

Aboriginal Partnerships Plan 2015-2018 – Year 4 Action Plan 2018

Priorities: COMMUNITY CONNECTION and EVENTS			
Action	Responsibility	Timeline	Activities
<p>1. Commission an Aboriginal artist to produce a Stolen Generation’s marker for the City of Yarra.</p> <p>Assist the selected artist with all aspects of the project.</p> <p><i>Through the introduction of Federal Government policies aimed at assimilating Aboriginal and Torres Strait Islander peoples into mainstream society, many Aboriginal and Torres Strait Islander children were wrongly removed from their family, community and culture, thus creating the Stolen Generations. This project will acknowledge the pain and suffering this caused, offer a place to reflect and heal and educate wider Australia on this tragic part of Australia’s history.</i></p>	<p>Public Arts Officer</p> <p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p> <p>Festivals and Events Officer</p>	<p>Dec 2017—June 2018</p>	<ul style="list-style-type: none"> Oversee the creation of a landscaped garden with Indigenous plants around the marker. Enable an outcome of high artistic merit that fosters community ownership.
<p>2. Officially launch the Stolen Generations Marker.</p> <p><i>This will provide the local Aboriginal community, the wider Yarra community and Yarra Council an opportunity to celebrate the achievement of creating a piece of public art that acknowledges the Stolen Generation’s and their families.</i></p>	<p>Festivals and Events Officer (with support from the Project Working Group)</p>	<p>May 2018</p>	<ul style="list-style-type: none"> Produce an event to launch the Stolen Generations Marker. Provide all of the community with an opportunity to come together to celebrate this new artwork. Meet steering group and community expectations. Raise awareness about the Stolen Generations. Acknowledge the work and contributions of the artist, project partners, steering group, community, and any financial and in-kind support. Celebrate Yarra’s rich Aboriginal history and its current community connection. Promote Aboriginal histories and cultures.

<p>3. Support the delivery of <i>Dreaming Together</i>, a series of workshops designed to empower and re-engage Indigenous youth who are disconnected from family and culture.</p> <p><i>In collaboration with City of Yarra Robert and Lyn-Al Young (and other Young family members) will partner with several Indigenous organisations to deliver these workshops. This has been made possible through a Victorian Indigenous Family Violence Strategy Community Initiative Grant (applied for by City of Yarra.</i></p>	<p>Arts Development Officer (with the Public Arts Officer)</p>	<p>Jan—June 2018</p>	<ul style="list-style-type: none"> • Engage with Indigenous youth. • Provide opportunities for Aboriginal artists. • Strengthen Aboriginal families and community connection. • Provide a space for these Workshops. • Increase sense of community pride. • Sharing knowledge, promoting leadership skills and confidence building. • Offer an opportunity for a pilot program of these workshops. • Strengthen cultural identity with disengaged youth.
<p>4. Produce, manage, deliver and promote an exhibition at Richmond Town Hall by an Aboriginal artist.</p> <p><i>To promote & showcase Aboriginal artists & their artworks to the wider Yarra community.</i></p>	<p>Public Arts Officer</p>	<p>May—July 2018</p>	<ul style="list-style-type: none"> • Create an opportunity for a Victorian Aboriginal artist to exhibit at Richmond Town Hall as part of Arts and Culture’s Annual Exhibition Program. • Promote the work of Victorian Aboriginal artists. • Promote Aboriginal histories and cultures.
<p>5. Produce, manage, deliver and promote an exhibition at Bargoonga Nganjin by an Aboriginal artist,</p> <p><i>To promote & showcase Aboriginal artists & their artworks to the wider Yarra community.</i></p>	<p>Public Arts Officer</p>	<p>December 2018—February 2019</p>	<ul style="list-style-type: none"> • Create an opportunity for a Victorian Aboriginal Artist to exhibit at Bargoonga Nganjin as part of Arts and Culture’s Annual Exhibition Program. • Promote the work of Victorian Aboriginal artists. • Promote Aboriginal histories and cultures.
<p>6. Advocate for representation of Aboriginal concerns in public space projects that interface with important Aboriginal sites.</p> <p><i>To ensure Aboriginal people’s concerns are heard and considered in projects that interface with important Aboriginal sites.</i></p>	<p>Open Space Team</p> <p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	<p>December 2017-2018</p>	<ul style="list-style-type: none"> • Promote increased dialogue with the Wurundjeri Council on public space projects that interface with important Aboriginal sites (e.g. along the Yarra river and Merri Creek corridors.) • Actively seek input from the Wurundjeri Community in relation to the development of the Yarra Open Space Strategy, and incorporate the feedback into the Strategy.

