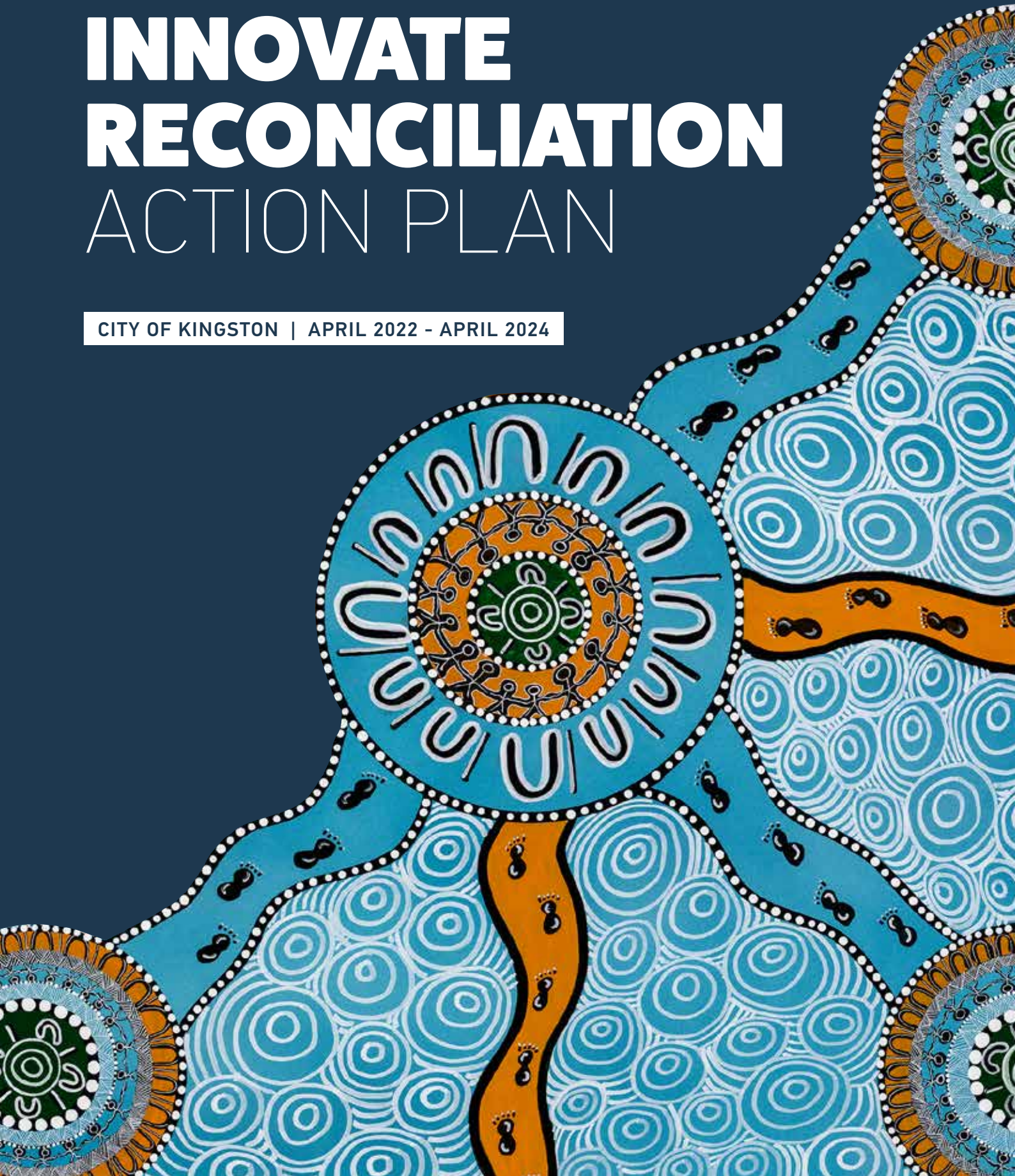
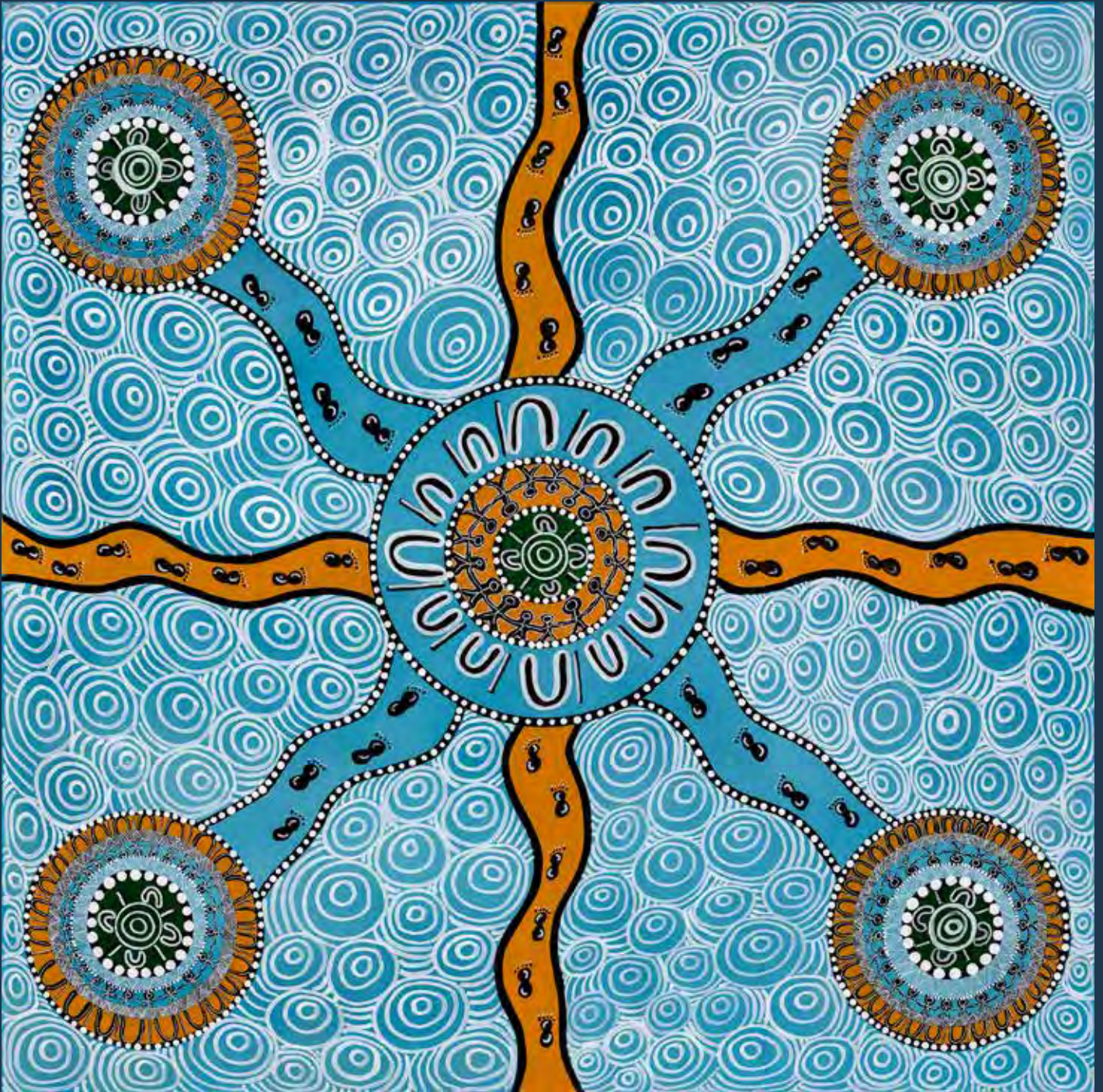




INNOVATE RECONCILIATION ACTION PLAN

CITY OF KINGSTON | APRIL 2022 - APRIL 2024





Description

This artwork pays respect to the ancestors of the Kulin Nations past, present and future. The outer section of the main central circle is all Elders welcoming all onto their country by guarding the pathways that lead to the central point. The design is centred around inclusiveness and sharing. The outer circles represent the four groups that make up the Kulin Nations. All groups lead to one main meeting place which is representative of the City of Kingston where peoples are coming together around one fire to discuss business. Other pathways represent people from all different backgrounds to join the main meeting place. It acknowledges the diversity of the Kingston community and additionally the unity that Council provides for all of its residents.

