



# Reconciliation Action Plan Progress Report – January 2021

Greater Shepparton City Council

camms**strategy**

Print Date: 28-Jan-2021

## ACTION PLANS



GREEN

At least 90% of action target achieved



AMBER

Between 70% and 90% of action target achieved



RED

Less than 70% of action target achieved

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No target set

\* Dates have been revised from the Original dates

### Reconciliation Action Plan

#### 1 Relationships

##### 1.1 1. Establish a RAP Working Group

Action Title: 1.2.1.1 Establish a RAP Working Group

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Sep-2019	100.00%	-	—

Last Updated: 06-Feb-2020

##### 1.2 2. Build internal and external relationships

Action Title: 1.2.1.2 Continue to build on the relationships already forged with Aboriginal and Torres Strait Islander Peoples, communities and organisations through meetings with key groups such as Rumbalara, Yorta Yorta Nation Aboriginal Corporation, Kaiela Gallery, Shepparton Region Reconciliation Group, and ASHE

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	—

Last Updated: 21-Aug-2020

Action Title: 1.2.1.3 Develop a list of Australia's First Peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
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Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Aug-2019	100.00%	-	-
Last Updated: 06-Feb-2020						

Action Title: 1.2.1.4 Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 06-Feb-2020						

Action Title: 1.2.1.5 Continue the CEO Exchange program including a combined Executive meeting

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 21-Dec-2020						

Action Title: 1.2.1.6 Develop a communication framework for local Aboriginal and Torres Strait Islander Peoples' communities

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
FIONA LE GASSICK - Manager Comms & Engagement	In Progress	01-Jul-2019	30-Jun-2020	50.00%	-	-
<b>Action Progress Comments:</b> Waiting further advice from Aboriginal Engagement Officer. Last Updated: 13-Oct-2020						

### 1.3 3. Participate in and celebrate National Reconciliation Week

Action Title: 1.2.1.7 Promote National Reconciliation Week activities to staff through internal Council website and internal newsletters

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-May-2020	100.00%	-	-
Last Updated: 21-Aug-2020						

Action Title: 1.2.1.8 Encourage staff to attend a National Reconciliation Week event

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-May-2020	100.00%	-	-
Last Updated: 21-Aug-2020						

Action Title: 1.2.1.9 Promote National Reconciliation Week through City of Greater Shepparton entrance flags

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Kristy MCINTYRE - Admin Officer - Eco Dev	Ongoing	01-Jul-2019	31-May-2020	-	-	-
Last Updated: 21-Apr-2020						

Action Title: 1.2.1.10 Ensure Council's RAP Working Group participates in an external event to recognise and celebrate National Reconciliation Week

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-May-2020	100.00%	-	-
Last Updated: 21-Aug-2020						

Action Title: 1.2.1.11 RAP Working Group to plan two staff/internal events for National Reconciliation Week

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-May-2020	100.00%	-	-
Last Updated: 21-Aug-2020						

Action Title: 1.2.1.12 Develop a National Reconciliation Week feature for Insite and People and Development Newsletter

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-May-2020	100.00%	-	-
Last Updated: 21-Aug-2020						

Action Title: 1.2.1.13 Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to staff

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
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Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-May-2020	100.00%	-	-
Last Updated: 21-Aug-2020						

#### 1.4 4. Raise internal awareness of Council's RAP

Action Title: 1.2.1.14 Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments through:

- a. Manager meetings
- b. Senior Leadership Group
- c. Executive Leadership Team

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Jul-2019	100.00%	-	-
Last Updated: 21-Dec-2020						

Action Title: 1.2.1.15 Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Jul-2019	100.00%	-	-
Last Updated: 21-Aug-2020						

Action Title: 1.2.1.16 Engage our senior leaders in the delivery of RAP outcomes through Healing the Spirit Training, Councillor Briefings, Senior Leadership Group meetings and Executive Leadership Team meetings

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
<b>Action Progress Comments:</b> New Council have participated in Healing The Spirit Training and have participated in induction briefing Last Updated: 11-Jan-2021						

#### 1.5 5. Support and promote projects that build relationships

Action Title: 1.2.1.17 Continue Shepparton Region Reconciliation Group partnership and participation

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
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Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 06-Feb-2020						

Action Title: 1.2.1.18 Continue to implement and promote the Aboriginal Street Art Project in collaboration with project partners						
<b>Responsible Person</b>	<b>Status</b>	<b>Start Date</b>	<b>End Date</b>	<b>Complete %</b>	<b>Target</b>	<b>On Target %</b>
Sarah HARDWICK - Economic Dev Project Officer	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 21-Dec-2020						