<p>7. Celebrate National Reconciliation Week and deliver an internal event for Yarra staff.</p> <p><i>This introduces Yarra staff into Aboriginal history and culture, and promotes cultural awareness across the organisation.</i></p>	<p>Arts and Culture Development Officer</p> <p>Aboriginal Partnerships Officer</p> <p>Communications – Advocacy, Engagement and Media team and Digital and Brand team</p> <p>Special Projects Officer</p> <p>Ewing Trust Officer, Yarra Libraries</p>	<p>Event planning and promotion ready by April 2018</p>	<ul style="list-style-type: none"> • 80 -100 staff members participate in BlakWiz event. • BlakWiz is developed on the format that was piloted in 2016. • BlakWiz is a fun way to provide real information about Aboriginal history, culture, art & community. • Members of the RAP group will be asked to form a team and invite staff. • Efforts will be made to encourage people from different departments and from across the organisation to participate.
<p>8. Provide Council officer support to Aboriginal community programs funded through Council's Community Partnerships Grant Program.</p> <p><i>This will provide assistance and support to a number of Aboriginal programs, funded through Councils community grant process.</i></p>	<p>Community Partnerships Unit Manager</p> <p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	<p>December 2018</p>	<ul style="list-style-type: none"> • Support of at least 150 officer hours/year to the following 4 programs currently funded through Council's Community Partnerships Grant Program. This support may include general assistance, promoting, linking-in, brokering relationships, advocating for, and helping to navigate Council systems and processes. • Melbourne Aboriginal Youth Sport and Recreation Incorporated (MAYSAR) MAYSAR was initially established in the late 1970s as a positive space to combat rising drug and alcohol problems in Fitzroy. It is the last remaining Aboriginal controlled organisation in historically significant Gertrude Street. • Indigenous Recreation Program The Recreation Program helps the Parkies community stay healthy, active and positive. • Billabong BBQ and Foodshare Established in 1999, Billabong BBQ provides a vital and culturally appropriate space for Parkies to have a nutritious meal and link in with services.

			<ul style="list-style-type: none"> Aboriginal Access and Engagement <p>This program was established to work towards improving the participation, health and wellbeing of Aboriginal people in Yarra.</p>
<p>9. Continue to facilitate the ongoing meetings of Yarra Aboriginal Support Network (YASN) to support services, agencies and organisations working with the Parkies and vulnerable Aboriginal community in Yarra.</p> <p><i>Established in 2004, YASN serves an invaluable role as an information-sharing and service co-ordination network that supports the wellbeing of Parkies and other vulnerable Aboriginal people in Yarra.</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	December 2018	<ul style="list-style-type: none"> One officer responsible for organising group meetings (minutes, agendas, catering, room bookings etc.) At least 10 meetings to be held per year. At least 2 Council officers to regularly attend the meetings – a contribution of at least 72 officer hours per year. At least eight different services, agencies and/or organisations to regularly the meetings. Advocate to various tiers of government on behalf of disadvantaged/vulnerable Aboriginal people, but only when there is consent to do so from this community.
<p>10. Convene Council’s Aboriginal Advisory Group (AAG) as the Aboriginal community’s official voice to Council and the reference group for the ongoing implementation of the Aboriginal Partnerships Plan 2015–2018.</p> <p><i>For many years after settlement, many Aboriginal leaders fought hard to have a voice in government policy and decision making processes. The Aboriginal Advisory Group, which includes an elected Councillor as Co-chair, is a hard-won opportunity for Aboriginal people to influence local government policy and decision making.</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	February, April, June, August, October 2018	<ul style="list-style-type: none"> One Council officer dedicated to organising the group (minutes, agendas, catering, room bookings etc) At least 5 meetings to be held per year. At least 2 Council officers to regularly attend the meetings – a contribution of at least 30 officer hours per year. At least 1 elected Councillor to regularly attend and co-chair meetings. Respond to emerging issues in the community.
<p>11. Embedding Indigenous perspectives in our practices as educators and teachers</p> <p><i>Australia’s Aboriginal history is complicated and Aboriginal perspectives need to be heard. For far too long Aboriginal peoples history &</i></p>	Children’s Services Officer	December 2018	<ul style="list-style-type: none"> Reflecting with educators on the benefits of including Aboriginal history and perspectives in our programming. Consult and engage with Aboriginal and Torres Strait Islander peoples to learn more about their perspectives. Provide opportunities for Aboriginal persons to speak to educators and teachers about their life experiences, culture and perspectives. Identify opportunities for educators to incorporate

