



THE CITY OF
GREATER GEELONG

REFLECT RECONCILIATION ACTION PLAN

MAY 2020 – MAY 2021



ARTIST ACKNOWLEDGEMENT



Artist: Billy-Jay O'Toole

Title: "Wadawurrung Country and Connection" 2019

The meaning behind the artwork:

The blue section of the painting represents our amazing ocean, bays, rivers, creeks and wetlands. The white creamy section represents our coastline with the footprints embedded into the sand, telling the story of our Old People who have been connected to this coastline for many of thousands of years.

The mountain represents the You Yangs which holds a special part of our history here on Wadawurrung country, with the 7 gathering circles on the mountain representing the 7 family groups within Wadawurrung.

Waa the Crow is our protector here on country, and Bunjil the Eagle is our creator.

The u shape people symbols represent my family of 5 generations still living on Wadawurrung country, my great grandmother Aunty Joyce Eccles my pop Norm Eccles, my Mum Corrina Eccles, myself and my beautiful daughter Alira. The eucalyptus leaves represent the cleansing of the Country when smoking ceremonies are performed by the Wadawurrung Traditional Owners.

REFLECT RECONCILIATION ACTION PLAN

MAY 2020 – MAY 2021

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ACKNOWLEDGEMENT OF COUNTRY

The City of Greater Geelong acknowledges the Wadawurrung People as the Traditional Owners of this land. It also acknowledges all other Aboriginal and Torres Strait Islander People who are part of the Greater Geelong community today.

MAYOR AND CEO MESSAGE

We are very proud to bring you the City's first Reconciliation Action Plan. The purpose of the plan is to explain how we are going to change the way we do things to better support reconciliation, both within our organisation and with the community.

At the City of Greater Geelong, we acknowledge the Wadawurrung people as the Traditional Owners of the land on which we operate.

We want our community to respectfully acknowledge the connection of Traditional Owners and other Aboriginal and Torres Strait Islander community members to the land and waterways; to better understand Aboriginal and Torres Strait Islander cultures and histories; and to acknowledge the experiences and needs of Aboriginal and Torres Strait Islander peoples living within the City of Greater Geelong, so they feel both respected and valued.

We have a long history of working in partnership with Aboriginal and Torres Strait Islander communities to achieve this. We have actively promoted local Aboriginal history and cultures, and also used Wadawurrung language in City initiated events, projects and plans. However, we recognise the important civic leadership role we could play in further promoting and fostering reconciliation.

The next step for us is to walk together with Aboriginal and Torres Strait Islander peoples, and all other community members, to strengthen respect, relationships and opportunities. We know that the path to meaningful reconciliation will be built on the partnerships we will form and the learnings we will share through this process.

Thank you to everyone that has worked tirelessly to bring this plan to life. It is only one step on the long road towards genuine reconciliation, but it is one we hope will lead to better opportunities for all Aboriginal and Torres Strait Islander people living and working in our region.



CR STEPHANIE ASHER
Mayor
City of Greater Geelong



MARTIN CUTTER
Chief Executive Officer
City of Greater Geelong

WADAWURRUNG TRADITIONAL OWNERS MESSAGE

My name is Norm Eccles. I live on my Ancestor's land, Wadawurrung Country. I'm a father of 4, Grandfather of 10 and Great Grandfather of 4.



Norm Eccles (Top Left),
Corrina Eccles And Alira
O'Toole (Top Right), Billy-Jay
O'Toole (Bottom Left),
Auntie Joyce Eccles (Center)
Photographer: Ferne Millen

My mother Joyce Eccles aged 95 years, is the oldest living Wadawurrung person. She is a woman of strength who loves her Culture, family and community. When I was 10 years old my mum moved to Geelong with 9 children and has lived here for 62 years.

We currently have 5 generations living on Wadawurrung Country in the City of Greater Geelong municipality. From my mother Auntie Joyce 95 years, to my granddaughter Alira 2 years.

Over my 60 years living in Geelong I have utilized many City of Greater Geelong facilities and worked in many volunteer roles connected to the City and local sporting clubs.

Geelong is a beautiful place to live and was a place my Ancestors lived for thousands of years. I am a descendant of the only surviving bloodline of

the Wadawurrung people. Prior to settlement and colonisation my Ancestors cared for this Land, the Country, the water, all things living; and each other. Our stories, Spirit and bloodline is connected strongly to this Country. My mother and her family advocated for this Country, and I am proud of the family generations today continuing to advocate and care for Country.

Reconciliation is vital for all people, to learn about the Wadawurrung history of the land they live on, to know the stories and appreciate the Country, and importantly for organizations to be committed to walking together for reconciliation and endorsing this Reconciliation Action Plan.

