

13.9**Directorate****Director****Manager****Attachment(s)****Final Draft Brimbank City Council Innovate Reconciliation Action Plan 2024-2026**

Community Wellbeing

Lynley Dumble

Cheree Hunter

1. Final Draft Innovate Reconciliation Action Plan 2024-2026 [13.9.1 - 38 pages]
2. Draft Reconciliation Action Plan 2024-2026 Community Consultation Outcomes Report and Officer Response [13.9.2 - 24 pages]
3. Brimbank Aboriginal and Torres Strait Islander Reconciliation Action Plan Consultative Committee [13.9.3 - 8 pages]

Purpose

For Council to consider the Final Draft Innovate Reconciliation Action Plan 2024–2026, at **Attachment 1**, the Draft Innovate Reconciliation Action Plan 2024-2026 Community Consultation Report at **Attachment 2** and the Brimbank Aboriginal and Torres Strait Islander Consultative Committee revised Terms of Reference at **Attachment 3**.

Officer Recommendation**That Council:**

- a. **Adopts the Final Draft Innovative Reconciliation Action Plan 2024-2026 at Attachment 1 to this report.**
- b. **Notes the Community Consultation Outcomes Report at Attachment 2 of this report.**
- c. **Adopts the revised Terms of Reference for the Brimbank Aboriginal and Torres Strait Islander Consultative Committee, at Attachment 3.**

Background

At the Council meeting 12 December 2023, Council endorsed the Draft Reconciliation Action Plan 2024-2026 for four weeks of community consultation commencing in February 2024 and noted the Brimbank Aboriginal and Torres Strait Islander Consultative Committee Terms of Reference would be reviewed and updated to ensure they align with the Innovate Reconciliation Action Plan 2024–2026.

Brimbank's Reconciliation Action Plan (RAP) is a strategic document that outlines priority actions and deliverables expected under the Reconciliation Australia RAP Framework and those unique to Brimbank's Aboriginal and Torres Strait Islander community and Elders and Brimbank Council. The RAP guides how Council will work with local Aboriginal and Torres Strait Islander communities and Traditional Custodians.

The development and implementation of the RAP is linked to the [Brimbank Social Justice Charter](#) and the [Together We Are Brimbank Plan](#) which incorporates the Brimbank Community Vision 2040, the Council Plan 2021-2025, the Municipal Public Health and

Wellbeing Plan. These documents form the core of Council's approach to working with Aboriginal and Torres Strait Islander peoples into the future.

The Draft Innovate Reconciliation Action Plan 2024-2026 has been developed, reviewed, amended and endorsed by, Bunurong Land Council Aboriginal Corporation, Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation, Brimbank based Aboriginal and Torres Strait Islander community, Brimbank Aboriginal and Torres Strait Islander Consultative Committee.

The development of the Draft Innovate RAP 2024-2026 has been overseen by Council's internal Reconciliation Working Group who support, monitor and govern the implementation of the RAP. Membership of the Working Group includes two members who identify as Aboriginal and Torres Strait Islander people.

Matters for Consideration

The Country in which Brimbank is located is under the statutory care of its Traditional Custodians, the Bunurong Land Council Aboriginal Corporation to the south and Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation to the north of the municipality.

Aboriginal people have a deep and continuous connection to the land. It is a connection of more than 65,000 years. With thousands of years of history, Brimbank has a rich physical and cultural Aboriginal heritage.

Community Need

Brimbank's Reconciliation Action Plan confirms Council's commitment to deepening relationships with Traditional Custodians, Brimbank Aboriginal and Torres Strait Islander Consultative Committee and local Aboriginal and Torres Strait Islander people.

Analysis

The Innovate RAP focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, and developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

This is the second Innovate RAP for Council. The Innovate RAP runs for two years and outlines actions for achieving Council's vision for reconciliation. Innovate RAP commitments will allow Council to gain a deeper understanding of our sphere of influence and establish the best approach to advance reconciliation.

The Brimbank Aboriginal and Torres Strait Islander Reconciliation Action Plan Consultative Committee provides Council with knowledge and advice on Aboriginal and Torres Strait Islander issues and needs, the ongoing implementation of Council's Reconciliation Action Plan (RAP) and Council's Strategic Direction.

The Brimbank Aboriginal and Torres Strait Islander Consultative Committee Terms of Reference have been reviewed and updated to ensure they align with the Innovate Reconciliation Action Plan 2024-2026.

Implementation

The Innovate RAP will be implemented between 2024 and 2026.

Community Engagement

From 1 – 29 February 2024, Brimbank City Council sort community feedback on its draft Innovate Reconciliation Action Plan (RAP).

Community engagement activity included conversation with Traditional Custodians and members of the Brimbank Aboriginal and Torres Strait Islander Consultative Committee (BATSICC); a community yarn for Aboriginal and Torres Strait Islanders facilitated by an Aboriginal consultant and a survey on Council's online engagement platform. In addition, the Draft RAP, was provided to Reconciliation Australia for comment and in-principal approval.

The consultation opportunity was promoted via Council's communication channels, digital screens at libraries and community centres, e-flier distribution to over 19 community e-newsletter lists managed by staff, stakeholders such as Victoria University and western service agencies such as Victorian Aboriginal Childcare Agency (VACCA). Refer to **Attachment 2** for a response to community feedback.

Overall, there is strong support in the community for Councils reconciliation effort. While participation numbers for the workshop and online consultation were low with a total of 34 community participants the feedback received has been useful.

Traditional Custodians, Wurundjeri and Bunurong, BATSICC and Reconciliation Australia have congratulated Council on their ambition and have noted the inclusion of several deliverables that are unique to Brimbank.

The online survey hosted on Your Say, Brimbank received 27 submissions. A vast majority of participants (80% or 35/44 comments) understand reconciliation to be an opportunity to unite, acknowledge our past, demonstrate respect and bring about meaningful change for Aboriginal and Torres Strait Islanders. Most participants (59% or 16/27) agree or strongly agree with the actions and deliverables for 'Relationships', 'Respect' and 'Opportunities' and 'Governance' (65% or 17/26).

Members of the Reconciliation Working Group, an internal group comprised of over 17 Managers from across Council, have been instrumental in the development and review of the RAP. Managers have developed an implementation plan to ensure adequate resources and timelines.

Resource And Risk Implications

Resource requirements can be met within the Annual Budget 2024/2025 and 2025/2026.

Community: potential impact on community, including public trust and customer service impact

- Yes - Failure to endorse the Innovate RAP 2024-2026 for consultation will impact relationships with Traditional Custodians and Brimbank Aboriginal and Torres Strait Islander Consultative Committee and be at odds with Councils commitment to Reconciliation.

There are no Environmental, Financial, Regulatory and Safety implications.

Legislation/Council Plan/Policy Context

This report supports the Council Plan 2021-2025 strategic direction and objective of:

1. People and Community - A welcoming, safe and supported community - An inclusive place for all

- Wellbeing and Belonging - Responsive services that support mental and physical wellbeing

4. Leadership and Governance - A high performing organisation that enacts the vision and decisions of Council through the delivery of quality and innovative services - A fairer place for all

- Engaged and Responsive - Community insights are valued to enhance connection and engagement with Council.

This report complies with the Brimbank City Council Community Engagement Policy 2021 and the Brimbank City Council Social Justice Charter 2018.

Council officers contributing to the preparation and approval of this report, have no conflicts of interests to declare.

FINAL DRAFT

Innovate Reconciliation Action Plan

July 2024 – June 2026



Front cover artwork

Meeting Place, by Aunty Marjorie Jean Mason

Artists' description of the artwork

The centre circle is where the boss lady (Martha) sits.

The black lines are the pathways in and out of the circle.

The six circles are the advisory councillors and the half circles with the white dot are the tribe members sitting.

There are four females and two males in the advisory councillors.

The colours represent the four seasons and are the ochre colours.

About the artist

Aunty Jean Mason is an Aboriginal Elder and Member of the Brimbank Aboriginal and Torres Strait Islander Consultative Committee. She is a proud Bakandji woman from New South Wales. Aunty Jean grew up in Wilcannia on a mission and thanks to her mum she grew up with her culture and her language. Her mum took her and her eight siblings out to the bush and taught them about medicinal plants, what to eat and what to look for. Aunty Jean has lived in the Brimbank area for 30 years, and became involved with the community through her professional background working in community services. She is passionate about education and improving opportunities for the Aboriginal and Torres Strait Islander community to strengthen connections to culture and community. In 2024, Brimbank Council announced Aunty Jean as the Brimbank Citizen of the Year.

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Glossary

Item	Meaning
Traditional Custodians	Aboriginal people or nations who have the responsibilities in caring for their Country. Brimbank Traditional Custodians include: - Wurundjeri Woi-Wurrung Cultural Heritage Aboriginal Corporation - Bunurong Land Council Aboriginal Corporation
First Nations people	This term is interchangeably used throughout this document to refer to Aboriginal and Torres Strait Islander people
BCC	Brimbank City Council
WRLGRN	Western Regional Local Government Reconciliation Network
DHHS	Victorian Department of Health and Human Services. NOTE in 2021, this department was separated into two separate departments: - The Department of Health (DH) - Department of Families, Fairness and Housing (DFFH)
NAIDOC Week	National Aborigines and Islander Day Observance Committee Week
MOU	Memorandum of Understanding
BCCC	Brimbank Community and Civic Centre
RWG	Reconciliation Working Group (internal)

Acknowledgement

Brimbank City Council respectfully acknowledges and recognises the Wurundjeri and Bunurong people as the Traditional Custodians of the land and waterways on which the municipality sits and pays respect to their Elders past, present and future. For the Traditional Custodians the lands and waterways in the City of Brimbank have always been a significant trading and meeting place.

Council acknowledges and thanks Brimbank Aboriginal and Torres Strait Islander Elders and residents for their ongoing contribution to the diverse culture of our community and their contribution to the development of the Reconciliation Action Plan (RAP).

Brimbank City Council acknowledges that Aboriginal and Torres Strait Islander self-determination is a human right enshrined in the United Nations Declaration on the Rights of Indigenous People, and we are committed to working towards social, economic, and cultural equity for Brimbank Aboriginal and Torres Strait Islander people.

1. Our Reconciliation Vision

Brimbank acknowledges our history and embraces our future with our support for reconciliation.

We are a diverse municipality, and the rich history and culture of our Traditional Custodians is woven throughout Brimbank.

Our vision for reconciliation is a municipality that embraces unity between Aboriginal and Torres Strait Islander people and other Australians.

In the context of our organisation, this represents:

- relationships with Traditional Custodians that are built on trust and respect
- historical acceptance of our shared history and removal of negative race relations
- reflection, celebration and promotion of Aboriginal and Torres Strait Islander culture, history, stories and connection to country in our work and places and spaces we manage
- staff with cultural understanding and competency
- equal opportunity, access and participation in Council services, programs and activities for Aboriginal and Torres Strait Islander people
- an inclusive and diverse workplace that is not just culturally safe, but culturally rich and proud
- flexible ways of working that acknowledge the needs and aspirations of Aboriginal and Torres Strait Islander people.

We acknowledge we are on a journey of learning, and we continue to work actively in partnership with the Traditional Custodians of the land on which we live and work.

Brimbank has the chance to be a voice for generations, taking responsibility by advocating and creating a better future for Aboriginal and Torres Strait Islander people and our community.

2. Mayor's message

I am proud to introduce Brimbank City Council's second Innovate Reconciliation Action Plan 2024 - 2026 (RAP), which supports and reaffirms our vision for reconciliation, and embraces unity and respect between Aboriginal and Torres Strait Islander people and the wider Australian community.

The RAP was developed in consultation with the Brimbank's Traditional Custodians, the Wurundjeri Woi-Wurrung Cultural Heritage Aboriginal Corporation and Bunurong Land Council Aboriginal Corporation, the Brimbank Aboriginal and Torres Strait Islander Consultative Committee, local Aboriginal and Torres Strait Islander people, Council staff, and the wider Brimbank community.

We began our reconciliation journey over 16 years ago and built a foundation for reconciliation through:

- Extending an apology to the Stolen Generations in February 2008
- Signing the Reconciliation Statement of Commitment with the Wurundjeri Tribe Land and Compensation Cultural Heritage Council in May 2012
- Establishing a Brimbank Aboriginal and Torres Strait Islander Consultative Committee to guide Council in the development and implementation of the RAP in 2014
- Adopting our Aboriginal Cultural Heritage Strategy in 2018
- Adopting three Reconciliation Action Plans in 2013, 2019 and now in 2024
- Supporting the local Aboriginal and Torres Strait Islander community to establish Coinda, a local Brimbank based Aboriginal Centre in 2023
- Establishing and maintaining relationships with the Traditional Custodians, Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation and Bunurong Land Council Aboriginal Corporation.

We remain committed to ensuring the history, culture and achievements of Aboriginal and Torres Strait Islander people are celebrated throughout our city.

We acknowledge we are on a journey of listening and learning, and we continue to work actively in partnership with the Traditional Custodians of our land, as well as Aboriginal and Torres Strait Islander people who make Brimbank their home.

The RAP is aspirational, and paves the way for greater respect, inclusion and equity for Aboriginal and Torres Strait Islander people in our community. Our vision is to create opportunities, and ensure accessible services for the local Aboriginal and Torres Strait Islander community.

On behalf of Council, I would like to thank everyone who has contributed to the development of our Reconciliation Action Plan.

Cr Ranka Rasic

Mayor, Brimbank City Council

3. Message from the CEO

At Brimbank City Council, we recognise the profound importance of acknowledging our shared history with the Traditional Custodians of Brimbank, the Wurundjeri Woi-Wurrung Cultural Heritage Aboriginal Corporation and Bunurong Land Council Aboriginal Corporation, and embracing a future built on unity and partnership. This Reconciliation Action Plan (RAP) stands as a testament to our ongoing dedication to these ideals.

This is our second RAP at the Innovate level as we have some unfinished business. In the following pages, we invite you to join us on a journey that embodies our commitment to reconciliation, respect, and understanding.

Developed in close collaboration with Traditional Custodians, the Brimbank Aboriginal and Torres Strait Islander Consultative Committee, staff, and the broader Brimbank community, our RAP reflects our collective aspirations.

As part of our reconciliation journey, Council supported a First Nations Voice to Parliament as part of the 2023 Referendum. We remain committed to inclusive decision making, truth telling about Australia's history, self-determination and treaty for Aboriginal and Torres Strait Islander people.

Brimbank is a place of diverse cultures, languages, and histories, and within this tapestry, we find strength. This RAP is a declaration of our intention to continually strengthen our relationships, deepen our respect, and create opportunities that benefit all members of our community.

This publication is more than just words on paper; it's a representation of our shared journey toward a more inclusive and understanding future. As we turn these pages, let's be reminded that reconciliation is a continuous process, one that requires ongoing commitment and collaboration.

Thank you for joining us on this path of progress, compassion, and unity.

Fiona Blair

CEO, Brimbank City Council

Walking Together. Acknowledging our History. Embracing our Future.

4. Our rich Aboriginal heritage

Aboriginal people have a deep and continuous connection to the land now called Victoria.

It is a connection of more than 65,000 years. With thousands of years of history, Brimbank has a rich physical and cultural Aboriginal heritage.

