

1. RELATIONSHIPS – *Supporting connections, promoting culture and protecting important places.*

Commitments

Council will:

- 1.1 Consult the Wurundjeri Woi Wurrung people on all decisions affecting the Wurundjeri Woi Wurrung, and consult the broader Aboriginal and Torres Strait Islander community on all issues affecting the Aboriginal and Torres Strait Islander people.
- 1.2 Promote broader understandings of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, history, achievements and challenges in the broader community, so that more people, services and organisations (as well as landlords and employers) are able to understand and support Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community connection to Yarra.
- 1.3 Continue to advocate for the ongoing protection and vitality of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander organisations and services in Yarra, as well as important urban meeting places and sites.
- 1.4 Continue to develop a range of positive relationships with the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community and support organisations that are also building positive relationships with the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community.

1.1 Council will consult the Wurundjeri Woi Wurrung people on all decisions affecting the Wurundjeri Woi Wurrung, and consult the broader Aboriginal and Torres Strait Islander community on all issues affecting Aboriginal and Torres Strait Islander people.

Action	Responsibility	Timeline	Activities
<p>1.1.1 Convene Council's <i>Yana Ngargna</i> Advisory Group (YNAG) as the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community's official voice to Council and the reference group for ongoing implementation of the Plan.</p> <p><i>For many years after settlement, many Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander leaders fought hard to have a voice in government policy and decision-</i></p>	<p>Aboriginal Partnerships Councillors' Office</p>	<p>Every 2 months (alternating with BLM Working Group Meetings)</p>	<ul style="list-style-type: none"> • Ensure meetings are cochaired by a Wurundjeri Woi Wurrung Elder and Councillor. • Hold at least 5 meetings per year. • Continue to build and maintain membership. • Respond to emerging issues in the community. • Support other parts of Council to link in with the community.

Yana Ngargna 2021 Year 2 Action Plan

<p><i>making processes. The Yana Ngargna Advisory Group provides that hard-won opportunity.</i></p>			
<p>1.1.2 Continue Council’s work on Black Lives Matter/ Stopping Aboriginal Deaths in Custody in line with the Council resolution of 23 June 2020.</p> <p><i>Yarra’s work on BLM was initiated by a Council resolution which sought community input on how Council should acknowledge the BLM movement.</i></p>	<p>Aboriginal Partnerships Arts, Culture and Venues team</p>	<p>Every 2 months (alternating with Yana Ngargna Advisory Group Meetings)</p>	<p>Activities</p> <ul style="list-style-type: none"> • Continue to hold bimonthly BLM Working Group Meetings as a working group of the Yana Ngargna Advisory Group to inform Council reports and related projects. • Prepare a cultural awareness program for newly elected Councillors and Executive. • Engage Aboriginal employment consultants to assess Council’s cultural safety and make recommendations as to how Yarra can increase Aboriginal employment and retention. • Work with the Arts and Culture team to support delivery a range of related art projects.
<p>1.1.3 Consult the community about Yarra’s Consumption of Liquor in Public Places Local Law 2019 and report back to Council.</p> <p><i>This work was initiated by a Council resolution which asked that consideration be given to impacts of the local law on Aboriginal and Torres Strait Islander people.</i></p>	<p>Social Policy Aboriginal Partnerships Local Laws</p>	<p>Ongoing</p>	<p>Activities</p> <ul style="list-style-type: none"> • Gather comprehensive information on the Consumption of Liquor in Public Places Local Law 2019 and report back to council.
<p>1.2 Council will promote broader understandings of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, history, achievements and challenges in the broader community, so that more people, services and organisations (as well as landlords and employers) are able to understand and support Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community connection to Yarra.</p>			

