>  | <p>Jan 2018 – ongoing.<br/><br/>Professional development sessions for Educators delivered.<br/><br/>80% school educators and Principals complete professional development</p>   |

|  |   |                      |   |
|--|---|----------------------|---|
| 1.16 Coordinate the annual Darebin Schools NAIDOC Yarning Conference with partners.  | Darebin school Principals Victorian Aboriginal Education Association Incorporated (VAEAI) | Community Wellbeing  | Jan 2018 – ongoing.<br><br>Student evaluation documented and presented to the DAAC, Darebin Education Committee and schools.<br><br>Schools willingness to act on the ideas identified by students as part of their evaluation.                                   |
|  | Department of Education Training  |                      |   |
| 1.17 Acknowledge and respect traditional owners and Aboriginal and Torres Strait Islander people in local meetings, activities and communication of the East Reservoir Neighbours for Change.                        | East Reservoir residents  | Community wellbeing  | Jan 2018 – ongoing<br><br>Acknowledgement To Country at commencement of every meeting<br><br>Signage and symbolism indicating Wurundjeri Tribe custodianship  |
| 1.18 Embed recognition and acknowledgement of Aboriginal and Torres Strait Islander people across Council's processes, procedures and policies as the foundational element for Council's social justice aspirations. | Whole of community<br><br>Council staff   | Equity and Diversity | July 2019 ongoing<br><br>Equity, Inclusion and Human Rights Framework (that articulates respect for, and acknowledgement of, traditional owners and Aboriginal and Torres Strait Islander people, as the basis for all of Council's social justice work) endorsed |
| 1.19 Rename Council meeting rooms in Woiwurrung language.  |   |                      | Identified Council rooms renamed in consultation with DAAC and Wurundjeri Council supported through a communications and engagement plan for internal and external audiences.   |

1.20 Develop cultural protocols to ensure consistent recognition and acknowledgement of traditional owners and Aboriginal and Torres Strait Islander people throughout Council's processes, procedures and policies.

Council staff  
Councillors  
Whole of community

Equity and Diversity

July 2019 ongoing

Cultural protocols endorsed and applied throughout the organisation

Training and education in provision of Acknowledgement to Country in spoken Woiwurrung language provided to Councillors, DAAC members, Executive and identified staff.

## Priority Area Two: Partnerships and Collaboration

We work with the 17 Aboriginal and Torres Strait Islander agencies based in Darebin to achieve the goals of the community through partnerships, collaboration and co-investment.

| Action   | Priority Community | Responsibility                    | Measure and Timeframe   |
|--|--------------------|-----------------------------------|---|
| 2.1 Broker and maintain relationships between Council officers, Aboriginal community, Aboriginal organisations and relevant services and agencies. | Whole of community | <b>Aboriginal Contact Officer</b> | <p>January 2018 – ongoing</p> <p>Collaborative partnerships brokered with Aboriginal organisations and Traditional Owner group</p> <p>Aboriginal community protocols developed and promoted</p> <p>Guidance, advice and support provided to staff</p> |

|   |  |                                   |   |
|---|--|-----------------------------------|---|
| 2.2 Maintain position as the known contact point for Council officers looking to initiate projects working with the local Aboriginal community and associated organisations.                                |  | <b>Aboriginal Contact Officer</b> | Guidance, advice and support provided to staff.   |
| 2.3 Organise bi-monthly Darebin Aboriginal Advisory Committee (DAAC) meetings, maintaining strong community membership and ensuring that relevant Council projects are brought to the group for discussion. | Darebin Aboriginal Advisory Committee                              | Aboriginal Contact Officer        | <p>January 2018 – ongoing.</p> <p>Minimum 4 DAAC meetings delivered.</p> <p>Meeting agenda, minutes, reports and updates to DAAC members provided.</p> <p>Representation of Aboriginal issues raised.</p>   |
| 2.4 Liaise and build strategic relations with representatives from the 17 Aboriginal and Torres Strait Islander agencies based in Darebin.  | Aboriginal and Torres Strait Islander organisations within Darebin | Whole of Council                  | <p>January 2018 – ongoing.</p> <p>Ensure representation and attendance at key Aboriginal organisation community meetings and events.</p> <p>Network and advocate at meetings between Council and Aboriginal community.</p> <p>Provide cross information via mailing list to 17 organisations.</p> |
| 2.5 Respond to emerging issues and opportunities within Council and within the local community.   | Equity & Diversity Aboriginal Community                            | Aboriginal Contact Officer        | <p>January 2018 – ongoing.</p> <p>Provide advice, guidance and referrals to Council and members of the Non-Aboriginal community.</p>  |

|  |  |                                  |  |
|--|--|----------------------------------|--|
| <p>2.6 Identify opportunities for continuous improvement in meeting the needs of all Aboriginal and Torres Strait Islander children aged 0 – 8 years and their families who live or play in the City of Darebin.</p> | <p>Aboriginal and Torres Strait Islander children and their families</p> | <p>Best Start Project Leader</p> | <p>January 2018 – ongoing.</p> <p>Darebin Best Start Aboriginal Reference Group facilitated by Council on a quarterly basis with the group working collaboratively to achieve the Best Start outcomes.</p> <p>Meetings supported through Department of Education and Training Best Start funding.</p> <p>Plan Do Study Act improvement cycles utilised to develop, test and measure practise changes to increase participation in Maternal and Child Health services, Supported Playgroups and kindergarten.</p> <p>Darebin Best Start Logic Model 2019 developed.</p> <p>Children engage and participate in early childhood education (kindergarten and supported playgroups).</p> <p>Children and families actively engage with MCH services, attending key ages and stages visitsDevelop the Darebin Best Start Logic Model 2019.</p> |
|--|--|----------------------------------|--|



