



Minutes RAP Advisory Committee

12 June 2024

Meeting details

Date of meeting	Wednesday, 12 June 2024
Time	5:00pm – 6:30pm
Venue	Barrbunin Beek
Chair/Facilitator	Cr Castaldo
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
Uncle Charles Pakana	Banyule RAP Advisory Group 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
Maddi Miller	Banyule RAP Advisory Group Committee Member
Tom Conley	Banyule RAP Advisory Group Committee Member
Uncle Owen Butler	Banyule RAP Advisory Group Committee Member
Jo Southwell	Banyule Community Health
Cr Elizabeth Nealy	Banyule Council
Joseph Tabacco	Banyule Council
Robert Stringer	Reconciliation Banyule Representative
Georgie Meyer	Banyule Council
Blair Colwell	Banyule Council
Cr Peter Castaldo	Banyule Council

Apologies

Name	Affiliation/Organisation
Jason Mifsud	Mifsud Consulting
Zali Mifsud	Banyule Council
Leanne	Reconciliation Banyule Representative

Items

1. Introduction 5:30pm – 5:35pm

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

2. Self-Determination Strategy Ceremony 5:05pm – 5:35pm

- Uncle Charles to conduct ceremony
- Everyone share experience of the engagement

3. Confirmation of Minutes and Actions from previous meeting 5:55pm – 6:05pm

- Confirmation of minutes
- Actions arising

Action	Outcome or Update	Status
Action 1: 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.	Ongoing waiting for budget	Ongoing
Action 2: Council Officer to investigate a formal relationship with Reconciliation Victoria.	Ongoing work	Ongoing
Action 3: Council Officer to send (to Banyule RAP Committee) the Draft Aboriginal Self Determination Strategy and Action Plan.	Copies available at Meeting (12 June)	Ongoing
Action 4: Council Officer to send invitation for Councillor Dinner and Volunteer Event.	Email sent to committee.	Complete

Discussion

Minutes are to be circulated electronically and adopted online by the Committee.

4. Self-Determination Strategy Yarn 5:35pm – 5:50pm

- Council Officer, Georgie Meyer to take the lead on the discussion

Discussion

Updating the committee that there is another week of public consultation. Initially 300 actions were proposed through community consultation. These actions have been condensed down to approximately 100 Actions. Committee members are encouraged to promote through their networks. There are opportunities for the community to contribute to the consultation process.

So far there have been 51 Survey responses. 47 respondents support the SD strategy. Of those responses, 3 were unfavourable to the development of the SD Strategy. Those respondents focused on the SD Strategy being divisive or not the role of Local Government. Respondents made links to not supporting the treaty process.

Four respondents identified as First Nations community members. This is not viewed as a concern as largely engagement has focused on the broader community, with First Nations community members being heavily engaged in the SD Strategy's development.

Respondents focused positively on the links to the human rights framework,

Reading feedback, people have read the SD Strategy and understood it and it demonstrates a strong commitment from the community.

Public consultation will conclude within the week.

Following this, a full consultation report will be developed and a briefing for Councillors. Ultimately it is up to the Councillors to decide the level of detail they will require to assist them in making their decision to endorse the Strategy.

Councillors did want to hear from the broader community and the overwhelming support which is evident in the feedback will help Councillors understand communities' perception of the SD Strategy.

Officers are working on a report to accompany the consultation report and the SD strategy will be put to Council for adoption on the 15th of July 2024.

Recommendation

The motion is:

The RAP committee recommends Council adopt the Self Determination Strategy.

Mover: Uncle Charles

Seconder: Uncle Owen

Adopted Unanimous.

5. Social Enterprise and Local Jobs Strategies 6:05pm – 6:25pm

- Council Officer, Jane Nixon to present on the SE&LJ Strategies
- Discussion

Discussion

Jane Nixon and Philip Obrien are in the Inclusive Enterprise and Local Jobs Team and are developing the Social Enterprise and Inclusive Local Jobs Strategies.

The purpose is to support people who are facing barriers to local employment.

The current strategy concludes in 2025 (five-year strategy).

The goal was to support 1000 jobs in the Banyule community. To date, 836 jobs in Banyule have been supported, with another year to go.

The Inclusive Employment Program is a component of this strategy and Banyule currently has three First Nation identified roles out for advertisement in partnership with AFL Sports Ready.

Things that we know have worked well: Inclusive employment, work placements, student placement.

What hasn't worked well: working with businesses in the Inclusive Local Jobs Service and better opportunities with social procurement.

Q What is the unique role that this group would like to see Council play in assisting First Nations community to overcome barriers to accessing employment?

Have you approached a grassroots First Nations employment?