Action Title: 1.2.1.19 Maintain and promote the William Cooper Memorial Statue						
<b>Responsible Person</b>	<b>Status</b>	<b>Start Date</b>	<b>End Date</b>	<b>Complete %</b>	<b>Target</b>	<b>On Target %</b>
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 21-Aug-2020						

Action Title: 1.2.1.20 Riverlinks Venues - maintain communication and relationships with Aboriginal and Torres Strait Islander Peoples' cultural organisations (such as Bangarra Dance and Ilbjerri Theatre Company) to enable the regular presentation of Aboriginal and Torres Strait Islander performing arts productions in the local area						
<b>Responsible Person</b>	<b>Status</b>	<b>Start Date</b>	<b>End Date</b>	<b>Complete %</b>	<b>Target</b>	<b>On Target %</b>
Ken CAMERON - Manager Riverlinks Venues	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 17-Jul-2020						

## 2 Respect

### 2.1 6. Increase staff awareness of Aboriginal and Torres Strait Islander Peoples' cultures, histories, and achievements

Action Title: 1.2.1.21 Conduct a review of cultural awareness training needs within Council						
<b>Responsible Person</b>	<b>Status</b>	<b>Start Date</b>	<b>End Date</b>	<b>Complete %</b>	<b>Target</b>	<b>On Target %</b>
JACINTA RENNIE - Team Leader - Payroll	Completed	01-Jul-2019	31-Dec-2019	100.00%	-	-
Last Updated: 11-Dec-2020						

Action Title: 1.2.1.22 Continue to deliver the Cultural Awareness Bus Tour – available to all staff and Councillors						
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Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
JACINTA RENNIE - Team Leader - Payroll	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
<b>Action Progress Comments:</b> Cultural Bus Tours are party of the annual Corporate Calendar and will recommence when restrictions ease. Last Updated: 19-Oct-2020						

Action Title: 1.2.1.23 Develop, implement, and communicate a cultural learning strategy for our staff.

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 21-Aug-2020						

Action Title: 1.2.1.24 Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
JACINTA RENNIE - Team Leader - Payroll	Not Started	01-Jul-2019	30-Apr-2020	0.00%	-	-
Last Updated: 04-Dec-2019						

Action Title: 1.2.1.25 Continue to provide Cultural Awareness training (about Aboriginal and Torres Strait Islander Peoples' histories, cultures,

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
JACINTA RENNIE - Team Leader - Payroll	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 11-Feb-2020						

Action Title: 1.2.1.26 Provide specific targeted Cultural Awareness training (about Aboriginal and Torres Strait Islander Peoples' histories, cultures, protocols) to all Councillors, and Maternal and Child Health and all Children's Services Educators

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
JACINTA RENNIE - Team Leader - Payroll	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 11-Dec-2020						

Action Title: 1.2.1.27 Offer a range of other immersive/hands on cultural awareness training/learning opportunities that educate staff about:

- Flats Walk history and significance
- Symbols of local Aboriginal and Torres Strait Islander Peoples
- Language of local Aboriginal and Torres Strait Islander Peoples
- Food of Local Aboriginal and Torres Strait Islander Peoples
- Traditional customs of Local Aboriginal and Torres Strait Islander Peoples

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
JACINTA RENNIE - Team Leader - Payroll	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

**Action Progress Comments:**

Healing the Spirit, Online Cultural Competency training available. Flats Walk and Outdoor Cultural Competency training to be delivered in 2021.

Last Updated: 11-Dec-2020

Action Title: 1.2.1.28 Encourage all staff to attend The Flats Walk

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
JACINTA RENNIE - Team Leader - Payroll	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

**Action Progress Comments:**

Staff have been encouraged to attend The Flats Walk where ever possible. This opportunity has currently been put on hold due to the pandemic but will be promoted extensively next year when restrictions allow.

Last Updated: 19-Oct-2020

Action Title: 1.2.1.29 Provide cultural information at All Staff Meetings

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

Last Updated: 21-Aug-2020

Action Title: 1.2.1.30 Encourage staff to use Reconciliation Australia's Share Our Pride online tool

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

Last Updated: 06-Feb-2020



**2.2 7. Encourage cultural appreciation of the environment**

Action Title: 1.2.1.31 Investigate opportunities to deepen our understanding of Aboriginal and Torres Strait Islander Peoples' connection to the environment, particularly in the RiverConnect area.