About the artist

Heather Kennedy is a proud and well-respected Elder of the Palawa Trowerna from the Trawoolway and Plairmairrenner clans of Northeast Tasmania and Bunurong women from Victoria. Heather has been painting for over 30 years and has a passion for creating visuals and stories, sharing culture through art.

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Acknowledgment of Country

The City of Kingston proudly acknowledges the Bunurong People of the Kulin Nation as the Traditional Owners and Custodians of this land, and we pay our respect to their Elders, past, present and emerging.

Council acknowledges the Bunurong's continuing relationship to the land and waterways and respects that their connection and spiritual identity is maintained through ancient ceremonies, songlines, dance, art and living culture.

Council pays tribute to the invaluable contributions of the Bunurong and other Aboriginal and Torres Strait Island elders who have guided and continue to guide the work we do.

Acknowledgments

The City of Kingston would like to thank all those that contributed to the development of the Innovate Reconciliation Action Plan. With honourable mentions to the:

- Bunurong Land Council Aboriginal Corporation
- Boon Wurrung Foundation
- Reconciliation Australia
- City of Kingston Reconciliation Action Plan Advisory Group
- City of Kingston Reconciliation Action Plan Working Group
- Derrimut Weelam Gathering Place
- Our Aboriginal and Torres Strait Islander community

We would not have been able to achieve this instrumental strategic document to support the advancement of reconciliation in the City of Kingston without you. We extend our greatest gratitude to you all.

Messages of Reconciliation



Message from Mayor

It is with great pleasure that I present the City of Kingston's first ever Reconciliation Action Plan (RAP). This is an important step in our reconciliation journey towards creating and strengthening relationships with Aboriginal and Torres Strait Islander community members, Traditional Owners and broader community of Kingston. It is our commitment to continue to build and develop new ways in which we can support our First Nation peoples.

The RAP has been developed through consultation with the Bunurong Land Council Aboriginal Corporation, Boon Wurrung Foundation, local Aboriginal organisations, Council staff and wider community. Our community consultation survey reached 5% of our Aboriginal and or Torres Strait Islander residents and provided insightful information supporting our commitment to reconciliation.

Cr Steve Staikos
Mayor of the City of Kingston



Message from the CEO

The City of Kingston has an imperative role in advancing and encouraging reconciliation across our community. We are committed to building a unified community that respects and acknowledges Aboriginal and Torres Strait Islander peoples. We are dedicated to building strong relationships with the Traditional Custodians of Kingston by educating and promoting awareness of Aboriginal heritage, culture, and achievements. As part of Council's commitment to achieving Reconciliation Australia's 'Innovate' level, our RAP identifies direct targets that we will achieve over the two-year period. We commit to ensuring equal opportunities for Aboriginal and Torres Strait Islander peoples within our organisation and providing an inclusive and respectful workplace. We also commit to supporting their voices in Council plans, policies and all decision making.

Peter Bean
Chief Executive Officer



Photograph: Yanni Dellaportis

Messages of Reconciliation



Statement of Significance from our Registered Aboriginal Party

The Bunurong Land Council Aboriginal Corporation (BLCAC) represents Bunurong people's rights and interests and manages the statutory responsibilities of the Corporation. Bunurong people are once again recognised as the rightful custodians of much of what is now known as greater Melbourne. We pay our respects to and thank our Ancestors and Elders for their words and stories of country as passed down through the families.

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. Around 10,000 years ago, before the Bay flooded with water, the Birrarung extended all the way out to the heads and out via a large waterfall which covered the entire area in mist. This is how the river earns its early name 'the river of mist'. This part of the river, up to the point the river became fresh water, was Bunurong Country.

Bunurong people were amongst the first Indigenous people in Victoria that were involved in cross-cultural entanglements with Europeans, and though reduced to just a handful of individuals by the mid-1800s, we are still here, and we continue to maintain our cultural obligations to care for the people, the flora and fauna, the lands and the waters within the Bunurong cultural landscape, which is alive with our stories.

Over 2000 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.

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.

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

The Bunurong Land Council Aboriginal Corporation

Messages of Reconciliation



Message from Reconciliation Australia

Reconciliation Australia commends City of Kingston 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 City of Kingston 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, City of Kingston 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. City of Kingston 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 City of Kingston'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 City of Kingston on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our Vision for Reconciliation

The City of Kingston's vision for reconciliation is to have a unified community through respecting and embracing Aboriginal and Torres Strait Islander peoples by recognising their wisdom and honouring their cultures.

The council will strive to provide a space for Aboriginal and Torres Strait Islander peoples in which they can reach their full potential by feeling culturally safe through highly valuing their health and wellbeing as a collective community. As well as acknowledging the special relationship Aboriginal and Torres Strait Islander peoples have with the land, committing to the protection of storytelling and aiming to continuously educate the community through advocacy, policies and programs about this intrinsic connection.

We are committed to the following five principles developed out of consultation with local Aboriginal and Torres Strait Islander residents and staff across the City of Kingston:



Respect – We will respect Aboriginal and Torres Strait Islander cultures, values and beliefs, treating everyone equally. This will be done through respecting cultural diversity and creating a respectful environment to all people.



Understanding – We will strive to understand the spiritual and historical connection to the land that Aboriginal and Torres Strait Islander peoples have through providing the opportunity to be educated to increase our knowledge.



Truth – We will acknowledge the true history of Australia and its Aboriginal and Torres Strait Islander peoples in all opportunities possible. We will also continue to support the healing caused by Australia's true history and acknowledge past injustices.



Communication – We will be transparent and authentic in our communication with Aboriginal and Torres Strait Islander residents and Traditional Owners. We will communicate in a culturally sensitive way and continue to educate ourselves through cultural awareness training to ensure we are further educated in how we communicate.



Engagement – We will continue to engage in a meaningful way with Aboriginal and Torres Strait Islander residents and Traditional Owners. Through ongoing, active engagement we will ensure this relationship is respectful and long lasting.

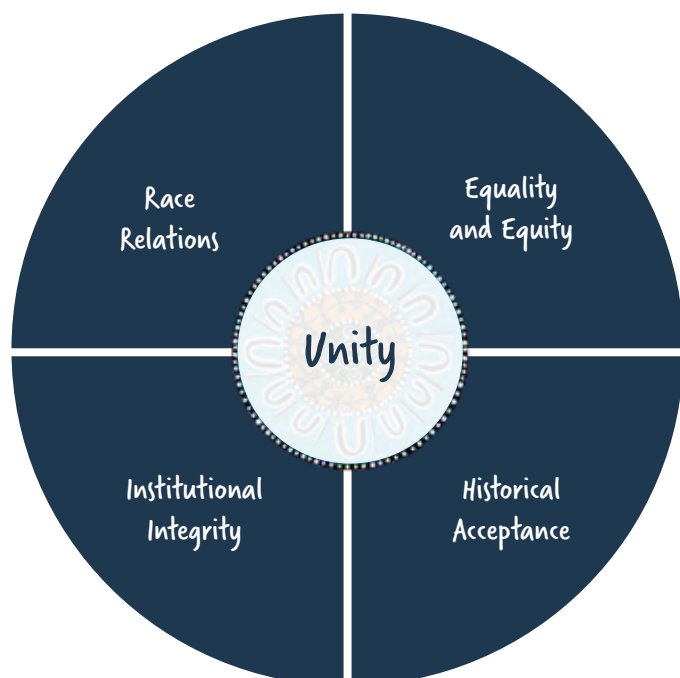
Our Overarching Guidance

Reconciliation Australia RAP Framework

The City of Kingston's RAP is based on Reconciliation Australia's framework and provided advice. According to Reconciliation Australia's vision, a reconciled Australia is based on progressing five key dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

1. Race Relations: Positive two-way relationships built on trust and respect exist between Indigenous and non-Indigenous Australians throughout society.
2. Equality and Equity: Indigenous Australians participate equally and equitably in all areas of life and the distinctive individual and collective rights and cultures of Indigenous peoples are universally recognised and respected.
3. Institutional Integrity: Political, business and community institutions actively support all dimensions of reconciliation.
4. Unity: Indigenous histories, cultures and rights are a valued and recognised part of a shared national identity and, as a result, there is national unity.
5. Historical Acceptance: There is widespread acceptance of our nation's history and agreement that the wrongs of the past will never be repeated — there is truth, justice, healing and historical acceptance.

