



YARRA CITY COUNCIL.
ABORIGINAL
PARTNERSHIPS
PLAN 2014-17

DRAFT



Contents

MAYOR'S WELCOME	3
WURUNDJERI WELCOME BY UNCLE COLIN HUNTER JNR.....	4
ABORIGINAL ADVISORY GROUP COUNCILLOR WELCOME.....	5
INTRODUCTION	6
Development of the Plan and Priorities.....	6
Development of Action Plans.....	7
Council Policy introduction.....	7
YARRA ABORIGINAL PARTNERSHIPS PRIORITIES (2015–2018) AND YEAR 1 ACTIONS (2015)	8
PRIORITY 1 – Community Connection.....	8
PRIORITY 2 – Culture	13
PRIORITY 3 – Employment.....	18
PRIORITY 4 – Events.....	22
PRIORITY 5 – Advocacy and Responsiveness	25
YARRA ABORIGINAL PARTNERSHIPS COUNCIL POLICY (2015)	29
BACKGROUND INFORMATION.....	32
Leadership in local government.....	32
A note on Council's Reconciliation Action Plan (RAP)	32
Highlights from previous Aboriginal Partnerships Plans.....	32
Council Acknowledgement of Country – why we do it.....	33
Consultation	34
THANKS	36

MAYOR'S WELCOME

On behalf of Yarra City Council, it is my privilege to introduce our Aboriginal Partnerships Plan for 2015 to 2018.

I will start by paying my respects to the Wurundjeri people, who are the Traditional Custodians of the land now known as Yarra. Council deeply values the contribution and guidance of the Wurundjeri, and other Aboriginal and Torres Strait Islander people past and present, to the cultural heritage of the city.

This is our third Aboriginal Partnerships Plan. Everything included here has grown out of the input and advice that Council received from Yarra's Aboriginal community during an extensive consultation period. The Plan and its associated actions respond to the issues and ideas that people identified as most important to the community. It is the result of many conversations and we hope it will strengthen our growing relationships, which are the cornerstone of Council's work in this area.

Thank you to everyone who took time to contribute to this Plan. I hope we have listened well.

Happily, one of the clear messages we received during the consultation is that Yarra Council's work to date with the Aboriginal Community has been moving in the right direction. In this next Plan, Council will continue to advocate for respect and social justice, keep promoting awareness of our rich Aboriginal history and culture, and take a strong stand against racism.

A key development is the extended focus on employment, to create opportunities both within Yarra Council and across the municipality. With the sweep of gentrification irreversibly changing our city, there is a need to find new ways of supporting access to resources and basic rights, such as jobs, and an urgent incentive to improve equality.

I hope that the vision outlined here will be a source of inspiration, as well as a blueprint for constructive, responsive action, as we continue walking the path of respect, culture and community together.

[insert signature and photo of Mayor]

WURUNDJERI WELCOME BY UNCLE COLIN HUNTER JNR

Welcome, or in the language of the Traditional Owners of Melbourne and the Greater Melbourne area, the Wurundjeri people of the Kulin nation, *Womin je-ka*.

Prior to the colonisation of Melbourne, the area known as Yarra held significant and cultural importance to the Wurundjeri people, and this connection still exists today. The spiritual connection to places within Yarra's municipal boundaries, like the Yarra River, and the confluence of the Yarra and Merri creek, extend back thousands of years to the Dreamtime.

Since the early 1900s, Victoria's Aboriginal community has flocked to Yarra, in particular to Gertrude Street Fitzroy, to find that sense of community that is the strength of Aboriginal people.

Yarra City Council is committed to keeping this sense of connection alive, and over a number of years has forged an increasingly robust relationship with the local Aboriginal community.

Before being employed in Local Government at Yarra City Council, I would have never imagined that I would have had the opportunity to change the lives of Aboriginal people. My role at Yarra has enabled me to work with the local Aboriginal community at a grass roots level, an opportunity that has its challenges. It is these challenges to improve the overall health and well-being of the Aboriginal community that ignite my passion for better outcomes.

This, along with the history and treatment of Aboriginal people in this country, drives my commitment to help change the wrongs of the past. My spiritual and cultural connection to the land and its waterways helps to ground both me and the work I am striving to achieve.

One of my personal challenges is to balance my responsibilities as a Traditional Custodian and Wurundjeri Elder with my professional role. I am the first Wurundjeri person to be employed in local government on Wurundjeri country, and must applaud the Yarra City Council for this appointment. Yarra Council's commitment to the local Aboriginal community extends further than just words. This is evident in the scope of my role and also through Council's commitment to increasing Aboriginal employment in the organisation.

Yarra's last two Aboriginal Partnerships Plans have created a solid foundation for my work with the community. I know that this next Plan will continue to strengthen our relationships and lead the way for meaningful change.

[insert Colin's photo and signature]

Additional Welcome in Woiwurrung language with translation by Aunty Doreen Garvey-Wandin or another senior Wurundjeri Elder [TBC]

ABORIGINAL ADVISORY GROUP COUNCILLOR WELCOME

[TBC]

INTRODUCTION

Development of the Plan and Priorities

The Aboriginal Partnerships Plan 2015–2018 will guide Council’s work with the Aboriginal and Torres Strait Islander community¹ over the next four years. The Plan has been shaped by suggestions, ideas and feedback collected through extensive community consultation in 2014. The Plan also draws strength from and builds upon over a decade’s worth of collaborative work with the local Aboriginal community.

A point of difference between this Plan and previous Aboriginal Partnerships Plans is the focus on increasing Aboriginal **employment** in Yarra as one of five priority areas. This has strong links to another priority in the plan – supporting Aboriginal **community connection** to historically significant Fitzroy and surrounds.

Increasing Aboriginal employment opportunities, both within Council and workplaces in the broader municipality, is one of the most effective ways that Council can support Aboriginal people to remain connected to Yarra. Council can do this by examining its recruitment processes and using existing networks to broker opportunities. Access to employment helps create improved economic and social participation, and often has other flow-on health benefits such as improved access to housing and proper healthcare.

Another point of difference between this Plan and previous plans is the whole of organisation approach to Aboriginal affairs. In previous plans, actions were driven by Council’s Community Development unit. Testament to the positive growth the organisation has undergone in recent years, many actions in this plan will sit with a variety of branches and units throughout Council. Human Resources, for example, will look at flexible work models for Aboriginal employment through the development of an Employment Diversity Strategy. Strategic Planning will be further integrating Aboriginal heritage protections through the development of the Yarra Heritage Strategy. This will have many flow-on benefits for the Aboriginal community.