<p><i>voices has been hidden & not heard.</i></p>			<p>Indigenous perspectives in their work with children and families.</p> <ul style="list-style-type: none"> Engaging in the acknowledgement of country at meetings with our teams.
<p>12. Provide officer support to local grass roots groups, programs and events.</p> <p><i>Aboriginal community grass roots programs, groups and events offer unparalleled support for vulnerable groups in Yarra, often running on shoestring budgets. Officer support can broker introductions, partnerships and financial support opportunities.</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Arts and Cultural Development Officer</p> <p>Special Projects Officer</p>	<p>December 2018</p>	<ul style="list-style-type: none"> Support the following 3 local grass roots groups, programs and events in 2017: <ul style="list-style-type: none"> Smith Street Working group , The Launch women’s group, and; Billabong BBQ special events such as the Billabong Cup, NAIDOC in the Park, Christmas in the Park and the Parkies and Aboriginal Memorial Day.
<p>13. RAP Working Group to continue to actively monitor RAP development, including implementation of actions and tracking progress of the Aboriginal Partnerships Plan 2015-2018.</p> <p><i>To ensure Yarra Council is committed to achieving the aspirations of the local Aboriginal community through implementing and tracking the progress of each action in the Aboriginal Partnerships Plan 2015-2018.</i></p>	<p>Special Projects Officer</p>	<p>Meetings scheduled monthly from February to December 2018</p>	<ul style="list-style-type: none"> Commit to a minimum of 11 RAP working group meetings in 2018 to track the implementation of the APP 2015-2018 Year Four Action Plan. If necessary, renew the RAP membership and Terms of Reference.
<p>14. To provide Indigenous perspectives in the children’s education, care programs and curriculums.</p> <p><i>Australia’s Aboriginal history has been the missing link in the Australian education system. The early education of our children will help provide the platform for Reconciliation.</i></p>	<p>Children’s Services Officer and leadership team</p> <p>Aboriginal Partnerships Officer</p>	<p>December 2018</p>	<ul style="list-style-type: none"> Partner with the Wurundjeri Council to write education programs. Provide opportunities for Aboriginal people to facilitate children’s learning programs. Work with Colin Hunter Jr to personalise acknowledgement of country at centres Engage in the Acknowledgement of Country with children in programs Develop a teaching resource targeted for educators and teachers working with children in the early years (0 – 8 years) Recognise days of significance for Aboriginal and Torres Strait Islander peoples including NAIDOC week, Reconciliation Week, Aboriginal and Torres Strait Islander Children’s Day etc.

<p>15. Continue to ensure that Aboriginal children, young people and families have access to culturally appropriate and safe services and programs that acknowledge and meet their health, education and wellbeing needs, challenges and aspirations.</p> <p><i>The values of this action are integral to other Council policies including the future Zero to 25 Plan.</i></p>	<p>Children’s Services Officer and leadership team</p>	<p>December 2018</p>	<ul style="list-style-type: none"> • Improve services and suitability of access for Aboriginal children and families • Provide culturally appropriate and sensitive practices and programs for Aboriginal children and families • Display Aboriginal and Torres Strait Islander flags in centres and on signs • Develop partnerships with Aboriginal services to understand and support the health, education and wellbeing needs of Aboriginal children and families • Enrol Aboriginal children into education and care programs
<p>16. Organise an evening discussion about Indigenous homelessness in partnership with Yarra Libraries. This event will include a presentation by an Indigenous person with lived experience.</p> <p><i>Aboriginal homelessness is on the rise, and Aboriginal people are twice as likely to experience homelessness as non-Aboriginal people.</i></p>	<p>Policy Advisor Housing and Homelessness</p>	<p>December 2018</p>	<ul style="list-style-type: none"> • Targeting local residents and other interested people; • The aim is community education and awareness raising on Indigenous homelessness and the specific challenges for Indigenous organisations addressing homelessness.
<p>17. Continue to foster and develop the partnership with Aboriginal Housing Victoria & SNAICC.</p> <p><i>Relationships are the key to any partnership, and strong mutual trusting partnerships are the key to positive outcomes.</i></p>	<p>Community Programs Team</p> <p>Ewing trust</p>	<p>May/June 2018</p>	<ul style="list-style-type: none"> • Ongoing meetings to explore opportunities. • Reconciliation on the Rooftop, including a Welcome to Country. • Three big indigenous focussed Ewing Trust events at Fitzroy Library (Blakwiz etc).
<p>18. Monthly visits to the Billabong BBQ to support vulnerable members of Yarra’s Aboriginal communities & their families.</p> <p><i>Vulnerable members of Yarra’s local Aboriginal community have limited access & understanding of the digital world.</i></p>	<p>Digital Team/Community Programs Team, Yarra Library/CYS team/ Ewing Trust</p>	<p>Jan-Dec 2018</p>	<ul style="list-style-type: none"> • Monthly visits to Billabong BBQ with the digital team, providing free Wi-Fi, digital petting zoo “come & try the gadget” and ipads. • Provide Storytime at the Christmas lunch as well as show bags and withdraw books from the collection. • Provide kids activities. • Green Screen activities at the NAIDOC week lunch. • Possible book of stories and pictures from the day funded via a grant.