OUR BUSINESS

The role of The City of Greater Geelong is constituted under the Local Government Act (Vic) 1989 to provide leadership for the good governance of the municipal district and the local community. This means:

- considering the diverse needs of the local community in decision-making
- establishing strategic objectives and monitoring achievements
- managing resources in a responsible and accountable manner
- advocating local community needs to other communities and governments
- giving everyone the opportunity to participate in the democratic process and decision making that shapes our community.

The City of Greater Geelong is committed to effective and sustainable forms of democratic and corporate governance as the key to ensuring that we and our administration meet the community's priorities.

The City of Greater Geelong has a responsibility to respond to the needs of Aboriginal and Torres Strait Islander peoples in the Geelong region. This can include an advocacy and facilitation role regarding Aboriginal cultural heritage and its contemporary expression; health, wellbeing and economic issues. The preparation of the Reflect Reconciliation Action Plan demonstrates Council's commitment to building a strong relationship and partnership with the Aboriginal and Torres Strait Islander community in Geelong.

COMMENT FROM AN ABORIGINAL STAFF MEMBER AT CITY OF GREATER GEELONG

"I applied for the Business Administration Trainee position at the City for various reasons. Firstly, it is a strong foundation for my career pathway and there are endless opportunities available within the organisation.

I have always been interested and passionate about the structure of business operations, general administration and organisational procedures and policies. This traineeship allows me work full time as well as study my Certificate IV in Business.

Additionally, throughout the course of this traineeship, I will gain more knowledge and skills relevant to business and administration, further enhancing my capabilities and pushing me to reach my maximum potential. Secondly, having the privilege of working in such an organisation that is community orientated, allows me to represent the City's core values.

In conjunction with this, I am able to demonstrate my own personal values and morals that will benefit the wider Geelong community as well as my work colleagues.

A sense of care and responsibility to an individual or large community is something that has always resonated with me, and so a combination of all these above factors means I will be able to fulfil my duty and job position within the City of Greater Geelong."

Alana Bonanno
Business Administration Trainee

OUR CITY AND ITS PEOPLE

With a population of more than 252,000 people, the City of Greater Geelong is Victoria's largest regional municipality.

Located 75 kilometres south west of Melbourne, the City of Greater Geelong municipality covers an area of 1,252 km², comprising suburban, coastal and country areas. Our staff are currently based in seven central Geelong offices. Greater Geelong is bounded by the Moorabool Shire and Wyndham City Council in the north; the Borough of Queenscliff in the east; the Surf Coast Shire and Golden Plains Shire in the west; and Bass Strait to the south.

The region is characterised by the iconic waterfront overlooking Corio Bay, the picturesque Bellarine Peninsula, the Barwon River, You Yangs Regional Park, wetlands, beautiful parklands and wildlife sanctuaries. Geelong is also the gateway to the world-renowned coastline of south-west Victoria via the Great Ocean Road.

The Traditional Owners of the land, the Wadawurrung People, have lived in the Geelong region for more than 25,000 years, occupying a territory of 10,000 square kilometres.

