



Minutes RAP Advisory Committee

12 October 2022

Meeting details

Date of meeting	Wednesday, 12 October 2022
Time	5:00pm – 6:30pm
Venue	Hybrid options – Microsoft Teams or Barrbunin Beek Aboriginal Gathering Place
Chair/Facilitator	Maddi Miller
Minutes	Blair Colwell

Acknowledgement of the Traditional Custodians

“Banyule City Council is proud to acknowledge the Wurundjeri Woi-wurrung people as traditional custodians of the land and we pay respect to all Aboriginal and Torres Strait Elders, past, present and emerging, who have resided in the area and have been an integral part of the region’s history.”

Inclusive Banyule 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
Maddi Miller	Chair Banyule RAP Advisory Group Committee Member
Uncle Charles Pakana	Banyule RAP Advisory Group Committee Member
Tom Conley	Banyule RAP Advisory Group Committee Member
Wally Johnson	Banyule RAP Advisory Group Committee Member
Shane Grigg	Banyule RAP Advisory Group Committee Member
Kath Bracket	Banyule Council Director Community Wellbeing
Cr Peter Castaldo	Banyule Councillor
Emma Joyce	Banyule Council Inclusive Enterprise & Local Jobs Coordinator
Michael Geary	Banyule Community Health Service Representative
Shelley Ware	Banyule RAP Advisory Group Committee Member
Catherine Bradley	Banyule RAP Advisory Group Committee Member
Sue Harris	Banyule RAP Advisory Group Committee Member
Zali Mifsud	Banyule Council First Nations Lead
Blair Colwell	Banyule Council Barrbunin Beek Coordinator

Apologies

Name	Affiliation/Organisation
Cheree Hunter	Banyule City Council
Uncle Owen Butler	RAP Advisory Committee Member
Con Matsamakis	RAP Advisory Committee Member
Cr. Peter Dimarelos	Banyule City Council

Items

1. Introduction 5:00pm – 5:05pm

- Acknowledgement of traditional custodians
- Inclusive Banyule Statement
- Welcome to members
- Apologies
- Housekeeping

2. Confirmation of Minutes and Actions from previous meeting 5:05pm – 5:15pm

Chair updates committee on minutes, clarifying the street name of Bolden Street has been updated in the minutes. Banyule Officer reported on the status of Actions from previous minutes.

Mover: Uncle Charles Pakana

Secunder: Catherine Bradley

Carried

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: Ongoing	Ongoing
Action 2: 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.	Update: Email sent on 22 August providing update to the Communications Sub Committee.	Ongoing
Action 3 / 4: Council Officer, Scott to send further information and map of right of way that requires naming / Council Officer to circulate Gary's PowerPoint and Land Victoria's website	Update: Complete on 11 August	Complete
Action 5: Council Officer to internally propose the renaming of Bolden Street on the advice from the RAP Advisory Committee	Update: Complete, email send with proposal on 6 September Council received minutes from the advisory committee and noted and accepted the recommendation that an investigation be undertaken the renaming. A process will commence to investigate re-naming	Ongoing
Action 6: Banyule Council's representation at the next DEWLP Indigenous naming workshop	Update: Booking in	Ongoing

Action 7: Council Officer to recognise employees who suggested to use Indigenous word for the name of the HRIS S and additionally provide reasoning as to why Council is recommended not to proceed	Update: Card sent on 3 October	Complete
---	--------------------------------	----------

3. Sub-Working Group Discussion (New Strategy) 5:15pm – 5:40pm

- Maddi presented on the sub-working groups meetings and discussion

Discussion

Chair updated the RAP Advisory Committee on discussions held at the first RAP Sub-Committee meeting on Monday the 16th of September. Fundamental to the development of any strategy and action plan will be reconciliation, truth telling and self-determination with these goals overarching any actions. Discussions from the 16th of September meeting investigated the policy context in which a future action plan would be developed proposing a recommendation for the Banyule RAP Advisory Committee and Banyule Council.

Aboriginal Action Plan drawing on the Victorian Aboriginal Local Government Strategy

https://www.localgovernment.vic.gov.au/_data/assets/pdf_file/0029/183935/Victorian-Aboriginal-and-Local-Government-Strategy.pdf

The Sub Committee investigated aligning the development of the Banyule Aboriginal Action Plan with the Victorian Aboriginal Local Government Strategy. Strengths of this approach are we would be early adopters of a bespoke strategy which reflects our community aspirations for progressing reconciliation. Better accountability and reporting functions. Weaknesses would be it's a larger more holistic approach requiring further resourcing. This would need to be an all of Council approach with a commitment from the organisation to walk with us in its development. As an early adopter of this approach, we would need to develop and navigate an innovative path forward in developing an Aboriginal Action Plan.

Innovate Reconciliation Action Plan aligning with and endorsed by the Reconciliation Australia

Aligning the development of the Banyule Aboriginal Action Plan with Reconciliation Australia's policy template and pillars has several benefits. Generally, First Nations Communities and the broader community has an established understanding of the Reconciliation Action Plan and the role Reconciliation Australia plays in their development with built in accountabilities. Adopting this approach however has weaknesses with the five pillars impacting on a flexible approach to strategy development and additional time required for approval from Reconciliation Australia.

Action

The Chair identified that a formal recommendation is to be submitted to Council which is a new localised strategic plan that is not a RAP.