The RAP provides Council with a strategic and structured approach in order to progress on its reconciliation journey. This is done both internally and externally through building respectful relationships and meaningful opportunities with Aboriginal and Torres Strait Islander peoples.



Reconciliation Australia provides four types of RAP's which include: Reflect, Innovate, Stretch, and Elevate. Kingston is starting our RAP journey with an Innovate RAP.

- **Reflect: Scoping capacity for reconciliation**
Reflect RAPs are for 12 months and are for organisation's new to reconciliation and unsure how to get started. They set out steps to prepare organisations for reconciliation initiatives in future RAPs.

- **Innovate: Implementing reconciliation initiatives**
An Innovate RAP is for a two-year timeframe and outlines actions for achieving an organisation's vision for reconciliation. Innovate RAP commitments allow an organisation to gain a deeper understanding of its sphere of influence and establish the best approach to advance reconciliation.

It was advised by Reconciliation Australia that the City of Kingston pursue an Innovate Reconciliation Action Plan due to the previous work undertaken through the Aboriginal Policy and Action Plan 2014-2019.

- **Stretch: Embedding reconciliation**
A Stretch RAP spans a two-to-three-year period and is focused on longer-term strategies that work towards defined measurable targets and goals. It is best suited for organisations that have developed a very strong approach to advancing reconciliation.
- **Elevate: Leadership in reconciliation**
An Elevate RAP is for organisations that have a proven track record of embedding effective RAP initiatives in their organisation through Stretch RAPs and are ready to take on leadership to advance national reconciliation.



Our Overarching Guidance

Self-determination

The City of Kingston acknowledges that through reconciliation the concept of self-determination is a core aspect of all work in this space. The Victorian Aboriginal and Local Government Action Plan explains:

"At its core, self-determination is about Aboriginal people being at the centre of decision-making around the issues that directly affect their lives. In practice this means a substantive transfer of decision-making power from government to Aboriginal peoples. A policy of self-determination recognises that the ongoing impact of colonisation is still being felt today; that Aboriginal people themselves are best positioned to address issues in their communities; and that the resilience, strength and resourcefulness of Aboriginal Victorians represents an enormous opportunity to build a healthy and prosperous future."

Guiding Principles as outlined in the Victorian Aboriginal and Local Government Action Plan

The Victorian Aboriginal Affairs Framework 2018-23 sets out 11 guiding principles of self-determination as a 'common language' for what self-determination means in practice:

1. Human rights: Self-determination initiatives honour the norms set out in UNDRIP (The United Nations Declaration on the Rights of Indigenous Peoples) and Victoria's Charter of Human Rights and Responsibilities Act 2006.
2. Cultural integrity: As First Nations peoples, the rich, thriving cultures, knowledge and diverse experiences of Aboriginal people, including where they fit with family, community and society, will be recognised, valued, heard and celebrated.
3. Commitment: Aboriginal self-determination will be advanced and embedded through planned action that is endorsed by, and accountable to, all parties.
4. Aboriginal expertise: Government and agencies will seek out, value and embed Aboriginal culture, knowledge, expertise and diverse perspectives in policies and practice.
5. Partnership: Partnerships will advance Aboriginal autonomy through equitable participation, shared authority and decision-making, and will be underpinned by cultural integrity.
6. Decision-making: Decision-makers will respect the right to free, prior and informed consent and individual choice and will prioritise the transfer of decision-making power to Aboriginal people in areas that impact their communities.
7. Empowerment: Aboriginal people will have autonomy and participation in the development, design, implementation, monitoring and evaluation of legislation, policies and programs that impact their communities.
8. Cultural safety: Programs and services accessed by Aboriginal people will be inclusive, respectful, responsive and relevant, and informed by culturally safe practice frameworks.
9. Investment: Investment to support self-determination will be sustainable, flexible and appropriate to strengthen Aboriginal peoples' aspirations and participation, including around economic participation, economic independence and building wealth.
10. Equity: Systemic and structural racism, discrimination and unconscious bias and other barriers to Aboriginal self-determination will be actively identified and eliminated.
11. Accountability: All parties responsible for delivering outcomes involving Aboriginal people will be held accountable and subject to Aboriginal-led, independent and transparent oversight.

Our Business and Community

The City of Kingston

The City of Kingston is a metropolitan area-based, representative local government that is in the South-East region of Melbourne. Local government provides, advocates, develops and upholds strategic partnerships to ensure the delivery of a range of services to community members. These services include a range of community and health services, and the management of local community infrastructure.

Kingston council employs 1,450 diverse people that is inclusive of full-time, part-time and casual employees. Currently the City of Kingston has no formal way to recognise Aboriginal and Torres Strait Islander employees that exist within the council. However, Council has two identified Aboriginal roles: Indigenous Portfolio Officer and Derrimut Weelam Gathering Place Officer.

The City encompasses a total land area of 91 square kilometres, is a residential and industrial area, with substantial areas of open space. Kingston is a diverse community with a current estimated resident population of 162,500, spanning a wide range of ages, household types and cultures.

The municipality includes the suburbs of:

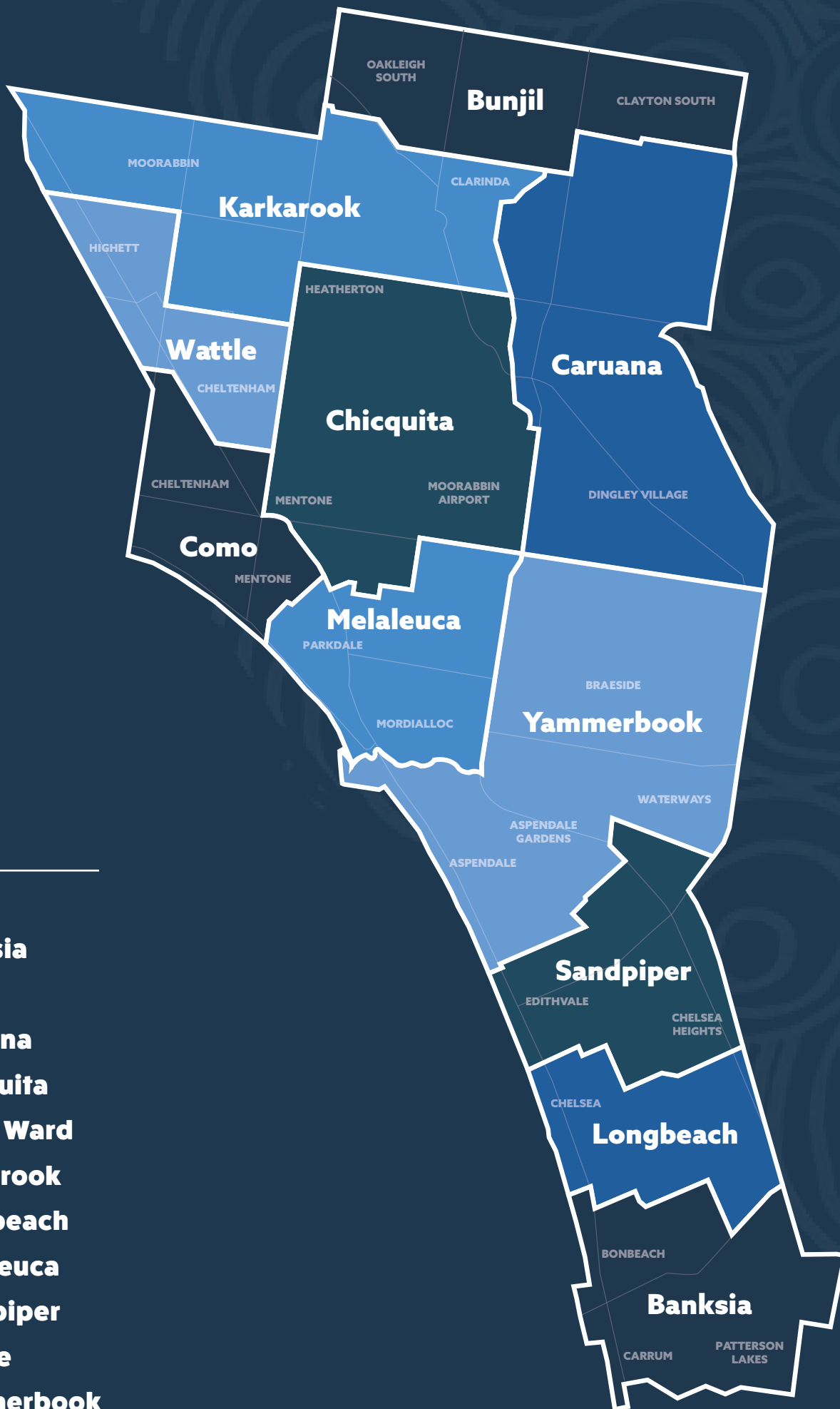
- Aspendale
- Aspendale Gardens
- Bonbeach
- Braeside
- Carrum
- Chelsea
- Chelsea Heights
- Cheltenham
- Clarinda
- Clayton South
- Dingley Village
- Edithvale
- Heatherton
- Highett
- Mentone
- Moorabbin
- Mordialloc
- Oakleigh South
- Parkdale
- Patterson Lakes
- Waterways

The two municipal offices of the City of Kingston are located in Cheltenham and Mentone. Additionally, Council has numerous service sites including four community art centres; three cultural performing centres; thirty community meeting places; two depots; one leisure centre; nine libraries; two lifesaving clubs; four museums; ten community centres; three family and children centres; one Indigenous gathering place; ten maternal and child health centres and numerous parks and open spaces.

Services that the City of Kingston provides include the following:

- Transport and infrastructure services
- Municipal health planning, monitoring of food safety and public health
- Maternal child and health services
- Delivery of immunisation
- Community services including family, children and youth services, disability services, community planning and engagement, and home and community care
- Waste management services, environmental sustainability programs including greenhouse gas emissions, natural resource management and the Green Wedge
- Planning and building services such as land use regulation, economic development, place-making and urban design
- Sport, recreation and leisure services which includes, parks, playgrounds, open spaces and community spaces
- Arts, culture, library services, history and heritage
- Domestic animal management, local laws and emergency management services.

KINGSTON WARDS



Banksia

Bunjil

Caruana

Chicquita

Como Ward

Karkarook

Longbeach

Melaleuca

Sandpiper

Wattle

Yammerbook

Our Business and Community

The Derrimut Weelam Gathering Place

The City of Kingston is proud to assist in developing and auspicing the Derrimut Weelam Gathering Place (DWGP). The DWGP is governed by a Steering Committee and a designated Development Officer who oversees and delivers the services provided out of the Gathering Place.

Its purpose includes:

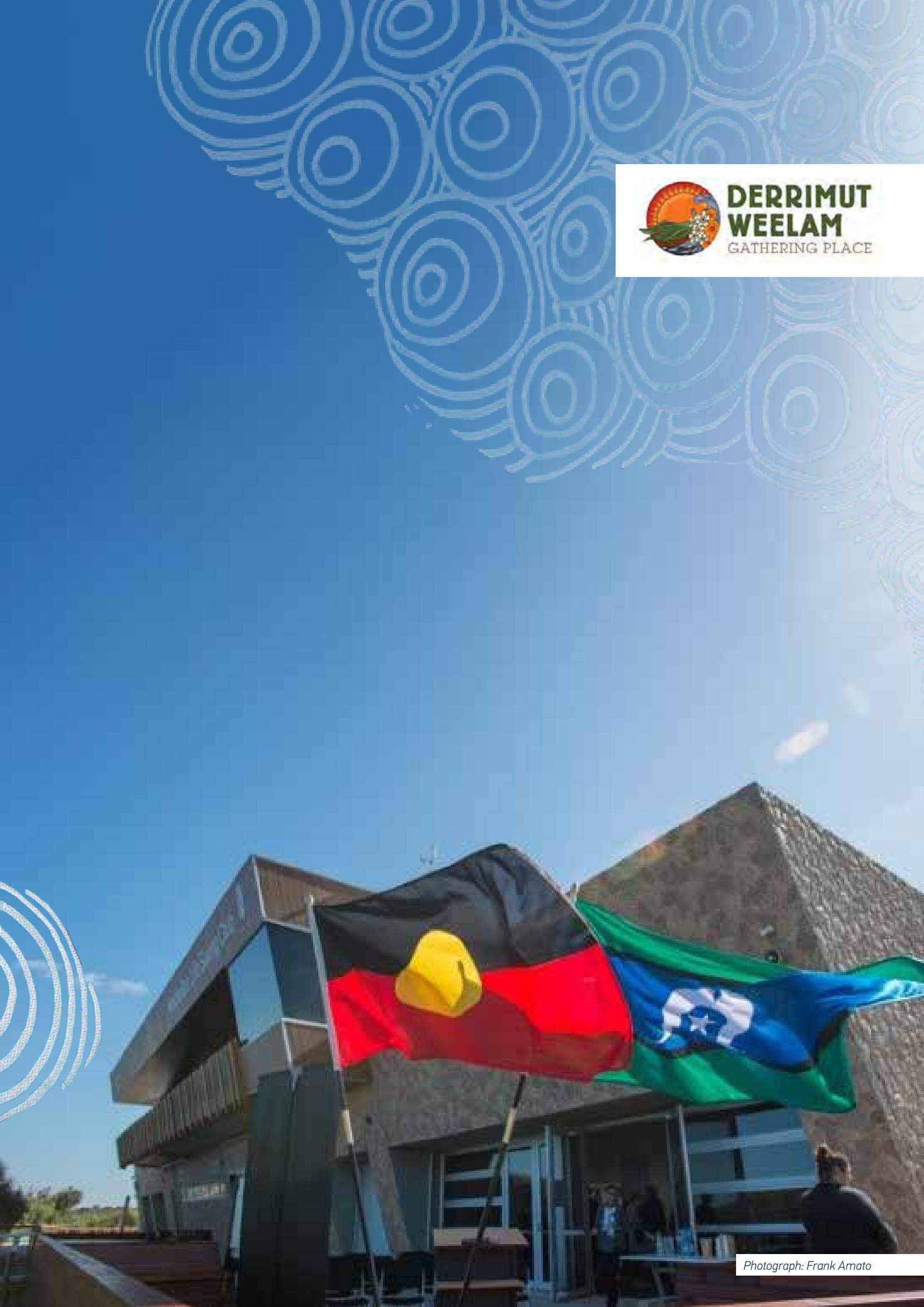
- To provide a space for the Kingston Koorie Mob to meet, and to learn about and celebrate their cultural heritage. The space will offer the Kingston Koorie Mob a sense of belonging and community, and provide respect for their identity and culture;
- To be a place of welcome for Aboriginal community members where they can connect, learn skills, learn from Aboriginal Elders and Traditional Owners, share cultural heritage and hear about local cultural history. It will be a space for creating dialogue and education around health and wellbeing for all ages of Aboriginal participants to close the gap in health, educational and economic outcomes between Aboriginal and non-Aboriginal people; and
- To be a resource for the broader Kingston community to learn about Aboriginal cultures, to promote Aboriginal cultural heritage and to strengthen community connections and connections to Traditional Owners.