The Country in which Brimbank is located is under the statutory care of its Traditional Custodians, the Bunurong Land Council Aboriginal Corporation to the south and Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation to the north of the municipality.

For the Traditional Custodians, the lands in the City of Brimbank have always been a significant trading and meeting place.

More than 200 years ago, European settlement in Brimbank impacted Aboriginal people by decimating land and communities and displacing families.

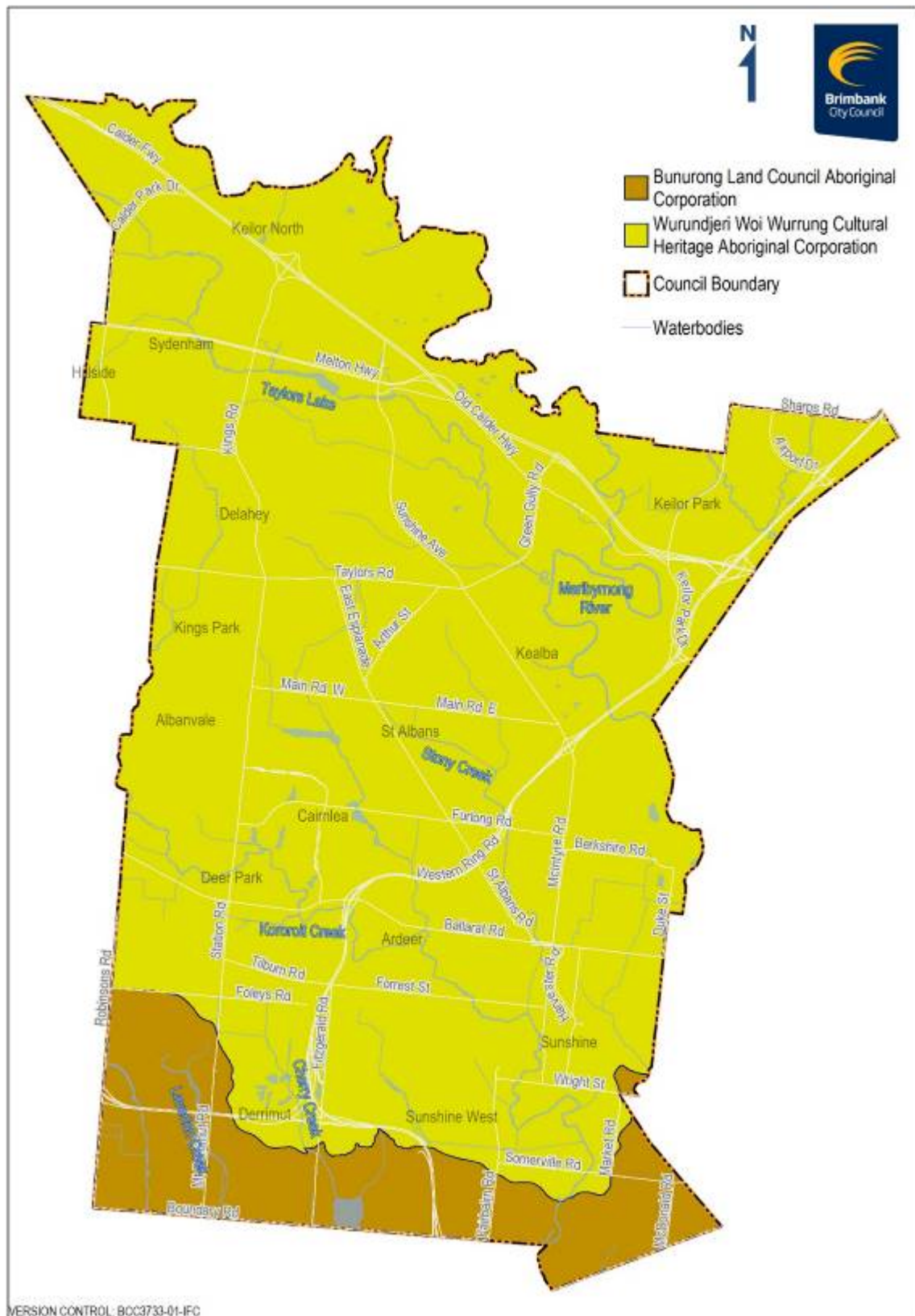
The way Aboriginal people lived before European settlement is very different to the way they lived after colonisation. Aboriginal groups chose campsites close to rivers and creeks, traditionally used as travelling routes and sources of food.

The land provided all they needed – food, water, medicine, shelter, and they treated it with the respect of such a provider.

The rich history and continuous culture of our Traditional Custodians is woven throughout Brimbank, in its people, in significant sites and in murals recognising this history. Brimbank has about 440 registered sites of significance. Artefacts found are more than 30,000 years old. Some of these sites are in Brimbank Park, Sydenham Park and Organ Pipes National Park.

Connection to this land is and always will be important.

The City of Brimbank is the third largest municipality in Melbourne and is home to a wonderfully diverse community. Aboriginal and Torres Strait Islander people from all parts of Australia make Brimbank their home.



Map: Traditional Custodians boundaries in Brimbank

5. Our Business

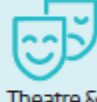
5.1 How local government works

The elected Council is the decision-making body that sets the strategic direction for the municipality, including our Community Vision, Council Plan and our Municipal Public Health and Wellbeing Plan – all of which are articulated in Council's [Together We are Brimbank Plan](#). Council employs over 1,400 full-time, part-time and casual staff of which less than one percent identify as Aboriginal or Torres Strait Islander.



5.2 Services that help the community

Brimbank City Council is responsible for managing, planning and delivering the following services to residents, businesses and visitors.

Children & families	Health & Wellbeing	Your home	Sport & leisure	Roads & safety	Community
 Childcare	 Disability services	 Planning permits	 Sportsgrounds	 Roads & footpaths	 Libraries
 Kindergartens	 Home maintenance	 Building permits	 Swimming pools	 Car parks	 Volunteering
 Maternal & child health	 Home & community care	 Pet registrations	 Leisure centres	 Street lighting	 Theatre & the arts
 Playgroups	 Meals on wheels	 Pet registrations	 Leisure centres	 School crossing supervision	 Grants
 Immunisation	 Youth services	 Rubbish & recycling	 Parks & gardens	 Emergency management	 Community centres
					 Festivals & events

Council also plays an important statutory role in preparing policy guidance and making land use decisions in Brimbank that accord with the *Native Title Act 1993 (Cth)*, *Traditional Owner Settlement Act 2010 (Vic)*, *Aboriginal Heritage Act 2006 (Vic)* and the *Charter of Human Rights and Responsibilities Act 2006 (Vic)* that provide for the protection and management of Aboriginal cultural heritage.

Council is also supported by the work of the Victorian Government, specifically through the *Victorian Aboriginal and Local Government Strategy 2021-2026*, and works collaboratively with other Councils.

6. Brimbank Community Profile

Snapshot of Brimbank's Community

Brimbank's Estimated Resident Population

193,146 - as at 30 June 2022.



Aboriginal and Torres Strait Islander Population



	Number	% of total population	Change 2016 - 2021 (persons)
Aboriginal and Torres Strait Islander population	855	0.4	▲ 39

Language Top Ten Languages Spoken (excluding English)



	Number	% of total population	Change 2016 - 2021 (persons)
Vietnamese	36,020	18.5	▲ 4,567
Filipino/Tagalog	4,939	2.5	▼ 377
Greek	4,613	2.4	▼ 675
Punjabi	4,370	2.2	▼ 1,264
Arabic	4,285	2.2	▼ 1
Macedonian	4,237	2.2	▼ 396
Maltese	4,061	2.1	▼ 995
Cantonese	4,025	2.1	▼ 145
Italian	3,868	2.0	▼ 1,038
Croatian	2,868	1.5	▼ 573

Newer languages that are increasing in number include: Telugu, Assyrian/Aramaic, Nepali and Urdu.

Country of Birth Percentage of Residents in Brimbank born Overseas



48.2%
of people in Brimbank
were born overseas

compared with

35.7%
in Greater Melbourne

Top Ten Overseas Countries of Birth

	Number	% of total population	Change 2016 - 2021 (persons)
Vietnam	25,391	13.0	▲ 3,686
India	8,209	4.2	▼ 1,075
Philippines	5,759	3.0	▲ 13
Malta	4,086	2.1	▼ 438
North Macedonia	3,033	1.6	▼ 42
Italy	2,819	1.4	▼ 372
New Zealand	2,601	1.3	▼ 672
China	2,202	1.1	▼ 193
Croatia	2,035	1.0	▼ 250
Greece	2,031	1.0	▼ 191

Other countries of birth that have increased since 2016: Iraq (+781 people), Nepal (+498 people) and Burma (Myanmar) (+405 people).

Labour Force



53.3%
of Brimbank residents in the
labour force were
employed full-time

compared with

56.9%
in Greater Melbourne

Disadvantage

The Index of Relative Socio-economic Disadvantage (IRSD) score for Brimbank in 2021, was
912.5

compared with
a score of
1,018.0
for
Greater Melbourne.

The suburbs in Brimbank with the highest levels of socio-economic disadvantage were:

Suburb	IRSD Score
Kings Park	815.8
St Albans South	821.2
St Albans North	825.3
Albanvale	842.7
Sunshine North	864.8
Sunshine West	884.4

Note: A lower IRSD score means a higher level of disadvantage

Religion

71.7%
of residents
identify with a
faith or religion

compared
with
57%
in Greater Melbourne

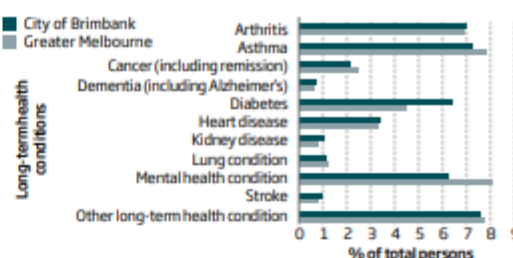


Long-term Health Conditions



28.3%
of residents in Brimbank
reported having at least one
long-term health condition

compared with
29.5%
in Greater Melbourne



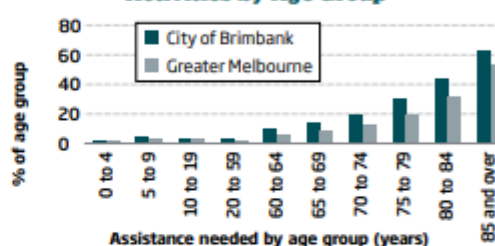
Number of Residents Needing Assistance with Core [day-to-day] Activities



7.7%
of residents in Brimbank
reported needing assistance
with core activities

compared with
5.5%
in Greater Melbourne

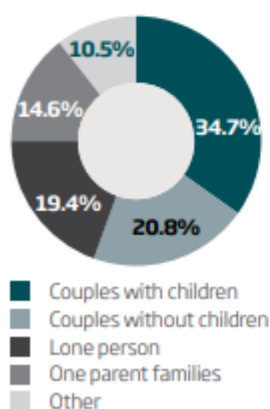
Need for Assistance with Core Activities by Age Group



Household Type

34.7%
of households in Brimbank
comprised
Couples with Children

compared to
33.1%
in
Greater Melbourne



Housing Stress Type



18.9%
of households in Brimbank
with a mortgage were experiencing
mortgage stress

compared with
16.8%
in Greater Melbourne

33.3%
of households in Brimbank
paying rent were experiencing
rental stress

compared with
30.9%
in Greater Melbourne

Suburbs with Highest Levels of Mortgage Stress	% of Households in Suburb	Suburbs with Highest Levels of Rental Stress	% of Households in Suburb
Kings Park	24.5	Delahey	41.3
Sunshine North	24.1	Kings Park	36.3
St Albans South	23.7	St Albans North	36.3
St Albans North	23.4	Albanvale	35.2
Albanvale	22.6	St Albans South	34.8

Aboriginal and Torres Strait Islander residents

The estimated resident population of Brimbank in 2022, was 193,146.

Information from the 2021 census shows the Aboriginal and Torres Strait Islander population was 853. Of this population, 783 were Aboriginal people, 57 were Torres Strait Islander people and 13 had both heritages.

The population accounts for 0.4 per cent of the total Brimbank population compared with the Victorian Aboriginal and Torres Strait Islander population that make up 0.7 per cent of the total.

The population has grown steadily from 490 people in 2001; at around 3.5 per cent per year.

The Brimbank Aboriginal and Torres Strait Islander population shares similar characteristics to the wider Aboriginal and Torres Strait Islander Victorian population in that it is younger (over half being aged under 24 years), has higher rates of unemployment and lower labour force participation, more likely to be living in one-parent families, and have lower rates of home ownership.

These inequalities can be attributed to historic discrimination and the ongoing impact of colonisation.

7. Our Reconciliation journey – key outcomes

2008	- Adoption of the full motion of the Federal Government's formal apology to Aboriginal and Torres Strait Islander people, including the Stolen Generations
2012	- Adoption of a Reconciliation Statement of Commitment and the Federal Government's apology to the Stolen Generations
2013	- Formation of the Brimbank Heritage Advisory Committee - Adoption of Reflect Reconciliation Action Plan 2013 -2017
2014	- Cultural Awareness Training for Council staff - Establishment and support of the Brimbank Aboriginal and Torres Strait Islander Community Consultative Group - Delivery of forums on Constitutional Recognition of Aboriginal and Torres Strait Islander people - Development of the Koorie Service Providers Resource Booklet - Support of Friends of Brimbank Groups to preserve and sustain Indigenous flora and fauna; Wayapa Wuurrk Aboriginal Wellness Foundation Programs at the Albion Eco-Living Centre; CoHealth's "Wellness Dreaming Messengers" - Support of the Western Region Local Government Reconciliation Network (WRLGRN) and Aboriginal and Torres Strait Islander led initiatives during NAIDOC Week - Increase of Aboriginal and Torres Strait Islander resources across libraries and Neighbourhood Houses.
2015	- Ongoing support of Brimbank Aboriginal and Torres Strait Islander Consultative Committee, WRLGRN, DHHS Brimbank Melton Aboriginal Advisory Committee, Koolin Balit Wellbeing Partnership Network and Aboriginal and Torres Strait Islander led initiatives during National Reconciliation Week and NAIDOC Week - Acknowledgement of Aboriginal and Torres Strait Islander culture and history via flags permanently flown at the Brimbank Community Civic Centre and plaques recognising Traditional Custodians installed on all Council new and refurbished buildings
2016	- Memorandum of Understanding (MOU) signed with Wurundjeri Tribe Land Compensation Heritage Council currently known as Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation - 'A Journey on Marin Balluk' Cultural Awareness Training for Brimbank staff - Completion of the Brimbank Aboriginal Employment Framework - Wurundjeri artist engaged to design bronze acknowledgement plaque for the new Brimbank Community and Civic Centre (BCCC) - Delivery of the Mullagh Wills Reconciliation Sport Project - Ongoing support of Brimbank Aboriginal and Torres Strait Islander Consultative Committee, WRLGRN and Aboriginal and Torres Strait Islander led initiatives during National Reconciliation Week and NAIDOC Week - Ongoing acknowledgement of Aboriginal and Torres Strait Islander culture and history via flags, plaques, resources in libraries and neighbourhood houses etc.
2018	- Council adopts the Brimbank Aboriginal Cultural Heritage Strategy 2018-2023