Historically a lot has been done. There are job service providers who are First Nations focused. Officers welcome feedback on who we need to talk to.

Have we considered if Banyule Council is a culturally safe place for First Nations people? Do we need to have a Cultural Audit?

We need to be looking at full time traineeships, we need to look at long term employment.

Traineeships need to be longer than 6 or 12 months with full time employment. The resources need to be available.

Acknowledgment that there is a link with the Self Determination Strategy under Action 13 as a good outcome.

Printing with Purpose; upskilling people in employment. Would be good to have a conversation with Sarah from Printing with Purpose and how they approach this work. Sarah is working with businesses to make sure they are culturally safe spaces for First Nations people.

The importance of cultural safety from the top of the organisation down (from the CEO down) was discussed. Having Cultural Safety Training and support is important.

Recruitment strategies?

AFL Sports Ready is leading the recruitment.

Entry level program?

Officers confirmed there is entry level and below degree level programs.

What debriefing is done?

The model is still being developed, however there will be support at the end of traineeships with resume writing, supporting trainees in accessing mentoring and how to apply for jobs.

Q is there an opportunity for the First Nations community to work in partnership with Council?

First Nations Employment Fair, does this happen every year?

No, when delivered it had some funding and three councils came together to deliver the Fair. Approximately 30 businesses participated in the fair. It is a model that we like, and we do want to continue delivering the event.

What are you asking for precisely?

Advice and support moving ahead with IEP and Inclusive Jobs Program. Advice and guidance from this group on what extra we should be doing.

Given the group is finishing up soon under the Terms of Reference, it is difficult to commit to ongoing advice and support.

Council needs to address and monitor structural racism. Entry level, vulnerable people need to be supported. Uncle Charles and Shelly will provide advice and support on an informal basis and report back to the Banyule RAP Committee.

Is there availability to transfer employment around Local Government, like Federal and State Government?
Yes, there are secondments and entitlement transfers.

The committee discussed the importance of not moving forward with traineeships until we can ensure Cultural Safety.

6. Our Lady of Mercy College Traineeship 6:15pm – 6:30pm

- Principal Judith Weir, to present on First Nations Traineeship
- Discussion

Discussion

Judith Weir, Principal:

A Year 10 student attending Our Lady of Mercy College proposed to the Principal that a scholarship be established for First Nations students. The student presented to the College Advisory Council who accepted her proposal. The college is very aware that they don't want it to be a box ticking exercise and want to engage with the Banyule RAP Committee in designing the scholarship.

OLMC currently offers the McAuley Scholarship. These are scholarship opportunities that aren't First Nations identified and families make a contribution, sometimes as small as \$20. The proposal is that this would be a similar model and would cover full tuition, books, uniforms, and computers.

Proposed criteria for the Scholarship are that the potential student should be a known member of the community and that a referee from the community can attest to their need and that they are a known member of the community. A member of the community would also be part of the assessment process. The student would need to be female as OLMC is an all-girls school. Drawn from a particular geographic area (Donvale through to South Morang), on a case-by-case basis consider outside of the area.

Siblings: The scholarship would continue to be extended to siblings as they become year 7 students.

Expectations: The student would need to comply with the school's Code of Conduct. Students would need to attend regularly however would work with families to address any nonattendance. Students would be expected to participate in extracurricular activities.

It is a religious school and there would be a contemporary curriculum which is faith based.

OLMC is seeking Committee support to promote and make it known to the community and partner with the school in assessing applications.

The committee emphasised the importance of Cultural Safety. If the committee is going to suggest a school is appropriate or promote a scholarship opportunity, the Committee needs to know the school is culturally safe.

Other committee members spoke about their experience with the school.

Judith acknowledges that further work needs to be done in building cultural safety and views this as the beginning of the journey and aims for the commencement of the scholarship program in 2026, once the school can demonstrate cultural safety.

The committee wanted to commence the conversation with the importance of the school being prepared to listen or take on advice.

The committee is happy to support the school and it is obvious that OLMC are enthusiastic about supporting First Nations Students.

Cultural Safety Framework for Schools? Teachers are mandated to provide culturally safe spaces and curriculum around truth telling.

Action

Judith to contact Uncle Charles about a delegation from the Banyule RAP Committee to attend the school.

7. General Business 6:45pm – 6:55pm

- Call for any general business items:
- National Reconciliation Week Events: Georgie

Discussion

For Noting: that Robert and Leanne are the representatives of Reconciliation Banyule and Sue will be taking the role of a general Banyule RAP Committee Member.

Mover: Tom

Secunder: Shelley

Adopted

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

- Confirm Actions Arising.
- Close meeting
- Next meeting: Next meeting: 11 September