

**1. RELATIONSHIPS – Supporting connections, promoting culture and protecting important places.**

**Commitments**

Council will:

- 1.1 Consult the Wurundjeri Woi Wurrung people on all decisions affecting the Wurundjeri Woi Wurrung, and consult the broader Aboriginal and Torres Strait Islander community on all issues affecting the Aboriginal and Torres Strait Islander people.
- 1.2 Promote broader understandings of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, history, achievements and challenges in the broader community, so that more people, services and organisations (as well as landlords and employers) are able to understand and support Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community connection to Yarra.
- 1.3 Continue to advocate for the ongoing protection and vitality of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander organisations and services in Yarra, as well as important urban meeting places and sites.
- 1.4 Continue to develop a range of positive relationships with the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community and support organisations that are also building positive relationships with the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community.

**1.1 Council will consult the Wurundjeri Woi Wurrung people on all decisions affecting the Wurundjeri Woi Wurrung, and consult the broader Aboriginal and Torres Strait Islander community on all issues affecting Aboriginal and Torres Strait Islander people.**

Action	Responsibility	Timeline	Activities	Progress
<p>1.1.1 Convene Council’s <i>Yana Ngargna</i> Advisory Group (YNAG) as the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community’s official voice to Council and the reference group for ongoing implementation of the Plan.</p> <p><i>For many years after settlement, many Wurundjeri Woi Wurrung, Aboriginal and Torres Strait</i></p>	<p>Aboriginal Partnerships Officer Special Projects Officer</p>	<p>February, April, June, August, October 2020</p>	<ul style="list-style-type: none"> <li>• Ensure a Wurundjeri Woi Wurrung Elder co-chairs all meetings.</li> <li>• Have at least 1 Councillor regularly attend and co-chair meetings.</li> <li>• Have one Council officer dedicated to organising the group (minutes, agendas, catering, room bookings etc)</li> <li>• Continue to build and maintain membership and contacts list.</li> <li>• Hold at least 5 meetings per year.</li> </ul>	

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<p><i>Islander leaders fought hard to have a voice in government policy and decision making processes. The Yana Ngargna Advisory Group, which includes an elected Councillor as Co-chair, is a hard-won opportunity for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people to directly influence local government policy and decision making.</i></p>			<ul style="list-style-type: none"> <li>• Have at least 2 Council officers regularly attend the meetings – a contribution of at least 30 officer hours per year.</li> <li>• Respond to emerging issues in the community.</li> </ul>	
<p>1.1.2 Consult and gather comprehensive information about the Consumption of Liquor in Public Places Local Law 2019 and report back to Council.</p>	<p>Special Projects Officer Aboriginal Partnerships Officer Social Policy Local Laws</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Gather comprehensive information on the Consumption of Liquor in Public Places Local Law 2019 and report back to council covering the following:</li> <li>• what the Local Law aims to achieve;</li> <li>• information on how the Local Law sits amongst other related laws, including the Crime’s Act 1958 (Vic), the Summary Offences Act 1966 and other related laws;</li> <li>• how the Local Law could be replaced with a public health-based response with consideration to:</li> <li>• any report of the State Government’s Expert Reference Group on the decriminalisation of public drunkenness;</li> <li>• Coroner English’s findings in relation to the inquiry into the death of Ms Tanya Day;</li> <li>• any other available data on the implementation of similar local laws in similar municipalities;</li> <li>• possible alternatives to such a Local Law, to manage occasions such as Football Grand Finals, New Year’s Eve Celebrations or similar events, anti-social and/or aggressive behaviours;</li> </ul>	

			<ul style="list-style-type: none"> <li>• the formulation of a Memorandum of Understanding between Victoria Police and Yarra City Council that:</li> <li>• entails ongoing consultation regarding the Protocol with the Aboriginal and Torres Strait Islander community and other relevant community service stakeholders;</li> <li>• includes culturally sensitive practice and cultural awareness training;</li> <li>• includes data keeping regarding interactions with the community over the Local Law; and</li> <li>• a detailed outline of the consultation process.</li> </ul>	
<p>1.1.3 Continue to show a strong commitment to Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people by holding key events celebrating these communities.</p> <p><i>To acknowledge and pay respect to Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, history and culture.</i></p>	<p>Community Programs and Outreach Team</p> <p>Community Learning and Partnership Team</p> <p>All Branch leaders</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Consult the Aboriginal Partnerships Officer on programming opportunities.</li> <li>• Consult the Wurundjeri Woi Wurrung Corporation to assess opportunities and associated costs.</li> <li>• Celebrate National Reconciliation Week with an event for community and staff.</li> <li>• Maintain membership of the <i>Yana Ngargna</i> (formerly RAP) Working Group to link in with allied Council community projects, actions, issues and opportunities.</li> <li>• Seek opportunities to build connections with the local Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community.</li> </ul>	
<p><b>1.2 Council will promote broader understandings of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, history, achievements and challenges in the broader community, so that more people, services and organisations (as well as landlords and employers) are able to understand and support Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community connection to Yarra.</b></p>				