<p>19. HITNET & Yarra libraries build a relationship, which extends to the local Aboriginal community</p> <p><i>Vulnerable members of Yarra's local Aboriginal community have limited access & understanding of the digital world.</i></p>	<p>Digital Team</p>	<p>December 2018</p>	<ul style="list-style-type: none"> • Explore a partnership with HITNET and Yarra Libraries to increase access to Indigenous community members to digital literacy.
<p>20. Council, from 2018 onwards, promote and hold a small-scale, culturally-sensitive event featuring a Smoking Ceremony on January 26 that acknowledges the loss of culture, language and identity felt by Aboriginal community on January 26</p> <p><i>January 26th is an inappropriate day to celebrate Australia Day, it marks the beginning of the loss of Aboriginal culture, life and language for Aboriginal people.</i></p>	<p>Community Partnerships Wurundjeri Council Arts, Culture and Venues</p>	<p>26 January 2018</p>	<ul style="list-style-type: none"> • Council to host a small scale culturally appropriate event at Bargoonga Nganjin featuring a Smoking Ceremony and commemorating the 80th anniversary of the Australian Aborigines Conference: sesquicentenary Day of mourning and Protest.
<p>21. Council contact Melbourne City Council and Songlines to see how Council can support and promote Share the Spirit Festival in 2018.</p> <p><i>It's important to promote and support Aboriginal cultural events to the wider community, as it is an opportunity for education.</i></p>	<p>Community Partnerships (Lead) Communications</p>	<p>January 2018</p>	<ul style="list-style-type: none"> • Contact the City of Melbourne to see how Yarra can support and promote the Balit Narrun Festival 2018, formerly the Share the Spirit Festival. • Contact Songlines to see how Yarra can support and promote the Balit Narrun Festival 2018.
<p>22. Provide support & funding to enable the Smith St working group to function and deliver the Smith St Dreaming festival. Noting that resources are limited</p>	<p>Community Partnerships Arts & Culture Smith St Working group</p>	<p>July 2018</p>	<ul style="list-style-type: none"> • In partnership with the Chair, lobby & bring together the relevant stakeholders of the Smith St working group. • Participate in the Smith St working group meetings. • Engage the Council's RAP group members in the Smith St Dreaming event. • Search for other funding opportunities.

Priority: CULTURE			
Action	Responsibility	Timeline	Target
<p>23. Basic cultural awareness training for all new staff, and newly elected Councillors.</p>	<p>Organisational Development, Engagement and Inclusion & Community Advocacy</p>	<p>Dec 2018</p>	<ul style="list-style-type: none"> • Within 3 months all staff complete both online induction and a face to face session which includes Aboriginal cultural awareness focusing on Yarra's Aboriginal history and advice on how to work effectively with Aboriginal colleagues and community • At least 100 leaders to take part in a one-off Diversity Panel Discussion at a 'Senior Management Team +' Meeting.
<p>24. Yarra's Aboriginal Partnerships Officer to give talks, walking tours and advice to the organisation and the broader municipality.</p> <p><i>It is important to promote and educate people on the rich Aboriginal history and culture within Yarra and beyond. It will help people to better understand Aboriginal people, and the generational effects caused by the colonisation of Melbourne.</i></p>	<p>Aboriginal Partnerships Officer</p>	<p>December 2018</p>	<ul style="list-style-type: none"> • Deliver at least 4 schools or pre-school sessions to local schools in Yarra. • Deliver at least 2 tours of the Fitzroy Aboriginal history tour to groups from Yarra. • Deliver at least 1 community group talk within Yarra. • Contribute to the development of at least 1 community group RAP in Yarra. • Give at least 1 talk on the Aboriginal history of Yarra to staff at Council depot Toolbox meetings. • Provide strategic advice towards the development of at least 4 Council projects with Aboriginal content or concerns.
<p>25. Promote Yarra's existing cultural awareness materials within the organisation and to the broader community, tourists, schools, the service sector and other interested groups.</p> <p><i>Promoting Aboriginal history and cultures to the non-Aboriginal community is vital in creating a more supportive, understanding and empowered community. It helps to fight racism and, from the Aboriginal community's point of view, strengthens pride, identity and connectedness.</i></p>	<p>Communications – Advocacy, Engagement and Media team and Digital and Brand team</p> <p>Special Projects Officer</p> <p>Aboriginal Partnerships Officer</p>	<p>December 2018</p>	<p>The communications and community partnerships teams to promote the following material through Yarra's public website, social media channels, special events and Council's internal communications to reach the following targets in 2017:</p> <ul style="list-style-type: none"> • At least 1000 Fitzroy Aboriginal Heritage Walking Trail Map (2009) distributed. • At least 100 copies of the Wurundjeri History of Yarra print publication (2013) distributed. • At least 20,000 hits to the Aboriginal History of Yarra website and mobile web-app. See: www.aboriginalhistoryofyarra.com (2012 – ongoing)

