



Minutes RAP Advisory Committee

8 June 2022

Meeting details

Date of meeting	Wednesday, 8 June 2022
Time	5.00pm to 6.30pm
Venue	MS Teams and Barrbunin Beek
Chair/Facilitator	Cr. Peter Castaldo
Minutes	Blair Colwell

Acknowledgement of the Traditional Custodians

“Our meeting is being held on the Traditional Land of the Wurundjeri Woi-wurrung people and, on behalf of Banyule City Council, I wish to acknowledge them as the Traditional Custodians. I would also like to pay my respects to the Wurundjeri Woi-wurrung Elders, past, present and emerging, and to acknowledge other Aboriginal and Torres Strait Elders joining us today.”

Diversity Statement

“Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community.”

Attendee

Attendee name	Affiliation/Organisation
Peter Castaldo	RAP Advisory Co-Chair
Cheree Hunter	Banyule Council Manager Inclusive & Creative Communities
Charles Pakana	RAP Advisory Committee Member
Wally Johnson	Reconciliation Banyule
Shane Grigg	RAP Advisory Committee Member
Shelly Ware	RAP Advisory Committee Member
Tom Conley	RAP Advisory Committee Member
Sue Harris	RAP Advisory Committee Member
Owen Butler	RAP Advisory Committee Member
Catherine Bradley	RAP Advisory Committee Member
Mick Geary	Banyule Community Health Service Representative
Blair Colwell	Banyule Council; Aboriginal Gathering Place Coordinator
Sherryn Prinzi	Banyule Council (Inclusive Banyule Presenter)
Kath Brackett	Banyule Council, Director Community Wellbeing
Maddison Logan	Banyule Council (Inclusive Employment Program Presenter)

Apologies

Name	Affiliation/Organisation
Maddison Miller	RAP Advisory Co-Chair
Owen Butler	RAP Committee Member (submitted apology as unavailable for full meeting)
Cr. Peter Dimarelos	Banyule Councillor

Items

1. Welcome, Acknowledgement and Diversity Statement 5:00 – 5:10

Acknowledgement of traditional custodians
Diversity Statement

2. Introductions Confirmation of Minutes and Action Arising 5:10 – 5:30

Officer updates committee on actions and outcomes from previous minutes.

Mover: Shelly Ware

Seconder: Tom Conley

Outcome: Minutes adopted

Summary of Actions from previous meetings

Action	Outcome or Update	Status
Action 1: Members to consider names of respect of Aboriginal figures with a connection to Banyule. Members can send nomination by email in the coming weeks with information about the person.	Update: Committee consider other processes for place naming which celebrates Aboriginal people, culture and raises awareness of First Nations People.	Ongoing
Action 2: Contact Officer (Uncle Les) will provide guidelines and processes before the next meeting re- renaming Council areas and or Street names regarding persons who have been found to have committed atrocities against First Nation peoples of the area.	Update Guideline still being investigated. No guidelines available. Shane Grigg has started some preliminary investigation and will report at back at the next meeting.	Ongoing
Action 3: Establish a volunteer working group from members of the RAP Advisory Committee to work with Council and Marketing and Communication to establish a comprehensive and consistent communication plan. Interested members to email Les.	Update: Nominations for sub-committee have been accepted with plans underway to commencing meetings with the Communications Sub Committee. Contact Officer will provide a further report at next meeting.	Complete
Action 4: The Marketing and Communications Sub-Committee consider how we can engage with the Treaty	Update: An item agenda for the first Communications Sub-Committee meeting is to discuss how we can promote Treaty and Yoorrok key messages to community. In	Ongoing

Commission and or Yoorrook in providing local information sessions on constitutional. Proposed information session for July 20 TBC	addition, Barrbunin Beek is organising an information session with First Peoples' Assembly of Victoria covering treaty process.	
Action 5: In parallel to the development of the Reconciliation Action Plan, Banyule's Statement of Commitment to First Nations People should be reviewed and updated in consultation with Council, the Aboriginal Community and supported by the broader community. Council Officer to consider a process of renewal Banyule's Statement of Commitment to First Nations People and Reconciliation Action Plan and report back to RAP Advisory Committee.	Update: Banyule Statement of Commitment to be included as part of scope for new RAP strategy development.	Complete
Action 6: When finalised the Annual Report is shared with the RAP Advisory Committee for discussion and feedback.	Outcome: RAP report be submitted the Council and Reconciliation Australia with minor changes.	Complete

3. Inclusive Banyule Presentation 5:15pm – 5:25pm

- Community Impact team to provide update and seek feedback.

