

Innovate Reconciliation Action Plan

September 2022–December 2023



Lifestyle Capital of Victoria



RECONCILIATION
ACTION PLAN

INNOVATE

Acknowledgement of Traditional Owners

Frankston City Council respectfully acknowledge that we are situated on the traditional land of the Bunurong in this special place now known by its European name, Frankston. We recognise the contribution of all Aboriginal and Torres Strait Islander peoples to our community in the past, present and into the future.

Artist Profile - Glenn Shaw

Glenn is a proud plangermairreenner (Tasmania) and Bunurong (Victoria) Aboriginal man, strongly connected to Community and Culture. Glenn was born on Flinders Island, Tasmania in 1958 and started painting as a teenager.

Glenn paintings are contemporary with using a traditional style and depict his perspective of traditional stories or cultural activities from his personal life and experiences as well as stories passed down to him. Glenn has developed his unique art style by learning from other artists not only in Tasmania, but also from the many years he lived and worked in the Kimberley, Western Australia.

Glenn is extremely respectful of the various art styles and stories across Australia and does not paint stories which do not hold cultural or personal significance to him and will not paint or tell a story which he does not have the cultural ability or permission to do so.

Artwork

Reconciliation

The two snakes represent the Aboriginal and non-Aboriginal communities interacting with each other, and while we focus on what we see as obvious differences, when you look closely there are also similarities. The Snakes are partially intertwined as this represents the Aboriginal and non-Aboriginal communities sharing a common space.

The four people sitting in the centre represents the respective parts of the community discussion Reconciliation and how the RAP will look, and there are hands reaching outward to represent getting the RAP into the community and the hands reaching inward are the parts of the community wanting to be part of the process.

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Mayor's Message

It is a pleasure to present the Frankston City Council's updated Reconciliation Action Plan 2022–2023, which is integral to Council achieving our long-term community outcome for a Liveable City.

I would like to warmly acknowledge the Bunurong people as the Traditional Custodians of the land in and around Frankston City, which extends from the Werribee Creek to the Tarwin River and Wilson's Promontory.

Frankston City Council is committed to continue working with our Aboriginal and Torres Strait Islander peoples and Traditional Custodians on our reconciliation journey to build relationships, respect and opportunities.

Through the Reconciliation Action Plan 2022–2023, we hope to continue to work together with our communities to enhance the health, education and employment

outcomes with Aboriginal and Torres Strait Islanders, working towards closing the gap between Indigenous and non-Indigenous Australians.

I am proud of our vibrant Aboriginal and Torres Strait Islander communities within Frankston City, with the 2021 census identifying 1,803 Aboriginal and Torres Strait Islander peoples living across our suburbs.

I believe that the City benefits from the traditional culture of Aboriginal and Torres Strait Islander people, which is resilient and characterised by strong recognition and valuing of the roles of Elders and traditional customs, such as reciprocity and a shared vision of community.

The strength and resilience of Aboriginal and Torres Strait Islander culture provides a sound basis for developing a sustainable community in the long-term, and I trust that this Reconciliation Action Plan is well received and successful in its ambition of uniting us all with a shared vision of reconciliation, and understanding the wrongs of the past in order to build relationships, respect and trust in the future.

Councillor Nathan Conroy
Mayor, Frankston City Council

I am proud of our vibrant Aboriginal and Torres Strait Islander communities within Frankston City

Reconciliation Australia's Message

Reconciliation Australia commends Frankston City Council on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).



Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Frankston City Council to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Frankston City Council will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Frankston City Council is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Frankston City Council's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Frankston City Council on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Bunurong Land Council's Message

Over the last 35,000 years Bunurong people have adapted to a range of significant changes within their Country. Our stories of the Bay flooding with water, asteroid impacts near Cranbourne, Arthurs Seat once being an Island, volcanic activity in the western suburbs, the great floods, fires and earthquakes all speak of such events.

Over 1,000 generations of our people have been here before us. Archaeological excavation within our Country has already demonstrated about 30,000 years' worth of occupation. These sites can show us how our ancestors interacted with their environment and how that interaction changed over time. We regard all evidence of our people's occupation as sacred.

No amount of data can compensate for the loss of a site but if we can't literally preserve a site, the only other way it may be preserved is by way of careful data collection as part of a Cultural Heritage Management Plan (CHMP). The importance of the

accuracy of this data being collected for protection is paramount as we regard this information as sacred. It holds the stories of our people and our past. In some places our archaeology is the only thing that remains within a given landscape, the only thing left that hasn't been changed or moved, and because of this, it is now sacred to us.

All of our Country is highly significant, every square inch, every rock, every leaf, every dune and every artefact. If we could attribute the cause of this blanket high significance rating of our Country to any one thing, it would be that in Melbourne especially, so much has been destroyed and lost as the city grew, and so quickly. If you lose enough

of something, what little you have left becomes so much more important. Similarly, when someone passes, their earthly possessions become more important to those they left behind.

With regards to knowledge and stories, each of our Elders that passed away during early colonisation is the equivalent of a state library burning down today. One Bunurong Elder of the time was famously quoted saying that, 'Once we are gone, no one is going to know where anything is', clearly considering the vast amount of knowledge he and his people had collected about the landscape, all written in their songs and stories.

Every part of our Country is of high significance to our people past and present

Another Elder was noted as saying, 'one day smart people will lament at our passing', no doubt acknowledging again the ocean of information collected on every living thing here, every tree, every animal and the key to the complex balance of all things that his people had managed to evolve and sustain. European people are still learning of the complexities of Aboriginal culture.

Though we retain a wealth of stories of our people and Country, with no written language and with change occurring here so quickly, we have lost many of the ancient stories of this landscape. At the time, Bunurong people's focus was more on trying to stay alive than on the luxuries of continuing to practice culture, which included the careful passing on of stories and knowledge, different levels of which would require certain initiations, performed over time.

The pressure is now on archaeological methodologies to make sure our Ancestor's sites that are in harm's way are found, and that they are excavated in a way that allows for science to give us back some of those lost stories. Every part of our Country is of high significance to our people past and present.

Yours with respect

Uncle Shane
*Traditional Custodian
Bunurong Land Council
Aboriginal Corporation*

CEO Steve Helberg
*Bunurong Land Council
Aboriginal Corporation*

Our RAP

A Reconciliation Action Plan provides a formal statement of commitment to Aboriginal reconciliation at an organisational level. The 'Reconciliation Action Plan' (RAP®) is trademarked to Reconciliation Australia, and while there are merits and recognition associated with using the RAP®, it is not a legislated requirement.