Programming includes:

- Mums and Bubs group for Aboriginal families
- Regular talks from prominent Indigenous Australians
- Essential items distribution – groceries, clothing donations
- Free flu vaccination sessions
- Events recognising important dates across the calendar year – National Sorry Day, Mabo Day, Anniversary of 1967 Referendum, National NAIDOC (National Aboriginal and Islander Day Observance Committee) Week, National Reconciliation Week etc.



**DERRIMUT
WEELAM**
GATHERING PLACE



Photograph: Frank Amato

Our Business and Community

organisational Strategic Context

The City of Kingston's RAP is aligned with Council's broader strategic framework including:

- Our Roadmap Council Plan 2021-2025
- Public Health and Wellbeing Plan 2021-2025

Other strategic plans and policies that the RAP is supported within broadly include the Disability Action Plan, Multicultural Action Plan, Gender and Equality Action Plan, and the Prevention of Family Violence Action Plan. These plans all identify the relationship with diverse communities and the importance of Aboriginal and Torres Strait Islander representation throughout the key objectives.

Our Roadmap Council Plan 2021-2025

The Council Plan is the City of Kingston's overarching strategic plan with the vision of: 'we are an inclusive, resilient community with a thriving economy, where we all share a safe, sustainable environment.'

The Council Plan has the following Guiding Principles:

- We acknowledge Aboriginal and Torres Strait Islander people and create an inclusive place for all to live, learn and work
- We will leave Kingston a better place than we found it
- We will work to improve our community's wellbeing
- We will work to address the challenges that come from climate change and population growth
- We will listen deeply to our community and engage them meaningfully in decision making
- We will make informed, evidence-based, impartial, and representative decisions
- We will speak up on behalf of our community
- We will act with kindness, compassion and integrity
- We will be accountable and transparent
- We will manage assets and finances responsibly

The Council Plan includes the following strategies that directly relate to Aboriginal and Torres Strait Islander peoples.

Strategic Direction: Healthy and Inclusive

Strategic Objective: We are progressive, inclusive and prioritise the wellbeing of all members of our community.

Strategies:

- Respect the importance of Aboriginal and Torres Strait Islander people in Kingston and their connection to the land.
- Champion social equality.
- Celebrate and learn from our diversity.

Public Health and Wellbeing 2021-2025

The Public Health and Wellbeing Act 2008 requires local government in Victoria to 'protect, improve and promote public health and wellbeing within the municipal district' via the development of a Municipal Public Health and Wellbeing Plan every four years.

Kingston's Public Health and Wellbeing Plan (PHWP) 2021-2025 provides the strategic direction for Council's work to improve the health and wellbeing of the community. It is an overarching document that identifies priorities, objectives and performance measures to improve health and wellbeing.

The priorities and objectives of the PHWP are relevant and important to the work of all teams across Council. Kingston also has a range of social strategies and plans that focus on priority populations and disciplines to ensure the diverse needs of the Kingston community are met. Monitoring our performance measures in both the short and long term will tell us if we are on track to making positive changes for the health and wellbeing of our community.

The five key goals of Kingston's PHWP are:

- Goal 1. A healthy and well community
- Goal 2. A safe and secure community
- Goal 3. A kind and connected community
- Goal 4. A liveable community
- Goal 5. An informed and empowered community

Council's Public Health and Wellbeing Plan includes the following objectives that directly relate to Aboriginal and Torres Strait Islander peoples:

- 1 - A healthy and well community
 - 1.3 - Improve mental wellbeing
 - 1.4 - Reduce harm from alcohol and other drugs, smoking and gambling
- 2 - A safe and secure community
 - 2.3 - Reduce the prevalence of family violence
- 3 - A kind and connected community
 - 3.3 - Reduce discrimination
 - 3.4 - Increase inclusion, respect and belonging





Child Safe Standards

The City of Kingston is committed to ensuring no children are harmed by staff, volunteers or work experience students – as required by the Victorian Government's Child Safe Standards.

The Child Safe Standards work to:

- prevent child abuse within our services, programs and facilities
- set clear expectations and training for staff, volunteers and work experience students
- ensure all suspected abuse is reported and fully investigated.

The Child Safe Standards are underpinned by the understanding that all children are vulnerable. However, some diverse groups of children may be more marginalised than others and require additional support to ensure their safety and participation needs are met.

This includes children:

- Who identify as Aboriginal and Torres Strait Islander;
- From culturally and linguistically diverse backgrounds; and
- Who have disabilities.

The City of Kingston is committed to promoting a culturally safe environment which respects and values the diversity, uniqueness, identity and experiences of Aboriginal and Torres Strait Islander children and young people.

Currently three of our Family and Children's Centres have Reconciliation Action Plans with Narragunnawali Reconciliation in Education. Council's Family and Children's Centres deliver high quality early years education and care services.

Edithvale Family and Children's Centre

The Reconciliation Action Plan provides a platform of principles that guide current and future actions to protect and promote Aboriginal culture, heritage and the wellbeing of Aboriginal people in Kingston. Our vision is a future where Aboriginal and Torres Strait Islander people are recognised as being the First Nations People of Australia. Where all Australians embrace the Elders past, present and future for the wisdom and knowledge they hold and share.

Carrum Family and Children's Centre

Our vision for reconciliation is to embed guiding principles that promote and build knowledge, understanding and appreciation of Aboriginal and Torres Strait Islander peoples' cultural heritages, histories and continuing contributions in Kingston and the wider Australian community. Our vision is a future where Aboriginal and Torres Strait Islander people are recognised and respected as the First Nations people of Australia and all Australians embrace the Elders past, present and future for the wisdom and knowledge they hold and share.

Parkdale Family and Children's Centre

The purpose of this Reconciliation Action Plan is to have a platform of principles that guide current and future actions to protect and promote Aboriginal and Torres Strait Islander cultural heritages and the wellbeing of Aboriginal and Torres Strait Islander people in Kingston. Our vision is a future where Aboriginal and Torres Strait Islander peoples are recognised as being the First Nations People of Australia and where all Australians embrace Elders past, present and future for wisdom and knowledge they hold and share.

Our Reconciliation Action Plan

The City of Kingston has developed this Reconciliation Action Plan as we understand we have a large proportion of Aboriginal and Torres Strait Islander peoples living in our municipal district. We want to be able to support them and give them opportunities in order for us to take the necessary further steps towards reconciliation. Within Council we seek to ensure we are strategically encompassing and understanding the importance of this relationship with Australia's First Nations peoples.

RAP Leadership

The RAP is internally championed by the Manager Inclusive Communities. The other two groups involved in the development and delivery of the RAP include the RAP Working Group and RAP Advisory Group.

The RAP Working Group is an internal Council group comprised of key staff from a diverse range of departments. The purpose of the group is to champion and oversee the development and implementation of the RAP and its proposed actions. This Group is led by the Indigenous Portfolio Officer who is the only Aboriginal and/or Torres Strait Islander person on the Working Group.

RAP Working Group membership

Position	Department
Indigenous Portfolio Officer	Community Development
Manager Inclusive Communities	Community Sustainability
Coordinator Community Development	Social Development
Team Leader Arts and Cultural Services	Arts and Cultural Services
Team Leader Family and Children's Centres	Family Youth and Children's Services
Manager Procurement and Contracts	Procurement and Contracts
Diversity and Inclusion Coordinator	People Support
Manager Parks and Open Space	Open Space
Foreshore Coordinator	Open Space
Team Leader Maternal, Child Health and Immunisation	Maternal, Child Health and Immunisation
Team Leader Communications	Communications
Team Leader Maintenance Contracts and Waste	Maintenance Contracts and Waste
Manager Compliance and Amenity	Compliance and Amenity

The RAP Advisory Group is comprised of community members that are Aboriginal and/or Torres Strait Islander Traditional Owners, and local Aboriginal and/or Torres Strait Islander residents. The group also includes community leaders and key stakeholders that have direct impact on the Aboriginal and Torres Strait Islander community.