	- Ongoing support of Brimbank Aboriginal and Torres Strait Islander Consultative Committee, WRLGRN and Aboriginal and Torres Strait Islander led initiatives during National Reconciliation Week and NAIDOC Week - Ongoing acknowledgement of Aboriginal and Torres Strait Islander culture and history via flags, plaques, resources in libraries and neighbourhood houses etc.
2019	- Council adopts Innovate Reconciliation Action Plan 2019 – 2021 - Ongoing support of Brimbank Aboriginal and Torres Strait Islander Consultative Committee, WRLGRN and Aboriginal and Torres Strait Islander led initiatives during National Reconciliation Week and NAIDOC Week - Ongoing acknowledgement of Aboriginal and Torres Strait Islander culture and history via flags, plaques, resources in libraries and neighbourhood houses etc.
2021	- Development of the Brimbank Cultural Heritage Guidelines 2021 and Brimbank Cultural Heritage Management Plan Checklist 2021 - Ongoing support of Brimbank Aboriginal and Torres Strait Islander Consultative Committee, WRLGRN and Aboriginal and Torres Strait Islander led initiatives during National Reconciliation Week and NAIDOC Week - Ongoing acknowledgement of Aboriginal and Torres Strait Islander culture and history via flags, plaques, resources in libraries and neighbourhood houses etc.
2022	- Council resolves to raise awareness of what January 26 means to Aboriginal and Torres Strait Islander people - During Jan 26 citizenship ceremony, a one minute silence is observed; an Elder's message on the meaning of the day for Aboriginal and Torres Strait Islander people is played; Aboriginal and Torres Strait Islander flags and pins are distributed - Artwork by Wurundjeri man, Thomas (Tom) Day, installed in Council Chambers. - Council conducts a Staff Aboriginal Cultural Awareness Survey - Council in partnership with Brimbank Aboriginal and Torres Strait Islander Consultative Committee conducts an Aboriginal feasibility study to establish the viability of setting up an Aboriginal community centre in Brimbank - Council supports a five year pilot study for the Cooinda Aboriginal and Torres Strait Islander Community Centre - Ongoing support of Brimbank Aboriginal and Torres Strait Islander Consultative Committee, WRLGRN and Aboriginal and Torres Strait Islander led initiatives during National Reconciliation Week and NAIDOC Week i.e. Ask Aunty/Uncle Q&A for staff - Ongoing acknowledgement of Aboriginal and Torres Strait Islander culture and history via flags, plaques, resources in libraries and neighbourhood houses etc.
2023	- Council acknowledges its support of the Uluru Statement of the Heart through the Mayors for the Voice to Parliament Public Statement - Council secures State Government's Neighbourhood House funding as an auspice of Cooinda Community Group to support with the establishment of Cooinda Community Centre for the next two years - Delivery of Aboriginal Cultural Awareness Training for Council staff - Renewal of Council's internal Reconciliation Working Group (RWG) - Ongoing support of Brimbank Aboriginal and Torres Strait Islander Consultative

	Committee, WRLGRN, Cooina Aboriginal and Torres Strait Islander Community Centre and Aboriginal and Torres Strait Islander led initiatives during National Reconciliation Week and NAIDOC Week i.e. Ask Aunty/Uncle Q&A for staff - Ongoing acknowledgement of Aboriginal and Torres Strait Islander culture and history via flags, plaques, resources in libraries and Neighbourhood Houses etc.
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8. The Innovate Reconciliation Action Plan 2024 – 2026

Brimbank's Reconciliation Action Plan (RAP) is a strategic document that outlines priority actions and deliverables expected under the Reconciliation Australia RAP Framework and actions and deliverables unique to Brimbank's Aboriginal and Torres Strait Islander community and Council.

The RAP guides how Council will work with local Aboriginal and Torres Strait Islander communities and organisations, and Traditional Custodians, Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and Bunurong Land Council Aboriginal Corporation.

Council is committed to furthering actions and supporting reconciliation as a part of its core business and strategic aims. Building long-term relationships based on mutual respect and trust is achieved through ongoing dialogue and meaningful action.

The development and implementation of the RAP is linked to the [Together We Are Brimbank Plan](#) which incorporates the Brimbank Community Vision 2040, the Council Plan 2021-2025, our Municipal Public Health and Wellbeing Plan and the [Brimbank Social Justice Charter](#). Combined, these documents form the core of Council's approach to working with Aboriginal and Torres Strait Islander people into the future.

Council adopted its first Reconciliation Action Plan 2013 - 2017 in 2013 which scoped our capacity for advancing reconciliation. In 2016, we had progressed to the Innovate level and the Reconciliation Action Plan 2016 -2019 outlined our vision for reconciliation and the actions we undertook to achieve it. Unfortunately COVID, and its' impact on our community and operations, meant that our Reconciliation journey stalled. The Reconciliation Action Plan 2024 - 2026 will therefore remain at the Innovate level to ensure we can complete unfinished business.

To ensure we maintain momentum with our RAP actions, we have renewed and revived our internal Reconciliation Working Group to include Senior Managers from across the organisation, Aboriginal and Torres Strait Islander staff, representation from the Brimbank Aboriginal and Torres Strait Islander Consultative Committee and other staff members who are interested and invested.

9. Oversight and governance of the RAP

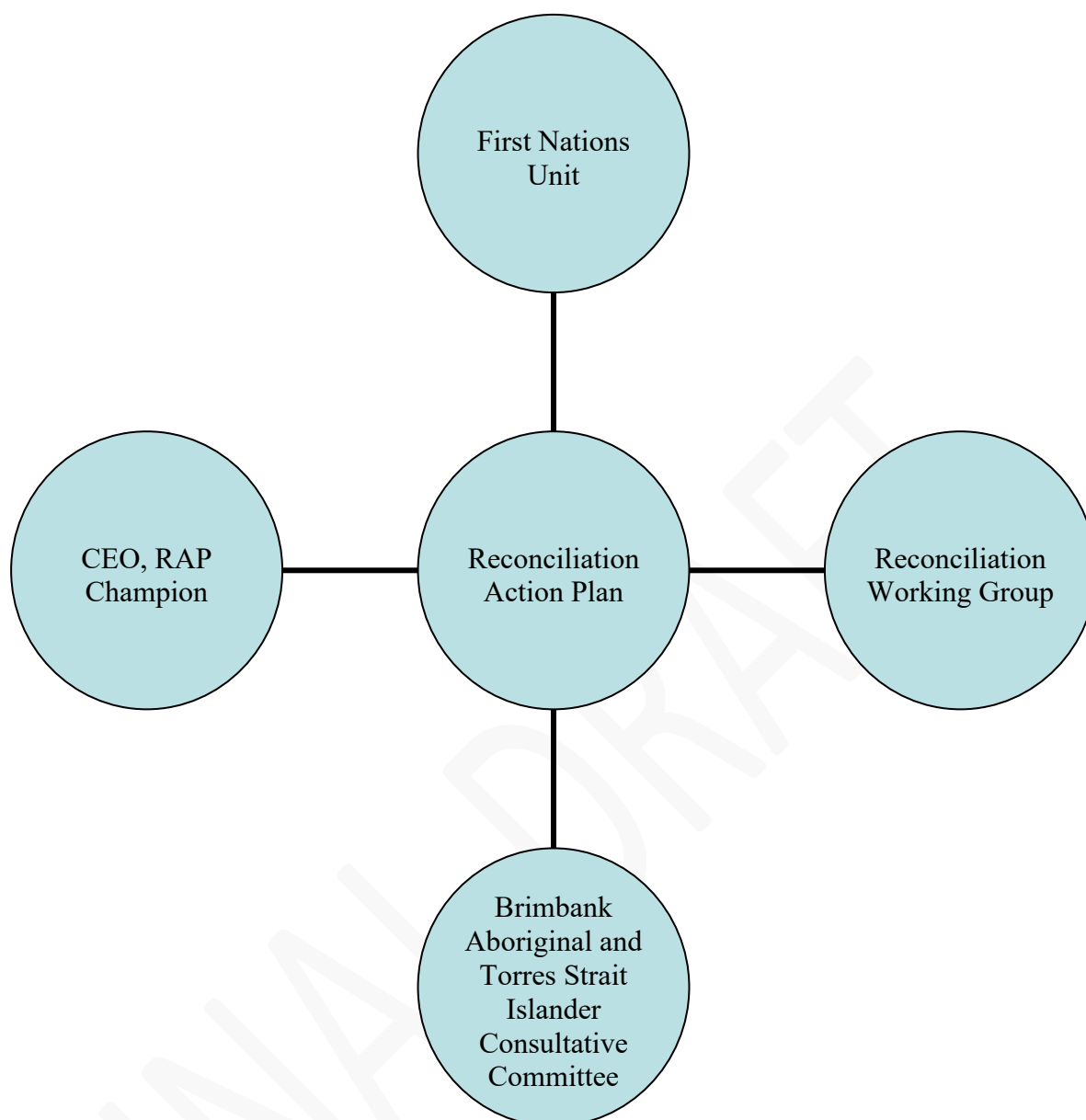
Brimbank City Council's RAP is governed by a designated identified position, First Nations Lead within the First Nations unit and RAP Champion who is now the Chief Executive Officer (CEO) that guides Council on its reconciliation journey – embedding reconciliation as everyone's business.

The First Nations unit provides policy and secretarial and support required, and offer an internal Reconciliation Working Group (RWG) and all staff with cultural guidance, advice and leadership to support the successful implementation of the RAP. This leadership includes:

- Working across the organisation and community to develop, deliver and manage the Brimbank City Council Reconciliation Action Plan
- Coordinating relationships with Traditional Custodians including, but not limited to, organisational touchpoints
- Developing and maintaining a productive dialogue with the Brimbank Aboriginal and Torres Strait Islander Consultative Committee
- Establishing and implementing agreed ways of working for staff when engaging with Traditional Custodians
- Coaching the organisation to review and update strategies, policies, procedures and protocols of relevance to Aboriginal and Torres Strait Islander people, as required
- Overseeing coordination of dates of significance events and activities supported by Council in association with local Aboriginal and Torres Strait Islander people
- Setting and delivering an organisational-wide narrative regarding Council's commitment to reconciliation.

Additionally, an internal Reconciliation Working Group further supports the monitoring and implementation of committed RAP actions across the organisation – collectively, this group champions a shared vision and ownership of reconciliation actions across the organisation and municipality, and work together to get the best outcomes and overcome any challenges.

Council also benefit greatly by the contribution of the Brimbank Aboriginal and Torres Strait Islander Consultative Committee. The Committee consists of community members that provide Council with knowledge and advice on Aboriginal and Torres Strait Islander issues and needs, and with the development and implementation of the Reconciliation Action Plan.



9.1 About the Brimbank City Council Reconciliation Working Group

Council's RWG is made up of Executive and Senior Officers across Council, as well as Aboriginal and Torres Strait Islander employees who have a role in implementing the RAP. Other Council Officers who have an interest or are supporting the delivery of committed actions across the organisation may also occasionally be invited to attend.

Members include:

- RAP Champion (Chair) – CEO
- Director People, Partnerships and Performance
- Director, Community Wellbeing
- Director, Infrastructure and City Services
- Director, City Futures
- Director, Corporate Services
- First Nations Lead

- Reconciliation Officer
- Cooinda Coordinator
- Manager, Community Strengthening and Social Planning
- Manager, Communications and Community Engagement
- Manager, Community Learning and Participation
- Manager, Community Care
- Group Manager, Operations
- Manager, City Development Services
- Manager, City Strategy
- Manager, Climate Emergency and Environment
- Manager, Customer Experience and Service Innovation
- Manager, Governance and Risk
- Manager, Parks and Public Realms
- Manager, People, Culture and Wellbeing
- Manager, Engineering and Infrastructure Services
- Head of Enterprise Project Management Office
- Other Aboriginal and Torres Strait Islander staff representatives (as interested or required)

9.2 About the Brimbank Aboriginal and Torres Strait Islander Consultative Committee

Brimbank Aboriginal and Torres Strait Islander Consultative Committee provides advice on Aboriginal and Torres Strait Islander matters and implementation of Council's current and future Reconciliation Action Plans (RAPs). The objectives of the Committee are to:

- Share insights about the needs and opportunities of Aboriginal and Torres Strait Islander communities in Brimbank to help inform priorities for discussion.
- Provide advice about the implementation of Council's RAP deliverables and Council's strategic direction to advancing reconciliation, self-determination and cultural safety in Brimbank.
- Contribute to and oversee the development, implementation and reporting phases of Council's RAP.
- Provide feedback and advice to Council on its policies, strategies, plans, services, projects, events that impact Aboriginal and Torres Strait Islander communities.
- Provide feedback and advice to Council about how to promote the benefits of the diverse Aboriginal communities, strengthen cultural competence, and enhance understanding about the barriers to equality facing Aboriginal and Torres Strait Islander communities.
- Provide advice to Council in relation to its communication, engagement and consultation with Aboriginal and Torres Strait Islander communities.
- Advocate on behalf of Aboriginal and Torres Strait Islander communities, providing advice on matters to inform advocacy to other levels of government.
- Provide feedback or advice on funding, collaboration or partnership opportunities.

The Brimbank Aboriginal and Torres Strait Islander Consultative Committee is co-chaired by a Councillor and an Aboriginal and or Torres Strait Islander Committee member, has a majority of Aboriginal members and is attended by senior members of the Councils executive staff. Membership of the Committee will comprise of nine (9) members.

10. Community consultation for the Innovate Reconciliation Action Plan 2024 – 2026

Consultation on the development and management of Innovate Reconciliation Action Plan 2024 – 2026 was conducted in three phases.

- Phase One – RAP development (December 2022 – November 2023)
 - Consultations with Traditional Custodians, Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and Bunurong Land Council Aboriginal Corporation
 - Consultation with the Brimbank Aboriginal and Torres Strait Islander Consultative Committee
 - Internal consultations with all Council areas delivering on the RAP and the Reconciliation Working Group (RWG)
- Phase Two – Community Consultation (February – April 2024)
 - A community meeting with local Aboriginal and Torres Strait Islander community members, facilitated by an Aboriginal consultant
 - Meetings with Aboriginal and Torres Strait Islander stakeholder groups, local organisations, networks and service providers
 - Consultation with other local governments in Melbourne's west including the municipalities of Brimbank, Hobsons Bay, Maribyrnong, Melton, Moonee Valley and Wyndham
 - Wide community engagement on the Draft RAP including consultation and public exhibition on Council's online Have Your Say community engagement portal
- Phase Three – Reconciliation Action Plan completion June 2024
 - Review of community consultation outcomes by the Reconciliation Working Group (RWG)
 - Endorsement of the final draft of the RAP by the
 - RWG
 - Traditional Custodians
 - Brimbank Aboriginal and Torres Strait Islander Consultative Committee
 - Reconciliation Australia
 - Council endorsement

11. Innovate Reconciliation Action Plan Themes

11.1 Relationships

We recognise that meaningful engagement with Wurundjeri Woi-Wurrung Cultural Heritage Aboriginal Corporation and Bunurong Land Council Aboriginal Corporation, the Traditional Custodians of lands within Brimbank, the local Aboriginal and Torres Strait Islander communities and other stakeholders, will ensure relationships that will be the foundation of our reconciliation policy framework. Council is committed to nurturing these relationships to build a better understanding between Aboriginal and Torres Strait Islander people and other residents to lead to a more inclusive community.