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
SHARON TERRY - Manager - Environment	In Progress	01-Jul-2019	30-Jun-2020	80.00%	-	-
Last Updated: 10-Aug-2020						

**2.3 8. Participate in and celebrate NAIDOC Week**

Action Title: 1.2.1.32 Promote NAIDOC Week activities to staff through internal Council website, internal newsletters, and email banners

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Jul-2019	100.00%	-	-
Last Updated: 21-Aug-2020						

Action Title: 1.2.1.33 Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about local Aboriginal and Torres Strait Islander Peoples and communities

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Jul-2019	100.00%	-	-
Last Updated: 21-Aug-2020						

Action Title: 1.2.1.34 Promote external NAIDOC Week activities on external Council website

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
FIONA LE GASSICK - Manager Comms & Engagement	Completed	01-Jul-2019	31-Jul-2019	100.00%	-	-
Last Updated: 02-Jan-2020						

Action Title: 1.2.1.35 Ensure our Reconciliation Action Plan Working Group participates in an external NAIDOC Week event.

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Jul-2019	100.00%	-	-

Last Updated: 21-Aug-2020

Action Title: 1.2.1.36 Reconciliation Action Plan Working Group to plan two staff/internal events for NAIDOC Week

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Jul-2019	100.00%	-	-

Last Updated: 21-Aug-2020

Action Title: 1.2.1.37 Promote NAIDOC Week through City of Greater Shepparton entrance flags

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Kristy MCINTYRE - Admin Officer - Eco Dev	Ongoing	01-Jul-2019	31-Jul-2019	-	-	-

Last Updated: 21-Apr-2020

#### 2.4 9. Raise internal understanding of Aboriginal and Torres Strait Islander Peoples' cultural protocols

Action Title: 1.2.1.38 Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols)

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Mar-2020	100.00%	-	-

Last Updated: 21-Aug-2020

Action Title: 1.2.1.39 Explore who the Traditional Owners are of the lands and waters in our local area

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Mar-2020	100.00%	-	-

Last Updated: 21-Aug-2020

Action Title: 1.2.1.40 Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Mar-2020	100.00%	-	-

Last Updated: 21-Aug-2020

Action Title: 1.2.1.41 Continue to adhere to Council's flag protocols

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
BEC GOOD - Team Leader - Governance	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

**Action Progress Comments:**

Council continues to maintain Council managed flag stations in accordance with its Corporate Procedure, and any advice received from the Department of Premier and Cabinet.

Last Updated: 13-Oct-2020

Action Title: 1.2.1.42 Display Aboriginal and Torres Strait Islander flags at the three Council flag stations and the Council Boardroom

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
BEC GOOD - Team Leader - Governance	In Progress	01-Jul-2019	30-Jun-2020	75.00%	-	-

**Action Progress Comments:**

Monash Park and Nixon Street flag stations now fly the Australian, Aboriginal and Torres Strait Islander flags as part of the standard configuration.

Advice has been sought in relation to the Shepparton and Mooroopna War Memorial sites from the RSL, who have not supported changing the current configuration of 3x Australian National Flags.

Last Updated: 13-Oct-2020

Action Title: 1.2.1.43 Continue to acknowledge Aboriginal and Torres Strait Islander Peoples at the start of official meetings

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

Last Updated: 21-Dec-2020

Action Title: 1.2.1.44 Revise Council's official Acknowledgement to Traditional Owners to specifically acknowledge the Registered Aboriginal Party and the 8 Clans

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

Last Updated: 21-Aug-2020

Action Title: 1.2.1.45 Facilitate the provision of a Welcome to Country at significant Council run public events

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 21-Aug-2020						

Action Title: 1.2.1.46 Have an Acknowledgement of Country on Council's external webpage

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Dec-2019	100.00%	-	-
Last Updated: 06-Feb-2020						

## 2.5 10. Encourage appropriate Acknowledgement of Aboriginal and Torres Strait Islander

Action Title: 1.2.1.47 Celebrate/recognise Aboriginal and Torres Strait Islander Peoples' dates of significance by:

- Supporting the delivery of the Sorry Day event
- Supporting the delivery of the Apology Breakfast

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 06-Feb-2020						

Action Title: 1.2.1.49 Have all Council managed Children's Services display Aboriginal and Torres Strait Islander flags

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
SALLY ROSE-BASSETT - Manager - Early Years	Completed	01-Jul-2019	31-Mar-2020	100.00%	-	-
Last Updated: 10-Aug-2020						

Action Title: 1.2.1.50 Include significant dates on the annual Calendar of Culturally Significant Dates

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Dec-2019	100.00%	-	-
Last Updated: 06-Feb-2020						

