



# Special Meeting of Council Agenda

**to be held on Tuesday 11 June 2019 at 7.00pm  
Richmond Town Hall**

## **Arrangements to ensure our meetings are accessible to the public**

Council meetings are held at either the Richmond Town Hall or the Fitzroy Town Hall. The following arrangements are in place to ensure they are accessible to the public:

- Entrance ramps and lifts (off Moor Street at Fitzroy, entry foyer at Richmond).
- Interpreting assistance is available by arrangement (*tel. 9205 5110*).
- Auslan interpreting is available by arrangement (*tel. 9205 5110*).
- A hearing loop is available at Richmond only and the receiver accessory is available by arrangement (*tel. 9205 5110*).
- Proposed resolutions are displayed on large screen.
- An electronic sound system amplifies Councillors' debate.
- Disability accessible toilet facilities are available at each venue.

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**[www.yarracity.vic.gov.au](http://www.yarracity.vic.gov.au)**

## **Order of business**

- 1. Statement of recognition of Wurundjeri Land**
- 2. Attendance, apologies and requests for leave of absence**
- 3. Declarations of conflict of interest (Councillors and staff)**
- 4. Confidential business reports**
- 5. Confirmation of minutes**
- 6. Council business reports**
- 7. Notices of motion**

## 1. Statement of Recognition of Wurundjeri Land

*"Welcome to the City of Yarra."*

*"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 the Elders past and present."*

## 2. Attendance, apologies and requests for leave of absence

Anticipated attendees:

### Councillors

- Cr Danae Bosler (Mayor)
- Cr Misha Coleman (Deputy Mayor)
- Cr Mi-Lin Chen Yi Mei
- Cr Stephen Jolly
- Cr Daniel Nguyen
- Cr Bridgid O'Brien
- Cr James Searle
- Cr Amanda Stone

### Council officers

- Vijaya Vaidyanath (Chief Executive Officer)
- Ivan Gilbert (Group Manager Chief Executive's Office)
- Lucas Gosling (Director Community Wellbeing)
- Gracie Karabinis (Group Manager People, Culture and Community)
- Chris Leivers (Director City Works and Assets)
- Diarmuid McAlary (Director Corporate, Business and Finance)
- Bruce Phillips (Director Planning and Place Making)
- Mel Nikou (Governance Officer)

### Apology

- Cr Jackie Fristacky

## 3. Declarations of conflict of interest (Councillors and staff)

## 4. Confidential business reports

Nil

## 5. Confirmation of minutes

### **RECOMMENDATION**

That the minutes of the Special Council Meeting held on Tuesday 4 June 2019 be confirmed.

## 6. Council business reports

Item		Page	Rec. Page	Report Presenter
6.1	Draft Yarra Volunteer Strategy 2019-2023	5	9	Aldo Malavisi – Community Partnerships Unit Manager
6.2	Aboriginal Partnerships Plan 2015-2018 Annual Report	69	75	Aldo Malavisi – Community Partnerships Unit Manager
6.3	City of Melbourne Draft Transport Strategy 2030	184	185	Simon Exon – Strategic Transport Coordinator

The public submission period is an opportunity to provide information to Council, not to ask questions or engage in debate.

### Public submissions procedure

When you are invited by the meeting chairperson to make your submission, please come forward and take a seat at the microphone and:

- state your name clearly for the record;
- direct your submission to the chairperson;
- speak for a maximum of five minutes;
- confine your remarks to the matter under consideration;
- refrain from repeating information already provided by previous submitters; and
- remain silent following your submission unless called upon by the chairperson to make further comment.

## 7. Notices of motion

Item		Page	Rec. Page	Report Presenter
7.1	Notice of Motion No. 9 of 2019 - Potential Removal of Trees in the AMCOR River Frontage	196	196	Bridgid O'Brien - Councillor



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## 6.1 Draft Yarra Volunteer Strategy 2019-2023

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Trim Record Number: D19/17605

Responsible Officer: Group Manager People, Culture and Community

### Purpose

1. To seek endorsement for the draft Yarra Volunteer Strategy 2019-2023 and Action Plan to go out for public exhibition and further consultation with key stakeholders.

### Background

2. Volunteering is an integral part of civic life in Yarra. According to the 2016 Census, more than 21% of Yarra's population were volunteering in a formal capacity which is slightly higher compared to Victoria as a whole. The diverse and exciting range of volunteer roles across the many charity and community organisations in the City of Yarra bring huge benefits to not only the volunteer, but also the volunteer organisation and clients of that service, and the general community.
3. The development of a volunteer strategy for the City of Yarra is a key initiative of the Council Plan 2017-2021, and more specifically the Annual Plan 2018-2019, under the strategic objective:
  - (a) An Inclusive Yarra - Inclusion, diversity and uniqueness are welcomed, respected and celebrated;
  - (b) **Strategy** - Build resilience by providing opportunities and places for people to meet, be involved in and connect with their community; and
  - (c) **Initiative** - Develop and adopt a Volunteer Strategy.
4. This strategy focuses on how Council can better support volunteering that already occurs in and through community organisations and groups in the municipality.
5. The scope of developing this volunteer strategy did not include looking into Council as a manager of its own volunteer program. This will be addressed in paragraph 29 under Other Issues.
6. Yarra City Council has previously provided various types of support and resources towards volunteering and community participation across the municipality, however there is currently no formal strategy or policies in place to guide this support. There is an opportunity to grow and invest in volunteering and build on our vibrant and cohesive community. The development of a volunteer strategy seeks to add value to existing community volunteer programs and strengthen the social capital in the municipality.
7. The process to develop the Yarra Volunteer Strategy 2019-2023 has involved the following:
  - (a) benchmarking analysis and desktop review into other municipality's volunteer strategies and support for volunteering;
  - (b) research to identify best practice approaches in Australia in relation to the volunteer sector referring to Federal and State policy;
  - (c) consultation with internal Council staff across relevant departments, Councillors and a broad representation of Yarra's community to get a good picture of the volunteering culture and to ensure a range of stakeholder's views are reflected in the strategy; and
  - (d) review of existing Council plans and support approaches.
8. The most common themes identified through the community consultation process found that:
  - (a) Our community do not know what volunteer opportunities are available;

- (b) Our community are seeking more innovative, informal and flexible ways to participate in civic life;
  - (c) Our community want more ways for social connection;
  - (d) Our community members who manage volunteers want more support;
  - (e) Our community groups and organisations want ways to build capacity through relationships and linkages; and
  - (f) Our community volunteers do it because they want to, but they also appreciate being acknowledged and valued.
9. These themes have been used to inform the three key priority areas where Council can play a role in supporting volunteering in the Yarra community. The key priority areas are:
- (a) Priority One: **Promote, Participate and Connect:** promote volunteer opportunities in Yarra and encourage volunteering as a way for people to connect with and participate in their community;
  - (b) Priority Two: **Support and Strengthen:** support people who manage volunteers, people who want to volunteer and who are volunteering, and strengthen relationships and create linkages; and
  - (c) Priority Three: **Recognise and Value:** promote the value and benefits of volunteering, and recognise the contributions by volunteers and people who manage volunteers in Yarra.

### External Consultation

- 10. External feedback has been sought, with over 500 responses, from a diverse range of representation including seniors, youth, people with disabilities, multicultural, public housing residents and the general public.
- 11. Feedback towards the strategy was provided by Yarra volunteers, volunteer managers, people wanting to volunteer and residents who would consider volunteering given the right situation.
- 12. Consultation methods have included both qualitative and quantitative methods including an online survey via Your Say Yarra, focus groups, listening posts (pop-up stalls), one-on-one interviews, promotion via Yarra City Council's social media/newsletters and email correspondence via the Yarra volunteer organisations contacts list.
- 13. The types of volunteer organisations contacted include local sports/recreation, creative industries, education/employment pathways, housing/homelessness, heritage, health, community radio, community gardens/ environmental, cultural, elderly services, churches/multi-faith and groups e.g. Lions, Rotary, Scouts, Fareshare, St Vincent de Paul to name a few.
- 14. The aim of this consultation was to determine the motivations, barriers, challenges and opportunities for volunteering in Yarra. The questions also attempt to capture data such as; the types of programs of interest to volunteers, preferred frequency for volunteering and how Council can best recognise and support local volunteerism.

### Internal Consultation (One Yarra)

- 15. Internal council staff from relevant departments were consulted for their input towards the strategy. Representatives included staff from Library Services, Family Youth & Children's Services, Aged & Disability Services, Arts & Culture Services, Recreation & Leisure Services, Economic Development and Place Making.
- 16. Relevant Council external advisory committees were consulted, including the Disability Advisory Committee, Active Ageing Advisory Group, Yarra Multicultural Diversity Group, Yarra Volunteer Leaders Network, Health & Wellbeing Advisory Group and Yarra Neighbourhood Houses Network Group.

17. Councillors were given the opportunity to provide input after the briefing meeting on 12 November 2018.

### Financial Implications

18. Council currently provides an annual budget of around \$11,000 for volunteer support. However additional financial resources would need to be considered to implement larger scale programs to support community volunteering. The following are some examples of options with approximate costs, however this is not limited to the numerous possibilities which will be investigated as part of the strategy action plan:

Type of support	Costs (approx.)	What is covers
Hosting an <b>online volunteer platform</b> from the Council website	<p>Price can range significantly depending on the capabilities:</p> <p><a href="#">uWorkin</a> = set-up fee of \$12,000 + annual fee of \$9,000</p> <p><a href="#">Hume Volunteer Gateway</a> = set-up fee of \$2,200 which then becomes the annual fee.</p> <p>There are also multiple social enterprises that host volunteer matching websites at a lower cost.</p>	<p>More complex site: promoting volunteer opportunities, community events and other community announcements.</p> <p>Basic site: enables community organisations to upload volunteer vacancies and self-manage recruitment.</p>
<b>Formalising a partnership with a volunteer referral service</b> , for example the <a href="#">Boroondara Volunteer Resource Centre</a> (BVRC)	<p>Approximately \$100,000 per year</p> <p>Boroondara City Council fund 60% of the costs to run the BVRC, the rest is a mix of State and Federal Government funding.</p>	Staff wages, training and other volunteer referral costs for Yarra residents.
<b>Setting up a volunteer referral service at Yarra City Council</b> could be explored as an option, however it is important to note this takes significant more resourcing and partnerships. An example of this is the <a href="#">Darebin Information, Volunteer and Resource Service</a> (DIVRS)	<p>The annual operating income for DIVRS is approximately \$400,000 which comes from a mix of State Government, Darebin City Council, partnership funds from Good Shepherd, La Trobe University, Community Information &amp; Support Victoria (CISVic) and public donations.</p>	This example is a not-for-profit volunteer driven organisation that delivers free services and programs for vulnerable residents which includes programs like L2P, urban food, emergency relief and volunteer referrals.

### Economic Implications

19. The economic value of volunteering in the City of Yarra is difficult to quantify, however it is estimated at \$54.9 million (according to the 2016 Cultural Intelligence report on Volunteering in Yarra). This could not be resourced in any other way. It is in Council's best interest to

invest in supporting and increasing the levels of volunteering across the municipality because the loss of this would be simply unthinkable.

### **Sustainability Implications**

20. Many organisations concerned with sustainability utilise volunteers. Council has an opportunity to further its messages around environmental sustainability by actively supporting and encouraging these volunteers.

### **Social Implications**

21. Volunteer involvement contributes to civil society and active participation in building strong, inclusive, and resilient communities. It underlies innovation and social change, our responses to community need and community challenges, and it brings together and supports the local strengths and assets of communities.
22. Yarra was recently named the healthiest local government area in Melbourne in a study commissioned by Domain (published 18 October 2018). Volunteering is one of the key factors determining the health and liveability of an area in reference to this study.
23. Volunteering has been adopted as a metric for social connectivity and capital as a determinant of mental health. While it is acknowledged that this dataset alone does not fully represent the complexity of social connectivity and community interaction as it affects mental health outcomes, the data may be useful in providing insight into the community connectivity of each suburb. All things equal, a community that volunteers more is expected to be more highly connected socially.

### **Human Rights Implications**

24. There are no human rights implications.

### **Communications with CALD Communities Implications**

25. Officers have consulted with Council's Multicultural Planner about the best way to engage with CALD communities for their input towards the volunteer strategy.
26. Yarra's Multicultural Diversity Group has been consulted for their feedback and input.

### **Council Plan, Strategy and Policy Implications**

27. Multiple Council plans and strategies relevant to the development of the volunteer strategy include the following:
  - (a) Council Plan 2017-2021;
  - (b) 0-25 Plan 2018-2022;
  - (c) Active Healthy Ageing Strategy 2018 – 2024;
  - (d) Access and Inclusion Strategy 2018 – 2024;
  - (e) Multicultural Partnerships Plan 2015-2018;
  - (f) Neighbourhood Houses Strategy and Action Plan 2018-2021;
  - (g) Yarra Libraries Strategic Plan 2017-2020;
  - (h) Arts and Cultural Strategy 2016-2020;
  - (i) Economic Development Strategy 2015-2020; and
  - (j) People Strategy and Action Plan 2017-2020.

### **Legal Implications**

28. There are no legal implications.

### **Other Issues**

29. As mentioned in paragraph 5 in the Background section of this report, the project scope did not include volunteering for Council or the Council employee volunteering program. However,

it is likely that a volunteering program for Council could be explored as a future action in the strategy. This will need to be considered because during the consultation several requests were made by community members and Council staff regarding volunteering for Council.

30. A local government benchmarking analysis found that all of the councils across Melbourne provide some type of support towards volunteering in their municipality, however many councils invest more resources than Yarra City Council, for example volunteer programs within their Council, online volunteer platforms, or part funding towards a volunteer referral service.
31. The nature of volunteering is changing and the term itself can mean different things to different people. Many volunteers may be unaware that their activities are considered to be volunteering, for instance someone who is a member of a sports club committee. There is also debate across local government on the 'grey area' when referring to members of advisory committees and youth groups, for example the FReeZA youth development program, are they considered volunteers?

### **Options**

32. There are no options.

### **Conclusion**

33. The volunteer strategy will formalise partnerships and add value to existing programs in Yarra's volunteer involving community organisations.
34. A first year implementation section of the four year (2019 – 2023) action plan has been developed by an internal stakeholder group. Community feedback will be sought on this during public exhibition and input will be taken into consideration for the final strategy. The action plan will be reviewed annually.
35. Supporting volunteering in the Yarra community will be one of the key ways for Council to achieve its vision of building 'a vibrant, liveable and sustainable inner city that the community can be proud of' and the volunteer strategy will provide an important framework for Council on how it can best support volunteering in the Yarra community.

### **RECOMMENDATION**

1. That Council:
  - (a) endorse the draft Yarra Volunteer Strategy 2019-2023 and Year One Action Plan for public exhibition and further consultation with key stakeholders.

**CONTACT OFFICER:** Elly Murrell  
**TITLE:** Projects and Administration Officer  
**TEL:** 03 9205 5106

### **Attachments**

- 1 [📄](#) Draft Yarra Volunteer Strategy 2019-2023
- 2 [📄](#) Draft Yarra Volunteer Strategy Year One Action Plan
- 3 [📄](#) Consultation Report Yarra Volunteer Strategy 2019-2023
- 4 [📄](#) Local government benchmarking report Yarra Volunteer Strategy 2019-2023

## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

### Yarra Volunteer Strategy 2019-2023

*“Volunteering is the ultimate exercise in democracy. You vote in elections once a term, but when you volunteer, you vote every day about the kind of community you want to live in” Marjorie Moore*

#### Acknowledgment of Country

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 the Elders past and present.

#### Executive Summary

The Yarra Volunteer Strategy 2019-2023 is a framework to guide Yarra City Council (Council) in promoting, supporting and celebrating the active involvement of volunteering across the City of Yarra. The strategy seeks to add value to existing programs within the community and strengthen the social capital in the municipality.

Council’s vision is to encourage ‘a vibrant, liveable and sustainable inner city that the community can be proud of’. Volunteering can achieve this vision in Yarra by adding social and economic benefits to the community through the provision of opportunities to connect with and participate in civic life, as well as making people who give their time freely to feel supported and valued for their contributions.

Council provides various types of support towards volunteering and community organisations that run volunteer programs in our municipality. This includes skills development and training, awards and events, networking, community grants, discounted venue hire and facilitating partnerships. There is an opportunity to build on this support and formalise what we do as a whole-of Council approach.

The strategy development process, drawing on research and extensive community engagement, identified three key priority areas where Council can play a role in better supporting a healthy and cohesive volunteer culture in our community.

The priority areas are:



## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

### Content

<b>Acknowledgement of Country</b>	1
<b>Executive Summary</b>	1
<b>Introduction</b>	3
Defining volunteering	3
Benefits and value of volunteering	5
Emerging trends in volunteering	6
<b>Policy Context</b>	7
National	7
State	7
Local	8
<b>Volunteering in Yarra</b>	9
About City of Yarra	9
Snapshot of volunteering in Yarra	10
Development of the strategy	11
<b>Strategic Direction</b>	12
Key priority areas	12
Strategies	13
Action plan	14

## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

### Introduction

Volunteer involvement is a critical part of Australian society. It contributes to civic life and active participation in building strong, inclusive, and resilient communities. It underlies innovation and social change, our responses to community need and community challenges, and it brings together and supports the local strengths and assets of communities.

For individuals, volunteering provides an opportunity to be involved in activities reflecting their interests and using their skills. Meaningful activity in turn promotes a sense of belonging and general wellbeing. Volunteering can also be a way to develop skills, potential pathways to employment, or a way to contribute existing skills for the common good.

Volunteer involvement is a two-way relationship, providing an opportunity for organisations to achieve their goals by involving volunteers in their activities, and for volunteers to make meaningful use of their time and skills, contributing to social and community outcomes (1).

### Defining volunteering

There are many definitions of volunteering used nationally and internationally by government departments, peak bodies and organisations. The definition introduced by Volunteering Australia (2015) states '**volunteering is time willingly given for the common good and without financial gain**'. This definition includes both forms of volunteering as follows:



Fitzroy Learning Network, Bridges 2 Harmony event

**Formal** - taking place within organisations in a structured way (including institutions and agencies).

**Informal** - taking place outside an organisational setting.

People voluntarily donate their time through involvement in their local community in an extensive range of ways, such as:

- Organised sport , recreation and leisure activities
- Community education and learning activities
- Environmental groups
- Community support groups
- Organised groups such as church, community or professional groups
- Civic and political groups

(1) [Volunteering Australia, National Standards for Volunteer Involvement, 2015 \(pg 3\)](#)



## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

- Organised social groups
- Community events, festival and celebrations
- Collective community actions
- Parental participation in schools and children's activities
- Social entrepreneurship
- Corporate volunteering
- Episodic and spontaneous volunteering (eg. emergency assistance)
- Service delivery (eg. individuals giving to or supporting recipients)
- Decision-making (eg. advisory committees)
- Virtual (online) volunteering

Volunteering itself can mean different things to different people. Many volunteers may be unaware that their activities are considered to be volunteering, for instance a family member who provides care to an elderly person or someone who is a member of a sports club committee may not consider themselves "volunteers". There is also debate across local government on the 'grey area' when referring to members of advisory committees and youth groups, for example the FReeZA youth development program, are they considered volunteers?

For the purpose of this strategy Council's volunteer interaction is defined in two distinct ways:

**Council managed programs** - volunteers are managed directly by Council to deliver programs and/or services. An example of this is the Yarra L2P Learner Driver Mentor Program which is facilitated by Yarra Youth Services.

**Volunteer involving organisations (VIOs) supported by Council** – organisations that involve volunteers work with or are supported by Council, this can include running activities using Council managed facilities or on Council land. An example of this includes many of Yarra's Neighbourhood House programs such as Men's Shed.



Yarra's L2P program



Men's Shed, Alphington Community Centre

## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

### Benefits and value of volunteering

#### Social, cultural, health and wellbeing

Volunteering is a great way for people to get involved in the community and make a positive contribution. In addition to the satisfaction of helping out for the benefit of others, there are many reasons people volunteer such as:

- Connecting with others and improving social ties and positively engaging and being active within the community
- Experiencing new challenges
- Raising awareness and supporting important community issues
- Interacting with different cultures
- Contributing to social change
- Developing professional networks and exploring different career and job opportunities and finding a pathway to getting a job, course or training
- Developing new skills or gaining experience in a variety of roles
- 'Bridging networks' which is especially important for connecting people from diverse cultural backgrounds (1)

*"Volunteers not only make a huge contribution to the lives of the people in our community, they are also essential to connecting people and building social connections through a greater sense of belonging"*

Allan McLean, General  
Social Survey, Australian  
Bureau of Statistics, 2014

Research by Victoria Health (2) has found a significant connection between volunteering and good mental health, showing that volunteering can:

- Alleviate depression
- Increase satisfaction with life
- Develop self-confidence

#### Economic

Although the community benefits of volunteering are widely acknowledged, it is difficult to quantify the true economic value of volunteer contributions. According to the 2017 Productivity Commission, the national volunteer workforce is over 5.8 million people (this figure does not include informal volunteering). This is an estimated annual economic and social contribution of \$290 billion across Australia (3). The economic value of volunteering in the City of Yarra in 2016 was estimated at \$54.9 million (4). This is significant and it is important that Council recognises that if the hours of volunteering within the Yarra community had to be replaced with 'paid time' there would be a considerable strain on budgets and resources.

(1) [Indicators of Community Strength in Victoria, 2011 \(pg 10\)](#)

(2) [Victoria Health Indicators Survey, 2012 \(pg 1\)](#)

(3) [Volunteering Australia Productivity Commission report, 2017](#)

(4) [Cultural Intelligence, City of Yarra Volunteer Strategy, 2016 \(pg 9\)](#)

## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

Investment towards increasing the levels of volunteering may actually reduce the reliance on Council services. Research from Volunteering Tasmania demonstrates that investing in volunteering brings an excellent return on investment; every \$1 spent on a volunteer program brings \$4.2 in benefits to the community (1).

In summary, it is crucial for Council to continually find ways to help our residents feel better emotionally, mentally and physically as well as to consider the fiscal impact of volunteering seeing that it is proven to create a more connected and healthy community a worthy area to invest in.

### Emerging trends in volunteering

The National Volunteering Strategy (2) identified the following trends regarding volunteering in Australia:

- Growth in volunteering is uneven. Rates of volunteering have grown in sport, religion and education but have declined in community services and emergency management.
- More volunteers want roles that are flexible, or require shorter hours or a shorter term commitment.
- People are increasingly time poor and volunteering competes with greater work and caring responsibilities.
- People are more mobile than in the past so volunteers are less likely to stay for many years in a single role.
- People aged between 35 and 44 are more likely to volunteer than other age groups, with 45–54 year olds the second most likely to volunteer but 65 years and over volunteered the most hours on average.
- The frequency of natural disasters requires a ready supply of skilled emergency volunteers.
- There are more people volunteering now, but for less time than in the past.
- Social isolation and loneliness have come more into focus in recent times.
- A trend of virtual (online) volunteering has appeared over the past decade, which benefits people with restricted mobility or other special needs that might not be able to undertake traditional face-to-face volunteering roles. Virtual volunteering can include tasks like research, software development and writing articles.
- In Australia, the ageing of the population is likely to have an effect on volunteering, largely on the demand of informal support for adults rather than for children.

Some of the key challenges faced by policy makers, including local government, in relation to the future of volunteering are to make it more attractive and accessible for individuals, to consider the stereotypes around volunteering, and to encourage greater recognition across Australia of the diversity in the volunteering sector.

(1) [State of Volunteering report for Tasmania, 2014 \(pg 1\)](#)

(2) [National Volunteering Strategy, 2011 \(pg 12\)](#)

**Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023**

Draft Yarra Volunteer Strategy 2019-2023

## Policy context

### National

In 2011, the Federal Government developed the National Volunteering Strategy which set out the vision for volunteering in Australia over the next decade. The strategy aims are to ensure that by 2021 volunteering is encouraged, supported and recognised by all Australians. The six key focus areas for this strategy are:

- (1) Respond to trends in volunteering
- (2) Harness technology
- (3) Better regulation and risk management
- (4) Strengthen management and training
- (5) Recognise and value volunteering

These key elements have been taken into consideration in the development of the Yarra Volunteer Strategy.

### State

The National Standards for Volunteer Involvement were developed in 2015 in consultation with the volunteering sector to support the involvement of volunteers and act as a resource for organisations in which volunteers are involved. It provides a framework for organisations to consider the role of volunteers within the organisation and the impact effective volunteer involvement can have on achieving the strategic goals and aims of the organisation. The National Standards allow organisations to make use of simple, practical criteria across a broad range of volunteering situations. There are eight standards addressing the key areas of volunteer involvement:

- (1) Leadership and management
- (2) Commitment to volunteer involvement
- (3) Volunteer roles
- (4) Recruitment and selection
- (5) Support and development
- (6) Workplace safety and wellbeing
- (7) Volunteer recognition
- (8) Quality management and continuous improvement

Council will support Yarra's community organisations and groups that manage volunteers by promoting and encouraging the use of the National Standards and to develop processes towards best practice approaches for volunteer involvement.

## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

### Local

The strategy is guided by Yarra City Council's vision, the Council Plan 2017-2021 (which incorporates the Municipal Public Health and Wellbeing Plan) and links with other Council plans and strategies.

The Council Plan 2017-2021 commits to a set of priorities for future action. These priority areas have been acknowledged through the seven strategic objectives, as below, to reflect and respond to what is important to our community:

- A healthy Yarra
- An inclusive Yarra
- A sustainable Yarra
- A liveable Yarra
- A prosperous Yarra
- A connected Yarra
- A leading Yarra

The Yarra Volunteering Strategy specifically aligns with key initiatives in the Council Plan objective for:

**An Inclusive Yarra** - Inclusion, diversity and uniqueness are welcomed, respected and celebrated.

**Strategy** - Build resilience by providing opportunities and places for people to meet, be involved in and connect with their community.

**Initiative** - Develop and adopt a Volunteer Strategy.

Yarra's whole-of Council approach to supporting an inclusive and connected community is also reflected in multiple Council plans and policies, these include:

- Council Plan 2017-2021
- 0-25 Plan 2018-2022 (Family, Youth and Children Services)
- Active Healthy Ageing Strategy 2018 – 2024
- Access and Inclusion Strategy 2018 – 2024
- Multicultural Partnerships Plan 2015-2018
- Neighbourhood Houses Strategy and Action Plan 2018-2021
- Yarra Libraries Strategic Plan 2017-2020
- Arts and Cultural Strategy 2016-2020
- Economic Development Strategy 2015-2020
- People Strategy and Action Plan 2017-2020 (Internal)



## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

### Volunteering in Yarra

#### About City of Yarra

The City of Yarra is a vibrant inner-metropolitan municipality in Melbourne, home to a diverse community of over 95,000 people, with a dynamic local economy employing over 67,000 people with a gross regional product of \$9,084 billion (1).



Yarra's 19.5 square kilometres include the suburbs of Abbotsford, Burnley, Clifton Hill, Collingwood, Cremorne, Richmond, Carlton, Princess Hill, Fitzroy, North Fitzroy and parts of Alphington and Fairfield.

The City of Yarra consists of a high proportion of residents living with socio-economic disadvantage, in what is otherwise a relatively affluent municipality. The distribution of household earnings in Yarra show great disparity between high and low income households. This brings specific challenges for inclusion and participation in civic life.

Yarra has a youthful profile, with the median age bracket between 25 - 35 years, which is younger compared to Greater Melbourne where the median age is 37 years. Retirees aged 65 years and over make up 10.5% of the population. However it is important to note the City of Yarra is undergoing a period of considerable population growth, which is forecast to triple in size over the next two decades therefore the aging population will significantly increase and have an impact on many sectors, including volunteering.

There are a number of tertiary and technical institutions in Yarra, including the Australian Catholic University (ACU), Melbourne Polytechnic Collingwood Campus and the Kangan Institute Richmond Campus.

More than 13,600 businesses operate within the City of Yarra, making Yarra home to one of the largest economies in metropolitan Melbourne. Healthcare and social assistance is the largest employing industry in Yarra accounting for 18% of total employment, underpinned by the Epworth Hospital and St Vincent's Hospital. The creative sector is also an important emerging industry in Yarra which is associated with innovation and facilitating economic growth (2).

(1 & 2) [City of Yarra Economic Development Strategy 2015-2020](#) (pg 10 & 12)

## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

The Yarra community is culturally diverse, with over 29% of residents born overseas from over 140 countries. Only 70% of residents speak English at home; non-English speaking backgrounds include Vietnamese, Greek, Mandarin, Italian and Cantonese. The City of Yarra, especially the suburbs of Fitzroy and Collingwood, hold special historical significance for the Aboriginal community and is a preferred place for Aboriginal and Torres Strait Islander peoples to live, meet up, work and access services.

All figures above are derived from the 2016 Census data (Australian Bureau of Statistics), therefore statistics may have changed since then.

### Snapshot of volunteering in Yarra

Volunteering is an integral part of civic life in Yarra. In fact, the City Of Yarra was recognised as Melbourne's healthiest local government area in 2018, according to the Domain Healthy Melbourne Study (1). Volunteering in the community was used as a metric for this research in terms of a determinant of mental health and a community that volunteers more is expected to be more highly connected socially.

Below is a snapshot of volunteering in Yarra municipality using data from the most recent Census in 2016:

- More than 21% of Yarra's population were volunteering in a formal capacity, which is slightly higher compared to Victoria as a whole.
- Those 21% contributed an estimated \$55 million of economic benefit to our community if the contributions of volunteers were to be replaced by paid staff.
- That same year a quarter of our 18 to 24 year olds were participating in volunteer work.
- There are more than 500 charity organisations listed in the City of Yarra (2).
- The top six areas for volunteering in Yarra's community organisations and groups are sporting clubs, activities with children and young people, visual and performing arts, court and legal support and community gardening/ sustainability related activities.
- Volunteering roles include offering professional expertise like IT services, marketing/PR, writing/editing and business/legal advice.
- Many people in the Yarra community volunteer in an informal capacity, therefore it is difficult to quantify the true extent and value of their impact.

(1) [Domain Healthy Melbourne Study Deloitte Access Economics and Tract Consultants, 2018](#)

(2) [The Australian Charities and Not-for-profits Commission, 2018](#)

## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

Yarra City Council has previously provided various types of support and resources towards volunteer involving organisations and community participation across the municipality including:

### **Yarra Gives online portal**

From 2006-2010, Council partnered with Our Community to provide Yarra Gives; an online portal “giving centre” to assist local community groups in their fundraising efforts and provide the opportunity for local residents, traders and businesses to support their own community through donations. It also acted as a matching service between individuals and groups seeking volunteers and organisations/individuals that can provide volunteer services.

### **Yarra Volunteer Support Program (YVSP)**

In late 2007, the YVSP was set up as a pilot project with a one off funding grant from the then Department of Victorian Communities (now Department of Planning and Community Development). The program was auspiced by North Yarra Community Health and overseen by a steering group of Yarra stakeholders including Council and ran successful activities for a period of 20 months with the aim to support, extend and sustain volunteer participation in the City of Yarra.

### **Yarra Volunteer Recognition Events**

The first Yarra Volunteer Recognition Event was held in 2009, as part of the aforementioned Yarra Volunteer Support Program pilot project. Council then hosted this as an annual event from 2011 – 2016, however there has been a gap in the last few years due to lack of resourcing.

Council is committed to Yarra’s community being connected, included, valued and engaged and therefore recognises that supporting volunteering in our municipality is crucial. The Yarra Volunteer Strategy and action plan is an important framework to base this support on.

### **Development of the Strategy**

The methodology used to develop the strategy included both qualitative and quantitative approaches including:

- A benchmarking analysis and desktop review into other Victorian municipality’s strategies and support for volunteering.
- Consultation with internal Council staff across relevant departments, Councillors and a broad representation of the community - including volunteers, people who manage volunteers and people wanting to volunteer - to determine the strengths, gaps and opportunities for Council to better support volunteering in the City of Yarra and to ensure a range of stakeholder’s views are reflected in the strategy.
- Research to identify best practice approaches in Australia in relation to the volunteer sector, referring to Federal and State policy.
- Review of existing Council plans and support approaches.



## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

From this research, it is considered that there is no 'one' best practice but rather a combination of relevant strategies/policies, systems, processes and structures are required in order to provide meaningful support towards a healthy culture of volunteering and participation in the community.

A common message that rang clear and distinct throughout this analysis is that valuing volunteerism requires support and resourcing.

### Strategic direction

#### Key priority areas

In the development of the Yarra Volunteer Strategy, the most common themes identified through the community consultation process found that:

- Our community don't know what volunteer opportunities are available.
- Our community are seeking more innovative, informal and flexible ways to participate in civic life.
- Our community want more ways for social connection.
- Our community members who manage volunteers want more support.
- Our community groups and organisations want ways to build capacity through relationships and linkages.
- Our community volunteers do it because they want to, but they also appreciate being acknowledged and valued.

These issues from the community, and analysis of demographic data, current trends, national, state and local policies, have been used to inform the three key priority areas and the related strategic directions where Council can play a role in supporting volunteering across the municipality.

The key priority areas are:

#### **Priority area 1: Promote, Participate and Connect**

Council has a key role to play in terms of promoting opportunities for residents to connect with and participate in community life to enhance social and mental wellbeing. Council will build on the promotion of and information about volunteering in Yarra through a range of media and activities.

#### **Priority area 2: Support and Strengthen**

Council will provide opportunities to support and strengthen the capacity of volunteers and people who manage volunteers, and assist with developing collaborative, sustainable relationships to support volunteering in the community. The building of networks and partnerships between Council and the volunteering sector is essential for increasing capacity to deliver better outcomes for the community and enhance the experience of volunteers.

## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

### Priority area 3: Recognise and Value

Volunteers and people who manage volunteers are central to the success of volunteering; so it is imperative that these roles are recognised and the impact of their contribution is valued. Council will continue to provide meaningful ways to acknowledge and celebrate volunteers and those who actively contribute to the Yarra community. Promoting the value and positive benefits of volunteering will help attract a diverse range of ages, cultures and abilities, in addition to facilitating growth of the local sector.

### Strategies

The following sets out the broad strategies under each of the priority areas.

Promote, Participate and Connect

**1.1 Promote volunteer opportunities in the Yarra community**

**1.2 Encourage volunteering as a way for people to connect with and participate in their community**

Support and Strengthen

**2.1 Support people who manage volunteers in the Yarra community**

**2.2 Strengthen relationships and create linkages**

Recognise and Value

**3.1 Promote the value and benefits of volunteering**

**3.2 Recognise the contributions by volunteers and people who manage volunteers in the Yarra community**

These strategies will guide the development of key implementation actions over the coming four year period (2019-2023) that will promote, support, strengthen and celebrate volunteering across the Yarra municipality.

Council will continue to engage with the Yarra community and other stakeholders to ensure that we continue to respond to emerging trends and issues and deliver a meaningful volunteering strategy.

*"I have a simple but important proposition. And that is that 'volunteering' is the single most important factor that drives successful communities within Australia and most likely beyond. Not only that but I also argue that the role and importance of volunteering is increasing as the 21st century advances"*

Bernard Salt, futurist and social commentator

## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

### Action plan

Priority area 1: PROMOTE, CONNECT & PARTICIPATE				
Council has a key role to play in terms of promoting opportunities for residents to connect with and participate in community life to enhance social and mental wellbeing. Council will build on the promotion of and information about volunteering in Yarra through a range of media and activities.				
Strategy	Action	Who	When	Resources
<b>1.1 Promote volunteer opportunities in the Yarra community</b>	1.1.1 Improve promotion of volunteering opportunities through a range of multi-media channels	Community Partnerships Communications Community Grants	Year 1	Existing & New
	1.1.2 Improve promotion of volunteering opportunities through a range of events and activities	Community Partnerships Library Services Youth Services Neighbourhood Houses	Year 1	Existing
	1.1.3 Continue to promote Council's existing volunteer program (L2P) and make it clear what Council does and does not provide	Community Partnerships Communications	Ongoing	Existing
	1.1.4 Develop a directory of Yarra's community organisations, groups and agencies to promote the services offered and contact details	Community Partnerships Communications	Year 1	Existing
Strategy	Action	Who	When	Resources
<b>1.2 Encourage volunteering as a way for people to connect with and participate in</b>	1.2.1 Identify ways to encourage volunteering and community participation, across a range of cohorts in Yarra, to include innovative and flexible	Community Partnerships Multicultural Partnerships Library Services Aged & Disability Service Family, Youth & Children's Services	Year 1	Existing

# Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

their community	options and how to access them	Neighbourhood Houses Access (Customer Service) Communications		
	1.2.2 Deliver and support a range of community activities and events	Community Partnerships Neighbourhood Houses Library Services Community Grants	Ongoing	Existing
	1.2.3 Develop a policy on corporate volunteering options for Yarra City Council staff	People & Culture Community Partnerships	Year 1	Existing
<b>Priority area 2: SUPPORT &amp; STRENGTHEN</b>				
Council will provide opportunities to support and strengthen the capacity of volunteers and people who manage volunteers, and assist with developing collaborative, sustainable relationships to support volunteering in the community. The building of networks and partnerships between Council and the volunteering sector is essential for increasing capacity to deliver better outcomes for the community and enhance the experience of volunteers.				
Strategy	Action	Who	When	Resources
<b>2.1 Support people who manage volunteers in the Yarra community</b>	2.1.1 Improve support for volunteer involving organisations and groups to manage volunteers	Community Partnerships Community Grants	Year 1	Existing
	2.1.2 Provide ways for people who manage volunteers to connect	Community Partnerships	Year 1	Existing
	2.1.3 Assist with skills development for people who manage volunteers	Community Partnerships Community Grants Communications	Year 1	Existing
	2.1.4 Advocate for volunteer's rights and responsibilities	Community Partnerships	Year 1	Existing

# Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

Strategy	Action	Who	When	Resources
<b>2.2 Strengthen relationships and create linkages</b>	2.2.1 Mobilise resources on joint initiatives to strengthen partnerships and link Yarra's volunteers, organisations and groups	Community Partnerships Library Services Neighbourhood Houses	Year 2	New
	2.2.2 Develop pathways to volunteer and employment opportunities in the Yarra community	Youth Services	Year 1	Existing
	2.2.3 Continue to find innovative ways to keep up-to-date with current and emerging trends and respond to changes in the volunteer sector	Community Partnerships Communications	Ongoing	Existing
<b>Priority area 3: RECOGNISE &amp; VALUE</b>				
Volunteers and people who manage volunteers are central to the success of volunteering; so it is imperative that these roles are recognised and the impact of their contribution is valued. Council will continue to provide meaningful ways to acknowledge and celebrate volunteers and those who actively contribute to the Yarra community. Promoting the value and positive benefits of volunteering will help attract a diverse range of ages, cultures and abilities, in addition to facilitating growth of the local sector.				
Strategy	Action	Who	When	Resources
<b>3.1 Promote the value and benefits of volunteering</b>	3.1.1 Review and highlight the economic and social value of volunteering in City of Yarra	Community Partnerships Community Grants	Year 1	Existing
	3.1.2 Promote the benefits of volunteering to build on the local sector	Community Partnerships Communications	Ongoing	Existing
Strategy	Action	Who	When	Resources
<b>3.2 Recognise the contributions by volunteers and people</b>	3.2.1 Acknowledge Yarra's volunteers and managers and celebrate their achievements	Community Partnerships Communications	Ongoing	Existing

## Attachment 1 - Draft Yarra Volunteer Strategy 2019-2023

Draft Yarra Volunteer Strategy 2019-2023

who manage volunteers in the Yarra community				
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## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

### Draft Yarra Volunteer Strategy 2019-2023

#### Action Plan – Year One

<b>Priority area 1: PROMOTE, CONNECT &amp; PARTICIPATE</b>  Council has a key role to play in terms of promoting opportunities for residents to connect with and participate in community life to enhance social and mental wellbeing. Council will build on the promotion of and information about volunteering in Yarra through a range of media and activities.				
Strategy	Action	Implementation	Who	Resources
<b>1.1 Promote volunteer opportunities in the Yarra community</b>	1.1.1 Improve promotion of volunteering opportunities through a range of multi-media channels	Review the way volunteer information including opportunities, resources and other relevant material is presented by Council.	Community Partnerships Communications	Existing
		Develop a Communications Plan for a coordinated and consistent system to promote volunteer opportunities and the different options available to people wanting to volunteer in Yarra. Consider a range of media; Yarra eNews, social media, printed flyers, video, radio to ensure the information is accessible and inclusive.  For example, create an annual campaign to promote and recognise Yarra's volunteers linked to National Volunteer Week and International Volunteer Manager's Day. This might include showcasing local volunteer champions, similar to 'Faces of Yarra'.	Community Partnerships Communications	Existing

## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

		Liaise with internal and external stakeholders to promote volunteer opportunities across all demographics in Yarra; youth, people with a disability, older people, indigenous, CALD. This might involve establishing regular promotional methods, for example posts to Yarra Youth Service's Facebook page to engage with young people and face-to-face pop up stalls to engage with older people.	Community Partnerships	Existing
		Facilitate and manage a dedicated webpage for volunteering in Yarra  Investigate options for hosting a dedicated online portal for information regarding all aspects of volunteering in Yarra, including promotion of volunteer opportunities and volunteer's skills they can offer	Community Partnerships Communications	Existing & New
		Continue to promote volunteer opportunities through peak bodies; Go Volunteer, Seek Volunteer (although these are not Yarra specific).	Community Partnerships	Existing
		Build on the Community Grants eNewsletter to incorporate more volunteer content or consider other methods for combining and communication this information.	Community Grants	Existing
	1.1.2 Improve promotion of volunteering	Organise events and activities to promote volunteering and opportunities face-to-face, for example pop up stalls at Yarra's libraries, pools,	Community Partnerships Library Services	Existing



## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

	opportunities through a range of events and activities	community festivals - particularly during National Volunteer Week.  Collaborate with existing events and activities to promote opportunities and/or deliver information sessions about volunteering, for example Neighbourhood House programs or volunteer expos.	Youth Services  Neighbourhood Houses	
	1.1.3 Continue to promote Council's existing volunteer programs and make it clear what Council does and does not provide	Explore ways to better promote existing programs and services; L2P, Neighbourhood House programs, Yarra's advisory committees, grants program, discounted venue hire and council officers expertise.	Community Partnerships Communications	Existing
		Make it clear to both internal staff and community what Council does and does not provide in terms of volunteer opportunities that are Council-led and Council's support for volunteering, for example Council does not provide opportunities for the public to volunteer within Council programs including libraries and aged services. This should also include clear messaging for local organisations wanting to do corporate volunteering somewhere in Yarra, provide some options?  This information can be demonstrated on the Volunteer webpage of the Council website.	Communications	Existing

## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

		Refer online enquiries (that come in through Oracle) to this information.		
		Strongly consider setting up a Council-run volunteer program where there is an identified need eg. Yarra libraries, family & children's services	Whole of Council????	New
	1.1.4 Develop a directory of Yarra's community organisations, groups and agencies to promote the services offered and contact details	Create and manage a database of Yarra organisations, groups, charities and agencies that involve volunteers in some capacity for internal use.  Promote and maintain a register/directory of Yarra's community organisations and groups to assist people looking for volunteer opportunities, especially new residents. Consider both online and hard copy at strategic locations across Yarra.	Community Partnerships Communications	Existing
Strategy	Action	Implementation	Who	Resources
<b>1.2 Encourage volunteering as a way for people to connect with and participate in their community</b>	1.2.1 Identify ways to encourage volunteering and community participation, across a range of cohorts in Yarra, to include innovative and	Work with staff across relevant Council departments to identify and develop appropriate ways to make volunteering accessible and inclusive to all demographics including young people, older people, people with disabilities, culturally diverse groups, international students, professionals, families and public housing residents.	Community Partnerships  Multicultural Partnerships  Library Services  Aged & Disability Service	Existing

## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

	flexible options and how to access them		Family, Youth & Children's Services Neighbourhood Houses Communications	
		Investigate and promote more diverse and informal ways to volunteer, such as short-term options, one-off events, emergency relief and committee membership and the offer of goodwill / expertise to specific projects and initiatives. This includes access to flexible volunteering options for people with caring responsibilities or who are working and studying.	Community Partnerships	Existing
		Provide volunteering information in 'welcome packs' for new arrivals to Yarra, including in a range of languages.	Community Partnerships	Existing
		Liaise with local TAFE and universities to promote volunteering during National Student Volunteer Week.	Community Partnerships	Existing
	1.2.2 Deliver and support a range of community	Continue to facilitate Council and community initiated activities and events to build social connections, such as Community Wellbeing festival.	Community Partnerships Neighbourhood Houses Library Services	Existing

## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

	activities and events		Community Grants	
		Explore ways we can enhance one-off Council events eg. Smith Street Dreaming by involving volunteers.	Community Partnerships Arts, Culture & Events	Existing
		Develop the community capacity by encouraging groups to apply for and utilise Council's grant funding, discounted hire of Council's facilities and in kind support.	Community Partnerships Community Grants	Existing
	1.2.3 Develop a policy on corporate volunteering options for Yarra City Council staff	Update and promote Council's internal volunteer program – Corporate Volunteer Policy, in reference to the One Yarra Strategy - and inform all staff across Council.	People & Culture Community Partnerships	Existing
<b>Priority area 2: SUPPORT &amp; STRENGTHEN</b>  Council will provide opportunities to support and strengthen the capacity of volunteers and people who manage volunteers, and assist with developing collaborative, sustainable relationships to support volunteering in the community. The building of networks and partnerships between Council and the volunteering sector is essential for increasing capacity to deliver better outcomes for the community and enhance the experience of volunteers.				
Strategy	Action	Implementation	Who	Resources
<b>2.1 Support people who manage volunteers in</b>	2.1.1 Improve support for volunteer involving	Promote and encourage the National Standards for Volunteer Involvement framework to organisations and groups who involve volunteers	Community Partnerships	Existing

## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

the Yarra community	organisations and groups to manage volunteers	in order to support best practice in volunteer management.		
		Connect people who manage volunteers with Federal, State and local resources specially to support volunteer management. This includes programs like Volunteering Victoria's annual Volunteer Manager's Mentor Program.	Community Partnerships	Existing
		Review the level of financial and in-kind support Council provides to Council supported volunteer groups and volunteers.	Community Partnerships Finance	Existing
		Assist community organisations in seeking grant funding and discounted use of Council venue hire to support volunteering.	Community Grants	Existing
		Explore processes to help make it easy for volunteers and volunteer groups by reducing red tape by providing advice and assistance, for example induction policies.	Community Partnerships	Existing
		Explore financial support means, such as a scholarship, for volunteer managers and volunteers to attend key events such as Volunteering Victoria's State Conference.	Community Partnerships	Existing

## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

	2.1.2 Provide ways for people who manage volunteers to connect	Continue to promote and facilitate the Yarra Volunteer Leaders Network aimed at external stakeholders in Yarra who manage or supervise volunteers to be able to connect, share information and expertise and collaborate on initiatives relevant to volunteer management.	Community Partnerships	Existing
		Organise and convene quarterly meetings with the possibility of additional working groups for specific projects.	Community Partnerships	Existing
		Encourage people who manage volunteers in Yarra to connect with other support networks for example Volunteering Victoria's Corporate Volunteering, Leadership in Volunteering and Inclusive Volunteering special interest groups.	Community Partnerships	Existing
	2.1.3 Assist with skills development for people who manage volunteers	Continue to promote existing free community training sessions through Yarra Community Grants program.	Community Partnerships Community Grants Communications	Existing
		Assess needs and gaps regarding best practice in volunteer management and investigate free or low cost training and skills development opportunities, more specific to volunteer managers, (although	Community Partnerships Community Grants	Existing

## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

		<p>many of these people are volunteers themselves), for example 'Volunteers and the Law'.</p> <p>Explore options for Council to run additional structured and informal training, or promote other training opportunities.</p>		
	2.1.4 Advocate for volunteer's rights and responsibilities	<p>Develop stronger advocacy in relation to the needs of volunteers, the volunteer sector and community by promoting the impact of key policy reforms and resulting program changes within the volunteer sector, for example Aged Care, NDIS and child safety policies.</p> <p>Increase opportunities for volunteer's to have a say in consultation.</p>	Community Partnerships	Existing
Strategy	Action	Implementation	Who	Resources
<b>2.2 Strengthen relationships and create linkages</b>	2.2.1 Mobilise resources on joint initiatives to strengthen partnerships and link Yarra's volunteers, organisations and groups	Investigate opportunities to link and enhance community organisations with shared interests on volunteering, for example cross promote volunteer opportunities when capacity has been reached.	Community Partnerships	Existing
		Formalise partnerships eg. Yarra libraries, Family, youth & Children's Services with community organisations (eg. Brotherhood of St Laurence) to	Family, Youth, Children's Services Library Services	Existing

## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

		run volunteer programs for the Yarra community eg. homework clubs.		
		Develop partnerships with volunteer support services across other municipalities, such as the Boroondara Volunteer Resource Centre, to pool resources and knowledge and connect similar organisations.	Community Partnerships	??????
	2.2.2 Develop pathways to volunteer and employment opportunities in the Yarra community	Develop relationships with Yarra's schools and higher educational institutions to develop volunteer programs, skills development and to promote local volunteering opportunities.  Scope ways to provide more structured volunteer pathways to employment, especially for young people. This might include mentoring internships and apprenticeships with local organisations/businesses eg. Young Entrepreneurs in the North program.	Youth Services	Existing
	2.2.3 Continue to find innovative ways to keep up-to-date with current and emerging trends and respond to	Evaluate and measure impact of Council's support for volunteering via regular feedback and consultation; surveys, forums and events.	Community Partnerships	Existing
		Connect with relevant networks and volunteer organisations to stay abreast of emerging issues	Community Partnerships	Existing



## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

	changes in the volunteer sector	and trends, for example the LG Pro working group and Volunteering Victoria.		
		Explore the role of digital technology and how it can add value, empower and cultivate a connected volunteering environment including in the ways some people want to volunteer.	Community Partnerships Communications	Existing
<b>Priority area 3: RECOGNISE &amp; VALUE</b>  Volunteers and people who manage volunteers are central to the success of volunteering; so it is imperative that these roles are recognised and the impact of their contribution is valued. Council will continue to provide meaningful ways to acknowledge and celebrate volunteers and those who actively contribute to the Yarra community. Promoting the value and positive benefits of volunteering will help attract a diverse range of ages, cultures and abilities, in addition to facilitating growth of the local sector.				
Strategy	Action	Implementation	Who	Resources
<b>3.1 Promote the value and benefits of volunteering</b>	3.1.1 Review and highlight the economic and social value of volunteering in City of Yarra	Undertake an audit of local organisations, groups and grant recipients to quantify the economic and social value of volunteering. This data can be used to raise the profile of Yarra and enhance promotion of volunteering.  Collate data from existing research such as Volunteering Victoria, ABS, Social Statistics and Yarra City Council's Social Policy.	Community Partnerships Community Grants	Existing
	3.1.2 Promote the benefits of	Establish a section of the 'Volunteer' webpage on Council's website to highlight the benefits of	Community Partnerships	Existing

## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

	volunteering to build on the local sector	volunteering as a social good in its own right and not as a substitute for paid work. This can also be promoted through Council's social media and for marketing campaigns during National Volunteer Week.	Communications	
Strategy	Action	Implementation	Who	Resources
<b>3.2 Recognise the contributions by volunteers and people who manage volunteers in the Yarra community</b>	3.2.1 Acknowledge Yarra's volunteers and managers and celebrate their achievements	Improve promotion of volunteer nominations and enable more diverse volunteer categories for existing annual awards and events organised by Council; Women of Yarra (International Women's Day) and Yarra Community Awards. Consider formally recognising years of service by Yarra's volunteers.	Community Partnerships Communications	Existing
		Produce a profile of local volunteers to showcase through a range of media - Yarra eNews, social media – including a diverse representation from youth, people with a disability, indigenous, CALD and retirees.	Community Partnerships Communications	Existing
		Establish a working group to organise and facilitate an annual community event to celebrate volunteers during National Volunteer Week.	Community Partnerships	Existing

## Attachment 2 - Draft Yarra Volunteer Strategy Year One Action Plan

		<p>Liaise with Yarra Volunteer Leaders Network to cross-promote other recognition activities across Yarra.</p> <p>Liaise with Yarra Volunteer Leaders Network to establish program of local volunteer champions to advocate for volunteering in Yarra.</p> <p>Investigate method for putting forth candidates for national volunteer recognition awards, for example the Premier's Volunteer Champion Awards.</p>	Community Partnerships	Existing
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## Attachment 3 - Consultation Report Yarra Volunteer Strategy 2019-2023

### Consultation report – Yarra Volunteer Strategy 2019-2023

### Consultation report – Yarra Volunteer Strategy 2019-2023

This report provides information on the various community engagement methods used towards the development of the Yarra Volunteer Strategy 2019-2023.

The aim of this consultation was to determine the following:

- **Motivation** - why people volunteer, the types of programs of interest, preferred frequency for volunteering.
- **Barriers** - factors that prevent or limit people from volunteering.
- **Issues / challenges** - key issues volunteers, managers of volunteers or people wanting to volunteer currently experience in the local sector.
- **Opportunities** - suggestions for potential partnerships or ways to enhance and grow volunteerism in the Yarra municipality.
- **Support** - how Council can best recognise and support local volunteerism.

### Methodology & Sample

Extensive consultation was sought from both internal and external stakeholders to get a picture of the volunteering culture in the City of Yarra and reflect their ideas and views of volunteering and areas where Yarra City Council (Council) can play a role.

### **External Consultation**

External feedback has been sought from a diverse range of representation including seniors, youth, people with a disability, diverse cultural backgrounds and the general public.

Input towards the strategy was provided by Yarra volunteers, people who manage/supervise volunteers, people wanting to volunteer and residents who would consider volunteering given the right situation.

Consultation methods have included both qualitative and quantitative methods; an online survey via Your Say Yarra (see appendix A for questions and appendix B for results), focus groups, listening posts, one-on-one interviews, promotion via Yarra City Council's social media/newsletters (Yarra News, Yarra Life e-news, Yarra Grants e-news, 3 Towers Neighbourhood Houses newsletter), post-card distribution and email correspondence via the Yarra volunteer organisations contacts list. See below for a summary of the consultation methods with the external stakeholders.

Demographic (who)	Approach (what)	Method (how)	Timeframe (when)	Total
General public and volunteer organisations	Your Say Yarra	Online survey	September – October 2018	177 *1,052 site visits
General public	Gleadell Street Community Market - Richmond	Listening post	25 August 2018	12
General public	Living in Yarra - North Fitzroy Library	Listening post	29 August 2018	10
General public	Community Wellbeing Day - Atherton Gardens Fitzroy	Listening post	11 October 2018	20

## Attachment 3 - Consultation Report Yarra Volunteer Strategy 2019-2023

### Consultation report – Yarra Volunteer Strategy 2019-2023

General public	Inclusive Yarra consultation	Story pod & online community ideas board	October 2018	5
Youth	Fitzroy Summer Youth Festival - Atherton Gardens Fitzroy	Listening post	29 November 2018	25
People with a disability	Disability Advisory Committee	Focus group	15 August 2018	8
Seniors	Active Ageing Advisory Group	Focus group	14 August 2018	11
Partnerships	Health & Wellbeing Advisory Group	Focus group	5 September 2018	6
Partnerships	Yarra Neighbourhood Houses Network Group	Focus group	9 October 2018	15
Multicultural	Yarra Multicultural Diversity Group	Focus group	7 November 2018	6
Volunteer organisations	Yarra Volunteer Leaders Network	Focus group	29 November 2018	12
Volunteer organisations	- Carringbush Adult Education - Richmond Rotary - Richmond Churches	Individual interview	September – October 2018	4

The types of volunteer organisations contacted include a broad range of interest areas; local sports/recreation, creative industries, education/employment providers, homelessness, heritage, health, community radio, community gardens/ environmental, cultural, elderly services and churches/multi-faith. An example of the organisations and groups from the City of Yarra who provided feedback is as follows (although this list is not extensive).

- Contemporary Art Society of Victoria Inc.
- Youth Referral and Independent Person Program (YRIPP)
- Friends of the Earth
- PBSFM
- Melbourne City Mission Palliative Care
- Launch Housing
- EdConnect Australia
- Transgender Victoria
- Melbourne AMEP (Adult Migrant English Program)
- Collingwood Toy Library
- St Mary's House of Welcome
- Foodbank Victoria
- Fitzroy Residents' Association Inc
- Carringbush Adult Education
- Open Table
- Women's Art Register Inc.
- Kinfolk / Sibling – social enterprise
- Yarra Lions Club
- Richmond Lions Club

## Attachment 3 - Consultation Report Yarra Volunteer Strategy 2019-2023

### Consultation report – Yarra Volunteer Strategy 2019-2023

#### Internal Consultation (One Yarra)

Internal council staff from relevant departments – Library Services, Family Youth & Children’s Services, Aged & Disability Services, Arts & Culture Services, Recreation & Leisure Services, Economic Development and Place Making - City of Yarra advisory group members and Councillors were given the opportunity to provide feedback (see appendix B for the questions asked). Below is a summary of the consultation methods with internal stakeholders.

Demographic (who)	Approach (what)	Method (how)	Timeframe (when)	Total
Council staff	Yarra City Council staff from relevant departments: Library Services, Family Youth & Children’s Services, Aged & Disability Services, Arts & Culture Services, Recreation & Leisure Services, Economic Development and Place Making	Online/email survey	October 2018	8
Councillors	Yarra City Councillors	Online/email survey	November 2018	2
Other Councils	Other local governments in Melbourne and surrounds	Online survey	November 2018	18
Internal volunteer strategy advisory group	Develop themes and action plan	Meeting/emails	March 2019	10

#### Limitations of sample

Although consultation was achieved across a diverse range of Yarra’s community a challenge of the sample was the ability to hear from the hard-to-reach individuals for example socially isolated, stay-at-home carers and people from culturally and linguistically diverse backgrounds.

It must be noted that when referring to ‘volunteering in Yarra’, this might include a City of Yarra resident volunteering in another municipality or a resident from another municipality volunteering within the City of Yarra, therefore Council’s volunteer strategy must reflect this. However most of the community that was consulted for input were not concerned about municipality boundaries.

Other than the L2P Learner Driver Mentor Program (which is funded by Vic Roads and facilitated through Youth Services), Council does not have a formal volunteer program for community members to volunteer within Council, for example at libraries and aged care. Therefore when consulting internal and external stakeholders it must be clear that the strategy is focused on how Council can better support volunteering across the City of Yarra’s community.

#### The findings

In total, over 350 responses were received throughout the consultation period across a range of locations, demographics and methods. Additional to this, data from previous research and community engagement (Cultural Intelligence report 2016) of a further 200 responses has also been considered in developing a draft volunteer strategy.

## Attachment 3 - Consultation Report Yarra Volunteer Strategy 2019-2023

### Consultation report – Yarra Volunteer Strategy 2019-2023

The most common issues and themes identified through the community consultation process found:

1. Our community don't know what volunteer opportunities are available in Yarra.
  - People said they don't know what organisations, groups or services are in the City of Yarra and if they offer volunteer positions.
  - They don't know where to go or where to look for local volunteer opportunities eg. websites, community listing, newsletters, notice boards, word of mouth. But they do want a range of different ways for volunteer opportunities to be promoted eg. face-to-face, online, print.
  - There are requests from the community wanting to volunteer within Council programs eg. libraries, but it is unclear what Council does and does not offer.

**Theme: Promote**

2. Our community are seeking more innovative, informal and flexible ways to participate in civic life in Yarra.
  - People are seeking different ways to volunteer and different types of volunteer jobs, for example more flexible, one-off roles eg. Christmas day, Clean Up Australia Day, festivals or 'non-traditional' styles eg. virtual volunteering like writing articles from home.
  - Flexible volunteering is wanted especially by people with a disability, stay-at-home carers, full-time workers and students (time poor) and older people with health issues or who travel regularly.
  - Technology was suggested often as an innovative way to connect people with volunteer jobs eg. Apps, online portal. There were suggestions like Facebook's Good Karma group.
  - Although people want to participate in the community by giving their time to a cause, some people say it is hard to find volunteer opportunities that interest them.

**Theme: Participate**

3. Our community want more ways for social connection.
  - Social isolation was mentioned numerous times, especially by older people. Therefore they want more ways to connect with the community.
  - Access issues was a common issue raised as a barrier for connecting and participating in the community eg. mobility for elderly and people with a disability, the time of day that activities are happening, urban design (bad footpaths), public transport and travel distances to volunteer jobs.
  - Elderly and people with a disability said they would love volunteers to assist them with ad hoc errands or just to "have a cup of tea" with. This is a gap that Meals on Wheels and Council's companion pets program used to fulfil.
  - Stay-at-home carers/parents who want to volunteer wished there were opportunities where they could bring their children or have free child-care arrangements whilst they volunteered.
  - Some people volunteer as a way to connect with like-minded people, however don't always have the chance within their volunteer role. Therefore networking opportunities and events with other volunteers was requested.

**Theme: Connect**

4. Our community members who manage volunteers in Yarra want more support.
  - Many people who manage volunteers in organisations / groups in Yarra have shared issues of lack of time and resources to manage volunteers as well as they would like to. This may be

## Attachment 3 - Consultation Report Yarra Volunteer Strategy 2019-2023

### Consultation report – Yarra Volunteer Strategy 2019-2023

due to too much red-tape and changes in regulation, arduous recruitment processes and issues retaining good volunteers. Support such as funding, training, networking and sharing resources were suggested as helpful.

- Some people that manage volunteers are volunteers themselves and/or volunteer management is only a small component of their job.
- Some volunteer managers don't have the capacity to reach a wide audience when promoting their volunteer opportunities and therefore don't always get the calibre they are seeking.

#### **Theme: Support**

#### 5. Our community groups and organisations in Yarra want ways to build capacity through relationships and linkages.

- People who manage volunteer programs in Yarra said they value relationships with similar organisations to collaborate and better support their volunteers and the community, for example Fareshare has a large waiting list of people wanting to volunteer therefore if they link with Cultivating Community (who are desperate for volunteers) they can cross promote opportunities and share resources.
- Yarra's Neighbourhood Houses have expressed a desire for stronger relationships eg. with Council's Library Services to enhance their programs.
- Not-for-profit groups such as Richmond Rotary are concerned about the future of their membership, especially inter-generational. Therefore would like to build on links with local organisations to develop ways to work on this.
- A recommendation from a resident was to enable Council staff to volunteer in the Yarra community (corporate volunteer program?) to have stronger engagement with community groups and appreciation of their roles (at the same time as providing benefits to the staff).

#### **Theme: Strengthen**

#### 6. Our community volunteers do it because they want to, but they also appreciate being acknowledged and valued.

- Most people said they don't expect to be officially "rewarded" for their volunteering contribution, however it is "nice to be thanked". This could be as simple as a thank you morning tea, which many organisations and groups already do but other groups could improve on doing this.
- Some people commented that award ceremonies can be "tokenistic" and not capture people who volunteer informally. Therefore Council acknowledgement events must consider this.
- There were suggestions of other ways Council can acknowledge and value volunteers and volunteer managers in the City of Yarra eg. showcase champions in newsletters.

#### **Theme: Recognise & Value**

These themes have been used to inform three key Priority Areas where Council can play a role in supporting a vibrant volunteering culture and engaged community in our municipality.

**Priority Area 1: Promote, Participate and Connect**

**Priority Area 2: Support and Strengthen**

**Priority Area 3: Recognise and Value**



## Attachment 3 - Consultation Report Yarra Volunteer Strategy 2019-2023

Consultation report – Yarra Volunteer Strategy 2019-2023

### **Appendix**

#### Appendix A: questions for external community (via Your Say Yarra online surveys)

1. Do you currently volunteer?  
If yes, in general how often do you volunteer?
  - Twice or more a week
  - Once a week
  - Once a month
  - Once a year
  - Irregularly
  - Other
2. Where do you volunteer? (name of organisation, group, service)
3. What is your role?
4. What type of tasks do you undertake in your volunteering roles?
5. What motivates you to do volunteer work?
  - Give back to the community
  - Mental health eg. feels good to help others
  - Social connection eg. meet new people
  - Passionate about cause
  - Build on CV, pathway to paid work
  - Learn new skills
  - Put professional skills and knowledge to good use
  - Other
6. What barriers might prevent you from volunteering or continuing to do volunteer work?
  - Lack of time
  - Lack of support
  - Lack of interest in role / tasks
  - Lack of opportunities
  - Access issues
  - Other
7. What volunteering style do you prefer?
  - Regular but flexible hours and days
  - Consistent hours and days, and for a set period of time
  - Occasional one-off
  - Other
8. Where would you prefer to get information about volunteering opportunities and resources?
  - Volunteer recruitment websites such as SEEK or Volunteer Victoria
  - Organisation's website eg. Neighbourhood House
  - Yarra City Council website
  - Social media eg. Facebook
  - E-newsletters
  - Hard copy publications
  - Noticeboards
  - Word of mouth
  - Direct enquiry (phone, email)
  - Face-to-face service eg. volunteer resource centre
  - Other

## Attachment 3 - Consultation Report Yarra Volunteer Strategy 2019-2023

### Consultation report – Yarra Volunteer Strategy 2019-2023

9. What types of information, opportunities and resources on volunteering would be helpful to you?
  - Volunteer opportunities
  - Training / professional development
  - Grants / funding
  - Grant writing
  - Networking
  - Procedures and policies
  - Recognition and rewards
  - Legislation, regulation, guidelines
  - Membership to support services
  - Marketing / promotion
  - Other
10. What type of reward or recognition do you value for your input into volunteering?
  - Opportunities to be showcased via Council media eg. publications or social media
  - Annual public event for City of Yarra acknowledging specific volunteer categories eg. roles, groups, initiatives
  - Civic awards and ceremony event eg. Citizen of the Year or Volunteer of the Year
  - State awards with categories eg. excellence, innovation, inclusion
  - Certificate or thank you letter from volunteer manager
  - Smaller events eg. morning tea, BBQ
  - Other
11. Do you have any other suggestions or comments you would like to share on Council supporting volunteerism in Yarra?
12. Do you have a great idea, or have you come across alternative and creative ways for how people can get involved in and connect with their local community?

A bit about you...

Age range

- 13-18
- 19-25
- 26-35
- 36-50
- 51-65
- 66-80
- 81+

What suburb do you live in?

Which demographics do you identify with (if any)?

- CALD
- Disability
- Aboriginal / Torres Strait Islander
- LGBTIQ
- Health care card
- Other than volunteer work, what is your current status?
- Full-time paid employment
- Part-time paid employment
- Casual paid employment
- Looking for paid employment
- Studying
- Other

## Attachment 3 - Consultation Report Yarra Volunteer Strategy 2019-2023

Consultation report – Yarra Volunteer Strategy 2019-2023

### Appendix B: questions for internal staff and councillors.

#### Questions for Internal staff (via email)

1. Do you currently use volunteers in any of your programs (or have you in the past)?
2. If Council did have a volunteer program, would you take on volunteers within your department?
3. If applicable, how would your department benefit from having volunteers?
4. What would be the reasons for not taking on volunteers in your department (besides the current Council policy)?

#### Questions for Councillors

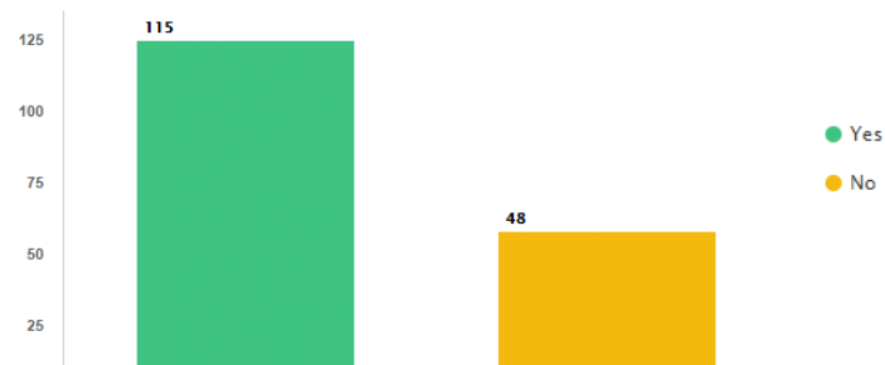
To capture input on the key themes: strengths, barriers/challenges/issues and linkages/partnerships/social connection.

1. In your opinion, how does Council currently support volunteerism in Yarra?
2. What do you consider are the gaps in Council's support towards volunteerism in Yarra?
3. Can you suggest ways we could improve our support as a Council?
4. Do you have a great idea, or have you come across alternative and creative ways for how people can get involved in and connect with their local community, other than formal volunteer programs?
5. Do you have any other comments or suggestions about volunteering in Yarra?

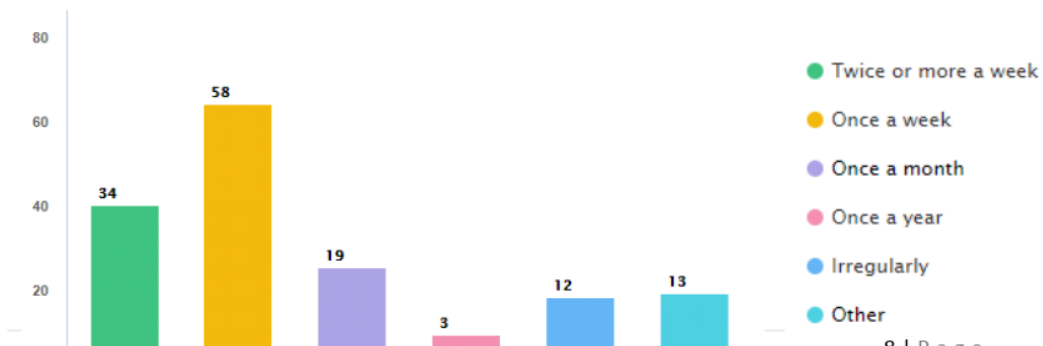
### Appendix C: Your Say Yarra survey results (for individuals and organisations).

#### Surveys for individuals

Do you currently volunteer?



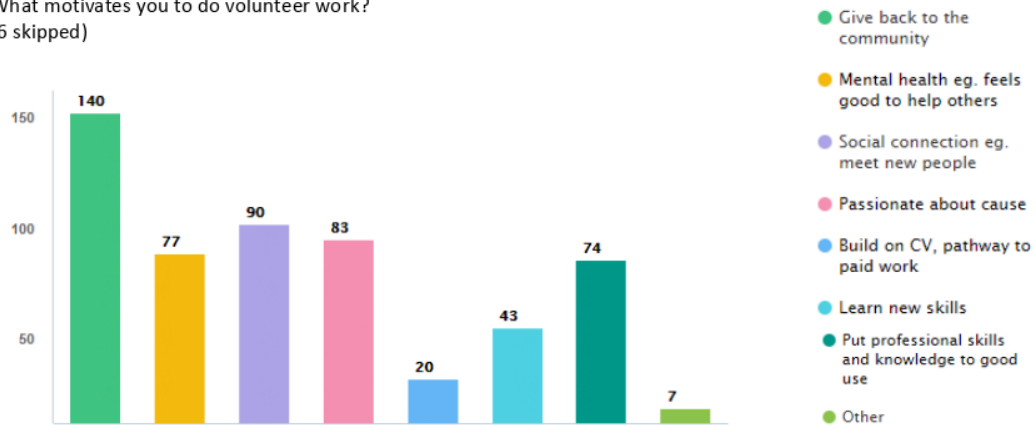
If yes, in general how often do you volunteer?  
(24 skipped)



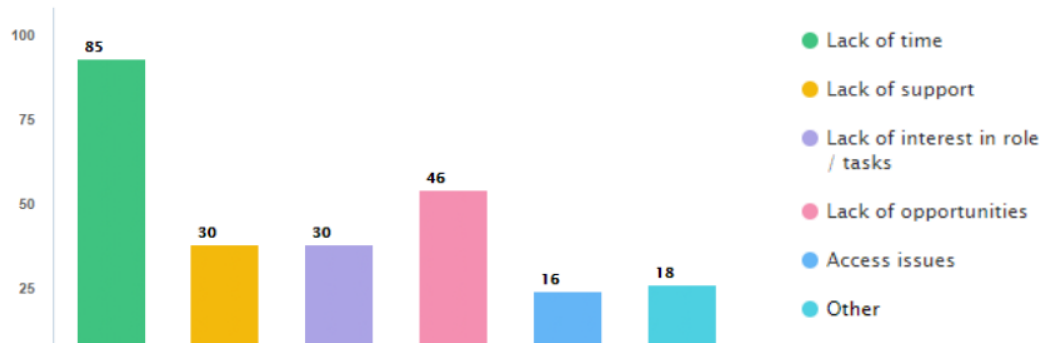
## Attachment 3 - Consultation Report Yarra Volunteer Strategy 2019-2023

### Consultation report – Yarra Volunteer Strategy 2019-2023

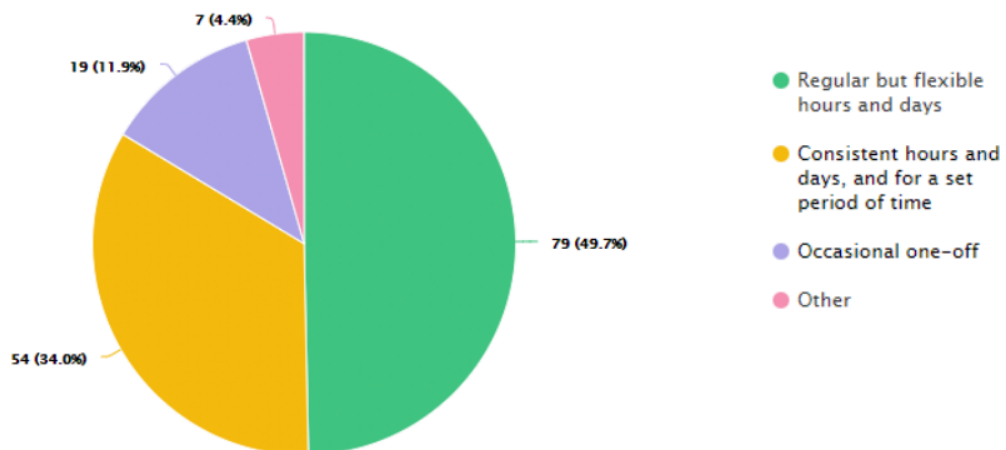
What motivates you to do volunteer work?  
(6 skipped)



What barriers might prevent you from volunteering or continuing to do volunteer work?  
(18 skipped)



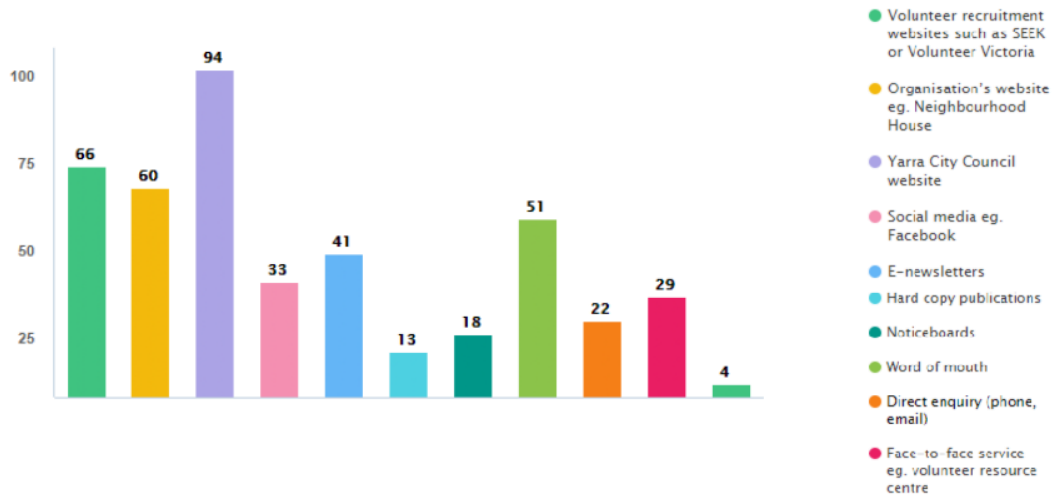
What volunteering style do you prefer?  
(4 skipped)



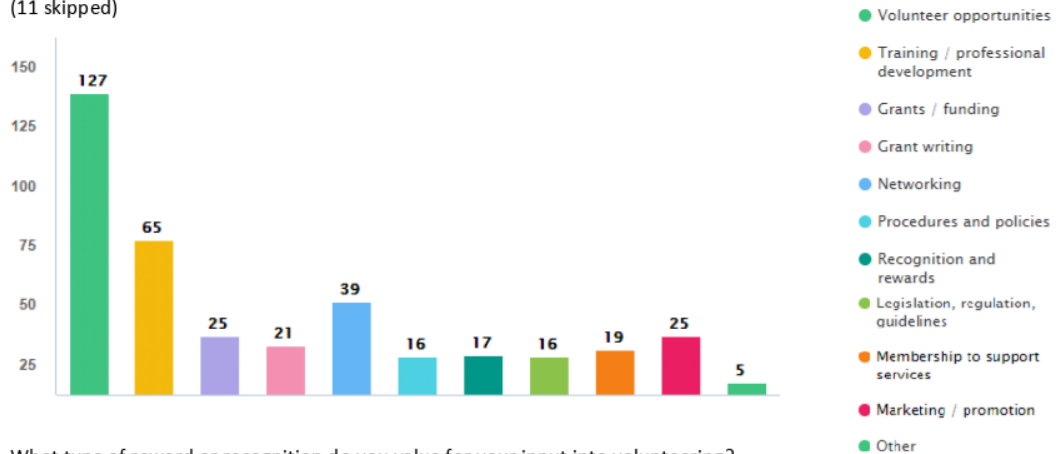
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## Consultation report – Yarra Volunteer Strategy 2019-2023

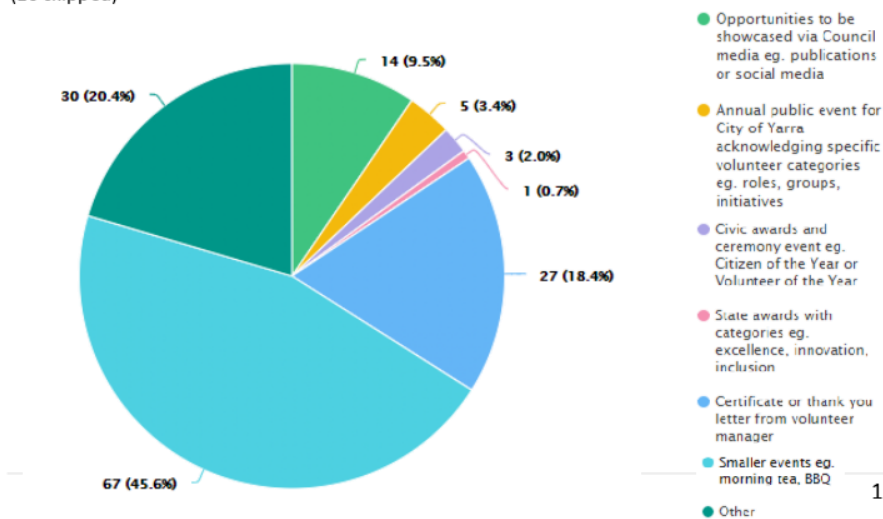
Where would you prefer to get information about volunteering opportunities and resources? (5 skipped)



What types of information, opportunities and resources on volunteering would be helpful to you? (11 skipped)

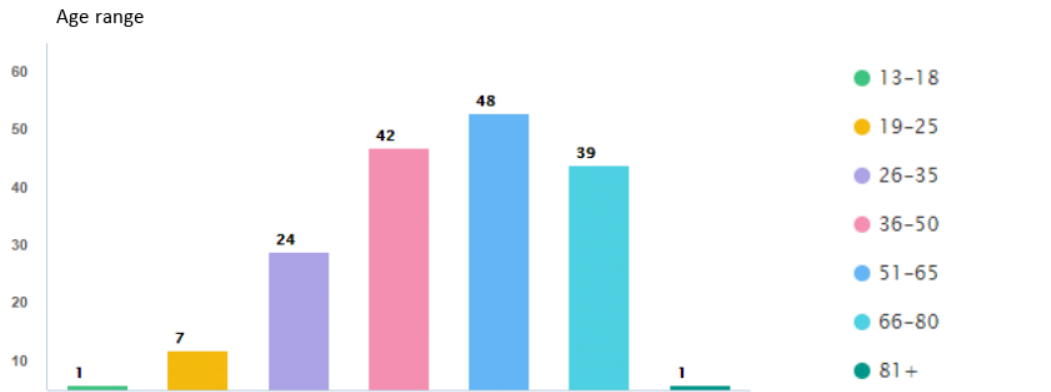


What type of reward or recognition do you value for your input into volunteering? (16 skipped)

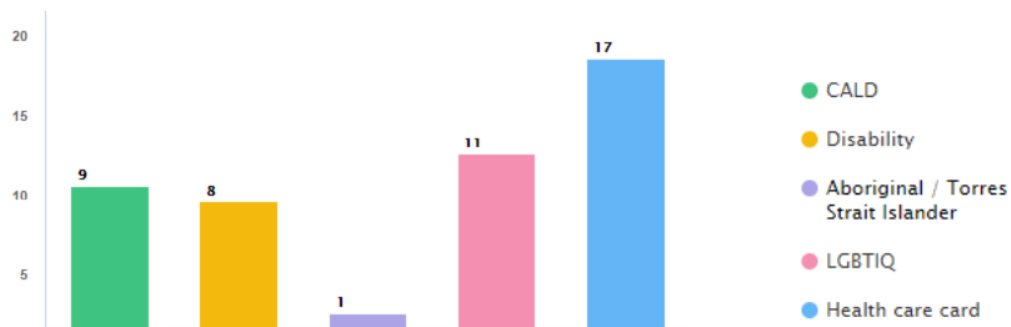


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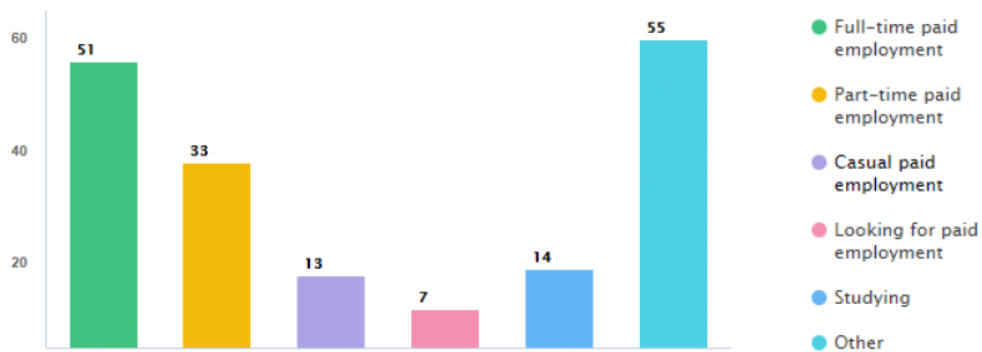
### Consultation report – Yarra Volunteer Strategy 2019-2023



Which demographics do you identify with (if any)?  
(125 skipped)



Other than volunteer work, what is your current status?  
(3 skipped)

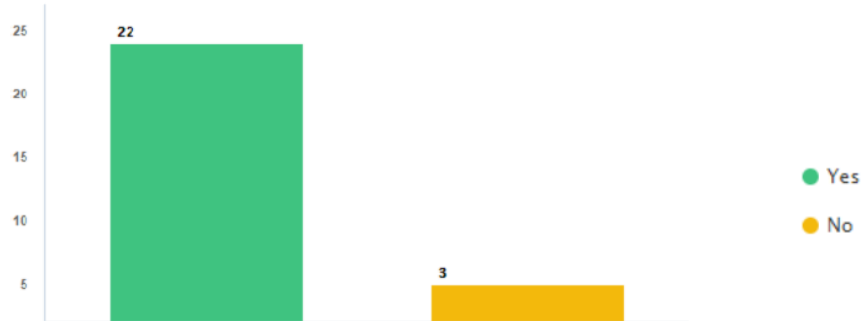


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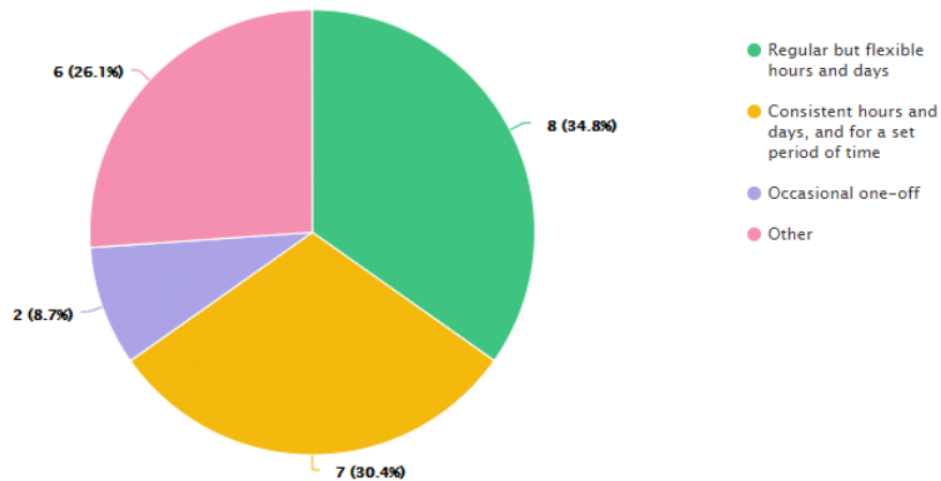
### Consultation report – Yarra Volunteer Strategy 2019-2023

#### Surveys for organisations

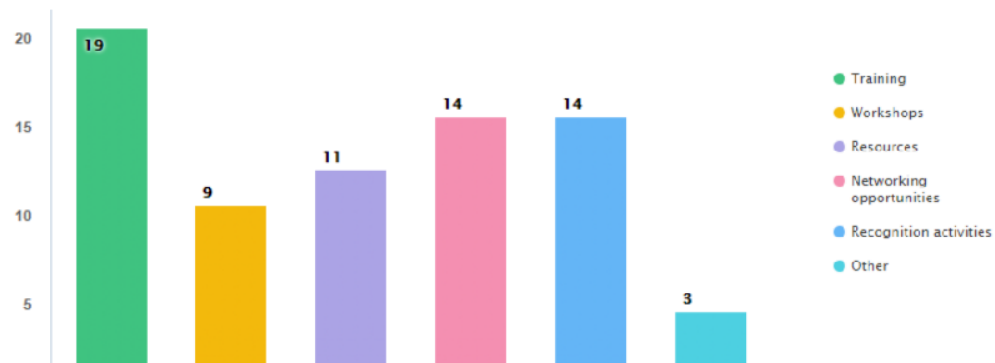
Do you currently have people volunteering in your organisation, group or service?