It is important to note that the priority is for the organisation to adopt a reconciliation planning approach that best fits the local reconciliation needs.

Why is your workplace developing a RAP?

It is important to note that working with the Aboriginal and Torres Strait Islander community in a culturally respectful and appropriate way requires building trust over time, and the honouring of their other commitments and significant cultural events. In this way the journey of engagement is as crucial towards reconciliation as the reconciliation plan that is produced.

Who champions your RAP internally?

Frankston City Councillors, Executive Management Team and Department Managers.

Who internally and externally is involved in your RAP Working Group (job titles)?

Coordinators of various Departments of Frankston City Council, Councillors and Reconciliation Project Manager.

How have you incorporated Aboriginal and Torres Strait Islander representation in your RAP Working Group?

Included Recognised Aboriginal Party, local Elders and local Aboriginal Organisations.

Focus Areas

Focus Area 1 Relationship

Having strong, open two-way relationships with local Aboriginal and Torres Strait Islander community groups and organisations reduces misunderstanding and fear, and emphasises that teachers and parents both have important, though different, roles to play.

Focus Area 2 Respect

The goal of Cultural Respect is to uphold the rights of Aboriginal and Torres Strait Islander peoples to maintain, protect and develop their culture and achieve equitable health outcomes.

Focus Area 3 Respect

Network with the local Aboriginal and Torres Strait Islander communities and partner with them on a specific program or project. Invite local people into your service to see the inclusive programs and resources. Invite Elders from your local communities to take part in celebrations and significant events at our service.

Reconciliation Officer's Message

I am an Aboriginal and South Sea Islander and I come from the Wulli Wulli people and Darumbal people from South-East Queensland. I have taken on the important task of raising Aboriginal and Torres Strait Islander awareness and introducing a Reconciliation Action Plan (RAP) into Frankston City Council.

The model of Reconciliation is to build a respectful relationships between Aboriginal and Torres Strait Islander people and the broader communities in Frankston City. A RAP recognises Aboriginal and Torres Strait Islander cultural protocols and working closely with the Bunurong Land Council, who are the local Registered Aboriginal Party. The RAP will also explore opportunities to increase employment of Aboriginal and Torres Strait Islanders across Council.

The RAP will influence Council on how we do our business and help staff to better understand, work and participate with the local Aboriginal and Torres Strait Islander peoples through a lens of cultural respect. Through the RAP Frankston City Council will build a better future of alliance with the local Aboriginal and Torres Strait Islander communities and giving the communities a voice for their own self-determination.

Grant Lea
Reconciliation Officer

The model of Reconciliation is to build a respectful relationships between Aboriginal and Torres Strait Islanders and the broader communities in Frankston City

1. Introduction

1.1 Our commitment to reconciliation

Frankston City Council is committed to the reconciliation process and working towards a future of mutual respect and understanding of Aboriginal and Torres Strait Islander history and culture within our communities, with strong and inclusive relationships between Aboriginal and Torres Strait Islanders, the Council and the broader communities in Frankston City.

In embarking on our reconciliation journey, Council acknowledges the significant turmoil, trauma and hardship experienced by Aboriginal and Torres Strait Islanders since colonisation and the many policies over centuries that followed, which systematically devastated the cultural, spiritual, emotional and physical wellbeing of Aboriginal and Torres Strait Islander people, families, law and country.

Our Reconciliation Action Plan (RAP) demonstrates our commitment to standing with Aboriginal and Torres Strait Islander peoples in and around Frankston City to play a leadership role in promoting and fostering the pillars of reconciliation within our organisation and the communities – relationships, respect and opportunities.

Through our RAP, Council will work to ensure that our organisation authentically engages and supports Aboriginal and Torres Strait Islander peoples to be respected and provided with opportunities to thrive, with the voices of Aboriginal and Torres Strait Islander peoples included in our core business.

1.2 Purpose of the RAP

The RAP is our formal statement of commitment to reconciliation and will see the development of strategies and initiatives that enhance Council’s ability to connect and engage with Traditional Custodians, Elders and Aboriginal and Torres Strait Islander communities members and organisations, with the view to improving outcomes with Aboriginal and Torres Strait Islander people within our communities.

The RAP will provide the necessary leadership and support to create cultural change within the organisation’s workforce, elected members and the communities to facilitate strengthened relationships, respect, trust and opportunities for reconciliation between Aboriginal and Torres Strait Islanders and non-Indigenous Australians.

1.3 Scope of the RAP

According to Reconciliation Australia, the term ‘reconciliation’ refers to “strengthening relationships between Aboriginal and Torres Strait Islander people and non-Indigenous peoples, for the benefit of all Australians.”

In developing our RAP, Council has been guided by Reconciliation Australia’s RAP Framework to enable a structured approach to advancing reconciliation within Frankston City.

Reconciliation Australia defines reconciliation through five interrelated dimensions: race relations; equality and equity; historical acceptance; institutional integrity; and unity.



Source: Reconciliation Australia

Reconciliation Australia’s RAP program supports organisations to develop RAPs based on the stage of their reconciliation journey. Council has embarked on an Innovate RAP, which places the focus on developing and strengthening relationships with Aboriginal and Torres Strait Islanders, engaging the workforce and community into the reconciliation process.

As the level of government closest to the community that has well-established relationships in place with a wide variety of stakeholders, Council is well placed to promote reconciliation.

Council will advance the reconciliation process through the broad range of settings outlined below, operating in its capacity as a universal service provider, planner, community builder, infrastructure/waste/environment/recreation/open space manager, local laws, building surveyor, environmental health protector, local leader, advocate and employer:

- Urban planning and land use
- Open space and infrastructure management

- Community development
- Health protection
- The arts, libraries and community centres
- Emergency management
- The delivery of universal services including early years services, youth services and personal and home care services
- Council’s workforce

The RAP was developed in consultation with Aboriginal and Torres Strait Islanders, Traditional Custodians, local Elders and other community leaders and organisations.

Council has established a Reconciliation Advisory Committee to guide the development and implementation of the RAP, which will be regularly monitored and reviewed.