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Action	Responsibility	Timeline	Activities	Progress
<p>1.2.1 Promote and follow protocols for working with the local Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community (the Wurundjeri Protocol), booking Welcome to Country ceremonies and pronouncing Council's Acknowledgment of Country statements.</p> <p><i>Colonisation impacted heavily on the Wurundjeri Woi Wurrung 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>	<p>Community Partnerships team</p> <p>Communications and Engagement team</p>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>Promote Council's publication: 'The Wurundjeri Protocol: a guide to working with your local Wurundjeri community' to give Council staff and community members contextual and practical information for engaging Wurundjeri Woi Wurrung Elders to perform Welcome to Country ceremonies.</li> <li>Arrange Wurundjeri Woi Wurrung Elders to give a Welcome to Country address at significant community events.</li> <li>Pay respect to the Wurundjeri Woi Wurrung and broader Aboriginal and Torres Strait Islander community by reading Council's Acknowledgment of Country statements in line with the protocol outlined in <i>Yana Ngargna Partnerships Plan 2020–2023</i>. To summarise the protocol:</li> <li>Council's official Acknowledgment of Country #1 statement should be read at the commencement all Mayoral and civic receptions, openings of major events, official openings of Council buildings and official events where the Mayor is present, as well as CEO briefings, significant internal events, Executive, Senior Management Team, Senior Management Team Plus and Branch meetings.</li> <li>Council's official Acknowledgment of Country #2 statement should be read at the commencement of all Council meetings and all Wurundjeri</li> </ul>	

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			<p>Woi Wurrung, Aboriginal and Torres Strait Islander community events.</p> <ul style="list-style-type: none"> <li>• Council’s official Acknowledgment of Country #3 statement should be read at the commencement of Yarra’s January 26 event, Yarra’s National Sorry Day event, Yarra’s anniversary of the Apology event and Yarra’s citizenship ceremonies (if applicable).</li> </ul>	
<p>1.2.2 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 Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander history and culture within Yarra and beyond. It will help people to better understand Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, and the generational effects caused by the colonisation of Melbourne.</i></p>	<p>Aboriginal Partnerships Officer</p>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>• Deliver at least 2 sessions to local schools or pre-schools in Yarra.</li> <li>• Deliver at least 2 tours of the Fitzroy history walk to groups from Yarra.</li> <li>• Deliver at least 1 community group talk within Yarra.</li> <li>• Contribute to the development of at least 1 community group RAP in Yarra, if required.</li> <li>• Give at least 1 talk on the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander history of Yarra to staff at Council depot Toolbox meetings.</li> <li>• Provide strategic advice towards the development of at least 4 Council projects with Aboriginal and Torres Strait Islander content or concerns.</li> </ul>	
<p>1.2.3 Continue to promote Yarra’s existing history resources within the organisation and to the broader community, tourists, schools, the service sector and other interested groups.</p> <p><i>Promoting Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander history and</i></p>	<p>Communications and Engagement team</p> <p>Special Projects Officer</p> <p>Aboriginal Partnerships Officer</p>	<p>December 2020</p>	<p>The Communications and Engagement and Community Partnerships teams to promote and distribute the following materials through Yarra’s public website, social media channels, special events and Council’s internal communications:</p> <ul style="list-style-type: none"> <li>• Fitzroy Aboriginal Heritage Walking Trail Map (2009) distributed.</li> </ul>	

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<p><i>cultures to the broader community is vital in creating a more supportive, understanding and empowered community. It helps to fight racism and, from the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community's point of view, strengthens pride, identity and connectedness.</i></p>			<ul style="list-style-type: none"> <li>• The Wurundjeri History of Yarra print publication and website (2013).</li> <li>• Celebrating Aboriginal Culture in Gertrude Street Facebook page (2012–ongoing)</li> <li>• Change the Date Yarra Facebook Page</li> <li>• The Wurundjeri Protocols (2011)</li> <li>• Snapshots of Aboriginal Fitzroy print and online (2002)</li> <li>• Connecting with the Aboriginal History of Yarra Teachers’ Resource</li> </ul>	
<p>1.2.4 Seek opportunities to run Woi Wurrung, Aboriginal and Torres Strait Islander 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 Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander 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 and Cultural Development Officer</p>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>• Support Aboriginal organisations establishing walking tours in Gertrude Street and surrounds.</li> <li>• 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.</li> </ul>	
<p>1.2.5 Provide opportunities for Arts and Culture grant recipients to extend knowledge of Aboriginal history in Yarra.</p>	<p>Arts and Culture Community Arts Officer</p>	<p>2020</p>	<ul style="list-style-type: none"> <li>• Promote Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander history and culture in Yarra, by providing opportunities for creators</li> </ul>	

<p><i>Yarra has a long history of Aboriginal community controlled organisations. It is important that the wider Yarra community learn and understand this history.</i></p>			<p>of arts and culture to attend historical walking tours of Fitzroy.</p>	
<p><b>1.3 Council will continue to advocate for the ongoing protection and vitality of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander organisations and services in Yarra, as well as important urban meeting places and sites.</b></p>				
Action	Responsibility	Timeline	Activities	Progress
<p>1.3.1 To work towards the protection, enhancement and appreciation of Yarra’s natural environment.</p> <p><i>The Wurundjeri Woi Wurrung People have managed and sustained their traditional lands for 60,000 years.</i></p>	<p>City Works</p> <p>Community Partnerships</p>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>Continue to build the existing relationship with the Wurundjeri Woi Wurrung Corporation’s Narrap team.</li> <li>Work towards positive outcomes as identified in Yarra’s draft Nature Strategy 2019-2023.</li> </ul>	
<p>1.3.2 Provide officer support to Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community programs funded through Council’s Community Partnerships Grant Program.</p>	<p>Community Partnerships Unit Manager</p> <p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>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</li> </ul>	