|  |  |   |  |
|--|--|---|--|
| <p>2.7 Work with the Darebin Aboriginal Advisory Committee and Aboriginal and Torres Strait Islander agencies to promote the Solar Saver program to Aboriginal and Torres Strait residents, businesses and organisations in Darebin that increases access to the benefits of solar for Aboriginal groups, organisations and residents.</p> | <p>Aboriginal and Torres Strait Islander community members</p> | <p>Environment and Community Outcomes</p> | <p>January 2018 - ongoing</p> <p>Percentage of Aboriginal organisations in Darebin targeted for discussions about Solar Saver opportunities.</p> <p>Number of meetings with Aboriginal organisations about Solar Savers.</p> <p>100% take up of Aboriginal organisations approached applying for Solar Energy.</p> |
| <p>2.8 Continue to strengthen Council's partnership with VAHS Preventative Health Unit, in addressing the social determinants of Aboriginal health and wellbeing</p>   | <p>Darebin Primary Schools</p>                                 | <p>Community Wellbeing</p>                | <p>January 20189 ongoing</p> <p>Conduct launch of Deadly Dan resource.</p> <p>Number of schools and early years centre's implementing Deadly Dan resource.</p> <p>Continued collaboration and partnership with Victorian Aboriginal Health Service (VAHS).</p>   |

**Priority Area Three: Self-Determination and Treaty**

We acknowledge and respect Traditional Owners and Aboriginal and Torres Strait Islander communities' leadership towards self-determination and treaty, and we will work with the Victorian Government process to ensure that becomes a reality.

| Action  | Priority Community                            | Responsibility   | Measure and Timeframe   |
|---|---|--|---|
| 3.1 Listen, support and act on the advice of Traditional Owners and Aboriginal and Torres Strait Islander communities' leadership towards Treaty. | Aboriginal Community Traditional Owner Groups | Aboriginal Officer, Darebin<br>Aboriginal Advisory Committee | <p>January 2018 – ongoing</p> <p>Continue discussions with the Wurundjeri Council, the DAAC and the broader Aboriginal and Torres Strait Islander community to determine what role Darebin City Council should play in the push for Treaty.</p> <p>Monitor and report upon Treaty information updates monthly.</p> <p>Victorian Government /Aboriginal Victoria website monitoring.</p> <p>DAAC members to discuss and provide guidance and updates to Council.</p> |

## Priority Area Four: Organisational Development

We will build the confidence, capacity and responsiveness of Darebin City Council as an organisation to respond to need,

opportunity and challenges in the local Aboriginal and Torres Strait Islander community.

| Action   | Priority Community                                      | Responsibility  | Measure and Timeframe  |
|--|---|---|--|
| 4.1 Work towards being a local government Aboriginal employer of choice through the implementation of Darebin's Aboriginal and Torres Strait Islander Employment Strategy and Action Plan 2017-2027. | Aboriginal and Torres Strait Islander community members | <b>People and Development</b><br>Aboriginal Employment Officer<br>Equity and Wellbeing<br>Across Council Departments<br>DAAC<br>ES&AP Working Group | January 2018 – ongoing within existing resources.<br><br>Minimum 6 Aboriginal Employment Strategy working group meetings per year.<br><br>Reporting outcomes to DAAC.<br><br>Increase in Aboriginal and Torres Strait islander people employed at Council.<br><br>Number of EFT positions. |
| 4.2. Monitor implementation, identify challenges and seek solutions.   | Aboriginal and Torres Strait Islander community members | <b>Aboriginal Employment Officer</b><br>DAAC<br>ES&AP Working Group   | January 2018 – ongoing.<br><br>Work with managers to seek solutions.<br><br>Mentor and training provided.  |

4.3. Conduct annual review of the action plan and make adjustments (if necessary for the year to come).

Aboriginal and Torres Strait Islander community members

ES&AP Working Group Aboriginal Employment Officer  
DAAC  
ES&AP Working Group

September 2018.

Budget to reflect ability to recruit and employ Aboriginal and Torres Strait Islander people.

Financial viability with adjusted action plan.

Aboriginal and Torres Strait Islander employment targets implemented and met.

Increased resources for training and recruitment.

Targeted apprenticeships for Aboriginal and Torres Strait Islander women and men met.

Cover Artwork by Natasha Ellis-Corrigan, proud Jinabara/Bundjalung woman.  
Aboriginal artist from Jinabara Designs.

## CITY OF DAREBIN

274 Gower Street, Preston  
PO Box 91, Preston, Vic 3072  
T 8470 8888 F 8470 8877  
E [mailbox@darebin.vic.gov.au](mailto:mailbox@darebin.vic.gov.au)  
[darebin.vic.gov.au](http://darebin.vic.gov.au)



**National Relay Service**  
TTY dial 133 677 or  
**Speak & Listen** 1300 555 727  
or [iprelay.com.au](http://iprelay.com.au), then enter  
T 03 8470 8888



**Speak your language**  
T 8470 8470