NOTE: Green = Mandatory deliverables specified by Reconciliation Australia
 Grey = Deliverables that are designed by, and unique to, Brimbank City Council

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	June 2025	Manager, Community Strengthening and Social Planning (Lead) Manager, Communications and Community Engagement (Support)
	1.2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2025	Manager, Community Strengthening and Social Planning (Lead) Manager, Communications and Community Engagement (Support)
	1.3 Work alongside Brimbank Aboriginal and Torres Strait Islander Consultative Committee to consider Council's role in advancing reconciliation, self-determination, and truth telling in Brimbank and recommend options for a strategic way forward.	February 2026	Manager, Community Strengthening and Social Planning
	1.4 Continue to coordinate and support Brimbank Aboriginal and Torres Strait Islander Consultative Committee to meet and provide advice to Council on all aspects of the RAP.	March, June, September and December, annually	Manager, Community Strengthening and Social Planning
	1.5 Work with the Brimbank Aboriginal and Torres Strait	July 2024 and June	Manager, Community Strengthening and

Action	Deliverable	Timeline	Responsibility
	Islander Consultative Committee to update its terms of reference and broaden membership.	2026	Social Planning
	1.6 Continue to build a close working relationship with the organisations representing the Wurundjeri and Bunurong people including the development of Memorandums of Understanding or a partnership agreement.	Each month, annually	Manager, Community Strengthening and Social Planning
	1.7 Support the new local Aboriginal Community controlled organisation, the Coinda Community Hub, to establish as an incorporated group and its operations.	June 2025	Manager, Community Strengthening and Social Planning
	1.8 Meet regularly with the Western Region Local Government Reconciliation Network (WRLGRN) and the Koorie Network to share information and explore opportunities to collaborate.	February, May, September, December, annually	Manager, Community Strengthening and Social Planning
2. Build relationships through celebrating National Reconciliation Week (NRW) each year.	2.1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, annually	Manager, Community Strengthening and Social Planning
	2.2 Encourage and support all staff including senior leaders to participate in internal and external events to recognise and celebrate NRW.	27 May- 3 June, annually	First Nations Lead (Lead) Reconciliation Working Group (Support)
	2.3 Continue to plan and organise at least three NRW events each year.	27 May- 3 June, annually	Reconciliation Officer (Lead) Reconciliation Working Group (Support)
	2.4 Register all our NRW events on Reconciliation Australia, Reconciliation Victoria's Maggollie, and Deadly Western websites and promote via Council's communication channels.	May, annually	First Nations Lead (Lead) Manager, Communications and Community Engagement (Support)
3. Promote reconciliation through our sphere of influence.	3.1 Develop and implement an internal communications and engagement plan to engage all staff and Councillors to raise awareness of Reconciliation across our workforce.	August 2025	Manager, Community Strengthening and Social Planning (Lead) Manager, Communications and Community Engagement (Co-Lead)
	3.2 Update and communicate our commitment to reconciliation publicly.	December, annually	Manager, Community Strengthening and Social Planning (Lead)

Action	Deliverable	Timeline	Responsibility
			Manager, Communications and Community Engagement (Support)
	3.3 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	September, annually	First Nations Lead (Lead) Reconciliation Working Group (Support)
	3.4 Collaborate with Registered Aboriginal Party organisation and other like-minded organisations to develop innovative approaches to advance reconciliation.	September, annually	Manager, Community Strengthening and Social Planning
4. Promote positive race relations through anti-discrimination strategies.	4.1 Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December, annually	Manager People, Culture and Wellbeing
	4.2 Develop, implement, and communicate an anti-discrimination policy for our organisation.	June 2026	Manager People, Culture and Wellbeing
	4.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander Advisors to consult on our anti-discrimination policy.	December 2025	Manager People, Culture and Wellbeing
	4.4 Educate senior leaders on the effects of racism.	June 2026	Manager People, Culture and Wellbeing (Lead)

11.2 Respect

We acknowledge the Wurundjeri and Bunurong people as the Traditional Custodians of the land we help govern, and that respect is built when the whole community is aware, understands and celebrates Aboriginal and Torres Strait Islander people, cultures, histories, and rights. Council values the knowledge and expertise of Aboriginal and Torres Strait Islander people and seeks ways to enhance their contribution to our community.

NOTE: Green = Mandatory deliverables specified by Reconciliation Australia
 Grey = Deliverables that are designed by, and unique to, Brimbank City Council

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Conduct a review of cultural learning needs within our organisation.	December, annually	Manager People, Culture & Wellbeing (Lead) Manager, Community Strengthening and Social Planning (Co-Lead)
	5.2 Develop, implement, and communicate a cultural learning strategy document for our staff.	December 2025	Manager People, Culture & Wellbeing (Lead) Manager, Community Strengthening and Social Planning (Co-Lead)
	5.3 Consult local Traditional Custodians and Brimbank Aboriginal and Torres Strait Islander Consultative Committee to inform our cultural learning strategy.	June 2025	Manager People, Culture & Wellbeing (Lead) Manager, Community Strengthening and Social Planning (Co-Lead)
	5.4 Provide opportunities for RAP Working Group members, and other key leadership staff to participate in formal and structured cultural learning.	September, annually	Manager People, Culture & Wellbeing (Lead) Manager, Community Strengthening and Social Planning (Co-Lead)
	5.5 Review Council's approach to acknowledging and or celebrating dates of significance; and incorporate cultural considerations into event planning tools.	June 2026	Manager, Community Strengthening and Social Planning (Lead) Reconciliation Working Group (Support)

Action	Deliverable	Timeline	Responsibility
	5.6 Continue to engage with Traditional Custodians and Aboriginal and Torres Strait Islander peoples to understand community sentiment around January 26 and identify recommendations for acknowledging January 26 into the future.	June 2025	Manager, Communications and Community Engagement (Lead) Manager, Community Strengthening and Social Planning (Support)
6. Ensure that Council programs, services and activities are developed and implemented with, by, and for Aboriginal and Torres Strait Islander peoples	6.1 In consultation with Traditional Custodians, Brimbank Aboriginal and Torres Strait Islander Consultative Committee and local Aboriginal and Torres Strait Islander community, ensure work areas continue to build, maintain and promote programs, services, and activities with, by and for Aboriginal and Torres Strait Islander people.	July, annually	All Managers (Lead)
	6.2 Continue to develop and maintain information and educational resources on Aboriginal and Torres Strait Islander histories, culture, knowledge, rights and important sites in Brimbank for use on Council's website and for distribution to community groups associated with Council.	June, annually	Manager, Communications and Community Engagement (Lead) Manager, Community Strengthening and Social Planning (Support)
	6.3 Work with Traditional Custodians to preserve and maintain Country, including the implementation of cultural burning practices where appropriate.	July, annually	Manager, Climate Emergency and Environment
	6.4 Identify Traditional Custodians, Brimbank Aboriginal and Torres Strait Islander Consultative Committee and Aboriginal and Torres Strait Islander consultation requirements and processes for land use, development and project management of Council owned land.	June, annually	Manager Community Strengthening and Social Planning (Co-Lead) Manager, Parks and Public Realm (Co-Lead) Manager, Engineering and Infrastructure Services (Co-Lead) Head of Project Management Office (Support)
	6.5 Develop a protocol that informs the process and	December 2025	Manager, Community Strengthening and

Action	Deliverable	Timeline	Responsibility
	approach to engagement with Traditional Custodians, Brimbank Aboriginal and Torres Strait Islander Consultative Committee and local Aboriginal and Torres Strait Islanders to inform planning, development and delivery of council services and initiatives.		Social Planning (Lead) Head of Project Management Office (Co - Lead)
	6.6 Ensure staff with a role in land use and development and project management are trained in the use of the ACHRIS mapping system; how to identify when a Cultural Heritage Management Plan is required; and ensure position descriptions and induction processes are updated as required.	August, annually	Manager, City Strategy (Lead) Manager, City Development Services (Co-Lead) Manager, Parks and Public Realm (Co-Lead) Manager, Engineering and Infrastructure Services (Co-Lead)
	6.7. Work alongside Traditional Custodians, and the Brimbank Aboriginal and Torres Strait Islander Consultative Committee to identify ways to improve cultural safety, inclusion and truth-telling in Council places, including areas for yarning circles.	December 2026	Manager, Parks and Public Realm (Lead) Park Services Unit Manager (Support) Public Spaces Coordinator (Support)
7. Increase understanding and recognition of Aboriginal and Torres Strait cultures, histories and heritage throughout the LGA	7.1 Amend Council's Signage Standards to incorporate acknowledgement of Traditional Custodians in all place name signage.	December 2024	Manager, Communications and Community Engagement (Lead) Manager, Parks and Public Realm (Support)
	7.2 Continue implementation of interpretive signage in public space that acknowledges Traditional Custodians and culturally significant landscapes and histories.	June, annually	Manager Parks and Public Realm (Lead) Manager, Communications and Community Engagement (Support)
	7.3 On the advice of Traditional Custodians, Brimbank Aboriginal and Torres Strait Islander Consultative Committee and with family consent, Council will acknowledge the passing of Elders, or people of significance to the Aboriginal and Torres Strait Islander	December 2025	Manager, Communications and Community Engagement (Lead) Manager, Community Strengthening and Social Planning (Co-Lead)

Action	Deliverable	Timeline	Responsibility
	communities, in Council Chambers, flying flags half-mast or via social media posts.		
	7.4 Consider opportunities to promote the culture of Aboriginal and Torres Strait Islander people in Council's activation programming in town centres.	October, annually	Manager, City Strategy
8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	8.1 Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February, annually	Manager, Community Strengthening and Social Planning
	8.2 Develop a Cultural Protocols document including protocols for Welcome to Country and Acknowledgement of Country.	December, annually	Manager, Community Strengthening and Social Planning
	8.3 Continue to invite a local Traditional Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	December, annually and as required	All Managers (Co-Lead)
	8.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of meetings and events.	December, annually and as required	All Managers (Co-Lead)
	8.5 Review and update Council's policy templates and approval processes to include details of recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and legislative rights; Councils commitment to reconciliation; and protocols and processes of working and consulting with Traditional Custodians, Brimbank Aboriginal and Torres Strait Islander Consultative Committee and Aboriginal and Torres Strait Islander peoples.	December, annually	Manager, Governance and Risk
	8.6 Re-affirm Council's commitment to promoting place names that are in Australian Indigenous languages that	January, annually	Manager, Governance and Risk (Lead)

Action	Deliverable	Timeline	Responsibility
	have been developed following consultation with Traditional Custodians.		
	8.7 Develop and implement a policy and protocol to install plaques, where possible, that acknowledge the Traditional Custodians of Brimbank on (current and proposed) Council buildings, parks, reserves, waterways where possible.	June 2026	Manager, Communications and Community Engagement (Lead)
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	9.1 Encourage and support all staff including senior leaders to participate in internal and external events to recognise and celebrate NAIDOC Week.	First week in July, annually	First Nations Lead (Lead) Reconciliation Working Group (Support)
	9.2 Review People, Culture and Wellbeing policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2025	Manager People, Culture and Wellbeing
	9.3 Work with local Aboriginal and Torres Strait Islander organisations and communities to help support and organise NAIDOC week events.	May - July, annually	Manager, Communications and Community Engagement (Lead) Manager Community Strengthening and Social Planning (Co-Lead)
10. Continue to develop and support a range of Aboriginal and Torres Strait Islander arts and cultural initiatives.	10.1 Create and promote a calendar of staff and community Aboriginal and Torres Strait Islander arts and cultural initiatives for community and staff participation that Council supports as part of National Reconciliation Week and NAIDOC Week.	May – July, annually	Manager, Community Strengthening and Social Planning (Lead) Manager, Community Learning and Participation (Support)
	10.2 Continue to work in partnership with the Department of Education and Training to support the Koorie Homework Club to provide support to local Aboriginal and Torres Strait Islander school aged students and families.	December, annually	Manager, Community Learning and Participation
	10.3 Audit and catalogue materials and objects about Aboriginal cultures and heritage managed by the Council.	December, annually	Manager, Community Learning and Participation

11.3 Opportunities

We understand how important it is to create opportunities that build the capacity and the socio – economic status of local Aboriginal and Torres Strait Islander residents, to better determine their future. Council will continue to look for ways to provide opportunities within our programs and services through employment and professional development, economic and business opportunities, community development and to ensure all of our programs and services are accessible and culturally safe for Aboriginal and Torres Strait Islander people.

NOTE: Green = Mandatory deliverables specified by Reconciliation Australia

Grey = Deliverables that are designed by, and unique to, Brimbank City Council

Action	Deliverable	Timeline	Responsibility
11. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	11.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June, annually	Manager People, Culture and Wellbeing
	11.2 Engage with Aboriginal and Torres Strait Islander staff to develop Council's recruitment, retention and professional development strategy.	December 2025	Manager People, Culture and Wellbeing
	11.3 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	June 2026	Manager People, Culture and Wellbeing
	11.4 Advertise job vacancies in ways that can effectively reach Aboriginal and Torres Strait Islander stakeholders.	December, annually	Manager People, Culture and Wellbeing(Lead) All Managers (Co-Lead)
	11.5 Review People, Culture and Wellbeing recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	June 2026	Manager People, Culture and Wellbeing
	11.6 Support Aboriginal and Torres Strait Islander staff to attend professional development opportunities, networks and advocacy groups.	December, annually and as required	All Managers (Co-Lead)
	11.7 Build on the partnership with Moondani Balluk (Victoria University) to explore opportunities around employment, internships and work experience	December, annually and as required	Manager People, Culture and Wellbeing (Lead)

Action	Deliverable	Timeline	Responsibility
	opportunities for Aboriginal and Torres Strait Islander students.		Manager, Community Strengthening and Social Planning (Support)
	11.8 Work with Traditional Custodians, Brimbank Aboriginal and Torres Strait Islander Consultative Committee, local Aboriginal and Torres Strait Islander communities and service providers to design workshops that encourage a strength-based approach to addressing employment needs.	December, annually	Manager, Community Learning and Participation (Lead) Manager, People Culture and Wellbeing (Support)
12. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	12.1 Maintain, monitor and review our Aboriginal and Torres Strait Islander procurement strategy.	June, 2025	Procurement and Contracts Coordinator
	12.2 Investigate Supply Nation membership and maintain Kinaway (Victorian Indigenous Chamber of Commerce) membership.	July, annually	Procurement and Contracts Coordinator
	12.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	July, annually	Procurement and Contracts Coordinator
	12.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	July, annually	Procurement and Contracts Coordinator
	12.5 Retain and develop new commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	July, annually	Procurement and Contracts Coordinator
	12.6 Undertake an annual, cross organisational, audit to quantify the procurement of goods, services or works from Aboriginal and Torres Strait Islander businesses.	July, annually	Procurement and Contracts Coordinator
	12.7 Partner with external service providers and government agencies to deliver business start-up workshop/s for Brimbank Aboriginal and Torres Strait Islander people.	April, annually	Manager, City Strategy
13. Work to ensure all Council programs and	13.1 Explore and develop a suitable approach to undertaking an Aboriginal Cultural Safety Audit across the organisation.	June 2025	Manager, Community Strengthening and Social Planning

Action	Deliverable	Timeline	Responsibility
services are appropriate and accessible for local Aboriginal and Torres Strait Islander peoples.	13.2 Implement the Aboriginal Cultural Safety Audit and make recommendations for change.	June 2026	Manager, Community Strengthening and Social Planning
	13.3 Embed data about the social, health, wellbeing and economic needs of Aboriginal and Torres Strait Islander people in Brimbank to guide program design and service delivery across Council.	December, annually	All Managers (Co-Lead)

11.4 Governance

We recognise the importance of good administration to ensure the success of this RAP. Council will commit to manage and administer the RAP over the next 2 years.