<p><i>This will provide assistance and support to a number of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander programs, funded through Councils community grant process.</i></p>			<p>helping to navigate Council systems and processes.</p> <ol style="list-style-type: none"> <li><b>1. Melbourne Aboriginal Youth Sport and Recreation Incorporated (MAYSAR)</b> 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 community controlled organisation in historically significant Gertrude Street.</li> <li><b>2. Indigenous Recreation Program</b> The Recreation Program helps the Parkies community stay healthy, active and positive.</li> <li><b>3. Billabong BBQ and Foodshare</b> Established in 1999, Billabong BBQ provides a vital and culturally appropriate space for Parkies to have a nutritious meal and link in with services.</li> <li><b>4. Aboriginal Access and Engagement</b> This program was established to work towards improving the participation, health and wellbeing of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people in Yarra.</li> </ol>	
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1.3.3	<p>Ensure Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander artworks and meeting places are free from graffiti.</p> <p><i>This ensures respect and acknowledgment of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander art and meeting places</i></p>	<p>Coordinator Services Contracts</p> <p>Waste Management and Cleansing</p> <p>Public Arts Officer</p>	Ongoing	<ul style="list-style-type: none"> <li>Ensure timely removal of any graffiti from important Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander artworks and sites in Yarra.</li> </ul>	
<p><b>1.4</b> Council will continue to develop a range of positive relationships with the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander communities and will support organisations that are also building positive relationships with these communities.</p>					
	<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Activities</b>	<b>Progress</b>
1.4.1	<p>Continue to ensure that Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander 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 2018–2022.</i></p>	<p>Family, Youth and Child’s Services Leadership Team</p>	December 2020	<ul style="list-style-type: none"> <li>Improve services and suitability of access for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander children and families.</li> <li>Provide culturally appropriate and sensitive practices and programs for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander children and families.</li> <li>Display Aboriginal and Torres Strait Islander flags in centres and on signs.</li> <li>Develop partnerships with Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander services to understand and support the health, education and wellbeing needs of Wurundjeri Woi</li> </ul>	

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			<p>Wurrung, Aboriginal and Torres Strait Islander children and families.</p> <ul style="list-style-type: none"> <li>• Enrol Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander children into education and care programs.</li> </ul>	
<p>1.4.2 Provide Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander perspectives in the children’s education, care programs and curriculums.</p> <p><i>Aboriginal and Torres Strait Islander 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 Leadership team</p> <p>Aboriginal Partnerships Officer</p>	December 2020	<ul style="list-style-type: none"> <li>• Partner with the Wurundjeri Woi Wurrung Corporation to write education programs.</li> <li>• Provide opportunities for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people to facilitate children’s learning programs.</li> <li>• Work with the Aboriginal Partnerships Officer to personalise age appropriate Acknowledgement of Country statements at centres.</li> <li>• Engage in the Acknowledgement of Country with children in programs.</li> <li>• Develop a teaching resource targeted for educators and teachers working with children in the early years (0–8 years).</li> <li>• Recognise days of significance for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people including Wurundjeri Week, NAIDOC week, Reconciliation Week, Aboriginal and Torres Strait Islander Children’s Day etc.</li> </ul>	
<p>1.4.3 Provide officer support to organisations and services that support the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community.</p> <p><i>To ensure organisations and services are supported and have</i></p>	Community Partnerships	Ongoing	<ul style="list-style-type: none"> <li>• Provide officer support to Woi Wurrung, Aboriginal and Torres Strait Islander organisations in Yarra.</li> <li>• Provide officer support to Charcoal Lane.</li> <li>• Provide officer support to organisations and services that support the Wurundjeri Woi,</li> </ul>	

<p><i>Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander input into service delivery.</i></p>			<p>Aboriginal and Torres Strait Islander community.</p>	
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**2. VISIBLE CULTURE—Increasing the visibility of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, culture, issues and achievements in Yarra.**

**Commitments**

Council will:

- 2.1** Strive to increase the visibility of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, arts, events, significant calendar days, culture, languages, achievements, issues and history in Yarra, and provide opportunities for the broader community to engage and learn.
- 2.2** Continue working towards a celebration of national identity that is more inclusive of the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander peoples as outlined in Council’s ‘January 26 decision’ of 15 August 2017.