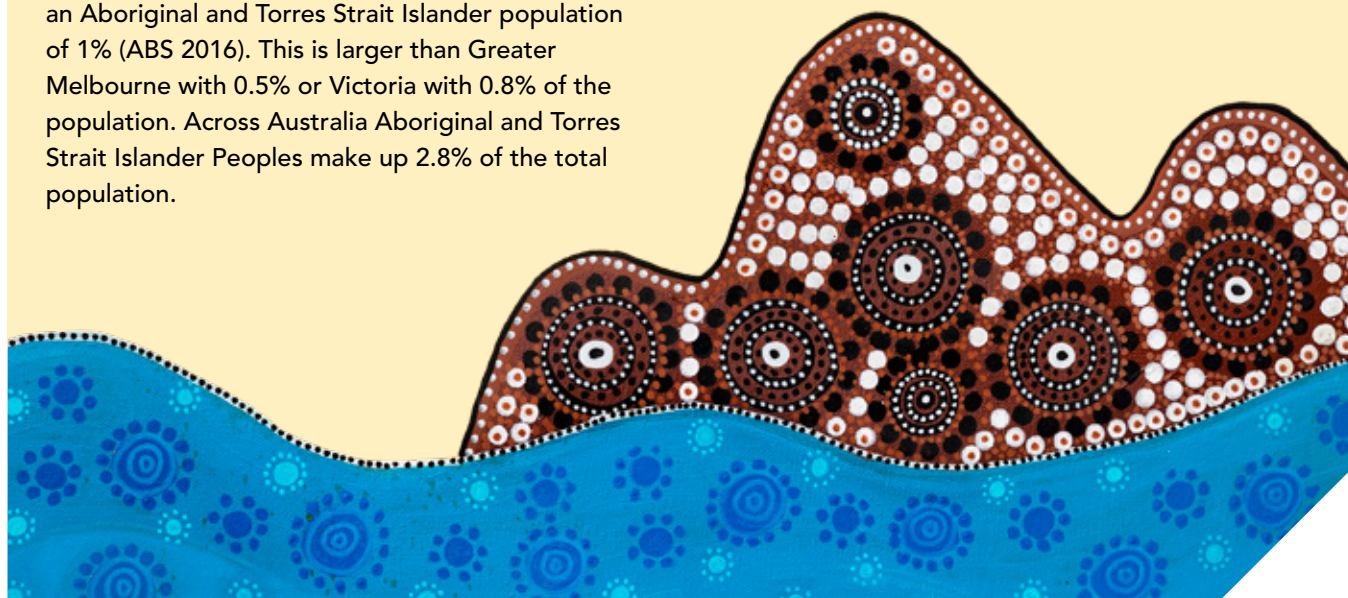
POPULATION PROFILE

The City of Greater Geelong's population continues to grow, with an estimated 2018 resident population of 252,217. With more than 50 suburbs and townships, the population is predicted to reach 393,216 by 2041.

The City of Greater Geelong has the largest population of Aboriginal and Torres Strait Islander people in any local government area in Victoria, with an Aboriginal and Torres Strait Islander population of 1% (ABS 2016). This is larger than Greater Melbourne with 0.5% or Victoria with 0.8% of the population. Across Australia Aboriginal and Torres Strait Islander Peoples make up 2.8% of the total population.

EMPLOYMENT

The City of Greater Geelong is one of the largest employers in the region, employing 2,647 people including 10 Aboriginal and/or Torres Strait Islander staff. Over the last decade Aboriginal and/or Torres Strait Islander staff have been employed in the areas of Healthy Communities, People and Culture, Child and Family Services, Recreation and Leisure, Youth Development and Engineering.



OUR RAP

PROCESS OF DEVELOPING THE RECONCILIATION ACTION PLAN

The City of Greater Geelong has developed the Reflect Reconciliation Action Plan in consultation with a Working Group comprising Traditional Owners, Aboriginal and Torres Strait Islander community members, representatives from Wadawurrung Traditional Owners Aboriginal Corporation and Wathaurong Aboriginal Co-operative. The working group met regularly and participated in a series of workshops facilitated by Tania Dalton, a local Aboriginal consultant.

Our Reconciliation Action Plan has been developed around four key deliverable themes including Relationships, Respect, Opportunities and Governance. It is based on priorities and aspirations identified through consultation with Traditional Owners, the local Aboriginal and Torres Strait Islander Community and input from the Working Group members.

Our Reconciliation Action Plan builds on advancing a positive relationship between Aboriginal and Torres Strait Islander Peoples and non-Indigenous people, demonstrating respect and self-determination for local Aboriginal and Torres Strait Islander Peoples ensuring equality of opportunity and access in all dealings with the community.

Throughout the implementation of Reflect Reconciliation Action Plan, the City will work on clarifying members and roles/responsibilities of the Reconciliation Action Plan working group to ensure strong governance and accountability mechanisms. The working group to be established will follow the Reconciliation Action Plan working group requirements in accordance with the good practice guide.

“Karreenga is a Wadawurrung word which means ‘to grow’.”

THE CITY’S JOURNEY TO DATE

The City of Greater Geelong has actively engaged with the Geelong Aboriginal and Torres Strait Islander community for more than 20 years, working to identify key issues, aspirations and actions that Council can undertake, or for which it can advocate on behalf of the local Aboriginal and Torres Strait Islander community.

In 2014, the City developed, with the local Aboriginal and Torres Strait Islander community, the Karreenga Aboriginal Action Plan 2014–2017. This plan was underpinned by the City’s Aboriginal Cultural Heritage Management and Protection Development Planning Protocol adopted by Council in 2000, and the Indigenous Statement of Recognition and Commitment adopted by Council in 2009.

The City undertook annual reporting on the Karreenga Aboriginal Action Plan completing over 130 actions with the Aboriginal and Torres Strait Islander community since 2014.