NOTE: Green = Mandatory deliverables specified by Reconciliation Australia
 Grey = Deliverables that are designed by, and unique to, Brimbank City Council

Action	Deliverable	Timeline	Responsibility
14. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	14.1 Maintain Aboriginal and Torres Strait Islander staff representation on the RWG.	February, annually	First Nations Lead
	14.2 Review the Reconciliation Working Group Terms of Reference annually.	December, annually	First Nations Lead (Lead) Reconciliation Working Group (Support)
	14.3 Meet at least four times per year to drive and monitor RAP implementation.	March, June, Sept and Dec, annually	First Nations Lead
15. Provide appropriate support for effective implementation of RAP commitments.	15.1 Define resource needs for RAP implementation.	July, annually	Manager, Community Strengthening and Social Planning
	15.2 Engage our Senior Leaders and other staff in the delivery of RAP commitments.	July, annually	First Nations Lead (Lead) Reconciliation Working Group (Support)
	15.3 Develop, review and maintain appropriate systems to track, measure and report on RAP commitments.	September, December, March, June, annually	First Nations Lead (Lead) Reconciliation Working Group (Support)
	15.4 Appoint and maintain an internal RAP Champion from senior management.	July, annually	Executive Leadership Team
	15.5 At least three times a year, Invite an Elder, Brimbank Aboriginal and Torres Strait Islander Consultative Committee member, service provider, agency, artist or business to address the RWG on matters relevant to Council's RAP.	March, July , October, annually	First Nations Lead

Action	Deliverable	Timeline	Responsibility
16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	16.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually	First Nations Lead
	16.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August, annually	First Nations Lead
	16.3 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September, annually	First Nations Lead
	16.4 Report RAP progress to all staff and senior leaders as part of quarterly reports for Council Plan and Annual Plan.	March, June, September and December, annually	First Nations Lead
	16.5 Publicly report our RAP achievements, challenges and learnings, annually through Council publications and reports.	July, annually	First Nations Lead (Lead) Manager, Customer Experience and Service Innovation (Support)
	16.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April, annually	First Nations Lead
	16.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	June 2026	First Nations Lead
	16.8 Provide quarterly RAP progress reports to Brimbank Aboriginal and Torres Strait Islander Consultative Committee.	March, June, September and December, annually	First Nations Lead
17. Continue our reconciliation journey by developing our next RAP.	17.1 Register via Reconciliation Australia's website to begin developing our next RAP.	June 2027	First Nations Lead

12. Contact details

First Nations Unit

Email: reconciliation@brimbank.vic.gov.au

Phone: (03) 9249 4000

FINAL DRAFT

Brimbank City Council

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Hearing or speech impaired?

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- Speak & Listen 1300 555 727
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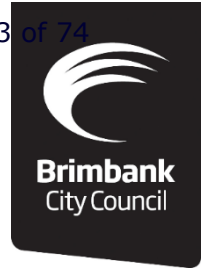


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Draft Innovate Reconciliation Action Plan 2024 – 2026 Community Consultation Report February 2024

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Acknowledgement

Brimbank City Council respectfully acknowledges and recognises the Wurundjeri and Bunurong peoples as the Traditional Custodians of the land and waterways on which the municipality sits and pays respect to their Elders past, present and future.

Council acknowledges and thanks the Brimbank Aboriginal and Torres Strait Islander residents and Elders for their ongoing contribution to the diverse culture of our community and their contribution to the development of the Reconciliation Action Plan.

Community Engagement Overview

Brimbank City Council sort community feedback on its Draft Innovate Reconciliation Action Plan 2024 – 2026 (RAP) in February 2024 for a period of four weeks. The purpose was to consult and obtain feedback from the Brimbank community that would shape the future of Reconciliation in Brimbank.

Community consultation activities included a co-designed workshop with Brimbank Aboriginal and Torres Strait Islander community and on-line engagement through the Your Say Brimbank engagement portal. Additionally, internal stakeholder feedback was invited from Council Officers across the organisation.

This report collates and analyses the community consultation outcome which has been included in the revised Final Draft Innovate Reconciliation Action Plan 2024 – 2026 (RAP).

Community Engagement Outcomes

1. Community Workshop Engagement

Overview

A community workshop was held at Cooina Hub on Tuesday 14 February from 11am to 1.30pm. It was promoted as an inclusive yarn for local Aboriginal and Torres Strait Islanders and facilitated by an Aboriginal Elder. Flyers were distributed widely through for example the Deadly Western Network, western service agencies such as the Victorian Aboriginal Child Care Agency (VACCA), stakeholders such as Victoria University.

In attendance were ten people representing stakeholders such as VACCA and representatives from the Brimbank Aboriginal and Torres Strait Islander Consultative Committee and three Council staff members. Participants of the workshop were invited to review and provide feedback on the Draft RAP.

Workshop participants provided feedback that included suggestions for improvement in wording and or approach. Workshop participants also encouraged Council to ensure a strength-based based and ensure conversations with community remain two-way.

Community Workshop – Outcome Summary

Submitter	Feedback	Council Officer Response
Workshop participant	Council should support all staff to attend NRW events organised within the community.	Noted. A change has been made to the Final Draft RAP to emphasise that all staff are encouraged and supported to participate in internal and external events that recognise

Submitter	Feedback	Council Officer Response
		and celebrate NRW (Final Draft RAP key deliverable: 2.2).
Workshop participant	Through its anti-discrimination strategies, Council should distinguish between Aboriginal and Torres Strait Islanders and wider community.	Noted. Council's consultation process to develop an anti-discrimination policy aims to support this outcome (Final Draft RAP key deliverables: 4.3 and 4.2).
Workshop participant	Council should consider Ask Aunty/Uncle and regular BBQ's with community to be activities that support cultural learning.	Noted. Council's commitment to develop a cultural learning strategy aims to support this outcome (Final Draft RAP key deliverable: 5.2).
Workshop participant	Cultural burns and burns are different. Local community involvement is also important	Noted. Council will continue to work in a culturally appropriate way alongside Traditional Custodians. A minor wording edit has been made in the Final Draft RAP (key deliverable 6.3).
Workshop participant	Council should consider simple ideas to help promote the culture of Aboriginal and Torres Strait Islander peoples. For example, Acknowledgement Plaques or stickers would be good. Look at the work of Orange Door for a good example.	Noted. Council's commitment to develop and implement a policy and protocol to install plaques aims to support this outcome (Final Draft RAP key deliverable: 8.7).
Workshop participant	Council should include an Acknowledgement of Country for all meetings and events.	Noted. A minor edit has been made to the Final Draft RAP to support all meetings and events commencing with an Acknowledgement of Country or other appropriate protocol (Final Draft RAP key deliverable: 8.4).
Workshop participant	Council should create a new RAP action that supports work areas to undertake their own, 'in-house' cultural safety audits.	Noted. Council has made a change to the Final Draft RAP that will support the exploration and development of a suitable approach to undertaking cultural safety audits across the organisation (Final Draft RAP key deliverables: 13.1 and 13.2).
Workshop participant	Council should consider appointing RAP Champions/Advocates/Allies across Council directorates to assist with the momentum of reconciliation across the organisation.	Noted. Council's RAP utilises the Reconciliation Australia RAP Framework. In line with this framework, Council's CEO is the organisations designated RAP Champion, and maintains an internal Reconciliation Working Group (RWG) that includes executive and senior managers from across the organisation who help inspire a shared vision and ownership of actions across Council. The RWG remains

Submitter	Feedback	Council Officer Response
		committed to working alongside local Elders to identify and implement ways to strengthen reconciliation momentum. A change has been made to the Final Draft RAP to better reflect this approach and commitment (Final Draft RAP 'Oversight and governance of the RAP' section).

2. Your Say Brimbank Online Engagement

Overview

An online survey was hosted on Your Say Brimbank Council's engagement portal from the 1-29 February 2024. The consultation opportunity was promoted via Council's formal communication channels i.e. social media posts, media release, digital screens at libraries and community centres, e-flier distribution to over 19 community e-newsletter lists managed by staff, and to staff across the organisation.

The survey received 27 submissions. 74% (20/27) of respondents reported to be living in Brimbank; 8% (2/24) identified as Aboriginal or Torres Strait Islander; 38% (10/26) identified as speaking a language other than English; and no responses were received from young people under the age of 24.

The vast majority of participants (80% or 35/44 comments) reported that they understand reconciliation to be an opportunity to unite, acknowledge our past, demonstrate respect and bring about meaningful change for Aboriginal and Torres Strait Islanders; and 34% (9/26) reported they are either familiar or very familiar with Aboriginal and Torres Strait Islander culture, history, knowledge and rights.

The majority of participants indicated that they agree or strongly agree with the actions and deliverables for 'Relationships', 'Respect' and 'Opportunities' (59% or 16/27) and 'Governance' (65% or 17/26). Feedback received from respondents that indicated that they disagree or strongly disagree with the actions and deliverables suggest a difference in ideology and or understanding of Council's obligations to promote and protect human rights under the Human Rights Charter and or have concerns about Council's spending.

Respondents offered suggestions for improved changes within Council's Draft RAP. These include:

- Increasing employment of Aboriginal and Torres Strait Islander people within Council, including in management roles.
- Increasing focus on education.
- To consider alternative frameworks or approaches to support the advancement of reconciliation and self-determination in the longer-term – such as the Victorian Aboriginal and Local Government Strategy.
- Increasing focus on signage and promotion of sites of significance to increase community awareness of culture, history, knowledge and rights of Aboriginal and Torres Strait Islanders.
- Reconciliation as a responsibility of many across the Council.
- CEO to be designated RAP Champion to support effective implementation of reconciliation across the organisation.

- Council to have a designated First Nations leadership role that ensures the cultural integrity of the RAP implementation and to provide cultural guidance across the organisation that supports improvement in cultural competency and RAP success.

Your Say Brimbank – Outcomes Summary

Question 1: What is your relationship to Brimbank?

Question 2: Which suburb do you live in?

Question 3: What is your age group?

Question 4: Do you identify as an Aboriginal and or Torres Strait Islander?

Question 5: Do you speak a language other than English at home?

Question 6: What language/s other than English do you speak at home?

Question 7: How familiar are you with Aboriginal and Torres Strait Islander culture, history, knowledge and rights?

Question 8: Have you ever participated in reconciliation activities in Brimbank?

Question 9: What does Reconciliation mean to you?

Question 10. Having read the “Relationships” actions and deliverables, how strongly do you agree with them? That’s a fairly low rating, can you tell us what we’re missing?

Question 11. Having read the “Respect” actions and deliverables, how strongly do you agree with them? That’s a fairly low rating, can you tell us what we’re missing?

Question 12. Having read the “Opportunities” actions and deliverables, how strongly do you agree with them? That’s a fairly low rating, can you tell us what we’re missing?

Question 13. Having read the “Governance” actions and deliverables, how strongly do you agree with them? That’s a fairly low rating, can you tell us what we’re missing?

Question 14. How can Council support effective and culturally appropriate management of the Reconciliation Action Plan?

Question 15. How would you like to see Council support reconciliation and self-determination in the long-term?

Question 16. Do you have any further comments about the draft Innovate Reconciliation Action Plan 2024-2026?

Submitter ID#	Submitter Response
9929	Having non- Indigenous people respectfully challenging the systemic structures they work in to create culturally safe environment for Aboriginal and Torres Strait Islander community. Deep listening, truth telling, bringing non-Indigenous, Aboriginal and Torres Strait Islander people together to unify.
9928	Resident of Brimbank.
9827	To forgive past transgressions and unite moving forward.

Submitter ID#	Submitter Response
9823	Acknowledging that while new Australians and the descendants of those who arrived from overseas may appreciate their sometimes quite lengthy histories and experiences in Australia, Aboriginal people's connection to Country runs far deeper.
9820	Unity and respect. Ongoing journey to remedy past wrongs to create meaningful change for Indigenous Australians.
9815	History recognised, and social and economic differences resolved.
9752	Acknowledging the wrongs of the past and current systemic challenges that remain, and walking together to advance the rights, self-determination and equitable opportunities, and to remove barriers.
9698	Reconciliation does not mean constantly reinforcing how different we are, which is happening now as we continually ensure everyone is part of some group, rather than an individual.
9675	Bridging the relationship with a history we are not proud of.
9653	Nothing it means nothing to me. They lost. That's it. It was 200 years ago. Council should not be spending our money on this stuff. It's not a road it's not a garbage bin. It's not a council issue. STOP SPENDING OUR MONEY on things that are not council.
9652	I think the very fact the statement reads "embrace unity between aboriginal and Torres Strait islander people and other Australians" shows how racist this council is.
9649	It means we are virtue signalling for a minority group which is growing bigger due the benefits which apply. And I have a best mate who is going through the process to give his Grandchildren an advantage.
9648	Acknowledgement of past mistakes against first Nations.
9647	Coming together based on common values after a disagreement or separation. Coming to a compromise for the most benefit to most or all. Acknowledgment and acceptance (but not deference).
9646	Reconciliation means to me the ability to create harmony and recognition for the past, present and future.
9645	To repair a relation.
9644	It means excepting the past and moving on. The world is built on violence, every country is. Everybody is equal and First Nation People deserve no more or no less than every other Australian.
9643	Understanding, respect and trust.
9642	Too divide people. Council should be for unity in the area. All people. You are spending rate payers' money on one selected group. Maybe councillors should pay for these projects out of their own pocket. There are many different nationalities made up in the Brimbank area. Discrimination.
9641	I just want us all to be one Australia ... not putting any group above the others. We don't want to develop a welfare state for any group - It does these people a disservice. I'm proud of our indigenous heritage and our British history as well as all our immigration over the last couple of centuries.
9638	Treat all individuals and cultures equal. Accept and acknowledge the past but don't dwell on it. Be one nation.
9637	People are people no matter colour they are all human and need to be respected as all, equal is important to all of us we are temporally on this planet and no body have asked to be born let's share this piece of land we are on.
9636	Truly caring. Shifting Australia Day. More advocacy post the awful voice vote outcome.
9635	Recognition of Aboriginal history and culture.
9634	Increase understanding of Aboriginal culture past and present.

Question 10: Do you agree with the 'Relationships' deliverables? Note: If respondents selected Disagree or Strongly Disagree, they were also asked: That's a fairly low rating, can you tell us what we're missing?