Council will advance the reconciliation process through a broad range of settings



1.4 Our Reconciliation Journey

Council has already commenced its reconciliation journey, and has undertaken various activities to promote greater cultural awareness and understanding of Aboriginal and Torres Strait Islander cultures and histories. Below are just some of the key highlights of our recent journey.

Year >> Milestone

1998	Council appoints its first dedicated Aboriginal and Torres Strait Islander position with funding from the Department of Human Services (Koori Alcohol & Other Drug Worker)
2000	Frankston City's Aboriginal Gathering Place, Nairn Marr Djambana, was established
2000	Council sponsored and participated in events for NAIDOC Week for the first time
2000	Aboriginal and Torres Strait Islander Art display from BALUK Arts at the Frankston Arts Centre
2006	The Frankston Mornington Peninsula Aboriginal Action Group is established
2009	Frankston City Council started using Acknowledgement of Land at start of each Council Ordinary Meeting
2010	Council commences participation in annual flag raising ceremonies NAIDOC Week
2010	Council joined the Inter-Council Aboriginal Consultative Committee (ICACC)
2013	Council commences annual participation in the BayMob Health and Education Expo
2015	Council appoints an Aboriginal Health Project Officer with Koolin Balit funding received from the Department of Health and Human Services to deliver the Healthy Boorais project

Year >> Milestone

2017	Council undertook a cultural heritage bus tour of the Mornington Peninsula and Frankston, hosted by Western Biosphere and Bunurong Land Council Aboriginal Corporation
2017	Council received funding from the Department of Health and Human Services to increase participation of Aboriginal and Torres Strait Islanders in sports
2017	Council endorsed Cr McCormack's Notice of Motion to provide a roadmap for the introduction and implementation of a Frankston City Reconciliation Action Plan
2018	Council unanimously resolved to develop its inaugural Reconciliation Action Plan
2018	Council appointed its first Reconciliation Officer as a dedicated Aboriginal and Torres Strait Islander position
2018	Yarning Circle established in partnership with Mornington Peninsula Shire Council and the Koori Engagement Support Officers
2019	The Reconciliation Advisory Committee was established with Council appointed members
2019	Council holds its first Reconciliation Week activity in partnership with Nairn Marr Djambana
2020	Council's Family Health Support Services volunteers and Regional Assessment Team complete cultural awareness and competency training

2. Policy context

The RAP has been developed within the framework of International, Commonwealth, State and Local Government policy and legislation.

2.1 Policy context

The RAP has been developed to be aligned with Council’s key policy domains and community outcomes outlined in the Municipal Health and Wellbeing Plan 2017-2021, and ambitions outlined in the Council

Plan 2017-2021 and Community Plan 2017-21 to ensure that the actions are integrated with our long-term outcomes for Frankston City and reflect the community’s needs.

In developing the RAP, Council acknowledged the policies and plans already in place to advance the rights, self-determination and wellbeing of Aboriginal and Torres Strait Islanders.

International	UN Declaration of Human Rights UN Declaration on the Rights of Indigenous Peoples
Commonwealth Government	UN Declaration of Human Rights UN Declaration on the Rights of Indigenous Peoples
Victorian Government	Advancing the Treaty Process with Aboriginal Victorians Bill Victorian Aboriginal Affairs Framework 2018–23 Self Determination Reform Framework 2019 Korin Balit-Djak: Aboriginal Health, Wellbeing and Safety Strategic Plan 2017–27 Aboriginal Family Violence 10-year Plan Wungurilwil Gaggapduir: Aboriginal Children and Families Agreement and Strategic Action Plan Marrung Aboriginal Education Plan 2016–26 Koolin Balit: Strategic Directions for Aboriginal Health 2012-2022 Balit Murrup: Aboriginal Social & Emotional Wellbeing Framework Aboriginal Justice Agreement Victorian Social Procurement Framework
Local Government	The Victorian Aboriginal and Local Government Action Plan 2017

2.2 Legislative requirements and responsibilities

In developing the RAP, Council acknowledged its requirements and responsibilities under the following legislation.

Commonwealth Government	Racial Discrimination Act 1975
Victorian Government	Charter of Human Rights and Responsibilities Act 2006 Equal Opportunity Act 2010 Racial and Religious Tolerance Act 2001 Aboriginal Heritage Act 2006 and Aboriginal Heritage Regulations 2018
Local Government	The Victorian Local Government Act

The RAP has been developed to be aligned with Council’s key policy domains and community outcomes

3. Current state of our communities

3.1 Aboriginal and Torres Strait Islander communities

The Traditional Custodians of the land in and around Frankston are the Bunurong People, part of the language group known as the Kulin nation. The country of the Bunurong people extends from the Werribee Creek to the Tarwin River and Wilson's Promontory.

Life for the Bunurong people was seasonal, with the availability of different plants and animals varying throughout the year. The Frankston foreshore and Kananook Creek area provided an ideal place to fish and hunt as it had seafood and saltwater plants as well as freshwater fish and eels. The Kananook Creek also provided drinking water, encouraged animals to the area and nourished other plants and trees. An important meeting place for the Bunurong people was the present site of the Mechanics Institute, which was used for cooroborees and as a trading place.

Today, Frankston City is home to approximately 1,329 Aboriginal and Torres Strait Islanders, although there may be many more people who did not identify themselves as Aboriginal or Torres Strait Islanders in the census.

Frankston City's Aboriginal and Torres Strait Islander population is younger than the City's overall population, with the median age being 25 years in 2016, compared to the median age of 38 years for non-Indigenous Australiansⁱ

In the 2016 Census, 95.2% of Aboriginal and Torres Strait Islanders in Frankston

City reported English as being the only language spoken at home, compared to an average of 92.9% for Aboriginal and Torres Strait Islanders across Victoria. The Aboriginal languages reported being spoken at home were Pitjantjatjara and Wiradjuri.