RAP Committee adopted this unanimously.

Council Officer to identify to Council in a report the RAP Advisory Committee recommendation to develop an Aboriginal Action Plan using the Victorian Aboriginal Government Strategy as the new strategic way forward for reconciliation.

New Strategy sub-working group to meet with Community Wellbeing Director to discuss potential concerns surrounding the new strategic proposal.

Recommendation

The RAP Advisory Committee recommends Council to develop an Aboriginal Action Plan using the Victorian Aboriginal Government Strategy as the new strategic way forward for reconciliation.

4. Inclusive Employment Program Update 5:40pm – 5:50pm

- Emma Joyce presented update from the Inclusive Employment Program

Discussion

Banyule Council consulted with the RAP Advisory Committee on the eligibility criteria for the Inclusive Employment Program which may have been limiting access for First Nations People. Drawing on the RAP Advisory Committee's advice the Inclusive Enterprise and Local Jobs team commits to a review of the entire program assessing what barriers, in addition to the eligibility criteria, First Nations People are experiencing in accessing the program.

The Inclusive Employment Program has achieved significant successes engaging more Aboriginal and Torres Strait Islander People with the program receiving a record number of applicants. This is the result of multiple initiatives being adopted including the delivery of the First Nations Jobs Fair. Despite this the Enterprise and Local Jobs Team is enthusiastic to continue collaboration with the RAP Advisory Committee in further evolving the program to reduce barriers for First Nations People. The research question which will be investigated is *What does Banyule Council need to do differently to increase representation of the First Nations community in our workforce?* The outcome from the review is scheduled for Council meetings in January 2023.

Committee discussion reiterated that artificial Local Government borders are an inappropriate requirement for First Nations People. Furthermore, the RAP Sub-Committee should consider how the development of an Aboriginal Action Plan could support the delivery of the Inclusive Employment Program.

Committee encouraged Emma to continue to work with the working group and developing a culturally safe environment for Aboriginal and Torres Strait Islander employees moving forward.

Action

Emma Joyce and the Enterprise and Local Jobs Team to provide a draft project plan for consultation with the RAP Advisory Committee. Council Officer to send draft project plan to committee for feedback.

5. Councils Flag Protocols 5:50pm – 6:05pm

- Zali Mifsud updated provided an update on the progress of Sorry Day Flag Protocols

Council Officer updated the committee on the review of flag protocols for Sorry Day. Banyule Council has a *Flying of Flags Policy* which will be reviewed and distributed to the RAP Advisory Committee seeking feedback from members. This review and feedback will assist in developing a briefing for Councillors outlining the RAP Advisory Committee's advice for flag protocols at future Sorry Day events.

Action

Council Officer to distribute Council's Flying of Flags Policy for review.

6. Update on RAP Annual Report Questionnaire 6:05pm – 6:10pm

- Councillor Officer, Zali Mifsud to provide update of progress towards answering RAP first year annual report questions

Discussion

It was acknowledged that reporting on RAP outcomes has been difficult as there are gaps in accessing detailed progress accounts for some initiatives. Officers continue to work on responding to the tabled questions with approximately 14 of the 22 having a draft response.

A finalised report answering questions will be presented at the next RAP Advisory committee meeting.

Noting: If the agenda is too full only desired questions will be discussed.

It was raised by committee members the important point that Reconciliation is not the business of Aboriginal people alone, the whole organisation needs to adopt this as a priority. Is this work falling to Zali symptomatic of a failure of the organisation to accept responsibility for progressing reconciliation. Director of Community Wellbeing acknowledged that this is a priority and invites the RAP Advisory Committee to hold the organisation to account.

Action

Council Officer to send finalised answers to questions raised by November 1st to RAP committee.

7. General Business 6:10pm – 6:20pm

- Call for any general business items

Discussion

Zali Mifsud updated the RAP Advisory Committee on Council's continued commitment in supporting Reconciliation Banyule with discussions commencing on the 30th of September. RAP Advisory Committee members recognised the important work of Reconciliation Banyule and affirmed Council's role in supporting the group.

Committee member raised are there ways or processes that committee members can bring identified or emerging issues which if addressed would create better outcomes for First Nations Community? General consensus is that business arising is an appropriate forum to discuss emerging issues.

Shelley raised concerns that Council has missed opportunities to celebrate Aboriginal Culture in public art. The committee discussed inviting Hannes Berger to a future RAP Advisory Committee meeting to brief the group on Council's Public Art program and inclusion of First Nations Art. It was also recommended the RAP Advisory Committee consider very specific recommendations which could be adopted as actions in future public art strategies.

Through the delegate an invitation from the Inclusive Banyule Committee has been received to raise any issues on matters of mutual concern and or provide advice on reconciliation matters in a spirit of cooperation and collaboration.

Committee member raised concern surrounding the limited Councillors attendance for the RAP Advisory Committee meetings with the highlighted absence from all Councillors for the second half of the current meeting. In addition, lack of Councillor attendance does not reflect true and meaningful partnerships with the First Nations community.

Action

RAP Advisory Committee to consider issues or matters of mutual concern for collaboration with the Inclusive Banyule Committee.

RAP and Barrbunin Beek to look at culturally appropriate opportunities to partner with Inclusive Banyule Committee.

1. Close and date of next meeting 6:20pm – 6:25pm

- Confirm Actions arising
- Close meeting
- Next meeting: Wednesday 14 December