The Karreenga Action Plan included a signed Statement of Intent which demonstrated the intention of Council to work in partnership with Aboriginal and Torres Strait Islander peoples and address key goals identified in the action plan. This Statement was signed by the City of Greater Geelong, Wadawurrung Traditional Owners Aboriginal Corporation and Wathaurong Aboriginal Co-operative.



“Wadawurrung Country connects from our mountains, to freshwater country, Moorabool and Barwon rivers to our Saltwater Country at Barwon Heads into Corio Bay in the City of Greater Geelong boundary.”

WADAWURRUNG WOMAN - CORRINA ECCLES



OUR CONTRIBUTORS

We thank the following Aboriginal and Torres Strait Islander Community Members and other stakeholders who contributed in developing our Reconciliation Action Plan development through sharing their knowledge.

• Denotes Aboriginal and/or Torres Strait Islander Person)

• **Tania Dalton** – Aboriginal Consultant

• **Kaley Nicholson** – Senior Lead Diversity and Inclusion City of Greater Geelong

• **Corrina Eccles** – Wadawurrung Traditional Owner representing the Corporation

• **Sharelle McGuirk** - Department Health and Human Services

• **Jordyn Flagg** – Aboriginal Community Liaison Officer Victoria Police

• **Kylie Clarke** – Aboriginal Community Member

• **Lisa Briggs** – Interim CEO Wathaurong Aboriginal Co-operative

• **Adam Muir** – Healthy Communities City of Greater Geelong

• **Jye Walker** – Department of Justice

• **Shane Bell** – Department of Premier and Cabinet

• **Julie Jose** – Department Health and Humavn Services

• **Renee Owen** – Programs Manager, Aboriginal Health Unit, Barwon Health

• **Mark Edwards** - Wathaurong Aboriginal Co-operative

• **Alana Bonanno** - Business Administration Trainee City of Greater Geelong

• **Sandra Brogden** – Department of Education

• **Stephanie Skinner** – Wadawurrung Traditional Owner representing the Corporation

• **Cormach Evans** – Strong Brother Strong Sister

• **Lowell Hunter** – Aboriginal Community Member

Vicky Grosser – Geelong One Fire Reconciliation Group

Deb Kearney - Department Health and Human Services

Cr Sarah Mansfield – Portfolio Holder/Aboriginal Affairs City of Greater Geelong

Janice Lane – Manager Healthy Communities City of Greater Geelong

Jane Wager – Co-ordinator Social Equity and Safety City of Greater Geelong

Kevin Krastins – Community Development Officer City of Greater Geelong

Libby Lesock – Consultant

Paul Davis – General Manager Wathaurong Aboriginal Corporation

Pirooz Jafari - Acting Co-ordinator Social Equity and Safety City of Greater Geelong

Chantal Chauvet-Allen - Co-ordinator Health Equity and Planning City of Greater Geelong

Jessica Hurse - Manager Planning and Growth City of Greater Geelong

Travis Kirkwood - Manager Property, Procurement and Assets City of Greater Geelong

Steve Singline – Public Art Officer City of Greater Geelong

Kimberley Walters – Communication and Marketing City of Greater Geelong

Maryanne Vagg – Marketing, Community Education and Sponsorship City of Greater Geelong

Chris Walters -Community Inclusion City of Greater Geelong

Ashley Shaw – Senior Advisor Recruitment and Workforce Management City of Greater Geelong



Left to right – Tania Dalton, Kaley Nicholson, Libby Lesock, Vicky Grosser, Cr Sarah Mansfield, Deb Kearney, Jordyn Flagg

WADAWURRUNG ABORIGINAL HISTORY

We acknowledge our Ancestors and our Elders past and present. We acknowledge Bunjil our Creator Spirit of our beautiful Country and thank Him for continuing to watch over Country today and beyond.

We acknowledge that our Ancestors traditionally nurtured and cared for Wadawurrung Country for tens of thousands of years and in return the Country cared for them with healthy nourished land and water providing a sustainable life.

We acknowledge the hardships, the destruction, disrespect and the harm our Wadawurrung Ancestors endured following colonisation. These devastating impacts are still evident and felt today within the Spirit of our bloodline, and harshly felt on Country, with destruction to our Mother Earth waterways, cultural values and songlines connected to our Country.

The fact that Wadawurrung People and Culture have managed to survive and thrive demonstrates enormous inner Spirit, connection to Country, strength, resilience and adaptability.

Wadawurrung People are determined and committed to their cultural obligations to see their unique cultural heritage and cultural values protected and respected. Wadawurrung aims to restore Traditional Knowledge and authority over the management of Wadawurrung Country for the betterment of those living on, prospering from, or visiting Wadawurrung Country. We want everyone to enjoy our holistic and diverse country, landscapes, the Land, mountains, inland, waterways and coastal areas.