Council’s Aboriginal Partnerships Plan 2015–2018 is guided by five priority areas, which will determine Council’s ongoing work with the community. These priorities include:

1. Community connection

Council will support Aboriginal community connection to Fitzroy and other historically significant places in Yarra, and continue to develop its own connection to the Aboriginal community.

¹ 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 used by 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.

2. Culture

Council will promote Aboriginal culture to ensure a greater understanding of and respect for Aboriginal people, culture, traditions and history in Yarra.

3. Employment

Council will increase employment opportunities for Aboriginal people at Council and broker Aboriginal employment opportunities in the broader community.

4. Events

Council will promote Aboriginal calendar events and other significant Aboriginal community events.

5. Advocacy and Responsiveness

Council will promote relevant policy changes and emerging issues to the Aboriginal community and respond, with permission from the community, on behalf of the community.

Development of Action Plans

To ensure Council's projects and actions remain aligned with emerging community issues, Council will develop a new 'Action Plan' for each year of the Plan's four year lifespan. Projects and actions for each new Action Plan 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 in consultation with the AAG. The Aboriginal Partnerships Officer will report to the AAG and Council on the implementation of each Action Plan.

The Year 1 Action Plan (below) will guide Council's work with the community for 2015. In this draft, the Action Plan consists of existing Council actions, commitments and ideas (subject to Council approval) and community ideas (which will be assessed, prioritised and formed into actions according to community demand and Council capacity). The document also includes direct quotes from the community consultations (*'in italics'*).

A new Action Plan will be available on Council's website here (www.insert URL here.gov.au) and in hardcopy via the Aboriginal Partnerships Plan Officer at the beginning of each year until the end of 2018. Annual reports on the implementation of each Action Plan will be available on Council's website here: (www.insert URL here.gov.au).

Council Policy introduction

Council's work with the community is guided by the 'Yarra Aboriginal Partnerships Council Policy (2014)'. This includes a set of Council acknowledgements, pledges of support and commitments that apply to all officers and Councillors of the Yarra City Council.

YARRA ABORIGINAL PARTNERSHIPS PRIORITIES (2015–2018) AND YEAR 1 ACTIONS (2015)

PRIORITY 1 – Community Connection

Council will support Aboriginal community connection to Fitzroy and other historically significant places in Yarra, and continue to develop its own connection to the Aboriginal community.

Fitzroy has long been the place for Aboriginal people to connect with community. It has seen families reunited, a civil rights movement born, community controlled organisations flourish, athletes shoot to stardom and artists launch onto the world stage.

In recent years, however, rising property prices and the cost of living have begun to push the Aboriginal community north and Aboriginal services have started to follow. Some Aboriginal people have voiced concerns about polarisation of wealth and the lack of visibility of Aboriginal people and culture in Fitzroy.

*'There is a polarisation of wealth and poverty.'*²

Council wants to ensure Aboriginal connection to Yarra is not broken. To support this, Council must work on its own community connection, to develop the ways in which it listens and responds to the community.

A good model for this is the support offered to the 'Parkies' and other disadvantaged members of the Aboriginal community who meet in Yarra. Council funds a weekly event called Billabong BBQ as well as an outreach worker to support this community. Council also convenes '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.

'YASN is a good network. AAG – direct access to Council.'

For higher level strategic advice from the community, Council convenes the Aboriginal Advisory Group (AAG), which is co-chaired by a Wurundjeri Elder and a Yarra Councillor. This group has an open and standing invitation to all in the Aboriginal community.

'Organisations are meeting places.'

Council also supports Melbourne Aboriginal Youth Sport and Recreation (MAYSAR) to become a sustainable Aboriginal-run organisation in historically significant Gertrude Street.

² All italicised quotes are direct quotes from consultation participants.

Year 1 Action Plan (2015) – Draft only – all actions are subject to Council and community approval

COMMUNITY CONNECTION Year 1 Action Plan (2015)	Why	Who ³	When	How (\$\$)
<p>1. Consult with the Wurundjeri community about creative ways to acknowledge country along municipal boundaries or other significant sites.</p> <p>Consultation would be on selection of sites and the form of how the acknowledgement should occur. This could include a range of concepts including public art, interpretive signage or landscape treatments focusing on the River or other sites.</p>	<p>Any meaningful opportunity to acknowledge Traditional Owners along municipal boundaries or other significant sites is a small but important statement that reminds us of a fact that was denied the Traditional Owners for many years.</p>	<p>Urban Design Open Space Wurundjeri Community and Corporate Planning (CCP)</p>	<p>Ongoing</p>	<p>The project would be developed over three stages:</p> <p>Stage 1/year 1: Explore alternative ways to acknowledge the Traditional Owners along the Yarra or other significant sites. Existing resources.</p> <p>Stage 2/year 2: Preparation of design documentation for the preferred concept. Capital bid budget process for 2016/17 Required permits would be obtained and contractor engaged.</p> <p>Stage 3/year 3: Construction of the project. Capital bid budget process 2017/18</p>
<p>2. Provide Council officer support, when required, to the following programs currently</p>				<p>Within existing resources</p>

³ Units, branches and organisations are listed according to responsibility with the lead at the top of each list.