Action Title: 1.2.1.51 Acknowledge the local female Victorian Aboriginal Honour Roll inductees at Council's annual International Women's Day event

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Mar-2020	100.00%	-	-

Last Updated: 21-Aug-2020

Action Title: 1.2.1.52 Have information regarding local Aboriginal and Torres Strait Islander Peoples' cultures and histories on Council's external webpage

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Dec-2019	100.00%	-	-

Last Updated: 06-Feb-2020

Action Title: 1.2.1.53 Investigate and plan to install a plaque at the Council's Welsford Street Office entrance

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

Last Updated: 06-Feb-2020

Action Title: 1.2.1.54 Investigate celebration days to ensure they are culturally appropriate

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Dec-2019	100.00%	-	-

Last Updated: 21-Aug-2020

## 2.6 11. Respect places of heritage significance

Action Title: 1.2.1.55 Continue to investigate places of Aboriginal and Torres Strait Islander Peoples' cultural heritage significance and ensure that appropriate planning controls are put in place to ensure that these places are appropriately conserved for future generations

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Michelle EDWARDS - Team Leader - Supp and Compl	Deferred	01-Jul-2019	30-Jun-2020	10.00%	-	-

Last Updated: 06-Apr-2020

Action Title: 1.2.1.56 Ensure relevant development proposals respect the significance of culturally significant places and ensure that they are respected and not detrimentally impacted upon, through the application of the Aboriginal Heritage Act 2006 (the Act), Aboriginal Heritage Regulations 2018, Victorian Heritage Register, and the Heritage Overlay which forms part of the Greater Shepparton Planning Scheme

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Michelle EDWARDS - Team Leader - Supp and Compl	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

Last Updated: 06-Apr-2020

### 3 Opportunities

#### 3.1 12. Increase Aboriginal and Torres Strait Islander Peoples employment opportunities within Council

Action Title: 1.2.1.57 Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
JACINTA RENNIE - Team Leader - Payroll	In Progress	01-Jul-2019	31-Jul-2019	50.00%	-	-

Last Updated: 24-Jul-2020

Action Title: 1.2.1.58 Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
JACINTA RENNIE - Team Leader - Payroll	Completed	01-Jul-2019	30-Apr-2020	100.00%	-	-

Last Updated: 24-Jul-2020

Action Title: 1.2.1.60 Identify barriers within the current recruitment and selection process that prevent members of the Aboriginal and Torres Strait Islander Peoples' communities applying for roles with Council

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
JACINTA RENNIE - Team Leader - Payroll	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

Last Updated: 11-Dec-2020

Action Title: 1.2.1.61 Identify and address perceived barriers for Aboriginal and Torres Strait Islander Peoples obtaining employment at Council. EG: Webpage

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
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JACINTA RENNIE - Team Leader - Payroll	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
<b>Action Progress Comments:</b> Perceived barriers have been identified and work will commence in January 2021 to implement necessary changes to employment processes. Last Updated: 11-Dec-2020						

Action Title: 1.2.1.62 Continue to investigate Aboriginal and Torres Strait Islander Peoples' employment pathways (e.g. traineeships or apprenticeships)

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
JACINTA RENNIE - Team Leader - Payroll	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

**Action Progress Comments:**  
This is ongoing as part of every day recruitment strategies - most recently within the Working For Victoria program working with Rumbalara, Ganbina and Kaiela Institute.  
Last Updated: 19-Oct-2020

### 3.2 13. Encourage Aboriginal and Torres Strait Islander Peoples participation in volunteering

Action Title: 1.2.1.63 Aim to increase Aboriginal and Torres Strait Islander Peoples participation in volunteering opportunities provided by Council through the implementation of Council's Volunteer Strategy

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	In Progress	01-Jul-2019	31-May-2020	58.00%	-	-

**Action Progress Comments:**  
Has been raised and discussed at the Internal Volunteer Managers Meeting.  
Last Updated: 11-Jan-2021

Action Title: 1.2.1.64 Promote and support Aboriginal and Torres Strait Islander Peoples' community volunteering through utilising culturally appropriate methods of communications and existing networks

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	In Progress	01-Jul-2019	31-May-2020	59.00%	-	-

**Action Progress Comments:**  
Has been raised and discussed at the Internal Volunteer Managers Meeting.  
Last Updated: 11-Jan-2021

### 3.3 14. Investigate Aboriginal and Torres Strait Islander Peoples supplier diversity

Action Title: 1.2.1.65 Identify local Aboriginal and Torres Strait Islander Peoples' suppliers

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Marcus DANIEL - T/L - Contracts & Procurement	Completed	01-Jul-2019	29-Feb-2020	100.00%	-	-

**Action Progress Comments:**

Supplier engagement program completed in 2020. Increased relationship with GROW Shepparton and we will continue to work with them directly in relation to identifying local Aboriginal and Torres Strait Islander suppliers.