Of Aboriginal and Torres Strait Islander people aged 15 and over in Frankston City, 15.9% reported having completed Year 12 as their highest level of educational attainment, compared to the overall proportion of 15% for Frankston City. However, a lower proportion of Aboriginal and Torres Strait Islanders reported having completed a Bachelor Degree or above (8.5%) when compared to the overall Frankston City proportion of 14.5%.ⁱⁱ

The most common occupations for Aboriginal and Torres Strait Islanders in Frankston City are technicians and trade workers (16.9%), community and personal service workers (13.1%), professionals (12.7%) and labourers (12.7%). For Aboriginal and Torres Strait Islander people in Frankston City, there is higher proportion of people in technical, trade and sales roles than for Aboriginal and Torres Strait Islanders in Victoria.ⁱⁱⁱ

In Frankston City in 2016, of Aboriginal and Torres Strait Islander households 30.7% were a couple family with children and 19.5% were a couple family with no children, compared to the overall average for Frankston City,

where 43.9% of households were a couple family with children, 33.9% a couple family without children. There is a lower proportion of Aboriginal and Torres Strait Islander households with one parent families in Frankston City when compared to Aboriginal and Torres Strait Islander households across the state (23.9% compared to 25.5%). Whereas there is a higher proportion of overall households in Frankston City with one parent families compared to households across the state (20.5% compared to 15.3%).^{iv}

In 2016 the median weekly household income for Aboriginal and Torres Strait Islanders in Frankston City was \$1,301, which was higher than the Victorian median of \$1,200 for Aboriginal and Torres Strait Islanders. This was in contrast to the overall median weekly household income for Frankston City of \$1,331, which was lower than the overall Victorian median of \$1,419.^v

A much higher proportion of Aboriginal and Torres Strait Islander households in Frankston City are renting when compared with the overall population in the City (46.7% compared to 28.7%). However, a higher proportion of Aboriginal and Torres Strait Islanders in Frankston City own their property with a mortgage.^{vi}

3.2 Key issues

The five dimensions of reconciliation identified by Reconciliation Australia articulate the key issues for advancing reconciliation.

Race relations

The prevalence of racism within the community continues to affect the wellbeing of Aboriginal and Torres Strait Islanders and act as a barrier to participation in broader community life, the achievement of improved outcomes and reconciliation.

In a research study conducted by VicHealth with Aboriginal and Torres Strait Islanders in 2011, 97% of the survey respondents said that they had experienced racism in the previous 12 months. The survey indicated that people who experienced the most racism also recorded the most severe psychological distress scores.^{vii}

Equality and equity

For Aboriginal and Torres Strait Islanders to be able to fully participate equally and equitably in all areas of life, the gaps in life outcomes need to be closed.

Closing the Gap was a landmark government strategy released in 2008 that aimed to reduce disadvantage among Aboriginal and Torres Strait Islanders with respect to life expectancy, child mortality, access to early childhood education, educational achievement and employment outcomes within a generation. The strategy highlighted key areas where it was found that there were significant gaps between the outcomes with Aboriginal and Torres Strait Islanders compared to other Australians.

Specifically:

- Child mortality
- Children enrolled in early childhood education
- School attendance
- Reading and numeracy
- Year 12 attainment
- Employment
- Life expectancy

Institutional integrity

Institutional integrity refers to the extent to which our political and business institutions, and community and social sectors actively support reconciliation.^{viii}

The Stolen Generations Report showed the devastating and widespread traumatic impact on children and families stemming from the Government policies of forced removal of Aboriginal and Torres Strait Islander children from their families. In addition, the forced removal of Aboriginal and Torres Strait Islanders from traditionally owned lands to work on missions and in homes that were completely unfamiliar, and often sites of extreme cruelty, slavery and abuse has created social, cultural and physical dislocation from a once intact and coherent Aboriginal culture and society. Deep intergenerational unresolved trauma is today expressed in higher rates of Aboriginal mental health illness, drug and alcohol addiction, family and domestic violence and over-representation in courts and jails.

Unity

Unity means Aboriginal and Torres Strait Islander rights, histories and cultures are valued and recognised as part of a shared national identity.^{ix}

A key issue for unity is not the support for reconciliation, which is quite strong, but rather the knowledge on how. Reconciliation was recommended in a key document evidencing the trauma of the Stolen Generations and has taken formal shape since the 2008 National Apology by the then Prime Minister Kevin Rudd. Reconciliation has since been widely acknowledged as everyone's responsibility. Progress in Reconciliation is underpinned by protective actions such as encouraging Aboriginal self-determination, listening to the voices of Aboriginal and Torres Strait Islanders, and giving Aboriginal and Torres Strait Islander communities opportunities to connect with land, cultural and spiritual sites and cultural practices.

Historical acceptance

As stated by Reconciliation Australia, reconciliation can only truly evolve when the Australian community and our major institutions acknowledge and repair the wrongs of the past, understand their effects – and make sure that these wrongs, or similarly damaging actions, are not occurring today and are never repeated in the future.^x

3.3 Key issues identified by the community

Key issues identified by Frankston City's local Aboriginal and Torres Strait Islander communities during the community consultation to develop the RAP were:

- Alternative education and employment pathways for Koori, Maori and Pacific Islander youth
- A commitment to the provision of training and employment opportunities for Aboriginal and Torres Strait Islanders
- Greater support for the protection of significant Aboriginal sites
- Greater recognition of local Aboriginal culture and art, community sites and organisations
- Greater communication between Council and the local Aboriginal and Torres Strait Islander communities, with improved culturally competent approaches

- An Aboriginal voice, on behalf of the Aboriginal communities, within Council
- Greater awareness and respect of land issues, culture and the Dreaming
- Greater understanding and respect of the historical and ongoing impacts of colonisation on Aboriginal and Torres Strait Islanders

A workforce survey was undertaken to inform the development of the RAP, which demonstrated the key need to strengthen awareness around land issues, inclusiveness and understanding among executive leadership, management and staff in non-community service roles.