<p>funded through Council's Community Partnerships Grant Program:</p> <p>2.1. Melbourne Aboriginal Youth Sport and Recreation Incorporated (MAYSAR).</p> <p>2.2. Indigenous Therapeutic Recreation Program</p> <p>2.3. Billabong BBQ Co-ordinator</p> <p>2.4. Aboriginal Engagement Program</p>	<p>MAYSAR was initially established 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> <p>The Recreation Program helps the Parkies community stay healthy, active and positive.</p> <p>Billabong BBQ provides a vital and culturally appropriate space for Parkies to have a nutritious feed and link in with services.</p> <p>This program funds the employment of an Aboriginal Engagement Worker to work towards improving the health and well-being of Aboriginal people in Yarra.</p>	<p>CCP MAYSAR White Lion</p> <p>HomeGround</p> <p>Cohealth</p> <p>Cohealth</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Current funding through the Community Partnerships Grants process extends until June 2015. Ongoing funding (July 2015 – June 2018) will dependent upon successful outcomes of the Community Partnerships Grants process.</p> <p>Officer hours to support, promote, link-in and broker relationships.</p>
<p>3. Convene monthly meetings of Yarra Aboriginal Support Network (YASN) meetings.</p>	<p>YASN is an info-sharing and service co-ordination network that supports the Parkies and other vulnerable Aboriginal people in Yarra.</p>	<p>CCP The Parkies The broader Aboriginal community, Service Providers, Community Groups</p>	<p>Ongoing</p>	<p>Within existing resources for catering and minute taking, and small project support.</p> <p>Part of the Aboriginal Partnerships position is dedicated to this and the AAG support roles.</p>
<p>4. Convene Council's Aboriginal Advisory Group (AAG) as the Aboriginal community's official voice to Council and the reference group for the ongoing development of the Aboriginal Partnerships Plan 2015–2018.</p>	<p>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</p>	<p>CCP Councillors office</p>	<p>TBC</p>	<p>Within existing resources Officer time</p>

	Aboriginal people to influence local government policy and decision making.			
<p>5. Acknowledge the Wurundjeri by reading the 'Statement of Recognition of Wurundjeri Land' at the beginning of Yarra Council meetings, citizenship ceremonies, Mayoral and civic receptions, opening major events, official openings of Council buildings, and official events where the Mayor is present."</p> <p>See 'Acknowledgment of Country – Why we do it' for Acknowledgment of Country options and an explanation of the process.</p>	<p>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 us of a fact that was denied for many years.</p>	All Councillors and Council staff	Ongoing	Within existing resources
<p>6. Review induction policy for newly elected Councillors and ensure that it includes cultural awareness training and meetings with Traditional Owners.</p>	<p>Given the history of dispossession and the important civil rights history that happened in Yarra, it is vital that Council's elected representatives have the opportunity to connect with Traditional Owners who have a connection to the land stretching back many thousands of years.</p>	Governance CCP	2015	Within existing resources
<p>7. Continue to offer Leisure centre community memberships to the Parkies community and other disadvantaged members of the Aboriginal community.</p>	<p>Positive discrimination leisure memberships ensure that people who might otherwise not feel connected to healthy living spaces have the opportunity to build a connection to them.</p>	Leisure	Ongoing	Within existing resources

The following ideas have emerged from community consultation. Before becoming actions (if feasible), each idea must be assessed for achievability, community benefit and Council capacity.

COMMUNITY CONNECTION Community Ideas (actions TBC)	Why	Who	When	How (\$\$)
<ul style="list-style-type: none"> • Treaty – Local Government to lead the way. • Create more Aboriginal community spaces. • Housing support. • Fix up the meeting place at Atherton Gardens. • Establish a financial counselling service. • Work with Yarra Trams to put Aboriginal art on 86, 96 or 112 • Provide extra support for Elders and children. • Strengthen Aboriginal disability support networks. • Mayor to come and meet Wurundjeri committee. • Consider if an official Council apology to the Wurundjeri community is warranted and if, following consultation, an apology is welcome or not by the Wurundjeri. • Support Wurundjeri to relocate or give peppercorn lease. • Signage, signifiers or stories linked to Yarra’s waterways. • Wild idea: Wurundjeri Cultural Centre – could the Wurundjeri Council partner with MAYSAR? Could Yarra City Council support / advocate? Could Wurundjeri tap into support from existing partners? 	<p>TBC</p>	<p>TBC</p>	<p>TBC</p>	<p>TBC</p>

PRIORITY 2 – Culture

Council will promote Aboriginal culture to ensure a greater understanding of and respect for Aboriginal people, culture, traditions and history in Yarra.

Council is committed to promoting a greater understanding of and respect for Aboriginal people, culture, traditions and history.

In the broader community, Council will promote cultural awareness through print, web, mobile web-app, film, social media and events (for events, see Priority 4). In providing a range of platforms, Council recognises that different people access information in different ways and are at differing stages of a cultural awareness journey. We hope to provide many starting points – through, for example, our Aboriginal History of Yarra community videos page and regular posts on Facebook – as well as more advanced information, such as the ‘Wurundjeri History of Yarra’ print publication.

‘Debunk the stereotypes and provide positive affirmation of history and culture.’

Council also recognises the importance of promoting cultural awareness in local schools and is committed to promoting its

historical materials to these schools and developing them to tie in with the school curriculum.

‘Education in all schools on history and all current organisations (Aboriginal!) operating in the Yarra Council areas.’

Council will also strive to develop its cultural awareness as an organisation – to ensure it is offering culturally appropriate service to the local community and to attract Aboriginal people considering employment in local government (for more about employment, see Priority 3).

Council will also work towards deepening its relationship with the Wurundjeri Council to see how cultural heritage protections can be better integrated into planning permit processes at Yarra via the Yarra Heritage Strategy 2014-2018. If successful in this partnership, Council will advocate for the model to be replicated across other local government areas.

As always, Council will continue to seek guidance on how the Aboriginal community would best like to be supported in recognising history and culture.

‘Banners on the town halls like the asylum seeker ones.’

Year 1 Action Plan (2015) – Draft only – all actions are subject to Council and community approval

CULTURE Year 1 Action Plan (2015)	Why	Who	When	How (\$\$)
<p>8. Promote Yarra's cultural awareness materials to the broader community, tourists, schools, the service sector and other interested groups. These materials include:</p> <ul style="list-style-type: none"> • Wurundjeri History of Yarra publication (2013) • Aboriginal History of Yarra website and mobile web-app. See: www.aboriginalhistoryofyarra.com (2012 – ongoing) • Celebrating Aboriginal Culture in Gertrude Street Facebook page (2012 – ongoing) • The Wurundjeri Protocols (2011) • Fitzroy Aboriginal Heritage Walking Trail Map (2009) • Snapshots of Aboriginal Fitzroy (2004) 	<p>Promoting Aboriginal history and culture 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 point of view, strengthens pride, identity and connectedness.</p>	<p>CCP Comms</p>	<p>Ongoing</p>	<p>Officer time Reprint costs + distribution strategy \$TBC</p>
<p>9. Evaluation of Aboriginal History of Yarra website and mobile web-app, redesign if necessary and addition of new content including a teacher's resource for primary and secondary schools, and video content as nominated by the community.</p>	<p>Council has established this website and mobile web app as a central portal for learning and cultural awareness in the general community. By creating a teacher's resource we hope to make it attractive to local primary and high schools. To do this, we need to ensure it is user-friendly and easy to navigate.</p>	<p>CCP</p>	<p>2015</p>	<p>\$TBC Officer time Web-hosting and domain registration within existing resources</p>
<p>10. Review Council's naming of roads policy, along with Council's place naming policy, in relation to Woiwurrung language.</p>	<p>Names are powerful and they shape the identity of our municipality. Prior to settlement, every place in Yarra was known by a Woiwurrung words. Today, the majority are English. Preferring Woiwurrung words for</p>	<p>CCP Governance Wurundjeri Council</p>	<p>2015</p>	<p>Within existing resources Officer time</p>