What volunteering style does your organisation generally offer?  
(3 skipped)



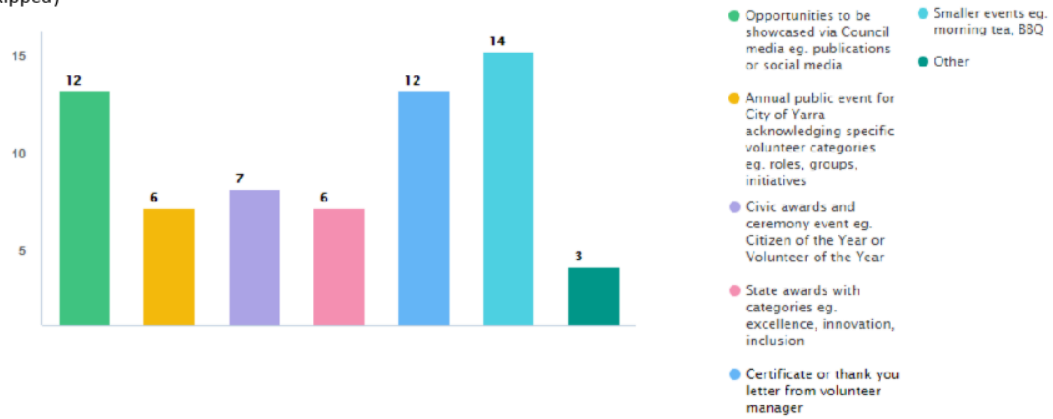
What type of support / professional development do you offer your volunteers, if applicable?  
(3 skipped)



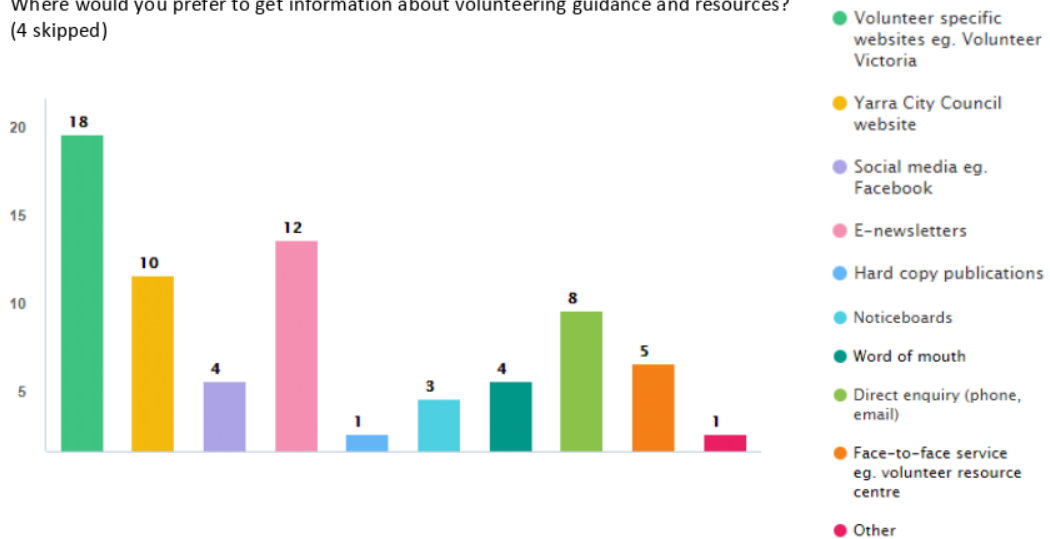
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### Consultation report – Yarra Volunteer Strategy 2019-2023

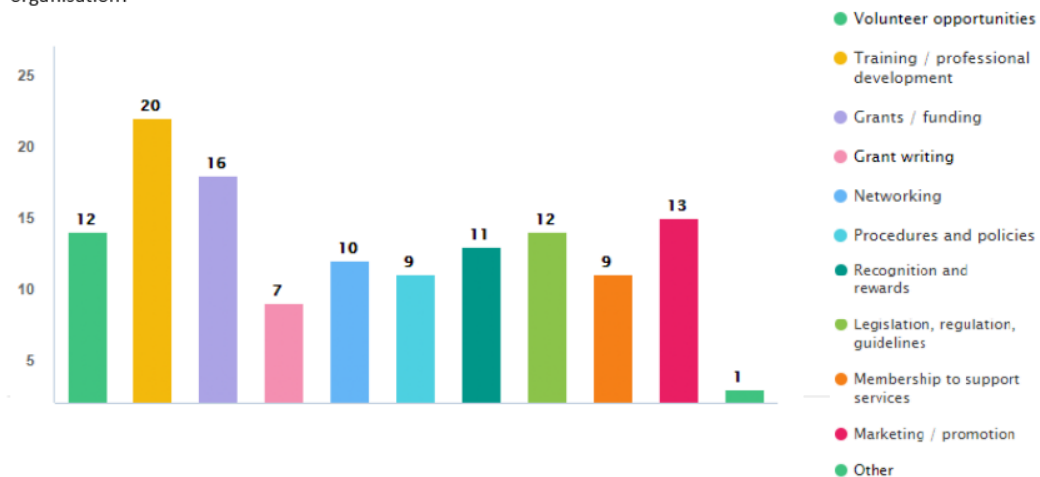
What type of recognition does your organisation value for supporting volunteerism?  
(3 skipped)



Where would you prefer to get information about volunteering guidance and resources?  
(4 skipped)



What types of information, opportunities and resources on volunteering would be helpful to your organisation?

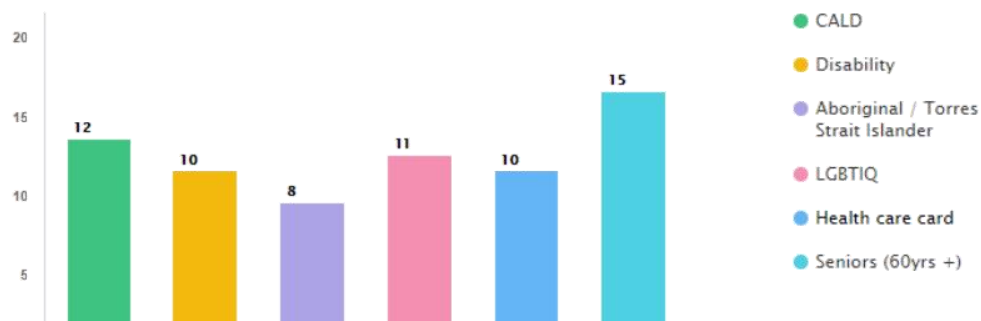




## Attachment 3 - Consultation Report Yarra Volunteer Strategy 2019-2023

Consultation report – Yarra Volunteer Strategy 2019-2023

Please select the demographics that your volunteers identify with (if any and if known)?  
(9 skipped)



## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

### Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

This report provides information on a benchmarking comparison of other councils in regards to volunteer support and strategies to inform the development of the Yarra Volunteer Strategy.

#### **Methodology & Sample**

The methodology used for this benchmarking analysis involved an online survey (in November 2018) of questions based on key themed areas; **strategy, support, opportunities, recognition and evaluation** (see Appendix A for the questions asked). Representatives from 18 councils, which included a range of inner-city, outer suburban, regional and rural demographics, provided feedback through this survey (see Appendix B for a list of the councils).

A desktop review, of websites and published documentation, included a further 12 councils and 6 volunteer resource centres. Loddon Shire Council conducted a local government benchmarking exercise concurrently to the Yarra City Council. The results from that report and the desktop review were used to cross reference the findings for this report.

#### **The findings**

An analysis of the findings are summarised as follows (see Appendix C for full online survey results):

##### **Strategy/policy**

- 12 out of the 18 councils that responded to the survey either have or are in the process of developing a formal volunteer strategy or policy. Although it was found, through the desktop review, that many other councils have volunteer strategies, especially if they have volunteer programs within their council (see Table 1 for examples of other council's volunteer strategies).

##### **Support/opportunities**

- All 18 councils who responded to the survey offer some type of volunteer opportunities within their internal council programs, although beside Yarra City Council the Port Phillip, Stonnington, Moreland and Darebin city councils only offer limited options for volunteering within council-led programs eg. L2P Learner Driver Mentor Program and Neighbourhood House. However both these options are supported by council through part or in-kind funding and are often facilitated through a partnering community service, therefore they are not formally considered a council volunteer position.

City of Melbourne offers the most extensive and well-resourced volunteer opportunities within their council-run programs and most of the councils in the outer-surrounding areas of Melbourne offer a range of opportunities, especially if they are linked to a volunteer resource centre/service (see Table 2 for types of volunteer opportunities offered within other inner Melbourne council's programs).

## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

The types of volunteer opportunities other councils offer within their programs include roles in areas such as:

- **Libraries** – outreach, home library, Bookaburra (storyteller);
- **Aged & Disability Services** – community transportation, Meals on Wheels, Casserole Club, Dog Walking Program, Lunch with the Bunch, Digital Mentor 'Be Connected' Program for Over 50s, Bandmates;
- **Children, Families & Youth Services** – child-care, student mentoring, L2P – Learner Driver Mentor, Walking School Bus;
- **Open Spaces** - community parks and gardens, environment, Gardens for Wildlife, "friends of" groups eg. tree planting, community nursery, Food Garden Assistants and rubbish collecting groups;
- **Arts & Culture** – one-off and large-scale events and festivals and art gallery;
- **Community & Wellbeing** – in-home mentoring, migrant support;
- **Other** - tourism and visitor information and student work experience placements;
- **Section 86 committees and other advisory groups.**

- The types of volunteer opportunities other councils promote externally to their programs include:
  - Volunteer opportunities on behalf of Neighbourhood Houses;
  - Organisations/groups/associations funded in part by council but independent not-for-profits eg. U3A, Scouts, environment groups, sporting associations, festivals/events, etc.;
  - Referrals to a volunteer directory of local community organisations;
  - Referrals to a volunteer directory of broader opportunities eg. Go Volunteer website (Volunteering Victoria).
- The main methods of promoting volunteering and volunteer opportunities that other councils use include the following (in order of most preferred):
  - Social media, website and emails;
  - Link to external agencies that recruit volunteers and list volunteer opportunities eg. Seek Volunteer, Go Volunteer;
  - Referral to local volunteer resource centre;
  - Newsletter (hardcopy) and e-newsletter;
  - Referral desk, posters at council sites, postcards, word-of-mouth, articles in local paper.
- 6 out of 18 councils that responded to the survey support corporate volunteering for their employees.
- Only 5 out of 18 councils use an online portal to match volunteers with local organisation's volunteer opportunities. Boroondara Volunteer Resource Centre is currently in the process of setting up an online portal. All online portals have slightly different capacities, costs etc. Examples of portals are below:
  - Port Phillip City Council <https://volunteer.portphillip.vic.gov.au/> (Be Collective)
  - Bayside City Council <https://www.baysidevolunteering.com.au/> (uWorkin)
  - City of Kingston <https://www.mycommunitylife.com.au/Volunteer> (My Community Life)
  - City of Casey <https://www.volunteermatcher.com.au/> (uWorkin)
  - Mitchell Shire Council <https://www.volunteeringmitchell.com.au/> (uWorkin)
  - Hume City Council <https://app.betterimpact.com/PublicEnterprise/c47d7254-8ee5-4855-8e10-aa79b7b4057b> (Better Impact)

## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

- Some council's provide an online community listing rather than an online matching portal, see links as examples:
  - Nillumbik Shire Council <https://www.nillumbik.vic.gov.au/Living-in/Volunteering/Opportunities>
  - Moreland City Council [Online Community Directory](#)
  - City of Stonnington <https://www.stonnington.vic.gov.au/Live/Our-Community/Community-and-Local-Business-Directory>
- More than half of the councils who responded to the survey are linked with an external provider to support volunteering eg. a volunteer resource centre/service. These service providers can be 'drop-in' community centres that offer a range of free services eg. emergency relief, counselling, tax help, advice and training on volunteering like the Darebin Information Volunteer Resource Service. Or they could be for the sole purpose of volunteer support like the Boroondara Volunteer Resource Centre. Then there are services that are online only eg. Hume Volunteer Gateway but provides training and networking.

The volunteer resource centres/services are often part funded by councils as well as state and/or federal government and are all not-for-profit (and sometimes run by volunteers). Many of these resource centres provide services across multiple council areas for example Volunteer West, especially outer-metro municipalities and there is some over-lap of service provision to council areas (see Table 3 for a list of council areas linked to a volunteer resource centre).

Yarra City Council is one of the few local governments not formally linked with a volunteer resource centre/service, however Volunteering Victoria (the state peak body for volunteering) covers most of the suburb areas of the municipality.

- The types of direct support other councils provide to people who manage volunteers across their municipality are as follows (in order of importance):
  - Funding through council community grants program;
  - Training for internal council volunteers on topics eg. mental health and resilience workshop, disability awareness training, first aid courses, safe food handling and gender equity training;
  - Training for external volunteer managers on how to recruit, reward and retain volunteers;
  - Training for not-for-profit community groups on topics relevant to volunteer sector;
  - Networking opportunities (primarily through quarterly meetings for a local volunteer managers);
  - Social opportunities for council volunteers to meet each other in an informal environment;
  - Access to resources (although websites like Volunteering Victoria and Volunteering Australia would be the first point of contact);
  - Volunteer expos/conferences;
  - Newsletters specific to volunteer managers and skilled volunteers;
  - Assistance with funding Volunteering Victoria membership;
  - Partnerships to run professional development courses eg. a Building Blocks Leadership Course (offered through partnership with Victoria Polytechnic).
- 14 out of 18 responding councils have an EFT dedicated (paid) staff to support volunteering. Note, these staff do not necessarily facilitate and manage volunteers in council internal programs. Rather, part of their role involves developing and implementing a volunteer strategy/policy and supporting volunteer partnerships and programs run across their municipality.

## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

- 12 out of 18 responding councils have a volunteer advisory committee or network group.

### Recognition

- Almost all councils who responded to the survey acknowledge their local volunteers, whether it is people who volunteer within their council or volunteers across their municipality. The most popular ways councils recognise and show appreciation to volunteers are informal morning/afternoon teas and events during National Volunteer Week and International Volunteer Day. Other ways councils recognise volunteers include:
  - Thank you events; morning teas, Christmas function, events varied across business units;
  - Showcase volunteers in media eg. council and community newsletters;
  - 'Years of service' awards, certificates and/or badges;
  - Thank you gifts;
  - Thank you letter signed by Mayor or Councillor (mostly for internal volunteers in council)

### Evaluation

- Only half of the responding councils use some format to evaluate/measure the impact of their support for volunteers/volunteer programs. Those that do evaluate use the following methods:
  - Feedback surveys specific to volunteers and volunteer managers;
  - Software eg. Better Impact to record volunteer hours and feedback;
  - Council volunteers complete a progress development and exist survey;
  - Via indicators linked to a 'theory of change' or program logic framework;
  - Indirectly capture data through Municipal Public Health Plan reporting/impact analysis.

In conclusion, it is considered that there is no 'one' best practice approach but rather a combination of relevant strategies/policies, systems, processes, structures and resourcing are required in order to provide meaningful support towards a healthy culture of volunteering and community participation.

Notwithstanding, the outcomes and findings of this benchmarking provide Yarra City Council with key insights to contribute to the development of the Yarra Volunteer Strategy and the future approach to supporting volunteerism in our municipality.

## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

### **Appendix**

#### Appendix A: Questions for Local Government benchmarking survey (via online survey gizmo).

1. What is the name of your organisation?
2. What are your contact details?
3. Does your organisation have a volunteer strategy? (If yes, please upload a copy)
4. What type of volunteer opportunities do you offer within your Council (if any)? eg. libraries, meals on wheels, youth programs, aged services, parks and gardens..
5. What type of volunteer opportunities do you promote externally to your Council (if any)? eg. Neighbourhood House programs...
6. What methods of communication / media do you use to promote volunteerism (if any)? eg. social media, newsletter, emails, notice board, website...
7. Does your Council support corporate volunteering for your employees?
8. Does your Council have an online volunteer matching platform?
9. Does your Council link with an external provider to support volunteering? eg. a volunteer resource centre
10. What type of support does your Council provide to volunteers / volunteer managers, if any? eg. training, workshops, grants, resources, events like a Volunteer Expo or meet ups..
11. Does your Council have a EFT dedicated (paid) staff to support volunteering?
12. Does your Council have a volunteer advisory committee, network group or similar?
13. In what ways does Council recognise volunteerism, (if any)? eg. thank you gift, events, morning teas, showcase in newsletter...
14. Please describe how you evaluate / measure the impact of your Council's support / programs for volunteering?

#### Appendix B: Councils and Volunteer Resource Centres that provided feedback through the survey.

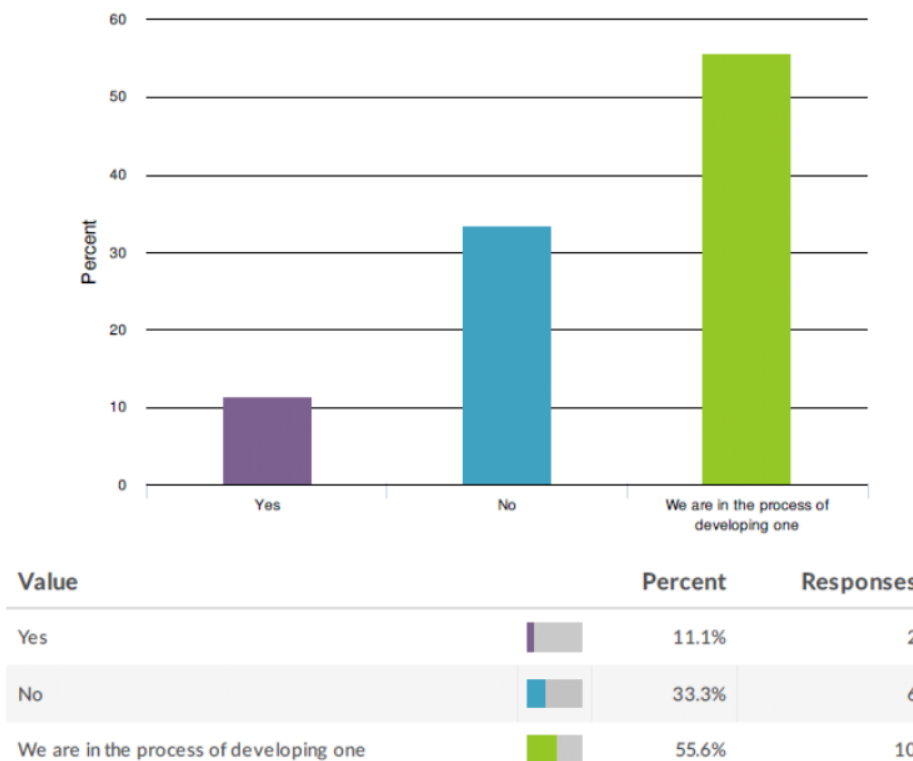
- Banyule City Council
- Bayside City Council
- Bendigo Volunteer Resource Centre
- Boroondara Volunteer Resource Centre
- Brimbank City Council
- City of Melbourne
- City of Port Phillip
- Horsham Rural City Council
- Hume City Council
- Impact Volunteering (Frankston)
- Knox City Council
- Moonee Valley City Council
- Moreland City Council
- Nillumbik Shire Council
- Surf Coast Shire Council
- Volunteering in Manningham (ViM) Program of Doncare
- Wyndham City Council
- Yarra Ranges Council

## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

### Appendix C: Local Government benchmarking survey results (via online survey gizmo).

Does your organisation have a volunteer strategy?



What type of volunteer opportunities do you offer within your Council (if any)? eg. Libraries, meals on wheels, youth programs, aged services, parks and gardens...



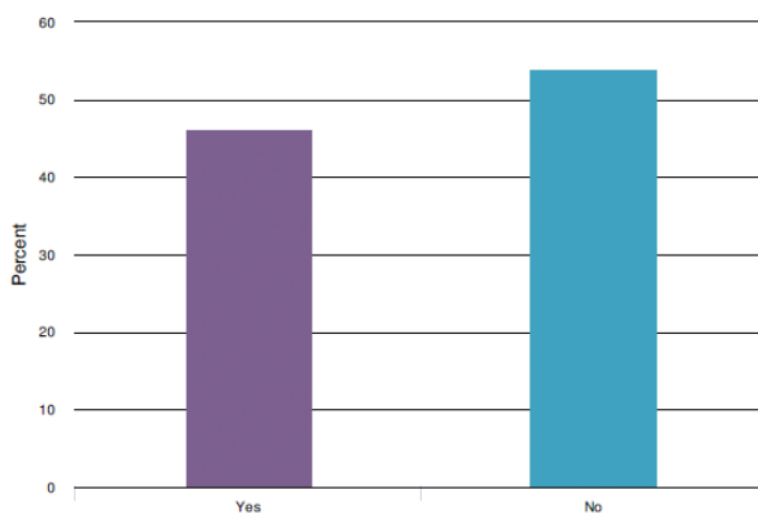
## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

What methods of communication / media do you use to promote volunteerism (if any)? eg. social media, newsletter, emails, notice board, website....



Does your Council support corporate volunteering for your employees?



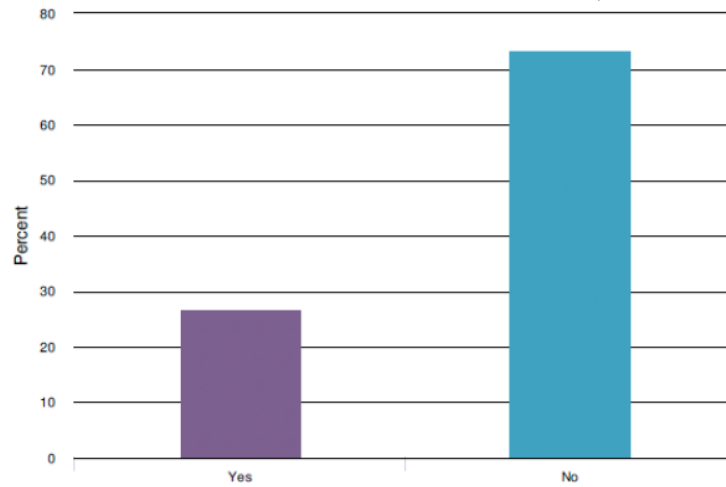
Value	Percent	Responses
Yes	46.2%	6
No	53.8%	7



## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

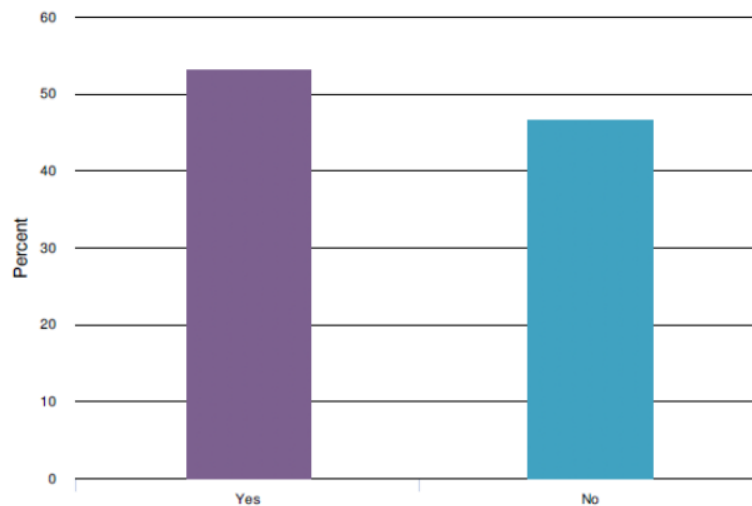
Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

Does your Council have an online volunteer matching platform?



Value	Percent	Responses
Yes	26.7%	4
No	73.3%	11

Does your Council link with an external provider to support volunteering? eg. a volunteer resource centre



Value	Percent	Responses
Yes	53.3%	8
No	46.7%	7

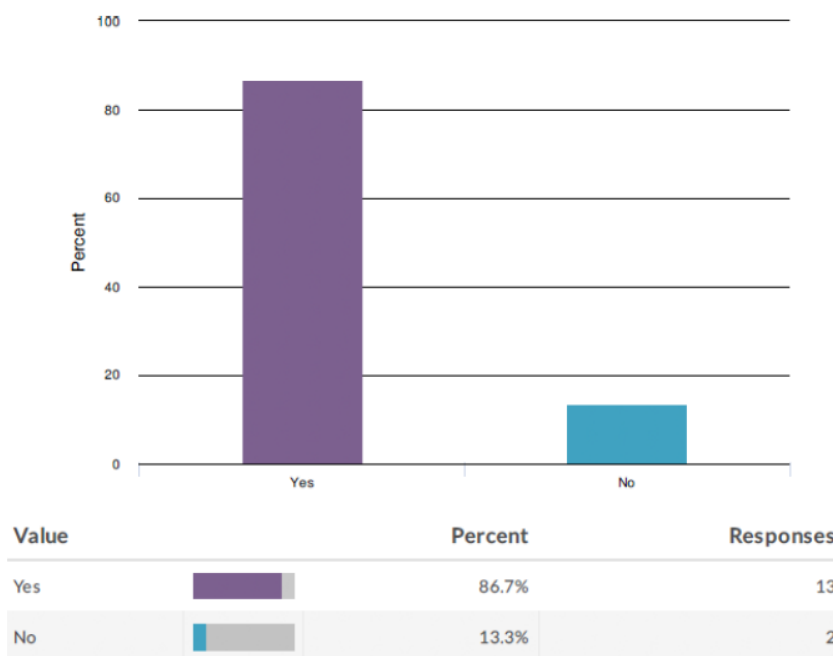
## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

What type of support does your Council provide to volunteers / volunteer managers, if any? eg. training, workshops, grants, resources, events like a Volunteer Expo or meet ups...



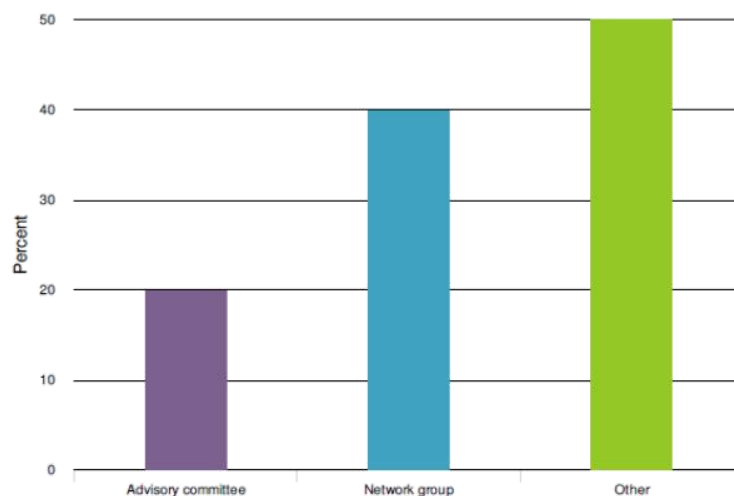
Does your Council have a EFT dedicated (paid) staff to support volunteering?






## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

Does your Council have a volunteer advisory committee, network group or similar?



Value		Percent	Responses
Advisory committee		20.0%	2
Network group		40.0%	4
Other		50.0%	5

In what ways does Council recognise volunteerism, (if any)? eg. thank you gift, events, morning teas, showcase in newsletter...



## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

Table 1: examples of other council's volunteer strategies.

Council	Volunteer strategy weblinks
	*in partnerships with a council
Loddon Shire Council	<a href="file:///C:/Users/murrelle.YARRA/Downloads/STR-Volunteer-Strategy-2018-22-v1-for-public-comment%20(3).pdf">file:///C:/Users/murrelle.YARRA/Downloads/STR-Volunteer-Strategy-2018-22-v1-for-public-comment%20(3).pdf</a>
Brimbank City Council	<a href="https://www.brimbank.vic.gov.au/plans-policies-and-strategies/strategies/volunteer-strategy">https://www.brimbank.vic.gov.au/plans-policies-and-strategies/strategies/volunteer-strategy</a>
Maribyrnong City Council	<a href="file:///C:/Users/murrelle.YARRA/Downloads/Maribyrnong-City-Council-2018-VOLUNTEER-STRATEGY%20(2).pdf">file:///C:/Users/murrelle.YARRA/Downloads/Maribyrnong-City-Council-2018-VOLUNTEER-STRATEGY%20(2).pdf</a>
Hobsons Bay City Council	<a href="file:///C:/Users/murrelle.YARRA/Downloads/2018-Community-Volunteering-Strategy.pdf">file:///C:/Users/murrelle.YARRA/Downloads/2018-Community-Volunteering-Strategy.pdf</a>
*Boroondara Volunteer Resource Centre (BVRC)	<a href="https://www.boroondara.vic.gov.au/sites/default/files/2017-05/Services-Special-Committee-12Sep16-SC2-BVRC-Strategic-Plan_0.pdf">https://www.boroondara.vic.gov.au/sites/default/files/2017-05/Services-Special-Committee-12Sep16-SC2-BVRC-Strategic-Plan_0.pdf</a>
*Darebin Information, Volunteer & Resource Service (DIVRS)	<a href="https://static1.squarespace.com/static/5611f342e4b04e09dd32cc61/t/57ac1af6725e25a013f4f92f/1470896906754/DIVRS-StrategicApproach+2016-18.pdf">https://static1.squarespace.com/static/5611f342e4b04e09dd32cc61/t/57ac1af6725e25a013f4f92f/1470896906754/DIVRS-StrategicApproach+2016-18.pdf</a>

Table 2: types of volunteer opportunities offered within other inner Melbourne council's programs.

Council	Type of volunteer opportunities/programs
	*Some are indirectly run through Council eg. part funded, council in-kind support or in partnership with another program/organisation
City of Stonnington	*The L2P program (funded by VicRoads and run through Melbourne City Mission – covering: City of Port Phillip, City of Stonnington and City of Bayside)
Yarra City Council	*The L2P program (funded by VicRoads and run through Yarra Youth Services) *Neighbourhood Houses
Moreland City Council	Ad hoc opportunities at some large festivals/events run by Council *The L2P program (funded by VicRoads and run by the Inner Northern Local Learning and Employment Network on behalf of Moreland City Council) *Casserole Club Moreland is a trial funded by the Victorian Government Department of Health and coordinated by the Municipal Association of Victoria. This is in partnership with Wesley Do-Care. *Neighbourhood Houses
City of Port Phillip	*The L2P program (funded by VicRoads and run through Melbourne City Mission – covering: City of Port Phillip, City of Stonnington and City of Bayside) Library Services

## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

	Youth Mentor Program Arts Festivals Sustainability activities *Neighbourhood Houses
Darebin City Council	Clean Up Australia Days by promoting and coordinating activities *The L2P program (run through the Darebin Information, Volunteer & Resource Service) *Neighbourhood Houses
City of Melbourne	Melbourne Library Services Large scale festivals/events eg. Moomba, Melbourne Fashion Week Arts House and ArtPlay program volunteers Citizen Forester – parks, gardens and ecology eg. Gardens for Wildlife guide Aged & Disability Services - Friendly Visiting Program, group volunteering and project and activity volunteering Tourism volunteers
Boroondara City Council	Art gallery Large-scale events eg. Boroondara Eisteddfod event every April Library services *Casserole Club Boroondara Eisteddfod *Neighbourhood houses Local environment groups
Maribyrnong City Council	*The L2P program (funded by VicRoads and run through Youth Services) *Casserole Club (a service created by FutureGov and provided with the support of local and state government and community organisations) Community Gardens and Friends of parks groups Family Inclusive Language and Learning Support (FILLS) Program *Bandmates
Moonee Valley City Council	Art gallery program – tours, programs DriveLink Volunteer Driving Mentor for migrant and refugee background *The L2P program (funded by VicRoads and run through Youth Services) Walking School Bus Volunteer Learning Coach (Family Inclusive Learning and Language Support) for migrant support Aged & Disability - Community Meals, Community Transport, exercise and social programs such as Knit and Knatter and the Mobile Library Service. Libraries - reading with people living with reduced mobility through the home delivery of books.

## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

Table 3: council areas linked to a volunteer resource centre/service.

Volunteer resource service	Suburbs/geographical areas linked to this service
<a href="#">Boroondara Volunteer Resource Centre (BVRC)</a>	Ashburton, Balwyn, Balwyn North, Camberwell, Canterbury, Deepdene, Glen Iris, Hawthorn, Hawthorn East, Kew, Kew East, Surrey Hills
<a href="#">Darebin Information, Volunteer &amp; Resource Service (DIVRS)</a>	Alphington, Fairfield, Kingsbury, Northcote East, Northcote West, Preston East, Preston West, Reservoir Cheddar, Edwardes Lake, Merrilands, Oakhill, Thornbury East, Thornbury West
<a href="#">Hume Volunteer Gateway</a>	Attwood, Broadmeadows, Coolaroo, Craigieburn, Dallas, Fawkner, Gladstone Park, Greenvale, Jacana, Meadow Heights, Roxburgh Park, Somerton, Sunbury, Tullamarine, Westmeadows, Keilor (Shared with the City of Brimbank)
<a href="#">Whittlesea Community Connections</a>	Bundoora, Epping, Epping North, Lalor, Mernda, Doreen, Mill Park, South Morang, Thomastown, Whittlesea Township. Rural North: Beveridge, Donnybrook, Eden Park, Humevale, Kinglake West, Wollert, Woodstock, Yan Yean.
<a href="#">Kingston City Council – My Community Life</a>	Aspendale, Aspendale Gardens, Bonbeach, Braeside, Carrum, Chelsea, Chelsea Heights, Cheltenham, Clarinda, Clayton South, Dingley Village, Edithvale, Heatherton, Highett, Mentone, Moorabbin, Mordialloc, Oakleigh South, Parkdale, Patterson Lakes Waterways
<a href="#">South East Volunteers</a>	City of Bayside: Beaumaris. Black Rock. Brighton. Brighton East. Cheltenham. Hampton. Hampton East. Highett. Shire of Cardinia: Avonsleigh, Bayles, Beaconsfield (part), Beaconsfield Upper, Bunyip, Bunyip North, Caldermeade, Cardinia, Catani, Clematis, Cockatoo, Cora Lynn, Dalmore, Dewhurst, Emerald (part), Garfield, Garfield North, Gembrook, Guys Hill, Heath Hill (part), Iona, Koo Wee Rup, Koo Wee Rup North, Lang Lang (part), Lang Lang East, Longwarry (part), Maryknoll, Menzies Creek (part), Modella (part), Monomeith, Mount Burnett, Nangana, Nar Nar Goon, Nar Nar Goon North, Nyora (part), Officer, Officer South, Pakenham, Pakenham South, Pakenham Upper, Rythdale, Tonimbuk, Tooradin (part), Tynong, Tynong North, Vervale and Yannathan. City of Casey: Berwick, Cranbourne, Devon Meadows, Doveton, Endeavour Hills, Hallam, Hampton Park, Lyndhurst, Narre Warren, Pearcedale City of Kingston: Aspendale, Aspendale Gardens, Bonbeach, Braeside, Carrum, Chelsea, Chelsea Heights, Cheltenham, Clarinda, Clayton South, Dingley Village, Edithvale, Heatherton, Highett, Mentone, Moorabbin, Mordialloc, Oakleigh South, Parkdale, Patterson Lakes Waterways City of Monash: Wheelers Hill, Mulgrave, Glen Waverley, Mount Waverley, Ashwood, Huntingdale, Notting Hill, Clayton, Oakleigh, Hughesdale, Oakleigh East, (parts of ) Chadstone, Burwood and Oakleigh South
<a href="#">Volunteering in Manningham - Doncare</a>	Bulleen, Doncaster, Doncaster Hill, Doncaster East, Donvale, Park Orchards, Ringwood North, Templestowe, Templestowe Lower, Warrandyte, Warrandyte South, Wonga Park
<a href="#">Volunteering Glen Eira – Community Information and Support</a>	City of Glen Eira: Bentleigh, Bentleigh East, Carnegie, Caulfield, Caulfield East, Caulfield North, Caulfield South, Elsternwick-Gardenvale, Glen Huntly, McKinnon, Murrumbeena, Ormond, St Kilda East, (overlaps City of Port Phillip)

## Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023

<a href="#">Volunteers of Banyule - Community Information and Support</a>	Bellfield, Briar Hill, Bundoora, Eaglemont, Eltham, Eltham North, Greensborough, Heidelberg, Heidelberg Heights, Heidelberg West, Ivanhoe, Ivanhoe East, Lower Plenty, Macleod, Montmorency, Rosanna, St Helena, Viewbank, Watsonia, Watsonia North, Yallambie
<a href="#">Volunteer West</a>	<p>City of Brimbank: Albanvale, Albion, Ardeer, Carinlea, Deer Park, Delaney, Derrimut, Hillside, Kealba, Keilor, Keilor Downs, Keilor East, Keilor Lodge, Keilor North, Keilor Park, Kings Park, St Albans East, St Albans West, Sunshine, Sunshine North, Sunshine West, Sydenham, Taylors Lake, Calder Park.</p> <p>City of Hobsons Bay: Altona, Seaholme, Altona Meadows, Altona North, Brooklyn, Laverton, Newport East, Newport West, Seabrook, Spotswood, South Kingsville, Williamstown, Williamstown North, Rifle Range.</p> <p>City of Maribyrnong: Braybrook, Footscray, West Footscray, Kingsville, Maidstone, Maribyrnong, Seddon, Yarraville.</p> <p>City of Melton: Brookfield, Burnside-Burnside Heights, Caroline Springs, Diggers Rest, Hillside, Kurunjang, Melton, Melton South, Melton West, Rural Balance, Taylors Hill.</p> <p>City of Moonee Valley: Aberfeldie, Airport West-Essendon Fields, Ascot Vale, Avondale Heights, Essendon, Essendon North, Essendon West, Flemington, Keilor East, Moonee Ponds, Niddrie, Strathmore, Strathmore Heights, Travancore.</p> <p>City of Wyndham: Bellbridge, Cambridge, Heathdale, Kingston, Little River, Manorvale, Mossfield, Point Cook, Racecourse, Riverdene, Tarneit, The Grange, Truganina, Werribee Central, Werribee South, Woodville, Wyndham Vale.</p>
<a href="#">Eastern Volunteers</a>	<p>City of Maroondah: Bayswater North, Croydon, Croydon Hills, Croydon North, Croydon South, Heathmont, Kilsyth (part), Kilsyth South, Park Orchards (part), Ringwood, Ringwood East, Ringwood North (part), Vermont (part), Warranwood, Wonga Park (part).</p> <p>Shire of Yarra Ranges: Belgrave, Belgrave Heights, Belgrave South, Chirnside Park, Upper Ferntree Gully, Kilsyth, Lilydale, Montrose, Mooroolbark, Mount Evelyn, Narre Warren East, Tecoma, Upwey, Ferny Creek, Kallista, Kalorama, Macclesfield, Menzies Creek, Monbulk, Mount Dandenong, Olinda, Sassafra, Selby, Sherbrooke, Silvan, The Patch, Tremont, Badger Creek, Chum Creek, Coldstream, Dixons Creek, Gruyere, Healesville, Steels Creek, Tarrawarra, Yarra Glen, Yering, Don Valley, Hoddles Creek, Launching Place, Millgrove, Powelltown, Seville, Seville East, Wandin East, Wandin North, Warburton, Warburton East, Wesburn, Woori Yallock, Yarra Junction, Yellingbo</p>
<a href="#">Greater Dandenong Volunteer Resource Centre</a>	City of Greater Dandenong
<a href="#">Impact Volunteering</a>	<p>City of Frankston: Carrum Downs, Frankston Central, Frankston Heights, Frankston North, Frankston South, Karingal, Langwarrin, Langwarrin South, Sandhurst, Seaford, Skye,</p> <p>Also servicing: the City of Greater Dandenong, Mornington Peninsula, City of Casey and the City of Kingston</p>
<a href="#">Volunteering Victoria</a>	Volunteering Victoria services City of Melbourne and surrounding inner city suburbs the following areas: Abbotsford, Carlton, Collingwood, Docklands, East Melbourne, Fitzroy, Flemington, Kensington, Melbourne, North Melbourne, Parkville, Richmond, South Melbourne, Southbank, West Melbourne

## **Attachment 4 - Local government benchmarking report Yarra Volunteer Strategy 2019-2023**

Local government benchmarking report – Yarra Volunteer Strategy 2019-2023



## 6.2 Aboriginal Partnerships Plan 2015-2018 Annual Report

Trim Record Number: D19/14893

Responsible Officer: Group Manager People, Culture and Community

### Purpose

1. To:
  - (a) Present Council with a final year report on implementation of the Aboriginal Partnerships Plan 2015-2018, outlining successes and challenges from the 2018 Action Plan; and
  - (b) Seek Council endorsement for the draft Aboriginal Partnerships Plan 2019-2022 and Year 1 Action Plan (2019) to go to public exhibition.