Last Updated: 23-Oct-2020

Action Title: 1.2.1.66 Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Marcus DANIEL - T/L - Contracts & Procurement	Completed	01-Jul-2019	29-Feb-2020	100.00%	-	-

**Action Progress Comments:**

We have started to develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. This is evidenced in the Benefit to Local Region Criteria in the current Procurement Policy, albeit on a small scale.

Social procurement will be an important element when the new Procurement Policy is drafted in line with the new Local Government Act 2020. A significant component of this will be the social benefit of engagement with indigenous businesses and the real outcomes that can be achieved using procurement as a lever for change.

Last Updated: 21-Dec-2020

Action Title: 1.2.1.67 Develop a business case for criteria in procurement scoring that considers Aboriginal and Torres Strait Islander Peoples' owned organisations and employers

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Marcus DANIEL - T/L - Contracts & Procurement	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

**Action Progress Comments:**

Development of a business case for criteria in procurement scoring that considers Aboriginal and Torres Strait Islander Peoples' owned organisations and employers will re-commence in conjunction with the new Procurement Policy.

The procurement provisions of the new Local Government Act requires Councils to adopt a new Procurement Policy by December 31 2021. Early drafting of the policy has commenced and purchasing from local aboriginal suppliers will have to be included. We have been able to policies from other Councils with a strong emphasis in this area and we will be able to draw on some of the key aspects for our own policy.

Last Updated: 21-Dec-2020



### 3.4 15. Explore Aboriginal and Torres Strait Islander Peoples' tourism promotion opportunities

Action Title: 1.2.1.68 Screen an Aboriginal and Torres Strait Islander Peoples video welcome at the Visitor Information Centre – in Yorta Yorta language and English						
Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Sarah HARDWICK - Economic Dev Project Officer	Not Started	01-Jul-2019	31-May-2020	0.00%	-	-
Last Updated: 06-Dec-2019						

Action Title: 1.2.1.69 Increase cultural interpretive signage on shared paths and The Flats Walk in conjunction with Yorta Yorta Nation Aboriginal Corporation to better inform both self and guided tours.						
Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
SHARON TERRY - Manager - Environment	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 21-Dec-2020						

Action Title: 1.2.1.70 Promote local Aboriginal and Torres Strait Islander Peoples' cultures and heritage as a primary strength of Greater Shepparton						
Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Sarah HARDWICK - Economic Dev Project Officer	Completed	01-Jul-2019	31-May-2020	100.00%	-	-
Last Updated: 21-Dec-2020						

### 3.5 16. Increase educational opportunities for Aboriginal and Torres Strait Islander students

Action Title: 1.2.1.71 Implement the Closing the Gap project to raise participation of Aboriginal and Torres Strait Islander children in Maternal and Child Health and Kindergarten						
Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
SALLY ROSE-BASSETT - Manager - Early Years	In Progress	01-Jul-2019	30-Jun-2020	50.00%	-	-
<p><b>Action Progress Comments:</b>            Our MCH team focus on engagement with Aboriginal and Torres Strait Islander families to ensure all key age and stage visits are completed and families have the opportunity to access Early Start Kindergarten. This includes service delivery methods that meet the needs of the community; indigenous specific sites (Rumbalara/Lulla's), home / outreach visits and universal service sites. In addition our GSCC M&amp;CH team includes a Aboriginal Maternal and Child Health Nurse. While all our nurses strive for culturally appropriate service delivery this nurse provides a additional benefit to Aboriginal families.</p> <p>Last Updated: 13-Jan-2021</p>						

Action Title: 1.2.1.72 Work in partnership to support and progress the Munarra Centre for Regional Excellence project

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
David BOOTH - Manager - Active Living	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
<b>Action Progress Comments:</b> Work ongoing. Preliminary site works (Drainage and power upgrade) included in the 2020/21 Capital works budget. Awaiting progress on building design, funding confirmation and construction. Last Updated: 20-Oct-2020						

Action Title: 1.2.1.73 Have all Council managed Children's Services develop a service based Reconciliation Action Plan that is linked to the Council RAP and the Narragunnawali platform						
Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
SALLY ROSE-BASSETT - Manager - Early Years	In Progress	01-Jul-2019	30-Jun-2020	60.00%	-	-
<b>Action Progress Comments:</b> Each service is developing, or has developed, a Service Reconciliation Plan which is aligned to the GSCC Plan. These have been developed with the children. The children's understanding of the Plan, Acknowledgement of Country and embedded practices are the most significant elements in working towards genuine reconciliation Last Updated: 14-Jan-2021						