The purpose of the group is to:

- Advise and guide Council's RAP Working Group to plan, develop and implement the RAP.
- Work in collaboration with Council's RAP Working Group to support activities.
- Help to plan community engagement to achieve reconciliation goals and outcomes.
- Provide endorsement at key stages of development and implementation of the RAP.
- Assist with tracking progress, evaluating and reporting on the RAP.

RAP Advisory Group membership

Role in group	Profession
Community Leader	Regional Aboriginal Justice Advisory Committee
Community Leader	Bayside Community Health Services
Traditional Owner	Bunurong Land Council
Chairperson	City of Kingston Representative
Community Leader	City of Kingston Representative
Community Leader	Derrimut Weelam Gathering Place Representative
Community Leader	Koori Engagement Support Officer
Community Leader	Southern Primary Care Partnership
Local Resident	Community Member
Local Resident	Community Member
Local Resident	Community Member



Our Reconciliation Action Plan

Developing our Reconciliation Action Plan

In March of 2020, the City of Kingston appointed Gunditjmara woman, Zali Mifsud as the Indigenous Portfolio Officer to oversee the development of the Reconciliation Action Plan. Additional responsibilities include supporting Council in developing meaningful relationships with the Aboriginal and Torres Strait Islander residents and consulting with the Traditional Owners of the municipal district. The position also works in partnership with other organisations within the City of Kingston to ensure a collaborative approach to reconciliation.

Community consultation for the Reconciliation Action Plan was facilitated by the Indigenous Portfolio Officer. Community consultations and discussions with the local Aboriginal and Torres Strait Islander residents and RAP Advisory Group took place online due to COVID-19 restrictions.

The Indigenous Portfolio Officer developed a survey to be sent to our Aboriginal and Torres Strait Islander residents. The survey was answered by 25 local residents (5% of our total identified population) and informed the first draft of the Reconciliation Action Plan as well as the vision for reconciliation.

The RAP Working Group is responsible for implementing the internal objectives and actions derived from the Reconciliation Action Plan and will advocate and support the organisation to continue its journey to reconciliation. The RAP Working Group will continue to meet regularly to implement the recommendations of the Reconciliation Action Plan.

The Reconciliation Action Plan is the City of Kingston's ongoing commitment to reconciliation with its Aboriginal and Torres Strait Islander residents and Traditional Owners.

Our Reconciliation Action Plan

our Reconciliation Journey

The City of Kingston has started and will continue to build upon its ability to support reconciliation throughout its lifetime. Although Council has always had the rights of Aboriginal and Torres Strait Islander peoples at heart, the journey to reconcile steadily begun in 2014.

Council identifies the imperative role it plays as a key community agency and a leader to strengthen and promote relationships between Aboriginal and Torres Strait Islander Peoples as well as all other community members.

In March of 2014 Council developed the Aboriginal Action Plan, a plan to begin Council's commitment to formally recognise the importance of Aboriginal and Torres Strait Islander peoples. The Plan included key actions for a diverse range of departments across Council to implement and led to numerous achievements including supporting the establishment of the Derrimut Weelam Gathering Place and the identified Indigenous Portfolio Officer position within Council.

At the conclusion of the Aboriginal Action Plan and the achievements it led to, Kingston Council decided it was ready to take a further step in the journey to reconciliation. The Indigenous Portfolio Officer role commenced in March of 2020, and the process of developing a Reconciliation Action Plan began with a key focus on continuing to build strong relationships, foundations, respect and opportunities.

On 11 November 2019, Council committed through formal endorsement to developing a Reconciliation Action Plan that would be registered and approved by Reconciliation Australia.

Through the process of developing the RAP, Council has continued to build new relationships as well as strengthen existing, with local Aboriginal and Torres Strait Islander peoples. We have continued to advocate and raise awareness to educate Council employees of Australia's First Nation people's as well as embed cultural protocols across Council. We have continued to support the Derrimut Weelam Gathering Place through auspicing the Korin Korin Balit Dajak funding and overseeing the Derrimut Weelam Gathering Place Development Officer.

Other key dates on our journey include:

- **2014 - 2019**
Aboriginal Policy and Action Plan
- **2014**
Acknowledgement of Country at all Council meetings
- **2014**
Kingston Indigenous Walking Trail
- **2014**
Implemented Flags at significant sites
- **2014**
Indigenous Garden at Attenborough Park
- **2013 - 2019**
Inter Council Aboriginal Consultative Committee membership
- **2017**
Derrimut Weelam Gathering Place relationship
- **2017**
Acknowledgment of Country document endorsement
- **2019**
Commitment to developing a Reconciliation Action Plan
- **2020**
Commemorating WWII Service Men and Women documentary
- **2020**
Inclusion of Aboriginal Ward names
- **2020**
Indigenous Portfolio Officer *(first identified position)*
- **2020**
Derrimut Weelam Gathering Place Officer *(second identified position)*
- **2021**
Kingston Libraries designated week to Indigenous authors

Our Reconciliation Action Plan

Achievement Case Studies

WWII: Remembering Indigenous Service project – Case Study

The City of Kingston in May of 2020 received funding from the State Government to produce a documentary to recognise, acknowledge and remember Aboriginal and Torres Strait Islander people who served in the Australian Defence Forces since the 1860s. The funding aligned with the 75th Anniversary of the end of World War Two (WWII). The project was established in partnership with the Derrimut Weelam Gathering Place and launched at an online event on Wednesday 31 March 2020.

The interviewees of the project shared stories of direct family members that served in WWII. Interviewees included:

- Des Chatfield, local Indigenous Elder
- Andrew Peters, Wurundjeri, Yorta Yorta
- Judith Jackson, Gunggari Elder
- Jacqueline Kenward, Gunggari Elder

Kingston Libraries Bookmark Competition – Case Study

In May of 2020, Kingston Libraries hosted a community wide Bookmark Design Competition online due to COVID-19 restrictions. The competition was to celebrate Library and Information week and had an exciting 105 entries from children across Kingston. Conditions of entry were open to all children aged 5-17 who live, study, work or play in the City of Kingston. Two entries by youth included beautiful designs and identified Aboriginal culture. Please see below:

1

Keely Watkins' bookmark was entered in the 9-12 age group. The design showcases three elements of Aboriginal culture including storytelling, Aboriginal flag and fire.

2

Tayla Demko's bookmark 'When the moon and sun meet' was the winner of the 9-12 age group category. Her design was inspired by an upcoming trip to Darwin as she did research into the Indigenous culture and art galleries in the Northern Territory. Tayla has taken art classes for the past 5 years and has found a love for Aboriginal Art.





Photograph: Yanni Dellaportis



Our Actions

1. Relationships

The City of Kingston encourages, welcomes and embraces all diverse people. Council is committed to working relationships with and between Traditional Owners, community organisations and the local Aboriginal and Torres Strait Islander residents. Our relationships with Australia's First Nation Peoples are crucial in this commitment and as a Council we will ensure that we embrace and celebrate Aboriginal and Torres Strait Islander cultures.