			<ul style="list-style-type: none"> • At least 1300 likes (or followers) on the Celebrating Aboriginal Culture in Gertrude Street Facebook page (2012 – ongoing) • At least one internal and one external promotion of The Wurundjeri Protocols (2011) • At least 15 copies of Snapshots of Aboriginal Fitzroy print publication (2002)
<p>26. Acknowledge the Wurundjeri by reading the 'Acknowledgment of Country' statement at the beginning of Yarra Council meetings, citizenship ceremonies, Mayoral and civic receptions, openings of major events, official openings of Council buildings, and official events where the Mayor is present.</p> <p><i>Colonisation impacted heavily on the Wurundjeri causing loss of life, loss of culture and disconnection from country. Until the Mabo decision in 1992, Australia was legally regarded as Terra Nullius (land belonging to no one). Acknowledgment of Country is a small but important statement that reminds the wider community of a fact that was denied for many years.</i></p>	Communications Coordinator – Digital and Brand	December 2018	<ul style="list-style-type: none"> • The Acknowledgment is continued to be read at the beginning of Yarra Council meetings, citizenship ceremonies, Mayoral and civic receptions, openings of major events, official openings of Council buildings, and official events where the Mayor is present. <p>Standard Acknowledgment of Country:</p> <p>“Yarra City Council acknowledges the Wurundjeri as the Traditional Owners of this country pays tribute to all Aboriginal and Torres Strait Islander people in Yarra and gives respect to Elders past and present.”</p> <ul style="list-style-type: none"> • Arrange Wurundjeri Elders to give a Welcome to Country address at significant community events. • Promote Council’s publication: ‘The Wurundjeri Protocol: a guide to working with your local Aboriginal community’ to give Council staff and community members contextual and practical information for engaging Wurundjeri Elders to perform Welcome to Country ceremonies.
<p>27. Cultural awareness Training</p> <p><i>It is vital that staff have a sound understanding of local Aboriginal community peoples, histories, cultures and traditions. Cultural awareness amongst Council staff and Councillors is vital to the success of Council’s work with the local Aboriginal community and to making the organisation a culturally safe for prospective Aboriginal employees.</i></p>	Team Leader Customer Experience/Library Management Team	December 2018	<ul style="list-style-type: none"> • Cross cultural awareness training for all permanent staff by Wurundjeri Council, BSL or other recommended training provider in consultation with Colin Hunter and the PLVN Multicultural SIG. • Possible host for training forum for all public libraries staff across Victoria for intercultural awareness at one of our library venues. • Distribute to all staff “Racism stops with me” supporter toolkit.