### 3.6 17. Showcase Aboriginal and Torres Strait Islander art and performing arts

Action Title: 1.2.1.74 Shepparton Art Museum (SAM) to continue to deliver the Indigenous Ceramic Art Award, and other relevant exhibitions, programs and events						
Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-
Last Updated: 21-Dec-2020						

Action Title: 1.2.1.75 Feature local Aboriginal and Torres Strait Islander Peoples' art on Council computers as a screensaver						
Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Deferred	01-Jul-2019	29-Feb-2020	5.00%	-	-
<b>Action Progress Comments:</b> Initial discussion with ICT. Last Updated: 11-Jan-2021						

Action Title: 1.2.1.76 Riverlinks Venues - Eastbank and WestSide. Continue to present Aboriginal and Torres Strait Islander Peoples' performing arts companies as a regular component of programming

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Ken CAMERON - Manager Riverlinks Venues	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

Last Updated: 17-Jul-2020

#### 4 Governance and tracking progress

##### 4.1 18. Build support for the RAP

Action Title: 1.2.1.77 Consult with key Aboriginal and Torres Strait Islander stakeholders regarding Council's RAP

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Jun-2020	100.00%	-	-

Last Updated: 28-Jul-2020

Action Title: 1.2.1.78 Define resource needs for RAP development and implementation

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Jul-2019	100.00%	-	-

Last Updated: 28-Jul-2020

Action Title: 1.2.1.79 Define systems and capability needs to track, measure and report on RAP activities

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	31-Jul-2019	100.00%	-	-

Last Updated: 06-Feb-2020

Action Title: 1.2.1.80 Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia

Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Completed	01-Jul-2019	30-Sep-2020	100.00%	-	-

Last Updated: 21-Dec-2020

**4.2 19. Review and Refresh RAP**

Action Title: 1.2.1.81 Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements						
Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	In Progress	01-Jul-2019	31-Mar-2020	10.00%	-	-
<b>Action Progress Comments:</b> Participation in the LG RAP network through RA. Scope, Context and Engagement plan has been developed and presented to RAP WG. Last Updated: 11-Jan-2021						

Action Title: 1.2.1.82 Submit draft RAP to Reconciliation Australia for review						
Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Not Started	01-Jul-2019	31-Mar-2020	0.00%	-	-
<b>Action Progress Comments:</b> Extension was granted due to inability to engage/ consult due to Covid. Last Updated: 11-Jan-2021						

Action Title: 1.2.1.83 Submit draft RAP to Reconciliation Australia for formal endorsement						
Responsible Person	Status	Start Date	End Date	Complete %	Target	On Target %
Joel BOARD - Team Leader Community Strength	Not Started	01-Jul-2019	30-Jun-2020	0.00%	-	-
<b>Action Progress Comments:</b> Extension was granted due to inability to engage/ consult due to Covid. Last Updated: 11-Jan-2021						



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## Reconciliation Plan Two – Innovate

### Background:

#### Our Commitment to Reconciliation

Through the development and implementation of this guide, Greater Shepparton City Council continues to Respect, Acknowledge and Partner with the communities of Aboriginal and Torres Strait Islander Peoples.

Council:

**Respects** Aboriginal and Torres Strait Islander Peoples as the Traditional Owners of the land, and their knowledge, caring for Country.

**Acknowledges** the place Aboriginal and Torres Strait Islander Peoples hold in today's society.

**Partners** with local Aboriginal and Torres Strait Islander Peoples' community groups to improve outcomes in Aboriginal and Torres Strait Islander Peoples' communities, and the community more broadly.

#### Greater Shepparton City Council

- **Acknowledges and pays respect to Aboriginal and Torres Strait Islander Peoples as the Traditional Owners of the land past and present.**
- **Actively supports and promotes reconciliation and reconnection of all Aboriginal and Torres Strait Islander Peoples within the municipality.**
- **Respect and celebrate Aboriginal and Torres Strait Islander Peoples' traditions and customs, and acknowledge Aboriginal and Torres Strait Islander Peoples as the primary Custodians of the land.**

#### Our Vision of Reconciliation

Council acknowledges the disparities and inequities faced by Aboriginal and Torres Strait Islander Peoples both past and present, and seek to demonstrate organisational leadership on the journey for reconciliation.