**2.1 Council will increase the visibility of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, arts, events, significant calendar days, culture, languages, achievements, issues and history in Yarra, and provide opportunities for the broader community to engage and learn.**

Action	Responsibility	Timeline	Activities	Progress
<p>2.1.1 Increase awareness of important Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community matters by promoting significant community dates and events.</p> <p><i>To raise awareness and the profile of the many significant</i></p>	<p>Communications and Engagement Team</p> <p>Special Projects Officer</p>	<p>Ongoing for events throughout 2020, especially mid-year, when Reconciliation Week and NAIDOC Week take place.</p>	<ul style="list-style-type: none"> <li>• Create an Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander Cultural Events Calendar for 2020, including dates/events of significance to the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community, to assist officers to plan, support and promote these events (for internal use only).</li> </ul>	

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	<i>dates and events on the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander calendar.</i>			<ul style="list-style-type: none"> <li>Promote at least 10 important Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community calendar dates and local community events through Council's website, social media channels and publications.</li> <li>Review and update the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community section of Council's website to ensure information is current, available and easy to navigate to.</li> </ul>	
2.1.2	<p>Continue to fly the Aboriginal and Torres Strait Islander flags.</p> <p><i>As a mark of respect and acknowledgment to Aboriginal and Torres Strait Islander peoples.</i></p>	Venue and Events	Ongoing	<ul style="list-style-type: none"> <li>Fly the Aboriginal and Torres Strait Islander flags on all town halls.</li> </ul>	
2.1.3	Develop educational materials to enhance community understanding of traditional foods and agricultural practices.	<p>Urban Agriculture Facilitator</p> <p>Streetscapes and Natural Values Team</p> <p>Community Partnerships</p>	Dec 2020	<ul style="list-style-type: none"> <li>Ensure integration of educational materials about traditional foods and agricultural practices into workshops, website and council projects.</li> </ul>	
2.1.4	Work towards consistent use of terminology throughout the organisation.	<p>Special Projects Officer</p> <p>Communications and Engagement Team</p>	January 2020–ongoing	<ul style="list-style-type: none"> <li>Promote the <i>Yana Ngargna</i> Plan 2020-2023 to staff along with an explanation of name and terminology changes.</li> <li>Work in partnership with Communications and Engagement to ensure consistent usage.</li> <li>Support other branches and staff in adjusting to new practices.</li> </ul>	
2.1.5	<p>Build partnerships with the Wurundjeri Woi Wurrung, Torres Strait Islander community.</p> <p><i>It's important that acknowledgment, respect, and the</i></p>	Community Partnerships	January 2020–ongoing	<ul style="list-style-type: none"> <li>Seek partnerships with Torres Strait Islander community representatives to see how we can improve how we work with and engage the Torres Strait Islander community.</li> </ul>	

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<p><i>history of the Torres Strait Islander community is promoted to the wider community.</i></p>				
<p>2.1.6 Deliver Smith Street Dreaming Festival, noting that resources are limited.</p> <p><i>Expectations that this event happens are huge within the community, and it provides an opportunity to showcase Aboriginal and Torres Strait Islander artists.</i></p>	<p>Arts and Culture Community Partnership Smith Street Working Group</p>	<p>July 2020</p>	<ul style="list-style-type: none"> <li>Engage the Council's <i>Yana Ngargna</i> Working Group members in organising and running the Smith Street Dreaming event.</li> <li>Search for other funding opportunities for the event.</li> <li>Resource the Smith Dreaming Festival with cash and in-kind support to realise the event.</li> </ul>	
<p>2.1.7 Hold an event in National Reconciliation Week to increase knowledge of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander histories and cultures.</p> <p><i>It is important that the wider Yarra community have an understanding of Aboriginal and Torres Strait Islander history and culture. Blakwiz is a great way of facilitating Aboriginal and Torres Strait Islander cultural awareness.</i></p>	<p>Arts and Culture Community Arts Officer Aboriginal Partnerships Officer Communications and Engagement Team Ewing Trust Officer, Yarra Libraries</p>	<p>Event planning and promotion ready by April 2020</p>	<ul style="list-style-type: none"> <li>Blakwiz event held during National Reconciliation Week at Fitzroy Town Hall.</li> <li>Blakwiz is a fun way to provide real information about Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander histories, cultures, arts and communities.</li> <li>Feature and promote Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander performers.</li> <li>Promotion of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander collection and further learning sources from Yarra Libraries.</li> </ul>	
<p>2.1.8 Hold an event to mark National Sorry Day on 26 May 2020.</p> <p><i>As a way of showing respect and acknowledgment to members and their families who were</i></p>	<p>Community Partnerships</p>	<p>26 May 2020</p>	<ul style="list-style-type: none"> <li>Hold a culturally respectful event at the Stolen Generations Marker in Fitzroy on National Sorry Day 2020</li> <li>Seek partnership with allied organisations or groups.</li> </ul>	

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<p><i>affected by past racist government policies</i></p>				
<p>2.1.9 Celebrate NAIDOC week.</p> <p><i>NAIDOC week is a time to celebrate Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander histories, cultures and achievements and is an opportunity to recognise the contributions that members of these communities make to our country and our society.</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	<p>July 2020</p>	<ul style="list-style-type: none"> <li>• Support Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander employees to engage with their culture and community through NAIDOC Week events.</li> <li>• Support all staff to participate in events in the local community.</li> <li>• Promote Council affiliated NAIDOC week events (and other events happening in the local area) to the broader community.</li> <li>• Contact the Victorian NAIDOC Week Committee to discuss mutually-beneficial opportunities.</li> </ul>	
<p>2.1.10 Produce, manage, deliver and promote exhibitions by Victorian Aboriginal and Torres Strait Islander artists at Council venues.</p> <p><i>Promoting and showcasing Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander artists and their artworks to the wider Yarra community is an important way to promote local work and culture.</i></p>	<p>Public Arts Officer</p>	<p>December 2019—February 2020; May—July 2020</p>	<ul style="list-style-type: none"> <li>• Create an opportunity for a Victorian Aboriginal and Torres Strait Islander Artist to exhibit at <i>Bargoonga Nganjin</i> as part of Arts and Culture’s Annual Exhibition Program.</li> <li>• Create an opportunity for a Victorian Aboriginal and Torres Strait Islander artist to exhibit at Richmond Town Hall as part of Arts and Culture’s Annual Exhibition Program.</li> <li>• Promote the work of Victorian Aboriginal and Torres Strait Islander artists.</li> <li>• Promote Victorian Aboriginal and Torres Strait Islander histories and cultures.</li> </ul>	