An aboriginal voice, on behalf of the Aboriginal communities, within Council

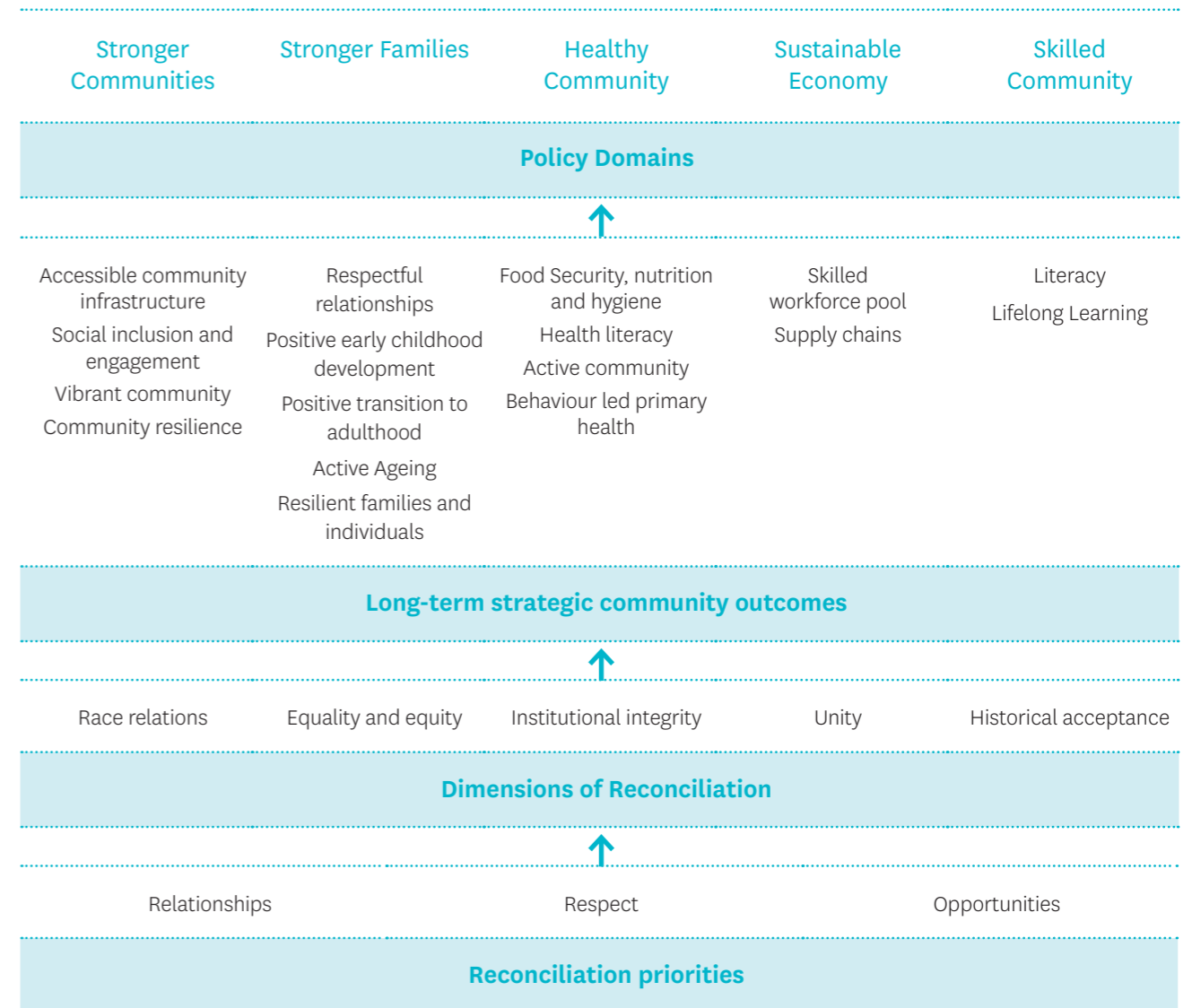
4. Outcomes

4.1 Reconciliation program and data logic

The RAP will work towards the achievement of Frankston City's long-term strategic community outcomes within our key policy domains to ensure

that Frankston City is recognised by all as being the **Lifestyle Capital of Victoria**.

Whereas the RAP is largely focused on creating stronger communities, the RAP contributes to five of Council's broader long-term strategic community outcomes.



Outcomes

Through the alignment with Council’s long-term strategic community outcomes, the RAP is contributing to the social and economic change that is required on a national level to ‘Closing the Gap’. A discussion paper published by Reconciliation Australia explores the ways in which Reconciliation Action Plans contribute towards social and

economic outcomes and closing the gap between Aboriginal and Torres Strait Islanders and non-Indigenous Australians.^{xi}

The long-term strategic community outcomes outlined below are being measured through a series of linked strategies and action plans, such as

the Municipal Health and Wellbeing Plan, Municipal Early Years Plan and Youth Action Plan. In implementing and evaluating the RAP, we will investigate measuring the gap between Aboriginal and Torres Strait Islanders and the overall Australian population against these indicators.

Policy Domains	Strategic Community Outcomes	Indicators
Stronger Communities	Accessible community infrastructure	Proportion of community infrastructure that is fit-for-purpose to a very high standard
	Social inclusion and engagement	Proportion of adults who report high or very high levels of psychological distress
	Vibrant community	Proportion of people who feel that multi-culturalism makes their neighbourhood a better place
	Community resilience	Proportion of people who feel that they live in a close knit neighbourhood
Stronger Families	Respectful relationships	Rate of family violence incidents
	Positive early child development	Proportion of children attending kindergarten Proportion of children at school entry who are developmentally vulnerable on one or more domains of the Australian Early Development Census
	Positive transition to adulthood	Proportion of disengaged youth not in education, training or employment Proportion of school leavers going on into education, training or employment

Policy Domains	Strategic Community Outcomes	Indicators
Healthy Community	Food Security, nutrition and hygiene	Proportion of people who ran out of food in the previous 12 months Proportion of adults who consume sugary drinks daily Proportion of adults who consume sufficient fruit and vegetables
	Health literacy	Proportion of adults who smoke daily Proportion of adults who consume alcohol at lifetime risk of harm
	Active community	Proportion of adults who are sufficiently physically active Proportion of adults who are overweight or obese
Sustainable economy	Behaviour led primary health	Proportion of adults who self-rate their health as very good or excellent Proportion of adults with preventable chronic diseases
	Skilled workforce pool	Proportion of Year 12 completers attending university Employment rate
Skilled community	Literacy	Proportion of Year 3, 5, 7 and 9 students achieving literacy benchmarks

Outcomes

In implementing the RAP it's important to measure its progress and success in working towards our long-term strategic community outcomes. In addition to

monitoring and reporting on the deliverables in the action plan, we will also measure the key output indicators below.