	new location names recognises the Traditional Owners' unique relationship with the land, even though many places of significance have been made unrecognisable through colonisation and ongoing development. It is an important mark of respect, and works towards rebuilding the relationship between Yarra Council and the Wurundjeri people.			
11. Evaluate Yarra's Aboriginal cultural awareness training program (2014) and new employee induction protocols and see how they can be improved.	Council wants to provide culturally appropriate services to the local Aboriginal community and ensure that the organisation is culturally safe for prospective employees.	CCP Human Resources	2015	Officer time \$TBC
12. Support Strategic Planning's development and implementation of the Yarra Heritage Strategy 2014-2018.	The Yarra Heritage Strategy 2014-2018 is a companion document to the Aboriginal Partnerships Plan sharing many of the same aspirations.	Strategic Planning Wurundjeri Council Aboriginal community CCP Buildings and Property Arts and Culture Corporate Records	Ongoing	Officer hours

The following ideas have emerged from community consultation. Before becoming actions (if feasible), each idea must be assessed for achievability, community benefit and Council capacity.

Community Ideas (actions TBC) CULTURE	Why	Who	When	How (\$\$)
<ul style="list-style-type: none"> • Fly banners on town halls (like Yarra Welcomes Refugees banners) • More signage recognising culturally significant areas • Develop Aboriginal Heritage overlay to protect significant sites • Give Wurundjeri a permanent seat on planning committees to ensure important cultural places are protected. • Fund more art, craft and recreation programs • Create positive affirmation of history and culture • More visible Aboriginal culture (not just multicultural) • Heritage walks • Wurundjeri walking tour • Build on Gertrude Street plaques project • Commission Aboriginal street art • Record Aboriginal community, youth and elder stories (especially non-famous) • Find and republish 'Koori Kollij' oral storytelling project • Gather and republish other existing stories • Seek cultural awareness training from accredited Wurundjeri staff • More challenging cultural awareness training 	TBC	TBC	TBC	TBC

<ul style="list-style-type: none"> • Cross-cultural activities (Aboriginal and multicultural) • Promote Aboriginal history and culture to Aboriginal community • Welcome to Country on front page of Yarra’s public website • More Aboriginal engagement, participation in Festivals (Aboriginal and Multicultural) • Quarantine a portion of Council grants for Aboriginal community projects • Build partnership with 3KND to promote projects and events • Make Smith Street more Aboriginal community friendly – like a Little Italy 				
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PRIORITY 3 – Employment

Council will increase employment opportunities for Aboriginal people at Council and broker Aboriginal employment opportunities in the broader community.

'Equal opportunity in employment.'

Council recognises that many Aboriginal people feel distrust and other negative emotions towards government bodies and existing social, political and economic systems. That these feelings run so deeply is not surprising given the devastating impacts of settlement and successive damaging government policies. Why should people trust they will be included and supported to participate now?

The flip-side to this disengagement is generational disadvantage caused by structural exclusion (by choice or as a result of systemic problems).

According to ABS Census data Yarra's Aboriginal and Torres Strait Islander population are less likely (compared to the non-Aboriginal community) to have finished secondary school (50% of those 15 years or older compared to 79%); are less likely to be in the labour force (58% of those 15 years or older compared to 74%); of those in the labour force more likely to be unemployed (12% of those in the

labour force compared to 5%); and are more likely to have lower household incomes.

Fair access to employment is vital to full economic participation and Council is looking to make positive changes on this front – beginning where it can make the most headway, within the organisation itself.

'Help to increase Aboriginal participation.' – Uncle Herb

Council is currently developing an Employment Diversity Strategy that will work towards measurable targets of increased Aboriginal employment at Council. To support this, Council will run training to increase the cultural competency of employees within Council. Council will also investigate how existing roles and structures might be made more flexible (if possible) to accommodate familial, cultural and community obligations that are part of Aboriginal community life.

'Employ me to be on your Aboriginal partnerships and community engagement team.'

Further to this, Council will seek opportunities to broker Aboriginal employment in the broader municipality, especially through allied organisations. This may include apprenticeships, work experience, secondments and advocacy around ensuring workplaces have culturally supportive, flexible cultures

Year 1 Action Plan (2015) – Draft only – all actions are subject to Council and community approval

EMPLOYMENT Year 1 Action Plan (2015)	Why	Who	When	How (\$\$)
13. Employment of an Aboriginal worker as the Aboriginal Partnerships Officer.	Community connection is a vital to the implementation of the Aboriginal Partnerships Plan.	CCP	Ongoing	Within Council's budget
14. Increase Aboriginal employment at Yarra, stage 1: Research Aboriginal employment and traineeship models that have been successfully incorporated into other organisations and incorporate the most relevant material into Yarra's Employment Diversity Strategy.	Gentrification and rising property prices are pushing the Aboriginal community further north. Increasing Aboriginal employment at Yarra is one way of strengthening Yarra's workforce and ensuring ongoing community connection to Yarra. To make efforts to meet the Victorian Government's target to increase employment of Aboriginal people in the public sector to 1% by 2015; and the Council of Australian Governments' target to increase employment of Aboriginal people in the public sector to 2.6% by 2015.	Human Resources CCP Charcoal Lane Co-Health Australian Government Department of Employment Municipal Association of Victoria	2015	Officer time. \$TBC
15. Develop Council's 2015–2016 Reconciliation Action Plan (RAP), with a focus on championing Aboriginal employment.	Council committed to a Reconciliation Action Plan to support the Reconciliation movement and put our work into a recognised national framework.	RAP Steering Committee CCP Human Resources	2015-2016	Within existing resources Officer time
16. Seek opportunities to run Aboriginal history walking tours of Gertrude Street and surrounds.	A business or social enterprise running regular walking tours will provide culturally appropriate employment for Aboriginal	CCP An Aboriginal controlled	Ongoing	Officer time Council to provide: Promotion through existing