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<p>2.1.11 Council will seek opportunities to name places in Yarra using Woi Wurrung language in line with Yarra’s Naming of Roads Features and Places Policy.</p> <p><i>In the past this land and places on Country were referred to in Woi Wurrung language. Naming places this way helps to keep Woi Wurrung language alive.</i></p>	<p>Aboriginal Partnerships Officer</p>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>• Ensure that relevant Yarra staff are aware of Council’s Naming Roads, Features, and Places policy.</li> <li>• Assist Yarra staff in contacting the Wurundjeri Woi Wurrung Corporation when naming opportunities arise.</li> </ul>	
<p>2.1.12 Advocate for representation of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander concerns in public space projects that interface with important sites.</p> <p><i>Advocacy for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community representation in public space projects ensures community concerns are heard and considered in projects that interface with important sites.</i></p>	<p>Urban Design Community Partnerships</p>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>• Promote increased dialogue with the Wurundjeri Woi Wurrung Corporation on urban design projects that interface with important sites (e.g. Atherton Gardens Estate, Yarra River corridor).</li> <li>• Advocate for the inclusion of Woi Wurrung, Aboriginal and Torres Strait Islander 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).</li> <li>• Contribute to preparation of 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.</li> </ul>	
<p><b>2.2 Council will continue working towards a celebration of national identity that is more inclusive of the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander peoples as outlined in Council’s ‘January 26 decision’ of 15 August 2017.</b></p>				

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<p>2.2.1</p>	<p>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 the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community on January 26.</p> <p><i>January 26 marks the beginning of the loss of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander culture, life and language and is therefore not an appropriate day for a celebration of our national identity.</i></p>	<p>Community Partnerships Wurundjeri Council Yarra Libraries Arts, Culture and Venues</p>	<p>26 January 2020</p>	<ul style="list-style-type: none"> <li>• Council to host a small-scale, culturally appropriate event at Bargoonga Nganjin featuring a Smoking Ceremony, music and historical storytelling.</li> </ul>	
<p>2.2.2</p>	<p>Promote respectful Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander cultural events held on January 26 in 2020.</p> <p><i>It's important to promote and support Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander cultural events to the wider community, as it is an opportunity for education.</i></p>	<p>Community Partnerships (Lead) Communications and Engagement Team</p>	<p>January 2020</p>	<ul style="list-style-type: none"> <li>• Seek opportunities to promote respectful Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander cultural events held on January 26.</li> <li>• Contact the City of Melbourne to see how Yarra can support and promote the <i>Balit Narrun</i> Share the Spirit Festival 2020.</li> <li>• Contact Songlines to see how Yarra can support and promote the <i>Balit Narrun</i> Share the Spirit Festival 2020.</li> <li>•</li> </ul>	



**3 COMMUNITY HEALTH AND WELLBEING—Working towards improved health and wellbeing outcomes for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people in Yarra.**

**Commitments**

Council will:

- 3.1** Support vulnerable Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community members.
- 3.2** Advocate for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people on issues in which they are experiencing poor outcomes.
- 3.3** Fight racism and advocate for broader understandings of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community experiences, issues and stories in line with Council’s ‘January 26 decision’ 15 August 2017.

**3.1 Council will support vulnerable Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community members.**

Action	Responsibility	Timeline	Activities	Progress
3.1.1 Explore ways to support vulnerable Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people in and around Victoria Street and Lennox Street in Richmond (including people who use or inject drugs).	Economic Development  Community Partnerships	February March April May	<ul style="list-style-type: none"> <li>• See partnership with local health organisation to run a series of monthly BBQs to support vulnerable people in the Victoria and Lennox Street precincts.</li> <li>• Seek partnerships with allied health organisations to attend the BBQs, establish relationships and provide links into relevant support services.</li> <li>• Seek opportunities to build relationships with traders and residents in the local area.</li> </ul>	
3.1.2 Explore opportunities to establish a community arts and crafts workshop for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people in Yarra.	Community Partnerships	December	<ul style="list-style-type: none"> <li>• Scope community needs and strengths.</li> <li>• Scope potential partnerships (internal and external) to make this happen.</li> <li>• Explore feasibility.</li> </ul>	