<p>28. Celebrate NAIDOC Week.</p> <p><i>NAIDOC week is a time to celebrate Aboriginal histories, cultures and achievements and is an opportunity to recognise the contributions that Aboriginal Australians make to our country and our society.</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	<p>July 2018</p>	<ul style="list-style-type: none"> • Support Aboriginal and Torres Strait Islander employees to engage with their culture and community through NAIDOC Week events. • Support all staff to participate in events in the local community. • Promote Council affiliated NAIDOC week events (and other events happening in the local area) to the broader community. • Contact the Victorian NAIDOC Week Committee to discuss mutually-beneficial opportunities.
<p>29. Support local schools to teach Aboriginal history and cultures.</p> <p><i>The teacher's resource located on the Aboriginal History of Yarra website is a rich resource for local primary and secondary schools. It is important to continue to update this resource and ensure it remains user-friendly.</i></p>	<p>Special Projects Officer</p> <p>Aboriginal Partnerships Officer</p>	<p>December 2018</p>	<ul style="list-style-type: none"> • Continue to build relationships with the Wurundjeri, local teachers and schools. • Seek feedback on version one of the local Aboriginal history teachers' resource. Update and publish this resource on the Aboriginal History of Yarra website and mobile web-app and promote to local schools.
<p>30. Strengthen Indigenous Collection</p> <p><i>Yarra Libraries is committed to providing resources to the community on all aspects of Aboriginal culture, performing arts, history and current issues.</i></p>	<p>Collections team</p>	<p>June 2018</p>	<ul style="list-style-type: none"> • Indigenous book collection to be further promoted and enhanced through careful displays across all branches. • Designated display space at Fitzroy Library all year round for indigenous collections. • Interfile the indigenous collection with library's collection, with aboriginal flags on spine for ease of access and keep the "aboriginal collection" classification in library's catalogue searches.
<p>31. Purchase and display Aboriginal Languages of Victoria Map at all of our branches from Victorian Aboriginal Corporations of Languages (VCAL).</p> <p><i>To promote and educate the wider Yarra community on the different defined boundaries of the many Aboriginal tribes across Australia.</i></p>	<p>Yarra Libraries Library Development and Projects Officer</p>	<p>July 2018</p>	<ul style="list-style-type: none"> • Contact VACL to purchase Aboriginal Languages Victoria Maps. • Laminate and display in prominent area across five library branches.

<p>32. Incorporate an Indigenous Themed Storytime to be incorporated into a story-tub rotation between the 5 Yarra Library branches- featuring indigenous storybooks.</p> <p><i>Yarra library knows the importance of providing Aboriginal culture into its learnings. Early education is key to developing young minds</i></p>	<p>CYS team Aboriginal Partnerships Officer</p>	<p>June 2018</p>	<ul style="list-style-type: none"> The Aboriginal Partnerships Officer is to be consulted as to how that kit is to be put together and delivered throughout branches.
<p>33. Wurundjeri Seasons</p> <p><i>To acknowledge and pay respects to the Wurundjeri community as the Traditional custodians of Yarra.</i></p>	<p>Community Programs Team, Yarra Library</p>	<p>January 2018</p>	<ul style="list-style-type: none"> An hour long discussion/education session on the Wurundjeri seasons with Bill Nicolson at Bargoonga Nganjin.
<p>34. Stolen Generation</p> <p><i>Members of the Stolen Generations suffered huge trauma & grief, losing their connection to family, identity, land, language, and culture.</i></p>	<p>Community Programs Team, Yarra Library</p>	<p>May 2017</p>	<ul style="list-style-type: none"> A cultural forum discussion and presentation in the lead up to Reconciliation week/ Sorry Day/ Yarra's Stolen Generations marker launch.
<p>35. Indigenous Literacy Day 2018. For Indigenous Literacy Day, Yarra Libraries will donate proceeds from a book sale to the Indigenous Literacy Foundation.</p> <p>Special events will be run across all 5 branches on this day.</p> <p>Special story times will run this week across all 5 branches</p> <p><i>Indigenous literacy is another big issue in the Aboriginal community, and the City of Yarra is committed to improving literacy within the local Aboriginal community.</i></p>	<p>Community Programs Team/ Yarra Library/CYS team</p>	<p>September 2018</p>	<ul style="list-style-type: none"> Coordinate books for sale. Register book sales with the Indigenous Literacy Foundation. Schedule book sales to occur close to Indigenous literacy Day. Deposit book sales proceeds into the account provided by the Indigenous literacy Foundation.

<p>36. Promote & educate the organisation about the new Aboriginal Cultural Heritage Land Management agreements (ACHLMA's) when they are released</p> <p><i>To ensure these new changes to Aboriginal cultural heritage are adhered too.</i></p>	<p>Community Partnerships Unit Manager Sustainability Officer</p>	<p>December 2018</p>	<ul style="list-style-type: none"> • Review guidelines and provide advice to relevant areas of Council engaged in this process. • Link relevant Council officers with the Wurundjeri Cultural Heritage team.
<p>37. Wurundjeri week</p> <p><i>To acknowledge and pay respects to the Wurundjeri community as the Traditional custodians of Yarra.</i></p>	<p>Community Programs team, Yarra Library</p>	<p>August 2018</p>	<ul style="list-style-type: none"> • Presentation at Bargoonga Nganjin.
<p>38. NAIDOC week</p> <p><i>Yarra Council knows the importance of providing Aboriginal resources to the wider Yarra community. It educates people on Yarra's rich Aboriginal history.</i></p>	<p>Digital Team/Community Programs team Yarra Library Community Partnerships</p>	<p>July 2018</p>	<ul style="list-style-type: none"> • In collaboration with Community Partnerships develop education packs along with Teachers Resource Packs, including packs that can be borrowed that contain books, DVDs, walking trail maps, Snapshots of Fitzroy brochures etc. • Launch kits in NAIDOC week, and have school holiday's activities run across all 5 branches.