	<p>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.</p>	<p>organisation or group with the blessing of the Wurundjeri and broader Aboriginal community</p>		<p>channels and support materials in kind eg. Wurundjeri History of Yarra print publications, Aboriginal History of Yarra Walking maps.</p>
<p>17. Provide support to Aboriginal and Torres Strait Islander business operators participating in Yarra City Council's 'Brainfood for Business' events program.</p>	<p>Equality in Aboriginal employment is high on Council's agenda. The elevation of employment to a key priority of Council's over the next four years. This is in line with Government and corporate Australia's endeavours to make change in this area.</p>	<p>Economic Development, Victorian Employers Chamber of Commerce and Industry (VECCI) Aboriginal Business Advisor Program</p>	<p>Ongoing</p>	<p>Within existing resources</p>
<p>18. Review/promote Council's procurement policy to include opportunities for Council to engage Aboriginal businesses.</p>	<p>Structural inclusion</p>	<p>CCP Governance</p>	<p>2015</p>	<p>\$TBC</p>

The following ideas have emerged from community consultation. Before becoming actions (if feasible), each idea must be assessed for achievability, community benefit and Council capacity.

EMPLOYMENT Community Ideas (actions TBC)	Why	Who	When	How (\$\$)
<ul style="list-style-type: none"> • Community work placements for offenders • Develop partnerships with relevant Aboriginal employment organisations. • Build capacity and cultural awareness through employment exchanges with Aboriginal organisations. • Rolling traineeships lead to capacity building. • Build on the participation in the Northern Indigenous Employment group. • Share trainee models with other organisations such as St Vincent's Hospital. • Hook up with MAV and LGV about their employment strategies. • Set up an employment advisory group with people currently involved in employment and training, e.g. AFL Sports ready, KGI, IWS, MAV, Whitelion. • Create strategy around identification (MAV has more information). • Encourage businesses to employ Aboriginal people, through business forums, trader groups • Continue to strengthen partnerships with Aboriginal stakeholders and other organisations who endorse RAPs. • Support a network for local government Aboriginal workers – coordinate efforts. • Tendering process for works to be inclusive of Aboriginal business. i.e. a specific clause for tenders to have an employment target. Identify Aboriginal businesses and assist them to build capacity to be able to tender for works. Broker partnership between an existing tenderer. 	TBC	TBC	TBC	TBC

PRIORITY 4 – Events

Council will promote Aboriginal calendar events and other significant Aboriginal community events.

Yarra is a vibrant area well-loved for its entertainment precincts, shopping, food and a bustling cultural calendar of events and activities. While Council sees this as a good thing, it also acknowledges that Aboriginal events and culture are sometimes at risk of being drowned out by the sheer volume of other events.

'More acknowledgement. Make more visible.'

Promoting Aboriginal community events and significant calendar days elevates Aboriginal culture and issues to ensure they are more visible to mainstream society in Yarra. Council commits to marking significant days in the Aboriginal calendar. It does this to support the Aboriginal community, promote Aboriginal issues to the broader non-Aboriginal community and raise awareness within Council.

'Smith is a common name, anyone can be a Smith... anyone can be part of Smith Street Dreaming.' – Joe-Boy Morgan

[Insert image]

Year 1 Action Plan (2015) – Draft only – all actions are subject to Council and community approval

EVENTS	Why	Who	When	How (\$\$)
Year 1 Action Plan (2015) 19. Celebrate or mark significant events in the Aboriginal calendar including: o The Anniversary of The Apology (13 Feb) o Close the Gap (25 March) o Reconciliation Week (27 May – 3 June) o NAIDOC week (4-11 July) o Wurundjeri Week (4-11 August) o Indigenous Literacy Day (3 September) and o International Day of the World's Indigenous People (9 August);	Supporting the community and raising awareness within Council and the non-Aboriginal community.	CCP Arts and Culture	Various	Within existing resources

20. Council will identify opportunities to partner with relevant stakeholders and service providers to better promote and educate the meaning of SORRY DAY to the wider community.	Since the Federal Governments National apology to the Stolen Generation, SORRY DAY has emerged as a very important day to Aboriginal people.	CCP	26 May	\$TBC
21. Run 'Koorie Stories & Songs' event or similar cultural event as part of Reconciliation Week.	This popular annual event held at Fitzroy library brings together Aboriginal and non-Aboriginal community for an intimate evening of storytelling, music and conversation.	Libraries CCP Songlines (if available)	May 2015	\$ c/o The Ewing Trust
22. Support and promote Smith Street Dreaming Festival as an event steered by the Aboriginal community in partnership with the community who live and work on and around Smith Street.	Many Aboriginal community members who participated in the consultation for this Plan, emphasised the need for Aboriginal culture in Yarra to be active, to ensure Yarra didn't become a cultural museum. Events like Smith Street Dreaming bring together otherwise disparate community groups at a significant meeting place to celebrate active Aboriginal culture	CCP Arts & Culture Leaps and Bounds Festival Smith Street Work Group Neighbourhood Justice Centre Victoria Police Smith Street Traders Other interested services, businesses and agencies	June/July 2015	Apply same or similar funding model as used in 2013 and 2014. Total cost: approx \$40,000
23. Black Harmony Gathering	TBC	Arts & Culture Multicultural Arts Victoria	March 2015	Creative Yarra Grants \$20,000/year dependent upon successful grant application processes

The following ideas have emerged from community consultation. Before becoming actions (if feasible), each idea must be assessed for achievability, community benefit and Council capacity.

EVENTS Community Ideas (actions TBC)	Why	Who	When	How (\$\$)
<ul style="list-style-type: none"> • More events like Stories around the Fire. • Wurundjeri Weekend event or festival. • Support annual 'Run for Reconciliation' event. • Build a partnership with Outblak, especially for NAIDOC week. • Build a stronger partnership with NJC, especially around events. 	TBC	TBC	TBC	TBC

PRIORITY 5 – Advocacy and Responsiveness

Council will promote relevant policy changes and emerging issues to the Aboriginal community and respond, with permission from the community, on behalf of the community.