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<p>3.1.3 Continue to facilitate the ongoing meetings of Yarra Aboriginal Support Network (YASN) to support services, agencies and organisations working with the Parkies and vulnerable Wurundjeri Woi Wurrung Aboriginal and Torres Strait Islander community members 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 Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people in Yarra.</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>• Have one officer responsible for organising group meetings (minutes, agendas, catering, room bookings etc.)</li> <li>• Hold at least 10 meetings per year.</li> <li>• Have at least 2 Council officers regularly attend the meetings – a contribution of at least 72 officer hours per year.</li> <li>• Ensure at least eight different services, agencies and/or organisations to regularly the meetings.</li> <li>• Advocate to various tiers of government on behalf of disadvantaged/vulnerable Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, but only when there is consent to do so from this community.</li> </ul>	
<p>3.1.4 Provide support and funding to enable the Smith Street Working Group to function and deliver the Smith Street Dreaming Festival.</p> <p><i>Expectations that this event happens are huge within the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community, and it provides an opportunity to showcase Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander artists.</i></p>	<p>Arts and Culture</p> <p>Community Partnerships</p> <p>Smith Street Working Group</p>	<p>July 2020</p>	<ul style="list-style-type: none"> <li>• In partnership with the chair, lobby and bring together the relevant stakeholders of the Smith Street working group.</li> <li>• Participate in the Smith Street Working Group meetings.</li> </ul>	
<p>3.1.5 Provide officer support to local grass roots groups, programs and events.</p>	<p>Aboriginal Partnerships Officer</p> <p>Arts and Cultural Development Officer</p>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>• Support the following three local grass roots groups, programs and events in 2020:             <ul style="list-style-type: none"> <li>• Smith Street Working group</li> </ul> </li> </ul>	

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	<p><i>Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander 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>	Special Projects Officer		<ul style="list-style-type: none"> <li>• The Launch women’s group</li> <li>• Billabong BBQ special events such as the Billabong Cup, NAIDOC in the Park, Christmas in the Park and the Parkies and Aboriginal and Torres Strait Islander Memorial Day.</li> </ul>	
3.1.6	<p>Partner with Melbourne Aboriginal Youth, Sport and Recreation Incorporated (MAYSAR) to run a forum for young Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, on the local history and achievements of Elders in the area.</p> <p><i>In the consultation leading up to Yarra’s January 26 decision, Wurundjeri Woi Wurrung Aboriginal and Torres Strait Islander community members said they would like younger members to have the opportunity to link in with and learn from Elders about the history of Fitzroy and its significance.</i></p>	<p>Community Partnerships (Co-lead)</p> <p>MAYSAR (Co-lead)</p> <p>Charcoal Lane</p> <p>Youth Services</p>	2020	<ul style="list-style-type: none"> <li>• Connect MAYSAR, Yarra Youth Services, and Charcoal Lane.</li> <li>• Book MAYSAR for this event.</li> <li>• Identify appropriate Elders from the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community.</li> </ul>	
3.1.7	<p>Take the library to hard to reach groups, including those who are culturally, linguistically and/or socially isolated.</p>	<p>Libraries Community Programs and Outreach Team</p> <p>Libraries Digital and Community learning Team</p>	Ongoing	<ul style="list-style-type: none"> <li>• Work with internal and external partners to identify outreach opportunities, including for CALD and Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander communities, and for people with disability.</li> </ul>	

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<p><i>Vulnerable members of Yarra's local Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander communities have limited access to libraries and such an action will provide these community members with a better understanding of the service libraries supply to the community.</i></p>	<p>Libraries Child and Youth Services Team Libraries Community Learning and Partnerships Team</p>		<ul style="list-style-type: none"> <li>• Explore ways to connect Home Library Service users with library community activities.</li> </ul>	
<p>3.1.8 Continue to offer Yarra Leisure community memberships to members of the Parkies community and other disadvantaged members of the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community.</p> <p><i>By offering Yarra Leisure community memberships to disadvantaged Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community members, Yarra hopes to reduce some of the barriers to greater participation and health within this community.</i></p>	<p>Yarra Leisure Community Development Officer</p>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>• Offer at least 25 Yarra Leisure community memberships continue to disadvantaged/vulnerable members of the local Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community.</li> </ul>	
<p><b>3.2 Council will advocate for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people on issues in which Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people are experiencing poor outcomes.</b></p>				

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Action	Responsibility	Timeline	Activities	Progress
<p>3.2.1 Strengthen Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander disability support networks through <i>Balit Narrum</i> membership.</p> <p><i>The incidence of disability is more than twice that of non-Aboriginal and Torres Strait Islander people and culturally responsive measures are needed within the roll-out of the NDIS in the North East Metropolitan Area (NEMA) to ensure that adequate resources are available to the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community. With the roll out of the NDIS, five Councils, including Yarra, are categorised as NEMA.</i></p>	<p>Aged and Disability Services Officers</p>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>Attend <i>Balit Narrum</i> meetings.</li> <li>Actively support initiatives where appropriately developed as a result of the <i>Balit Narrum</i> meetings.</li> <li>Work in partnership with the Brotherhood of St Laurence, to actively support initiatives where appropriate as a result of the <i>Balit Narrum</i> meetings.</li> </ul>	
<p>3.2.2 Organise an evening discussion about Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander experiences of homelessness in partnership with Yarra Libraries. This event will include a presentation by an Aboriginal and Torres Strait Islander person with lived experience. This action is pending on the</p>	<p>Policy Advisor Housing and Homelessness</p>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>Target event to local residents and other interested people.</li> <li>Educate the community and raise awareness on Aboriginal Torres Strait Islander homelessness and the specific challenges for Aboriginal and Torres Strait Islander organisations addressing homelessness.</li> </ul>	