Submitter ID#	Submitter Response	Submitter Response	Council Officer Response
9827	Strongly Disagree	I get a "Page Forbidden" error on your link.	Noted.
9815	Strongly Agree	The RAP approach is much specified and doesn't always support the most meaningful actions that are responsive to what community want or need Council to prioritise.	Noted. An edit has been made to the wording of an existing deliverable within the RAP to better illustrate Council's ongoing commitment to strategically consider Council's role and approach in advancing reconciliation and self-determination alongside the Brimbank Aboriginal and Torres Strait Islander Consultative Committee (Final Draft RAP key deliverable: 1.3). This deliverable aims to support Council to consider alternative frameworks or approaches, such as the Victorian Aboriginal and Local Government Strategy.
9675	Agree	It's spending our money on things that we don't need. Stop spending our money. We the rate payers don't want to spend our money on stuff if we did we would buy it ourselves. Stop wasting our money.	Noted. Council has responsibly considered budget implications in the development of the Draft RAP. All deliverables proposed in the Final Draft RAP are responsive to Council's obligations under the Human Rights Charter, and are considered important in advancing reconciliation.
9653	Strongly Disagree	Again very derogative. Only needing to explain your answer if you don't agree? Applying there is something wrong if you do not agree with Brimbank councils' stance.	Noted. The intent of this question is to see what ideas or suggestions community members have to improve the deliverables listed.
9652	Neither Agree or Disagree	As I said I don't believe in "Virtue Signalling"!	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9646	Strongly Agree	Stakeholder engagement isn't anything new, it's great to include and focus on cultural representation, although I think is unnecessary to be specific. We should be celebrating milestones, cultural significant occasions etc., with the focus on the event, not because a policy obligating "x" number of events. Why are we only educating senior leaders on the effects of racism? Why isn't there a community awareness campaign on racism and cultural discrimination, which can include senior leaders?	Noted. Council has made a change to the Final Draft RAP that will support a review of its approach to dates of significance (Final Draft RAP key deliverable: 5.5). Noted. Council's commitment to develop and implement an anti-discrimination policy will support all staff (Final Draft RAP key deliverable: 4.2).

Submitter ID#	Submitter Response	Submitter Response	Council Officer Response
9645	Disagree	Every Australian is equal, First Nation People have the same opportunities as the next Australian.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9643	Agree	Didn't read it. Everyone should be treated equal. This is why I never supported having councillors running Brimbank. They are only do things for a selected groups.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9642	Disagree	Let's just have one Australia	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9639	Agree	The whole concept is overstepping what is really needed in Brimbank.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.

Question 11: Do you agree with the 'Respect' deliverables? Note: If respondents selected Disagree and Strongly Disagree, they were also asked: That's a fairly low rating, can you tell us what we're missing?

Submitter ID#	Submitter Response	Submitter Response	Council Officer Response
9827	Strongly Disagree	I get a "Page Forbidden" error on your link.	Noted.
9752	Neither Agree or Disagree	The RAP approach is specified and doesn't always support the most meaningful actions that are responsive to what community want or need Council to prioritise. Council needs to ask community what days are significant and how they want them respectfully acknowledged or celebrated. Where is Sorry Day acknowledgement - this is a day of mourning and there is no acknowledgement or healing together.	Noted. An edit has been made to the wording of an existing deliverable within the RAP to better illustrate Council's ongoing commitment to strategically consider Council's role and approach in advancing reconciliation and self-determination alongside the Brimbank Aboriginal and Torres Strait Islander Consultative Committee (Final Draft RAP key deliverable: 1.3). This deliverable aims to support Council to consider alternative frameworks or approaches, such as the Victorian Aboriginal and Local Government Strategy. Noted. Council has made a change to the Final Draft RAP that will support a review of its approach to dates of significance, inclusive of Sorry Day (Final Draft RAP key deliverable: 5.5).
9653	Strongly Disagree	Respect is earned. Not demanded. They have done nothing to earn respect. Stop wasting our money on this stuff it's not council related.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9652	Neither Agree or Disagree	Refer above... how about be committed to sharing and	Noted. The proposed actions support Council's obligations to promote and

Submitter ID#	Submitter Response	Submitter Response	Council Officer Response
		celebrating the culture rights and history of all Brimbank members. Again the simple fact that race colour or DNA has anything to do with it shows the racism involved in the council.	protect human rights under the Human Rights Charter.
9649	Strongly Disagree	As above.	Noted.
9645	Disagree	This phrase "Respect, trust and understanding is built on awareness. We are committed to sharing and celebrating the culture, rights and history of Aboriginal and Torres Strait Islander people" should be "Respect, trust and understanding is built on awareness. We are committed to sharing and celebrating the cultural, rights and history." Are we going to spotlight Australian, Vietnamese, Arabic, Sudanese, Chinese, Maltese, etc.? Aboriginal and Torres Strait Islanders make up less than .5% of the Brimbank community (according to the 2021 census data), we should be paying homage to the Aboriginal and Torres Strait Islanders people and culture, whilst embracing the diversity that makes up Brimbank.	Noted. Council maintains committed to embracing the diversity of the Brimbank community and responding to localised needs through the Council Plan and other responsive strategies.
9644	Neither Agree or Disagree	The older generation won't change their thinking, I believe you need to teach Aboriginal history in schools from a young age and then you might get change.	Noted. Council's commitment to develop and maintain information and resources on Aboriginal and Torres Strait Islander histories, culture, knowledge and right for community sharing aims to support this outcome (Final Draft RAP key deliverable: 6.2).
9642	Disagree	Everyone should respect everyone. That goes both ways. Most people are aware of the history but they are sick of people shoving it down the public throat.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9638	Strongly Disagree	Refer above - One Australia please.	Noted.

Question 12: Do you agree with the 'Opportunities' deliverables? Note: If respondents selected Disagree or Strongly Disagree, they were also asked: That's a fairly low rating, can you tell us what we're missing?

Submitter ID#	Submitter Response	Submitter Response	Council Officer Response
9827	Strongly Disagree	I get a "Page Forbidden" error on your link.	Noted.

Submitter ID#	Submitter Response	Submitter Response	Council Officer Response
9752	Disagree	Want more action. What designated employment program will you make? Other Councils have tailored inclusive employment programs, internships, and volunteering opportunities and designated First Nations roles across the organisation. Brimbank is not doing enough to support mob jobs and equity in employment. The RAP approach is much specified and doesn't always support the most meaningful actions that are responsive to what community want or need Council to prioritise.	Noted. Council is commitment to supporting access to equitable employment opportunities for Aboriginal and Torres Strait Islander peoples. Several deliverables that will support this outcome are committed to within the RAP (Final Draft RAP Action 11). Additionally, a designated First Nations Lead role has been created to guide the successful implementation of RAP deliverables across the organisation. Noted. An edit has been made to the wording of an existing deliverable within the RAP to better illustrate Council's ongoing commitment to strategically consider Council's role and approach in advancing reconciliation and self-determination alongside the Brimbank Aboriginal and Torres Strait Islander Consultative Committee (Final Draft RAP key deliverable: 1.3). This deliverable aims to support Council to consider alternative frameworks or approaches, such as the Victorian Aboriginal and Local Government Strategy.
9653	Strongly Disagree	This is racism. Picking a race and doing this is wrong. Put the word white or something else in there and it's racism so it's racism in any way you say it. STOP SPENDING OUR MONEY on this	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9652	Neither Agree or Disagree	Refer above. I simply want the best for all Australians.	Noted.
9649	Strongly Disagree	As Above	Noted.
9645	Strongly Disagree	Age, race, gender or culture should not pay any part of employment opportunities. This should be based on skill, ability, fit for purpose, etc. To reference the Brimbank Aboriginal and Torres Strait Islander population representation from the Census data, it's not the best use of tax payer money to be employing individuals for Aboriginal and Torres Strait Islander cultural representation. Nor should the	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.

Submitter ID#	Submitter Response	Submitter Response	Council Officer Response
		employment population of Brimbank Council be a direct reflection of our of our culture rich community, it should be unbiased and open to all applicable and suitable candidates.	
9644	Neither Agree or Disagree	Aboriginals get the same opportunity as the next Australian.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9642	Disagree	Didn't read it. Don't want too. Unity between everyone and that goes both ways. Council shouldn't be there to force people to do what THEY want.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9641	Strongly Disagree	We all have opportunities - let's not segregate our country.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9638	Strongly Disagree	There are plenty of opportunities for all, should not cater for specific sub groups this only leads to more divisions.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.

Question 13: Do you agree with the 'Governance' deliverables? Note: If respondents selected Disagree or Strongly Disagree, they were also asked: That's a fairly low rating, can you tell us what we're missing?

Submitter ID#	Submitter Response	Submitter Response	Council Officer Response
9827	Strongly Disagree	I get a "Page Forbidden" error on your link.	Noted.
9653	Strongly Disagree	It's not a thing. It's not spending our money on the important things. STOP SPENDING OUR MONEY	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9649	Strongly Disagree	As Above!	Noted.
9645	Strongly Disagree	Again we highlighting one diversity of our population. I'm embrace the celebration of the Aboriginal and Torres Strait Islander heritage and culture, although in a more generic approach where we celebrate all cultures. Christmas and Lunar new year being an example, these two festivities do not represent all of 100% of the Brimbank community, although we celebrate them without a	Noted.

Submitter ID#	Submitter Response	Submitter Response	Council Officer Response
		policy in place, without ensuring there is a fair representation of these communities within the Brimbank Council.	
9642	Disagree	Unity is free. Dividing cultures is your choice.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9641	Disagree	One Australia please.... no special favours for anyone. We are all equal or should be.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9638	Strongly Disagree	As above.	Noted.

Question 14: How can Council support effective and culturally appropriate management of the Reconciliation Action Plan?

Submitter ID#	Submitter Response	Council Officer Response
9929	Ensure non-Indigenous management are driving the RAP and not Aboriginal and Torres Strait Islander staff. Ensure non-Indigenous management staff are accountable for their deliverable and have a budget for their RAP deliverable. According to the RAP Working Group Structure https://www.reconciliation.org.au/wp-content/uploads/2021/10/RAP-Working-Group.pdf NB: Aboriginal and Torres Strait Islander staff or RWG representatives should not be expected to drive the RAP, but rather guide the RAP.	Noted. Council's RAP utilises the Reconciliation Australia RAP Framework. In line with this framework, Council has appointed the organisations CEO as designated RAP Champion, and maintains an internal Reconciliation Working Group (RWG) that includes executive and senior managers from across the organisation who help inspire a shared vision and ownership of actions across Council. Additionally, a designated First Nations Lead role will guide the successful implementation of RAP deliverables across the organisation. A change has been made to the Final Draft RAP to better reflect this approach and commitment (Final Draft RAP 'Oversight and governance of the RAP' section).
9827	By just including all people as equals in the community.	Noted.
9823	Education is needed, especially in languages other than English for those who have not been raised in Australia speaking and reading English. With this, it might be a good idea to reiterate—including in newsletters and public interpretative signs—historical anecdotes (the good and bad) and oral traditions of Aboriginal connection to the land we call Brimbank. If there are opportunities to then translate these into other languages, all the better.	Noted. Council has an existing language translation service that can be utilised to support RAP deliverables, where required.

Submitter ID#	Submitter Response	Council Officer Response
9820	By ensuring they have Aboriginal and Torres Strait Islander Managers across all departments within Council.	Noted. Council is commitment to supporting access to equitable employment opportunities for Aboriginal and Torres Strait Islander peoples. Several deliverables that will support this outcome are committed to within the RAP (Final Draft RAP Action 11). Additionally, a designated First Nations Lead role has been created to guide the successful implementation of RAP deliverables across the organisation.
9815	Having worked on the last RAP and having an understanding of many others my suggestion is for this one to identify what the main innovation is and focus the attention on that for the next 2 years. Probably the innovation in last RAP helped lead to the formation of a local community group that can focus attention on and assist the Indigenous residents of the Council area. Council also does a good job at recognising the Traditional Owners groups.	Noted: Council's Reconciliation Action Plan has been developed in line with the <i>Reconciliation Australia's RAP Framework</i> which provides organisations with a structured approach to advance reconciliation; which requires several committed deliverables across key themes. Council will highlight the key focus areas and achievements of the RAP via its quarterly reporting (Final Draft RAP Action: 16). Noted. Council remains committed to working in partnership with Traditional Custodians.
9752	CEO needs to Champion for the RAP to be effectively implemented and managed organisationally. RAP needs to be led by First Nations designated role that is responsible for monitoring, governing and supporting the implementation of our RAP - ensuring cultural integrity in the development and delivery of actions, as well as the offering of culturally appropriate coaching across the organisation that supports employees to build their cultural competency, confidence, connections and ability to implement their responsible actions. Continue with Advisory Committee that is made up of First Nations peoples. The RAP Working group needs to be a management group made up of the responsible owners (executive and senior leaders), as well as delegated council officers responsible for implementation, and other First Nations	Noted. Council's RAP utilises the Reconciliation Australia RAP Framework. In line with this framework, the CEO has been selected as the designated RAP Champion, and maintains an internal Reconciliation Working Group (RWG) that includes executive and senior managers from across the organisation who help inspire a shared vision and ownership of actions across Council. Additionally, a designated First Nations Lead role will guide the successful implementation of RAP deliverables across the organisation. A change has been made to the Final Draft RAP to better reflect this approach and commitment (Final Draft RAP 'Oversight and governance of the RAP' section). Noted. Council acknowledges the strength of the Brimbank Aboriginal and Torres Strait Islander Consultative Committee and has an ongoing commitment to this Committee (Final Draft RAP key deliverable: 1.4).

Submitter ID#	Submitter Response	Council Officer Response
	employees within the organisation to ensure First Nations representation and self-determination is consistently prioritised. Recommend called RAP Management Group as this better illustrates its role. It's not appropriate or effective for a group to own actions in the RAP, as it makes it hard for the employees to have clarity of who is responsible and to hold roles accountable for the commitments made. This should change.	Noted. Reconciliation Australia recommends the terminology Reconciliation Working Group. Noted. Deliverables throughout the Final Draft RAP have been updated with a specific owner; with the Reconciliation Working Group playing an important supportive role instead, where suitable or required.
9675	Being open and communicating throughout the steps it is taking.	Noted. Council is committed to effective implementation of the RAP, which includes transparently reporting on its progress and achievements (Final Draft RAP Actions 15 and 16).
9653	Don't do it if you replace the word Aboriginal with white and its racism then it's racism with the word Aboriginal. Stop wasting our money	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9652	Include ALL Australians. And stop the dividing.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9647	It may be a good idea to seek out the views of a broader range of indigenous people (and not just the same vocal people) to get the diversity in their views. Also it is important to recognise that no culture or heritage is perfect or always on the right side or the victim suffering pain in all things and this sort of view can be damaging, non-productive and limiting to a culture, sometimes missing the real issues and the reality and therefore the practical solutions, even if it means applying the values of a different culture.	Noted. Council will continue to engage with Traditional Custodians, members of the Brimbank Aboriginal and Torres Strait Islander Consultative Committee and local Aboriginal and Torres Strait Islanders.
9646	Potentially through a working or advisory group	Noted. Council will continue to coordinate the Brimbank Aboriginal and Torres Strait Islander Consultative Committee and the Reconciliation Working Group.
9645	This should be more generic and inclusive. We do need to celebrate Aboriginal and Torres Strait Islander culture and heritage, just as much as we	Noted.