Action	Responsibility	Timeline	Activities
<p>1.2.1 Promote and follow protocols for working with the local Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community, booking Welcome to Country ceremonies and pronouncing Council’s Acknowledgment of Country statements.</p> <p><i>Colonisation impacted heavily on the Wurundjeri Woi Wurrung causing loss of life, loss of culture and disconnection from country. Until the Mabo decision in 1992, Australia was legally regarded as Terra Nullius (land belonging to no one). Acknowledgment of Country is a small but important statement that reminds the wider community of a fact that was denied for many years.</i></p>	<p>Aboriginal Partnerships Communications and Engagement team Access Yarra</p>	<p>December 2021</p>	<ul style="list-style-type: none"> • Arrange Wurundjeri Woi Wurrung Elders to give a Welcome to Country address at significant community events. • Pay respect to the Wurundjeri Woi Wurrung and broader Aboriginal and Torres Strait Islander community by reading Council’s Acknowledgment of Country statements in line with the protocol outlined in <i>Yana Ngargna</i> Partnerships Plan 2020–2023. To summarise the protocol: • Council’s official Acknowledgment of Country #1 statement should be read at the commencement all Mayoral and civic receptions, openings of major events, official openings of Council buildings and official events where the Mayor is present, as well as CEO briefings, significant internal events, Executive, Senior Management Team, Senior Management Team Plus and Branch meetings. • Council’s official Acknowledgment of Country #2 statement should be read at the commencement of all Council meetings and all Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community events. • Council’s official Acknowledgment of Country #3 statement should be read at the commencement of Yarra’s January 26 event, Yarra’s National Sorry Day event, Yarra’s anniversary of the Apology event and Yarra’s citizenship ceremonies (if applicable). •
<p>1.2.2 Give talks, walking tours and advice to the organisation and the broader municipality (subject Covid-19 restrictions).</p> <p><i>It is important to promote and educate people on the rich Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander history and culture within Yarra and beyond. It will help people to better understand Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander</i></p>	<p>Senior Advisor Aboriginal Partnerships</p>	<p>December 2021</p>	<p>Activities</p> <ul style="list-style-type: none"> • Deliver a total of 4 talks or walking tour sessions to local schools, pre-schools, arts grant recipients or groups within Yarra, subject to availability and existing resources. • Provide strategic advice to the development of Council projects with Aboriginal and Torres Strait Islander content or concerns, within existing resources.

Yana Ngargna 2021 Year 2 Action Plan

<p><i>people, and the generational effects caused by the colonisation of Melbourne.</i></p>			
<p>1.2.3 Continue to promote Yarra’s Aboriginal history resources and events to the broader community.</p> <p><i>Promoting Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander history and cultures to the broader community is vital in creating a more supportive, understanding and empowered community. It helps to fight racism and, from the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community's point of view, strengthens pride, identity and connectedness.</i></p>	<p>Aboriginal Partnerships</p>	<p>December 2021</p>	<p>Activities</p> <p>Promote Yara’s history resources such as:</p> <ul style="list-style-type: none"> • Fitzroy Aboriginal Heritage Walking Trail Map (2009). • The Wurundjeri History of Yarra website and print publication (2013). • Celebrating Aboriginal Culture in Gertrude Street Facebook page (2012–ongoing) • Snapshots of Aboriginal Fitzroy (2002)
<p>1.3 Council will continue to advocate for the ongoing protection and vitality of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander organisations and services in Yarra, as well as important urban meeting places and sites.</p>			
<p>Action</p>	<p>Responsibility</p>	<p>Timeline</p>	<p>Activities</p>
<p>1.3.1 To work towards the protection, enhancement and appreciation of Yarra’s natural environment.</p> <p><i>The Wurundjeri Woi Wurrung People have managed and sustained their traditional lands for 60,000 years.</i></p>	<p>City Works</p> <p>Aboriginal Partnerships</p>	<p>December 2021</p>	<ul style="list-style-type: none"> • Continue to build the existing relationship with the Wurundjeri Woi Wurrung Corporation’s Narrap team. • Work towards positive outcomes as identified in Yarra’s draft Nature Strategy 2019-2023.

<p>1.3.2 Provide officer support to Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community programs funded through Council's Aboriginal Partnerships Grant Program.</p> <p><i>Officers can provide invaluable assistance to groups funded through Council's grants program by helping troubleshoot any emerging issues and also helping them navigate Council processes (eg. getting permits for events).</i></p>	<p>Aboriginal Partnerships Yarra Grants Officer</p>	<p>December 2021</p>	<p>Activities</p> <ul style="list-style-type: none"> Support the following 4 key programs currently funded through Council's Aboriginal Partnerships Grant Program. This support may include general assistance, promoting, linking-in, brokering relationships, advocating for, and helping to navigate Council systems and processes. <ol style="list-style-type: none"> Melbourne Aboriginal Youth Sport and Recreation Incorporated (MAYSAR) MAYSAR was initially established in the late 1970s as a positive space to combat rising drug and alcohol problems in Fitzroy. It is the last remaining community controlled organisation in historically significant Gertrude Street. Indigenous Recreation Program The Recreation Program helps the Parkies community stay healthy, active and positive. Billabong BBQ and Foodshare Established in 1999, Billabong BBQ provides a vital and culturally appropriate space for Parkies to have a nutritious meal and link in with services. Aboriginal Access and Engagement This program was established to work towards improving the participation, health and wellbeing of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people in Yarra.
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Yana Ngargna 2021 Year 2 Action Plan