### Background

2. Council endorsed the fourth year Action Plan for the Aboriginal Partnerships Plan 2015-2018 (the Plan) in February 2018.
3. Highlights from the fourth year implementation of the Plan are as follows:
  - (a) Wurundjeri smoking ceremony and re-enactment of the 1938 Day of Mourning held at *Bargoonga Nganjin* on January 26 in 2018 – the 80 year anniversary of the original Day of Mourning event. At this powerful and historic event, direct descendants of Bill Ferguson, Pastor Sir Doug Nicholls, William Cooper and Jack Patten read the words of their great grandparents. Approximately 120 people attended this event;
  - (b) The community consultation about the redevelopment of the Meeting Place in Atherton Gardens, followed by a culturally appropriate community planting day. This project, which saw Council partner with the Office of Housing, ensured that the cultural values of the space and the strong sense of community ownership over the space were retained;
  - (c) Council hosted an internal and external cultural awareness event called BlakWiz during Reconciliation Week. Both events were well attended, with about 80 Yarra staff attending the internal event, and about the same number attending the external event;
  - (d) The Smith Street Dreaming Festival - as part of the Leaps & Bounds Festival - was held for the sixth consecutive year, and it was said to have been the best Smith Street Dreaming of all years. It was well attended by the wider Yarra community with approximately 600-800 people attending. A number of Council staff who make up the Reconciliation Action Plan working group volunteered on the day;
  - (e) The launch of the Stolen Generations Marker, Remember Me by Kamilaroi/Gamilaroi artist Reko Rennie in Atherton Gardens on the twentieth anniversary of National Sorry Day, 26 May 2018. This event was attended by 500-700 people, including many from the Stolen Generations, with some people travelling from interstate to attend. This project was approximately three years in the making and the culmination of much cross-organisational collaboration, two high profile fundraising events (Comedy Gala at the Malthouse Theatre and Dan Sultan and friends at the Croxton Park Hotel) and a partnership with the State Government. Given the nature of the project, community expectations were high and so the successful delivery of this project by Arts, Culture and Venues and Community Partnerships was the standout highlight of 2018;
  - (f) The initial convening by Yarra Council officers of the Local Government January 26 network is another highlight of 2018. This group has met bimonthly in the time since Yarra's January 26 decision to support Aboriginal officers in Local Government and to share information on actions and strategies in raising awareness about January 26. Councils that actively participate in this network are Darebin, Brimbank, Yarra Ranges, Moreland, Whittlesea, Maribyrnong, Moonee Valley, Port Phillip and Banyule. This

network also has representatives from Reconciliation Victoria, Amnesty Australia, Connecting Home, Victorian Aboriginal Health Service, University of Melbourne, Merri Community Health, Secretariat of National Aboriginal and Islander Child Care (SNAICC), Metropolitan Fire Brigade, Greensborough Football Club, Victorian Local Government Association and Whitelion. An ongoing invitation is also extended to the Municipal Association of Victoria;

- (g) The successful hosting of a number of Aboriginal art exhibitions by Council's Arts, Culture and Venues branch:
    - (i) Birds by Aboriginal artist John Huggins;
    - (ii) Portraits by Maori artist Amani Tia;
    - (iii) a solo exhibition by Aboriginal artist Narelle Cridland; and
    - (iv) Toongkateeyt (Tomorrow) by Gunditjmara artist Hayley Millar-Baker which was exhibited at *Bargoonga Nganjin*; and
  - (h) Yarra libraries hosted a number of Aboriginal events in 2017 including:
    - (i) Wurundjeri seasons presented by Uncle Bill Nicolson at *Bargoonga Nganjin* with 140 people attending the session;
    - (ii) 'Reconciliation on the Rooftop' event held at *Bargoonga Nganjin* - a collaboration between Council, Aboriginal Housing Victoria and SNAICC, which was well attended;
    - (iii) Stolen Generations cultural forum discussion in the lead up to the Stolen Generations Marker launch; and
    - (iv) Indigenous Literacy Day book sales, with all proceeds going to the Indigenous Literary Foundation.
4. There have also been some challenges along the way. Over the last three Aboriginal Partnership Plans, Council has set high standards and expectations, both externally and internally. Although Council has been continuously delivering on its commitments, with many positive outcomes, it has created an internal pressure within the team to continue to deliver at a high standard. This can be increasingly difficult when resources are limited, and Aboriginal community expectations are high. Council still has a long way to go, in playing its part, to achieve equality and equity for Aboriginal people.
  5. Council's position on January 26 continues to present some challenges for Council, although less so than the lead up to January 26 in 2018. The challenges mainly being through social media and the usual channels of correspondence. Council has remained steadfast in its position on January 26 and is clear and consistent in providing the reasoning for this position.
  6. Meeting our Aboriginal employment targets proved to be challenging throughout 2015-2018. Meeting these targets relied heavily on a partnership with Brotherhood of St Laurence (BSL) and the model being used by BSL proved to be problematic. The main issue was the disconnect in timing between availability of suitable candidates and availability of suitable roles within Yarra. Aboriginal employment remains an important issue in Yarra's Aboriginal community. This fact combined with lessons learnt from past challenges inform the new approach to Aboriginal employment proposed in the new Aboriginal Partnerships Plan 2019-2022.
  7. The full report on the implementation of the fourth year action plan (2018) from the Aboriginal Partnerships Plan 2015-2018 is provided as **Attachment One**.
  8. The development of the draft Aboriginal Partnership Plan 2019-2022 and its first year action plan (2019) draws on the many years of experience and previous learnings of working and collaborating with the local Aboriginal community. This continued positive engagement between Council, local Aboriginal community members and the many Aboriginal and mainstream organisations within the municipality has paved the way for many positive relationships and outcomes.

9. The development of the draft Aboriginal Partnerships Plan 2019-2022 reflects the continuous significant growth across the organisation. The awareness and commitment of Council staff from across the whole organisation continues to grow each year, with staff champions from the Reconciliation Action Plan working group leading the way through their direct involvement in implementing the actions contained within the Plan under the guidance of the Aboriginal Partnerships Officer and the Aboriginal Advisory Group. This growth in cultural competence of the organisation bodes well for the new Plan.
10. The new Plan also includes renewed Acknowledgment of Country statements and a detailed protocol outlining the context in which each should be used. These acknowledgments – including individual words, meanings and terminology – were discussed in length by Aboriginal community members at several AAG meetings. These community members placed great importance on the organisation commencing meetings and events with these acknowledgments, and committing to following the protocols.
11. These statements and protocols are traditionally renewed every four years to prevent the language becoming hackneyed and tokenistic, to address any issues in how the statements are being pronounced and understood, and to ensure the language is up-to-date and in-tune with Wurundjeri and broader Aboriginal community sentiment.
12. The draft Plan continues the strong focus on key partnerships with Traditional Owners – the Wurundjeri Tribe Land and Cultural Heritage Council Inc., Melbourne Aboriginal Sport & Recreation (MAYSAR), Victorian Aboriginal Health Service (VAHS), Victorian Aboriginal Child Care Agency (VACCA), Victorian Aboriginal Legal Service (VALS), Aboriginal Community Elders Service (ACES), Connecting Home, Aboriginal Housing Victoria, Victorian Aboriginal Community Controlled Health Organisation (VACCHO), SNAICC, the community that call themselves the Parkies, Victoria Police, Co-health, Launch Housing, Charcoal Lane, Neami National, North Richmond Community Health, Council's Aboriginal Advisory Group (AAG), Reconciliation Action Plan working group (RAP), Yarra's Aboriginal Support Network (YASN), Federal and State Government Departments, Statutory Bodies, and many other Aboriginal and mainstream service providers and community groups.
13. The draft Aboriginal Partnerships Plan 2019-2022 will be guided by four high-level priority areas:
  - (a) **Priority One - Relationships:** Supporting community connections, promoting culture and protecting important places;
  - (b) **Priority Two - Visible Culture:** Increasing the visibility of Aboriginal and Torres Strait Islander people, culture, issues and achievements in Yarra;
  - (c) **Priority Three - Community Health and Wellbeing:** Working towards improved health and wellbeing outcomes for Aboriginal and Torres Strait Islander people in Yarra; and
  - (d) **Priority Four - Organisational Development:** Increasing Council's capacity, confidence and connection through improving Aboriginal employment pathways, cultural awareness and internal coordination.
14. The draft Aboriginal Partnerships Plan 2019-2022 is **Attachment Two** and the draft Year One Action Plan is **Attachment Three**.

### External Consultation

15. The Aboriginal Partnerships Plan 2019-2022 was developed through extensive consultation with the Aboriginal community of Yarra in August and September 2018. This consultation included a special AAG held at MAYSAR in Gertrude Street Fitzroy, outreach visits to a number of Aboriginal organisations and network meetings, and the online distribution of two surveys (one for Aboriginal community and one for people who work with Aboriginal community).
16. This consultation is part of ongoing engagement (formal and informal) with the local Aboriginal community including the Traditional Owners – the Wurundjeri, the AAG, the wider Aboriginal community of Yarra including Elders, Parkies, and community members, Aboriginal and mainstream service providers and their representatives, MAYSAR, VAHS,

Victorian Aboriginal Community Services Association Limited (VACSAL), Aboriginal Housing Victoria, Charcoal Lane, the Neighbourhood Justice Centre (NJC), Launch Housing, Cohealth, North Richmond Community Health (NRCH), Government Departments and Statutory Bodies which included representatives from the Department of Justice (DoJ), Department of Prime Minister and Cabinet, Aboriginal Victoria (AV), Victoria Police, Metropolitan Fire Brigade (MFB), Municipal Association of Victoria (MAV), Department Health and Human Services, Environment Victoria, Victorian Aboriginal Community Controlled Health Organisation (VACCHO), Fitzroy Legal Service, AFL Sports Ready, St Vincent's Hospital, Whitelion, Office of Housing (OoH), Brotherhood of St Laurence (BSL), Indigenous Workstar, 3KND Radio, Aboriginal Community Elders Service (ACES), Cooke St Kinder.

17. The community consultations produced a wealth of data which has been sorted into themes using direct quotes from community members. This data is available in **Attachment Four**.

#### **Internal Consultation (One Yarra)**

18. The internal Reconciliation Action Plan working group has been highly engaged in the development of the draft Aboriginal Partnership Plan 2019-2022 and first year action plan.
19. The internal Reconciliation Action Plan working group is made of Council officers from across the organisation ensuring a whole of Council approach and its success is evident in the breadth and depth of commitment across the Council to the Plan. This group meets monthly to review the implementation of the annual actions of the Plan ensuring an ongoing commitment to internal engagement and consultation across Council.
20. The development of the draft Plan included engagement with the following branches: Aged and Disability Services, Arts, Culture and Venues, Economic Development, Environmental Management, Family, Youth and Children's Services, Recreation, Open Space, Strategic Planning, Urban Design, Yarra Leisure, Yarra Libraries, Local Laws, Sustainability, Strategic Transport, and City Works and Diversity and Inclusion.

#### **Financial Implications**

21. All actions in the draft Aboriginal Partnerships Plan 2019-2022 are funded through the operating budget.
22. The only action that requires new resources is the one around Aboriginal employment. This action seeks to create two new dedicated positions in council. A new initiative bid for the creation of these two dedicated positions has been submitted for determination through the 2019/20 budget process.

#### **Economic Implications**

23. Council understands and recognises the barriers and disadvantages facing Aboriginal community members seeking economic equality. Council also recognises the advantages in providing opportunities for self-determination for Aboriginal people. This draft Plan not only provides Aboriginal community members with opportunities to build capacity and access gainful employment, it also provides opportunities for self-determination, social interaction and community engagement. This ultimately provides opportunities for community engagement, improved health, lifestyle and economic outcomes for local Aboriginal people.
24. The continued commitment from Council to identify and promote Aboriginal employment opportunities to local businesses and encourage them to employ local Aboriginal people only improves the economic outcomes for the local Aboriginal community.
25. Council's continued commitment to improve Aboriginal employment within its own ranks has identified that Council needs to resource this through its internal budget process to be successful and to lead by example.

#### **Sustainability Implications**

26. Aboriginal people have managed their traditional lands and waterways using traditional practices for tens of thousands of years. Sustainability was crucial to the survival of Aboriginal people and their culture. The draft Plan contributes to the preservation of

Aboriginal people and culture, and protects culturally significant sites of importance to the Wurundjeri community.

### **Social Implications**

27. This draft Plan is a framework for action, with its primary strength being partnerships. These partnerships have been nurtured and built over many years and they have strengthened the local Aboriginal community's participation as active members of Yarra's community. The local Aboriginal community has direct involvement in Council's AAG, YASN, the Smith Street Dreaming working group, Billabong BBQ and in the past through the Stolen Generations Marker steering group. These are all opportunities for the local Aboriginal community to have their aspirations heard and be involved in the planning of projects, events and policies. This provides social harmony, inclusion and self-determination.
28. The draft Plan also maintains Yarra's rich Aboriginal history and culture through internally and externally promoting and educating Yarra staff and the wider Yarra community on this rich culture and history that lays within the municipality. The draft Plan promotes Council's acknowledgment and recognition of the Wurundjeri community as the Traditional Owners of Yarra and promotes Council's stance on self-determination as best practice within the Aboriginal community.

### **Human Rights Implications**

29. The draft Plan provides a strategic document to ensure Council meets its commitments and responsibilities in the *Charter of Human Rights & Responsibilities Act 2006* in the area of Aboriginal affairs by stating its commitment to respecting and promoting the rights of Aboriginal people.
30. One of the founding principles of the Charter is: Human rights have a special importance for Aboriginal people of Victoria, as descendants of Australia's first people with diverse social, cultural, and economic relationship with their traditional lands and waters.
31. One of the substantive rights listed in the Charter under cultural rights is that Aboriginal people must not be denied the right, with other members of their community to:
  - (a) enjoy their identity and culture;
  - (b) maintain and use their language;
  - (c) maintain their kinship ties; and
  - (d) maintain their distinctive spiritual, material, and economic relationship with the land and water and other resources with which they have a connection under traditional lore's and customs.
32. These rights are respected and promoted throughout the draft Plan and underpin the way Council engages with the Wurundjeri Council and other Aboriginal and Torres Strait Islander people.

### **Communications with CALD Communities Implications**

33. A welcome booklet acknowledging the Wurundjeri community as the Traditional Owners of Yarra has been translated into nine different languages to raise awareness of the Wurundjeri people and their rich history and culture.
34. An opportunity did present itself to engage the Atherton Gardens residents from diverse cultural backgrounds through the Stolen Generations Marker project. Council officers attended a meeting at the Atherton Gardens estate and engaged a number of members from different cultural backgrounds to talk about how they could be engaged in the Stolen Generations Marker launch and how they may take some ownership of the project.
35. A January 26 information page has been translated into five community languages and distributed in partnership with the Yarra Settlement Forum and the Yarra Multicultural Advisory Group.

## **Council Plan, Strategy and Policy Implications**

36. The Council Plan 2017-2021 gives direction to the Aboriginal Partnerships Plan through the following strategic directions:
- (a) Objective 1- A healthy Yarra, a place where community, health, safety, and wellbeing are a focus on everything we do;
  - (b) Objective 2- An inclusive Yarra, a place where inclusion, diversity, and uniqueness are welcomed, respected and celebrated;
  - (c) Objective 3 - A sustainable Yarra, council leads on sustainability and protect and enhances its natural environment; and
  - (d) Objective 4 – A liveable Yarra, development and growth are managed to maintain and enhance the character and heritage of the city.

## **Legal Implications**

37. Some of the legislation related to this area of Council's works include:
- (a) Local Government Act 1989 (Vic);
  - (b) Charter of Human Rights and Responsibilities Act 2006 (Vic);
  - (c) Aboriginal Heritage Act 2006 and 2016 amendment (Vic);
  - (d) The Yarra Protection (Wilip -gin Birrarung murrong) Act 2017;
  - (e) The Advancing the Treaty with Aboriginal Victorians Act 2018;
  - (f) Racial Discrimination Act 1975; and
  - (g) United Nations Declaration on the Rights of Indigenous Peoples 2007.

## **Other Issues**

38. The AAG will continue to oversee the development and implementation of the Plan, with Council's internal Reconciliation Action Plan working group tracking the monthly progress of all actions. All new actions are cognisant of priorities identified in community consultation.
39. In developing the first year action plan, Council has continued to listen to the aspirations and needs of the local Aboriginal community. The first year action plan includes 56 actions, comprised of new and ongoing actions.
40. A new draft Action Plan will be written annually under the priorities and commitments drawn from the community consultation and outlined in the draft Aboriginal Partnerships Plan 2019-2022.

## **Options**

41. There are no options.

## **Conclusion**

42. The draft Aboriginal Partnership Plan 2019-2022 will continue to provide positive outcomes in the local Aboriginal community.
43. Each year Council builds on the work of the previous plans, encouraging more staff to become involved and aware. The draft Plan highlights and reflects the value of a coordinated, collaborative and organisational approach.
44. There have been many highlights and some challenges during the implementation of the Aboriginal Partnerships Plan 2015-2018. Council will continue to build on its work and the relationship with its local Aboriginal community, advocating for better outcomes in the Aboriginal community at a Local, State, and Federal level. Council will also work to improve Aboriginal employment at Council and locally.

45. The renewal and revitalisation of Council's internal Reconciliation Action Plan working group has seen improved cultural awareness across the organisation and improved coordination of Council's engagement with the local Aboriginal community. This has seen relationships between Aboriginal community members and a good number of Council staff mature, allowing the opportunity for positive outcomes to be achieved through strong partnerships.
46. The draft Aboriginal Partnerships Plan 2019-2022 is Council's unmistakable commitment to the Aboriginal community and provides it with an amazing vehicle to achieve great outcomes.

## **RECOMMENDATION**

1. That Council:
  - (a) note the final year report on the implementation of the Aboriginal Partnerships Plan 2015-2018; and
  - (b) endorse the draft Aboriginal Partnerships Plan 2019-2022 and Year 1 Action Plan for public exhibition.

**CONTACT OFFICER:** Colin Hunter  
**TITLE:** Community Planner - Aboriginal Partnerships  
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## **Attachments**

- 1 [↓](#) Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report
- 2 [↓](#) Draft Aboriginal Partnerships Plan 2019 - 2022
- 3 [↓](#) Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019
- 4 [↓](#) Aboriginal Partnership Plan Community Consultation DRAFT

## Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

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

Priorities: COMMUNITY CONNECTION and EVENTS				
Action	Responsibility	Timeline	Activities	Progress Comments
<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"> <li>• Create an opportunity for a Victorian Aboriginal artist to work on significant and permanent public artworks.</li> <li>• Build a Marker to pay tribute to the strength and struggles of the Stolen Generations and their families.</li> <li>• Convene Monthly steering group meetings and continue to work closely with the local community and other stakeholders.</li> <li>• Secure a site for the Marker.</li> <li>• Raise funds for the project.</li> <li>• Oversee the creation of a landscaped garden with Indigenous plants around the marker.</li> <li>• Enable an outcome of high artistic merit that fosters community ownership.</li> </ul>	<p>The Stolen Generations Marker steering group, regrouped after issues with the first stage of the artist selection process. The group decided that they would use a direct commission process, and after viewing a number of the artist previous works, Reko Rennie was unanimously selected by members of the steering group. The steering group then decided to meet with Aboriginal artist Reko Rennie to discuss the possibility of Reko being the successful in he's application. This meeting gave the steering group an opportunity to view Reko's previous works and meet him. At this meeting it was decided by the steering group that Reko would work up a concept to present to the group in late November 2017 for their approval. Reko Rennie presented he's concept to the working group in early December 2017 and it was unanimously supported to commission the concept.</p>



## Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<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"> <li>• Produce an event to launch the Stolen Generations Marker.</li> <li>• Provide all of the community with an opportunity to come together to celebrate this new artwork.</li> <li>• Meet steering group and community expectations.</li> <li>• Raise awareness about the Stolen Generations.</li> <li>• Acknowledge the work and contributions of the artist, project partners, steering group, community, and any financial and in-kind support.</li> <li>• Celebrate Yarra's rich Aboriginal history and its current community connection,</li> <li>• Promote Aboriginal histories and cultures.</li> </ul>	<p>The official launch of the Stolen Generations Marker occurred on National Sorry Day, the 26<sup>th</sup> of May 2017. The event was attended by 500-700 people, including visitors from interstate and was an amazing success.</p> <p>It was held in Atherton Gardens Fitzroy, the site where the Stolen Generations Marker was installed. Speakers and performers on the day, included, Deborah Cheetham as the MC, and Uncle Jack Charles, Uncle Kutcha Edwards, and Alana Atkinson performed on the day.</p>
<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"> <li>• Engage with Indigenous youth.</li> <li>• Provide opportunities for Aboriginal artists.</li> <li>• Strengthen Aboriginal families and community connection.</li> <li>• Provide a space for these Workshops.</li> <li>• Increase sense of community pride.</li> <li>• Sharing knowledge, promoting leadership skills and confidence building.</li> <li>• Offer an opportunity for a pilot program of these workshops.</li> <li>• Strengthen cultural identity with disengaged youth.</li> </ul>	<p>Gunnai/Waradgerie brother and sister duo Robert Young and Lyn-Al Young work together with other members of their family to present workshops for disadvantaged and disengaged youth. The workshops cover Cultural awareness, Cultural identity, family and storytelling through art. This dynamic brother and sister team work together sharing their history, story and culture to inspire and educate young people and to teach them to be proud strong and passionate about their history, family and culture.</p> <p>In 2018 they presented four workshops and in 2019 they will run three more workshops.</p>

## Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<p>4. Produce, manage, deliver and promote an exhibition at Richmond Town Hall by an Aboriginal artist.</p> <p><i>To promote &amp; showcase Aboriginal artist &amp; their artworks to the wider Yarra community.</i></p>	Public Arts Officer	May—July 2018	<ul style="list-style-type: none"> <li>Create an opportunity for a Victorian Aboriginal Artist to exhibit at Richmond Town Hall as part of Arts and Cultures Annual Exhibition Program.</li> <li>Promote the work of Victorian Aboriginal artists.</li> <li>Promote Aboriginal histories and cultures.</li> </ul>	Yarra City Arts presented <i>Birds</i> by Aboriginal artist John Huggins together with <i>Portraits</i> by Maori artist Amani Tia across the gallery spaces at Richmond Town Hall from 30 April to 20 July 2018. Both artists had the opportunity to come and view their paintings and drawings installed in the space and were delighted to exhibit together at Richmond Town Hall. Following this Yarra City Arts presented a solo exhibition entitled <i>Hong</i> by Narelle Cridland at Richmond Town Hall from 25 July to 21 October 2018. Narelle Cridland is a Victorian artist with Aboriginal heritage who is currently living and working in Hong Kong.
<p>5. Produce, manage, deliver and promote an exhibition at Bargoonga Nganjin by an Aboriginal artist,</p> <p><i>To promote &amp; showcase Aboriginal artist &amp; their artworks to the wider Yarra community.</i></p>	Public Arts Officer	Dec 2018 – Feb 2019	<ul style="list-style-type: none"> <li>Create an opportunity for a Victorian Aboriginal Artist to exhibit at Bargoonga Nganjin as part of Arts and Cultures Annual Exhibition Program.</li> <li>Promote the work of Victorian Aboriginal artists.</li> <li>Promote Aboriginal histories and cultures.</li> </ul>	<i>Toongkateeyt (Tomorrow)</i> by Gunditjmara artist Hayley Millar-Baker was exhibited at Bargoonga Nganjin from 22 November 2018 to 3 February 2019. Hayley Millar-Baker is influenced by her Koorie bloodlines. She examines concepts of identity and relationships throughout cultural progressions and blood memory. Acknowledging the importance of story-telling within Aboriginal culture, she merges fact and fiction through the construction of digital-based photo-assemblages, blending new and archival imagery to reveal and re-count inherited stories through a contemporary perspective. Each work is built from hundreds of individual layers and photographs. Each rock, tree, animal etc. was photographed individually and cut out to create a new landscape depicting the 'mashing' of 'Countries' through multiple generations of experiences existing as an Aboriginal person.
<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</i></p>	Open Space Team  Aboriginal Partnerships Officer	December 2017-2018	<ul style="list-style-type: none"> <li>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.)</li> <li>Actively seek input from the Wurundjeri Community in relation to</li> </ul>	The Open Space Planner attended the Aboriginal Advisory group meeting to brief the group on the development of Council's Open Spaces Strategy. This was the first step in the process for the AAG and Wurundjeri Elders were at this meeting. The group was pleased that they were engaged in this process, and provided some positive feedback to Council. The Open Spaces planner will continue to engage with the AAG.

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<i>interface with important Aboriginal sites.</i>	Special Projects Officer		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>	Event planning and promotion ready by April 2018	<ul style="list-style-type: none"> <li>80 -100 staff members participate in BlakWiz event.</li> <li>BlakWiz is developed on the format that was piloted in 2016.</li> <li>BlakWiz is a fun way to provide real information about Aboriginal history, culture, art &amp; community.</li> <li>Members of the RAP group will be asked to form a team and invite staff.</li> <li>Efforts will be made to encourage people from different departments and from across the organisations.</li> </ul>	<p>As part of National Reconciliation Week, Council hosted the internal cultural awareness training event, BLAKWIZ, which was well attended by Yarra staff, with over 100 staff attending the event. Those who attended were from a diverse range of teams from across Council.</p> <p>It provided an opportunity for Council staff who attended to increase their Aboriginal cultural awareness, in a format similar to ROCK QUIZ.</p> <p>Members of Council's Reconciliation Action Plan working group helped to coordinate the event.</p>
8. Provide Council officer support to Aboriginal community programs funded through Council's Community Partnerships Grant Program.	<p>Community Partnerships Unit Manager</p> <p>Aboriginal Partnerships</p>	December 2018	<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</li> </ul>	<p>This action sees the Aboriginal Partnerships officer, along with other Yarra Council staff, work on, attend, and supply logistical support to a number of programs that are funded through Council's Community Partnerships Grants program.</p> <p>Council provides support to MAYSAR in several ways, the</p>

## Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<p><i>This will provide assistance and support to a number of Aboriginal programs, funded through Councils community grant process.</i></p>	<p>Officer Special Projects Officer</p>		<p>relationships, advocating for, and helping to navigate Council systems and processes.</p> <ul style="list-style-type: none"> <li>Melbourne Aboriginal Youth Sport and Recreation Incorporated (MAYSAR)</li> </ul> <p>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.</p> <ul style="list-style-type: none"> <li>Indigenous Therapeutic Recreation Program The Recreation Program helps the Parkies community stay healthy, active and positive.</li> <li>Billabong BBQ Co-ordinator 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>Aboriginal Engagement Program This program was established to work towards improving the participation, health and wellbeing of Aboriginal people in Yarra.</li> </ul> <p>Note: current funding through the Community Partnerships. Ongoing funding (July 2015 – June 2018) is dependent upon successful outcomes of the Community Partnerships Grants process.</p>	<p>main being through grant funding. In 2018 MAYSAR received \$50,750 as part of the Community Partnerships Grants program.</p> <p>MAYSAR conduct a community lunch program, youth program including boxing training sessions, the staging of a number of key events and ongoing programs on the top floor such as Launch Housing's fortnightly Aboriginal Women's group, Elders cooking program with VAHS and 3CR's 'Beyond the bars' CD launch.</p> <p>NAIDOC week event held with Yarra Youth Services attended by 40 young people. This event saw trainees from Charcoal Lane teaching young people how to cook damper, boxing sessions, jewellery making, arts and crafts and a movie.</p> <p>MAYSAR held a planning day, which was attended by people from a range of organisations including Council officers and philanthropic.</p> <p>The Indigenous Recreation program was also successful in receiving \$52,519 in 2018 through Council's Community Partnership Grants program. This has seen the men from the Parkies group involved in a number of different events. They attended the men's camp early in the year, with good numbers. Another Men's camp happened in November at Phillip Island. The men also played golf, went fishing, sailing and attended the movies. The annual golf tournament was held between the Aboriginal community and Victoria Police at the Burnley golf course and was well attended.</p> <p>The Aboriginal Partnerships Officer attends the Billabong BBQ on a weekly basis to supply support to the BBQ coordinator and the local Aboriginal community members. The Billabong BBQ and Food Share program received \$51,865 in 2018 through the Community Partnerships Grants program.</p> <p>The Aboriginal Access and Engagement program was also successful in receiving \$38,346 in 2018 through the Community Partnerships Grants program. The Aboriginal Access and Engagement program aims to improve the health and well-being of the Aboriginal and Torres Strait</p>
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## Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

				<p>Islander community in the City of Yarra. This is a marginalized group in the community who face significant disadvantage and have a complex range of health and well-being issues. Aboriginal Access and Engagement workers will continue to be employed and will have a role in linking Aboriginal and Torres Strait Islander people to relevant health, welfare and recreational services. The Aboriginal Access and Engagement worker role includes working with staff from other agencies and other Cohealth staff to identify the needs of their clients and to engage in Deadly Care planning with clients to empower them to make informed decisions about their care.</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"> <li>One officer responsible for organising group meetings (minutes, agendas, catering, room bookings etc.)</li> <li>At least 10 meetings to be held per year.</li> <li>At least 2 Council officers to regularly attend the meetings – a contribution of at least 72 officer hours per year.</li> <li>At least eight different services, agencies and/or organisations to regularly the meetings.</li> <li>Advocate to various tiers of government on behalf to disadvantaged/vulnerable Aboriginal people, but only when there is consent to do so from this community.</li> </ul>	<p>The Aboriginal Partnerships officer convened the Yarra Aboriginal Support Network and held 10 meetings during 2018. The group brings together a broad group of service providers seeking to collaborate around improving services for Aboriginal community members.</p> <p>This group is also promoted to organisations within Yarra wanting to get involved with the Aboriginal community.</p> <p>Recently the YASN group along with Yarra staff decided that the Billabong BBQ model could be a good basis for something similar in North Richmond to engage with the vulnerable people who visit the area and participate in anti-social behaviour &amp; substance abuse.</p> <p>A series of 6 BBQ's in Butler Park have been organised on the first Wednesday of the month with the first held on Wednesday the 5<sup>th</sup> of December 2018.</p> <p>In attendance were service providers Cohealth, NRCH, Inner Space, Neami National, Launch Housing and a number of Council staff and Councillors. Richmond Rotary had volunteered to cook the BBQ, with some donations from local businesses. Richmond Rotary members commented that people were respectful on the day.</p>

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<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 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>	<p>February, April, June, August, October 2018</p>	<ul style="list-style-type: none"> <li>One Council officer dedicated to organising the group (minutes, agendas, catering, room bookings etc)</li> <li>At least 5 meetings to be held per year.</li> <li>At least 2 Council officers to regularly attend the meetings – a contribution of at least 30 officer hours per year.</li> <li>At least 1 elected Councillor to regularly attend and co-chair meetings.</li> <li>Respond to emerging issues in the community.</li> </ul>	<p>The Aboriginal Partnerships officer convened the Aboriginal Advisory Group and held 7 meetings during 2018.</p> <p>The AAG provided oversight of the Stolen Generations Marker project and launch and has been directly involved in providing direction feedback in the development of the draft Aboriginal Partnerships Plan 2019-2022.</p>
<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 &amp; voices has been hidden &amp; not heard.</i></p>	<p>Children's Services Officer</p>	<p>December 2018</p>	<ul style="list-style-type: none"> <li>Reflecting with educators on the benefits of including Aboriginal history and perspectives in our programming</li> <li>Consult and engage with Aboriginal and Torres Strait Islander peoples to learn more about their perspectives</li> <li>Provide opportunities for Aboriginal persons to speak to educators and teachers about their life experiences, culture and perspectives</li> <li>Identify opportunities for educators to incorporate Indigenous perspectives in their work with children and families</li> <li>Engaging in the acknowledgement of country at meetings with our teams</li> </ul>	<p>Children's Services have implemented a number of programs to support educator's learning. They have attended professional development training including 'How to make your Kindergarten Koorie Inclusive' delivered by Victorian Aboriginal Education Association Inc. (VAEAI) and invited a guest speaker to their staff professional day. They are looking at attending the Reconciliation Symposium in 2019 which will be held in Melbourne. Educators have been supported with ideas for supporting children's learning and there has been more of a focus on special Aboriginal and Torres Strait Islander (ATSI) days including NAIDOC Week, Reconciliation WEEK and ATSI Children's Day.</p>

## Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<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"> <li>Support the following 3 local grass roots groups, programs and events in 2018: <ul style="list-style-type: none"> <li>Smith Street working group;</li> <li>The Launch women's group; and</li> <li>Billabong BBQ special events such as the Billabong Cup, NAIDOC in the Park, Christmas in the Park and the Parkies and Aboriginal Memorial Day.</li> </ul> </li> </ul>	<p>The Aboriginal Partnerships officer brokered the relationship between Yarra City Council and Charcoal Lane to enable the Smith St working group to form and function in a positive way. Support was provided by regular attendance at the working group meetings to make the Smith St Dreaming Festival happen and improve relationships between the Smith St traders, Police and the local Aboriginal community.</p> <p>The Aboriginal Partnerships officer also provided support to Launch Housing and the Indigenous Recreation program.</p> <p>A number of Yarra City Council officers attended and provided support to the Billabong BBQ and associated special days such as, NAIDOC in the park, Christmas in the park, Billabong Cup and the Parkies Memorial Day.</p>
<p>13. RAP Working Group to continue to actively monitor RAP development, including implementation of actions and tracking progress.</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 RAP document.</i></p>	<p>Special Projects Officer</p>	<p>Meetings scheduled monthly from February to December 2018</p>	<ul style="list-style-type: none"> <li>Commit to a minimum of 11 RAP working group meetings in 2018 to track the implementation of the RAP.</li> <li>If necessary, renew the RAP membership and Terms of Reference.</li> </ul>	<p>The Special Projects officer convened Council's internal Reconciliation Action Plan working group and held 11 meetings throughout 2018. The officer actively promoted the RAP working group to all Council staff and sourced new membership from across Council.</p>
<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"> <li>Partnering with the Wurundjeri Council to write education programs</li> <li>Provide opportunities for Aboriginal people to facilitate children's learning programs</li> <li>Working with Colin Hunter Jr to personalise our own acknowledgement of country at our centres</li> <li>Engaging in the acknowledgement of country with children in our programs</li> <li>Developing a teaching resource targeted for educators and teachers working with</li> </ul>	<p>Children have engaged in a variety of learning opportunities. An Acknowledgement of Country was developed and the children engage in this as part of their programs with some groups doing the acknowledgement daily. Rebecca from the Wurundjeri Council conducts educational incursions for children. Some of the children engaged in Reconciliation Week and attended a smoking ceremony. This was a special experience for the children and educators.</p>

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

			children in the early years (0 – 8 years) <ul style="list-style-type: none"> <li>Recognise days of significance for Aboriginal and Torres Strait Islander peoples including NAIDOC week, Reconciliation Week, Aboriginal, Torres Strait Islander Children's Day etc.</li> </ul>	
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.  <i>The values of this action are integral to other Council policies including the draft Yarra Early Years Plan 2014–2017, Yarra Middle Years Strategy 2014–2017 and Yarra Youth Policy 2013–2016. Each of these provide an outline of the holistic systems of services and programs across the continuum from prevention, early intervention through to more specialist and crisis support for children, young people and families who live, work and visit Yarra. These strategies are aligned with the Aboriginal Partnerships Plan 2014–2017.</i>	Children's Services Officer and leadership team	December 2018	<ul style="list-style-type: none"> <li>Improving our services and suitability of access for Aboriginal children and families</li> <li>Providing culturally appropriate and sensitive practices and programs for Aboriginal children and families</li> <li>Displaying Aboriginal and Torres Strait Islander flags in our centres and on our signs</li> <li>Develop partnerships with Aboriginal services to understand and support the health, education and wellbeing needs of Aboriginal children and families</li> <li>Enrolling Aboriginal children into our education and care programs</li> </ul>	Continued to offer services to ATSI community and to promote services to specific organisations and reached out to the community to further understand their needs. It has been a year of continuous improvement in networking and making connections to promote positive engagements into and in our services for families and children. Educators have continued learning about respectful ways of engaging with ATSI families and children in order to cater to their needs.  -



## Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<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 more twice as likely to experience homelessness as non-Aboriginal people.</i></p>	<p>Policy Advisory Housing and Homelessness</p>	<p>February 2018</p>	<ul style="list-style-type: none"> <li>Local residents and other interested people; event aim is community education and awareness rising on Indigenous homelessness and the specific challenges for Indigenous organisations addressing homelessness.</li> </ul>	<p>An event was held, and a discussion on Indigenous homelessness was the topic of the evening. This event was a partnership with Yarra Libraries and was well attended. A presentation from an Indigenous person with a lived experience of homelessness occurred, and was very powerful.</p>
<p>17. Continue to foster and develop the partnership with Aboriginal Housing Victoria &amp; 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 Program Team</p> <p>Ewing trust</p>	<p>May/June 2018</p>	<ul style="list-style-type: none"> <li>Ongoing meetings to explore opportunities.</li> <li>Reconciliation on the Rooftop, including a Welcome to Country.</li> <li>3 big indigenous focussed Ewing Trust events at Fitzroy Library ( Blakwhiz etc )</li> </ul>	<p>This relationship between Yarra Council, Aboriginal Housing Victoria and SNAICC continues to blossom. Council staff meet with staff from these two Aboriginal organisations to discuss the relationships, build on what they already have and run joint projects such as the successful Reconciliation on the Rooftop event.</p>
<p>18. Monthly visits to the Billabong BBQ to support vulnerable members of Yarra's Aboriginal communities &amp; their families.</p> <p><i>Vulnerable members of Yarra's local Aboriginal community have limited access &amp; understanding of the digital world.</i></p>	<p>Digital Team/Community Programs Team, Yarra Libraries/CYS Team/ Ewing Trust</p>	<p>Jan-Dec 2018</p>	<ul style="list-style-type: none"> <li>Monthly visits to Billabong BBQ with the digital team, providing free Wi-Fi, digital petting zoo "come &amp; try the gadget and ipads.</li> <li>Provide Storytime at the Christmas lunch as well as show bags and withdraw books from the collection.</li> <li>Provide kids activities.</li> <li>Green Screen activities at the NAIDOC week lunch.</li> <li>Possible book of stories and pictures from the day funded via a grant.</li> </ul>	<p>It was decided that more work needed to be done around building trust, before this action would see any positive outcomes.</p>

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<p>19. HITNET &amp; 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 &amp; understanding of the digital world.</i></p>	Digital Team Yarra Libraries	December 2018	<ul style="list-style-type: none"> <li>Explore a partnership with HITNET and Yarra Libraries to increase access to Indigenous community members to digital literacy.</li> </ul>	HITNET is no longer operating but have connected with ASK IZZY
<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 26<sup>th</sup> is a totally inappropriate day to celebrate Australia Day, it marks the destruction of Aboriginal culture and life as it was for Aboriginal people before the arrival of Europeans.</i></p>	Community Partnerships Wurundjeri Council Arts, Culture and Venues January 26 Project Steering Group	26 January 2018	<ul style="list-style-type: none"> <li>Council to host a small scale cultural appropriate event.</li> <li>Book a Wurundjeri Elder to perform the Smoking ceremony.</li> <li>Promote this event to the appropriate people.</li> <li>Book the rooftop space at Bargoonga Nganjin.</li> </ul>	<p>Wurundjeri smoking ceremony and re-enactment of the 1938 Day of Mourning held at Bargoonga Nganjin on January 26 in 2018 – the 80 year anniversary of the original Day of Mourning event. At this powerful and historic event, direct descendants of Bill Ferguson, Pastor Sir Doug Nicholls, William Cooper and Jack Patten read the words of their great grandparents.</p> <p>Approximately 120 people attended this event.</p> <p>An Aboriginal performer also provided music on the day.</p>
<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 to educate.</i></p>	Community Partnerships (Lead) Communicat ions	January 2018	<ul style="list-style-type: none"> <li>Contact the City of Melbourne to see how Yarra can support and promote the "Share the Spirit Festival 2018.</li> <li>Contact Songlines to see how Yarra can support and promote "Share the Spirit festival 2018.</li> </ul>	Council supported this event by promoting it through social media and Council's webpage.

## Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

22. Provide support & funding to enable the Smith St working group to function and deliver the Smith St Dreaming festival	Community Partnerships Arts & Culture Smith St Working group	July 2018	<ul style="list-style-type: none"> <li>• In partnership with chair, lobby &amp; bring together the relevant stakeholders of the Smith St working group.</li> <li>• Attend the Smith St working group meetings.</li> <li>• Engage the Council's RAP group members in the Smith St Dreaming event.</li> <li>• Provide the relevant funding to produce this event.</li> </ul>	<p>Council funded the Smith Street Dreaming Festival and provided further support through the Aboriginal Partnerships Officer.</p> <p>Members of Council's internal RAP working group volunteered at the event.</p> <p>The Smith Street Dreaming Festival - as part of the Leaps &amp; Bounds Festival - was held for the sixth consecutive year, and it was said to have been the best Smith Street Dreaming of all years. It was well attended by the wider Yarra community with approximately 600-800 people attended.</p>
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# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

Priority: CULTURE				
Action	Responsibility	Timeline	Target	
23. Basic cultural awareness training for all new staff, and newly elected Councillors.	Organisational Development, Engagement and Inclusion & Community Advocacy	Dec 2018	<ul style="list-style-type: none"> <li>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</li> <li>At least 100 leaders to take part in a one-off Diversity Panel Discussion at a 'Senior Management Team +' Meeting.</li> </ul>	<p>The corporate induction for new staff members includes a 1.5 hour Diversity and Inclusion presentation that explores the ethical imperatives to work well with Aboriginal colleagues and community and offers practical advice on how best to do so.</p> <p>There needs to be a rethink about how Aboriginal cultural awareness is conducted because it is more than just a talk on history.</p> <p>The Diversity Panel Discussion did not occur This action need a rethink</p>
<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>	The Aboriginal Partnerships Officer	December 2018	<ul style="list-style-type: none"> <li>Deliver at least 4 schools or pre-school sessions to local schools in Yarra.</li> <li>Deliver at least 2 tours of the Fitzroy Aboriginal history tour 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.</li> <li>Give at least 1 talk on the Aboriginal 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 content or concerns.</li> </ul>	<p>Council's Aboriginal Partnership Officer attended a number of pre-schools and primary schools to deliver Wurundjeri history to the students and pre-schoolers.</p> <p>Council's Aboriginal Partnerships Officer delivered at least five Aboriginal history tours of Gertrude St.</p> <p>Also delivered a number of community talks on Aboriginal history to community groups.</p> <p>Provided strategic advice towards many Council projects with Aboriginal content.</p> <p>In January 2019 the Aboriginal Partnerships Officer will deliver a tool box session at the Yarra depot.</p>

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<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>	<ul style="list-style-type: none"> <li>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:</li> <li>At least 1000 Fitzroy Aboriginal Heritage Walking Trail Map (2009) distributed.</li> <li>At least 100 copies of the Wurundjeri History of Yarra print publication (2013) distributed.</li> <li>At least 20,000 hits to the Aboriginal History of Yarra website and mobile web-app. See: <a href="http://www.aboriginalhistoryofyarra.com">www.aboriginalhistoryofyarra.com</a> (2012 – ongoing)</li> <li>At least 1000 likes (or followers) on the Celebrating Aboriginal Culture in Gertrude Street Facebook page (2012 – ongoing)</li> <li>At least one internal and one external promotion of The Wurundjeri Protocols (2011)</li> <li>At least 15 copies of Snapshots of Aboriginal Fitzroy print publication (2002)</li> </ul>	<p>The promotion of Council's Aboriginal cultural awareness materials happens at every opportunity, with the Aboriginal Heritage Walking Trail Map and the Wurundjeri History publication given out at events and schools across Yarra and Melbourne.</p> <p>The Aboriginal history website still provides a great tool to promote events and culture.</p> <p>The Wurundjeri protocols are distributed internally and externally.</p> <p>Snapshots of Fitzroy is a popular publication and is in need of a reprint as does the Wurundjeri History publication.</p> <p>There are 1,271 followers of the Celebrating Aboriginal Culture in Gertrude Street Facebook as of the beginning of January 2019.</p>
<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</p>	<p>Communications Coordinator – Digital and Brand</p>	<p>December 2018</p>	<ul style="list-style-type: none"> <li>The Acknowledgment is 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.</li> </ul> <p>Standard Acknowledgment of Country:</p> <p>"Yarra City Council acknowledges the</p>	<p>Acknowledgment of Country is used in all formal settings of Council and encouraged in other settings, such as internal meetings...</p> <p>A number of new drafts of the acknowledgment of country were presented at the AAG and the Wurundjeri directors meeting. They were approved, and a protocol on when and how these will be used will be developed.</p> <p>Wurundjeri Elders are employed to perform Welcome to Countries at important Council events.</p>

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<p>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>			<p>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"> <li>• Arrange Wurundjeri Elders to give a Welcome to Country address at significant community events.</li> <li>• 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.</li> </ul>	
<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</i></p>	<p>TL customer Experience/Library Management Team</p>	<p>December 2018</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Possible host for training forum for all public libraries staff across Victoria for intercultural awareness at one of our library venues.</li> <li>• Distribute to all staff “Racism stops with me” supporter toolkit.</li> </ul>	<p>This training did not occur due to resourcing issues.</p> <p>Yarra Libraries hosted a training session for intercultural awareness.</p>

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<i>culturally safe for prospective Aboriginal employees.</i>				
<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 Plan Officer</p> <p>Special Projects Officer</p>	July 2018	<ul style="list-style-type: none"> <li>Support 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>NAIDOC week is celebrated in a number of ways at Yarra, and with a number of events occurring.</p> <p>The Collingwood Children's Farm in partnership with Aboriginal Housing Victoria host NAIDOC at the Farm. This event is funded through the community grants program.</p> <p>NAIDOC in the Park with the Parkies is also funded through the community grants program.</p> <p>The NAIDOC March is supported.</p>
<p>29. Support local schools to teach Aboriginal history and cultures.</p> <p><i>A teacher's resource will broaden the website's reach to local primary and high schools. It is important to continue to update the site and ensure it remains user-friendly and easy to navigate.</i></p>	<p>Special Projects Officer</p> <p>Aboriginal Partnerships Officer</p>	December 2018	<ul style="list-style-type: none"> <li>Continue to build relationships with the Wurundjeri, local teachers and schools.</li> <li>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.</li> </ul>	<p>Through visits to pre-schools and primary schools by the Aboriginal partnerships officer and other Wurundjeri Elders, relationships between Aboriginal people and the students have grown.</p> <p>Resources are needed to update the Aboriginal teacher's resource though it is still promoted to school teachers and students across Yarra and Melbourne.</p>
<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>	Library Collections Team	June 2018	<ul style="list-style-type: none"> <li>Our Indigenous book collection to be further promoted and enhanced through careful displays across all branches.</li> <li>Designated display space at Fitzroy Library all year round for indigenous collections</li> <li>Interfile the indigenous collection with our collection, with aboriginal flags on spine for ease of access and keep the</li> </ul>	<p>The book collection has been interfiled into the genres across all branches and also has been supported via signage specifically directing community to our Aboriginal collection. This has been done also with the introduction of Aboriginal flags on all desks with signage at all 5 branches. The collection stats on the Aboriginal collection has increased in borrowing since interfiling has occurred. Have also made the collection "floating" between branches, so this has allowed people to be able to access the collection from any branch.</p> <p>Designated display space that is maintained all year round.</p>

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

			"aboriginal collection" classification in our catalogue searches	
<p>31. Purchase and display Aboriginal Languages of Victoria Map at all of our branches from Victorian Aboriginal Corporations of Languages (VACL).</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>	Yarra Libraries Library Development & Projects Officer	July 2018	<ul style="list-style-type: none"> <li>• Contact VACL to purchase.</li> <li>• Assess cost, raise PO.</li> <li>• Laminate and display in prominent area across five library branches.</li> </ul>	This action is complete with Aboriginal language maps being displayed across Yarra's libraries.
<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>	CYS team	June 2018	<ul style="list-style-type: none"> <li>• Colin Hunter to be consulted as to how that kit is to be put together and delivered throughout our branches</li> </ul>	Indigenous Themed Storytime occurred, but the kit is still in the development stage.



# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

33. Wurundjeri Seasons  <i>To acknowledge and pay respects to the Wurundjeri community as the Traditional custodians of Yarra.</i>	Community Programs Team, Yarra Library	January 2018	<ul style="list-style-type: none"> <li>An hour long discussion/education session on the Wurundjeri seasons with Bill Nicolson at Bargoonga Nganjin</li> </ul>	Uncle Bill Nicolson attended to facilitate this session at Bargoonga Nganjin with 140 people attending.
34. Stolen Generations  <i>Members of the Stolen Generations suffered huge trauma &amp; grief, losing their connection to family, identity, land, language, and culture.</i>	Community Programs Team, Yarra Library	May 2018	<ul style="list-style-type: none"> <li>A cultural forum discussion and presentation in the lead up to Reconciliation week/ Sorry day/ Yarra's Stolen Generations marker launch Bargoonga Nganjin</li> </ul>	Community programs team delivered a cultural forum discussion.
35. Indigenous Literacy Day 2018. For Indigenous Literacy Day, Yarra Libraries will donate proceeds from a book sale to the Indigenous Literacy Foundation.  Special events will be run across all 5 branches on this day.  Special story times will run this week across all 5 branches  <i>Indigenous literacy is another big issue in the Aboriginal community, and the City of Yarra is committed to improving literacy within the local</i>	Community Programs Team/ Yarra Library/ CYS team	September 2018	<ul style="list-style-type: none"> <li>Coordinate books for sale.</li> <li>Register book sales with the Indigenous Literacy Foundation.</li> <li>Schedule book sales to occur close to Indigenous literacy Day.</li> <li>Deposit book sales proceeds into the account provided by the Indigenous literacy Foundation.</li> </ul>	Yarra Libraries held a book sale and registered the sales with the Indigenous Literacy Foundation, with all proceeds going to the Indigenous Literacy foundation.  Indigenous Storytime occurred

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<i>Aboriginal community.</i>				
<p>36. Promote &amp; educate the organisation when the new Aboriginal Cultural Heritage Land Management agreements (ACHLMA's) are released</p> <p><i>To ensure these new changes to Aboriginal cultural heritage are adhered too.</i></p>	Community Partnerships Unit Manager Sustainability Officer	December 2018	<ul style="list-style-type: none"> <li>Review guidelines and provide advice to relevant areas of Council engaged in this process.</li> <li>Link relevant Council officers with the Wurundjeri Cultural Heritage team.</li> </ul>	Due to staffing changes at Aboriginal Victoria and the City of Yarra, this project has stalled.
<p>37. Wurundjeri week</p> <p><i>To acknowledge and pay respects to the Wurundjeri community as the Traditional custodians of Yarra.</i></p>	Community Programs team, Yarra Library	August 2018	<ul style="list-style-type: none"> <li>Presentation at Bargoonga Nganjin.</li> </ul>	This was rescheduled due to Uncle Bill Nicolson being unwell.
<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>	Digital Team/Community Programs team Yarra library	July 2018	<ul style="list-style-type: none"> <li>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.</li> <li>Launch kits in NAIDOC week, and have school holiday's activities run across all 5 branches.</li> </ul>	<p>This action did not occur, instead a pop up Library happened at the Collingwood Children's farm.</p> <p>Also the NAIDOC week celebrations happened at the Collingwood Children's Farm event.</p>

## Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

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 role 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</i></p>	Organisational Development, Engagement and Inclusion & Community Advocacy	December 2018	<ul style="list-style-type: none"> <li>Work with HR coordinator, executive and line managers to identify appropriate roles</li> <li>Work with Brotherhood of St Laurence, Charcoal Lane and other organisations to identify suitable Aboriginal people</li> <li>Support amended application process to get people into roles</li> </ul> <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> <hr/> <ul style="list-style-type: none"> <li>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).</li> <li>To support this program and future employment of Aboriginal people, run at least 1 Aboriginal cultural awareness session for depot staff through the 'Tool</li> </ul>	<p>This action has been reviewed due to the unsuccessful outcome of seeking to employ more Aboriginal people in Council.</p> <p>Discussions have occurred between People and Culture and Community Partnerships.</p> <p>Research has been undertaken to investigate what makes a successful employment program for Aboriginal people.</p> <p>The Autumn Leaves program did not happen, no candidates were found.</p> <p>The Aboriginal Partnerships Officer will visit the depot to conduct a cultural awareness session in January 2019.</p>

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<i>and ensuring ongoing community connection to Yarra.</i>			Box' meetings.	
<p>40. Strengthen Aboriginal disability support networks through Balit Narrum membership.</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>	Aged and Disability Services Officers	December 2018	<ul style="list-style-type: none"> <li>Attend a minimum of 6 Balit Narrum working group meetings.</li> <li>Actively support initiatives where appropriate developed as a result of the working group meetings</li> </ul>	<p>The working group has not been active for the past twelve months, so unable to attend.</p> <p>Funding for Yarning Circles in the Hume &amp; Moreland area. Age &amp; Disability services advocated for the funding to extend to the NEMA areas which includes Yarra.</p>
41. Continue to offer Yarra Leisure community memberships to	Community Development Officer (Yarra Leisure Services)	December 2018	<ul style="list-style-type: none"> <li>At least 25 Yarra Leisure community memberships continue to be offered to disadvantaged/vulnerable members of</li> </ul>	The Yarra leisure passes are given out at the Billabong BBQ when needed by clients, as well as at the recent BBQ in Richmond.

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<p>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>			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</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p> <p>Arts &amp; Cultural Development Officer</p>	December 2018	<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>	The Aboriginal Partnerships Officer along with a number of other Aboriginal people deliver tours on Gertrude St as required with over ten tours occurring in 2018.

## Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<i>consultative work has repeatedly told us that there is real community interest and demand for cultural experiences of this kind.</i>				
<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>	Urban Design	December 2018	<ul style="list-style-type: none"> <li>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).</li> <li>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).</li> <li>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.</li> </ul>	<p>Atherton Gardens – A report from an Aboriginal Cultural Heritage company, Context, has been passed on to the Urban Design team. This report documents the Aboriginal significance of areas within Atherton Gardens and should be considered in any urban design for the broader area.</p> <p>Yarra River Corridor – Victorian Planning Authority (VPA) is commencing a project in Cremorne looking at improving the physical environment. Meetings have been had between Urban Design and Community Partnerships to see if there are any key issues around the Yarra River Interface and if there are any key stakeholders that should be involved when VPA start engagement in early 2019.</p> <p>Route 96 works have been implemented at Gertrude and Nicholson Streets and unfortunately PTV were not able to include some links/promotion of the Walking Trail. Will still advocate for a poster frame in the shelter to promote the walking trail.</p> <p>The Brunswick Street Scape project has been on hold for some time due to other project commitments but should recommence early-to-mid 2019.</p>
44. Increase awareness of important Aboriginal	Communications – Advocacy, Engagement Advisor	Promote events that take place throughout	<ul style="list-style-type: none"> <li>Create an Aboriginal Cultural Events Calendar for 2017, including dates/events of significance to the Aboriginal community, to assist officers</li> </ul>	<p>The creation of cultural events calendar did not occur, although all important dates on the Aboriginal calendar were promoted across Council and to the wider Yarra community through emails, network meetings, Council's</p>

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<p>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>Media and Digital and Brand Officer</p> <p>Special Projects Officer</p>	<p>2018, especially mid-year, when Reconciliation Week and NAIDOC Week take place</p>	<p>plan support and promote these events (for internal use only)</p> <ul style="list-style-type: none"> <li>• Design a brand mark for Council's 'Aboriginal Cultural Events Program', to be used when promoting any community events</li> <li>• Promote at least 10 important Aboriginal community calendar dates and local community events through Council's website, social media channels and publications.</li> <li>• Review and update the Aboriginal Community section of Council's website to ensure information is current and all relevant resources are available.</li> </ul>	<p>website and Celebrating Aboriginal Culture in Yarra Facebook page.</p> <p>More than ten Aboriginal important calendar dates &amp; events were promoted internally and externally through website, Facebook page emails, network meetings word of mouth.</p> <p>The Aboriginal community section of Council's website pages was reviewed and updated.</p>
<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><i>If we are to succeed in winning the wider community over</i></p>	<p>Communications (Lead) Community Partnerships providing content</p>	<p>Ongoing during 2018.</p>	<ul style="list-style-type: none"> <li>• Develop a communications plan that will help to educate the wider community on why Aboriginal people feel this way about January 26.</li> <li>• This education plan should help to explain why Council made this decision.</li> </ul>	<p>A social media campaign in the lead up to January 26 2018 was implemented to educate the community about why Council made its decision regarding January 26 and also to highlight how this date impacts on the health and well-being of Aboriginal and Torres Strait Islander people. This included a series of 3 videos featuring the Mayor talking about council's decision and encouraging community to engage with local Aboriginal culture especially around Fitzroy. A series of videos featuring local Aboriginal people speaking about their experiences of this date were also created. These videos were shared extensively on social media. In addition positive media coverage was sought out from media outlets which resulted in the ABC and SBS running special segments/interviews in the lead up to and on the day of January 26. There were also FAQs and news items on Council's website.</p>

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<p><i>with this concept, it is important that we explain why Aboriginal people feel like they do about the celebration of Australia day on January 26<sup>th</sup>.</i></p>				
<p>46. Council to partner with Melbourne Aboriginal Youth, Sport &amp; 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 organisations and other achievements.</p> <p><i>It is important that we try and educate the younger Aboriginal community on our history, as they will become the leaders of the future who will inherit the responsibility of</i></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"> <li>• Connect MAYSAR, Yarra Youth Services, and Charcoal Lane.</li> <li>• Book MAYSAR for this event.</li> <li>• Identify appropriate Elders from the Aboriginal community.</li> </ul>	<p>This action has been deferred due to capacity issues within the Yarra Youth Services, Charcoal Lane and MAYSAR. However Yarra Youth Services have met with Charcoal Lane to plan an engagement activity in the new year, with a view to developing an ongoing partnership involving Aboriginal young people and community Elders.</p>



# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<i>continuing the fight for equality.</i>				
<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 informed decision on January 26<sup>th</sup>.</i></p>	<p>Community Partnerships (Lead)</p> <p>YMAG</p> <p>YSF</p> <p>Yarra's Neighbourhood Houses and Learning Centres</p> <p>Communications to produce the information sheets</p>	<p>Information sheets to be completed by end of 2017.</p>	<ul style="list-style-type: none"> <li>• Translate the January information sheet into the 6 most commonly spoken languages in Yarra.</li> <li>• Partner with Yarra's settlement Forum and Yarra's Multicultural Advisory group to promote and distribute these.</li> </ul>	<p>This action was completed.</p>
<p>48. Council to continue the collaboration with the Municipal Association of Victoria, Victorian Local Government Association, Reconciliation Victoria and State</p>	<p>Community Partnerships (Lead)</p> <p>Reconciliation Victoria</p>	<p>Ongoing during 2018.</p>	<ul style="list-style-type: none"> <li>• Ensure that Yarra Council engages the relevant partners and shares the report and its recommendations.</li> </ul>	<p>The Special Projects Officer convened the Local Government January 26 network which met bimonthly throughout 2018 to support Aboriginal officers in Local Government and to share information on actions and strategies in raising awareness about January 26. Council's that actively participated in this network are, Darebin, Brimbank, Yarra Ranges, Moreland, Whittlesea, Maribyrnong, Moonee Valley, Port Phillip and Banyule. This network also has representatives from Reconciliation Victoria, Amnesty Australia, Connecting</p>

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<p>Government departments to hold an event in the second half of 2017 to share this report and its recommendations.</p> <p><i>It's important that there is consistent message on the why and how's of the January 26<sup>th</sup>, and that all relevant partners are informed and on the same page.</i></p>				<p>Home, Victorian Aboriginal Health Service, University of Melbourne, Merri Community Health, Secretariat of National Aboriginal and Islander Child Care (SNAICC), Metropolitan Fire Brigade, Greensborough Football Club, Victorian Local Government Association and Whitelion. An ongoing invitation is also extended to the Municipal Association of Victoria.</p>
<p>49. 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><i>It is important that we try and educate the younger Aboriginal community on our</i></p>	Community Partnerships	October 2018	<ul style="list-style-type: none"> <li>Engage the relevant partners.</li> <li>Ensure the relevant partners have an informed view of why Aboriginal people feel the way they do about January 26.</li> <li>Seek opportunities to educate the wider community.</li> </ul>	<p>The lack of response from State Government departments has been disappointing though the Local Government network has provided an avenue for further education and awareness raising. This network provides a vehicle for State Government departments to become involved. The invitation is always open.</p>

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<i>history, as they will become the leaders of the future who will inherit the responsibility of continuing the fight for equality.</i>				
50. Council cease referring to January 26 as Australia Day in all communications, to acknowledge the fact that this date commemorates the British invasion of Aboriginal and Torres Strait Islander lands and is therefore not an appropriate date for an inclusive national celebration	Community Partnerships	Ongoing	<ul style="list-style-type: none"> <li>Council cease referring to January 26 as Australia Day in all Council communications.</li> </ul>	Council has ceased referring to January 26 as Australia Day in all Council communications.
51. Council refer to January 26 merely as January 26 until a more appropriate term is adopted nationally – a term which acknowledges the experiences of the people who inhabited the land for over 60,000 years prior to the	Communications (Lead) Community Partnerships	Ongoing	<ul style="list-style-type: none"> <li>Council only refer to January 26 as merely January 26 until a more appropriate term is adopted.</li> </ul>	Council has referred to January 26 merely as January 26.

# Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

raising of the Union Flag on Gadigal country on January 26 in 1788				
52. Council continue to recognise excellence and service in Yarra's community through Community Awards, but awarded on days other than January 26 and on days that better suit the nature of each award, and not under the banner of Australia Day Awards		Preferably before January 2018	<ul style="list-style-type: none"> <li>Council continue to recognise excellence and service in Yarra's community through hosting community awards, but awarded on days other than January 26<sup>th</sup> and on days that better suit the nature of each award and not under the Australia Day banner.</li> </ul>	Yarra Community Awards were held on the same evening as the Ceremonial Meeting of Council on 27 November 2018.
53. Council officially support the #changethedate campaign in Council publications and social media in the lead up to January 26 in 2018 and beyond in seeking a more inclusive day to celebrate national pride	Community Partnerships( lead ) Communications	Ongoing	<ul style="list-style-type: none"> <li>Council officially support the #changethedate campaign in all Council publications and social media in the lead up to January 26<sup>th</sup> 2018 and beyond.</li> </ul>	Council has supported #changethedate by establishing a Facebook page called Change the Date Yarra. This page has just under 1000 followers and provides a vehicle to share news, events and information.
54. Council consider ways it can lobby the Federal Government to	Community Partnerships Governance	Ongoing	<ul style="list-style-type: none"> <li>Council to consider ways to lobby the Federal Government to change the date in line with the resolution passed by the national General Assembly of Local</li> </ul>	This action has not progressed due to the need of a strategy to do so. Without a clear and precise strategy resources would be wasted.

**Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report**

change the date in line with the resolution passed by National General Assembly of Local Government in June 2017	Councillors		Governments in June 2017	
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## Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

Tracking progress and reporting				
Action	Responsibility	Timeline	Target	
<p>55. Ensure accountability for persons responsible for completion of Aboriginal Partnership Plans actions.</p> <p><i>This will ensure positive outcomes in the local Aboriginal community.</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	Ongoing	<ul style="list-style-type: none"> <li>Establish Yarra's Aboriginal Partnership Plan in Council's Interplan system.</li> </ul>	<p>The reporting against all the actions didn't occur through Interplan but via each officer submitting their notes to the Aboriginal Partnerships officer who then collated them into this report.</p>
<p>56. Begin development of the new Aboriginal Partnership Plan 2019-2022</p>	<p>Aboriginal Partnership Officer</p> <p>Special projects Officer</p>	Feb-Dec 2018	<ul style="list-style-type: none"> <li>Consult the local Aboriginal community on the development of the Aboriginal partnership Plan 2019-2022.</li> </ul>	<p>An Aboriginal community consultation process was hosted by Yarra City Council. Meetings were held with a number of the local Aboriginal community controlled organisations and their staff, the Wurundjeri Elders, the AAG group, the Parkies, Aboriginal community members at MASYSAR and YASN.</p>
<p>57. Report on the year 4 action plan and prepare a draft Aboriginal Partnerships Plan 2019-2022.</p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	Feb 2018	<ul style="list-style-type: none"> <li>Present report to Council on the successes and challenges of the year 4 action plan.</li> </ul>	<p>The Aboriginal Partnerships Officer &amp; Special Projects Officer prepared a final report for Council on the APP 2015-2018.</p> <p>The Aboriginal Partnerships Officer &amp; Special Projects Officer prepared the draft Aboriginal Partnerships Plan 2019-2022.</p>

## Attachment 1 - Aboriginal Partnerships Plan 2015-2018 Year 4 Action Plan - Final Report

<p><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></p>				
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<b>Contact details</b>
Uncle Colin Hunter Jnr, Aboriginal Partnerships Plan Officer / Wurundjeri Elder phone 03 9205 5038 <a href="mailto:colin.hunter@yarracity.vic.gov.au">colin.hunter@yarracity.vic.gov.au</a>
Daniel Ducrou, Special Projects Officer phone 03 9205 5017 <a href="mailto:danielducrou@yarracity.vic.gov.au">danielducrou@yarracity.vic.gov.au</a>

**Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022**

Draft Aboriginal Partnerships Plan 2019-2022

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**Yarra City Council's**

**Draft Aboriginal Partnerships Plan #4**

**2019-2022**

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Yarra City Council acknowledges the Wurundjeri people as the Traditional Owners and true sovereigns of the land now known as Yarra. We acknowledge their creator spirit Bunjil, their ancestors and their Elders. We acknowledge the strength and resilience of the Wurundjeri, who have never ceded sovereignty and retain their strong connections to family, clan and country despite the impacts of European invasion. We also acknowledge the significant contributions made by other Aboriginal and Torres Strait Islander people to life in Yarra. We pay our respects to Elders from all nations here today – and to their Elders past, present and future.



## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

#### Contents

Introduction .....	3
Highlights from Previous Plans .....	4
Welcome to Country Ceremony – background information and protocol .....	4
Acknowledgement of Country – important background information .....	4
Acknowledgement of Country – official versions and protocol .....	5
Official Acknowledgment of Country #1.....	5
Official Acknowledgment of Country #2.....	6
Official Acknowledgment of Country #3 .....	6
Council’s Relationships with the Traditional Owners .....	7
Role of the AAG .....	7
Role of the RAP Working Group .....	7
Broader Social and Political Context for the Plan: National, State and Local Highlights from 2017 and 2018 .....	8
Relevant State and Federal Policies, Acts and Commitments.....	9
Council Policies.....	10
Community Consultation Method for this Plan .....	10
Consultation Results .....	11
Yarra Aboriginal Partnerships Policy (2019).....	14
Council acknowledges:.....	14
Council supports: .....	14
Council commits to: .....	15
The Plan: Priority Areas, Commitments, Context and Actions.....	18
Priority 1. Relationships – Supporting community connections, promoting culture and protecting important places.....	19
Priority 2. A Visible Culture – Increasing the visibility of Aboriginal people, culture, issues and achievements in Yarra. ....	23
Priority 3. Community Health and Wellbeing – Working towards improved health and wellbeing outcomes for Aboriginal people in Yarra.....	25
Priority 4. Organisational Development – Increasing Council’s capacity, confidence and connection through improved Aboriginal employment pathways, cultural awareness and internal coordination.....	28
Appendices .....	31
Census Information: The Aboriginal and Torres Strait Islander population in Yarra .....	31
Key facts .....	31
Census results .....	31

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

#### Introduction

The commencement of this Aboriginal Partnerships Plan 2019-2022 marks the 20 year anniversary of Yarra City Council's partnership with the local Aboriginal and Torres Strait Islander community<sup>1</sup>.

As a Council, we are immensely proud of this milestone, of relationships built and work completed during this time. We recognise, of course, that this is just the beginning of a long shared journey and that there is much work ahead.

What our twenty years has taught us, however, is that our partnerships-based model works. At its heart, this model is built on relationships underpinned by openness, trust, accountability and a willingness to learn. We thank the many community members who have advised and guided us over the years, as well as those who continue to guide us today.

This Aboriginal Partnerships Plan 2019-2022 is our fourth, and it continues to build upon the strengths and learnings of previous plans.

The initial plan established simple but important commitments, such as reading the Acknowledgement of Country at important events and flying the Aboriginal and Torres Strait Islander flags on Town Halls. More recent plans have seen Council support MAYSAR gym / community space to keep its doors open, advocate for a celebration of national identity that is more inclusive of Aboriginal people, and develop an outdoor artwork and garden that recognises the struggles and strengths of the Stolen Generations in historically significant Atherton Gardens, Fitzroy.

This plan is therefore not being created in a void, but builds upon a foundation of collaborative work and ongoing conversation with the local community.

With the development and implementation of each new Plan comes deeper, more meaningful commitments, but often too, deeper and more complex challenges. Council embraces these challenges as an opportunity to engage, listen, learn and grow.

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<sup>1</sup> Note on terminology: for the purposes of this document all future references to Aboriginal people also includes Torres Strait Islander peoples. We have used this convention to avoid bureaucratic acronyms like 'ATSI', words with negative historical connotations like 'Indigenous', and informal words like 'Koori'. We are also eager to avoid repeatedly writing 'Aboriginal and Torres Strait Islander Peoples'. We acknowledge that few terms are acceptable to everyone and, as 'always, we remain open to guidance from community on this issue.

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

### Highlights from Previous Plans

Some of the highlights from previous Plans include:

- Creation of the Stolen Generations Marker *Remember Me* by Reko Rennie in Atherton Gardens, Fitzroy (2018).
- The January 26 project (2017 – ongoing).
- Support for MAYSAR to maintain a community-owned space in Gertrude Street, Fitzroy (2009 – ongoing).
- Ongoing promotion of local history projects, a teacher’s resource and Facebook pages (2002 – ongoing).
- The ongoing work of Council’s internal RAP working group in developing organisational confidence, capacity, cohesiveness and competency (2011 – ongoing).
- Ongoing support for vulnerable Aboriginal community members through Billabong BBQ, Yarra Aboriginal Support Network (YASN) and Smith Street Dreaming Festival/ Working Group (2001 – ongoing).

### Welcome to Country Ceremony – background information and protocol

A Welcome to Country ceremony involves a Traditional Owner formally welcoming people onto their country. It may also involve such things as dance, a smoking ceremony and the granting of safe passage as well as access to resources while on country.

This ceremony should be conducted at significant official events and can **only be carried out by a Traditional Owner on their traditional lands** (that is, a Wurundjeri person on Wurundjeri land).

Council commits to: “engaging the Wurundjeri to conduct ‘Welcome to Country’ at citizenship ceremonies (if applicable), Mayoral and civic receptions, openings of major events, official openings of Council buildings and significant official events where the Mayor is present.”

Ideally, a ‘Welcome’ should be booked at least 6 weeks in advance of an event through the [Wurundjeri Tribe Land and Cultural Heritage Compensation Corporation](#).

After a Welcome to Country ceremony, it is customary for the next speaker to thank the Traditional Owner for their Welcome and then read Council’s Acknowledgement of Country statement.

### Acknowledgement of Country – important background information

Acknowledgment of Country is a simple statement that pays respect to the Traditional Owners and their unique, enduring connection to the land and waterways (tens of

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

thousands of years). It will often acknowledge other Aboriginal people too.

In the modern day context, it can also acknowledge the strength and resilience of Aboriginal communities in the face of rapid, irreversible changes that were made to their culture, health and ways of life from the time of European invasion onwards. Acknowledging this is an important part of a truth-telling process that has been deferred in various ways – and for various ends – from the commencement of European invasion onwards.

Denial of Aboriginal existence was the first step in the British taking possession of the land. By declaring the land was *terra nullius* (land belonging to no one), the British were able to 'legally' invade, claim sovereignty and assert English law – including the assertion that the Crown was the absolute owner of all land.

It wasn't until 1992 that *terra nullius* as a justification for the British taking ownership of Aboriginal lands was legally declared a fiction.

Invasion impacted heavily on the Wurundjeri causing loss of life, loss of culture and disconnection from country. Despite this, the strong bonds between the Wurundjeri, their families and country could not be broken.

Whenever possible, Acknowledgment of Country should be read with this historical context in mind. The land was inhabited by many Aboriginal tribes and nations at the time of European invasion and they are still here. A hastily read or unfeeling acknowledgment implies that it is unimportant business and does more harm than good.

### Acknowledgement of Country – official versions and protocol

It is appropriate for the first speaker at an event or meeting to read an Acknowledgement of Country statement. If there has been a Welcome to Country prior to this, the acknowledgement should take place immediately afterwards. Once acknowledgment has been pronounced, it is not necessary for subsequent speakers to repeat the Acknowledgment of Country, unless it is a particularly solemn / respectful Aboriginal community event (eg the Anniversary of the Apology, or National Sorry Day) in which case an acknowledgment might be pronounced by each new speaker. **An Acknowledgement of Country can be spoken by anyone, Aboriginal or not.**

Council has three official acknowledgments, which have been written for specific circumstances. In the vast majority of cases, Council staff and Councillors will only use the first one. Further details are outlined below.

#### Official Acknowledgment of Country #1

**Yarra City Council acknowledges the Wurundjeri people as the Traditional Owners and true sovereigns of the land now known as Yarra. We also acknowledge the significant contributions made by other Aboriginal and Torres Strait Islander people to life in Yarra. We pay our respects to Elders from all nations here today – and to their Elders past, present and future.**

## **Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022**

### **Draft Aboriginal Partnerships Plan 2019-2022**

- To be used by the Mayor and Councillors at the commencement of all Mayoral and civic receptions, openings of major events, official openings of Council buildings and official events where the Mayor is present.
- To be used by Council officers at the commencement of CEO briefings, significant internal events, as well as Executive, Senior Management Team, Senior Management Team Plus and Branch meetings.
- To be used by Council officers who would like to acknowledge country in any other meeting.

### **Official Acknowledgment of Country #2**

**Yarra City Council acknowledges the Wurundjeri people as the Traditional Owners and true sovereigns of the land now known as Yarra. We acknowledge their creator spirit Bunjil, their ancestors and their Elders. We acknowledge the strength and resilience of the Wurundjeri, who have never ceded sovereignty and retain their strong connections to family, clan and country despite the impacts of European invasion. We also acknowledge the significant contributions made by other Aboriginal and Torres Strait Islander people to life in Yarra. We pay our respects to Elders from all nations here today – and to their Elders past, present and future.**

- To be read by the Mayor at the commencement of all Council meetings and all Aboriginal community events. It may also be used at any time at Councillor discretion, in place of the Official Acknowledgment of Country #1.

### **Official Acknowledgment of Country #3**

**Yarra City Council acknowledges the Wurundjeri people as the Traditional Owners and true sovereigns of the land now known as Yarra. We acknowledge their creator spirit Bunjil, their ancestors and their Elders. We acknowledge the strength and resilience of the Wurundjeri, who have survived European invasion and never ceded sovereignty. We also acknowledge the significant contribution made by the many other Aboriginal and Torres Strait Islander people to life in Yarra.**

**We acknowledge that Fitzroy and Collingwood are areas of special significance to Aboriginal people – as the cradle of Aboriginal affairs in Victoria, the birthplace of important Aboriginal organisations, the centre of political activism and a meeting place for Aboriginal people to link in with family, community and services. We acknowledge the role played by past federal and state government policies in the social and cultural dispossession of Aboriginal people – and the dispossession of land – which has caused the current disadvantages faced by many Aboriginal and Torres Strait Islander people. And we believe that having an awareness of, and taking steps towards, mending this disadvantage is the shared responsibility of all residents in the City of Yarra.**

**Council pays its respects to all in the Aboriginal and Torres Strait Islander community and**

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

**Elders from all nations here today – and to their Elders past, present and future.**

- To be used by the Mayor and /or Councillors 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).
- It may also be used at Councillor discretion in place of the other official acknowledgments at any significant Aboriginal calendar day or Aboriginal community event.

### **Council's Relationships with the Traditional Owners**

Yarra's formal relationship with the Wurundjeri formally began in 1999 when Wurundjeri Elder, Aunty Annette Xiberras, became a founding member of Yarra's Aboriginal Advisory Group. Twenty years on, she continues to co-chair the group and provide invaluable advice, knowledge and guidance. We acknowledge and thank Annette for her ongoing support.

Since 2009, the Aboriginal Partnerships Plan has been strengthened by the employment of Wurundjeri Elder, Uncle Colin Hunter. He is the only Wurundjeri person employed in a dedicated position by local government on Wurundjeri Country (which takes in 38 municipalities and the principality). We owe much to Uncle Colin's dedication, tenacity and leadership. He is an ambassador for the Wurundjeri, for the community and for Yarra City Council.

Through Uncle Colin, we have strengthened our relationships with the Wurundjeri Tribe Land and Cultural Heritage Compensation Corporation.

### **Role of the AAG**

Yarra's Aboriginal Advisory Group (AAG) was established in 1999, as a partnership between Yarra City Council, the Wurundjeri and the broader Aboriginal community. The group began work on Yarra's first Aboriginal Partnerships Plan in 2002 and endorsed the Plan in 2004.

In the years since, the AAG has continued to meet bimonthly, overseeing the development and implementation of all subsequent plans. The group maintains an open and standing invitation to all in the Aboriginal community. It counts amongst its membership two Wurundjeri Elders, two Councillors, Aboriginal community representatives and Council officers.

The AAG is the formal mechanism for ensuring our partnership with the community is underpinned by regular, ongoing conversations. This mechanism is also now supported by a range of other working groups and platforms for ongoing consultation with the community.

### **Role of the RAP Working Group**



## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

Since 2012, Council's cross-organisational capacity has been built through an internal working group, known as the RAP Working Group. The establishment of the RAP Working Group has built confidence, capacity and co-operation across many units and branches within Council. This group meets monthly to track actions, co-ordinate projects and build cultural awareness and confidence amongst officers. The RAP working group includes an executive sponsor and representation from staff across every division in Council.

**A brief note:** Although Council support the aims and achievements of the Reconciliation movement, we no longer maintain a Reconciliation Action Plan. Our Aboriginal Partnerships Plan is (and always has been) our lead policy document and, at this stage, best suits our responsive work style, as well as our planning and reporting cycles.

### Broader Social and Political Context for the Plan: National, State and Local Highlights from 2017 and 2018

2017 and 2018 saw a number of firsts, milestones and high profile events which increased engagement with (and visibility of) Aboriginal people, experiences, issues, histories and achievements.

#### 2017

2017 saw the 50-year anniversary of the 1967 Referendum, the 25-year anniversary of the landmark Mabo decision and the 20-year anniversary of the 'Bringing them Home' report into the Stolen Generations.

In May 2017, The Uluru Statement from the Heart was put together as a joint statement by First Nations Elders from around the country, calling for a designated Aboriginal voice in Parliament.

In June 2017, Woiwurrung (Wurundjeri) language was spoken for the first time in Victorian Parliament at the adoption of the historic 'Yarra River Protection (*Wilip -gin Birrarung murrnong*) Act 2017'.

In late 2017, three Victorian Councils – Yarra, Darebin and Moreland – made historic changes to how they mark January 26, taking positions that publicly acknowledge the pain and sorrow experienced by Aboriginal people on this day.

In November 2017, Lidia Thorpe became the first Aboriginal woman elected to Victorian Parliament.

#### 2018

January 26 in 2018 marked the 80 year anniversary of the 1938 Day of Mourning protest and the 20 year anniversary of National Sorry Day. January 26 also saw large scale marches

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

in all Australian capital cities in recognition and acknowledgement of this.

In July 2018, NAIDOC Week brought increased awareness of and due recognition to the achievements of Aboriginal women.

In Victoria, 2018 saw the commencement of historic treaty talks and the adoption of the 'Advancing the Treaty Process with Aboriginal Victorians Act 2018' – Australia's first ever Treaty law;

In June 2018, the federal seat of Batman was renamed after Yorta Yorta leader William Cooper.

Sporting organisations like the AFL and NRL continue to build pride in Aboriginal achievement through high profile events such as Dreamtime at the G as part of the Sir Doug Nicholls round.

### Relevant State and Federal Policies, Acts and Commitments

Yarra's Aboriginal Partnerships Plan 2019-2022 is cognisant of a range of local, state and federal commitments.

At a Federal Level we are bound by:

- The *Close the Gap* targets, which bind us to work towards improved health and life expectancy outcomes for Aboriginal people.
- The responsibilities inherent to Australia's role as a signatory to the *United Nations Declaration on the Rights of Indigenous Peoples*, including the recommendation that we develop a Treaty with Aboriginal peoples.

In Victoria, we are bound by:

- *The Yarra Protection (Wilip -gin Birrarung murrn) Act 2017*, which recognises the Yarra River as having unique qualities in need of special protections.
- *The Victorian Charter of Human Rights and Responsibilities (2006)*, which: protects the distinct rights of Aboriginal people in Victoria; outlines the legal obligation of public authorities to act compatibly with Aboriginal cultural rights, and to properly consider Aboriginal cultural rights when making decisions; and advocates for consultation with Traditional Owners and Aboriginal communities when making any decision or action that may impact Aboriginal cultural rights.
- The Victorian State Government's *Close the Gap Statement of Intent 2008*.
- *The Advancing the Treaty with Aboriginal Victorians Act 2018*, which establishes a framework for the development of a Treaty with Victoria's Aboriginal people.
- The *Say No to Racism* campaign.



## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

### Council Policies

The Plan is cognisant of the Yarra Council Plan 2017–2021 and its values, especially the key objectives:

1. Community health, safety and wellbeing are a focus in everything we do
2. Inclusion, diversity and uniqueness are welcomed, respected and celebrated
3. Council leads on sustainability and protects and enhances its natural environment
4. Development and growth are managed to maintain and enhance the character and heritage of the city
5. Local businesses prosper and creative and knowledge industries thrive
6. Connectivity and travel options are environmentally sustainable, integrated and well-designed
7. Transparency, performance and community participation drive the way we operate.

It is also cognisant of other Council Plans such as the Yarra Arts and Cultural Strategy 2016–2020 and the Yarra Libraries Plan 2017–2020.

### Community Consultation Method for this Plan

Consultation for this Plan took place during August and September in 2018. This involved discussions with community members and the distribution of online surveys.

Consultation commenced with a special AAG meeting held at MAYSAR (184-186 Gertrude Street, Fitzroy) on 2 August 2018, with approximately 30 people in attendance. AAG co-chair and Wurundjeri Elder, Aunty Annette Xiberras, opened the consultation with a Welcome to Country ceremony and also shared some personal memories about the area's history.

A slideshow was shown highlighting Yarra's collaborative work with the Aboriginal community over the last 20 years. This included a variety of history projects, events, celebrations, project posters and community gatherings. This was followed by facilitated discussions which primarily focussed on a few short questions: What is Council doing well? What does Council need to work on? If you were the Mayor of Yarra, what are the first three things you would do?

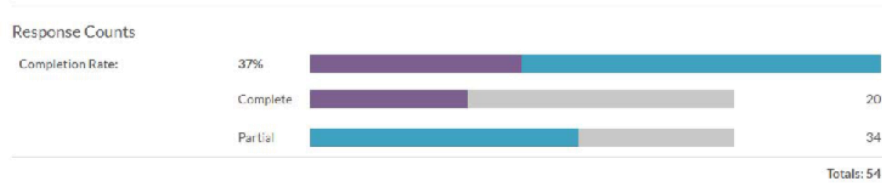
After the opening consultation, Community Partnerships officers sent online surveys to their extensive community networks inviting people to share ideas and give feedback. One of these surveys was for Aboriginal community only, and the other was for service providers and other people who work directly with the Aboriginal community.