Council acknowledges ongoing disadvantage for Aboriginal people caused by dispossession of land, culture and family – often as a result of previous government policies – as the basis for all advocacy work. Council acknowledges its position within governmental structures to keep abreast of and influence federal, state and local government policy-making.

‘Ask people what they would like.’

All advocacy work will be performed in consultation and with guidance from the Aboriginal community. Sometimes this will involve checking in with the broader Aboriginal community about emerging issues and policy decisions that will affect Aboriginal community (but may not have been developed through consultation processes acceptable to Council’s standards).

‘Treaty – would be a first. Yarra could lead the way.’

Council will not act on an issue concerning Aboriginal community without permission, consultation and/or guidance from Aboriginal community.

For our Year 1 Action Plan, Aboriginal community has called for advocacy around improved social cohesion between Aboriginal community and new migrant communities.

‘Need to share with non-Aboriginal community, particularly migrants. Cross-cultural activities, more opportunities to create more understanding between culture. Not just celebrating difference, celebrating commonalities.’ – Joe-boy Morgan

In addition to advocacy work, 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 Council’s work with a dynamic community. In the past, Council has done this work without capturing it in any plans. To ensure that Council has capacity and resources to deal with emerging issues, we have made responsiveness one of our six priorities.

‘Identify gaps in Koori community and what is required to fill these gaps.’

This new approach to responsiveness includes writing a new Action Plan every year for the lifetime of the Aboriginal Partnerships Plan 2015–2018.

Year 1 Action Plan (2015) – Draft only – all actions are subject to Council and community approval

ADVOCACY and RESPONSIVENESS Year 1 Action Plan (2015)	Why	Who	When	How (\$\$)
24. Advocate for Aboriginal community needs to secure improved housing, employment, health access and inclusion opportunities in Yarra and beyond, whenever opportunities arise.	Generational disadvantage and structural exclusion has resulted in many Aboriginal people being distrustful of and disengaged from government processes.	CCP Aboriginal community	Ongoing	Officer hours
25. Advocate for Aboriginal community involvement in, and inclusion of Aboriginal content in the Gertrude Street Projection Festival, subject to availability of funds.	Given the historical connection to Gertrude Street, it is important that Aboriginal community maintain a presence and have input into this popular festival.	Arts and Cultural Services CCP The Gertrude Association	2015.	Grants program budget. Officer time to support the initiative
26. Work in partnership with the Victorian Equal Opportunities and Human Rights Commission to better promote the 'Reporting Hubs' and reporting of incidents of racism in the Aboriginal community.	The increasing incidents of racism on a National level in recent times. Have elevated this issue to the national level.	CCP Human Rights Commission	2015	Existing Resources
27. Respond to opportunities to increase social cohesion between Aboriginal community and new Australians /migrant groups.	In the 2014 consultation, the Aboriginal community identified relationships with new Australians / migrant groups as an area for improvement	CCP Multicultural community Aboriginal community	2015	\$TBC
28. Write a new 'Action Plan' annually for each of the remaining years of this Plan's lifespan.	Council will develop an annual Action plan to ensure our projects and actions remain aligned with community needs and	CCP	End of 2015	Within existing resources

	emerging issues, while remaining consistent with the feedback received through consultation and development of this Plan.			
29. Respond to opportunities to improve health, wellbeing and connectedness in the local Aboriginal community, especially those that fall in-line with the priority areas of the Aboriginal Partnerships Plan 2015–2018.	The Aboriginal community is dynamic in nature and can be disproportionately impacted by new local issues. The enactment of Local Law 8 (a ban on public drinking), for example, generated a complex reaction from the community that demanded officer hours.	CCP All Yarra City Council Staff	Ongoing	Within existing resources.

The following ideas have emerged from community consultation. Before becoming actions (if feasible), each idea must be assessed for achievability, community benefit and Council capacity.

ADVOCACY Community Ideas (actions TBC)	Why	Who	When	How (\$\$)
<ul style="list-style-type: none"> • Promote Aboriginal history and culture to schools. • Promote local history and culture to local organisations (including Aboriginal organisations). • Protect existing services. • Promote education around health, nutrition and financial management in the Aboriginal community. 	TBC	TBC	TBC	TBC

<ul style="list-style-type: none">• Promote drug and alcohol awareness, especially around impacts of ice.• Link Wurundjeri people into grant opportunities.• Build relationships with other local councils, Government and local agencies surrounding Yarra.• Have the Councillors be more vocal on Aboriginal community issues				
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YARRA ABORIGINAL PARTNERSHIPS COUNCIL POLICY (2015)

The 'Yarra Aboriginal Partnerships Council Policy (2014)' is the central policy basis of this Plan and includes a set of Council acknowledgements, pledges of support and commitments, which apply to all officers and Councillors of the Yarra City Council. This Statement builds on Council's 1998 commitments: the 'Aboriginal Recognition Statement' and the 'Statement of Recognition of Wurundjeri Land'.

Council acknowledges:

- the Wurundjeri people as the true sovereigns, caretakers and custodians of the land now known as Yarra;
- 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;
- the strain that rapid population growth and gentrification are putting on Aboriginal connection to Yarra;
- ongoing presence, visibility and participation of Aboriginal people in Yarra is vital to maintaining a connection, particularly to Smith Street, Gertrude Street and Atherton Gardens;

- the significant number of volunteer hours worked by many Aboriginal people in order to fulfil cultural, familial and community obligations, often without acknowledgement;
- the role played by past federal and state government policies in the social and cultural dispossession of Aboriginal people – and dispossession of land – which has caused the current disadvantages faced by many Aboriginal people;
- having an awareness of, and taking steps towards, mending this disadvantage is the shared responsibility of all residents in the City of Yarra; and
- the importance of having a Reconciliation Action Plan to support the Reconciliation movement and put Council's commitments into a recognised national framework.

Council supports:

- the Wurundjeri community in their role as Traditional Owners;
- the rights of Aboriginal people to live according to their own values and customs, subject to Commonwealth/Australian/Victorian law;
- the Aboriginal Advisory Group (AAG) as a mechanism for ensuring Aboriginal input in the development of Council policies;
- 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;
- 'Close the Gap' commitments;

- the anniversary of The Apology, NAIDOC Week, Sorry Day, Wurundjeri Week, Close the Gap Day, National Reconciliation Week, Indigenous Literacy Day and International Day of the World's Indigenous People;
- amendment of the Australian Constitution to include: recognition of Aboriginal and Torres Strait Islanders as First Nations Peoples; and
- 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).