Submitter ID#	Submitter Response	Council Officer Response
	do every other culture that makes Brimbank what it is.	
9644	Council support is important as long they make fair decision and with people's support. Council have an idea how it will work.	Noted.
9642	I don't think the Council can, I believe it will work and will cost too much.	Noted.
9641	Don't discriminate against other people. Treat everyone the same. Stop forcing people to do and think what YOU want.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9638	Don't get involved in it. Needs to be done as a federal government level.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9637	Council support is important as long they make fair decision and with people's support. Council have an idea how it will work.	Noted.
9636	Partnering and following the lead of Aboriginal people	Noted.
9635	Highlight Aboriginal areas of significance. Name council spaces sport grounds with appropriate Aboriginal names	Noted. Brimbank City Council's Place Naming Policy 2023 outlines that Council naming proposals may be considered in line with Council's safety and equity policies including the Reconciliation Action Plan. Additionally, through RAP commitments, Council aims to incorporate acknowledgements of Traditional Custodians in all place name signage (Final Draft RAP key deliverables: 7.1 and 8.7).

Question 15: How would you like to see Council support reconciliation and self-determination in the longer-term?

Submitter ID#	Submitter Response	Council Officer Response
9929	Create management roles across all departments for Aboriginal and Torres Strait Islander people. Have an Aboriginal and Torres Strait Islander Unit like other Councils. Having Aboriginal and Torres Strait Islander people sit at the table, listening to their input and taking it on board not dismissing it. Employ Aboriginal and Torres Strait Islander people in HR to design culturally safe HR processes and promote cultural safety of the organisation.	Noted. Council is commitment to supporting access to equitable employment opportunities for Aboriginal and Torres Strait Islander peoples. Several deliverables that will support this outcome are committed to within the RAP (Final Draft RAP Action 11). Additionally, a designated First Nations Lead role has been created to guide the successful implementation of RAP deliverables across the organisation. Changes throughout the RAP has been made to reflect this.

Submitter ID#	Submitter Response	Council Officer Response
	Reflect on your recruitment strategies and how culturally appropriate they are.	
9827	With a budget of \$0.	Noted.
9823	By ensuring that Aboriginal people are not forgotten when it comes to the delivery of other services not typically considered under RAPs, so that they're consulted or their advice sought on a range of other, non-RAP initiatives, e.g. water policy, street naming, etc.	Noted. Council Officers across the organisation will continue to consult with the Brimbank Aboriginal and Torres Strait Islander Consultative Committee and Traditional Custodians.
9820	Creating opportunities for Aboriginal and Torres Strait Islander community for example Brimbank council should use funds for scholarships for First Nation students who want to study at University undergraduate, postgraduate or Tafe as well as create pathways within Council. Having a zero tolerance policy for racism, ensure there a supports in place for Aboriginal and Torres Strait Islander staff and community.	Noted. While education is the domain of the State Government, Council is commitment to supporting access to equitable employment opportunities for Aboriginal and Torres Strait Islander peoples within its workplace. Several deliverables that will support this outcome are committed to within the RAP (Final Draft RAP Action 11). Noted. Council maintains a zero policy for violence and racism. Further Council's commitment to develop and implement an anti-discrimination policy will support this outcome (Final Draft RAP key deliverable: 4.2).
9815	My main comment is to encourage Council to think about how to build substance into local Aboriginal history and to use actively in the reconciliation process that is enhancing the value of knowing the local Aboriginal history better. This is related to the idea of truth telling and as Brimbank does have places of significance (as outlined in part 4 of the draft), knowing more about this and what happened around 200 years ago can help ground the idea of reconciliation at a local level. This would mean working with the Traditional Owners groups, historical societies and others to tell the story as accurately as possible. The main aim of doing something like this is that you could put more substance into what is covered in Part 4 of the RAP –for example it is not true that Aboriginal people have a more a 65k year connection to this place; it is estimated that people have been on the continent for 65k years and that the first arrivals were probably on land now under the ocean in northern WA. Over thousands of years people gradually spread across the continent and local evidence varies and suggests first peoples were living in this part of Victoria from either around 30k years ago (suggested in the RAP) or from what I	Noted. Council is committed to supporting truth-telling and several commitments within the RAP will support this (Final Draft RAP Actions 5 and 6 and 7).

Submitter ID#	Submitter Response	Council Officer Response
	remember on the Keilor skull around 12-15k years ago. Not that it matters much, it is a long time. I guess in broad terms something like this is targeted at local residents and particularly schools where there are opportunities to visit places and immerse in what the past may have been.	
9752	Self-determination strategy. The RAP has become too specific and rigid, and doesn't allow for community actions or needs to be prioritised and more simply put. The VALGS should be considered. There are some examples now of Council's implementing these recommendations. This work has always been important and yet has become urgent following the referendum result. Brimbank has seen good examples of this success, for example Cooyinda. You have trusted community to lead and guide as it can, and now working together to support self-determination of this in the longer-term.	Noted. An edit has been made to the wording of an existing deliverable within the RAP to better illustrate Council's ongoing commitment to strategically consider Council's role and approach in advancing reconciliation and self-determination alongside the Brimbank Aboriginal and Torres Strait Islander Consultative Committee (Final Draft RAP key deliverable: 1.3). This deliverable aims to support Council to consider alternative frameworks or approaches, such as the Victorian Aboriginal and Local Government Strategy.
9675	Not sure.	Noted.
9653	Just don't do it. It's wrong	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9652	Continue to involve local parks and meeting areas to best allow community members to gather together as one.	Noted. A change has been made to the Final Draft RAP to support this outcome (Final Draft RAP key deliverable: 6.7).
9647	The aim should be full integration and acceptance into the reality of the world that we live in, away from tokenism and activism to meaningful contributions to the wider community through teaching (for example teaching all of the community on indigenous culture) small businesses, professional qualifications and work.	Noted. Council remains committed to support truth-telling and capacity building.
9646	It would be good to have the plan be an ongoing thing that is constantly updated and is able to cover the whole of council. It would also be great to have a councillor or two have it as part of their portfolio	Noted. Council's RAP utilises the Reconciliation Australia RAP Framework. In line with this framework, Council's RAP is a two year term and is a whole of organisation plan. Each year, a Councillor is appointed to Chair the Brimbank Aboriginal and Torres Strait Islander Consultative Committee.
9645	Be more inclusive and less bias and policy driven. You're putting a policy in place which Brimbank residents will be bound by, which does not fairly represent our community.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.

Submitter ID#	Submitter Response	Council Officer Response
9644	Start with young school children if you want to make real change.	Noted.
9642	Unity something that councillors can't understand. Not making one culture better than the other. Encourage going to school, joining activities like sport, hobbies etc. Workshops especially with the older generation to learn skills and interact with people. Support job innovation. Encourage Businesses to employ & train all people to improve self-worth and have better living standards.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9641	Refer above.	Noted.
9638	As above.	Noted.
9637	Very affective.	Noted.
9636	Strong advocacy. Being very public in support	Noted. Council will maintain strong advocacy and public support of reconciliation.
9635	Unsure.	Noted.

Question 16: Do you have any further comments about the draft Innovate 2024-2026 Reconciliation Action Plan?

Submitter ID#	Submitter Response	Council Officer Response
9929	Ensure there is cultural leave for Aboriginal and Torres Strait Islander staff similar to VACCA and Victoria University. Cultural leave includes Sorry Business and cultural event day leave to attend NAIDOC events such as NAIDOC March, exhibitions. VACCA also provides a Christmas bonus day leave.	Noted. Council's Enterprise Agreement does support cultural and ceremonial leave. Opportunities to strengthen the Enterprise Agreement are referred to future enterprise bargaining process.
9827	This seems fuelled mostly by white guilt, and more about patting yourself on the back and calling yourself good people than actually helping anyone.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9823	I've become aware of other LGAs sustaining programs for Aboriginal youth centred on the propagation and planting of indigenous flora and the rehabilitation of local landscapes and waterways in such a way that builds opportunities both to work and build a career in ecological or cultural management, but also to connect and care for Country in ways that also benefit the broader community and the environment. Considering that Brimbank is home to some of Victoria's most threatened flora and once had plants that could sustain generations upon generations of Aboriginal	Noted. Council is committed to developing an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy that aims to consider and respond to strategic workforce and community opportunities (Final Draft RAP key deliverable 11.3).

Submitter ID#	Submitter Response	Council Officer Response
	Victorians, it may be an idea worth borrowing.	
9815	Working with other Councils in the West, over the long run and across many aspects of Council activities, will also help with addressing service related matters.	Noted. Council is committed to collaborating with Council's across the western region to support community outcomes (Final Draft RAP key deliverable: 1.8).
9752	Contact details for RAP should be a First Nations identified position or team.	Noted. A change has been made to the Final Draft RAP to include contact details of Council's First Nations unit.
9698	Before governments spend more taxpayer money on some good old fashioned tokenism, please be mindful of what major issues most Australians are facing at this current time.	Noted. Council has responsibly considered budget implications in the development of the Draft RAP. All deliverables proposed in the Final Draft RAP are responsive to Council's obligations under the Human Rights Charter, and are considered important in advancing reconciliation.
9653	It's racist	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9652	Yes stop trying to divide people, stop with the racism.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9649	It is all about Virtue signalling and I'm sure there is more important things to spend Rate payer's money on.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9645	If the Council is going to implement this plan as it stands, what is/has the cost the community? Is there any plan to continue this diversity engagement for the remaining cultures of Brimbank?	Noted. Council has responsibly considered budget implications in the development of the Draft RAP. All deliverables will be completed within existing budgets. Should a need for change arise, this will be referred to future annual Council budget planning process. More broadly, Council remains committed to ongoing community engagement and opportunities are made available on Council's website.
9644	Treat ever Australian the same not matter your back ground.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9642	Dictating and spending public money on what you want people to feel. People want unity not hate. That's both ways.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9641	Let's have one Australia all equal under one flag.	Noted. The proposed actions support Council's obligations to promote and protect human rights under the Human Rights Charter.
9638	There are more pressing issues for residents of Brimbank.	Noted. Council maintains committed to embracing the diversity of the Brimbank community and responding to diverse

Submitter ID#	Submitter Response	Council Officer Response
	Council should focus on making Brimbank a better place to live for all residents not a very small minority	localised needs through the Council Plan and other responsive strategies. The proposed actions outlined in the Final Draft RAP has been responsibly considered and will support Council's obligations to promote and protect human rights under the Human Rights Charter.
9634	Under 11.2 Respect, Point 8. When the protocol is considered for the Acknowledgement of Country, please consider that an individual should be able to customise the acknowledgement to make it personal as sometimes it's just read out without thinking about it. I.e. when in a zoom meeting the person reading it out should also acknowledge if at the time they are on another 'country'. We have staff who are not always located in Brimbank during the meeting. It's up to the person who is reading out the acknowledgement to know the name of the RAP they are on. More education and understanding of its importance is required across the organisation as 'acknowledgement' is the starting point of all understanding.	Noted. Council's commitment to develop a cultural protocol document and support staff to understand the purpose and significance behind cultural protocols, including Acknowledgement of Country will support this outcome (Final Draft RAP key deliverables: 8.1 and 8.2).

3. Internal Stakeholder Engagement

Overview and Outcome Summary

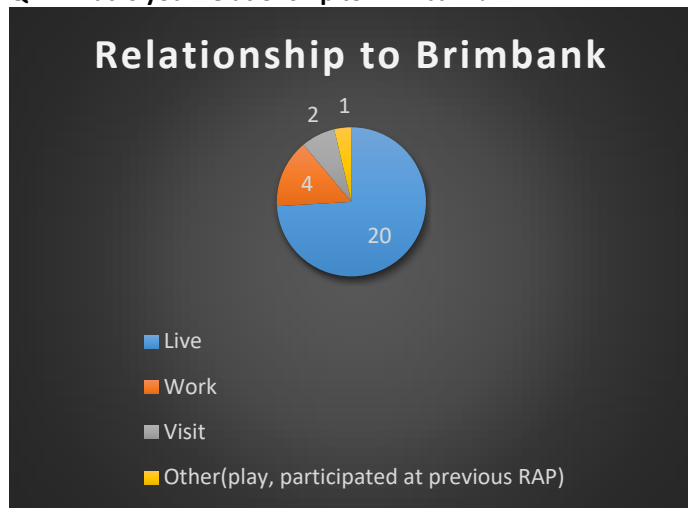
Throughout the consultation period, internal stakeholders were invited to share their feedback on the Draft RAP, either by completing the Your Say survey online, or direct contact to Community Strengthening & Social Planning department.

Several stakeholders asked questions and provided feedback. Themes of feedback that supported final edits to the Final Draft RAP were:

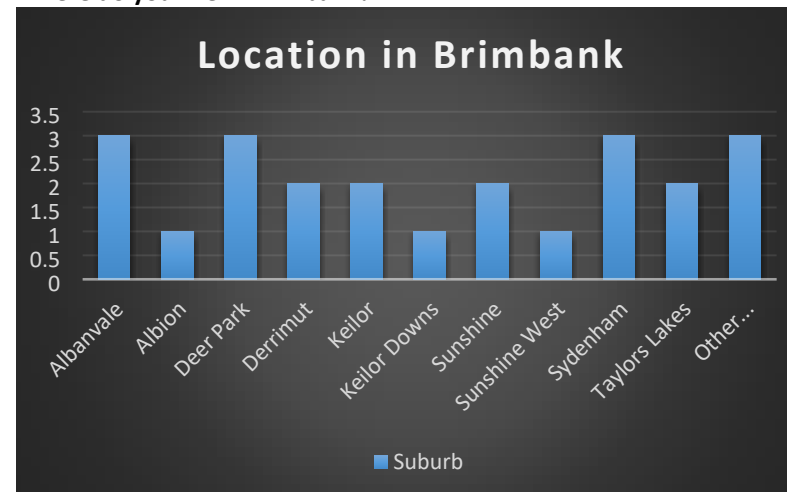
- The organisation requires an identified leadership position that can be available to support Council Officers across the organisation with culturally-appropriate advice and support to build cultural competence and confidence.
- Changes to timelines and or responsible owner/supporting roles of key deliverables within the RAP are required to support realistic and effective achievement.
- The intent of key deliverable 1.3 has been lost due to multiple edits. This deliverable aimed to support Council's strategic thinking and planning about the future of its effort to support reconciliation, self-determination and truth-telling following the referendum outcome. Required rewording to support clarity and effective implementation.
- Minor formatting edits required i.e. missing full stops, commas, one or two words etc.

- Remove acronyms as not everyone understands them.
- The Local Aboriginal Network no longer exists, therefore action 1.8 needs to be updated. Also opportunity to include Koorie Network that Council of which Council already engages.
- It will be difficult for a group (Reconciliation Working Group) to be the lead of deliverables. Suggest these actions should have a specific role that can be held accountable.
- Deliverable 6.6 is not related to procurement. Update wording to support accuracy of what is to be delivered.
- A specific start and end date to RAP's is required under the Reconciliation Framework. Council should launch the RAP in June (following Council endorsement). Need to allow time to plan and deliver a launch event without negatively impacting other actions/deliverables. Officially start the RAP in July – two year period as per framework.
- Deliverable 13.3 aims to supports Action 11. Relocate to align with Action 11.