Council's vision for reconciliation:

A future where Aboriginal and Torres Strait Islander Peoples have equitable access, inclusion and opportunities, and where Aboriginal and Torres Strait Islander Peoples' cultures are honoured and respected.

When striving for the attainment of this vision, Council believes its actions should be underpinned by the Five Dimensions of Reconciliation in Australia, as outlines in Reconciliation Australia's 'The State of Reconciliation in Australia' Report:

- Race Relations
- Equality and Equity
- Unity
- Institutional Integrity
- Historical Acceptance



## The Journey So Far

### RAP 1 – Reflect

In June 2019, Greater Shepparton City Council adopted its first Reconciliation Action Plan (RAP) for the period of July 2019 – June 2020. This RAP is a Reflect RAP with a clear commitment to Truth Telling.

For a full copy of Council's first RAP visit: <http://greater-shepparton.com.au/council/council-documents/reconciliation-action-plan>

### Purpose of the Plan

Greater Shepparton City Council sought to develop a Reconciliation Action Plan to build and develop meaningful and collaborative relationships between Council and Aboriginal and Torres Strait Islander Peoples' communities for the benefit of all of Aboriginal and Torres Strait Islander Peoples and the broader community.

Council strives to provide leadership to the broader community through the acknowledgement and celebration of Aboriginal and Torres Strait Islander Peoples, cultures, and their significance to the land and our community as Australia's First Peoples.

The Reconciliation Action Plan underpins the commitment from Council to work with communities of Aboriginal and Torres Strait Islander Peoples on an agreed set of actions that will demonstrate respect, build relationships and provide opportunities.

### RAP 2 – Innovate

The next stage is the development of Council's second Reconciliation Action Plan (RAP). This will be an Innovate RAP. The current document outlines the key engagement required in the planning around the second RAP.

An Innovate RAP is used to develop and test innovative strategies to establish the best approach for advancing reconciliation in our Council. An Innovate RAP is a public commitment published on [Reconciliation Australia's website](#). It should take approximately 3 - 6 months to develop an Innovate RAP and 2 years to implement.

### RAP High level Development Process



### Engagement Plan

Four primary vehicles for engagement:

- **Internal Working Group:** include an invitation to the Aboriginal Engagement Officer and other Aboriginal and Torres Strait Islander staff who would like to participate.
- Establish a **Yarning Circle** – Aboriginal Engagement Officer Role to establish this group of Aboriginal and/or Torres Strait Islander staff, specifically for staff support and cultural safety.
- Establish a high level **Representative Reference Group** – mix of external and internal high-level staff. Potential invitations to Yorta Yorta Nation Aboriginal Corporation, Taungurung Land and Waters Council, ASHE, Rumbalara Aboriginal Co-operative, Rumbalara Football



Netball Club, Shepparton Region Reconciliation Group, Ganbina, the Local Aboriginal Network (Shepparton area), to be chaired by Council CEO.

- **Engagement of Elders** through the various Elders Councils

### Key questions

To outline what Council has been doing in an effort to empower Aboriginal and Torres Strait Islander communities and ask key questions, for example:

1. What are your thoughts on reconciliation?
2. What does reconciliation in Greater Shepparton look like to you?
3. What do you believe Council could do to better respect and empower Yorta Yorta People, and Aboriginal and Torres Strait Islander communities?

### Engagement Activities Approach

1. Meet with the Registered Aboriginal Parties Yorta Yorta Nation Aboriginal Corporation to hear their views, concerns and ways forward about reconciliation.
2. Engagement with broader Aboriginal and Torres Strait Islander community

Consult with:

- *Internal Staff Groups*
  - Yorta Yorta, Aboriginal and Torres Strait Islander staff – via **Internal Working Group**
  - Yorta Yorta, Aboriginal and Torres Strait Islander staff – via **Yarning Circle**
  - All staff – via Reconciliation Plan Working Group, staff meetings, InSite, Survey Monkey, workshops etc.
- *External*
  - Yorta Yorta Nation Aboriginal Corporation
  - External Representative reference group
  - Aboriginal and Torres Strait Islander Peoples/Communities/Organisations
  - Broader community

Yorta Yorta and Aboriginal and Torres Strait Islander communities feedback is a priority, but it is also important that education and understanding is fostered amongst non-Yorta Yorta, Aboriginal and Torres Strait Islander staff and communities as part of the consultation process.

Engage an Aboriginal and/or Torres Strait Islander consultant to conduct the consultation (in conjunction with Council Officers where appropriate).