<p>replacement of the Council's Policy Advisor Housing and Homelessness.</p> <p><i>In Victoria, Aboriginal and Torres Strait Islander people make up 4% of the people experiencing homelessness, despite making up less than 1% of the population. In Yarra's recent street count, nearly 4 % of those sleeping rough on the night identified as Wurundjeri, Woi Wurrung, Aboriginal and Torres Strait Islander.</i></p>				
<p><b>3.3 Council will fight racism and advocate for broader understandings of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community experiences, issues and stories in line with Council's 'January 26 decision' 15 August 2017.</b></p>				
<p><b>Action</b></p>	<p><b>Responsibility</b></p>	<p><b>Timeline</b></p>	<p><b>Activities</b></p>	<p><b>Progress</b></p>
<p>3.3.1 Develop a communications plan that focuses on broader community education to help people better understand the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community experiences of January 26 and to explain Council's position on January 26.</p> <p><i>It is important to educate the wider community on how the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community feel about January 26 and to help the broader community understand Council's position.</i></p>	<p>Communications and Engagement Team (Lead) Community Partnerships (Providing content)</p>	<p>Ongoing during 2020</p>	<ul style="list-style-type: none"> <li>Develop a communications plan that will help to educate the wider community on why Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people feel the way they do about January 26.</li> </ul>	

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3.3.2	<p>Promote the January 26 information sheet that was translated into the six most spoken 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 informed decision on January 26.</i></p>	<p>Community Partnerships YMAG YSF Yarra's Neighbourhood Houses and Learning Centres Communications and Engagement</p>	January 2020	<ul style="list-style-type: none"> <li>• Partner with Yarra's settlement Forum and Yarra's Multicultural Advisory group to promote and distribute the information sheets.</li> <li>• Partner and work with DHHS housing managers to promote and distribute January 26 information sheets.</li> <li>• Partner and work with Yarra Libraries to promote and distribute January 26 information sheets.</li> </ul>	
3.3.3	<p>Continue to support the #changethedate campaign (as long as it remains in tune with Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community sentiment) in Council publications and social media in the lead up to January 26.</p>	Community Partnerships	Ongoing	<ul style="list-style-type: none"> <li>• Promote historically informed news, information, commentary and events on Change the Date Yarra Facebook Page and other Council social media pages if relevant.</li> </ul>	
3.3.4	<p>Support the development and vitality of the 'January 26 network' multi-Council and community info sharing group.</p>	Special Projects Officer	ongoing	<ul style="list-style-type: none"> <li>• Continue to help co-ordinate and provide administrative support to the January 26 multi-council network.</li> <li>• Aim for 6 meetings per year hosted on rotation by various councils in the network.</li> </ul>	

**4 ORGANISATIONAL DEVELOPMENT—Increasing Council’s confidence and capacity through improved Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander employment pathways, cultural awareness and internal coordination.**

**Commitments**

Council will:

- 4.1 Improve employment opportunities for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people at Council and in the broader community.
- 4.2 Build organisational capacity, confidence and cultural awareness to better serve the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community.
- 4.3 Maintain clear, transparent and accountable processes in implementing and tracking commitments detailed in this plan and annual action plans.

**4.1 Council will improve employment opportunities for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people at Council and in the broader community.**

Action	Responsibility	Timeline	Activities	Progress
4.1.1 Continue to employ a Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander Person who can demonstrate capacity as the Aboriginal Partnerships Plan officer.  <i>The right to self-determination is a founding principal for Council’s work in this area.</i>	Community Partnerships	Ongoing	<ul style="list-style-type: none"> <li>• Ongoing employment of a Wurundjeri Woi Wurrung, Aboriginal and Torres strait Islander person as the Aboriginal Partnerships Officer, with special consideration given, in the case of a vacancy, to a person who can demonstrate strong community connection.</li> <li>• Ongoing customised support for the Aboriginal Partnerships Plan officer.</li> </ul>	
4.1.2 Increase Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander employment opportunities at Yarra City Council.	Community Partnerships  Organisational Development	Ongoing	<ul style="list-style-type: none"> <li>• Employ up to two Wurundjeri Woi Wurrung, Aboriginal or Torres Strait Islander workers through new</li> </ul>	