Reconciliation Priority	Output indicators
Relationships	<ul style="list-style-type: none"> Number of consultations with Aboriginal and Torres Strait Islander groups and organisations Number of meetings that engaged Traditional Custodians or Elders Number of Reconciliation Week events Number of staff participating in Reconciliation Week events Number of Reconciliation Champions Number of community cultural training workshops
Respect	<ul style="list-style-type: none"> Proportion of the total workforce participating in cultural awareness training Number of Yarning Circles Proportion of major events with Welcome to Country ceremonies Number of NAIDOC Week events Number of staff participating in NAIDOC Week events Proportion of Council-owned facilities with signs that acknowledge Traditional Custodians Number of major developments that incorporate Aboriginal and Torres Strait Islander design elements Number of stories in the Frankston City News that promote respect and recognition for Aboriginal and Torres Strait Islanders
Opportunities	<ul style="list-style-type: none"> Employment totals of Aboriginal and Torres Strait Islanders within Council Number of Aboriginal and Torres Strait Islander trainees Number of procurement processes that involve Aboriginal and Torres Strait Islander organisations/businesses Number of Aboriginal and Torres Strait Islander performances at the Frankston Arts Centre Number of Aboriginal and Torres Strait Islander art exhibitions at Frankston Arts Centre

5. Impact

Large gaps between Aboriginal and Torres Strait Islanders and other Australians exist on all social, health, educational and economic indicators. RAPs provide an important role in improving access to opportunities and creating positive change within the broader community.

5.1 Social and economic impact

Through its comprehensive evaluation framework, Reconciliation Australia have been able to demonstrate that RAPs are an approach that work. According to the 2018 Reconciliation Measurement Impact Report, when compared to the general community, organisations with RAPs demonstrate greater:

- Recognition of the importance of relationships between Aboriginal and Torres Strait Islanders and other Australians.
- Pride in Aboriginal and Torres Strait Islander cultures.
- Recognition of the importance of Aboriginal and Torres Strait Islander cultures to Australia's national identity.
- Historical acceptance and support for formal truth telling processes.
- Relationships between Aboriginal and Torres Strait Islanders, Elders and the organisations workforce leading to more partnerships.

These organisational strengths have the potential to contribute to the additional social and economic benefits of:

- Strong leadership resulting in improved attitudes and perceptions of reconciliation within the community.

- An improved customer experience at Council, through a changed culture of cultural awareness and the development of trust.
- A more culturally safe workplace, creating the opportunity to become an employer of choice for Aboriginal and Torres Strait Islanders with a workforce that is more representative of the community.
- Greater and more frequent visibility and inclusion of local Aboriginal culture expressed in arts, performances and public demonstrations.
- Greater awareness, engagement and expressions of interest in learning about and sharing culture opportunities by the wider community, businesses and residents.
- Strengthening of protective factors that are known to improve social inclusion, positive mental health and financial inclusion.
- Increased awareness and understanding between Aboriginal and Torres Strait Islanders and non-Indigenous Australians.
- Creation of jobs and employment pathways for Aboriginal and Torres Strait Islanders.

- Increased economic wealth and independence for Aboriginal and Torres Strait Islanders resulting in their investing back into Frankston in the region.
- Building supplier diversity that enables Aboriginal and Torres Strait Islander businesses to grow and prosper locally.
- Changed workplace culture and attitudes that facilitates employment for Aboriginal and Torres Strait Islanders and improved economic outcomes.

5.2 Environmental impact

- Greater sensitivity to and protection of the environment through building and development approvals processes bringing improvements to biodiversity and land regeneration.
- Prioritisation of natural spaces, building materials and encouraging a reduction in traffic and carbon emissions.
- Protection, celebration and interpretation, where appropriate of significant sites of cultural importance to keep stories, place and culture alive.

6. Reconciliation Action Plan

Focus area 1: Relationships



Having strong, open two-way relationships with local Aboriginal and Torres Strait Islander community groups and organisations reduces misunderstanding and fear, and emphasises that teachers and parents both have important, though different, roles to play.

Actions	Deliverables	Timeline	Responsibility
1. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP	1.1 Establish a staff-based Reconciliation Working Group that meets four times per year and reporting to the Reconciliation Advisory Committee, to provide operational implementation, monitoring and evaluation of the RAP.	August 2020 August 2022	Reconciliation Project Manager
	1.2 The RAP Working Group meet four times per year to oversee the development, implementation, monitoring and evaluation of the RAP against the expected outcomes	Ongoing – August 2022	Reconciliation Project Manager

Actions	Deliverables	Timeline	Responsibility
2. Establish and strengthen mutually beneficial relationships with Traditional Custodians, Elders and other Aboriginal and Torres Strait Islander stakeholders and organisations	2.1 Senior Council officers meet four times per year with the Bunurong Land Council Aboriginal Corporation, as the Registered Aboriginal Party, to facilitate relationships and ensure Aboriginal and Torres Strait Islander voices are valued to develop guiding principals for future engagement.	Ongoing – September 2022	Director Communities
	2.2 Senior Council officers meet at least once per year with local Elders and stakeholders to facilitate relationships with key community members.	Ongoing – Year 1 and 2	Director Communities
	2.3 Ensure attendance at a minimum of four Local Aboriginal Network Meetings per annum.	Ongoing – May 2022	Reconciliation Project Manager
	2.4 Hold an annual child and family service sector forum for Aboriginal and Torres Strait Islander services to build relationships and facilitate referral pathways.	December 2023	Coordinator Family Health Support Services
	2.5 Develop and implement an Aboriginal and Torres Strait Islander community engagement plan to complement Council's Community Engagement Framework, to ensure meaningful engagement with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2022	Manager Community Strengthening

Actions	Deliverables	Timeline	Responsibility
3. Build relationships through celebrating National Reconciliation Week (NRW).	3.1 Build relationships through celebrating National Reconciliation Week (NRW).	June 2020	Reconciliation Project Manager
		June 2022	Frankston City Libraries
			Family Health Support Services Communications
	3.2 Register National Reconciliation Week events on Reconciliation Australia's website.	May 2022	Community Strengthening
		May 2023	
3.3 Circulate Reconciliation Australia's National Reconciliation Week resources to staff.	May 2022	Community Strengthening	
	May 2023		
3.4 RAP Working Group members to participate in an external National Reconciliation Week event. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.	May 2022	CEO's Office	
	May 2023		
4. Provide opportunities for residents to strengthen relationships with Aboriginal and Torres Strait Islanders and organisations	4.1 Provide an annual Aboriginal and Torres Strait Islander cultural heritage training workshop for the Frankston Environment Friends Network.	March 2023	Planning and Environment

Actions	Deliverables	Timeline	Responsibility
5. Provide appropriate support for effective implementation of RAP commitments.	5.1 Appoint and maintain an internal RAP Champion from senior management.	February 2021	Manager Community Strengthening
		February 2023	
6. Promote reconciliation and raise awareness of the RAP within the community	6.1 Communicate our commitment to reconciliation publicly.	March 2020	Manager Communications
		July 2022	
		June 2021	Manager Community Strengthening
6.2 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.		June 2023	
		June 2021	Manager Communications
6.3 Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.		June 2022	
		June 2021	Manager Communications
7. Promote reconciliation and raise awareness of the RAP within Council	7.1 Develop a communications plan to raise awareness of Council's commitment to reconciliation and staff responsibilities within the RAP.	June 2021	Manager Communications
		June 2022	
		March 2021	Reconciliation Project Manager
7.2 Incorporate information on the RAP in the staff induction program.		June 2022	
		June 2021	
8. Promote positive race relations through anti-discrimination strategies	8.1 Develop a diversity, access and inclusion policy.	December 2021	Director Communities



Focus area 2: Respect

The goal of Cultural Respect is to uphold the rights of Aboriginal and Torres Strait Islander peoples to maintain, protect and develop their cultures and achieve equitable health outcomes.

