

ATTACHMENT TO AGENDA ITEM

**Ordinary Meeting
20 September 2016**

Agenda Item 6.3	MAV Aboriginal Employment Framework	
Attachment 1	Victorian Local Government Aboriginal Employment Framework.....	200

ABORIGINAL EMPLOYMENT - "Koories in Victorian Councils" - A Victorian Local Government Framework



RESOURCES FOR COUNCILS:			
	RESPECT Understanding & Acknowledgement	RELATIONSHIPS Engagement & Connection	OPPORTUNITIES Employment of Aboriginal People
	<p><i>"Here in Australia we're fortunate enough to have one of the richest and oldest continuing cultures in the world. This is something we should all be proud of and celebrate."</i> Dr Tom Calma AO, Reconciliation Australia Co-Chair</p>	<p><i>"The way forward starts with all of us. Both individually and collectively, we must learn ourselves and understand how racial and cultural majority views, laws and institutions are acting to exclude and deny others. We all must understand our shared history."</i> Professor Eleanor Bourke and Dr Diane Sisely Reconciliation Victoria Local Government Forum Report 2004</p>	<p><i>"The business benefits [of employing Aboriginal people] are quite considerable. The engagement and development of our staff as they participate with Indigenous individuals and organisations is plain to see, it's a fantastic outcome for all staff."</i> Peter Nash, Australian Chairman KPMG</p>
Why it is important	Councils understanding and acknowledging the unique place of Aboriginal people in their local community is often the first step in councils becoming an employer of choice for Aboriginal people. Having an informed understanding about the Aboriginal community will better enable councils to take the actions that will result in Aboriginal people wanting to work in local government.	Organisations which have recruited and retained Aboriginal employees all say that having meaningful relationships with the Aboriginal community is vital to success.	Sustained employment is key to the economic and social wellbeing of all Australians. For Aboriginal people to enjoy the benefits that flow from employment, they need to have jobs to do. There is an Aboriginal workforce ready and willing to work, but currently very few are employed in Victoria's 79 councils.
Statistics at a glance	Over 47,000 Aboriginal people live in Victoria, with government projections expecting this number to rise to over 80,000 people by 2021. Only 76 Aboriginal people are known to be employed in a Victorian council workforce of more than 40,000 employees.	More than half (42 out of 79) of councils have specific Indigenous commitments or initiatives as part of their organisational plans. 61 councils celebrate Aboriginal culture through events such as NAIDOC Week and Reconciliation Week. 32 councils have Reconciliation Action Plans or similar commitments.	Over 12,000 Aboriginal people are in the labour force in Victoria, and a further 2,800 were registered as unemployed according to 2011 ABS workforce data. The unemployment rate for Aboriginal people is 18.9%, three times the general rate of 6.5%. In 2008, the Council of Australian Governments (COAG) committed to halving the gap in employment outcomes between Indigenous and other Australians by 2018.
Top 3 actions councils can do to make a difference	<ol style="list-style-type: none"> Get to know your local Aboriginal community and learn about their employment needs and aspirations. Have a conversation about racism in the workplace and whether the council workplace is a place an Aboriginal person would feel welcome coming to work. Recognise Aboriginal people and their heritage in the local community, such as flying the Aboriginal flag from council buildings and inserting acknowledgement of traditional owners into official proceedings at council meetings and events. 	<ol style="list-style-type: none"> Be open and willing to engage with your local Aboriginal community - get to know who they are - ring up local Aboriginal organisations and visit their offices. Hold information sessions with local Aboriginal communities to provide opportunities for Aboriginal people to better understand what councils do. Formally document, and include in the Council Plan, that the council welcomes engagement with the Aboriginal community. 	<p>In addition to current best practice human resource management, consider the following Aboriginal-specific initiatives:</p> <ol style="list-style-type: none"> Getting to the job - attraction & recruitment <ul style="list-style-type: none"> Decide to actively seek Aboriginal candidates for all vacant positions Develop and promote council's approach to Aboriginal employment in existing employment Strategies and articulate this on the council website Include wording on job advertisements that candidates from culturally diverse backgrounds, including Aboriginal and Torres Strait Islander people, are encouraged to apply On the job - induction & retention <ul style="list-style-type: none"> Undertake cultural awareness training for line managers and the team where the new Aboriginal employee will be working Consider options for linking new Aboriginal staff with other Aboriginal employees in your council or if there are none, other contacts who could assist Provide clarity about council requirements and expectations about bereavement and cultural leave Procurement <ul style="list-style-type: none"> Use Aboriginal businesses listed in the Aboriginal Business Directory compiled by the Victorian Government Become a member of Supply Nation Find out if there are Aboriginal businesses operating in your municipality.
Resources	There is more information about Respect on the MAV website under Aboriginal Employment.	There is more information about Relationships on the MAV website under Aboriginal Employment.	MAV Fact Sheets Getting Started and Resources outline additional ideas, useful references and website links – see the MAV website under Aboriginal Employment.