Discussion

Sherryn Prinzi updated the RAP Advisory Committee on the Inclusive Banyule Program. The objectives of the program are focused on being:

1. Equitable and inclusive workplace and increasing workforce diversity
2. Delivering equitable and inclusive services, places and spaces
3. Recognise and strengthen diverse communities and neighbourhoods.

In addition to the priority groups of people with disability, LGBTIQ+ communities, multicultural communities and First Nations People, the plan expands focus to a broader range of identified populations that experience inequities. The plan takes an intersectional approach, meaning that people are considered to have multiple identities and are impacted in unique ways. This approach leads Council to consider population-based issues including mental health, affordable and accessible housing, family violence, gender equality, social connections etc and respond in a manner that impacts multiple groups of people, rather than only one group.

Council is keen to appropriately acknowledge First Nations people in this plan.

Action

The committee to consider the following questions:

Are there any acknowledgments you'd like reflected in Inclusive Banyule?

Are there any particular community issues that Council should address?

Please respond in email by the 21st of June with Inclusive Banyule in the subject line to Blair Colwell or via the Shaping Banyule website <https://shaping.banyule.vic.gov.au/INCLUSIVE>

4. Inclusive Employment Program 5:25 – 5:35

- Briefing from Maddison Logan and Cheree Hunter on the Inclusive Employment Program and opportunities for the Aboriginal Community.

Discussion

Cheree Hunter and Maddison Logan updated the committee on the Banyule Inclusive Employment Program. The program is aiming to increase access for Aboriginal People to the inclusive Employment Program. Previous recommendations made from the Committee have been implemented, however community feedback suggests there is a need to change the eligibility criteria for Aboriginal & Torres Strait Islander peoples as Council's municipal boundaries do not align with cultural associations with Country. Therefore, seeking the Committee's feedback about whether the requirement to identify as a Banyule City Council resident needs to change. The Committee noted as supportive of reviewing some potential options and providing their feedback by email.

Action

Manager Inclusive & Creative Communities to work with Council Officers to create revised eligibility criteria options for presentation to the Committee. Blair to email options to Committee for consideration and a response to recommend an option for adoption.

5. RAP Annual Report 5:35pm – 5:45pm

- Discussion and feedback
- Endorsement
- Future reports

Discussion

The Annual Report was sent to the committee by email on 31 of May for consideration. Discussion was around the role of the committee in monitoring and progressing actions.

Action

The RAP Annual Report is endorsed by the RAP Advisory Committee and will be submitted to Reconciliation Australia and Council for tabling.

Mover: Shelley Weir

Secunder: Shane Griggs

Outcome: Motion Adopted

Action

The RAP Advisory Committee formally acknowledge Les Chessells contribution to Banyule Council and his ongoing work in progressing Reconciliation.

Mover: Charles Pakana

Secunder: Sue Harris

Outcome: Motion Adopted

6. Future RAP Development 5:45pm – 6:00pm

- Item deferred to the next meeting due to time constraints.

7. Sorry Day Review 6:00pm – 6:20pm

Discussion

This year Banyule Council conducted two events for Sorry Day with the Greensborough event focusing on Council staff and Ivanhoe Library event focused on Community. The Community focused event was held out of office hours (from 5pm) based on the principle that it would be more accessible for members of the community. During the Sorry Day event a flag raising is conducted. Is this the most appropriate flag protocols for the Banyule community? It is broadly considered a priority that school groups should be involved in Sorry Day events which aren't possible after hours.

Action

The committee consider feedback on;

What is the Committee's advice in conducting a respectful and culturally safe Sorry Day event which is accessible to the community and promotes reconciliation?

A report be produced by Banyule Council investigating Sorry Day flag protocols, benchmarking with other northern Local Governments to be produced and tabled for discussion with the RAP Advisory Committee.

8. General Business 6:20pm – 6:25pm

- Call for any general Business items

No items tabled for General Business

9. Close and date of next meeting 6:25pm – 6:30pm

- Confirm Actions arising
- Close meeting
- Next meeting: Wednesday 6 July