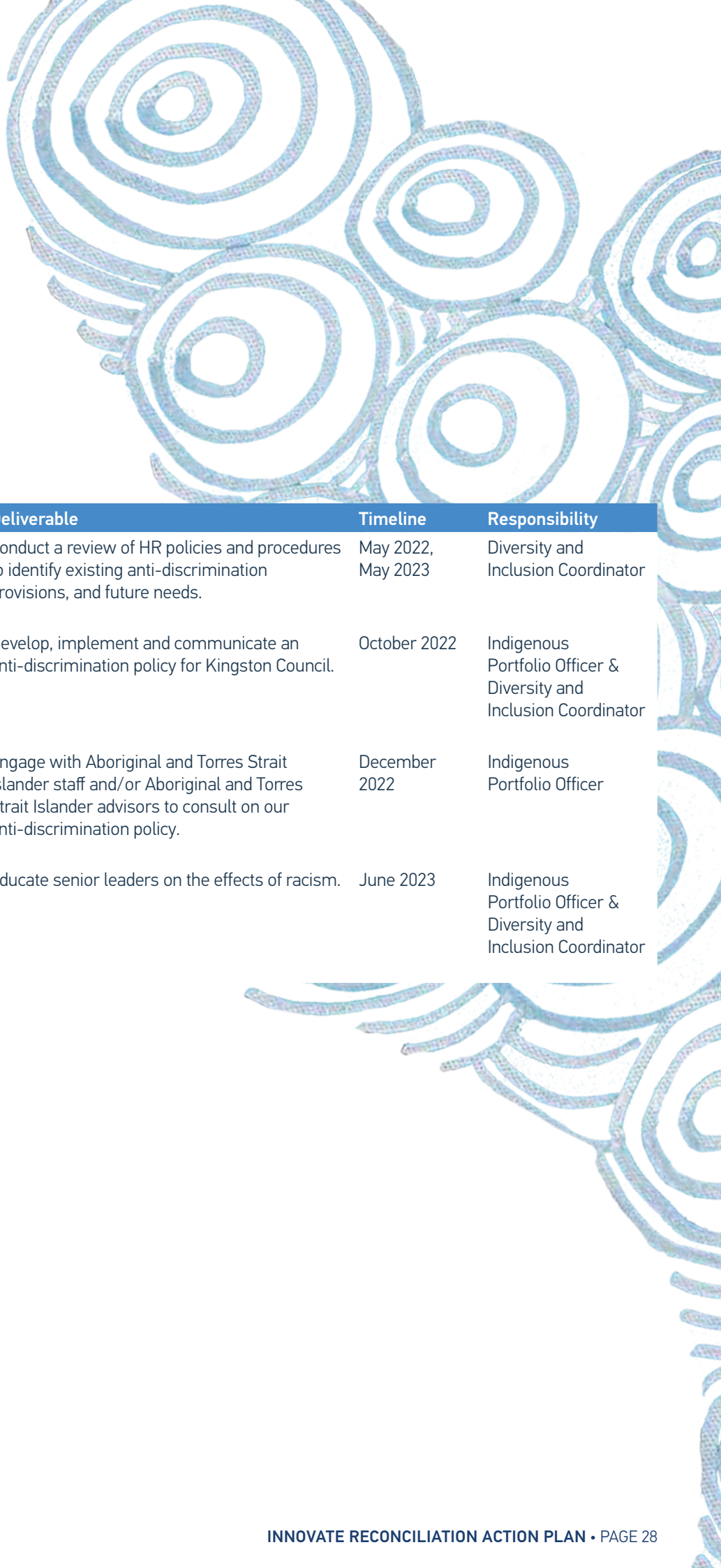
Action	Deliverable	Timeline	Responsibility
1.1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	November 2022	Manager Open Space
	Develop and maintain relationship with the state recognised Traditional Owners to support and develop stakeholder engagement plan.	November 2022	Manager Open Space
	Develop an engagement plan with the state recognised Traditional Owners of the land.	May 2023	Manager Open Space
	Develop a database of Aboriginal and Torres Strait Islander organisations for engagement across Council pillars and update annually.	November 2022, May 2023	Indigenous Portfolio Officer
	Continue to support the Derrimut Weelam Gathering Place as the executive support.	November 2022, 2023	Coordinator Community Development
	Assist in the relationships between Kingston schools and Kingston Koorie Mob to strengthen the unique program of activities and engagement of Aboriginal youth in schools across Kingston.	November 2022, 2023	Coordinator Community Development

Action	Deliverable	Timeline	Responsibility
1.2 Build relationships through celebrating National Reconciliation Week (NRW). By providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May – 3 June 2022 and 2023	Indigenous Portfolio Officer, Arts and Culture & Diversity and Inclusion Coordinator
	Organise at least one internal event for NRW each year.	27 May – 3 June 2022 and 2023	Indigenous Portfolio Officer, Arts and Culture & Diversity and Inclusion Coordinator
	Organise an external community-wide NRW week event with the state recognised Traditional Owners of the land.	27 May – 3 June 2022 and 2023	Indigenous Portfolio Officer & Diversity and Inclusion Coordinator
	Support an external NRW event through the Derrimut Weelam Gathering Place.	May 2022 and 2023	Indigenous Portfolio Officer
	Register Council events on both the Reconciliation Victorian and Reconciliation Australian websites.	May 2022 and 2023	Team Leader Communications
	Internally encourage council's individual teams to actively participate in NRW.	May 2022 and 2023	Diversity and Inclusion Coordinator & Indigenous Portfolio Officer
	Committing the RAP Working Group to attend an external NRW event.	May 2022 and 2023	Indigenous Portfolio Officer
	Encourage the RAP Advisory Group to attend an external NRW event.	May 2022 and 2023	Indigenous Portfolio Officer

Our Actions

1. Relationships

Action	Deliverable	Timeline	Responsibility
1.3 Raise internal and external awareness of our RAP to promote reconciliation across our organisation and sector.	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	May 2022	Indigenous Portfolio Officer
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	November 2022	Indigenous Portfolio Officer
	Develop and implement strategy to communicate our RAP to all internal stakeholders.	April 2022	Indigenous Portfolio Officer
	Promote Reconciliation through ongoing active engagement with all stakeholders.	July, August, November 2022, 2023	Indigenous Portfolio Officer
	Review and update Council's web page on Aboriginal heritage and reconciliation.	December 2022	Team Leader Communications
	Publish RAP on Council Website.	May 2022	Team Leader Communications
	Promote and encourage early learning centres in the LGA to develop RAP through the Narragunnawali platform.	December 2022	Indigenous Portfolio Officer



Action	Deliverable	Timeline	Responsibility
1.4 Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2022, May 2023	Diversity and Inclusion Coordinator
	Develop, implement and communicate an anti-discrimination policy for Kingston Council.	October 2022	Indigenous Portfolio Officer & Diversity and Inclusion Coordinator
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	December 2022	Indigenous Portfolio Officer
	Educate senior leaders on the effects of racism.	June 2023	Indigenous Portfolio Officer & Diversity and Inclusion Coordinator

Our Actions

2. Respect

Respect is one of the five principles that the City of Kingston have committed to in our vision for Reconciliation. Council will respect Aboriginal and Torres Strait Islander cultures, values and beliefs through treating everyone equally and respecting cultural diversity. This will be done through respecting cultural diversity through creating a respectful environment to all people.