Focus area: EMPLOYMENT, ADVOCACY & RESPONSIVENESS

Action	Responsibility	Timeline	Target
<p>39. Partner with the Brotherhood of St Laurence and other local organisations to employ Aboriginal workers in entry level roles in Council.</p> <p><i>Employing a person with strong community connection is vital to the success of the Aboriginal Partnerships Plan.</i></p> <p><i>Gentrification and rising property prices are pushing the Aboriginal community further away from Melbourne’s inner city areas. Increasing Aboriginal employment at Yarra is one way of strengthening Yarra’s workforce and ensuring ongoing community connection to Yarra.</i></p> <p><i>“Yarra City Council is an equal opportunity employer. We draw pride and strength from our diversity. We support flexible and accessible working arrangements and we are an inclusive employer.”</i></p>	<p>Organisational Development, Engagement and Inclusion & Community Advocacy</p>	<p>December 2018</p>	<ul style="list-style-type: none"> • Work with HR coordinator, executive and line managers to identify appropriate roles. • Work with Brotherhood of St Laurence, Charcoal Lane and other organisations to identify suitable Aboriginal people. • Support amended application process to get people into roles. • Encourage Aboriginal employment in Council depot operations through the Autumn Leaves Program (up to 2 Aboriginal people employed 38 hours/week for 16 weeks in autumn, depending on workers available through partnership with Brotherhood of St Laurence). • To support this program and future employment of Aboriginal people, run at least 1 Aboriginal cultural awareness session for depot staff through the ‘Tool Box’ meetings.

<p>40. Seek opportunities to support the local Aboriginal community to be informed about the NDIS.</p> <p><i>The incidence of disability is more than twice that of non-Aboriginal people and culturally responsive measures are needed within the roll-out of the NDIS in the North East Metropolitan Area to ensure that adequate resources are available to the Aboriginal community.</i></p>	<p>Aged and Disability Services Officers</p>	<p>December 2018</p>	<ul style="list-style-type: none"> • Investigate where the Balit Narrum working group is still operating. • If Balit Narrum is operating attend the working group meetings and participate in any initiatives.
<p>41. Continue to offer Yarra Leisure community memberships to members of the Parkies community and other disadvantaged members of the Aboriginal community.</p> <p><i>By offering Yarra Leisure community memberships to disadvantaged Aboriginal community members, Yarra hopes to reduce some of the barriers to greater participation and health within this community.</i></p>	<p>Community Development Officer (Yarra Leisure Services)</p>	<p>December 2018</p>	<ul style="list-style-type: none"> • At least 25 Yarra Leisure community memberships continue to be offered to disadvantaged/vulnerable members of the local Aboriginal community.
<p>42. Seek opportunities to run Aboriginal history walking tours of Gertrude Street and surrounds.</p> <p><i>A business or social enterprise running regular walking tours will provide culturally appropriate employment for Aboriginal storytellers with a familial connection to Fitzroy or a passion for local history. Council's consultative work has repeatedly told us that there is real community interest and demand for cultural experiences of this kind.</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p> <p>Arts & Cultural Development Officer</p>	<p>December 2018</p>	<ul style="list-style-type: none"> • Support Aboriginal organisations establishing walking tours in Gertrude Street and surrounds. • Council to provide promotion through existing channels and support materials in kind, e.g. Wurundjeri History of Yarra publications, Aboriginal History of Yarra Walking maps.

