



Minutes RAP Advisory Committee

15 February 2023

Meeting details

Date of meeting	Wednesday, 15 February 2023
Time	5:30pm – 7:00pm
Venue	Hybrid options – Microsoft Teams or Barrbunin Beek Aboriginal Gathering Place
Chair/Facilitator	Maddi Miller
Minutes	Kristen Munro / Zali Mifsud

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
Cr. Peter Dimarelos	Banyule City Council Councillor
Kath Bracket	Banyule Council Director Community Wellbeing
Cr Peter Castaldo	Banyule Council Mayor
Con Matsamakias	RAP Advisory Committee Member
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
Kristen Munro	Banyule Council Barrbunin Beek Coordinator
Jo Wilson	Banyule City Council
Emma Joyce	Banyule City Council
Mizzi Walker	Banyule City Council

Uncle Owen Butler	Banyule RAP Advisory Group Committee Member
Shane Grigg	Banyule RAP Advisory Group Committee Member
Cr Elizabeth Nealy	Banyule City Council Councillor

Apologies

Name	Affiliation/Organisation
Michael Geary	Banyule Community Health Service Representative
Con Matsamakias	RAP Advisory Committee Member

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 5:35pm – 5:50pm

Banyule Officer reported on the status of Actions from previous minutes.

Action	Outcome or Update	Status
Action 1: 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: Ongoing	Ongoing
Action 2: 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.	Update: March 20 meeting (delay due to comms back log)	Complete
Action 3: RAP Advisory Committee to consider issues or matters of mutual concern for collaboration with the Inclusive Banyule Committee	Update: Remove from action list (committee members responsibility)	Complete
Action 4: RAP and Barrbunin Beek to look at culturally appropriate opportunities to partner with Inclusive Banyule Committee.	Update: Removing from actions due to committee members responsibility - Barrbunin Beek out of this committee's scope of influence	Complete
Action 5: Council Officer to send Darebin Council Report and MOU to committee.	Update: Complete 12/01	Complete
Action 6: Council Officer to send AHV data to committee surrounding how many AHV houses Banyule Council has in the municipality.	Update: 19 properties	Complete
Action 7: Council Officer to invite AHV representative to next RAP Advisory meeting.	Update: Complete – representative was unavailable for this date however confirmed for April meeting	Complete

Action 8: Sub-working group including Uncle Owen, Tom and Shelley to meet with the Repat hospital and then report back to RAP committee on discussions on how to progress the plaque.	Update: Complete (working group to provide updates)	Complete
Action 9: Councillor Officer to check and confirm that there is no use of "Australia Day" on Jan 26, Citizenship ceremony and broader Council communications.	Update: Complete	Complete
Action 10: Council Officer to organise for Hannes from Arts & Culture to discuss the exhibition and the acquisition of art.	Update: Complete – booked in for April meeting	Complete

3. First Nations Employment Update 5:50pm-6:05pm

- Emma Joyce & Mizzi Walker, to present update

Discussion

Emma outlined Council's research project to increase First Nations employment within Banyule Council and thanked the committee for their feedback on the project charter that was presented to the committee at the December 2022 meeting. Today's presentation was to provide the committee with the outcomes and findings of the research project and the recommendation that is being put forward to Council.

The purpose of the review was to identify how the current Inclusive Employment Program hasn't suited the needs of the First Nations community, with feedback highlighting that further work needs to be done to support this program.

Mizzi outlined the key feedback and factors that fed into the research project with the clear outcome of Council requiring to establish a First Nations traineeship program in partnership with AFL Sportsready traineeship program. Further breakdown of the report is highlighted in the full report sent on 12 Feb 2023 via email.

Shane identified that potentially a full-time role in comparison to a traineeship may attract greater numbers.

Sue shared that the suggested recommendations reflected that the outcome of the report was to benefit Banyule and not the First Nations community, due to the boundaries outlined.