Actions	Deliverables	Timeline	Responsibility
9. Provide cultural learning and development opportunities for Council staff and Councillors to increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights	9.1 Develop, implement and communicate a cultural learning strategy for our staff	August 2021 August 2022	People and Culture Reconciliation Project Manager
	9.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	June 2021 June 2023	People and Culture
	9.3 Hold a guided Aboriginal cultural bus tour for staff and Councillors to learn about local Aboriginal culture and sites of cultural significance.	June 2021 June 2022	People and Culture Manager Community Strengthening
	9.4 Deliver six Yarning Circles per annum within the early years service sector to build cultural confidence and awareness within the workforce.	December 2021 December 2023	Manager Family Health Support Services
	9.5 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	August 2021 August 2023	Reconciliation Project Manager
10.Promote respect and recognition for the Traditional Custodians of the land through acknowledgement on council signs and buildings	10.1 Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country Aboriginal Corporation	September 2022	Community Strengthening

Actions	Deliverables	Timeline	Responsibility
10.Promote respect and recognition for the Traditional Custodians of the land through acknowledgement on council signs and buildings	10.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	July 2023	Community Strengthening
	10.3 Develop, implement and communicate a cultural learning strategy for our staff.	November 2020 November 2022	Chief Executive's Office
	10.4 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	June 2021 June 2023	Manager Information Technology
	10.5 Develop a sign template for Council-owned buildings that acknowledges the Traditional Custodians of the land.	Year 1	Community Strengthening Communications
	10.6 Use the designs Functional Brief to encourage the incorporation of Aboriginal and Torres Strait Islander design elements in new major developments of Council-owned buildings and facilities to create culturally safe and welcoming environments.	July 2023	Buildings and Facilities
	11. Continue to fly the Aboriginal and Torres Strait Islander flags	11.1 Review the protocol for flying the Aboriginal and Torres Strait Islander flags at Council facilities.	November 2020 November 2022

Actions	Deliverables	Timeline	Responsibility
12. Build respect for Aboriginal and Torres Strait Islander cultures and histories through the celebration of NAIDOC Week.	12.1 Organise a program of events and activities to recognise and celebrate NAIDOC Week (July).	July 2022	Community Strengthening
		July 2023	Frankston City Libraries Arts and Culture
13. Build respect for Aboriginal and Torres Strait Islander cultures and histories through the celebration of NAIDOC Week	13.2 Promote and encourage participation in external NAIDOC events to all staff.	June 2023	Chief Executive's Office
	13.3 RAP Working Group to participate in an external NAIDOC Week event.	June 2023	Chief Executive's Office
	13.4 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	December 2022	Manager Human Resources
14. Demonstrate respect to Aboriginal and Torres Strait Islanders by publicly recognising Sorry Day and Mabo Day	14.1 Make a public statement via Council's website and social media platforms to acknowledge Sorry Day and Mabo Day.	December 2023	Manager Communications Manager Community Strengthening
15. Promote respect and recognition for Aboriginal and Torres Strait Islanders through council publications	15.1 Develop a photography library for council publications that accurately represents the municipality, including Islander peoples and respecting cultural protocols when using any photographs from the library.	December 2023	Manager Communications
	15.2 Print more stories in the Frankston City News that promotes respect and recognition of Aboriginal and Torres Strait Islanders.	December 2023	Manager Communications

Actions	Deliverables	Timeline	Responsibility
16. Provide opportunities for the promotion of Aboriginal and Torres Strait Islander arts and culture	16.1 Present Aboriginal and Torres Strait Islander performances at the Frankston Arts Centre as part of an annual program.	December 2022	Manager Arts and Culture
	16.2 Program a minimum of two Aboriginal and Torres Strait Islander art exhibitions at Frankston Arts Centre each year.	December 2022	Manager Arts and Culture
	16.3 Engage Aboriginal and Torres Strait Islander musicians and performance artists at Council's Major Events.	December 2022	Coordinator Events
	16.4 Engage Aboriginal and Torres Strait Islander artists to display and sell their art at the Frankston City Council Tourism Centre.	December 2023	Tourism and Visitor Services



Focus area 3: Opportunities

Network with the local Aboriginal and Torres Strait Islander communities and partner with them on a specific program or project. Invite local people into your service to see the inclusive programs and resources. Invite Elders from your local communities to take part in celebrations and significant events at our service.

Actions	Deliverables	Timeline	Responsibility
17. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	17.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	March 2023	Manager Human Resources
	17.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	February 2023	Manager Human Resources Manager Communications
	17.3 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2023	Manager Human Resources
	17.4 Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2022	Environment and Planning
	17.5 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2022	Environment and Planning
	17.6 Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce.	December 2022	Environment and Planning

Actions	Deliverables	Timeline	Responsibility
18. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	18.1 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	November 2023	
	18.2 Investigate Supply Nation membership.	November 2023	Commercial Services
	18.3 Investigate Supply Nation membership	November 2023	Commercial Services
	18.4 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	November 2023	Commercial Services
	18.5 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	November 2023	Commercial Services
	18.6 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	November 2023	Commercial Services
19. Provide opportunities for Aboriginal and Torres Strait Islanders to participate in governance	19.1 Establish processes to strongly encourage Aboriginal and Torres Strait Islanders to apply for positions on the Frankston Arts Board.	December 2023	Manager Arts and Culture



Focus Area 4: Governance

Actions, activities, responsibility assignment and measurements are embedded in Frankston City Council to ensure strong governance.