<p>43. Advocate for representation of Aboriginal concerns in public space projects that interface with important Aboriginal sites.</p> <p><i>To ensure Aboriginal people's concerns are heard and considered in projects that interface with important Aboriginal sites.</i></p>	<p>Urban Design</p>	<p>December 2018</p>	<ul style="list-style-type: none"> • Promote increased dialogue with the Wurundjeri Council on urban design projects that interface with important Aboriginal sites (e.g. Atherton Gardens Estate, Yarra River corridor). • Advocate for the inclusion of Aboriginal art and/or promotion of the Fitzroy Aboriginal Heritage Walking Trail as part of route 96, 11 and 86 tram stop upgrades around Gertrude Street (project led by PTV). • Prepare the Brunswick Street Streetscape Masterplan which includes streetscape and public realm proposals at the Brunswick Street / Gertrude Street intersection, near the proposed Stolen Generations Marker in Atherton Gardens.
<p>44. Increase awareness of important Aboriginal community matters by promoting significant dates on the Aboriginal community calendar and promoting Aboriginal community events in Yarra.</p> <p><i>To raise awareness and the profile of the many significant dates and events on the Aboriginal calendar.</i></p>	<p>Communications – Advocacy, Engagement Advisor</p> <p>Media and Digital and Brand Officer</p> <p>Special Projects Officer</p>	<p>Promote events that take place throughout 2018, especially mid-year, when Reconciliation Week and NAIDOC Week take place</p>	<ul style="list-style-type: none"> • Create an Aboriginal Cultural Events Calendar for 2018, including dates/events of significance to the Aboriginal community, to assist officers plan support and promote these events (for internal use only). • Design a brand mark for Council's 'Aboriginal Cultural Events Program', to be used when promoting any community events. • Promote at least 10 important Aboriginal community calendar dates and local community events through Council's website, social media channels and publications. • Review and update the Aboriginal Community section of Council's website to ensure information is current and all relevant resources are available.
<p>45. Council commit to a communications plan that focuses on broader community education to help people better understand Aboriginal community experiences of January 26 and to explain Council's position on January 26.</p>	<p>Communications (Lead) Community Partnerships providing content</p>	<p>Ongoing during 2018.</p>	<ul style="list-style-type: none"> • Develop a communications plan that will help to educate the wider community on why Aboriginal people feel the way they do about January 26
<p>46. Council to partner with Melbourne Aboriginal Youth, Sport & Recreation Incorporated to run education workshops for young Aboriginal people, run by and featuring a panel of local Aboriginal Elders with a connection to Fitzroy, the establishment of important Aboriginal</p>	<p>MAYSAR (Co-lead) Charcoal Lane Youth Services Community Partnerships (Co-lead)</p>	<p>First half of the year 2018</p>	<ul style="list-style-type: none"> • Connect MAYSAR, Yarra Youth Services, and Charcoal Lane. • Book MAYSAR for this event. • Identify appropriate Elders from the Aboriginal community.

<p>organisations and other achievements.</p> <p><i>It is important that Council supports the Aboriginal community to try and educate the younger Aboriginal community about their history.</i></p>			
<p>47. Council commit to translating a January 26 information sheet into the 6 most commonly spoken community languages in Yarra, and partner with the Yarra Settlement Forum and the Yarra Multicultural Advisory Group to distribute and promote.</p> <p><i>It's important that all sections of the Yarra community are given the correct information to be able to make an inform decision on January 26th.</i></p>	<p>Community Partnerships (Lead)</p> <p>YMAG</p> <p>YSF</p> <p>Yarra's Neighbourhood Houses and Learning Centres</p> <p>Communications</p>	<p>January 2018</p>	<ul style="list-style-type: none"> • Translate the January information sheet into the 6 most commonly spoken languages in Yarra. • Partner with Yarra's settlement Forum and Yarra's Multicultural Advisory group to promote and distribute these.
<p>48. Council lobby and seek partnerships with State Government departments and other interested parties to acknowledge the Aboriginal community's pain and disconnection with Australia on January 26, and seek opportunities to promote education about this in the wider community.</p>	<p>Community Partnerships</p>	<p>October 2018</p>	<ul style="list-style-type: none"> • Engage the relevant partners. • Ensure the relevant partners have an informed view of why Aboriginal people feel the way they do about January 26th. • Seek opportunities to educate the wider community.

Tracking progress and reporting			
Action	Responsibility	Timeline	Target
49. Begin development of the new Aboriginal Partnerships Plan 2019-2022	Aboriginal Partnerships Officer Special projects Officer	2018	<ul style="list-style-type: none"> • Develop the project plan for the development of the Aboriginal Partnerships Plan 2019-2022. • Consult the local Aboriginal community on the development of the Aboriginal Partnership Plan 2019-2022
50. Report on the year three action plan and write the year four action plan. <i>To ensure Council's commitments to the local Aboriginal community in the third year action plan are met and that the aspirations of the local Aboriginal community are met in the fourth year action plan.</i>	Aboriginal Partnerships Officer Special Projects Officer	Feb 2018	<ul style="list-style-type: none"> • Present report to Council on the successes and challenges of the year three action plan and present year four action plan to Council for endorsement.

Contact details

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