<p>1.3.3 Ensure Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander artworks and meeting places are free from graffiti.</p> <p><i>This ensures respect and acknowledgment of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander art and meeting places</i></p>	<p>Coordinator Services Contracts</p> <p>Waste Management and Cleansing</p> <p>Public Arts Officer</p>	<p>Ongoing</p>	<p>Activities</p> <ul style="list-style-type: none"> • Ensure timely removal of any graffiti from important Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander artworks and sites in Yarra.
<p>1.4 Council will continue to develop a range of positive relationships with the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander communities and will support organisations that are also building positive relationships with these communities.</p>			
Action	Responsibility	Timeline	Activities
<p>1.4.1 Continue to ensure that Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander young people and families have access to culturally appropriate and safe services and programs that acknowledge and meet their health, education and wellbeing needs, challenges and aspirations.</p> <p><i>The values of this action are integral to other Council policies including the future Zero to 25 Plan 2018–2022.</i></p>	<p>Family, Youth and Child’s Services Leadership Team</p>	<p>December 2021</p>	<ul style="list-style-type: none"> • Improve services and suitability of access for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander children and families. • Provide culturally appropriate and sensitive practices and programs for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander children and families. • Display Aboriginal and Torres Strait Islander flags in centres and on signs. • Develop partnerships with Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander services to understand and support the health, education and wellbeing needs of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander children and families. • Enrol Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander children into education and care programs.
<p>1.4.2 Provide Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander perspectives in the children’s education, care programs and curriculums.</p> <p><i>Aboriginal and Torres Strait Islander history has been the missing link in the Australian education system. The early education of our</i></p>	<p>Children’s Services Leadership team</p> <p>Senior Advisor Aboriginal Partnerships</p>	<p>December 2021</p>	<p>Activities</p> <ul style="list-style-type: none"> • Partner with the Wurundjeri Woi Wurrung Corporation to write education programs. • Provide opportunities for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people to facilitate children’s learning programs.

Yana Ngargna 2021 Year 2 Action Plan

<p><i>children will help provide the platform for Reconciliation.</i></p>			<ul style="list-style-type: none"> • Work with the Senior Advisor Aboriginal Partnerships to personalise age appropriate Acknowledgement of Country statements at centres. • Engage in the Acknowledgement of Country with children in programs. • Develop a teaching resource targeted for educators and teachers working with children in the early years (0–8 years). • Recognise days of significance for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people including Wurundjeri Week, NAIDOC week, Reconciliation Week, Aboriginal and Torres Strait Islander Children’s Day etc.
<p>1.4.3 Provide support to key organisations and services that work with the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community in Yarra.</p> <p><i>To ensure organisations and services are supported and have Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander input into service delivery.</i></p>	<p>Aboriginal Partnerships</p>	<p>Ongoing</p>	<p>Activities</p> <ul style="list-style-type: none"> • Provide support to Woi Wurrung, Aboriginal and Torres Strait Islander organisations in Yarra. • Provide support to organisations and services that support the Wurundjeri Woi, Aboriginal and Torres Strait Islander community. • Provide support to Charcoal Lane.

2. VISIBLE CULTURE—Increasing the visibility of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, culture, issues and achievements in Yarra.

Commitments

Council will:

- 2.1** Strive to increase the visibility of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, arts, events, significant calendar days, culture, languages, achievements, issues and history in Yarra, and provide opportunities for the broader community to engage and learn.
- 2.2** Continue working towards a celebration of national identity that is more inclusive of the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander peoples as outlined in Council’s ‘January 26 decision’ of 15 August 2017.

