

Melton City Council Reconciliation Action Plan Innovate 2018-2020

Melton City Council is committed to reconciliation and the advocacy of self-determination. To support the Aboriginal communities' right to protection of cultural identity, knowledge and self-management.

Reconciliation statement

"One Country, One People."

Communities and Melton City Council working hand in hand to bridge the gap in health, education and employment outcomes between Indigenous and non-Indigenous Australians. Irrelevant of colour, beliefs or choices we are all one.

Reconciliation Policy Principles

In response to the needs identified by Council, the Reconciliation Advisory Committee, Reconciliation Australia and the local community, Council will:

1. Support the Melton City Council Reconciliation Advisory Committee as an official advisory body and working group.
2. Participate in National Reconciliation Week and NAIDOC Week each year.
3. Deliver cultural awareness training and development opportunities to Council staff.
4. Recognise Aboriginal people's ongoing connection to place through Welcome to Country ceremonies or Acknowledgement of Country statements at large meetings and public events.
5. Promote and celebrate the Aboriginal history and heritage of the City of Melton.
6. Develop strategies and programs to recruit and retain Aboriginal employees within the organisation.
7. Work collaboratively with communities to support Aboriginal businesses within the municipality.
8. Support Aboriginal community groups capacity to design and run targeted programs, events and activities.
9. Participate in local and regional networks to facilitate positive outcomes for the community under closing the gap and other federal and state government initiatives.
10. Advocate for and with the local Aboriginal community to State and Federal Governments and service providers on community issues.
11. Support programs that lessen the incidence of out of home care for Aboriginal children.
12. Support initiatives that lessen Aboriginal over-representation in the justice system.
13. Support communities and Traditional Owners ability to connect to country for healing and economic opportunities.
14. Support people's right of choice to Treaty, Self-determination, Constitutional Recognition and/or Sovereignty.

Acknowledgement of Country

Melton City Council acknowledges First Nations peoples living and working in Melton. Council recognises the people of the Kulin Nations as the original custodians of the land now known as City of Melton. On behalf of the municipality, Council pays respect to their Elders, past, present and future.

Want to know more about Reconciliation in Melton?

Visit Council's website www.melton.vic.gov.au/reconciliation for more information on Reconciliation.

Call us on (03) 9747 7200 or email csu@melton.vic.gov.au for more information about this policy and how you can be involved in the planning and delivery of its actions.

Throughout this publication, the use of the word 'Aboriginal' refers to both Aboriginal and Torres Strait Islander peoples.

Melton City Council Reconciliation Roadmap 2018 - 2020

This roadmap shows Council's short, medium and long term goals to bring the Reconciliation Policy Principles into action.

Action Area		Short Term Goal	Medium Term Goal	Long Term Goal
		2018	2019	2020
<i>Theme 1: Relationships</i>				
1	Community Participation and Involvement	Reconciliation Advisory Committee supported to undertake at least one community consultation each year.		
2	Cultural Spaces	Support Aboriginal controlled agencies to establish permanent services from Melton. Work in partnership with Aboriginal Community Hub, with support from the Registered Aboriginal Parties, to help meet growing population needs.	Community Hub venue options to support expanding service delivery.	Leverage opportunities that will support a staff workforce at the Aboriginal Community Hub.
3	Working with Aboriginal communities	Meet with local Aboriginal organisations to develop guiding principles of engagement.	Explore an engagement framework on how to work with Aboriginal organisations and communities.	Exploration of an Aboriginal stakeholder engagement plan to inform Council policies, programs and projects.
4	Regional collaborations	Participate in the Western Region Local Government Reconciliation Network.		
		Council representative to attend Local Aboriginal Network meetings (Aboriginal Victoria) to better understand local community needs.		
		Participate in West Metro Regional Aboriginal Justice Advisory Committee meetings.		
<i>Theme 2: Respect</i>				
5	Public Awareness Raising	Cultural Awareness Training delivered to Council Advisory Committee representatives each year.		
		Information about the local Aboriginal community promoted each year.		
		Reconciliation and NAIDOC week celebrated each year. Promotion and planning of these activities working with Aboriginal community and Traditional Owners.		
6	Aboriginal Heritage	Work in conjunction with Registered Aboriginal Parties to develop an Aboriginal Heritage Strategy.	Aboriginal Heritage Strategy developed.	Aboriginal Heritage Strategy implemented.
7	Acknowledgement of Country protocols	Guidelines developed on Acknowledgement of Country for Council publications.		
		Staff encouraged to do Acknowledgement of Country before meetings and events.		
		Acknowledgement of Country done at all official Council events.		

Action Area		Short Term Goal	Medium Term Goal	Long Term Goal
		2018	2019	2020
<i>Theme 3: Opportunities</i>				
8	Culturally Responsive Environment	Increase staff participation in cultural awareness raising activities.		
		Melton Council Reconciliation Champions Group supported to raise awareness.		
		Aboriginal art and crafts promoted in Council's buildings and gallery spaces. Acknowledgement plaques in Libraries and Civic Centres.		
		Promote internal awareness on the RAP.	Identify departments that can implement RAP actions in their areas of responsibility.	Work with key departmental areas to develop the 2021-2023 RAP Stretch policy.
9	Aboriginal Recruitment and Retention in Council	Develop opportunities identified in Council's Aboriginal Recruitment and Retention Policy.		
10	Aboriginal Business Capacity	Work with Indigenous Business Australia around capacity development for local Aboriginal businesses.	Facilitate Aboriginal business development through consolidating partnerships, an example social procurement.	Develop and promote a list of local Aboriginal businesses throughout the municipality.
11	Access to Community Services	Directory of Aboriginal Community Services in the West promoted each year.		
12	Community Leadership	Support Aboriginal community through Council's free <i>Training Calendar, Community Leadership, Partnership and Grants Programs.</i>		Explore Indigenous-specific leadership opportunities as identified by the Advisory Committee and Aboriginal community.
13	Youth Development	Identify and engage with young Aboriginal people and Elders on local youth needs.		
14	Children and Families	Strengthen networks to improve access to culturally-appropriate services for Aboriginal families and children.		
		Facilitate collaboration across service sectors to increase cultural safety in service provision, working with the Early Years Partnership Committee and associated working groups.		
		Facilitate opportunities that build on relationships between Aboriginal community and mainstream children's and families support services.		
		Actively seek to engage Aboriginal families and children in Maternal and Child Health, Supported Playgroups and Kindergarten.		
		Collaborate with local partners in the Koolin Balit Babaneek Booboop Early Years project consortium to improve health and education outcomes for Aboriginal children.	Participate in the evaluation of the Koolin Balit Babaneek Booboop Early Years project.	Identify possible opportunities for future health and education program development from the Koolin Balit Babaneek Booboop Early Years project.
<i>Monitoring and Reporting</i>				
15	Reporting	Complete and submit Reconciliation Australia's annual Impact Measurement Questionnaire.		
		Report RAP progress to Reconciliation Advisory Committee.		