Wadawurrung People are the Traditional Owners of this land.

Wadawurrung People care for the Land, waters and intangible heritage of their land. Wadawurrung Country covers over 10,000 square kilometres from the Great Dividing Range in the North, to the coast in the south, from the Werribee river in the east, and to Aireys inlet in the west, which includes Geelong and Ballarat.

DJILANG TRADITIONAL WADAWURRUNG NAME FOR GEELONG

Djilang was the traditional Wadawurrung name for Geelong. Djilang meaning a “Tongue of Land”.

As Bunjil, our Karringalibil Murrup (Creator Spirit) flew over this country, his eyes looking down on country, he saw the water coming into the bay and the tongue of land – Djilang.

Djilang was a rich cultural landscape for the Wadawurrung, a place of plenty. From our wetlands, coastal country, rivers and inland country, the resources were used by our people to live a rich and sustainable life and as valuable trading materials. Significant cultural landscapes feature surrounding Djilang include: Wurdi Youang, meaning Big Hill and now known as the You Yangs, Corio Bay, meaning Sandy place, Lake Connewarre coming from the Wadawurrung word Kunawarra - the Black swan, and the Moorabool and Barwon Rivers, a connected system between the mountains and the sea. These significant cultural land features show how our land still speaks to us of our language, Wadawurrung Ancestors and their connection to this Country.

Rebecca Famlonga – Wadawurrung Traditional Owner



WADAWURRUNG COUNTRY MAP

"Our family have looked after and cared for this Country for over a thousand generations and are still caring for it to this very day. Wadawurrung Country is our Mother, we need to care for our Mother, and in return she will care for us. If our Mother's lands, water and all things are healthy and cared for, we will have healthy country, healthy people and strong spirit."

Corrina Eccles – Wadawurrung Traditional Owner

The Wadawurrung Traditional Owners Aboriginal Corporation (WTOAC), is the Registered Aboriginal Party (RAP) for Wadawurrung country. Wadawurrung people are legally recognised under the Victorian Aboriginal Heritage Act 2006 as the Traditional Owners of this land. We are responsible for managing and protecting all Wadawurrung Cultural heritage, water, stories and history.

LEGEND

- Wadawurrung Language Area
- City of Greater Geelong (inclusive of Wadawurrung area)
- Wadawurrung sea boundary extents
- Township
- Major Road / Highway / Freeway
- Waterway
- Rail Line

*Please note this map is based on the current Registered Aboriginal Party boundaries – 2020.

VICTORIA



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OUR PARTNERSHIPS AND CURRENT ACTIVITIES

ESTABLISHMENT OF THE KARREENGA ABORIGINAL ADVISORY COMMITTEE

The purpose of the Karreenga Aboriginal Advisory Committee is to provide a structure for on-going conversation between the Aboriginal and Torres Strait Islander community and City of Greater Geelong across a broad range of topics such as cultural heritage, health, housing, legal, sport, recreation, employment, environment, training and early years services.

The Karreenga Aboriginal Advisory Committee also provides Council with information and advice regarding issues about social justice and cultural safety for the Wadawurrung people and the local Aboriginal and Torres Strait Islander Community. The Committee comprises a Councillor, representatives from Wadawurrung Traditional Owners Aboriginal Corporation and Wathaurong Aboriginal Co-operative, Aboriginal and Torres Strait Islander residents and non-Indigenous residents, representative from Barwon Health, Department of Health and Human Services and Geelong One Fire Reconciliation Group and staff from the City.

The City has been the sponsor of 12 Aboriginal Cultural Heritage Management Plans since 2013. These plans relate to new developments in areas of Aboriginal cultural heritage sensitivity and they are assessed by Wadawurrung Traditional Owners Aboriginal Corporation as the Registered Aboriginal Party. The preparation of the Aboriginal Cultural Heritage Management Plans has assisted in protecting, recognising and respecting Aboriginal cultural heritage within the Geelong region and the Council has taken a proactive approach to this protection of Aboriginal culture heritage since the adoption of the Aboriginal Planning Development Protocol in 2000.



“Our creation story and songlines are all connected, Country is a living entity. We can close our eyes and hear our language from our Country being spoken by our birds and all things around us. We can open our eyes and see our stories and connection, we can walk barefoot and feel our Mother Earth. We can traditionally burn country for it to heal and renourish. Our cultural structures cared for our Country for thousands of years”.

We as Wadawurrung People will continue to advocate, care and walk together for our future generations and all people living and visiting our country, ‘Wadawurrung Country’.