Action	Deliverable	Timeline	Responsibility
2.1 Engage the City of Kingston staff in cultural learning opportunities to increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights.	Implement Aboriginal and Torres Strait Islander cultural awareness training for all employees within Council.	July 2022	Manager Inclusive Communities & Team Leader Social Development
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	August 2022	Diversity and Inclusion Coordinator
	Conduct a review of cultural learning needs within our organisation.	November 2022	Indigenous Portfolio Officer
	Provide the opportunity for the RAP Working Group and Advisory Group to participate in formal and structured cultural awareness and learning.	August 2022	Diversity and Inclusion Coordinator
	Develop and implement an annual cultural awareness training plan for employees across the organisation the identifies and defines cultural needs of employees.	November 2022	Diversity and Inclusion Coordinator
	Explore trialling Reconciliation Australia's Share Our Pride online tool across three Community Wellbeing departments.	March 2023	Team Leader Communications
	Investigate the opportunity to electronically fund transfer– Registered Aboriginal Party officer.	March 2023	Manager Open Space
	Host an annual education session for staff with the Registered Aboriginal Party officer.	June 2022, June 2023	Manager Open Space

Action	Deliverable	Timeline	Responsibility
2.2 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocol such as a Welcome to Country and Acknowledgment of Country to ensure there is shared meaning.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2022	Indigenous Portfolio Officer
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	May, June, November 2022, 2023	Diversity and Inclusion Coordinator
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	June 2022	Community Development Coordinator and Team Leader Social Development
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2022	Indigenous Portfolio Officer
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	June 2022	Indigenous Portfolio Officer
	Organise and display an Acknowledgment of Country sticker in all Council buildings.	June 2022	Team Leader Arts and Culture
	Investigate opportunities to implement Acknowledgment of Country on Public art works.	May 2022	Team Leader Arts and Culture
	Review and update current Aboriginal cultural heritage sites.	July 2022	Manager Open Space
	Review naming of streets, parks, gardens and other significant sites.	August 2022	Indigenous Portfolio Officer

Our Actions

2. Respect

Action	Deliverable	Timeline	Responsibility
2.3 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Review employee policies to ensure that there are no barriers to the participation of all staff in NAIDOC week events.	March 2023	Diversity and Inclusion Coordinator
	Advocate and provide opportunities for all Aboriginal and or Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	July 2022, 2023	Team Leader Social Development and Community Development Coordinator
	Raise awareness and distribute information to staff of the meaning of NAIDOC.	July 2022, 2023	Indigenous Portfolio Officer
	Support an external NAIDOC event.	July 2022, 2023	Diversity and Inclusion Coordinator
	Support the external DWGP NAIDOC week event.	July 2022, 2023	Indigenous Portfolio Officer
	RAP Working Group to participate in an external NAIDOC Week event.	July 2022, 2023	Indigenous Portfolio Officer
	Promote and encourage participation in external NAIDOC events to all staff.	July 2022, 2023	Indigenous Portfolio Officer



Action	Deliverable	Timeline	Responsibility
2.4 Celebrate and recognise Aboriginal and Torres Strait Islander dates of significance.	Develop and promote a calendar of significant Aboriginal and Torres Strait Islander dates to be promoted on council's website.	February 2023	Team Leader Communications
	Explore activities that are designed to engage the residents of Kingston to learn about dates of significance.	March 2023	Team Leader Social Development and Community Development Coordinator
	Investigate becoming a partner of the Indigenous Literacy Foundation.	June 2022	Manager Arts, Events and Libraries

Action	Deliverable	Timeline	Responsibility
2.5 Create a culturally safe workplace within all Kingston buildings.	Consultant to undertake an audit of Council's Town Hall building to assess and recommend ways to make Council's facilities and service areas culturally inclusive and safe for Aboriginal and Torres Strait Islander peoples. (Audit to include Service Centre, Library and Art Gallery).	June 2022	Team Leader Arts and Culture
	Make council facilities a culturally safe space through inclusion of at least one piece of Aboriginal artwork in each place.	November 2022	Team Leader Arts and Culture
	Implement additional flags at Town Hall.	November 2022	Indigenous Portfolio Officer
	Implement additional flags at important locations (Dingley memorial).	August 2023	Indigenous Portfolio Officer
	Ensure all managers of First Nations employees undertake cultural training.	November 2022	Manager Inclusive Communities and Team Leader Social Development
	Develop a feedback mechanism for staff to safely provide feedback on workplace culture.	September 2022	Indigenous Portfolio Officer

Our Actions

3. Opportunities

The City of Kingston acknowledges the importance of diversity, therefore will actively advocate in the interest for Aboriginal and Torres Strait Islander Peoples. Council is committed to ensuring equal opportunity and to work in partnership with Aboriginal and or Torres Strait Islander residents and staff in decision making processes to ensure equality.

Action	Deliverable	Timeline	Responsibility
3.1 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities (Diversity and Inclusion Strategy).	May 2023	Diversity and Inclusion Coordinator
	Engage with Aboriginal and Torres Strait Islander staff to consult on Kingston's recruitment, retention and professional development processes.	August 2022	Diversity and Inclusion Coordinator
	Develop and implement an Aboriginal and Torres Strait Islander recruitment and retention strategy.	June 2023	Indigenous Portfolio Officer
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	March 2023	Diversity and Inclusion Coordinator
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in the workplace.	May 2022	Diversity and Inclusion Coordinator
	Increase the percentage of Aboriginal and Torres Strait Islander staff employed in Kingston's workforce.	August 2023	Diversity and Inclusion Coordinator
	Position descriptions to include a commitment to working with Aboriginal and Torres Strait Islander peoples and towards Reconciliation.	May 2022	Diversity and Inclusion Coordinator



Action	Deliverable	Timeline	Responsibility
3.2 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Review and update Kingston's procurement policy to include Aboriginal and Torres Strait Islander section.	August 2022	Manager Procurement and Contracts
	Investigate Supply Nation membership.	April 2023	Indigenous Portfolio Officer
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff that can be used to procure goods and services.	August 2023	Manager Procurement and Contracts
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	August 2022	Manager Procurement and Contracts
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander business.	June 2023	Manager Procurement and Contracts

Action	Deliverable	Timeline	Responsibility
3.3 Maximise arts opportunities for Aboriginal and Torres Strait Islander artists.	Review and update the Arts and Cultural Strategy to ensure opportunities for Aboriginal and Torres Strait Islander artists is included.	January 2023	Team Leader Arts and Culture
	Consult with relevant stakeholders to gain feedback and advice to inform the development of the updated Arts and Cultural Strategy.	November 2022	Team Leader Arts and Culture

Action	Deliverable	Timeline	Responsibility
3.4 Support the development of cultural engagement programs for local Aboriginal and Torres Strait young peoples to support education about local Aboriginal history and culture.	Investigate further opportunities to engage Aboriginal and/or Torres Strait Islander residents in council run programs.	November 2022	Team Leader Family, Youth and Children's services
	Educate and promote educational resources to early educators within the council	June 2022	Team Leader Family, Youth and Children's services

Our Actions

4. Governance, tracking and reporting

Action	Deliverable	Timeline	Responsibility
4.1 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	RAP Advisory and working group to oversee the development, endorsement and implementation of the RAP.	April 2022	Indigenous Portfolio Officer
	Develop RAP Advisory and Working Group Terms of Reference.	April 2022	Indigenous Portfolio Officer
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RAP Working Group to oversee the development, implementation and evaluation of the RAP's lifetime.	May, July, September, November, January, March 2022, 2023	Indigenous Portfolio Officer
	RAP working group to meet bi-monthly to monitor and report on the RAP implementation.	April, June, August, September 2022, 2023	Indigenous Portfolio Officer
	Review and update the RAP Advisory and Working Groups Terms of Reference.	January 2023	Indigenous Portfolio Officer

Action	Deliverable	Timeline	Responsibility
4.2 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2022, 2023	Indigenous Portfolio Officer
	Engage senior leaders and other staff in the delivery of RAP commitments.	May 2022, 2023	Indigenous Portfolio Officer
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	November 2022, 2023	Indigenous Portfolio Officer
	Appoint and maintain an internal RAP Champion from senior management.	April 2022	Indigenous Portfolio Officer

Action	Deliverable	Timeline	Responsibility
4.3 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.	September 2022, 2023	Indigenous Portfolio Officer
	Report RAP progress to all staff and senior leaders quarterly.	November 2022	Manager Inclusive Communities and Team Leader Social Development
	Publicly report our RAP achievements, challenges and learnings, in the 'Corporate Annual Report'.	November 2022, 2023	Manager Inclusive Communities and Team Leader Social Development
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	November 2022	Communications Team Leader

Action	Deliverable	Timeline	Responsibility
4.4 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	November 2022	Indigenous Portfolio Officer

Contact Details

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