Kath highlighted that the current Inclusive Employment Program was established to support residents of Banyule who are facing employment barriers and provide an opportunity for work experience. Therefore, there has historically been tension between council's having programs that support residents outside of their own boundaries. The hope for this new initiative is it will encourage other councils to follow Banyule's lead and support their own residents.

Cr Nealy and Cr Dimarelos shared that this would be a pilot initiative and after 12 months there would be the opportunity to expand the project if it is supported.

Maddi Miller supported the recommendations of the research project.

Community unanimously supported the recommendations of the Aboriginal and Torres Strait Islander Employment Pathways Report.

Mover: Maddi Miller

Secondar: Uncle Charles

Recommendation

Committee recommends that Council support the Aboriginal and Torres Strait Islander Employment Pathways research reports recommendations. These recommendations are:

1. Council to develop a culturally safe and supported employment pathways program in line with the recommendations outlined in the Aboriginal & Torres Strait Islander Employment Pathways review; leveraging existing operating budget of Council's Inclusive Employment Program to create up to 4 Aboriginal and Torres Strait Islander identified traineeships per annum and 1 Aboriginal and Torres Strait Islander identified permanent role to lead the program.
2. While the Inclusive Employment Program is a commendable program, it is not adequately meeting the needs of Aboriginal and Torres Strait Islander peoples and that a new evidence-based approach tailored to Aboriginal and Torres Strait Islander peoples is required.

The committee also recommend that Council allows the proposed program to not be bound by Banyule municipality boundaries.

4. Uluru Statement from the Heart – Communications 6:05pm-6:35pm

- Council Officer, to present on Uluru Statement from the heart communication plan

Discussion

Zali thanked the committee for pre-reading the sent documents.

The Uluru Statement from the Heart communications plan has been developed with Council's communications team working group. The working group is currently mapping the community engagement opportunities that Council sees as opportunities for engagement to talk to the Uluru Statement. Council is additionally looking for creative ways to engage the community to have the discussion and therefore notes that the communication plan is a working document. As new opportunities arise for engagement they will be taken into consideration.

Zali requested a sub-working group be developed to support the communications working document, so feedback is more efficient from the committee.

Wally identified that a smaller sub-working group will be more effective however the whole committee requested to be updated on the opportunities Council is engaging with in promoting the Uluru Statement, Cr Dimarelos supported this transparency as well.

Shelley identified that it is great that Council is doing this work and would love to be a part of the sub-working group.

Maddi shared that the nature of the communications plan will be evolving therefore it may be beneficial that two committee members are permanent on the sub-working group and then these members can draw on other committee members knowledge and expertise when required. Cr Nealy shared that it is important to have consistent committee members on the sub-working group.

Uncle Owen encouraged that the sub-working group draw on other RAP Advisory committee members expertise on the Uluru Statement from the Heart as well. Shelley suggested that the whole committee will have an opportunity for inclusion such as videos from different members sharing their views on the referendum etc.

Tom highlighted that we should collectively try and support this discussion with other organisations and groups in order to share resources to be more efficient in reaching more community.

Maddi confirmed the committee's support for the approach of the sub-working group. Cath commends Zali's efforts to put the document together for the committee to read.

Action

Council Officer to arrange a sub-working group consistent of Uncle Charles and Shelley to discuss Uluru Statement from the Heart communications plan.

5. RAP Report Update 6:25pm-6:40pm

- Council Officer, Zali Mifsud to request feedback on draft RAP report

Discussion

Zali thanked the committee for their additional reading as the RAP report is lengthy in size however an important document to celebrate the successes of the implementation of Council's first RAP. The report highlights what actions have or have not been achieved.

Additionally, it was highlighted that the final RAP report has a different format then the first year annual RAP report. This format is supported in regards to the Reconciliation Australia reporting guidelines and aims to eliminate the confusion that the first report created. The report was due in September therefore it was acknowledged it has been a period of time.

The Committee has until COB Wednesday 22 February to provide feedback on the RAP as the Council Officer was only present for 9 weeks of the implementation of the RAP, therefore the Committee's feedback will be greatly appreciated. As well as committee feedback on the case studies outlines in the report and the general feeling of the report.