<p><i>Gentrification and rising property prices are pushing the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community further away from Melbourne’s inner-city areas. Increasing Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander 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>Diversity and Inclusion</p>		<p>initiative bid funding secured for the 2019–2020 financial year.</p> <ul style="list-style-type: none"> <li>• Work with HR coordinator, executive and line managers to identify appropriate roles and develop position descriptions.</li> <li>• Work with a variety of employment agencies to secure suitable candidates.</li> <li>• Ensure culturally appropriate and flexible recruitment and selection processes.</li> <li>• Provide intensive support or mentorship as needed to new employees in this program, if needed.</li> <li>• Encourage Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander employment in Council depot operations through the Autumn Leaves program (up to 2 Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people employed 38 hours/week for 16 weeks in autumn, depending on workers available through partnership with Brotherhood of St Laurence).</li> <li>• Run at least 1 Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander cultural awareness session for depot staff through the ‘Tool Box’ meetings to support the Autumn Leaves program.</li> </ul>	
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4.1.3	Seek funding to employ a Wurundjeri Woi Wurrung, Aboriginal and/or Torres Strait Islander Heritage Officer at Council.	Senior Advisor City Heritage HR Coordinator Community Partnership	2020/20221 budget process	<ul style="list-style-type: none"> <li>Submit a new initiative bid to secure funding to employ a Wurundjeri Woi Wurrung, Aboriginal and/or Torres Strait Islander Heritage Officer at Council.</li> </ul>	
4.1.4	Promote and seek opportunities to broker Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander and Torres Strait Islander employment in the broader community.	Community Partnerships (lead) People and Culture Economic Development	Jan 2020 ongoing	<ul style="list-style-type: none"> <li>Promote Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander employment opportunities through networks.</li> <li>Seek opportunities to promote Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander and Torres Strait Islander employment programs, apprenticeships and traineeships to Yarra businesses.</li> </ul>	
<b>4.2 Council will build organisational capacity, confidence and cultural awareness to better serve the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander and Torres Strait Islander community.</b>					
	<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Activities</b>	<b>Progress</b>
4.2.1	Develop organisational confidence, capacity and co-ordination through the internal Yana Ngargna Working Group.  <i>To ensure Yarra Council is committed to achieving the aspirations of the local Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander Torres Strait Islander community through implementing and tracking the progress of each action in the</i>	Special Projects Officer	Meetings scheduled monthly from February to December 2020	<ul style="list-style-type: none"> <li>Hold a minimum of 10 Yana Ngargna Working Group meetings in 2020 to co-ordinate actions, support staff, identify opportunities, develop cultural awareness and track projects.</li> <li>Maintain broad divisional representation with an aim of representatives from all Council divisions around the table.</li> <li>If necessary, renew the Yana Ngargna Working Group membership and Terms of Reference.</li> </ul>	

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<i>Yana Ngargna Partnerships Plan 2020–2023.</i>				
4.2.2	<p>Hold an internal event to increase cultural awareness amongst staff.</p> <p><i>Blakwiz is a fun annual event that entertains and promotes cultural awareness amongst staff. It is also a fun way to provide real information about Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander history, culture, art and community.</i></p>	<p>Arts and Culture Development Officer</p> <p>Aboriginal and Torres Partnerships Officer</p> <p>Communications and Engagement Team</p> <p>Special Projects Officer</p> <p>Ewing Trust Officer, Yarra Libraries</p>	<p>Event planning and promotion ready by April 2020</p>	<ul style="list-style-type: none"> <li>• 80–100 staff members participate in Blakwiz event during National Reconciliation Week.</li> <li>• Ask members of the <i>Yana Ngargna</i> Working Group to encourage cross-organisational participation.</li> </ul>
4.2.3	<p>Basic cultural awareness training for all new staff, SMT+ and newly elected Councillors.</p>	<p>Organisational Development, Engagement and Inclusion and Community Advocacy</p>	<p>Dec 2020</p>	<ul style="list-style-type: none"> <li>• Within three months all staff complete both online induction and a face-to-face session which includes Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander cultural awareness focusing on Yarra’s history and advice on how to work effectively with Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander colleagues and community.</li> <li>• At least 100 leaders to take part in a one-off Diversity Panel Discussion at ‘Senior Management Team +’ Meetings.</li> </ul>
4.2.4	<p>Continue to develop Council’s agility in responding to emerging needs and opportunities in the community.</p>	<p>Community Partnerships</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Respond in a timely manner to all public correspondence related to the local Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community.</li> </ul>

			<ul style="list-style-type: none"> <li>• Call meetings when issues or opportunities require an orchestrated approach from Council and or other organisations and agencies.</li> <li>• Maintain an excellent understanding of emerging issues and opportunities through both formal and, importantly, informal networks.</li> <li>• Continue to improve internal communication channels at Council so that emerging issues and opportunities are quickly directed to the officer best able to respond or act.</li> </ul>	
<p><b>4.3 Council will maintain clear, transparent and accountable processes in implementing and tracking commitments detailed in this plan and annual action plans.</b></p>				
Action	Responsibility	Timeline	Activities	Progress
4.3.1 Report on implementation of action plan (2020) and take feedback from the community at bi-monthly <i>Yana Ngargna</i> Advisory Group meetings.	Aboriginal Partnerships Officer  Special Projects Officer	Bi-monthly	<ul style="list-style-type: none"> <li>• Present at least five progress reports to the <i>Yana Ngargna</i> Advisory Group (YNAG) throughout the calendar year.</li> <li>• Undertake formal and informal consultation with the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community through YNAG meetings and associated correspondence.</li> </ul>	
4.3.2 Report on the action plan (2020) and write the year 2 action plan (2021).	Aboriginal Partnerships Officer  Special Projects Officer	February 2020	<ul style="list-style-type: none"> <li>• Present report to Council on the successes and challenges of the year 1 action plan and present year 2 action plan to Council for endorsement.</li> </ul>	

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<p><i>To ensure Council's commitments to the local Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community in the year one action plan are met, and that the aspirations of the Wurundjeri Woi Wurrung, local Aboriginal and Torres Strait Islander community are met in the year two action plan.</i></p>				
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<p><b>CONTACT DETAILS – Aboriginal Partnerships Team (Community Partnerships branch)</b></p>
<p>Uncle Colin Hunter, Aboriginal Partnerships Plan Officer/Wurundjeri Elder phone 03 9205 5014 <a href="mailto:colin.hunter@yarracity.vic.gov.au">colin.hunter@yarracity.vic.gov.au</a></p>
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