2.1 Council will increase the visibility of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people, arts, events, significant calendar days, culture, languages, achievements, issues and history in Yarra, and provide opportunities for the broader community to engage and learn.

Action	Responsibility	Timeline	Activities
2.1.1 Continue to fly the Aboriginal and Torres Strait Islander flags. <i>As a mark of respect and acknowledgment to Aboriginal and Torres Strait Islander peoples.</i>	Venue and Events	Ongoing	<ul style="list-style-type: none"> • Fly the Aboriginal and Torres Strait Islander flags on all town halls.
2.1.2 Develop educational materials to enhance community understanding of traditional foods and agricultural practices. <i>Education is vital to broader community understandings of Aboriginal and Torres Strait Islander peoples and ways of life.</i>	Urban Agriculture Facilitator Streetscapes and Natural Values Team Aboriginal Partnerships	Dec 2021	Activities <ul style="list-style-type: none"> • Ensure integration of educational materials about traditional foods and agricultural practices into workshops, website and council projects.

Yana Ngargna 2021 Year 2 Action Plan

<p>2.1.3 Deliver Smith Street Dreaming Festival, noting that resources are limited.</p> <p><i>Community expectations around this event are huge, and it provides an opportunity to showcase Aboriginal and Torres Strait Islander artists.</i></p>	<p>Arts and Culture Community Partnership Smith Street Working Group</p>	<p>July 2021</p>	<p>Activities</p> <ul style="list-style-type: none"> • Search for funding opportunities for the event. • Resource the Smith Dreaming Festival with cash and in-kind support to realise the event. • Engage the Council’s RAP Working Group members to volunteer at and support the Smith Street Dreaming event.
<p>2.1.4 Hold events in National Reconciliation Week to increase knowledge of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander histories and cultures.</p> <p><i>It is important that the wider Yarra community have an understanding of Aboriginal and Torres Strait Islander history and culture. Blakwiz is a great way of facilitating Aboriginal and Torres Strait Islander cultural awareness.</i></p>	<p>VARIOUS LEADS: Community Arts Officer Libraries Community Programs and Outreach Team Community Learning and Partnership Team Ewing Trust Officer, Yarra Libraries Aboriginal Partnerships</p>	<p>May 2021</p>	<p>Activities</p> <ul style="list-style-type: none"> • Community Arts to develop an online map of Aboriginal and Torres Strait Islander artwork in Yarra. • Libraries to present Reconciliation on the Rooftop and Koorie Story time. • Feature and promote Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander performers. • Promotion of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander collection and further learning sources from Yarra Libraries.
<p>2.1.5 Hold ‘Blakwiz’ event as part of Leaps and Bounds Music Festival.</p>	<p>Community Arts Officer Yarra Libraries Ewing Trust (subject to event being held in Fitzroy)</p>	<p>Part of Leaps and Bounds Festival 2021</p>	<p>Activities</p> <ul style="list-style-type: none"> • Raise awareness about Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander histories, cultures, arts and communities. • Feature and promote Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander performers. • Promotion of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander collection and further learning sources from Yarra Libraries.
<p>2.1.6 Hold an event to mark National Sorry Day on 26 May 2021.</p> <p><i>As a way of showing respect and acknowledgment to members and their families</i></p>	<p>Aboriginal Partnerships Arts, Culture and Venues</p>	<p>26 May 2021</p>	<p>Activities</p> <ul style="list-style-type: none"> • Hold a culturally respectful event at the Stolen Generations Marker in Fitzroy on National Sorry Day 2021 • Seek partnership with allied organisations or groups.