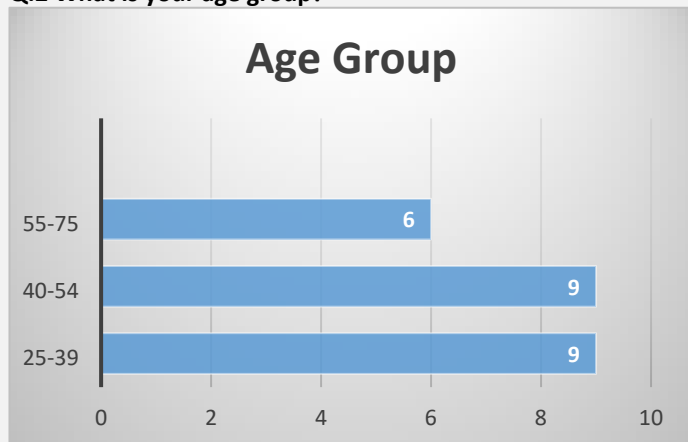
Q.1 What is your relationship to Brimbank?



Where do you live in Brimbank?



Q.2 What is your age group?



Q.3 Do you identify as Aboriginal and Torres Strait Islander?



Brimbank Aboriginal and Torres Strait Islander Consultative Committee Terms of Reference

1 Purpose

- 1.1 The purpose of the Brimbank Aboriginal and Torres Strait Islander Consultative Committee (the Committee) is to provide Brimbank City Council (Council) with knowledge and advice on issues facing Aboriginal and Torres Strait Islander communities, and to oversee the development and implementation of Council's Reconciliation Action Plan (RAP) and Council's strategic direction in advancing Aboriginal and Torres Strait Islander reconciliation, self-determination and safety in Brimbank.

2 Objectives

- 2.1 The Committee's objectives are to:

- Share insights about the needs and opportunities of Aboriginal and Torres Strait Islander communities in Brimbank to help inform priorities for discussion.
- Provide advice about the implementation of Council's Reconciliation Action Plan (RAP) deliverables and Council's strategic direction to advancing reconciliation, self-determination and cultural safety in Brimbank.
- Contribute to and oversee the development, implementation and reporting phases of Council's RAP.
- Provide feedback and advice to Council on its policies, strategies, plans, services, projects, events that impact Aboriginal and Torres Strait Islander communities.
- Provide feedback and advice to Council about how to promote the benefits of the diverse Aboriginal communities, strengthen cultural competence, and enhance understanding about the barriers to equality facing Aboriginal and Torres Strait Islander communities.
- Provide advice to Council in relation to its communication, engagement and consultation with Aboriginal and Torres Strait Islander communities.
- Advocate on behalf of Aboriginal and Torres Strait Islander communities; providing advice on matters to inform advocacy to other levels of government.
- Provide feedback or advice on funding, collaboration or partnership opportunities.

3 Extent of Authority

- 3.1 The Committee acts in an advisory capacity to Council and is not a committee established by Delegated Committee in accordance with section 63 of the *Local Government Act 2020*.
- 3.2 The Committee does not exercise any power of Council.
- 3.3 The Committee has no power to commit Council to any decision or action.
- 3.4 The Committee has no power to direct Council officers in their duties.
- 3.5 Decisions that require formal Council consideration will be referred to the appropriate Council department via the Council Officer in attendance at the meetings.

4 Code of Conduct

- 4.1 All members will:
 - Act with integrity and treat others with respect.
 - Have equal opportunity to participate in the committee discussions.
 - Exercise due diligence and reasonable care.
 - Not make improper use of their position or make improper use of information acquired because of their position.
 - Support colleagues to raise issues or problems and have them dealt with in an honest and respectful manner.
 - Provide constructive feedback or complaints to the Advisory Committee via the Executive Support Officer prior to raising it at a committee meeting.
- 4.2 All members are required to refrain from all forms of violence, which includes lateral violence, bullying and harassment.
- 4.3 All members will commit themselves to functioning in an environment that creates and extends opportunities for
 - Respectful, tolerant, collaborative and courteous communication.
 - Open communication without fear of retribution.
 - Develop an understanding of knowledge transfer of the community needs.
 - Be open to build the capacity of the Brimbank Aboriginal and Torres Strait Islander community.
 - Developing relationships and building partnerships.
- 4.4 Committee members who are Councillors will comply with the Councillor Code of Conduct.
- 4.5 Committee members who are staff members of Brimbank City Council will comply with the current employee Code of Conduct while performing duties as committee members.
- 4.6 Committee members who are not staff members or Councillors are required to meet the standards of Committee behaviours in this section and are further required to keep all information that is provided as a consequence of their membership in the Committee confidential.

- 5.1 The Committee will recognise that members will have different obligations and methods of disclosure under the *Local Government Act 2020* and the Brimbank Governance Rules.
- 5.2 Committee members must disclose any General or Material Conflicts of Interest prior to their appointment, and on an ongoing basis, in accordance with the *Local Government Act 2020* and the Brimbank Governance Rules.
- 5.3 Committee members will disclose to the Committee at, or before, each meeting if they have disclosed any Conflict of Interest in accordance with their obligations under the *Local Government Act 2020* or the Brimbank Governance Rules in relation to any matter to be discussed in the agenda at that meeting and identify the relevant item of the agenda for which the Conflict exists.
- 5.4 A Committee member who is not a relevant person under the *Local Government Act* will disclose any potential or perceived conflict of interest to the Chair and Co-chair on appointment to the Committee and on an ongoing basis and identify the relevant item of the agenda for which the Conflict exists.
- 5.5 Committee members must absent themselves from discussions in relation to matters which they have disclosed a conflict of interest.
- 5.6 Committee members must not improperly seek to confer an advantage or disadvantage, and avoid conflicts between their Committee role and their personal and/ or professional interests and obligations.

6.1 The Committee will comprise of the following members:

- a total of up to nine (9) members consisting of Aboriginal, Torres Strait Islander and non-Aboriginal community representatives, who have a significant role in supporting the Aboriginal and Torres Strait Islander community and a commitment to reconciliation in Brimbank. This includes up to up to five (5) members that are Aboriginal and/or Torres Strait Islander community members, of which one is appointed as Co-Chair; and up to two (2) members that are community members with a demonstrated commitment to reconciliation.
- Two (2) Councillors, of which one is appointed as Chair.
- Council Officers (Director Community Wellbeing, Manager Community Strengthening and Social Planning, First Nations Lead and Reconciliation Officer) – ex officio members.

- The Chair and the Co-Chair, in consultation with the Committee, may co-opt additional members on an ex-officio basis where specific skills or experience will assist the work of the Committee.

6.2 The Council officer positions do not hold voting rights.

7 Recruitment

7.1 Council will appoint Councillor representative/s to the Committee.

7.2 Members will be selected via an Expression of Interest process and approved by the Committee. Selection will be based on demonstration of the following:

- Knowledge and understanding of Aboriginal and Torres Strait Islander communities.
- An interest and involvement in local and/or broader Aboriginal and Torres Strait Islander community affairs, advocacy and networks.
- An interest and understanding of local government services and programs from an Aboriginal and Torres Strait Islander community perspective.
- Direct links to the local Aboriginal and Torres Strait Islander community and/or organisations.
- Experience and/or understanding of the role of a consultative committee.
- Willingness to participate in a consultative capacity.
- Acceptance of the Terms of Reference.

7.3 The Committee membership will be reviewed every two years.

7.4 The majority of members will be Brimbank Aboriginal and Torres Strait Islander residents, however participation is open to non-Aboriginal residents with a demonstrated commitment to reconciliation and non-residents who are Traditional Custodians from this area.

7.5 Each member of the Committee is selected for their individual expertise and not as a representative of any group or organisation.

7.6 Members are free to resign at any time. Previous nominations may be considered to fill the vacancy. An Expression of Interest (EOI) process will be undertaken if there are no previous nominations that meet the criteria.

7.7 Other Councillors, Council Officers, consultants and representatives from external organisations or community representatives may be invited to attend meetings to present, or respond to, agenda items on an ex-officio basis only for the purpose of providing relevant information and advice on matters being considered by the Committee.

8 Procedures

8.1 The Committee will be led by a Chair and a Co-Chair, whose role is to:

- Guide the meeting according to the agenda and time available.
- Ensure all discussion items end with a decision, action or definite outcome.
- Ensure the meetings are culturally safe and there is respect for Aboriginal cultural connections.

- Acknowledge and value the diverse views of members.
- Invite specialists to attend meetings as required.
- Listen to and represent the views of the committee by acting as the bridging link between the Council and the committee.
- Act as an advocate on behalf of the Committee on recommendations presented at Council.
- Review and approve the agenda and minutes before distribution.
- Give one week's notice to the Executive Support Officer if they are unable to attend.
- Assist members to abide by the Code of Conduct and act if there are breaches by issuing: a verbal warning, followed by a written warning and then expulsion if behaviour/breach is not addressed satisfactorily.

8.2 The role of Council is to:

- Update Brimbank Aboriginal and Torres Strait Islander Consultative Committee on Aboriginal and Torres Strait Islander actions in policy/plan documents and decisions relating to community.
- Assign a specific officer as the Executive Support Officer. Once assigned, the Council Officer will:
- Act as the key contact for all members.
- Provide secretariat support, including scheduling meetings, arranging meeting rooms and/or remote access, preparation and distribution of agendas, taking and distribution of meeting minutes, and follow up on actions.
- Seek member input regarding agenda items for meetings, in discussion with the Chair and Co-Chair.
- Provide access to objective, relevant and timely information to inform the participation of members between meetings.
- Support individuals to access reasonable support to enable meaningful and informed engagement.
- On request, provide assistance for members to effectively participate in meetings, including reasonable costs of transport and catering.
- Ensure Recommendations made by the committee are presented to Council.
- If unavailable, the Council officer will arrange for a suitable substitute to perform the duties.
- Provide a Delegates Report to Council that provides a summary of key points discussed at each Committee meeting.

8.3 The role of Community Members is to:

- Guide Council in the understanding of Aboriginal and Torres Strait Islander communities and cultural obligations.

- Guide Council in local and/or broader Aboriginal and Torres Strait Islander community affairs, advocacy and networks.
- Support Council to link into the local Aboriginal and Torres Strait Islander community and/or organisations.
- Share insights about the needs and opportunities of Aboriginal and Torres Strait Islander communities in Brimbank to help inform priorities for discussion.
- Provide advice about the implementation of Council's Reconciliation Action Plan (RAP) deliverables and Council's strategic direction to advancing reconciliation, self-determination and cultural safety in Brimbank.
- Contribute to and oversee the development, implementation and reporting phases of Council's RAP.
- Provide feedback and advice to Council on its policies, strategies, plans, services, projects, events that impact Aboriginal and Torres Strait Islander communities.
- Provide feedback and advice to Council about how to promote the benefits of the diverse Aboriginal communities, strengthen cultural competence, and enhance understanding about the barriers to equality facing Aboriginal and Torres Strait Islander communities. This includes but is not limited to its approach to acknowledging or celebrating dates of significance that impact Aboriginal and Torres Strait Islander communities.
- Provide advice to Council in relation to its communication, engagement and consultation with Aboriginal and Torres Strait Islander communities.
- Advocate on behalf of Aboriginal and Torres Strait Islander communities; providing advice on matters to inform advocacy to other levels of government.
- Provide feedback or advice on funding, collaboration or partnership opportunities.

9 Meetings

- 9.1 The Committee will meet quarterly for approximately two (2) hours, or as required based on priority.
- 9.2 Every meeting will begin with an Acknowledgement of Country.
- 9.3 Meetings will be held outside of usual business hours, unless otherwise agreed to by the Committee.
- 9.4 The location of meetings will be determined by the Committee.
- 9.5 Meetings will be rescheduled should there be Sorry Business in the community that affects majority of the Committee members.
- 9.6 Council officer will provide secretarial support to the Committee.

Minutes and Agendas

- 9.7 Agendas will be distributed one week prior to the meeting.
- 9.8 Minutes will be distributed within two weeks of the meeting being held.

- 9.9 The Committee will be required to endorse the minutes as a true and accurate record at the commencement of the next meeting.

Sub committees

- 9.10 The Committee may establish sub committees as required and will:

- Determine purpose, membership and intended outcome.
- Duration and reporting process.

Quorum

- 9.11 A meeting will become an official Committee meeting once a quorum attends the meeting. The quorum for the committee is one Councillor plus half of the Aboriginal and Torres Strait Islander community members.

Absences

- 9.12 Committee members must advise the Council Officer if they are unable to attend a meeting.
- 9.13 If a Committee member is on Sorry Business and has instructed that the meeting proceeds without them, the meeting will acknowledge the member's absence.

Attendance by non-members

- 9.14 Meetings are not open to the public.
- 9.15 Non-members may attend at the invitation of the Council Officers in consultation with the Committee.

Support to participate in meetings

- 9.16 Aboriginal and Torres Strait Islander Consultative Committee members will be supported in various ways to attend the meeting.
- 9.17 Aboriginal and Torres Strait Islander Elders will be offered an agreed remuneration to acknowledge and value their cultural knowledge, wisdom, advice and guidance offered.
- 9.18 All other committee members' participation in the Committee is on a voluntary basis and are entitled to reasonable support to enable meaningful and informed engagement. To allow for diverse participation, and considering the various circumstances of members, Council can support participation of members through provision of assistance, including but not limited to: Hearing loops, Translators, Provision of refreshments at face-to-face meetings, Transport vouchers, Child care reimbursement.
- 9.19 Individuals seeking support to participate are asked to contact the Executive Support Officer as soon as possible and prior to the meeting to discuss individual needs.
- 9.20 Committee members will be reimbursed for necessary out of pocket expenses incurred while performing duties as a committee members, with such reimbursements to be made in accordance with Brimbank City Council policy and guidelines.
- 9.21 Staff members are entitled to be remunerated for their time spent on Committee activities as per their current employment agreement.

9.22 Councillors are able to claim expenses in accordance with Brimbank's expense policy. Any expenses claimed by Councillors in their capacity as Committee members will be reviewed by Council's Audit and Risk Committee and reported publicly.

10 Confidentiality

10.1 From time to time the Committee may discuss or be provided with material that must remain confidential. Such items and discussions will be identified at the time. All Committee members will be required to maintain confidentiality.

10.2 The Councillor/Chair of the Committee is the media spokesperson.

10.3 Member email addresses provided to the Executive Support Officer will be shared with other members of this Committee for the purpose of organising meetings and distributing shared information. Names of Committee members will be published in on Council's website. Under any other circumstances, permission will be sought from individual members before personal information is shared with any other Council staff or third party.

11 Review

11.1 The Terms of Reference will be reviewed and adopted by Council.

12 Schedule - Documents Incorporated by Reference

12.1 Committee members will comply with the policies and protocols included in the Documents Incorporated by Reference.

- Brimbank Reconciliation Action Plan 2024-2026
- Together We are Brimbank Plan, incorporating the Council Plan 2021 – 2025, Community Vision 2040 and the Municipal Public Health and Wellbeing Plan.
- Brimbank City Council Employee Code of Conduct
- *Local Government Act 2020*
- Brimbank Governance Rules
- In the Public Interest: A conflict of interest guide for councillors, delegated committee members and council staff