WADAWURRUNG WOMAN - CORRINA ECCLES

THE RECONCILIATION DIGITAL PROJECTIONS

The City of Greater Geelong has supported a diverse range of events during National Reconciliation Week over many years. In particular over the past five years, the City has launched the Reconciliation digital projections, and this remains one of the key reconciliation events on the City's calendar.

Discussions with Uncle Bryon Powell, Elder from Wadawurrung Traditional Owner Group, led to the development of the project. Uncle Bryon originally suggested that Council hold a Welcome to Country with a traditional Smoking Ceremony at sunset and this idea was expanded to incorporate a digital projection program on the front of City Hall, City of Greater Geelong's Municipal offices, during National Reconciliation Week.

The motivation behind the program was to create an opportunity for the strengths of the local Aboriginal and Torres Strait Islander communities to be showcased in a creative and engaging format. The project was developed from a strengths-based approach, with each partner contributing imagery that depicted the health, strength and creative aspects of the local Aboriginal and Torres Strait Islander communities.

A digital multimedia artist was engaged to create an animated digital show reel that displayed imagery of local Aboriginal and Torres Strait Islander artists and their work. Additionally, historic footage and contemporary images of community members participating in a range of healthy leisure activities, sport, dance and community gatherings are also displayed. A soundtrack accompanies the imagery, including a voice over from Aboriginal and Torres Strait Islander community members.

Council is proud to host and coordinate the event which receives overwhelming support from both Aboriginal and Torres Strait Islander Peoples and non-Indigenous members of the community. All parties have demonstrated a willingness to bring a solution focused approach to relationship building and creating a greater sense of cultural understanding and respect.



The project successfully engages and works with more than 35 stakeholders across Aboriginal, Torres Strait Islander and non-Indigenous communities. This includes Traditional Owners, Aboriginal service providers, schools, The Torch, artwork from Barwon, Karreenga and Marngoneet prisons, Geelong Art Gallery, Geelong Library and Heritage Centre, Barwon Water, Geelong Performing Arts Centre, artists, sporting clubs and health providers.

In 2019, artworks from 20 Aboriginal artists were also placed on exhibition and offered for sale in the Geelong Library.

The project is delivered utilising the skills and expertise of staff across the organisation and it contributes to a growing awareness and understanding of the strengths of the local Aboriginal and Torres Strait Islander community. The success of the project has contributed to its ongoing sustainability, with all partners indicating an interest in growing the project in future years.

OUR PARTNERSHIPS AND CURRENT ACTIVITIES

CASE STUDY – KOLING WADA NGAL



Photographer: Mike Dugdale 2019

Celebrating All Things Deadly, Close the Gap Day event

The City of Greater Geelong celebrated with the local Aboriginal and Torres Strait Islander Community on Close the Gap Day on 21 March 2019. Traditionally across Australia, the day has been used to raise awareness of the health of Aboriginal and Torres Strait Islander peoples, but the City chose to turn the message around and celebrate “All Things Deadly” about Aboriginal and Torres Strait Islander life and cultures. The event, held in Johnstone Park, a traditional meeting place for the Wadawurrung People, was very well received by the local Aboriginal and Torres Strait Islander and non-Indigenous community, with participation from people of all ages.

The event was led by the City of Greater Geelong with significant support from local organisations, groups and businesses, who contributed resources, activities and information for the event.

Originally designed to garner support from the local Aboriginal and Torres Strait Islander community for the development of the City’s first Reconciliation Action Plan, the event quickly grew into a festival of traditional

ceremony, dance and art, and contemporary craft, music and activities.

After a Welcome to Country and Smoking Ceremony by Traditional Owners, the Community was encouraged to participate in the music and dance, stalls, information sessions and a healthy exercise program led by Aboriginal sports program “I Dare Ya”.

Food was provided by a local Aboriginal catering business and music and entertainment by local Aboriginal and Torres Strait Islander community members. Joining the music line up was also the Dhungala Children’s Choir with Deborah Cheetham leading the choir of local Aboriginal and Torres Strait Islander children through songs in traditional language.

The Aboriginal and Torres Strait Islander Community agreed that the event was a resounding success and plans are underway to ensure it becomes an annual event on the City of Greater Geelong event calendar.

CITY WALKING TRAILS

In 2018 the City of Greater Geelong launched a number of walking trails many containing Aboriginal cultural information about the local area.