Yana Ngargna 2021 Year 2 Action Plan

	<i>who were affected by past racist government policies</i>			
2.1.7	<p>Celebrate NAIDOC week.</p> <p><i>NAIDOC week is a time to celebrate Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander histories, cultures and achievements and is an opportunity to recognise the contributions that members of these communities make to our country and our society.</i></p>	<p>Senior Advisor Aboriginal Partnerships</p> <p>Coordinator Aboriginal Partnerships</p>	July 2021	<p>Activities</p> <ul style="list-style-type: none"> • Support Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander employees to engage with their culture and community through NAIDOC Week events. • Support all staff to participate in events in the local community. • Promote Council affiliated NAIDOC week events (and other events happening in the local area) to the broader community. • Contact the Victorian NAIDOC Week Committee to discuss mutually-beneficial opportunities.
2.1.8	<p>Produce, manage, deliver and promote exhibitions by Victorian Aboriginal and Torres Strait Islander artists at Council venues.</p> <p><i>Promoting and showcasing Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander artists and their artworks to the wider Yarra community is an important way to promote local work and culture.</i></p>	Public Arts Officer	Various dates in 2021	<p>Activities</p> <ul style="list-style-type: none"> • Create an opportunity for a Victorian Aboriginal and Torres Strait Islander Artist to exhibit at Bargoonga Nganjin as part of Arts and Culture’s Annual Exhibition Program. • Create an opportunity for a Victorian Aboriginal and Torres Strait Islander artist to exhibit at Richmond Town Hall as part of Arts and Culture’s Annual Exhibition Program. • Promote the work of Victorian Aboriginal and Torres Strait Islander artists. • Promote Victorian Aboriginal and Torres Strait Islander histories and cultures.
2.1.9	<p>Council will seek opportunities to name places in Yarra using Woi Wurrung language in line with Yarra’s Naming of Roads Features and Places Policy.</p> <p><i>In the past all places on Country were referred to in Woi Wurrung language. Naming places this way helps to keep Woi Wurrung language alive.</i></p>	<p>Aboriginal Partnerships</p> <p>Governance</p>	December 2021	<p>Activities</p> <ul style="list-style-type: none"> • Ensure that relevant Yarra staff are aware of Council’s Naming Roads, Features, and Places policy. • Assist Yarra staff in contacting the Wurundjeri Woi Wurrung Corporation when naming opportunities arise.

2.2 Council will continue working towards a celebration of national identity that is more inclusive of the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander peoples as outlined in Council’s ‘January 26 decision’ of 15 August 2017.			
Action	Responsibility	Timeline	Activities
<p>2.2.1 Promote and hold a culturally-sensitive event featuring a Smoking Ceremony on January 26 that acknowledges the loss of culture, language and identity felt by the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community on January 26.</p> <p><i>January 26 marks the beginning of the loss of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander culture, life and language and is therefore not an appropriate day for a celebration of our national identity.</i></p>	<p>Aboriginal Partnerships Wurundjeri Council Yarra Libraries Arts, Culture and Venues Communications and Engagement</p>	<p>26 January 2021</p>	<ul style="list-style-type: none"> • Council to host a respectful Wurundjeri Woi Wurrung Smoking Ceremony and historical storytelling event to mark January 26. • Adapt presentation of the event to meet any Covid-19 social distancing restrictions. • Partner with the Communications and Engagement team to promote the event

3 COMMUNITY HEALTH AND WELLBEING—Working towards improved health and wellbeing outcomes for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people in Yarra.

Commitments

Council will:

- 3.1** Support vulnerable Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community members.
- 3.2** Advocate for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people on issues in which they are experiencing poor outcomes.
- 3.3** Fight racism and advocate for broader understandings of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community experiences, issues and stories in line with Council’s ‘January 26 decision’ 15 August 2017.