Council officers also visited a number of Aboriginal organisations and network meetings to present the slideshow and initiate discussion. The survey was then disseminated to these organisations for further distribution.

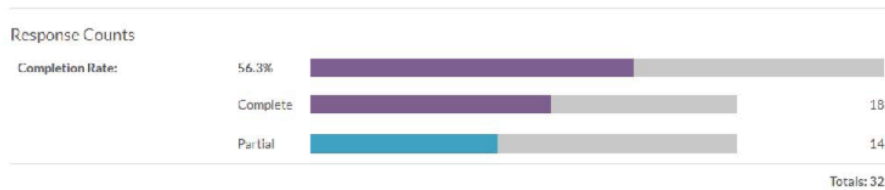
## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

In total, 54 Aboriginal people participated in the online survey, with 20 complete surveys and 34 partially completed surveys. This was a good level of participation, with many respondents providing rich and detailed information.



In total, a further 32 people who work directly with Aboriginal community participated in the online survey. This includes 18 complete surveys and 14 partially completed surveys.



Emerging themes from this consultation were then discussed with Yarra staff and the RAP Working Group to identify opportunities for future projects and actions.

### Consultation Results

The majority of respondents from the Aboriginal community and people who work with the Aboriginal community said they thought Council was doing a good job. A number of people said that Yarra is leading the way for local government.

Yarra Council is leading the way, not only on a state level, but also on a national level.

Yarra's work on January 26, the Stolen Generations Marker and Smith Street Dreaming came up again and again, as Council projects that are highly valued by the community.

Yarra does so much for the community. It has been a trend setter and front runner in rolling out and supporting great initiatives for the A&TSI community. Such as the stolen generations marker, smith street dreaming festival and the council's stance on not celebrating the 26th of January.

Smith St Dreaming. It is a celebration and it is on the streets that a lot of Aboriginal people identify with and holds history of a long journey.

People also valued BlakWiz, Billabong BBQ and Yarra's historical resources.

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

Snapshots of Aboriginal Fitzroy Heritage listing Atherton Gardens Wurundjeri History of Yarra MAYSAR support Teachers Guide: Connecting with the Aboriginal History of Yarra Plaque Tour Stolen Generation project.

People perceived Yarra to have strong relationships with the Aboriginal community underpinned by clear, transparent consultative processes.

Council has done well to build a strong relationship with its local Aboriginal community.

[Council] consults well, has credibility, acknowledges us mob. Yarra is respectful of the

Aboriginal community and consults well with our people and organisations.

A small number of respondents said that they weren't aware of any work that Yarra did with the Aboriginal community and that they wanted more contact with Yarra Council, or for events to be better advertised, including through traditional promotion (not just online and social media).

A strong and consistent theme in the consultation was that people wanted Yarra to create more employment opportunities for Aboriginal people both in the organisation itself and in the broader community.

Make sure all the council places are culturally safe and employees have had cultural awareness provided. Employ more Aboriginal and Torres Strait Island people.

Would like to see increase in Aboriginal employment by Yarra City Council. Need to have a think about what this is and how to do it. Need to tease it out and have a strategy for it. You have a RAP Plan, so you may have issues with internal issues, but push it through, just do it! We need jobs! Yarra has such a good reputation, but the RAP Plan is the guts of it. If you're fair dinkum, you've got to make this happen.

Other areas for improvement include: ensuring ongoing, long-term support and protection for MAYSAR as the last community-controlled Aboriginal organisation in historically significant Fitzroy:

MAYSAR to be better funded, community feeling that they need security for the organisation's future. i.e. 10 years or more, so that we can plan for the future.

MAYSAR to be listed to be officially Heritage Listed.

People wanted Aboriginal history and culture to be more visible in the municipality:

More of our history and culture needs to be visible.

We wanna show our pride and history.

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

People wanted us to keep working on broader community education:

Keep up the education – through outreach, the teachers' resource, Aboriginal liaison.

Have an Aboriginal person to go into schools. Teach people – you could partner with SNAICC to do that.

There's more education needed.

Both community members and service providers wanted Yarra to advocate for affordable housing and find ways to maintain community connection to Yarra.

Advocate for increased public, social and affordable housing for Aboriginal people to remain in Yarra. Support organisations to stay in Yarra.

People feel that their community is being "pushed out" as services and affordable rent have pushed the community out of the area.

People also wanted us to provide support for people who are at risk of coming into contact with the justice system and people who are coming out of prison.

Help with dealing with the high rates of the mob being incarcerated. Help to reconnect, to link to community and culture. Programs inside and out of prison. Having people with lived experience to facilitate the programs.

Support healing services, or centres as a better way forward.

People wanted to see more support for young Aboriginal people, for vulnerable Aboriginal people, for the homeless and for people with substance abuse issues.

More youth activities – give them an alternative to drugs and alcohol, give them respect and a place to belong.

Move the local Aboriginal community out of North Richmond and provide support and resources for the substance issues.

Further community quotes and background information are also included in the 'context' sections for each of the four priority areas detailed in this Plan.

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

### Yarra Aboriginal Partnerships Policy (2019)

The following policy statement, known as the Yarra Aboriginal Partnerships Policy (2019) is a quick reference stand-alone document which lists Council's official acknowledgments, statements of support and commitments. It remains the foundation of our work with the community. The values and commitments outlined here are applicable to all Councillors and officers at Yarra City Council.

#### Council acknowledges:

1. the Wurundjeri people as the Traditional Owners and true sovereigns of the land now known as Yarra.
2. the Wurundjeri's creator spirit Bunjil, their ancestors and their Elders – past, present and future.
3. the strength and resilience of the Wurundjeri, who have never ceded sovereignty and retain their strong connections to family, clan and country despite the impacts of European invasion.
4. the impacts of frontier wars, massacres and frontier violence in Victoria and the role these things played in the dispossession of Aboriginal people.
5. that Fitzroy and Collingwood are areas of special significance to Aboriginal people – as the cradle of Aboriginal affairs in Victoria, the birthplace of important Aboriginal organisations, the centre of political activism and a meeting place for Aboriginal people to link-in with family, community and services.
6. the strain that the rising cost of living and rapid population growth continue to put on Aboriginal connection to Yarra.
7. that ongoing presence, visibility and participation of Aboriginal people in Yarra is vital to maintaining a connection.
8. the significant number of volunteer hours worked by many Aboriginal people in order to fulfil cultural, familial and community obligations, often without acknowledgement.
9. the role played by past federal and state government policies in the social, cultural and economic dispossession of Aboriginal people; the ongoing intergenerational trauma experienced by many Aboriginal people as a result of this; the compounding effects of racism (overt, covert and unconscious) on this trauma – and the ways in which these forces combine to reinforce entrenched disadvantage, poor health outcomes, increased contact with the justice system and economic disadvantage.
10. that having a historical understanding of the ongoing impacts of European invasion on Aboriginal peoples today is essential to our shared healing in the City of Yarra.

#### Council supports:

11. the Wurundjeri community in their role as Traditional Owners.
12. the rights of Aboriginal people to live according to their own values and customs.

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

13. the Aboriginal Advisory Group (AAG) as a mechanism for ensuring Aboriginal input into the development of Council policies.
14. Yarra Aboriginal Support Network (YASN) as a mechanism for co-ordinating support for the Parkies community and other members of Yarra's disadvantaged Aboriginal community.
15. the Federal Government's 'Close the Gap' commitments.
16. the anniversaries of The Apology, NAIDOC Week, Sorry Day, Wurundjeri Week, Close the Gap Day, National Reconciliation Week, Indigenous Literacy Day, International Day of the World's Indigenous People and Indigenous Children's Day.
17. development of a Treaty with Aboriginal peoples (as per the recommendations of the United Nations Declaration on the Rights of Indigenous Peoples, to which Australia is a signatory).
18. truth telling between governments and Aboriginal peoples.

### Council commits to:

19. consulting the Wurundjeri Council on all decisions affecting the Wurundjeri, and the broader Aboriginal community on all issues affecting Aboriginal people in Yarra.
20. increasing Aboriginal employment at Council and working towards Yarra becoming an employer of choice for Aboriginal community members.
21. developing Yarra's organisational culture so that it is attracting and welcoming to Aboriginal employees.
22. brokering Aboriginal community employment opportunities in the broader municipality.
23. ongoing employment of an Aboriginal 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.
24. engaging the Wurundjeri to conduct 'Welcome to Country' at citizenship ceremonies (if applicable), Mayoral and civic receptions, openings of major events, official openings of Council buildings and significant official events where the Mayor is present.
25. paying respect to the Wurundjeri and broader Aboriginal community by reading:
  - a) Council's official Acknowledgement of Country #1 statement 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.
  - b) Council's official Acknowledgment of Country #2 statement at the commencement of all Council meetings and all Aboriginal community events.
  - c) Council's official Acknowledgment of Country #3 statement at the



## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

- 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).
- 26. remaining a local government leader and innovator in strengthening relationships with the local Aboriginal community; increasing visibility of Aboriginal people, culture, issues and achievements; improving health and wellbeing outcomes for Aboriginal people in Yarra; and developing the organisation's confidence and capacity in working with the local Aboriginal community.
- 27. developing a new action plan for each year of the four-years of the Aboriginal Partnerships Plan, to ensure Council projects and actions are responsive to and aligned with community need and emerging community issues.
- 28. maintaining recognition and profile of areas of local significance to Aboriginal people.
- 29. seeking opportunities to name places in Yarra using *Woiwurrung* language, in line with Yarra's *Naming of Roads Features and Places Policy, 2014*.
- 30. flying the Aboriginal and Torres Strait Islander flags on Council's Town Halls on a daily basis, and at all ceremonial Council events where the Australian flag is flown.
- 31. advocating for improved Aboriginal employment and cultural awareness among staff in Victoria Police, Office of Housing Victoria and local services and agencies.
- 32. supporting the ongoing development of MAYSAR as a community space run by community for community, and the ongoing vitality of meeting places like The Stolen Generations Marker, The Meeting Place and Billabong BBQ.
- 33. promoting 'The Wurundjeri Protocol' as the first step for people, businesses and organisations planning cultural and community activities in Yarra.
- 34. facilitating ongoing monthly Yarra Aboriginal Support Network (YASN) and the Aboriginal Advisory Group (AAG) meetings.
- 35. building strategic, collaborative and supportive partnerships with Aboriginal organisations, other levels of government, the community and the private sector, in Yarra and beyond.
- 36. promoting and holding 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 Aboriginal community on January 26.
- 37. developing 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.
- 38. promoting information about Council's position on January 26 in the six most commonly spoken community languages in Yarra, and partnering with the Yarra Settlement Forum and the Yarra Multicultural Advisory Group to distribute and promote educational information.
- 39. partnering with Melbourne Aboriginal Youth Sport and Recreation Incorporated to run an education workshop for young Aboriginal people, run by and featuring a panel of local Aboriginal Elders with connections to Fitzroy, the establishment of important Aboriginal organisations and other achievements.

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

40. seeking opportunities to partner with the Municipal Association of Victoria, Victorian Local Government Association, Reconciliation Victoria and State Government departments to hold an event to build understanding about January 26 and Council's position on it.
41. lobbying and seeking 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.
42. contacting Melbourne City Council and Songlines to see how Council can support and promote Share the Spirit Festival.
43. ceasing to refer to January 26 as Australia Day in all communications, to acknowledge the fact that this date commemorates the British invasion of Aboriginal and Torres Strait Islander lands and is therefore not an appropriate date for an inclusive national celebration.
44. referring to January 26 merely as January 26 until a more appropriate term is adopted nationally to acknowledge the experiences of the people who inhabited the land for more than 60,000 years prior to the raising of the Union Flag on Gadigal country on January 26 in 1788;
45. ceasing to hold Citizenship Ceremonies on January 26;
46. continuing to recognise excellence and service in Yarra's community through Community Awards that are awarded on days other than January 26, which better suit the nature of each award, and not under the banner of Australia Day Awards.
47. supporting the #changethedate campaign in Council publications and social media in the lead up to January 26 to seek a more inclusive day to celebrate national pride.
48. considering ways it can lobby the Federal Government to change the date in line with the resolution passed by National General Assembly of Local Government in June 2017.
49. working to achieve aims expressed in the Victorian State Government's Close the Gap Statement of Intent (2008).
50. remaining a signatory of the:
  - a) Say No to Racism campaign.
51. Maintaining the responsibilities inherent to Australia's role as a signatory to the:
  - a) United Nations Declaration on the Rights of Indigenous Peoples.



## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

### The Plan: Priority Areas, Commitments, Context and Actions

For the next four years, Council's work with the Aboriginal community will be guided by four high-level **priority areas**:

- **Priority 1 – Relationships** – supporting community connections, promoting culture and protecting important places.
- **Priority 2 – A Visible Culture** – Increasing the visibility of Aboriginal people, culture, issues and achievements in Yarra.
- **Priority 3 – Community Health and Wellbeing** – Working towards improved health and wellbeing outcomes for Aboriginal people in Yarra.
- **Priority 4 – Organisational Development** – Increasing Council's capacity, confidence and connection through improved Aboriginal employment pathways, cultural awareness and internal coordination.

Each of these priority areas is underpinned by a number of **commitments**, which are detailed in the following pages, and a **context** description, which tells the story of each priority area and includes direct quotes from the community consultation.

**Actions** will be written into annual action plans (calendar year), with the 2019 Year One Action Plan being the first.

All priorities, commitments, contexts and actions are cognisant of the Aboriginal community consultation conducted from mid-late 2018, as well as ongoing Council projects, commitments and relationships with the community, and emerging opportunities and constraints within the organisation.

Action Plans will be available on Council's website and in printed hardcopies by request via the Aboriginal Partnerships Plan Officer at the beginning of each year until the end of 2022.  
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## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

### **Priority 1. Relationships – Supporting community connections, promoting culture and protecting important places.**

#### **Commitments**

Council will:

- 1.1 Consult the Wurundjeri people on all decisions affecting the Wurundjeri, and consult the broader Aboriginal community on all issues affecting Aboriginal people.
- 1.2 Promote broader understandings of Aboriginal 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 Aboriginal community connection to Yarra.
- 1.3 Continue to advocate for the ongoing protection and vitality of Aboriginal 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 Aboriginal community and support organisations that are also building positive relationships with the Aboriginal community.

#### **Actions**

Detailed actions for each of the above commitments can be viewed in annually produced action plans. An updated action plan will be produced for each calendar year of the Plan's four-year lifespan (2019, 2020, 2021 and 2022). Action Plans will be available on Council's website and in printed hardcopies by request via the Aboriginal Partnerships Plan Officer at the beginning of each year until the end of 2022. Email: [info@yarracity.vic.gov.au](mailto:info@yarracity.vic.gov.au), Phone: (03) 9205 5555.

#### **Context**

Council's relationships with the Wurundjeri and broader Aboriginal community are at the heart of Yarra's Aboriginal Partnerships Plan 2019-2022. These relationships are both formal and informal.

The Wurundjeri's unique connection to the land and waterways in Yarra extends back tens of thousands of years to the time when their creator spirit, Bunjil, created the land, the people and all living things. Given this enduring and special connection, it is vital that Council continues to develop a stronger relationship with the Wurundjeri people – especially with the Wurundjeri Land and Compensation Cultural Heritage Council Aboriginal Corporation.

At present, Council engages the Wurundjeri Corporation for cultural, ceremonial, naming and land management issues. Further to this, Council commits to promoting the Wurundjeri as the Traditional Owners, advocating for their projects and concerns, and maintaining regular contact. According to some people who participated in the consultation for this Plan,

19

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

Council is doing a good job of working with the Wurundjeri.

Contact with the Wurundjeri Council is excellent.

We will continue to build this relationship with the Wurundjeri through our Aboriginal Advisory Group (AAG), which has been co-chaired by Wurundjeri Elder, Aunty Annette Xiberras, since 1999, alongside various Yarra Councillor and Mayoral co-chairs. This group maintains an open and standing invitation to all in the Aboriginal community and provides an avenue for community to have an influence on strategic planning and decision making.

For the last ten years, Council's relationship with the Wurundjeri has been greatly strengthened also, by the employment of Uncle Colin Hunter – the only Wurundjeri Elder to be employed by a local government on Wurundjeri Country (which takes in 38 municipalities and the principality).

Council also deeply values its relationships with the broader Aboriginal community connected to Yarra. The area remains an important place for members of the broader Aboriginal community who live, work and spend time here. The Aboriginal history of Fitzroy maintains a deep resonance with the community. It is perhaps because of the Aboriginal community's pride in and connection to Fitzroy that Yarra has developed such a strong relationship with and commitment to the community. As one consultation participant described Fitzroy:

Fitzroy is the heartland and sacred place to Aboriginal community. It always has been and always will be.

Fitzroy stands along Redfern in its stature as an urban area of special significance. Aboriginal leaders gained influence and important organisations were born in and around the streets of Fitzroy. The area has seen Stolen Generations and estranged families reunited and it has given rise to renowned artists, activists and athletes. The positive impacts that ripple out from this community continue to be felt today. As another consultation participant put it:

Victoria has always been the home of radical Aboriginal politics. We lead the way for the rest of the country. We have always been progressive blacks – strong, proud and radical!

It is perhaps because of the community's courage, strength and pride, exemplified by this comment, that Council has found the courage to stand with the community on issues like January 26.

A number of branches within Council maintain relationships with the Aboriginal community, with the Community Partnerships team offering support when required. Branches such as Arts and Cultural Services, Yarra Libraries, Communications and Strategic Advocacy maintain solid relationships with the local Aboriginal community and deliver work, events and information of a consistently high standard.

Over the last twenty years or so, forces affecting greater Melbourne have continued to exert increasing pressure on community connection to the area. Greater Melbourne's rapidly

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

growing population growth continues to push up property prices, and population density, traffic and congestion continue to put a strain on services and infrastructure.

According to the latest population forecasts, the City of Yarra's population will grow from 97,077 in 2018 to 157,607 by 2041. The number of dwellings is forecast to increase from 46,213 in 2018 to 78,327 in 2041.<sup>2</sup> This growth will have significant implications for service demand and delivery in the area – and will continue to strain Aboriginal community connection to the area.

Need to protect and maintain community connection: Gentrification continues to push people further north and away from Fitzroy.

Honouring, supporting and promoting community connection to Yarra in the face of these challenges is something that was repeatedly mentioned in the consultation for this Plan. It is also an issue that has no simple solution and requires a multi-pronged approach. Maintaining strong relationships will be an important part of this – to ensure we are in tune with community sentiment and ready to act on emerging opportunities.

In the consultation, people were eager to see Aboriginal organisations, spaces and meeting places supported, advocated for and protected. Many people said they wanted to see MAYSAR supported and protected as the last Aboriginal controlled organisation in Gertrude Street. People also wanted to see Charcoal Lane supported as an important Aboriginal youth training facility and social enterprise restaurant.

Secure more funding to employ staff and develop programs at MAYSAR. This place could resemble the Aboriginal Centre for Excellence in Redfern.

Maintain the good things we have: MAYSAR, Charcoal Lane

People wanted to see more Aboriginal spaces created in Yarra.

Buy back the Doug Nicholas Church and give it back to our community as a new Centre for us.

Buy back buildings in Fitzroy for our community to create community organisations in.

Yarra should buy or access deceased estates for the Aboriginal community for safe housing.

As well as advocating for Aboriginal spaces, people were keen to see Aboriginal walking tours run in the municipality, as a way to educate both Aboriginal and non-Aboriginal people about the history of the area and how this history links to current challenges faced by the community.

Have the time to be story tellers about the Wurundjeri people, e.g. at committee meetings tell us about the Wurundjeri Aboriginal Land and Compensation Council, e.g. take the committee on the local Fitzroy

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<sup>2</sup> <https://forecast.id.com.au/yarra/>

## **Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022**

### **Draft Aboriginal Partnerships Plan 2019-2022**

walk, which is good not only for Aboriginal people but educates non-Indigenous people about the rich history of the local area. This will assist non-Indigenous workers to understand the diverse background (of life) for Aboriginal people who lived in the local region and help them to better understand the significance of this area and understand issues such as the stolen generation, trans-generational trauma, being institutionalised, grief associated with loss and highlight matters such as Aboriginal unemployment, lack of housing, limited opportunities for education, family breakdown, loss of lands and cultural practices and drug and alcohol issues, etc.

The last quote points to the simple act of storytelling as means to connect and improve relationships between otherwise disparate or disconnected groups. Storytelling will remain an important part of what we do – and this includes ongoing promotion of local Aboriginal history through a variety of platforms and formats.

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

### **Priority 2. A Visible Culture – Increasing the visibility of Aboriginal people, culture, issues and achievements in Yarra.**

#### **Commitments**

Council will:

- 2.1 Strive to increase the visibility of Aboriginal 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 Aboriginal peoples as outlined in Council's 'January 26 decision' of 15 August 2017.

#### **Actions**

Detailed actions for each of the above commitments can be viewed in annually produced action plans. An updated action plan will be produced for each calendar year of the Plan's four-year lifespan (2019, 2020, 2021 and 2022). Action Plans will be available on Council's website and in printed hardcopies by request via the Aboriginal Partnerships Plan Officer at the beginning of each year until the end of 2022. Email: [info@yarracity.vic.gov.au](mailto:info@yarracity.vic.gov.au), Phone: (03) 9205 5555.

#### **Context**

One of the ways participants in the consultation for this Plan were keen to see the community supported was through increased visibility – of people, activities, events and use of traditional languages. One of the ways we will continue to do this is by promoting and marking significant Aboriginal calendar days and weeks so that they are more visible to the broader community. This visibility is essential to maintaining a connected, supported and active Aboriginal presence in Yarra.

More public visibility. Like the Stolen Generations Marker.

City of Yarra cannot be a monument to Aboriginal and Torres Strait Islander history. It is a living history. There is a deep connection to this space that every young person that comes to Charcoal Lane gets when they come to Yarra. Yarra must support MAYSAR and Charcoal Lane to share the rich history of this area with the next generation. Through Charcoal Lane we connect young people to culture through food and experiences. Yarra honours Community well. We are hoping our students can embrace the community of Yarra and feel connected to a progressive municipality.

This increased visibility also needs to be inclusive of Torres Strait Islander people and history.

Torres Strait Islander history to be more visual and present – and Torres Strait Islander people to be invited to everything.

People cited The Stolen Generations Marker, Smith Street Dreaming Festival and the use of

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

*Woiwurrung* language to name *Bargoonga Nganjin* as good examples of Council projects that have succeeded in increasing the Aboriginal community's visibility. It is worth noting that these projects are supported by educational activities and events, and that the combination of the two is important.

I loved the Stolen Generations marker because it encouraged inclusion – and is a welcoming site (for sitting and spending time).

Continue to run Aboriginal Community events that provide an environment where Aboriginal people are comfortable, feel acknowledged and can celebrate, share and express themselves as cultural people.

Council's stand on January 26 also increased pride, connection and visibility in the community – and also increased understanding of important issues relating to the current position of Aboriginal people in our celebrations of national identity.

To do what you did [re January 26], to stand against it, was really great. It's really great to have it finally recognised.

Not celebrating 26th Jan. You recognise the contribution Aboriginal Community has played in shaping the municipality and you celebrate it.

Council will continue to mark January 26 in line with our 15 August 2017 resolution and advocate for Aboriginal people, places, culture, achievements and experiences to hold pride of place in our local and national identity and any celebrations relating to identity.



## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

### **Priority 3. Community Health and Wellbeing – Working towards improved health and wellbeing outcomes for Aboriginal people in Yarra.**

#### **Commitments**

Council will:

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

#### **Actions**

Detailed actions for each of the above commitments can be viewed in annually produced action plans. An updated action plan will be produced for each calendar year of the Plan's four-year lifespan (2019, 2020, 2021 and 2022). Action Plans will be available on Council's website and in printed hardcopies by request via the Aboriginal Partnerships Plan Officer at the beginning of each year until the end of 2022. Email: [info@yarracity.vic.gov.au](mailto:info@yarracity.vic.gov.au), Phone: (03) 9205 5555

#### **Context**

Aboriginal people in Yarra, like Aboriginal people all around the country, continue to experience disadvantage in almost every measure of health and wellbeing. Aboriginal people are more likely to be imprisoned, to experience racism, to have housing issues or be homeless, to live shorter lives, to experience more grief, mental health and substance abuse issues. As one consultation participant put it:

No council has really taken the steps towards addressing the issues that have long plagued our communities and enforced change within council.

This is not an Aboriginal community issue but a whole of country issue – and working towards mending Aboriginal disadvantage is a shared national responsibility.

As a Local Government, some of the ways that Yarra can work towards improving this situation is by building relationships and networks to support vulnerable people, identifying opportunities and pushing for improvements.

Participants in our community consultation were very clear on areas we should focus on. Homelessness, housing, youth, justice and incarceration were all issues that participants repeatedly mentioned.



## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

People were keen to see Aboriginal youth supported.

More work needed with early intervention and youth services. There is very little work being done to support Aboriginal families to avoid having children being put into out of home care.

Provide more opportunities for young kids to have a chance, to get the experience so they can get jobs. Something like Charcoal Lane.

Lots of talented kids out there but no chance to showcase talents – give them possibilities, show them people care (SNAICC rep would partner).

As part of our commitment to increasing Aboriginal employment, we will ensure that there is a youth focus built into our Aboriginal employment model. We will also explore ways in which we can provide other developmental or experiential opportunities that might lead to work opportunities. Council will also continue to build and explore relationships with organisations and services working with youth to see how we can build upon our existing commitments.

Consultation participants also raised the high rate of imprisonment as an urgent issue – the need for preventative measures as well as support and healing measures to be taken.

Need to have rehabilitation programs for those out of prison, to help with connection and employment opportunities.

Council will continue to develop relationships and knowledge about preventative programs, support services and healing programs through YASN, Billabong BBQ and informal networks. We will also work to support vulnerable people in and around Richmond, including people who inject drugs.

Housing and homelessness were also big issues raised in the consultation.

Support Council's homelessness worker with more funding and resources to address homelessness.

More effort to support vulnerable people and to address homelessness, substances abuse issues

Accessibility for our community to rent in Fitzroy and our community to buy housing in the areas.

Supporting Aboriginal people to access housing in Yarra is an increasingly challenging issue. Advocacy is our best tool. All advocacy work will be performed in consultation and with guidance from the Aboriginal community. Council will only act on an issue concerning Aboriginal community with permission and/or guidance from Aboriginal community. We will also build relationships with organisations and services who are working on Aboriginal housing and homelessness issues.

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

In the wake of Yarra's January 26 decision, we received both positive and negative feedback. The positive feedback was often heartfelt, appreciative and supportive. The negative feedback was frequently angry, irrational and racist. As a signatory to the *UNESCO Coalition of Cities against Discrimination in Asia and the Pacific*; the *Say No to Racism* campaign and the responsibilities inherent to Australia's role as a signatory to the *United Nations Declaration on the Rights of Indigenous Peoples*, it is vital that Council acts to stamp out racism and its well-known impacts on communities and their wellbeing.

In places where there is racism and hatred we must advocate for understanding, compassion and connectedness. We can especially do this through our positive promotion of Aboriginal people, histories and experiences in our day-to-day communications and social media. Also by making information available to Yarra's CALD communities and through other recommendations adopted as part of Council's 'January 26 decision'.

Participants in the consultation were extremely happy with Council's 'January 26 decision' and were keen to see more leadership in this space.

Cancelling Invasion Day was a good idea.

Bringing in other councils (on January 26) is where I'd like Yarra to go – advocate for a minimum of flags at half-mast. Put steps to do this in the Plan. Let's bring it on!

I'd like Council to bring in an action to spread through the metropolitan area – and eventually the country.

Council will continue its commitments to January 26 in line with the Council resolution of 15 August 2017.

Council will also continue to engage and support vulnerable people. Council currently has a number of successful ongoing models for this. Billabong BBQ provides a weekly support mechanism for the Parkies and other vulnerable community members. Council also provides funding for an outreach officer, who engages community members on a number of cultural and well-being focused activities. We will continue to convene the Yarra Aboriginal Support Network (YASN) – a monthly meeting of service providers, agency representatives and community members, held to co-ordinate services to the Parkies and respond to emerging issues. And council continues to support Melbourne Aboriginal Youth Sport and Recreation (MAYSAR) as an Aboriginal controlled space that supports the broader Aboriginal community and vulnerable Aboriginal community members.

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

### **Priority 4. Organisational Development – Increasing Council’s capacity, confidence and connection through improved Aboriginal employment pathways, cultural awareness and internal coordination.**

#### **Commitments**

Council will:

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

#### **Actions**

Detailed actions for each of the above commitments can be viewed in annually produced action plans. An updated action plan will be produced for each calendar year of the Plan’s four-year lifespan (2019, 2020, 2021 and 2022). Action Plans will be available on Council’s website and in printed hardcopies by request via the Aboriginal Partnerships Plan Officer at the beginning of each year until the end of 2022. Email: [info@yarracity.vic.gov.au](mailto:info@yarracity.vic.gov.au), Phone: (03) 9205 5555.

#### **Context**

Council first recognised the need to develop its internal capacity for working with the local Aboriginal community in 2010. Until that point, we had relied almost exclusively on the Aboriginal Partnerships Plan Officer, to facilitate all engagement with the Aboriginal community – a big job!

In 2011, Council formed its first Reconciliation Action Plan (RAP) working group – a dedicated group of staff members who would meet monthly to identify needs and opportunities, to collaborate and co-ordinate, and to think about how we can improve the ways in which we work with the Aboriginal community. Slowly but surely, this group has helped to develop the organisation’s capacity, leading to improved relationships between the Aboriginal community and many parts of Council.

You’re not just talking reconciliation. You’re doing it. You turned it from a noun to a verb.

One ongoing issue for improvement, however, which was repeatedly mentioned in the community consultation, was the need for more Aboriginal employment opportunities at Council and in the broader community.

Problems with Aboriginal employment, not enough Aboriginal people employed at Council. The work

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

### Draft Aboriginal Partnerships Plan 2019-2022

place needs to be an Aboriginal friendly environment. Don't wait until Aboriginal people are job ready, get them job ready while doing a work placement.

As part of implementation of our Aboriginal Partnerships Plan 2015–2018, Council made efforts to increase Aboriginal employment but the model proved ineffective and yielded limited results. What we must now do is learn from the past and try some new approaches.

We will continue to employ an Aboriginal person as the Aboriginal Partnerships Officer and continue to seek guidance on our processes.

We will also:

- Apply internally for funding for two new dedicated part time positions for Aboriginal people,
- Review Council's employment diversity policy.
- Continue to develop culturally appropriate and flexible recruitment and selection processes.
- Continue to work towards flexible working arrangements (in line with the EBA).
- Promote and seek opportunities to broker Aboriginal employment opportunities in the broader community.

At the commencement of this Plan, Council's RAP group is stronger than ever, counting 20 staff members from across Council in its membership, including an Executive Sponsor and representation from all five Council divisions. The RAP working group allows staff to network, support each other, learn, collaborate, build confidence and identify issues.

Ensure all employees across the Shire were continually educated, audited, accredited in cultural safety; capacity building particularly around employment where every non-Aboriginal employee worked in a co-mentor partnership with Aboriginal people; address the structural arrangements that privilege whiteness to reflect cultural sovereignty.

Council acknowledges that up to a third of the work undertaken with the Aboriginal community is responsive in nature. It is a vital part of our work with a dynamic community. Having the RAP group allows Council to be more agile and responsive to emerging issues.

Another mechanism that ensures agility and responsiveness is the creation of annual action plans for each year of the four-year Aboriginal Partnerships Plan 2019-2022. This is underpinned by ongoing consultation (formal and informal), progress reporting and constant evaluation.

I like that there is much more visibility of community and programs or initiatives in such a progressive electorate than others.

Provides opportunities for community to participate in decision making processes. Transparent processes/consultations.

Writing annual action plans ensures that Council projects remain aligned with emerging

## **Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022**

### **Draft Aboriginal Partnerships Plan 2019-2022**

community issues. Actions for each year will be drawn from Council's ongoing relationships with the Aboriginal community, direct suggestions from Aboriginal community members and Council officer knowledge of local, state and federal level issues. Each Action Plan will be developed and implemented in consultation with the Yarra Aboriginal Advisory Group (AAG). The Aboriginal Partnerships Officer is responsible for reporting to Council on the implementation of each Action Plan.

I have only just returned to live back in Melbourne however I have attended the Stolen Gen's marker launch this year and attended yesterday's community engagement forum. What is noticeable is Yarra's transparency and open willingness to do well in this space and to be supported by council. The forum also included many Aboriginal people with a good mix of council staff. It also seems as though Yarra have ensured there are Aboriginal voices at the decision making table. Thanks

We thank everyone who helped to shape this Plan by sharing their thoughts, ideas, knowledge and feedback.

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

### Appendices

#### Census Information: The Aboriginal and Torres Strait Islander population in Yarra

IMPORTANT NOTE ON THE FOLLOWING CENSUS DATA: Because of the small number of people in Yarra who identify as Aboriginal and Torres Strait Islander in the Census, findings need to be interpreted with caution, particularly when broken down further.

This increase does not necessarily represent an actual increase in numbers but potentially more people choosing to identify as Aboriginal and Torres Strait Islander in the Census, or perhaps more Aboriginal and Torres Strait Islander people completing the Census in 2016 than previous years. At a national level, a significant increase in the Aboriginal and Torres Strait Islander population was seen between the 2011 and 2016 Censuses and which is explored here in a [publication](#) by the ABS.

It is worth noting too that the quantitative data regarding Aboriginal and Torres Strait Islander people living in Yarra is somewhat at odds with the qualitative data conveyed to us by those who participated in the community consultation.

#### Key facts

- 386 Aboriginal and Torres Strait Islanders living in Yarra (as per 2016 Census)
- Highest number recorded in 20 years
- 1 in 4 live in social housing
- Lower labour force participation rate than general population
- 36% earn less than \$500 per week

#### Census results

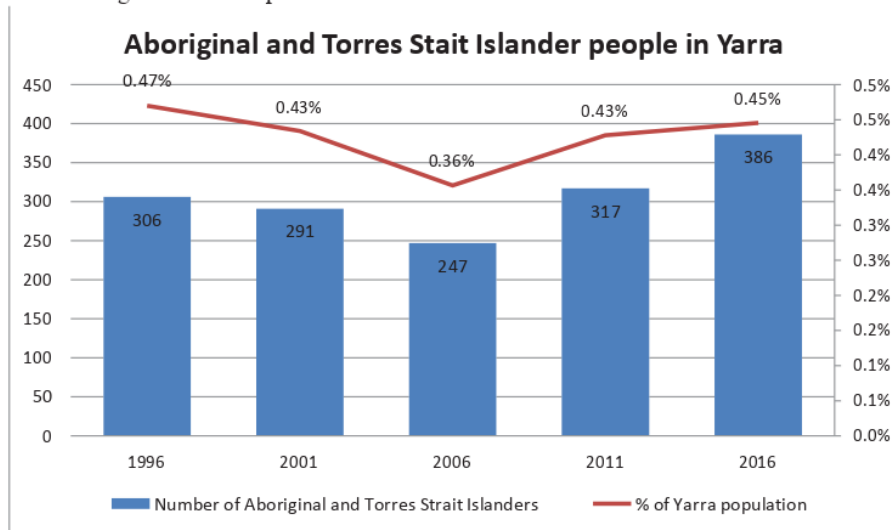
In the 2016 ABS Census 386 people in Yarra identified as Aboriginal and Torres Strait Islander<sup>3</sup>. This is the highest number recorded over a 20 year period<sup>4</sup>.

<sup>3</sup> Because of the small number of people in Yarra who identify as Aboriginal and Torres Strait Islander in the Census, findings need to be interpreted with caution, particularly when broken down further.

<sup>4</sup> This increase does not necessarily represent an actual increase in numbers but potentially more people choosing to identify as Aboriginal and Torres Strait Islander in the Census, or perhaps more Aboriginal and Torres Strait Islander people completing the Census in 2016 than previous years. At a national level a significant increase in the Aboriginal and Torres Strait Islander population was seen between the 2011 and 2016 Censuses.

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022



There were slightly more males than females (52% to 48% respectively) in 2016. The majority of those who identified as Aboriginal and Torres Strait Islander were Aboriginal (356), with far smaller numbers identifying as either Torres Strait Islander (20) or both (10).

Based on the 2016 Census results, Aboriginal and Torres Strait Islanders were twice as likely to have a disability as the Yarra population as a whole (7% as compared to 3.5%).

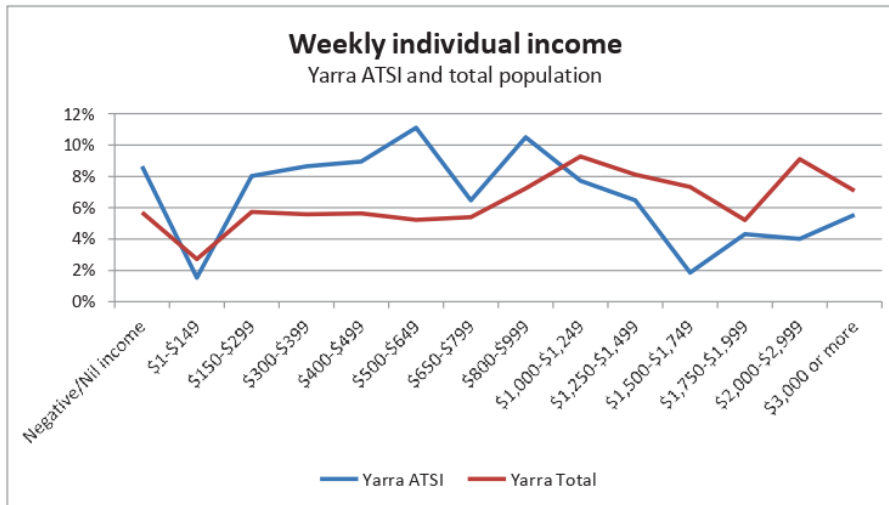
The Aboriginal and Torres Strait Islander population of Yarra had a labour force participation rate of 64% (as compared to 70% for Yarra on average).

	ATSI population		Yarra Total
	n	%	%
<b>Employed</b>	196	94.2%	94.7%
<b>Unemployed</b>	12	5.8%	5.3%
<b>Total labour force</b>	208	100%	100%
<b>Total labour force</b>	208	64%	70%
<b>Not in the labour force</b>	105	32%	21.1%
<b>Not stated</b>	9	3%	9.2%
<b>TOTAL PERSONS AGED 15+ YEARS</b>	<b>324</b>	<b>100%</b>	<b>100%</b>

36% of those living in Yarra who identified as Aboriginal and Torres Strait Islander in the latest Census earned less than \$500 dollars per week (total personal income). The comparison for Yarra broadly is 25%. The graph below shows the income bracket distribution for Aboriginal and Torres Strait Islanders in Yarra as compared to the whole

## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022  
Yarra population.



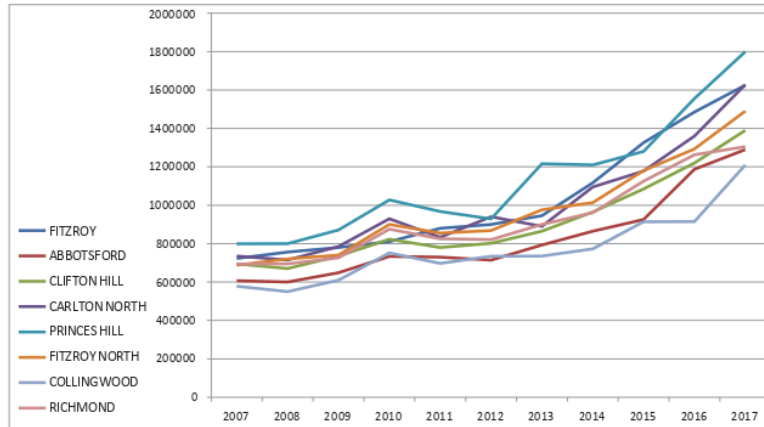
According to the latest Census, more Aboriginal and Torres Strait Islanders live in social housing (24%) than own their home (23%). By contrast, across Yarra four times as many own a home (39%) as compared to living in social housing (9%).



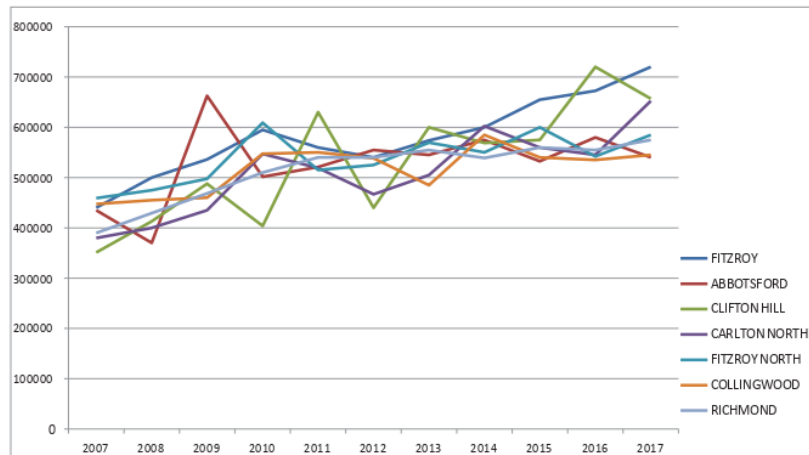
## Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022

Draft Aboriginal Partnerships Plan 2019-2022

Median House Prices in Yarra (2017)



Median Unit Prices in Yarra (2017)



## **Attachment 2 - Draft Aboriginal Partnerships Plan 2019 - 2022**

### Draft Aboriginal Partnerships Plan 2019-2022

#### **Yarra Population and Household Forecasts**

New population and household forecasts have been prepared for the City of Yarra, showing significant population growth for the municipality in the next 20+ years.

In Yarra, new dwellings are the major driver of population growth and overseas migration is one of the most important contributors of population change. Between 2018 and 2041, Yarra is expected to grow by over 60,500 people to a population of 157,600. The number of dwellings is forecast to increase from 46,213 in 2018 to 78,327 in 2041 (an increase of more than 32,000 dwellings).