Actions	Deliverables	Timeline	Responsibility
20. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP. Maintain Aboriginal and Torres Strait Islander representation on the RWG	20.1 Establish and apply a Terms of Reference for the RWG.	November 2022	Reconciliation Project Manager
	20.2 Meet at least four times per year to drive and monitor RAP implementation.	November 2022	Reconciliation Project Manager
21. Provide appropriate support for effective implementation of RAP commitments. Define resource needs for RAP implementation	21.1 Engage our senior leaders and other staff in the delivery of RAP commitments.	November 2022	Reconciliation Project Manager
	21.2 Define and maintain appropriate systems to track, measure and report on RAP commitments.	March 2023	Reconciliation Project Manager
	21.3 Appoint and maintain an internal RAP Champion from senior management.	February 2023	Reconciliation Project Manager
22. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	22.1 Report RAP progress to all staff and senior leaders quarterly.	March 2023	Reconciliation Project Manager
	22.1 Publically report our RAP achievements, challenges and learnings, annually.	August 2023	Reconciliation Project Manager
	22.1 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	March 2023	Reconciliation Project Manager
23. Continue our reconciliation journey by developing our next RAP.	23.1 Register via Reconciliation Australia's https://www.reconciliation.org.au/reconciliation-action-plans/submit-your-rap/ website to begin developing our next RAP.	August 2023	Reconciliation Project Manager

7. Delivery, Monitoring and Evaluation

7.1 Funding and delivery

The RAP will be implemented with funds from Council's existing operational budgets. However, if required budget estimates will be prepared for submissions to Council's annual budget process for additional funding.

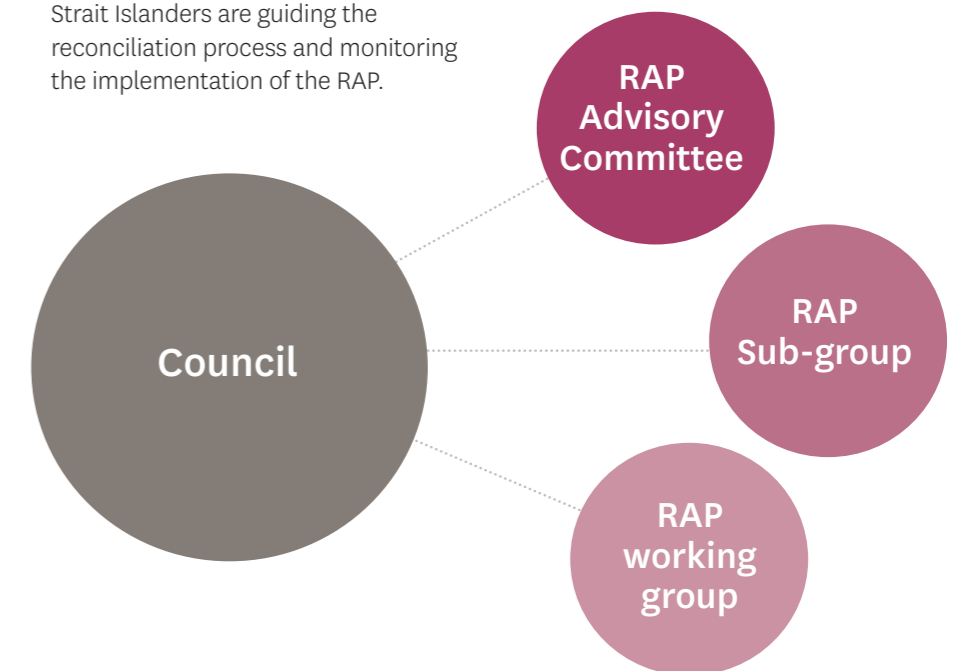
The reconciliation priorities of relationships, respect and opportunities will be progressed through the implementation of a two-year Action Plan that outlines specific actions and responsibilities. Many of the actions will be implemented in partnership with local service providers, government and community groups.

7.2 Implementation, monitoring and evaluation

Our inaugural RAP has been put in place for two years, at which point it will be evaluated and reviewed with the intention of developing a new three-year RAP.

The Reconciliation Advisory Committee will meet four times per year to monitor the implementation and effectiveness of the RAP, providing advice and guidance where required. The Committee comprises of Aboriginal and Torres Strait Islander community members to ensure the voices and experiences of Aboriginal and Torres Strait Islanders are guiding the reconciliation process and monitoring the implementation of the RAP.

The Reconciliation Working Group will be established to bring together Council staff from a wide range of departments, locations and levels to promote a whole-of-organisation approach to the implementation and monitoring of the RAP. While reporting to Council, the Reconciliation Advisory Working Group will receive advice and guidance from the Advisory Committee to assist with the implementation of the RAP.



The reporting schedule for the RAP is as follows to ensure accountability and transparency:

Actions	Deliverables	Timeline	Responsibility
Report RAP achievements, challenges and learnings, both internally and externally.	The Reconciliation Working Group submits a RAP Progress Report to the Reconciliation Advisory Committee two times per year.	November and May annually	Community Strengthening
	Formally report RAP progress to Council once per year during Reconciliation Week.	May annually	Community Strengthening Reconciliation Working Group
	Provide a statement of RAP achievements, challenges and learnings on Council's website once per year during Reconciliation Week.	May annually	Community Strengthening Reconciliation Working Group
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September annually	Community Strengthening
Continue the reconciliation journey by developing Council's next RAP.	Register via Reconciliation Australia's website to being developing Council's next RAP.	2022	Community Strengthening

8. References

ⁱ 2016 ABS Census

ⁱⁱ 2016 ABS Census

ⁱⁱⁱ 2016 ABS Census

^{iv} 2016 ABS Census

^v 2016 ABS Census

^{vi} 2016 ABS Census

^{vii} Mental health impacts of racial discrimination in Victorian Aboriginal communities: Experiences of Racism Survey; VicHealth; 2011

^{viii} The State of Reconciliation in Australia: Our History, Our Story, Our Future; Reconciliation Australia; 2017

^{ix} The State of Reconciliation in Australia: Our History, Our Story, Our Future; Reconciliation Australia; 2017

^x The State of Reconciliation in Australia: Our History, Our Story, Our Future; Reconciliation Australia; 2017

^{xi} From good intentions to action that works: measuring the contribution of reconciliation actions in closing the gap; Reconciliation Australia; 2009



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