Use existing events such as NAIDOC Week, Reconciliation Week, Rumbalara football/netball games, Aboriginal Culture Corner, National Aboriginal and Torres Strait Islander Children's Day, etc. to conduct consultation. We will consult at cultural appropriate times in line with our Aboriginal and Torres Strait Islander Communications Guide.

## Timeline

Build in the key events, days of significance and football netball, opportunities to seek and gather feedback without expecting community to come to Council, build on existing events and activities. 4 month period of consultation, minimum. This is all subject to Covid restrictions etc.

Date	Day of significance/ Event
Date TBC	New SAM / Kaiela Arts Opening
19 March 2021	National Close the Gap Day
13 Feb 2021	Anniversary of National Apology Day
March exact date TBC	RumbaFest – start of Rumbalara Football Netball Club season
26 May 2021	National Sorry Day
27 May – 3 June 2021	National Reconciliation Week
11 June – 27 June 2021	Shepp Festival
4 July – 11 July 2021	NAIDOC Week
4 August 2021	National Aboriginal and Torres Strait Islander Children’s Day
September Dates TBC	ASHE fest

## Engagement tools

It is important that a range of methodology is used, particularly when engaging with the Yorta Yorta People, Aboriginal and Torres Strait Islander Communities and staff. For example: methods can include verbal, written, and artistic mediums. These will be informed by discussions with the Working Group, Reference Group, YYNAC and the Elders.

## Review data from engagement

- Internal Working Group, Yarning Circle (optional), Representative Reference Group (optional)
- Provide Feedback back to the community
- Executive Leadership Team
- Councillor briefing and make specific reference to the key themes and how they relate to the ‘Five interrelated dimensions of reconciliation’.

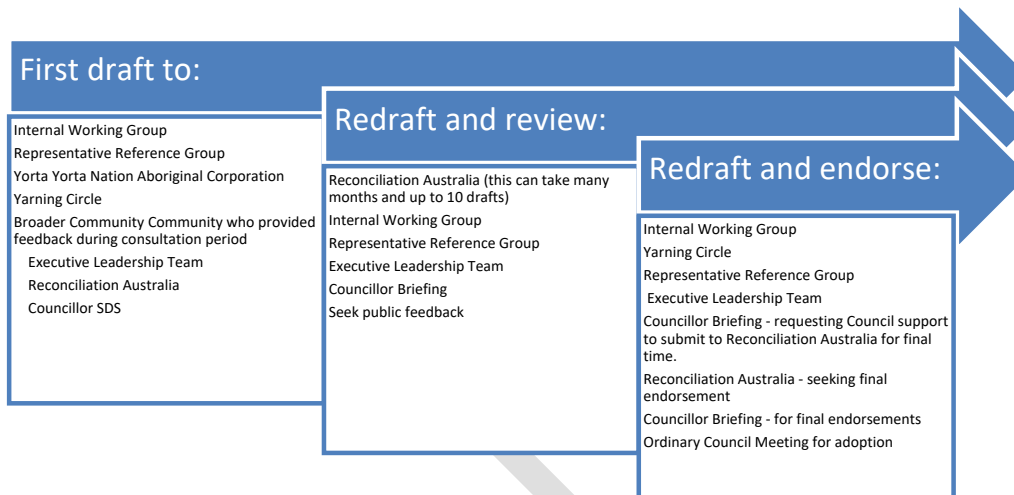
## Engagement Report

Will be prepared and circulated to the Reference group, YYNAC and published on Councils Website following the initial round of RAP consultation and findings. This will then be used to inform the actions within the RAP. The priorities are pre-determined by Reconciliation Australia as part of their template and requirements (similar to RAP 1)

## Draft the Reconciliation Action Plan

- Draft the Reconciliation Action Plan – using the Innovate template and compulsory actions

## Drafting and endorsement:



It is important to note that Council will take feedback anytime during the development process –up until Council has submitted the draft to Reconciliation Australia for final endorsement.

### Timeframe

12 months (depending on Covid and quality of engagement/ consultation)

### Resource implications

There are resource implications associated with this plan.

The Aboriginal Engagement Officer and members of the internal Reconciliation Plan Working Group will be required to undertake work in relation to the consultation for, and drafting of, the second Reconciliation Action Plan.

An Aboriginal and/or Torres Strait Islander consultant will be required to inform and lead the consultation. Council will need to provide budget to enable this work to be undertaken.

### Art work

Perhaps run a competition for the artwork as part of the consultation/ engagement process.

The artwork will be used in the Plan, for Council's website Acknowledgement of Traditional Owners, and for reconciliation events.