Council commits to:

- developing an annual Aboriginal Partnerships 'Action Plan' to ensure our projects and actions remain aligned with emerging issues and evolving community issues;
- consulting the Wurundjeri Council on all decisions affecting the Wurundjeri, and the broader Aboriginal community on all issues affecting Aboriginal people;
- developing an Employment Diversity Strategy that leads to increased Aboriginal employment at Council and works towards Yarra becoming an employer of choice for Aboriginal community members;
- developing an organisation-wide strategy for Aboriginal cultural awareness training to ensure Yarra is culturally sensitive enough to welcome and retain Aboriginal employees;
- brokering Aboriginal community employment opportunities in the broader municipality;
- ongoing employment of an Aboriginal worker as the Aboriginal Partnerships Officer, with preference given, in the case of a vacancy, to a Traditional Custodian candidate who is able to meet selection criteria;
- engaging the Wurundjeri to conduct 'Welcome to Country' at citizenship ceremonies, Mayoral and civic receptions, opening major events, official openings of Council buildings and significant official events where the Mayor is present;
- honouring the Wurundjeri by reading the 'Statement of Recognition of Wurundjeri Land' at the beginning of Yarra Council meetings, citizenship ceremonies, Mayoral and civic receptions, opening major events, official openings of Council buildings, official events where the Mayor is present;
- formalising Welcome to Country ceremonies as a compulsory part of proceedings for major community events funded by Council's annual grants program [TBC]
- remaining a local government leader and innovator in promoting Aboriginal history and culture, partnership with Traditional Owners, employment, responsiveness advocacy;
- maintaining recognition and profile of areas of local significance to Aboriginal people;
- flying of 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;

- advocating for improved Aboriginal employment and cultural awareness among staff in Victoria Police, Office of Housing and local services and agencies;
- supporting the ongoing development of MAYSAR as a community space run by community for community;
- promoting The Wurundjeri Protocol as the first step for people, businesses and organisations planning cultural and community activities in Yarra;
- ongoing facilitation of the monthly YASN and AAG meetings;
- building strategic, collaborative and supportive partnerships with Aboriginal organisations, other levels of government, the community and the private sector, in Yarra and beyond;
- continuing the next stage of Yarra's Reconciliation Action Plan;
- working to achieve aims expressed in the Victorian State Government's Close the Gap Statement of Intent (2008);
- remaining a signatory of the:
 - UNESCO Coalition of Cities against Discrimination in Asia and the Pacific;
 - Say No to Racism; and
 - responsibilities inherent to Australia's role as a signatory to the:
 - United Nations Declaration on the Rights of Indigenous Peoples.

BACKGROUND INFORMATION

Leadership in local government

During the consultations for this Plan, many people noted that Yarra Council is seen as a leader, not only in its programs, but in its commitment to social justice, and the way that it approaches issues, opens discussions, and listens to the community.

'Yarra Council is leading the way for other councils.'

Aboriginal service providers and community members alike suggested that this places Yarra in a unique position to initiate robust discussion of potentially controversial issues, and advocate strongly to other tiers of government.

'Full recognition of traditional owners – return of land, compensation and a say in what goes on on traditional land.'

With this strong backing from the community, Yarra Council hopes to lead the way for local government in Victoria and across the nation. We also hope to offer a strong partnerships-based model to service providers, mainstream institutions and businesses throughout Yarra. As an important part of this, Council will continue to work not only on furthering its strong relationships with the community and service providers, but also on building partnerships within the organisation.

A note on Council's Reconciliation Action Plan (RAP)

The 2011–2014 Aboriginal Partnerships Plan gave rise to Yarra's first Reconciliation Action Plan (RAP) 2012–2014. This involved the establishment of a RAP advisory committee, to lead and implement the Reconciliation Action Plan and led to many positive changes within the organisation. This group has now become an integral part of the organisational structure.

Council committed to a RAP to support the Reconciliation movement and put its existing projects and commitments into a recognised national framework. In doing this, Council acknowledges that reconciliation is a complex matter, and the terminology around it is changeable and subject to different trends in cultural and community development.

Council now has both, but it is this Partnerships Plan, rather than the RAP, that is Yarra's key driving document for informing Council's Aboriginal partnerships and programs. Yarra's RAP will be a supporting document that mirrors the actions from this Plan, and continues to drive internal cultural change.

Highlights from previous Aboriginal Partnerships Plans

- Ongoing employment of Wurundjeri Elder, Uncle Colin Hunter Jr, to oversee Yarra's work with the Aboriginal community (2009–2015 ongoing)

- Supporting MAYSAR to maintain a community-owned space in rapidly changing but historically significant Fitzroy.
- The development of a suite of collaborative history projects including:
 - 'The Aboriginal History of Yarra' website, mobile web app and print publication (2013)
 - 'Gertrude Street Walking Tours and Facebook Page' (2012), winner of the 2013 National Local Government Award for Reconciliation
 - 'Stories around the Fire' event and video (2011)
 - 'Fitzroy Aboriginal Heritage Walking Trail and Plaques Project' (2009)
 - 'Snapshots of Aboriginal Fitzroy' (2002)
- Reconciliation Action Plan (2012–2014)
- Smith Street Dreaming Festival (2013-2014)
- Successful lobbying of the Victorian State Government to include a positive discrimination clause in the tender put out to housing associations seeking to manage the development at 140–172 Brunswick Street, Fitzroy.

Council Acknowledgement of Country – why we do it

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 us of a fact that was denied for many years – the land was inhabited for many thousands of years before European settlement.

With this in mind, the acknowledgment should always be read with thought for the historical context. A hastily read or unfeeling acknowledgment implies that it is unimportant business and does more harm than good.

Recognising that different occasions call for different kinds of acknowledgements, we have created several acknowledgment options. If in doubt, always choose the standard Acknowledgment.

Standard Acknowledgment (TBC)

1. Yarra City Council acknowledges the Wurundjeri as the Traditional Owners of this country, pays tribute all Aboriginal and Torres Strait Islander people in Yarra and gives respect to Elders past and present.

Alternative Acknowledgment

2. Yarra City Council acknowledges the Wurundjeri as the Traditional Owners of this country. We deeply value our growing partnerships with all Aboriginal and Torres Strait Islander people in Yarra and recognise the strength and pride of the community.