Walks have been developed within the North Shore Neighbourhood, Cowies Creek Environmental area, and the Karndoor-Kapa Track in Corio. The Karndoor-Kapa track is named in Wadawurrung language and means “Follow the Norlane Corio track”. Each of the tracks provides a pamphlet that contains a section on Aboriginal Culture written by the Traditional Owners. The information provided on these walks includes knowledge about Wadawurrung Country, their lifestyle, local food sources and contact with the early settlers.

“BECAUSE OF HER WE CAN” COMMEMORATIVE PHOTOBOOK AND STREET FACE



In 2018, the City of Greater Geelong celebrated NAIDOC with the national theme **Because of her, We Can! Acknowledging the contributions, leadership, advocacy and influence of First Nations women across our region.**

NAIDOC Week is a time to celebrate and recognise the histories, cultures, contributions and achievements of Aboriginal and Torres Strait peoples.

As leaders, trailblazers, politicians, activists and social change advocates, First Nations women have fought, and continue to fight, for justice, equal rights, rights to Country, law and justice; access to education and employment; and the ability to maintain and celebrate their cultures, languages, music and art.

They continue to influence as doctors, lawyers, teachers, electricians, chefs, nurses, architects, rangers, emergency and defence personnel, writers, volunteers, chief executive officers, actors, singer songwriters, journalists, entrepreneurs, media personalities, board members, accountants, academics, sporting icons and Olympians, the list goes on.

They are mothers, Elders, grandmothers, Aunties, sisters and daughters.

Their achievements, their voices, and their unwavering passion give us all strength and has empowered past generations and paves the way for generations to come.

In recognition the City prepared a commemorative photobook of the 2018 event, portraying the many First Nations women, their family, friends, colleagues and Community who came together to honour and celebrate them.

In addition to the photobook, 40 pictures were chosen to be featured on 18 buildings around Geelong, as part of NAIDOC celebrations.

These STREETFACES were nominated and selected by young local Aboriginal and Torres Strait Islander people and are shining a light on the Aboriginal women who make a difference in their lives and our community.



RECONCILIATION ACTION PLAN

RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	December 2020	Manager Healthy Communities
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2020	Manager Healthy Communities
	Establish a preferred communication strategy of engagement with Aboriginal and Torres Strait Islander Stakeholders and Organisation networks	December 2020	Manager Healthy Communities, Senior Lead Diversity & Inclusion
	Establish Aboriginal and Torres Strait Islander feedback mechanism through the "Have your say" page on Geelong Australia website	July 2020	Manager Healthy Communities
	The Mayor, CEO and Director Community Life to meet with Wadawurrung Traditional Owners Aboriginal Corporation and CEO Wathaurong Aboriginal Cooperative bi-annually to ensure strategic, advocacy and media opportunities are mutually agreeable to both organisations	September 2020 and March 2021	Mayor, CEO and Director Community Life

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2021	Director People and Culture
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2020	Manager Healthy Communities
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2020	Director People and Culture
	Invite local Aboriginal and Torres Strait Islander Community members to participate in the digital artwork display	June 2020	Manager Arts and Culture, Manager Healthy Communities
	Support an external National Reconciliation Week event	27 May- 3 June, 2020	Manager Healthy Communities
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	July 2020	Chief Executive Officer/Director People and Culture
	Identify external stakeholders that our organisation can engage with on our reconciliation journey and invite them to participate in our events and activities	December 2020	Director Community Life
	Identify Registered Aboriginal Party and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2020	Manager Healthy Communities
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	January 2021	Director People and Culture
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	January 2021	Director People and Culture



RECONCILIATION ACTION PLAN

RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	February 2021	Director People and Culture
	Conduct a review of cultural learning needs within our organisation.	July 2020	Director People and Culture
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of Wadawurrung local Traditional Owners and their lands and waters within our organisation's operational area.	July 2020	Manager Healthy Communities
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2020	Director People and Culture
	Draft, implement and communicate a cultural protocol document including protocols for Welcome to Country and Acknowledgement of Country for internal and external use	July 2020	Director People and Culture
	Develop a style guide for Aboriginal and Torres Strait Islander correspondence, including recognised Aboriginal and Torres Strait Islander artwork, and link with Communication strategy	July 2020	Manager Corporate Communications and Marketing
	Include Acknowledgement of Country to recognise Wadawurrung Traditional Owners on all staff email blocks, and on the City of Greater Geelong website	July 2020	Chief Executive Officer
	Display Wadawurrung Acknowledgement of Country plaques in all Municipal buildings	September 2020	Manager Healthy Communities