* The terms Aboriginal and Indigenous are used interchangeably through this document to describe Aboriginal and Torres Strait Islander people generally. "Koories" is a word commonly used to refer to Aboriginal people who come from south-eastern Australia. There is no strict way of spelling it, with Koori or Koorie commonly used. The MAV gratefully acknowledges the artwork provided by Ngarrra Ilumay, who is a proud Wamba Wamba and Yorta Yorta woman having strong family connections to Lake Boga and Cummeragunja. The MAV acknowledges with thanks the support of the Victorian Government in providing funding for the Local Government Aboriginal Employment Project through the Department of Economic Development, Jobs, Transport and Resources Employment Start-up for Aboriginal Jobseekers Program.

THIS FRAMEWORK IS A 'WORK-IN-PROGRESS' - please provide any comments to MAV Policy Adviser, Rosemary Hancock – email rhancock@mvav.asn.au

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RESOURCES FOR ABORIGINAL PEOPLE			
This section of the framework provides suggestions for members of the Aboriginal community about ways they can connect with their local council			
	RESPECT Understanding Local Government	RELATIONSHIPS Engagement & Connection	OPPORTUNITIES Employment of Aboriginal People
	<p><i>"While there is nothing more empowering than to visit a local council and see that it has a diverse workforce – to see Aborigines and Torres Strait Islanders in various roles is even more so."</i></p> <p>Todd Jigarru Condie, Wyambarra Clan, Yidinji language group, working in local government at City of Port Phillip</p>	<p><i>"As Indigenous Australians, we want nothing more than any other Australian citizen wants: a safe place to live; the fair opportunity to work for a decent living and for our children to be guaranteed health, education and a secure future."</i></p> <p>Michael Long, in his letter to the Prime Minister at the end of The Long Walk, 2004</p>	<p><i>"Working in a local council is working for the community, something we do anyway as Aboriginal people."</i></p> <p>Lidia Thorpe, Gunnai Gunditjmara woman working in local government at the MAV.</p>
Why it is important	Working in a council will enable you to play a role in making your local community a great place to live for everyone.	Councils which are committed to engagement with Aboriginal Australians are good places to start looking for work in, because they have started their journey to greater understanding of their local Aboriginal communities.	Working in local government offers the chance to make a difference in public health, planning, recreation, finance, arts, environment, communication, law, engineering, community services, marketing and more.
Statistics at a glance	<p>There are 79 councils in Victoria, with 31 metropolitan, 10 regional cities and 38 rural shires.</p> <p>Councils provide more than 100 different services to communities.</p>	<p>More than half of councils have specific Indigenous commitments or initiatives as part of their organisational plans. Sixty-one councils celebrate Aboriginal culture through events such as NAIDOC Week and Reconciliation Week.</p> <p>Thirty-two councils have Reconciliation Action Plans.</p>	<p>Victoria's 79 councils employ over 40,000 people.</p> <p>Councils have more than 100 different career paths.</p>
What you can do to get a job in local government	<p>Learn about what your local council does and the sorts of jobs available.</p> <p>View the summary of council services on the MAV website.</p> <p>Look at your council's website for a copy of its Annual Report.</p>	<p>Attend council events to start networking.</p> <p>Contact Aboriginal people working in local government.</p> <p>Contact the Aboriginal Employment Adviser at the MAV.</p>	<p>Contact your local council.</p> <p>Go to the MAV website which has a link to the job vacancy section of all councils in Victoria.</p> <p>Contact the MAV employment adviser to find out about other Aboriginal people working in Victorian councils.</p>
Resources	Visit the MAV website for examples of council acknowledgements and commitments with Aboriginal communities.	Visit the MAV website for a list of Victorian Councils with Reconciliation Action Plans.	Visit the MAV website Local Government Careers section View the Careers in Local Government website .

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