3. Yarra City Council acknowledges the Wurundjeri as the first Owners of this country. Council deeply values the contribution and guidance of the Wurundjeri and other Aboriginal and Torres Strait Islander people past and present.

Quick acknowledgement (for short meetings)

1. Yarra acknowledges the Wurundjeri as Traditional Owners and pays tribute to all Aboriginal and Torres Strait Islander peoples in Yarra.
2. We are meeting today on Wurundjeri Country and pay our respects to Elders past and present.
3. Yarra acknowledges the significant and ongoing contribution made by the Wurundjeri and other Aboriginal and Torres Strait Islander peoples.

Long acknowledgment (for special events – especially important Aboriginal calendar days)

Yarra City Council acknowledges the Wurundjeri people as the true sovereigns, caretakers and custodians of the land now known as 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 significant number of volunteer hours worked by many Aboriginal people in order to fulfil cultural, familial and community obligations, often without acknowledgement. We acknowledge the role played by past federal and state government policies in the social and cultural dispossession of Aboriginal people – and dispossession of land – which has caused the current disadvantages faced by many Aboriginal 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 all Elders, past and present.

2011-2014 Former Acknowledgement

Welcome to the City of Yarra. Council acknowledges the Wurundjeri community as the first owners of this country. Today, they are still the custodians of the cultural heritage of this land. Further to this, Council acknowledges there are other Aboriginal and Torres Strait Islander people who have lived, worked and contributed to the cultural heritage of Yarra.

Special note:

If a community member contradicts you about City of Yarra being on Wurundjeri Country, you may wish to acknowledge the current tribal boundary dispute (that includes land within the City of Yarra) between the Wurundjeri and the Boonwurrung. Council recognises that this is Aboriginal community business and will await resolution and direction from community before changing any current practices.

Consultation

This Plan was developed through extensive consultation in 2014. The consultation was run by Council Officers, who used existing networks and relationships to ensure input from as many Aboriginal people and organisations as possible.

The consultation and development of the plan was steered by a reference group. This reference group consisted of Traditional Owners, community members and Aboriginal Service Providers.

Council's consultation methods included:

- A survey – online and hard copy (with postage paid reply)
- Yarning regularly at Billabong BBQ with the Parkies community and service providers
- **Visits to:**
 - o Atherton Gardens Community BBQs
 - o Parkies WomenSpace
 - o Victorian Aboriginal Health Service
 - o Aboriginal Community Elders Service
 - o Cooke Street Kinder
 - o Neighbourhood Justice Centre
 - o AFL SportsReady
- **Workshops with:**
 - o Wurundjeri Council
 - o Yarra Aboriginal Support Network (YASN)
 - o Aboriginal Advisory Group (AAG)
 - o Carlton Railway Neighbourhood House
 - o Aboriginal service providers
- **Workshops with internal stakeholders including:**
 - o Aged & Disability Services
 - o Arts, Culture and Venues
 - o Economic Development
 - o Environmental Management
 - o Family Youth & Children's Services
 - o Open Space & Recreation
 - o Strategic Planning
 - o Urban Design
 - o Yarra Leisure
 - o Yarra Libraries

Council officers also had many individual conversations and cups of tea and were privileged to share a lot of stories. The honesty, generosity of spirit and willingness of participants was inspiring.

Participants answered many practical questions, but the question which garnered the strongest responses was:

What are the first three things you would do if you were the Mayor of Yarra?

The responses as well as other comments and suggestions from the community have been quoted throughout this document.

THANKS

'Keep up the deadly work!'

This Plan could not have been developed without the energy, expert advice and ongoing support of the following consultation participants:

Reference Group

Annette Xiberras — Wurundjeri Council

Doreen Wandin Garvey — Wurundjeri Council

Bill Nicholson — Wurundjeri Council

Ros Sultan – Brotherhood of St Laurence

Rod Jackson — Victorian Aboriginal Health Service CEO

Lorina Lovett — Parkies Representative

Troy Austin – Department of Justice, MAYSAR Board

Cr Jackie Fristacky (Mayor)

Cr Amanda Stone

Colin/Sarah to check

Wurundjeri Council

Colin/Sarah to add names

Services consultation participants

James Fraser – Neighbourhood Justice Centre

John Brown – Victorian Police
Moana Matthews, Indigenous Workstars
Ralph White, AFL Sportsready
Reg Thorpe, VAHS
Lydia Thorpe, MAV
Liz Allen, (need to add org)
Jeff Hamilton, White Lion
Troy Crellin – Charcoal Lane, Mission Australia
Zoe Probyn, Mirella Rao, Marcus Tansing — Homeground
Ben Neil – Office of Housing
Olly Phillips – Australian Government Department of Human Services
Jeremy Wiggins – Environment Victoria
Meghan Fitzgerald — Fitzroy Legal Service
Ash Gupta – St Vincent’s Hospital
Jade Johnson – Connecting Home
Timothy Moore – VACCHO
Daniel Challinor – Aboriginal Affairs, Department of Community Planning

Community consultation participants

Joe Boy Morgan
Robbie Thorpe
Bo Barney – Aboriginal Outreach Worker
Aunty Nancy and Aunty Irene
Frances, Janaya, Alison, Uncle Herb Patten, Nari, Allara, Madeleine, Roxanne
3KND presenter – get name
Jo – ?get names
Sarah and Colin to add names

And others we spoke to [TBC]

And all the people who added to the surveys

People we spoke to at Atherton Gardens BBQ – Laviena and Parkie’s Women’s Group

Yarra City Council staff

Uncle Colin Hunter – Wurundjeri Elder, Aboriginal Partnerships Planner

Aldo Malavisi, Colin Hunter Jnr, Daniel Ducrou, Sarah Ernst, Lu Sexton – Community Development

Yarra Council staff consultation participants

Judy Bell and Jenny Acroyd – Yarra Libraries

Erika Russell – Strategic Planning

Colin Sneesby – Leisure

Kim Swinson – Economic Development

Enzo Valente – Engineering Operations

Cherry Grimwade, Toyin Abbas, Rebecca Creighton, Chris Parkinson, Chris Cogger, Paraic Grogan, Samuel Afeworki, Elinor Porat, Rebecca James – Youth Services

Also

ACEs

Talking Tuesday Reconciliation Group

Cook Street Kinder