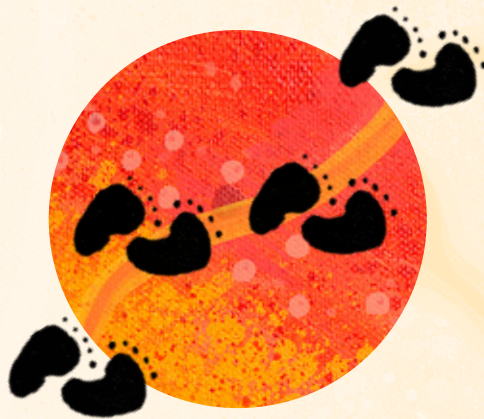
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2020	Director People and Culture
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2020	Director People and Culture
	RAP Working Group and Karreenga Aboriginal Advisory Group members to participate in an external NAIDOC Week event and assist in promoting events where requested	July 2020	Director People and Culture and Manager Healthy Communities
8. Create a physical environment within City of Greater Geelong that is respectful, welcoming and inclusive of Aboriginal and Torres Strait Islander peoples	Display culturally appropriate Aboriginal and Torres Strait Islander artworks in City of Greater Geelong offices and meeting rooms	September 2020	Manager Arts and Culture
	Investigate the opportunity to use Wadawurrung language in the naming of the new civic precinct	June 2020	Chief Executive Officer
9. Celebrate local Aboriginal and Torres Strait Islander cultures and achievements at an event on Close the Gap Day annually	Coordinate cultural celebration event on Close the Gap Day annually	March 2021	Manager Healthy Communities
	Encourage staff and the Aboriginal and Torres Strait Islander Community to attend the Close the Gap Day Event annually	March 2021	Manager Healthy Communities and Director People and Culture
	Ensure Aboriginal and Torres Strait Islander peoples are central in planning the annual Close the Gap day event	March 2021	Manager Healthy Communities



RECONCILIATION ACTION PLAN

OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	February 2021	Director People and Culture
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2021	Director People and Culture
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	February 2021	Manager Property Procurement and Assets
	Investigate Supply Nation membership and corporate partnership with Kinaway Chamber of Commerce.	October 2020	Manager Property Procurement and Assets
	Ensure Aboriginal and Torres Strait Islander businesses are added to preferred supplier list once awarded.	June 2020	Manager Property Procurement and Assets
	Actively seek quotes from Aboriginal and Torres Strait Islander owned Businesses by utilising the Supply Nation and Kinaway Chamber of Commerce to target specific needs.	June 2020	Manager Property Procurement and Assets
12. Together with the Wadawurrung Traditional Owners establish a First Nations Heritage Grant program.	Prepare a First Nations Heritage Grant program with relevant guidelines to fund the identification, conservation, and promotion of Aboriginal heritage places.	October 2020	Director of Customer and Corporate Services and Manager Healthy Communities



“We praise the City of Greater Geelong for walking along side us and listening to our voices and traditional ways.

The development of the Reconciliation Action Plan has been a journey of walking together to see the Reconciliation Action Plan endorsed as a framework of accountability to acknowledge, support and advocate for Wadawurrung People and all Aboriginal and Torres Strait Peoples living on Wadawurrung Country.”

WADAWURRUNG WOMAN - CORRINA ECCLES



RECONCILIATION ACTION PLAN

GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
13. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain the RWG to govern RAP implementation.	June 2020	Director People and Culture / Manager Healthy Communities
	Draft a Terms of Reference for the RWG.	December 2020	Director People and Culture / Manager Healthy Communities
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	June 2020	Manager Healthy Communities and Director Governance Strategy & Performance
14. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	May 2020	Chief Executive Officer and Executive Leadership Team
	Engage senior leaders in the delivery of RAP commitments.	June 2020	Chief Executive Officer and Executive Leadership Team
	Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2020	Director Governance Strategy & Performance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2020 and 2021	Manager Healthy Communities
16. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2021	Manager Healthy Communities
17. Review and renew the membership of the Karreenga Aboriginal Advisory Group	Discuss with Traditional Owners the renaming of the Karreenga Aboriginal Advisory Group	April 2021	Manager Healthy Communities
	Review the Karreenga Aboriginal Advisory Group Terms of Reference and refresh the guiding principles, and vision each 12 months	June 2020	Manager Healthy Communities
	Review the Karreenga Aboriginal Advisory Group membership to ensure a majority Aboriginal and Torres Strait Islander members and a minimum of 40% membership of women	June 2020	Manager Healthy Communities
	Facilitate and enable two opportunities per year for briefings to Council on current/ relevant matters including the RAP, Karreenga Advisory Committee and Change the Date celebrations	October 2020 April 2021	Mayor and Councillor Support

For further details about the City of Greater Geelong
Reconciliation Action Plan 2020 please contact:

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