Zali clarified that the report will go to Council for endorsement prior to submission to Reconciliation Australia.

Tom asked if there was any incentive or rationale for getting the report perfect from Reconciliation Australia. Zali shared that there is commentary that there is a commitment of action surrounding the current not completed actions, in the lieu of the development of the new strategy.

Uncle Charles applauded Council on its ability to achieve what it has over the lifetime of its first ever Innovate RAP. As well as congratulated the committee on its support in implementing the RAP. Sue endorsed this commentary.

Uncle Owen shared that other committees use the traffic light system on other RAP reporting as well, therefore this is an option for reporting.

Tom questioned if there is a resource such as a t-shirt that Council will give out to promote its commitment. Zali identified that the Heart campaign is giving out t-shirts that Council can gain and give out.

Action

Committee to send feedback on the RAP report by COB Wednesday 22 February.

6. National Sorry Day 6:40pm-6:50pm

- Councillor Officer, Zali Mifsud to request confirmation of healing ceremony

Discussion

Zali identified that Council is making a policy change to allow for the Aboriginal and Torres Strait Islander flags to be lowered on National Sorry Day event which Council hosts as a healing ceremony on National Sorry Day 2023.

In a similar format as Stonnington Council's healing ceremony on Jan 26 conducted by Aunty Di Kerr, this is what is being proposed for National Sorry day.

For this to be organised with Aunty Di Kerr, support from the Committee is required in this meeting.

The committee supported this event for National Sorry Day 2023.

Action

None

7. General Business 6:10pm – 6:25pm

- Call for any general business items

Discussion

Zali shared an update that three Wurundjeri artists responded to the Shaping Banyule EOI to develop a piece of art for its new banner.

Aunty Kim Wandin and Chris Joy were selected as the preferred artist and Council is now working with them to develop the artwork.

Maddi shared her experience of working with Aunty Kim to develop an eel trap for environmental research in Heidelberg.

Action

None

Discussion

Zali identified that the seven-season project is a project to highlight and educate the community about the Kulin Nation's seven seasons. This project includes educating the community about the season as well as hosting seven events that align with the season.

Zali shared an update on an additional project which is the spirit trail which runs along the Darebin Creek from Barrbunin Beek and is due for completion by July 1st 2023.

Action

None

Discussion

Zali highlighted that the Inclusive Banyule Committee is tabling a report surrounding their key priorities as a committee with the first priority being around mental health support and social housing. Zali shared with Sherryn Prinzi the information about the investigation of an MOU with AHV housing and other suggestions for health and wellbeing. This included how sport and accessibility will increase greater health and wellbeing with the committee.

Tom asked if Zali would like to update the committee on grants. Zali identified this is now on her work plan and will update the committee as it progresses.

Action

None

Discussion

Shelley and Uncle Charles have attended the sub-committee for the Creative Banyule 2030 consultation and highlighted the elevation of First Nations culture, art and history as a key priority. This will outline a six-year plan about how to work with and in the First Nations community in that space. An additional key priority was putting cultural inclusions in the planning of new places and spaces and not prior to construction.

Shelley was included in the consultation and advised that connection to Country is to be a priority as well.

Action

None

Discussion

Maddi is going to be taking a leave of absence due to being on maternity leave. The current committee Terms of Reference do not outline a process when a Chair goes on maternity leave therefore through conversations with a number of committee members, Shelley has offered to step in to the responsibility of Chair while Maddi is on leave.

Uncle Charles shared that it is important that there is a gender balance with the co-chair system and supports that the current chair delegates this responsibility.

The Committee supported this decision to delegate Shelley the Chair responsibilities until Maddi's return.

Cr. Peter Dimarelos wished Maddi the best of luck for her maternity leave and Zali echoed this.

Action

None

8 Close and date of next meeting 6:55pm – 7:00pm

- Confirm Actions arising
- Close meeting
- Next meeting: 12 April