Population growth will be largely driven by inflows of younger persons attracted to higher density housing, cultural amenities and employment. This means that the current age structure of Yarra is expected to remain, with continued high proportions of lone persons and couples without children in the 20-39 age range. It is important to note that significant numbers of children and older persons are also forecast, with greater implications for service demand and delivery in the area.

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

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

##### Commitments

Council will:

- 1.1 Consult the Wurundjeri people on all decisions affecting the Wurundjeri, and consult the broader Aboriginal community on all issues affecting Aboriginal people.
- 1.2 Promote broader understandings of Aboriginal 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 Aboriginal community connection to Yarra.
- 1.3 Continue to advocate for the ongoing protection and vitality of Aboriginal 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 Aboriginal community and support organisations that are also building positive relationships with the Aboriginal community.

#### 1.1 Council will consult the Wurundjeri people on all decisions affecting the Wurundjeri, and consult the broader Aboriginal community on all issues affecting Aboriginal people.

Action	Responsibility	Timeline	Activities
<p>1.1.1 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 2019–2022.</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</i></p>	<p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	<p>February, April, June, August, October 2019</p>	<ul style="list-style-type: none"> <li>• Ensure a Wurundjeri Elder co-chairs all meetings.</li> <li>• Have at least 1 elected 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> <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>

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

<i>people to influence local government policy and decision making directly.</i>				
1.1.2	<p>Continue to show a strong commitment to the Wurundjeri people by holding key events celebrating Aboriginal people.</p> <p><i>To acknowledge and pay respect to the Wurundjeri people as the Traditional Owners of Melbourne</i></p>	<p>Community Programs &amp; Outreach Team</p> <p>Community Learning &amp; Partnership Team</p> <p>All Branch leaders</p>	Ongoing	<ul style="list-style-type: none"> <li>Consult the Aboriginal Partnerships Officer on programming opportunities.</li> <li>Consult the Wurundjeri Council to assess opportunities and associated costs.</li> <li>Celebrate National Reconciliation Week with an event for community and staff.</li> <li>Maintain connection with Yarra's Aboriginal community activities through membership of the Reconciliation Action Plan (RAP) working group.</li> <li>Seek opportunities to build connections with the local Aboriginal community.</li> </ul>
<p><b>1.2 Council will promote broader understandings of Aboriginal 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 Aboriginal community connection to Yarra.</b></p>				
Action		Responsibility	Timeline	Activities
1.2.1	<p>Promote and follow protocols for working with the local Aboriginal 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, 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>Communications Coordinator – Digital and Brand</p>	December 2019	<ul style="list-style-type: none"> <li>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.</li> <li>Arrange Wurundjeri Elders to give a Welcome to Country address at significant community events.</li> <li>Pay respect to the Wurundjeri and broader Aboriginal community by reading Council's Acknowledgment of Country statements in line with the protocol outlined in Yarra's Aboriginal Partnerships Plan 2019-2022.</li> <li>To summarise:</li> <li>Council's official Acknowledgment of Country #1 statement at the commencement all Mayoral and civic</li> </ul>

# Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

## Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

			<p>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.</p> <ul style="list-style-type: none"> <li>• Council's official Acknowledgment of Country #2 statement at the commencement of all Council meetings and all Aboriginal community events.</li> <li>• Council's official Acknowledgment of Country #3 statement 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 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>	Aboriginal Partnerships Officer	December 2019	<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 Aboriginal 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 Aboriginal 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 content or concerns.</li> </ul>
<p>1.2.3 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>	December 2019	<p>The communications 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> <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> </ul>

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

			<ul style="list-style-type: none"> <li>• Snapshots of Aboriginal Fitzroy print and online (2002)</li> <li>• Connecting with the Aboriginal History of Yarra Teachers Resource</li> </ul>
1.2.4	<p>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 &amp; Cultural Development Officer</p>	<p>December 2019</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>
1.2.5	<p>Provide opportunities for Arts &amp; Culture grant recipients to extend knowledge of Aboriginal history in Yarra.</p> <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>Arts &amp; Culture Community Arts Officer</p>	<p>2019</p> <ul style="list-style-type: none"> <li>• Promote Aboriginal history and culture in Yarra, by providing opportunities for creators of arts and culture to attend the Aboriginal history of Gertrude St walking tour of Yarra.</li> </ul>
<p><b>1.3 Council will continue to advocate for the ongoing protection and vitality of Aboriginal organisations and services in Yarra, as well as important urban meeting places and sites.</b></p>			

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

Action	Responsibility	Timeline	Activities
<p>1.3.1 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 Council's community grant process.</i></p>	<p>Community Partnerships Unit Manager</p> <p>Aboriginal Partnerships Officer</p> <p>Special Projects Officer</p>	December 2019	<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 helping to navigate Council systems and processes.</li> </ul> <ol style="list-style-type: none"> <li><b>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 Aboriginal controlled organisation in historically significant Gertrude Street.</li> <li><b>Indigenous Recreation Program</b> The Recreation Program helps the Parkies community stay healthy, active and positive.</li> <li><b>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>Aboriginal Access and Engagement</b> This program was established to work towards improving the participation, health and wellbeing of Aboriginal people in Yarra.</li> </ol>

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

1.3.2	<p>Ensure Aboriginal artworks and meeting places are free from graffiti.</p> <p><i>This ensures respect and acknowledgment of Aboriginal 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 Aboriginal artworks and sites in Yarra.</li> </ul>
<p><b>1.4 Council will continue to develop a range of positive relationships with the Aboriginal community and will support organisations that are also building positive relationships with the Aboriginal community.</b></p>				
Action	Responsibility	Timeline	Activities	
<p>1.4.1 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 2018-2022.</i></p>	<p>Family, Youth &amp; Child's Services Leadership Team</p>	December 2019	<ul style="list-style-type: none"> <li>Improve services and suitability of access for Aboriginal children and families</li> <li>Provide culturally appropriate and sensitive practices and programs for Aboriginal children and families</li> <li>Display Aboriginal and Torres Strait Islander flags in centres and on signs</li> <li>Develop partnerships with Aboriginal services to understand and support the health, education and wellbeing needs of Aboriginal children and families</li> <li>Enrol Aboriginal children into education and care programs</li> </ul>	
<p>1.4.2 Provide Aboriginal 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 Leadership team</p> <p>Aboriginal Partnerships Officer</p>	December 2019	<ul style="list-style-type: none"> <li>Partner with the Wurundjeri Council to write education programs.</li> <li>Provide opportunities for Aboriginal people to facilitate children's learning programs.</li> <li>Work with Aboriginal Partnerships Officer to personalise acknowledgement of country 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 Aboriginal and Torres Strait Islander peoples including NAIDOC week,</li> </ul>	



### Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

			Reconciliation Week, Aboriginal and Torres Strait Islander Children's Day etc.
1.4.3	<p>Provide officer support to organisations and services that support Aboriginal community.</p> <p><i>To ensure organisations and services are supported and have Aboriginal input into service delivery.</i></p>	Community Partnerships	<p>Ongoing</p> <ul style="list-style-type: none"> <li>• Provide officer support to Aboriginal organisations in Yarra.</li> <li>• Provide officer support to Charcoal Lane.</li> <li>• Provide officer support to organisations and services that support the Aboriginal community.</li> </ul>

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

#### **2. VISIBLE CULTURE – *Increasing the visibility of Aboriginal and Torres Strait Islander people, culture, issues and achievements in Yarra.***

##### **Commitments**

Council will:

- 2.1** Strive to increase the visibility of Aboriginal 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 Aboriginal peoples as outlined in Council's 'January 26 decision' of 15 August 2017.

#### **2.1 Council will increase the visibility of Aboriginal 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
<p>2.1.1 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>Ongoing for events throughout 2019, especially mid-year, when Reconciliation Week and NAIDOC Week take place.</p>	<ul style="list-style-type: none"> <li>Create an Aboriginal Cultural Events Calendar for 2019, including dates/events of significance to the Aboriginal community, to assist officers to plan, support and promote these events (for internal use only).</li> <li>Promote at least 10 important Aboriginal community calendar dates and local community events through Council's website, social media channels and publications.</li> <li>Review and update the Aboriginal Community section of Council's website to ensure information is current, available and easy to navigate to.</li> </ul>

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

2.1.2	Continue to fly the Aboriginal and Torres Strait Islander flags.  <i>As a mark of respect and acknowledgment to Aboriginal and Torres Strait Islander peoples.</i>	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	Build partnership with the Torres Strait Islander community.  <i>It's important that acknowledgment, respect, and the history of the Torres Strait Islander community is promoted to the wider community.</i>	Community Partnerships	January 2019-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>
2.1.4	Deliver Smith Street Dreaming Festival, noting that resources are limited.  <i>Expectations that this event happens are huge within the local Aboriginal community, and it provides an opportunity to showcase Aboriginal artists.</i>	Arts & Culture Community Partnership Smith Street Working Group	July 2019	<ul style="list-style-type: none"> <li>Engage the Council's RAP 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 &amp; in-kind support to realise the event.</li> </ul>
2.1.5	Hold an event in National Reconciliation Week to increase knowledge of Aboriginal history and culture.  <i>It is important that the wider Yarra community have an understanding of Aboriginal history and culture. Blakwiz is a great way of facilitating Aboriginal cultural awareness.</i>	Arts & Culture Community Arts Officer Aboriginal Partnerships Officer Communications, Advocacy, Engagement, and Media Team and digital and Brand Team Ewing Trust Officer, Yarra Libraries	Event planning and promotion ready by April 2019	<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 Aboriginal history, culture, art and community.</li> <li>Feature and promote Victorian Aboriginal performers.</li> <li>Promotion of Aboriginal collection and further learning sources from Yarra Libraries.</li> </ul>
2.1.6	Hold an event to mark National Sorry Day on 26 May 2019.  <i>As a way of showing respect and acknowledgment to members and their families who were affected by past racist government policies</i>	Community Partnerships	26 May 2019	<ul style="list-style-type: none"> <li>Hold a culturally respectful event at the Stolen Generations Marker in Fitzroy on National Sorry Day 2019</li> <li>Seek partnership with allied organisations or groups.</li> </ul>

### Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

#### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

2.1.7	<p>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>	July 2019	<ul style="list-style-type: none"> <li>Support 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>
2.1.8	<p>Produce, manage, deliver and promote exhibitions by Aboriginal artists at Council venues.</p> <p><i>Promoting and showcasing Aboriginal artists and their artworks to the wider Yarra community is an important way to promote Aboriginal culture and local work.</i></p>	Public Arts Officer	December 2018—February 2019 May—July 2019	<ul style="list-style-type: none"> <li>Create an opportunity for a Victorian Aboriginal Artist to exhibit at Bargoonga Nganjin as part of Arts and Culture's Annual Exhibition Program.</li> <li>Create an opportunity for a Victorian Aboriginal 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 artists.</li> <li>Promote Aboriginal histories and cultures.</li> </ul>
2.1.9	<p>Council will seek opportunities to name places in Yarra using Woiwurrung 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 Woiwurrung language. Naming places this way helps to keep Woiwurrung language alive.</i></p>	Aboriginal Partnerships Officer	December 2019	<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 Council when naming opportunities arise.</li> </ul>
2.1.10	<p>Advocate for representation of Aboriginal concerns in public space projects that interface with important Aboriginal sites.</p> <p><i>Advocacy for Aboriginal representation in public space projects ensures Aboriginal people's concerns are heard and considered in</i></p>	<p>Urban Design</p> <p>Community Partnerships</p>	December 2019	<ul style="list-style-type: none"> <li>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).</li> <li>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).</li> </ul>

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

<p><i>projects that interface with important Aboriginal sites.</i></p>			<ul style="list-style-type: none"> <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 Aboriginal peoples as outlined in Council's 'January 26 decision' of 15 August 2017.</b></p>			
<p>2.2.1 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 26 marks the beginning of the loss of Aboriginal culture, life and language for Aboriginal people is therefore an inappropriate 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 2019</p>	<ul style="list-style-type: none"> <li>Council to host a small scale culturally appropriate event at Bargoonga Nganjin featuring a Smoking Ceremony and some historically-focused storytelling.</li> </ul>
<p>2.2.2 Support and promote Balit Narrun Share the Spirit Festival on January 26 in 2019.</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 2019</p>	<ul style="list-style-type: none"> <li>Contact the City of Melbourne to see how Yarra can support and promote the Balit Narrun Festival 2019, formerly the Share the Spirit Festival.</li> <li>Contact Songlines to see how Yarra can support and promote the Balit Narrun Festival 2019.</li> </ul>

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

### **3 COMMUNITY HEALTH AND WELLBEING – *Working towards improved health and wellbeing outcomes for Aboriginal and Torres Strait Islander people in Yarra.***

#### **Commitments**

Council will:

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

#### **3.1 Council will support vulnerable Aboriginal community members.**

Action	Responsibility	Timeline	Activities
3.1.1 Explore ways to support vulnerable people (including Aboriginal people and people who inject drugs) in and around Victoria Street and Lennox Street in Richmond.	Economic Development  Community Partnerships	February March April May	<ul style="list-style-type: none"> <li>Hold a trial series of monthly BBQs to support vulnerable people in Victoria Street.</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 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.  <i>Established in 2004, YASN serves an invaluable role as an information-sharing and service co-ordination network that supports the wellbeing</i>	Aboriginal Partnerships Officer  Special Projects Officer	December 2019	<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> </ul>

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

	<i>of Parkies and other vulnerable Aboriginal people in Yarra.</i>			<ul style="list-style-type: none"> <li>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.</li> </ul>
3.1.3	<p>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 local Aboriginal community, and it provides an opportunity to showcase Aboriginal artists.</i></p>	<p>Arts &amp; Culture Community Partnerships Smith Street Working Group</p>	July 2019	<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>
3.1.4	<p>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>	December 2019	<ul style="list-style-type: none"> <li>Support the following three local grass roots groups, programs and events in 2019: <ul style="list-style-type: none"> <li>Smith Street Working group</li> <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 Memorial Day.</li> </ul> </li> </ul>
3.1.5	<p>Partner with Melbourne Aboriginal Youth, Sport and 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 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 so that this cultural connection is maintained.</i></p>	<p>Community Partnerships (Co-lead)</p> <p>MAYSAR (Co-lead)</p> <p>Charcoal Lane Youth Services</p>	2019	<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 Aboriginal community.</li> </ul>

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

3.1.6	<p>Take the library to hard to reach groups, including those who are culturally, linguistically and/or socially isolated.</p> <p><i>Vulnerable members of Yarra's local Aboriginal community have limited access to libraries and such an action will provide the local Aboriginal community with a better understanding of the service libraries supply to the community.</i></p>	<p>Libraries Community Programs &amp; Outreach Team</p> <p>Libraries Digital &amp; Community learning Team</p> <p>Libraries Child &amp; Youth Services Team</p> <p>Libraries Community Learning &amp; Partnerships Team</p>	Ongoing	<ul style="list-style-type: none"> <li>Work with internal and external partners to identify outreach opportunities, including for CALD and Aboriginal communities, and for people with disability.</li> <li>Explore ways to connect Home Library Service users with library community activities.</li> </ul>
3.1.7	<p>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>	Yarra Leisure Community Development Officer	December 2019	<ul style="list-style-type: none"> <li>Offer at least 25 Yarra Leisure community memberships continue to disadvantaged/vulnerable members of the local Aboriginal community.</li> </ul>
<p><b>3.2 Council will advocate for Aboriginal people on issues in which Aboriginal people are experiencing poor outcomes.</b></p>				
Action	Responsibility	Timeline	Activities	
3.2.1	<p>Strengthen Aboriginal disability support networks through Balit Narrum membership.</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</i></p>	Aged and Disability Services Officers	December 2019	<ul style="list-style-type: none"> <li>Attend Balit Narrum meetings.</li> <li>Actively support initiatives where appropriately developed as a result of the Balit Narrum meetings.</li> </ul>



### Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

#### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

	Metropolitan Area (NEMA) to ensure that adequate resources are available to the Aboriginal community. With the roll out of the NDIS, five Councils, including Yarra, are categorised as NEMA.			<ul style="list-style-type: none"> <li>Work in partnership with the Brotherhood of St Laurence, to actively support initiatives where appropriate as a result of the Balit Narrum meetings.</li> </ul>
3.2.2	<p>Organise an evening discussion about Aboriginal homelessness in partnership with Yarra Libraries. This event will include a presentation by an Aboriginal person with lived experience.</p> <p><i>Aboriginal people are 4% of the people experiencing homelessness, despite making up less than 1% of the Victorian population. In Yarra's recent street count, nearly 4 % of those sleeping rough on the night identified as ATSI.</i></p>	Policy Advisor Housing and Homelessness	December 2019	<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 homelessness and the specific challenges for Aboriginal organisations addressing homelessness.</li> </ul>
<b>3.3 Council will fight racism and advocate for broader understandings of Aboriginal community experiences, issues and stories in line with Council's 'January 26 decision' 15 August 2017.</b>				
Action	Responsibility	Timeline	Activities	
3.3.1 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><i>It is important to educate the wider community on how the Aboriginal community feel and their experiences on January 26th and to explain Council's position so that the broader community can understand and make an informed decision.</i></p>	Communications (Lead) Community Partnerships (Providing content)	Ongoing during 2019	<ul style="list-style-type: none"> <li>Develop a communications plan that will help to educate the wider community on why Aboriginal people feel the way they do about January 26.</li> </ul>	

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

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<sup>th</sup>.</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>	January 2018	<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<sup>th</sup> information sheets.</li> <li>Partner and work with Yarra Libraries to promote and distribute January 26<sup>th</sup> information sheets.</li> </ul>
3.3.3	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.	Community Partnerships	October 2018	<ul style="list-style-type: none"> <li>Engage the relevant partners.</li> <li>Ensure the relevant partners have an informed view of why Aboriginal people feel the way they do about January 26<sup>th</sup>.</li> <li>Seek opportunities to educate the wider community.</li> </ul>
3.3.4	Continue to support the #changethedate campaign.	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 through the Change the Date Yarra Newsletter.</li> </ul>
3.3.5	Continue to participate in 'January 26 network' multi-Council and community info sharing group.	Community Partnerships	ongoing	<ul style="list-style-type: none"> <li>Continue to provide administrative support to the January 26 multi-council network</li> </ul>

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

### 4 ORGANISATIONAL DEVELOPMENT – *Increasing Council's confidence and capacity through improved Aboriginal employment pathways, cultural awareness and internal coordination.*

#### Commitments

Council will:

- 4.1 Improve employment opportunities for Aboriginal people at Council and in the broader community.
- 4.2 Build organisational capacity, confidence and cultural awareness to better serve the Aboriginal 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 Aboriginal people at Council and in the broader community.

Action	Responsibility	Timeline	Activities
4.1.1 Continue to employ an Aboriginal person as the Aboriginal Partnerships Plan officer.  <i>Self-determination.</i>	Community Partnerships	Ongoing	<ul style="list-style-type: none"> <li>Ongoing employment of an Aboriginal 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 Aboriginal employment opportunities at Yarra City Council.  <i>Employing a person with strong community connection is vital to the success of the Aboriginal Partnerships Plan.</i>	Community Partnerships  Organisational Development  Diversity and Inclusion	Ongoing	<ul style="list-style-type: none"> <li>Develop business case to create two new dedicated positions at Council.</li> <li>Submit a new initiative bid to secure funding for two dedicated positions.</li> <li>Work with HR coordinator, executive and line managers to identify appropriate roles.</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> </ul>

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

<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>				<ul style="list-style-type: none"> <li>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).</li> <li>Run at least 1 Aboriginal cultural awareness session for depot staff through the 'Tool Box' meetings to support the Autumn Leaves program.</li> </ul>
4.1.3	Promote and seek opportunities to broker Aboriginal employment in the broader community.	Community Partnerships (lead)  People and Culture  Economic Development	Jan 2019 ongoing	<ul style="list-style-type: none"> <li>Promote Aboriginal employment opportunities through networks.</li> <li>Seek opportunities to promote Aboriginal employment programs, apprenticeships and traineeships to Yarra businesses.</li> </ul>
<p><b>4.2 Council will build organisational capacity, confidence and cultural awareness to better serve the Aboriginal community.</b></p>				
Action		Responsibility	Timeline	Activities
4.2.1	<p>Develop organisational confidence, capacity and co-ordination through the internal RAP Working Group.</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 2019–2022.</i></p>	Special Projects Officer	Meetings scheduled monthly from February to December 2019	<ul style="list-style-type: none"> <li>Hold a minimum of 10 RAP working group meetings in 2019 to co-ordinate actions, support staff, identify opportunities 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 RAP membership and Terms of Reference.</li> </ul>

## Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

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. BlakWiz is a fun way to provide real information about Aboriginal history, culture, art and community.</i></p>	<p>Arts &amp; 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>	Event planning and promotion ready by April 2018	<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 RAP group to form a team and encourage people from different departments across the organisation to participate.</li> </ul>
4.2.3	Basic cultural awareness training for all new staff, and newly elected Councillors.	Organisational Development, Engagement and Inclusion and Community Advocacy	Dec 2018	<ul style="list-style-type: none"> <li>Within three 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</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	Continue to develop Council's agility in responding to emerging needs and opportunities in the community.	Community Partnerships	Ongoing	<ul style="list-style-type: none"> <li>Respond in a timely manner to all public correspondence related to the local Aboriginal community.</li> <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>

### Attachment 3 - Draft Aboriginal Partnerships Plan 2019 - 2022 Year 1 Action Plan 2019

#### Draft Aboriginal Partnerships Plan 2019-2022 – Year 1 Action Plan 2019

4.3 Council will maintain clear, transparent and accountable processes in implementing and tracking commitments detailed in this plan and annual action plans.			
Action	Responsibility	Timeline	Activities
4.3.1 Report on implementation of the year 1 action plan (2019) and take feedback from the community at bi-monthly Aboriginal 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 AAG throughout the calendar year.</li> <li>Undertake formal and informal consultation with the Aboriginal community through AAG meetings and associated correspondence.</li> </ul>
4.3.2 Report on the year 1 action plan (2019) and write the year 2 action plan (2020).  <i>To ensure Council's commitments to the local Aboriginal community in the year one action plan are met, and that the aspirations of the local Aboriginal community are met in the year two action plan.</i>	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>

#### CONTACT DETAILS – Aboriginal Partnerships Team (Community Partnerships branch)

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## **ABORIGINAL PARTNERSHIPS PLAN 2019-2022 (DRAFT)**

### **COMMUNITY CONSULTATIONS KEY THEMES & QUOTES**

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COMMUNITY PARTNERSHIPS UNIT  
JANUARY 2019

## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

### CONTENTS PAGE

#### Section 1 Introduction

1.1	Background .....	1
1.2	Consultation Methodology .....	1

#### Section 2 What Yarra Is Doing Well

2.1	Aboriginal Community	
2.1.1	Themes .....	3
2.1.2	Quotes.....	3
2.2	Service Provider	
2.2.1	Themes .....	4
2.2.2	Quotes.....	4

#### Section 3 What Yarra Needs To Work On

3.1	Aboriginal Community	
3.1.1	Themes .....	6
3.1.2	Quotes.....	6
3.2	Service Provider	
3.2.1	Themes .....	9
3.2.2	Quotes.....	10

#### Section 4 Mayor For A Day – Actions

4.1	Aboriginal Community	
4.1.1	Themes .....	12
4.1.2	Quotes.....	12
4.2	Service Provider	
4.2.1	Themes .....	15
4.2.2	Quotes.....	15

#### Section 5 General Comments/Feedback

5.1	Aboriginal Community.....	17
5.2	Service Provider .....	18



**Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT****1: INTRODUCTION****1.1 Background**

Community Partnerships in conjunction with community and service providers is currently developing the Aboriginal Partnerships Plan 2019 – 2022. This document confirms Council's ongoing commitment to, and work with, the Aboriginal and Torres Strait Islander community. Council is seen as a leader, not only in its programs, but also in its commitment to social justice and the way it approaches issues, opens discussion, and listens to the community. Council will implement its Aboriginal Partnerships Plan through annual action plans endorsed by Council.

This document presents the findings from the consultation that has occurred to date in the process of developing the new plan.

**1.2 Consultation Methodology**

Consultation for this Plan involved Community Partnerships officers meeting with a number of Aboriginal and Torres Strait Islander community<sup>1</sup> members, groups and organisations to hear from people directly. Additionally, two (2) online surveys were circulated – one for Aboriginal community and another for people who work with the Aboriginal community.

Consultation commenced with a special Aboriginal Advisory Group (AAG) meeting held at MAYSAR (184-186 Gertrude Street, Fitzroy) on 2 August 2018 with approximately 30 people in attendance. Aboriginal Advisory Group co-chair and Wurundjeri Elder, Annette Xiberras, opened the consultation with a Welcome to Country ceremony and also shared some personal memories about the area's history.

A slideshow was shown highlighting Yarra's collaborative work with the Aboriginal community over the last 20 years. This included a variety of history projects, events, celebrations, project posters and community gatherings. This was followed by facilitated discussion. The discussions focussed on answering 3 key questions:

- What is Council doing well?
- What does Council need to work on?
- If you were the Mayor of Yarra, what are the first three things you would do?

After the opening consultation, Community Partnerships officers visited a number of Aboriginal organisations and network meetings to present the slideshow and initiate discussion. A choice of two online surveys was then disseminated to these organisations and networks for further distribution.

<sup>1</sup> Note on terminology: for the purposes of this document all future references to Aboriginal people also includes Torres Strait Islander peoples. We have used this convention to avoid bureaucratic acronyms like 'ATSI', words with negative historical connotations like 'Indigenous', and informal words like 'Koori'. We are also eager to avoid repeatedly writing 'Aboriginal and Torres Strait Islander Peoples'. We acknowledge that few terms are acceptable to everyone and, as always, we remain open to guidance from community on this issue.

#### **Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT**

One survey was for Aboriginal and Torres Strait Islander people only, and the other was for service providers and people who work directly with Aboriginal and Torres Strait Islander people.

The online surveys were also sent out to Council officer's extensive Aboriginal community networks inviting people to share ideas and give feedback.

Emerging themes from this consultation were then discussed with Yarra staff, including Yarra's internal RAP working group, to identify opportunities for future projects and actions.

## SECTION 2 WHAT YARRA IS DOING WELL

### 2.1 Aboriginal Community

#### 2.1.1: Key Themes

The following are the key themes that emerged from the consultations in terms of what Yarra is doing well:

- Strong relationships with community;
- Leadership in local government; and,
- Leadership on key issues (e.g. January 26).

#### 2.1.2 Key Quotes

- "Strong relationships with community."
- "Council has done well to build a strong relationship with its local Aboriginal community."
- "Consults well, has credibility, acknowledges us mob."
- "Contact with the Wurundjeri Council is excellent."
- "I have only just returned to live back in Melbourne however I have attended the Stolen Gen's marker launch this year and attended yesterday's community engagement forum. What is noticeable is Yarra's transparency and open willingness to do well in this space and to be supported by council. The forum also included many Aboriginal people with a good mix of council staff. It also seems as though Yarra have ensured there are Aboriginal voices at the decision-making table."
- "Yarra does so much for the community. It has been a trend setter and front runner in rolling out and supporting great initiatives for the A&TSI community. Such as the stolen generations marker, smith street dreaming festival and the council's stance on not celebrating the 26th of January."
- "Yarra is respectful of the Aboriginal community and consults well with our people and organisations."
- "Provides opportunities for community to participate in decision making processes. Transparent processes/consultations."
- "Acknowledge and celebrate our history sincerely."
- "Leadership in local government."
- "Yarra Council is leading the way, not only on a State level, but also on a national level."
- "Council has always done really well with Indigenous people in this area."
- "I'm awed by what Yarra does here... I couldn't have asked for anything more when I moved country."
- "Other local councils look to Yarra for guidance."
- "You're not just talking reconciliation. You're doing it. You turned it from a noun to a verb."
- "Doing well supporting Billabong BBQ, supporting health outcomes and what the community needs."

## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

- “Supporting MAYSAR over the years, to keep it open. We acknowledge it supports the wider community.”
- “Yarra Council hosts Aboriginal events well; continue to build on the work being done already, as it is all good. e.g. Smith Street Dreaming, Stolen Generations Marker launch, BlakWiz.”
- “Yarra Council is good at tapping into local talent for events.”
- “I like that there is much more visibility of community and programs or initiatives in such a progressive electorate than others.”
- “Yarra Council leads the way in Local Government.”
- “Leadership on important issues like January 26.”
- “Provides services (e.g. Billabong BBQ), shifted 26th January events, cultural markers (e.g. Stolen Generations marker).”
- “Supporting the Community through effective Advisory Committee.”
- “Smith Street Dreaming Event!”
- “Yarra’s library services are good at distributing information.”
- “Music events and I loved the Stolen Generations marker because it encouraged inclusion - and is a welcoming site (for sitting and spending time).”
- “The raising of national issues like the January 26th decision.”
- “Cancelling Invasion Day was a good idea.”
- “To do what you did [re January 26], to stand against it, was really great. It’s really great to have it finally recognised.”
- “Victoria has always been the home of radical Aboriginal politics. We lead the way for the rest of the country. We have always been progressive blacks – strong, proud and radical!”

## 2.2 Service Providers

### 2.2.1: Key Themes

The following are the key themes that emerged from the consultations in terms of what Yarra is doing well:

- Targeted projects/events;
- Support for vulnerable community members; and,
- Communication.

### 2.2.2 Key Quotes

- “January 26, Stolen Generations Marker, Smith Street Dreaming, BlakWiz, history projects.”
- “Not celebrating 26th Jan. You recognise the contribution Aboriginal Community has played in shaping the municipality and you celebrate it.”
- “I think that Council’s stand on 26 January was a very significant thing for the community. The events that it hosts and funds that celebrate and support Aboriginal culture is also done well in my opinion. I am also aware that they have played a role in supporting a community approach to issues of violence and drinking on the streets rather than a punitive approach.”

## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

- “Smith Street Dreaming, Stolen Generations Marker Launch, Commissioned Art Work on the side wall of Charcoal Lane, the vote to not recognise 26th January as a day to celebrate Australia, the event held at 'Bargoonga Nganjin' Nth Fitzroy Library on 26th January.”
- “Smith Street Dreaming.”
- “Billabong BBQ; Stolen Generations marker.”
- “Smith St Dreaming. It is a celebration and it is on the streets that a lot of Aboriginal people identify with and holds history of a long journey.”
- “Smith St Dreaming Festival Stolen Generations Marker Launch Council's stand on 26 January Aboriginal Heritage Walk Self-guided Map.”
- “Billabong BBQ and always involving community with events, planning and feedback.”
- “Snapshots of Aboriginal Fitzroy Heritage listing Atherton Gardens Wurundjeri History of Yarra MAYSAR support Teachers Guide: Connecting with the Aboriginal History of Yarra Plaque Tour Stolen Generation project.”
- “Smith Street Historical Sites Teaching materials.”
- “NAIDOC events VAHS Smith St. dreaming.”
- “Smith St Dreaming, Billabong BBQ, Stolen Gens Marker, BlakWIZ, protecting the Meeting Place, the Aboriginal Partnerships Plan.”
- “Events on Aboriginal History.”
- “Public cultural events.”
- “Murals.”
- “Plaques and art, NAIDOC week events.”
- “The Bolin Bolin Billabong & Dights Falls Shield projects.”
- “Support for vulnerable community members.”
- “Yes, as not all clients attend VAHS and it is good for them to be engaged with at least with a service.”
- “Yes - Yarra Council supports Aboriginal Community.”
- “Events, support for organisations working with homeless people, people with addictions.”
- “We recently received a small grant to fund a high tea for our elders at the Windsor hotel. Previously it has been financially supportive of our circus program which is hugely valuable to the elders in our community, has benefited their physical and emotional health and wellbeing for some time now. Unfortunately, we were not successful in our last funding application with Circus Oz.”
- “The golf activities are good and I know that the Billabong group is spoken about.”
- “Some staff members are aware of VAHS and communicate well.”
- “Strong voice, strong peoples”
- “I haven't seen anything the Yarra council has done for the Aboriginal and Torres Strait Islander community/communities.”
- “Not aware of any, but only work in Yarra Council.”

## SECTION 3 WHAT YARRA NEEDS TO WORK ON

### 3.1 Aboriginal Community

#### 3.1.1: Key Themes

The following are the key themes that emerged from the consultations in terms of what Yarra needs to work on:

- Employment opportunities;
- Visibility and education of history and culture;
- Community connection;
- Support and advocacy; and,
- Accessibility to amenities and housing.

#### 3.1.2 Key Quotes

- "Need to create more Aboriginal Employment opportunities."
- "Employment has to be a focus if you want to keep the momentum."
- "Problems with Aboriginal employment, not enough Aboriginal people employed at Council. The work place needs to be an Aboriginal friendly environment. Don't wait until Aboriginal people are job ready, get them job ready while doing a work placement."
- "The best outcomes for Aboriginal employment are to target Aboriginal community networks, rather than placing advertising."
- "Secondments for young Aboriginal people. Use Council's relationships with local Aboriginal service providers to source opportunities for Aboriginal employment."
- "More employment opportunities especially in management roles. Their Reconciliation Action Plan to be led and managed by an aboriginal manager/team."
- "Continue to source employment opportunities in Yarra Council for Aboriginal people."
- "Would like to see increase in Aboriginal employment by Yarra City Council. Need to have a think about what this is and how to do it. Need to tease it out and have a strategy for it. You have a RAP Plan, so you may have issues with internal issues, but push it through, just do it! We need jobs! Yarra has such a good reputation, but the RAP Plan is the guts of it. If you're fair dinkum, you've got to make this happen."
- "On the employment thing – you'll need someone trained up like Colin, so that's something to keep in mind."
- "Employ more Aboriginals."
- "Greater diverse workforce."
- "Providing a forum for effective land rights and compensation including on ongoing process for the pay the rent concept. Also, set target for employment strategy for Aboriginal and Islander peoples with educational opportunities."
- "Education for the young and emerging leaders."
- "More Aboriginal employment and education to non-Aboriginal people around the atrocities government policies."

## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

- "Ensuring ongoing support for MAYSAR."
- "Council needs to partner more with MAYSAR to create more opportunities to support the local Aboriginal community."
- "MAYSAR to be better funded, community feeling that they need security for the organization future. ie.10 years or more, so that we can plan for the future."
- "Yarra City Council is the life line to have MAYSAR to exist. It would no longer be here if it wasn't for Yarra."
- "Dedicated Community Centre – that is a central hub for Aboriginal community."
- "There is a need for more programs that are run after hours for youth."
- "Community Centre for our community."
- "MAYSAR to be listed to be officially Heritage Listed."
- "Increase visibility of Aboriginal history and culture."
- "More of our history and culture needs to be visible."
- "More public visibility. Like the Stolen Generations Marker."
- "We are part of the community, we are part of this history."
- "Celebrate the footprint of our history, of us being us here."
- "We wanna show our pride and history."
- "Increase recognition of places of importance and cultural significance like the Yarra River and Merri Creek."
- "More visual and permanent Art Monuments throughout the Fitzroy area. E.g. Need a Large monument that marks and celebrates Aboriginal presence and history."
- "Smaller street markers like: Historical photographs of the community and murals."
- "Increase broader community education."
- "Keep up the education – through outreach, the teachers' resource, Aboriginal liaison."
- "Have an Aboriginal person to go into schools. Teach people – you could partner with SNAICC to do that."
- "There's more education needed."
- "Advocate through formal channels and run programs. Go out to schools."
- "Advocate for flags in schools, ATSI flags."
- "Would be good to have a hard copy of the resource – list of services for people to find out where to go."
- "Support SNAICC with advocacy to bring back the Aboriginal reading program."
- "Maintain community connection."
- "Build better relationships with Council's Aged & Disability services and the local Aboriginal Elders in the area."
- "Need to protect and maintain community connection: Gentrification continues to push people further north and away from Fitzroy."
- "The modern dispersal of the Aboriginal community continues."
- "Need more Aboriginal community events to bring the community and families together, as the events seem fewer than the old days."
- "People feel that their community is being pushed out as services and affordable rent have pushed the community out of the area."
- "Fitzroy is the heartland and sacred place to Aboriginal community. It always has been and always will be."
- "We need to show that spark and fire of our community... that will bring us back here via history."



## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

- "This can be via more frequent connecting celebrations for Aboriginal communities and art monuments in the area."
- "Need to increase public visibility through more regular public gatherings e.g. BBQs and music."
- "Need more local and state government support to share community events."
- Other suggested events include: "International Women's Day, Night markets, more extensive and larger cultural events; to be bigger and more than one day. Like a whole weekend of celebrations. Not just NAIDOC week."
- Suggestion that all broader community events (especially large festivals) to have Indigenous people present to start all events with a 'Welcome to country' by Elders. E.g. Spanish festival
- "Support for people who are at risk of coming into contact with the justice system and also for those who have been incarcerated."
- "Help with dealing with the high rates of the mob being incarcerated. Help to reconnect, to link to community and culture. Programs inside and out of prison. Having people with lived experience to facilitate the programs."
- "Need to have rehabilitation programs for those out of prison, to help with connection and employment opportunities."
- "Support healing services, or centres as a better way forward."
- "Still not really sure given my time living in Melbourne but no council has really taken the steps towards addressing the issues that have long plagued our communities and enforced change within council."
- "Yarra should buy or access deceased estates for the Aboriginal community for safe housing."
- "Buy back buildings in Fitzroy for our community to create community organisations in."
- "Should be a Wurundjeri person driving the environmental committee."
- "Wurundjeri involvement in next environment strategy."
- "You need collection of better local Aboriginal data and statistics to inform evidence of need."
- "Council should be responsible for the local street drinking during the evening, not just business hours, too many places locally to purchase alcohol."
- "I think Council is doing well and do not know of any areas they need to work on."
- "Helping secure a mural on the Old TAB building or another significant site on Smith Street."
- "Provide an honorarium to YASN Aboriginal committee members, especially Elders who are mostly on pensions and still raising nieces, nephews, grandchildren and other children from the Community with complex health needs. They provide valuable insight and feedback from their life experience and their participation need to be valued. Continue to run Aboriginal Community events that provide an environment where Aboriginal people are comfortable, feel acknowledged and can celebrate, share and express themselves as cultural people. Have the time to be story tellers about the Wurundjeri people, e.g. at committee meetings tell us about the Wurundjeri Aboriginal Land and Compensation Council, e.g. take the committee on the local Fitzroy walk, which is good not only for Aboriginal people but educates non-Indigenous people about the rich history of the local area. This will assist non-Indigenous workers to understand the diverse background (of life) for Aboriginal people who lived in the local region and help them to better understand the significance of this area and understand issues such as the stolen generation, trans generational trauma,



## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

being institutionalized, grief associated with loss and highlight matters such as Aboriginal unemployment, lack of housing, limited opportunities for education, family breakdown, loss of lands and cultural practices and drug and alcohol issues, etc.”

- “Increase the numbers of Aboriginal and Torres Strait Islander community members attending meetings and being on advisory committees to Council.
- “A go to or outreach person who has local knowledge that can be used in curriculum for local education centres
- “I think bringing the various Indigenous organisations together, to which Yarra seems to be somewhat of a hub in Melbourne. I think further support behind the Smith St Dreaming event to make it one of Melbourne's premier Indigenous festivals would be great. Working with Kinaway Chamber of Commerce to bring Aboriginal businesses in Yarra together through an Indigenous Business Pathways event. I think the community aspect along Smith St is great but also a renewed focus on community there that struggle with the day to day could be good.
- “Parking fines, lack of parking permits for residents in new buildings that don't supply enough parks at the properties
- “Networking between the Aboriginal and Torres strait island communities so that all of the institutions and bodies have all the same information and can be on the same page so to speak. the lack of communication between these organizations means that we cannot work together to unite for a common goal of create pathways for all of our people.”
- “Continue to do more of the same. Visual messages are important.”
- “Bringing in other councils (on January 26) is where I'd like Yarra to go – advocate for a minimum of flags at half-mast. Put steps to do this in the Plan. Let's bring it on!”
- “I'd like Council to bring in an action to spread through the metropolitan area – and eventually the country.”
- “Could Council have a press release to mark the first year since the January 26 decision?”
- “Keep pushing and advocating on January 26 – serious activism.”
- “Making it easier for Aboriginal people to work at Aboriginal orgs in Yarra e.g. stop giving us parking fines all the time while we are at work when we travel from all over to come and work at our organisations.”
- “Reminding people that Yarra still is a strong place for Aboriginal people. Traditional language place names markers, more murals and places to make us feel welcome in country.”
- “Traditional owner and community engagement.”

### 3.2 Service Providers

#### 3.2.1: Key Themes

The following are the key themes that emerged from the consultations in terms of what Yarra needs to work on:

- Visibility and education of history and culture;
- Support and advocacy (e.g. housing, homelessness and disadvantage issues);
- Community connections; and,

## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

- Improved communication.

### 3.2.2 Key Quotes

- "Ensure that community connection is honoured, people supported, culture celebrated."
- "City of Yarra cannot be a monument to Aboriginal and Torres Strait Islander history. It is a living history. There is a deep connection to this space that every young person that comes to Charcoal Lane gets when they come to Yarra. Yarra must support MAYSAR and Charcoal Lane to share the rich history of this area with the next generation. Through Charcoal Lane we connect young people to culture through food and experiences. Yarra honours Community well. We are hoping our students can embrace the community of Yarra and feel connected to a progressive municipality."
- "I think that given the importance of the area to Aboriginal people and the significance of Aboriginal peoples' connection to the place, this could be celebrated more. I think that it is a great opportunity to share Aboriginal culture and history with all Victorians as well as other visitors. Marcia Langton's recent book Welcome to Country, she identified that many tourists are reluctant to travel far to experience Aboriginal culture but if it was offered in cities, more people would want to experience this. I think that Council could play a lead role in building/supporting a well-resourced program offering tours and/or other cultural experiences to local residents, Victorians and other visitors. This could be in the form of coordination, funding, policy etc. The research that I am undertaking is finding that there is strong interest from tourism operators and some Aboriginal organisations, however resource and other capacity constraints limit this."
- "Support MAYSAR. However, I don't think I have enough knowledge to back these suggestions up. However, MAYSAR is a significant organisation in the Aboriginal community and its location is important. Maybe do some events together."
- "Support cultural awareness and education."
- "Get the masses involved. Develop more community. e.g. learning circles are a good idea. One was running at St Michael's recently."
- "Get behind and promote Aboriginal Health Campaigns."
- "Consider opportunities to link cultural values to biodiversity and environmental outcomes. More funding is required to develop urban landscape projects through the municipality that embraces and represents cultural heritage."
- "More resources for the next generation of young Australians regarding traditional owners' history and work together with the council for community and organisations."
- "Address housing, homelessness and disadvantage issues."
- "More Social Housing and Homeless peoples housing options."
- "Housing and drug and alcohol services; improving streetscape."
- "Housing is a major issue."
- "Communicate with lower management levels not just CEO's or Boards. We meet the patients, we work with the patients."
- "I'm not sure."
- "Collaboration with ACCHO's."
- "Communicate more and inform VAHS staff of relevant programs or activities."

**Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT**

- “It would be great if Yarra Council levied a 'treaty tax' or similar to provide funding support to Wurundjeri as TOs.”

## SECTION 4 IF YOU WERE MAYOR – ACTIONS

### 4.1 Aboriginal Community

#### 4.1.1: Key Themes

The following are the key themes that emerged from the consultations in terms of what people would do if they were Mayor:

- Greater access to safe, visible amenities and spaces (name sites);
- Ensure security of funding and support for projects/programs;
- Increase youth support (programs and activities);
- Ongoing support and advocacy (e.g. homelessness, substance abuse);
- Employment opportunities and workforce diversity; and,
- Increased communications - positive news/press.

#### 4.1.2 Key Quotes

- "Increase visibility of Aboriginal people and create more spaces."
- "Buy back the Doug Nicholas Church and give it back to our community as a new Centre for us."
- "Torres Strait Islander history to be more visual and present – and Torres Strait Islander people to be invited to everything."
- "Build strong relationships and advocacy networks to help address lateral violence."
- "Aboriginal languages need to be upfront. Give preference to Aboriginal names for places and incorporate bilingual signage. Especially at sites of significance."
- "Rename places in language."
- "Create a public place to store our people's history."
- "Take the temperature of the broader community before going ahead with more January 26 stuff – consult."
- "Free parking for community members."
- "Security and stability for MAYSAR and other important places, projects and programs."
- "Community Centres need to be permanent, need support for those coming out of prison and need to enhance the reach of local Aboriginal services."
- "Secure home for MAYSAR other organisations. Need security to flourish. (i.e. 10-year secure funding)."
- "This place [MAYSAR] is super important to the community."
- "Yarra City Council is the life line that kept MAYSAR afloat."
- "It's the only thing that exists of our community, as so many services have been pushed out."
- "Acknowledging the history of MAYSAR as a life line to the community."
- "Should be about the community and the importance of this place... we need to achieve this right now!... We need to make this concrete."
- "We feel like we are in threat and questioning about tomorrow. Always fighting for the now."

## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

- "Need new vision to feeling of security of the organization. E.g. 10 years guarantee."
- "Better funded and better acknowledgement."
- "Free Council rates for our community services."
- "More opportunities, activities and support for the youth."
- "More work needed with early intervention and youth services. There is very little work being done to support Aboriginal families to avoid having children being put into out of home care."
- "Provide more opportunities for young kids to have a chance, to get the experience so they can get jobs. Something like Charcoal Lane."
- "Lots of talented kids out there but no chance to showcase talents – give them possibilities, show them people care (SNAICC rep would partner)."
- "More youth activities – give them an alternative to drugs and alcohol, give them respect and a place to belong."
- "Education is key – opportunities to learn – teach indigenous language and culture
- Advocate publicly, platforms like NITV are perfect."
- "Learning shops about culture. Especially for youth."
- "Help for young homeless Indigenous people to get work."
- "Employment strategies in shops in the area; where they have to have Indigenous workers employed in their shops."
- "More effort to support vulnerable people and to address homelessness, substances abuse issues."
- "Support Council's homelessness worker with more funding and resources to address homelessness."
- "People shouldn't feel out of place in this community and having Aboriginal space is important."
- "Accessibility for our community to rent in Fitzroy and our community to buy housing in the areas."
- "Move the local Aboriginal community out of North Richmond and provide support and resources for the substance issues."
- "Big hall and kitchen for Billabong."
- "Services to people especially those most vulnerable."
- "Improve life of all Aboriginal and Torres Strait Islander people."
- "Promote positive news and achievement."
- "Focus on positive things; let people know it's not all doom and gloom."
- "Maintain the good things we have: MAYSAR, Charcoal Lane."
- "Build the profile. Support the good things that happen."
- "More markers, more sites of respect, especially for Stolen Generations."
- "Community Fun Run with a BBQ at the park. An event to bring the whole community together."
- "Need a regular social club: to celebrate culture and identity. E.g. Every Friday at a local pub/club."
- "Daily lunch time feed for our community. In the old days we used have a place where we knew we could get a feed."
- "Soup Kitchen."
- "Back more festivals, Arts and Culture."
- "Accountability that what we say today as suggestions will be made real and to know how the policy is going."
- "Keep people in the loop about development of the policy."

## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

- "Helping secure a mural on the Old TAB building or another significant site on Smith Street."
- "Be out and about more to find out what residents think and want 2) Hold open community forums for residents to chat with me 3) Have regular catch ups with Mayors from neighbouring municipalities."
- "Remove rates on Aboriginal owned properties - Increase Aboriginal employment levels within Council - Develop an Aboriginal Leadership Forum."
- "Hand land back to the traditional custodians 2) Address high priority areas for Aboriginal people living in the local region, i.e. better support alcohol and drug dependency, address housing availability and provide programs to enrich the lives of Aboriginal people 3) Provide educational opportunities so that Aboriginal people can thrive, especially teaching skills around living independently, i.e. budgeting skills, managing a household, self-development and provide avenues for education for career development."
- "Halt high density construction. Have more one-way streets that make it safer for both pedestrians and bike riders. Have pedestrian access only in nominated areas of YCC."
- "Consult with ATSI community to identify all areas of improvement for ATSI consultation, identity, involvement and employment."
- "Rename streets and buildings with indigenous names (especially education centres) Add indigenous perspectives to statues honouring invaders Set up casual Elders meeting for chats and nurturing."
- "Install a day of celebration of First Nations People like Fremantle has to great success 2) Introduce a communal First Nations Meeting Place 3) Create a commercial stream of Indigenous ethics and philosophy."
- "1) Support policy or create policy that supported employment with the CoY council for A&TSI people 2) Continue to look at infrastructure that lessened the traffic congestion 3) Continue to create housing for people wishing to move into the best place to live in the country being the CoY."
- "I would create a document to which all bodies and organizations would have to work under a culture reference document that all bodies and organizations to work under 2) to create more pathways for young people and unit all of the organizations to create a community 3) give more funding to the arts and community programs."
- "Provide more low-cost housing Continue to focus on drug and alcohol services."
- "Build an ATSI cultural centre 2) Koori Cafe 3) Get the Gore St. church back."
- "Diversify the council in line with the municipality 2) Encourage the shop traders to employ diversity 3) Greater investment to those sleeping rough."
- "Provide resources for an effective land rights forum. 2) Provide resources for a truth commission which would lead to an effective process for compensation for cultural diminishment 3) Institute an immediate employment and education strategy in order to eliminate existing levels of poverty."
- "Acknowledge Aboriginal sovereignty of the land, set aside a portion of rated income towards Aboriginal advancement and name parks in language."
- "Listen to community. Actively respond to the community's issues. Provide more Free space."
- "Gift a property to the Wurundjeri Council. Advocate to the State & Federal Governments for more Aboriginal funding. Fund Smith St Dreaming."
- "Give back stolen land Make Cultural Safety sessions mandatory for all council staff and anyone I had the authority to make attend sessions Put Aboriginal

## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

community back in charge of their community and heavily reduce fees for Aboriginal organisations.”

- “Invest in cultural safety training for staff 2) Make relationships with Aboriginal and Torres Strait Islander communities a priority 3) Ensure the employment of Aboriginal and Torres Strait Islander peoples (specifically Wurundjeri Traditional Owners) within Yarra Council.”
- “Give people working at Aboriginal orgs parking permits the same way that you give them to Yarra residents. 2) Make more housing available to Aboriginal people. 3) Give Aboriginal organisations and the people working at them free access to Yarra facilities.”
- “Stop LEGO-land development.”
- “Do something about dangerous bike riders – particularly in Fitzroy.”
- “Integrate ATSI issues, we are integral to Yarra.”
- “NiTV Vox pops – get information out – use these tools to make info accessible and build partnerships and strengthen partnerships and YASN.”
- “Raise public awareness.”
- “Events to celebrate strength and unity.”
- “More facilities for Aboriginal Services.”

### 4.2 Service Providers

#### 4.2.1: Key Themes

The following are the key themes that emerged from the consultations in terms of what people would do if they were Mayor:

- Employment diversity and a safe work environment;
- Relationship building and sustained connections; and,
- Support and advocacy for existing programs/projects.

#### 4.2.2 Key Quotes

- “Support Wurundjeri, increase employment at Yarra, cultural safety training for staff.”
- “Ensure all employees across the Shire were continually educated, audited, accredited in cultural safety; capacity building particularly around employment where every non-Aboriginal employee worked in a co-mentor partnership with Aboriginal people; address the structural arrangements that privilege whiteness to reflect cultural sovereignty.”
- “Engage Wurundjeri around what a culturally appropriate governance would look like on stolen land and ensure the approach is part of any strategy moving forward recognizing my lack of knowledge about the role MAV, current structures probably just work at removing the obstacles 2) Mandate Aboriginal and Torres Strait Islander employment position and set a reachable target by 2022 3) Engage local business, services, community on how we want to exist as a municipality and be that.”

## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

- “Employ Wurundjeri Traditional Owners, make relationships, and commitment to relationships with, the Aboriginal and Torres Strait Islander communities public and well known of, put all staff at Yarra through cultural safety training.”
- “Treaty tax/levy on ratepayers to support Wurundjeri 2) Explore the option of negotiating a local treaty 3) Invest in research that would meaningfully advance Indigenous-settler relations in the Yarra Council LGA.”
- “Support for MAYSAR, VAHS and vulnerable communities.”
- “Learn from the community about what the priorities are; work out a plan with the community on where to go; make resources available to make it happen.”
- “Look towards (funding) setting up employment for an indigenous teacher to promote our history and the ATSI services though out Victoria 2) More Support for homelessness 3) unsure.”
- “Improve parking and traffic flow; beautify the areas around Fitzroy with more street art and greenery; provide more housing.”
- “Off the top of my head: support MAYSAR, increase access to Aboriginal walking tours.”
- “Free parking at Koori organisation in the Yarra council. Partnership of group activities or information sessions Address the needs of Homelessness and Drugs.”
- “Meet the people Establish the needs of the community Check my budget.”
- “Engage in activities to improve mental health and social connectedness.”
- “Establish a treaty process Ensure that sufficient support to VAHS as a major health provider for the Aboriginal community Organise joint activities with VAHS.”
- “Come and meet us, say hello 2) Work on a robust Social Housing plan 3) Increase options for Homeless Peoples accommodation 4) Make City of Yarra a world class bicycle friendly city).”
- “1) Level set residents with up-to-date understanding of aboriginal history in Australia, Victoria and in the inner city. Lots of people are still ignorant 2) celebrate aboriginal culture and practices. e.g. Material in the book Dark Emu 3) more opportunities for community between aboriginal and non-aboriginal peoples.”
- “Implement cultural safety in all Yarra council staff.”
- “Plant community vege gardens, bush tucker, improve cyclist safety, bike paths put aboriginal safety officers/liaisons on public transport platforms. Make public transport free.”



## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

### SECTION 5 GENERAL COMMENTS/FEEDBACK

#### 5.1 Aboriginal Community

Participants in the consultations were asked if they had any other comments or feedback on Council's existing projects, partnerships or on building connections. Responses are documented below.

- "Love Smith Street Dreaming and would like to see a similar event during NAIDOC in Gertrude Street that would involve all the businesses along there. Would like to see the Snapshots booklet reviewed and updated by an Aboriginal writer/artist/consultant The Walk handout needs to be updated too."
- "Introduce a verbal story about each of these events, e.g. one story at each committee meeting (also email a short story with a photo or two, for committee members who can't attend all meetings. This will keep everyone up to date). Also, we can promote these events amongst others if we are more knowledgeable. - This survey was an excellent idea to provide COY with Community and committee feedback."
- "I didn't know about 99% of them, am not on social media - perhaps advertising needs attention."
- "So much of what you do is tokenistic PR events that make white people feel good about themselves. Back up your words and nice activities with real action for our mob!"
- "They each need to engage with community in whatever way they can. Do they run events during Rec Week or NAIDOC? Do they have Aboriginal staff?"
- "Sorry as a non-resident, I have not participated or utilized all of these services."
- "Can't comment on spaces/places/programs I'm not familiar with, which is why there are blank ratings."
- "A stolen generation memorial and the changing of names like Batman to their Indigenous counterparts."
- "Not enough aboriginal centres."
- "More community meetings for effective direction in enhancing existing programs. Maybe have 1 community meeting every 3 months."
- "Make sure all the council places are culturally safe and employees have had cultural awareness provided. Employ more Aboriginal and Torres Strait Island people."
- "It's great that they exist but perhaps they need grassroots employees out connecting and networking to spread the word."
- "Keep up the great work."
- "Keep up the struggle and well done!"
- "ATSI community to have ownership to promote and strengthen ATSI community and people."
- "It would be good if you hired more of us internally not only to do Indigenous projects but regular campaign or projects that aren't necessarily Indigenous centric."
- "Your council is so white and so much of what you do just feels like you want to make yourselves feel better and not about improving our lives. Even this survey feels like that. Step up!"

## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

- "I'm available for employment to assist with this 0476XXXXXX."
- "Other Councils look to the City of Yarra for guidance.' Continue to build on the work Council's already doing."
- "Council could help to advocate for Aboriginal heritage listing over MAYSAR."
- "Continue to look for and source opportunities that will help to provide good outcomes in the local Aboriginal community."
- "Build on MAYSAR – too few doing too much, there is a need for more Aboriginal community members to share the load."
- "Elders and Aboriginal community members are being burnt out, there a big need for more support for them."
- "Secure more funding to employ staff and develop programs at MAYSAR. This place could resemble the Aboriginal Centre for Excellence in Redfern."
- "The need to secure ongoing annual funding for Smith St Dreaming festival, this annual event has now built Aboriginal community expectation and this event has delivered good outcomes for Smith Street in general."
- "Relationships between traders, residents and local police has improved due this event and the Smith Street working group."
- "Fund and support a Billabong BBQ type event for youth."
- "SNAICC and Yarra Council should partner together to develop programs to support youth and out of home care."
- "Keep doing a good job, keep referring to community, keep dreaming a stronger more equitable future that includes us mob no 1."

### 5.2 Service Providers

- "It is great that Yarra are continuing to develop the Aboriginal Partnerships Plan and too see its implementation. I see this plan as making a critical contribution to sustainable development of Yarra. I would like to emphasise the significance of the Aboriginal community, residents and organisations that are beyond Yarra. I hope that future employment of more Aboriginal staff to implement future plans and strategies in this plan can reflect this."
- "How can we involve the community more?"
- "Please contact me if there's a chance someone can come to John Street childcare CoOp to help us change the names of the rooms (name given)."
- "I think Yarra tries hard to be inclusive, allowing scope for Aboriginal representation and direction and to give voice to the Aboriginal history of this area. I appreciated these efforts."
- "I have worked all over Victoria, that said it is normally in rural Victoria. Councils take an active role in ensuring the health needs of their community are being met, this is displayed in many ways from meeting the local GPs and facilities, assisting with accommodation or financial support for certain groups and working with providers to ensure services are accessible and available. I have met a councillor/mayor once in VAHS and he would not remember my name or role. I have not been directly contacted by anyone in the council to even discuss what we do in our building. Every day we see very sick patients from babies through to Aboriginal elderly (50). As a non-Aboriginal you cannot help but look at the rest of Australia and wonder what the hell we are doing to ensure we close the gap. Doctors, nurses and Aboriginal Health Workers cannot do it alone, a community effort is required if we genuinely want to make a difference. At this point, I don't

## Attachment 4 - Aboriginal Partnership Plan Community Consultation DRAFT

feel that we are seen or understood by our council. Maybe all discussions are held with the CEO or representatives from the senior levels housed at Preston. One visit to Fitzroy would not only encourage Aboriginal patients to see you care but would open your eyes to the needs of this very unique community of people.”

- “There is a need in the community for physical activity groups and connection to country. It would be great to have some walking groups whereby people not from the local country can be welcomed onto country by local custodians to enable that connection to nature and physical activity. I have many clients who would be interested.”
- “Housing for aboriginal homeless. Funding for return to country, sorry business Funding for support services from aboriginal Patients with complex health issues and mental health issues. More people on the ground to assist with NDIS, My aged Care.”
- “On that matter of cycling. Be Brave, follow the great cities of the world and reduce cars by turning whole road lanes into cycleways (i.e. Vancouver City access).”
- “Just keep going working towards equality and makarrata.”

## **6.3 City of Melbourne Draft Transport Strategy 2030**

Trim Record Number: D19/90847

Responsible Officer: Director Planning and Place Making

### **Purpose**

1. To seek Council endorsement of the attached draft submission regarding the City of Melbourne Draft Transport Strategy 2030.

### **Background**

2. The Draft Transport Strategy is currently out for public consultation. At the Council meeting 14 May Councillor Fristacky provided a summary of the key element of the strategy and asked if officers could prepare a submission noting that submissions are due by the 19<sup>th</sup> June 2019. Officers have reviewed the strategy and conclude that it is a progressive and ambitious strategy. The transport vision and policy directions set out in MCC's Transport Strategy 2030 are generally supported by Council and include:
  - (a) Supporting more efficient, healthy and sustainable transport modes - walking, cycling and public transport;
  - (b) Converting road space to improve city and pedestrian amenity and safety by widening footpaths, reducing through traffic, parking and vehicle speeds to 30 km/h, and by greening and WSUD projects;
  - (c) Improving intricate "little" streets such as Little Collins and Little Bourke Street for pedestrians and cyclists;
  - (d) Extending protected cycle lanes and trialling and extending protected intersections;
  - (e) Advocacy for accessible tram and bus stop stops;
  - (f) Revisions to traffic light cycles to reduce delays for large volumes of pedestrians and cyclists;
  - (g) Encouraging the growth of e-bikes;
  - (h) Working towards a maximum of a single traffic lane on all streets in the Hoddle Grid (except King Street);
  - (i) Advocacy on conversion of trains, trams and buses to renewable power; and
  - (j) Support for more public transport to move more people into and around an expanded central city including extended rail, tram and bus networks and services, the MM2, Airport Rail, Suburban Rail Loop and other public transport extensions.
3. More detailed comments on various aspects of the strategy are provided in the submission as part of the public consultation process. The Council submission contains comments made by officers and other comments submitted to officers for consideration by Councillor Fristacky.

### **External Consultation**

4. This is a City of Melbourne document. No consultation has been done by Council and no consultation is required.

### **Internal Consultation (One Yarra)**

5. The traffic, urban design, city works and civil engineering teams were asked to submit comments for inclusion in the submission.

### **Financial Implications**

6. There are no financial implications for Council to make a submission to the City of Melbourne.

### **Economic Implications**

7. There are no economic implications for Council.

### **Sustainability Implications**

8. There are no sustainability implications associated with the submission.

### **Social Implications**

9. There are no social implications associated with the submission.

### **Human Rights Implications**

10. There are no human rights implications associated with the submission to the City of Melbourne.

### **Communications with CALD Communities Implications**

11. There has been no communications with CALD communities about the submission.

### **Council Plan, Strategy and Policy Implications**

12. There are no Council Plan, Strategy or Policy implications for Council in providing a submission.

### **Legal Implications**

13. There are no known legal implications.

### **Other Issues**

14. None

### **Options**

15. The options are for Council to:
  - (a) endorse the attached draft submission as is;
  - (b) endorse the attached draft submission subject to amendment; or
  - (c) not provide a submission
16. The officer recommendation is to endorse the attached draft submission as is.

### **Conclusion**

17. At the Council meeting 14 May Councillor Fristacky provided a summary of the key elements of the Draft Melbourne Transport Strategy and asked if officers could prepare a submission noting that submissions are due on the 19 June 2019. A draft submission is attached for Council endorsement.

## **RECOMMENDATION**

1. That Council:
  - (a) note the content of this report regarding the City of Melbourne Draft Transport Strategy 2030;
  - (b) note and approve the attached draft submission to be issued to the City of Melbourne; and
  - (c) authorise the CEO to settle the submission and lodge it within the public consultation period stated by City of Melbourne.

**CONTACT OFFICER:** Simon Exon  
**TITLE:** Unit Manager Strategic Transport Planning  
**TEL:** 9205 5781

**Attachments**

1 [↓](#) City of Melbourne Submission

## Attachment 1 - City of Melbourne Submission

# MEMO



**To:** City of Melbourne

**From:** Vijaya Vaidyanath, Chief Executive Officer

**Date:** 5<sup>th</sup> June 2019

**Subject:** City of Yarra Submission for the Draft Transport Strategy 2030

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1. The City of Yarra have prepared the following submission in relation to the Draft Transport Strategy 2030 released by the City of Melbourne. This transport strategy plays an important role in guiding future transport in the city as well as advancing transport directions for the wider metropolitan area. The strategy sets out the desired transport and place outcomes and why these have to be delivered.
2. The transport vision and policy directions set out in MCC's Transport Strategy 2030 are generally supported by Council in particular:
  - Supporting more efficient, healthy and sustainable transport modes - walking, cycling and public transport;
  - Converting road space to improve city and pedestrian amenity and safety by widening footpaths, reducing through traffic, parking and vehicle speeds to 30 km/h, and by greening and WSUD projects;
  - Improving intricate "little" streets such as Little Collins and Little Bourke Street for pedestrians and cyclists;
  - Extending protected cycle lanes and trialling and extending protected intersections;
  - Advocacy for accessible tram and bus stop stops;
  - Revisions to traffic light cycles to reduce delays for large volumes of pedestrians and cyclists;
  - Encouraging the growth of e-bikes;
  - Working towards a maximum of a single traffic lane on all streets in the Hoddle Grid (except King Street);
  - Advocacy on conversion of trains, trams and buses to renewable power; and
  - Support for more public transport to move more people into and around an expanded demystified central city including extended rail, tram and bus networks and services, the MM2, Airport Rail, Suburban Rail Loop and other public transport extensions.

### Vision and themes

3. The vision has a 'people first' focus and an emphasis on walking, cycling and public transport as the priority modes of transport in Melbourne. The vision includes a series of aspirational statements for all modes of transport, and responds to transport and liveability challenges currently facing the city. The three themes underpinning the vision provide a holistic approach to transport, acknowledging the broad role of transport and wider benefits it can help deliver.

## Attachment 1 - City of Melbourne Submission

# MEMO



4. The challenges and opportunities discussed are supported by evidence, analysis and community consultation findings to highlight the current situation for transport and liveability in Melbourne. The vision and three overarching themes set a clear direction for the priorities over the next ten years and respond to transport challenges and opportunities.

### Challenges and Opportunities

5. The challenges and opportunities sections provide an overview of the current issues and opportunities using evidence where appropriate. This enables stakeholders to understand why certain outcomes and actions are proposed. Council agrees with the challenges and opportunities raised and provide the following suggestions:
  - The need for safer, protected bike lanes in order to increase the number of people riding bikes is discussed. This could be expanded to discuss the current barriers for installing protected bike lanes which have been major issues to date and include resistance to car parking removal and construction cost etc. The actions and policies need to consider and respond to these 'blockers' on delivery. Trialling projects could be one way to work through the barrier of resistance and may also provide opportunities to deliver infrastructure at reduced cost. This strategy should formally propose that pilots and trials is an adopted principle and what this entails should be clearly set out to give Council the mandate it needs to get on with delivery.
  - Pedestrian overcrowding on footpaths is discussed as a major issue throughout the strategy however congestion on shared paths is not identified as a specific issue.
  - Under the heading 2 network efficiency, the issue of pedestrian delays at intersections is raised. This could be expanded to address the opportunity to optimise signals to also reduce delays for cyclists at intersections particularly on key routes.
  - Under heading 1 safety and security in the city, it is noted that most people don't feel confident to ride a bike in Melbourne as they don't feel safe enough to use painted lanes in the busy city area. This could be expanded to highlight that protected bike lanes must be continuous and connected to see real uptake in people riding bikes. A bicycle route is only as safe as its weakest point, and connections into bordering municipalities must be of a consistent standard to attract people to ride into the city.

### Themes, Outcomes and Actions

#### *A safe and liveable city*

6. This theme of a safe and liveable city focusses on prioritising active transport by improving safety and the experience for people walking, riding bikes and accessing public transport. This should be a key focus for Melbourne's future transport network and support the proposed outcomes, actions and policies to redesign streets in the Hoddle Grid so that they are not dominated by a small number of cars.



## Attachment 1 - City of Melbourne Submission

## MEMO



- Action 1 includes a broad task to design future streets as per the 2030 Proposed Integrated Transport Network included in the draft strategy. More detail should be provided around definition of the roles and attributes of the proposed typologies shown on the 2030 Proposed Integrated Transport Network map. Definitions for typologies would assist in understanding why certain streets have been identified as particular routes and how they are envisaged to function. If there is a vacuum in this space then others will provide their own definition which may undermine delivery.
- Outcome 1 notes that car-free street spaces will be created, however this is not reflected in any of the actions, policies or network maps. More detail to define where car-free spaces would be appropriate would provide guidance in implementing this action. The central city lacks car free spaces where people can enjoy the space, any Council that is committed to place making should set out clearly those areas (or types of areas pending further study work) where car free environments will be provided and make a commitment to delivering them using the strategy and its consultation outputs to provide the mandate.
- Outcome 2 and actions 8 and 9 discuss delivery of high quality, physically protected bicycle lanes over the next ten years. The bike network map includes a number of future protected routes that connect with routes in Yarra. Council agrees that a network of physically protected bike lanes is needed and are receptive to working with the City of Melbourne to deliver routes within both municipalities, including routes on arterial roads managed by VicRoads. Collaboration with the Victorian Government to reduce speed limits, improve signal times to prioritise walking and cycling movements at intersections is supported.
- It should be made clear that the City of Melbourne bicycle network connects with the wider Strategic Cycling Corridors (SCC) for Melbourne metropolitan area, and that the last mile connections in the city are integral for making the SCC corridors viable options for people looking to cycle.
- The approach for prioritising the delivery of a large number of protected bike lanes is explained. In contrast, outcome 2.3 notes that highest priority routes for intersection treatments will be those with large numbers of current and potential riders. It is suggested that the attributes of priority bike routes are explained to provide transparency about the approach for delivering actions 8 and 9.
- Outcome 2.1 notes that a cycleway in the centre of the road could be delivered on high priority cycling boulevards, including Victoria Parade. The bike network map does not include Victoria parade as a future protected bicycle route.
- With increasing numbers of cyclists in the MCC area, the interfaces between pedestrians and cyclists needs to be examined. Education is required of both categories given these circumstances:
  - Mention has already been made of pedestrians waiting for trams on Swanston Street in the area designated for cyclists, despite "Keep Clear" signage.

## Attachment 1 - City of Melbourne Submission

## MEMO



- Where there are specially designated bike lanes including segregated paths such as along LaTrobe and Albert Streets, pedestrians frequently use the segregated bike lanes as an extended footpath which creates conflict.
  - This also applies as crossing points where green paint is specifically marked for cyclist crossing adjacent to pedestrian crossing space, where many pedestrians seem oblivious to the separate uses. This is common at Southbank across Queens Way, at the Nicholson St/Victoria Parade intersection and elsewhere.
- Outcome 3 discusses integrating tram stops into streets. Overcrowding on tram stops slows efficient boarding and alighting (Section 3.2, page 50). One way to mitigate this is to integrate tram stops into pedestrian spaces to facilitate boarding and alighting. This largely means extending footpaths on the lines of the easy access tram stop (EATS) design, combined with extending footpaths and working towards a maximum single traffic lane in each direction.
  - Outcome 4 discusses reductions to non-essential vehicles in the municipality which is supported. Reducing through-traffic from the city's streets will provide space for more efficient modes. Policy 8 provides a clear direction to reduce through-traffic in the city, however this outcome could be supported by more innovative approaches and actions concerning how this will be achieved. Furthermore outcome 4.2 and policy 9 could include examples of streets where it is anticipated that traffic issues will increase as a result of West Gate Tunnel and any other current major road projects.
  - The measures outlined to increase use of car share (Section 4.6, page 58) are strongly supported including advocacy to the State to exempt off-street car share bays from the Congestion Levy. Measures should also include seeking an additional planning scheme amendment for the provision of on-site car share for larger planning developments in which a waiver of car parking is sought.
  - Outcome 4.5 sets out current issues with parking supply in the city and that a new approach to off-street parking is required. Council strongly supports the action to develop a Parking and Kerbside Management Plan and a review of policies for on and off-street parking. This outcome and action start the conversation for why a new approach is needed for managing on and off-street parking to optimise the use of kerbside space and reduce oversupply of off-street parking.
  - Outcome 4.5 states the City of Melbourne will propose further improvements to the Victorian Government Congestion Levy, including expanding the Category 2 area to include Richmond. Council, at the current time, does not formally endorse this position with the advocacy position being that the receiver of revenue from the levy be reallocated from State Government to Councils.
  - Figure 6 at page 31 provides data on car parking and shows that the vast preponderance of CBD parking available is off-street employer and commercially supplied, at 144,000 spaces. Together with residential off-street parking of 49,500, the total off-street parking is 193,000, compared with the Melbourne City Council's on-street 23,490 spaces, a mere 8% of total parking supply. However, the proposed policies on parking to reduce on-street and residential

## Attachment 1 - City of Melbourne Submission

## MEMO



off-street parking (pages 56, 62) do not address the far larger supply of commercial and employer provided off-street parking (near 70% of total parking) which caters for driving to the CBD. Greater incentives should be considered to encourage employers, including Government employers to offer alternatives to providing cars and parking, such as public transport passes, E-bikes, car-pooling, mini-bus transport for employees and the like.

***An efficient and productive city***

7. This theme emphasises that public and active transport needs to be the most attractive option for moving in the city, by making sustainable transport efficient and a positive experiences.
  - Action 16 seeks to reduce delay to people travelling by sustainable transport by working with the Victorian Government to optimise traffic signal cycle starts, starting in the Hoddle Grid. Council is receptive to working with the City of Melbourne and the Victorian Government to optimise traffic signals.
  - Action 5.2 seeks to reduce tram and bus travel times and increase reliability which is supported. There is a question over whether policy 13 is enough to deliver this or if more detail / examples of initiatives are required.
  - Outcome 7 acknowledges there is a need for a clearer direction on how kerbside space is managed efficiently to balance liveability and economic benefits. The Parking and Kerbside Management Plan will provide the direction for on-street parking and reallocation of kerbside space. It is suggested that further explanation is provided about what constitutes a priority area for reallocation of kerbside space i.e. future protected bike lanes, footpaths with overcrowding etc.
  - The scope of the Parking Management Plan could also be expanded to include the approach and role of consultation for reallocation of kerbside space, as well as any current issues or barriers with the process for reallocation of kerbside space that the Parking and Kerbside Management Plan needs to resolve.
  - Outcome 7 should include a discussion on how the use of kerbside space relates to the draft strategy's themes, outcomes and integrated transport network map, and provide a clear emphasis on what the priorities are.
  - Council strongly support outcome 8.3 to review and redesign tram and bus routes and outcome 8.4 to support establishing a rapid, high-frequency orbital network. Full-time bus lanes are proposed at a number of roads linking into Yarra's network, including Johnston St, Hoddle St, Victoria Pde and Lonsdale St. Priority bus lanes at these roads would require removal of car parking. Council is open to working with the City of Melbourne and VicRoads to explore options and understand the impacts associated with this.
  - Outcome 8 supports improvements to Melbourne's metropolitan and regional rail network. Figure 24 shows the existing and planned rail network. The proposed cross-city rail 1 and 2 will

## Attachment 1 - City of Melbourne Submission

## MEMO



complete missing links in the metropolitan rail network and relieve pressure on buses and trams currently serving areas in Yarra.

***A dynamic and adaptive city***

8. The theme of a dynamic and adaptive city focuses on the opportunities and challenges of new and emerging technologies. It sets a clear position that technology that delivers net community benefit and supports the outcomes of the strategy will be prioritised.
  - Council supports outcome 10.1 and action 21 to advocate to the Victorian Government for regulation or legislative change to regulate dockless shared services. A regulatory framework is required to manage known and unknown risks and Council agrees that the Victorian Government is best placed to work with councils to lead development of regulation.
  - New transport technologies and measures to ensure safety and mitigate potential negative impacts are outlined in outcome 10 and 11. The outcomes recognise the potential benefits of new innovation, whilst also setting clear policies to protect vulnerable users and ensure new technology advance transport as per the directions of the draft strategy.
  - Page 89 states under road funding and use that “the City of Melbourne and other local governments lack any direct mechanism to cover the cost of providing roads”. Reference should be made at page 89 to revenue from parking. Indeed this point is noted elsewhere in the Strategy (page 100).
  - Road pricing is discussed as a way of achieving managing traffic under outcome 13. The Australian government does not have power to introduce road pricing over local and state roads. The Commonwealth has power to levy fuel tax under Section 86 of the Constitution Act providing for Commonwealth “control of duties of customs and excise duties”. The Commonwealth also has power to regulate interstate trade and commerce. However, it has no power generally to make laws regarding roads or road pricing. These are matters for the States.
  - The Commonwealth could arguably cover interstate driving/trucking as part of its interstate trade and commerce power (section 51(1)); but this would not extend to intra-state, urban or local roads.
  - The dominance of federal taxing powers, raising 84% of overall taxation, with States limited to some 13% of overall taxation and local government a mere 3%, is a longstanding fiscal problem. This fiscal imbalance necessitates that road pricing be a State levy to cover public transport/road construction and maintenance. With Local Government responsible for 80% of roads, any road pricing levy should be distributed between State and Local Government. Commonwealth endeavours to compensate for its loss of fuel excise, by imposing road pricing must be questioned. Policy 40 (page 100) to “Support a fair and equitable road revenue-sharing agreement between all levels of government through pricing reform” should be amended to acknowledge the lack of Commonwealth power over road pricing, the problems of



## Attachment 1 - City of Melbourne Submission

# MEMO



fiscal imbalance and restrict sharing of road pricing revenues between State and Local Government.

- The target for the City of Melbourne to be emissions-free by 2050 is supported. Outcome 12 and the supporting policies emphasise the need to transition to renewable energy in order to meet Australia's obligations under the Paris Climate Agreement.
- Council supports outcome 13 to advocate for a road user pricing system and support effective public transport pricing to encourage more people to use public transport particularly outside the peak.

### Implementation

9. It is understood that the City of Melbourne will expand upon the Implementation section of the draft strategy and that a Strategy Implementation Plan will be released with the finalised Transport Strategy. The draft strategy provides a summary of policies, actions and network maps to show how the outcomes of the strategy will be delivered. The summary of policies and actions and how they relate to the outcomes is clear, however further detail around implementation would enable a better understanding of how the City of Melbourne will specifically achieve the outcomes of the draft strategy.
10. It is anticipated that the Strategy Implementation Plan will include a comprehensive framework to explain how the actions and policies will be implemented i.e. responsibilities, consultation approach, targets, monitoring process. It is recommended that the Strategy Implementation Plan includes the following detail:
  - Funding
  - Responsible agencies and involved groups
  - Timeframes
  - Further detail on actions including tasks and projects to achieve outcomes
11. It is recommended that the Strategy Implementation Plan includes a monitoring framework, requiring an annual reporting process to provide an update on progress towards achieving actions and targets.

### Network Maps

12. The proposed 2030 transport network maps are ambitious and effectively illustrate walking and station precincts, public transport, bikes, motor vehicles and the overall integrated network. The maps are clear in communicating the routes for the future transport network and reflect the outcomes of the draft strategy.
13. The following comments are provided regarding the network maps:
  - The walking network map identifies east-west shared spaces on little-streets, as well as station precincts along some north-south streets. There appear to be a lack of north-south walking routes

## Attachment 1 - City of Melbourne Submission

## MEMO



- There are no shared spaces or walking routes identified in Southbank, Docklands or Fisherman's Bend.
- The proposed bike network does not include a connection to Fishermans Bend from the west. Given the significant residential and employment growth planned for this area, it is suggested that Melbourne advocate for a river crossing of some sort to provide cycle connect between this precinct and the rapidly growing western suburbs.
- The 2030 central city bypass route links with Yarra's road network, including Princes St and Alexandra Parade to the north, Hoddle/Punt Rd to the east and City Link to the south. Additional traffic on Princess St and Alexandra Parade could lead to demand for a future east-west link.
- There are multiple traffic routes shown in Southbank and some of these should reprioritised for active transport and placemaking.
- A number of streets are identified as having multiple functions i.e. Lansdowne Street is a traffic route and a protected bike route, and Punt Road/Hoddle Street is a central city bypass route as well as a future full-time bus priority. There is concern that priorities for streets with multiple competing functions is not clear which to date has resulted in inertia on these complex streets.

**Other Comments**

## 14. Other comments are provided below.

- Advocacy for MM2 is strongly supported. This project from Mernda to Werribee is variously referred to as MM2 (page 32, 79) and/or Cross Rail 1 (page 17, 32, 77, 79). The MM2 project was identified in the 2012 Rail Network Development Plan and it would assist for the term MM2 to be used. Particularly as MM1 will also operate as a cross rail.
- Airport Rail is covered in Section 8.8 (page 80) is strongly supported as long overdue. Concerns that "Terminating the airport rail line at Southern Cross will place extra strain on the station and connecting transport" are questioned. Southern Cross is a vital CBD terminal for airport rail given its focal interchange status for metropolitan rail and tram lines and regional lines, space for taxis, drop-off and parking. Re capacity, MM1 and reconfiguration of the City Loop mean Dandenong and Sunbury trains will not use Southern Cross; so the latter station will have significant extra capacity.
- Critical to airport rail is a reliable, fast 15 minute service every 10 minutes, 24/7 with specialised rolling stock for luggage. These characteristics differ from metropolitan services, requiring a dedicated specialist service as with best practice airport rail lines internationally. New tracks underground from Southern Cross to Sunshine will provide the speed and capacity needed. It should also be noted that peak airport access is generally outside suburban peak travel periods.
- Section 8.8 refers to "support continuing the investigation into a Melbourne Airport rail line". The MCC strategy being to 2030, should go beyond investigation to support completion of planning and construction of Airport Rail.

## Attachment 1 - City of Melbourne Submission

## MEMO



- The strategy states that pending completion of Airport Rail, short-term bus priority lanes be implemented on City Link, Footscray Road and (implicitly) the Tullamarine Freeway. Interim bus priority lanes for the Tullamarine should also be mentioned.
- Page 28 identifies the MCC and Victorian Government as responsible for transport. Later in the draft, other responsibilities are also identified: adjacent local governments (pages 30, 45); and the Australian government's role as regarding funding and road pricing (pages 19, 89, 98-100).
- Page 28 should add the responsibilities of other local governments as transport bodies and the Australian government's role in contributing funding for transport infrastructure projects determined by the States. It should be noted that the Australian Constitution Act (Section 51(34)) specifically provides for the Commonwealth to make laws on "railway construction and extension in any State with the consent of that State".
- Within the actions summary Items 3 and 11 should both add the words "and bicycles". These 2 items should also be sequential, i.e. 11 should be item 4. Item 12 on delivering strategic plans for major station precincts should add the Carlton/Parkville MM1 rail station precinct with a car free shared pedestrian bicycle, public transport zone along Grattan Street from the MM1 station to at least Bouverie Street to the west.
- In the policy summary item 37 should add the words in bold: "Prioritise the transition of commercial vehicles including buses and diesel trains to low emissions technology".
- The following amendments to Figure 28 are suggested to make it clearer.
  - Separate the Figure into 2 parts, the first under a heading of "Emissions", the 2nd under a heading of "Space efficiency"
  - Use the words "High emission" and "Low emission" in lieu of "Dirty" and "Clean" in the first section of Figure 28.
  - Place the first part of the Key under that first Emissions section of Figure 28
  - Place the 2nd part of the Key under the 2nd Space efficiency section
  - Note there is an additional space footprint for EVs for their charging mechanisms; so perhaps should be 9.8, rather than 9.7
- The discussion on technology should refer to managing/regulating the use of drones for deliveries and inspections.

### Conclusion

15. Council is pleased to see the release of an ambitious and progressive draft Transport Strategy for Melbourne. The draft strategy acknowledges importance of walking, cycling and public transport as priority modes and that cars are the least space efficient mode. The proposed themes, outcomes, actions and policies are largely supported but could benefit from additional detail in some areas to increase the practical value of the strategy in terms of project delivery.

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**7.1 Notice of Motion No. 9 of 2019 - Potential Removal of Trees in the AMCOR River Frontage**

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Trim Record Number: D19/97458

Responsible Officer: Group Manager Chief Executive's Office

I, Councillor Bridgid O'Brien, hereby give notice that it is my intention to move the following motion at the Ordinary Meeting of Council to be held on 11 June 2019:

*"That in the matter of the potential removal of trees in the Amcor river frontage land site in Alphington; Council:*

- (a) request that Officers with-hold the approval of the removal of any trees from the said area until Council has received and determined on an Officer report which:
 
  - (i) advises Council on the background of potential and required works related to removal / potential removal of trees and vegetation within the noted area;*
  - (ii) advises Council any options available to Council in the management and / or removal of trees and vegetation within the noted area; and**
- (b) request that if any trees are required to be removed as a risk litigation measure, Officers first advise Councillors of the reasons for such action before works are undertaken."*

**RECOMMENDATION**

1. That in the matter of the potential removal of trees in the Amcor river frontage land site in Alphington; Council:
  - (a) request that Officers with-hold the approval of the removal of any trees from the said area until Council has received and determined on an Officer report which:
    - (i) advises Council on the background of potential and required works related to removal / potential removal of trees and vegetation within the noted area;
    - (ii) advises Council any options available to Council in the management and / or removal of trees and vegetation within the noted area; and
  - (b) request that if any trees are required to be removed as a risk litigation measure, Officers first advise Councillors of the reasons for such action before works are undertaken.

**Attachments**

There are no attachments for this report.