3.1 Council will support vulnerable Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community members.

Yana Ngargna 2021 Year 2 Action Plan

Action	Responsibility	Timeline	Activities
<p>3.1.1 Explore opportunities to support a community arts and crafts workshop for the Parkies and other Aboriginal community members in Yarra.</p> <p><i>Members of the Parkies community and others have expressed a great desire for this kind of designated space with culturally appropriate activities.</i></p>	<p>Aboriginal Partnerships</p>	<p>December</p>	<ul style="list-style-type: none"> Build relationship with Florence Peel Centre – and seek opportunities to link in with other stakeholders.
<p>3.1.2 Continue to facilitate the ongoing meetings of Yarra Aboriginal Support Network (YASN) to support services, agencies and organisations working with the Parkies and vulnerable Wurundjeri Woi Wurrung Aboriginal and Torres Strait Islander community members in Yarra.</p> <p><i>Established in 2004, YASN serves an invaluable role as an information-sharing and service co-ordination network that supports the wellbeing of Parkies and other vulnerable Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people in Yarra.</i></p>	<p>Senior Advisor Aboriginal Partnerships</p> <p>Coordinator Aboriginal Partnerships</p>	<p>December 2021</p>	<p>Activities</p> <ul style="list-style-type: none"> Facilitate at least 10 meetings per year. Maintain a focus on coordinating support to the community through the Covid-19 pandemic.
<p>3.1.3 Revitalise the Smith Street Working Group.</p> <p><i>This group serves an important role in building relationships between Aboriginal community and Victoria Police</i></p>	<p>Aboriginal Partnerships</p> <p>Smith Street Working Group</p> <p>Victoria Police</p>	<p>July 2021</p>	<p>Activities</p> <ul style="list-style-type: none"> Renew membership for the Smith Street working group, set meeting schedule and agenda for the year.
<p>3.1.4 Build and maintain relationships with Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community members, organisations and services that encourage participation in physical activity programs or services.</p> <p><i>By building relationships with Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander</i></p>	<p>Yarra Leisure Participation Officer</p>	<p>December 2021</p>	<p>Activities</p> <ul style="list-style-type: none"> Offer at least 25 Yarra Leisure community memberships continue to disadvantaged/vulnerable members of the local Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community.

<p><i>community members, organisations and services, Yarra hopes to reduce some of the barriers to greater participation and health within this community.</i></p>			<ul style="list-style-type: none"> • Build relationships and support organisations that have programs and services currently in place focused on physical activity and active living for the local Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community.
<p>3.2 Council will advocate for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people on issues in which Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people are experiencing poor outcomes.</p>			
<p style="text-align: center;">Action</p>	<p style="text-align: center;">Responsibility</p>	<p style="text-align: center;">Timeline</p>	<p style="text-align: center;">Activities</p>
<p>3.2.1 Strengthen Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander disability support networks through <i>Balit Narrum</i> membership.</p> <p><i>The incidence of disability is more than twice that of non-Aboriginal and Torres Strait Islander people and culturally responsive measures are needed within the roll-out of the NDIS in the North East Metropolitan Area (NEMA) to ensure that adequate resources are available.</i></p>	<p>Aged and Disability Services Officers</p>	<p>December 2021</p>	<ul style="list-style-type: none"> • Attend <i>Balit Narrum</i> meetings. • Actively support initiatives where appropriately developed as a result of the <i>Balit Narrum</i> meetings. • Work in partnership with the Brotherhood of St Laurence, to actively support initiatives where appropriate as a result of the <i>Balit Narrum</i> meetings.
<p>3.3 Council will fight racism and advocate for broader understandings of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community experiences, issues and stories in line with Council’s ‘January 26 decision’ 15 August 2017.</p>			
<p style="text-align: center;">Action</p>	<p style="text-align: center;">Responsibility</p>	<p style="text-align: center;">Timeline</p>	<p style="text-align: center;">Activities</p>
<p>3.3.1 Promote the January 26 information sheet that was translated into the six most spoken languages in Yarra, and partner with the Yarra Settlement Forum and the Yarra Multicultural Advisory Group to distribute and promote.</p>	<p>Aboriginal Partnerships YNAG YSF Yarra’s Neighbourhood Houses and Learning Centres</p>	<p>January 2021</p>	<ul style="list-style-type: none"> • Partner with Yarra’s settlement Forum and Yarra’s Multicultural Advisory group to promote and distribute the information sheets. • Partner and work with public housing managers to promote and distribute January 26 information sheets. • Partner and work with Yarra Libraries to promote and distribute January 26 information sheets.

<p><i>Community consultation revealed that new residents were less likely to have been exposed to Aboriginal and Torres Strait Islander experiences of January 26.</i></p>	<p>Communications and Engagement</p>		
<p>3.3.2 Oversee bimonthly January 26 Network meetings to support other Councils seeking to make respectful changes to how they mark our national day.</p> <p><i>This group was established to info-share and support other Councils and groups looking to make respectful changes to how they mark January 26.</i></p>	<p>Aboriginal Partnerships</p>	<p>ongoing</p>	<p>Activities</p> <ul style="list-style-type: none"> • Continue to help co-ordinate and provide administrative support to the January 26 multi-council network. • Meetings hosted on rotation by various councils in the network.

4 ORGANISATIONAL DEVELOPMENT—Increasing Council’s confidence and capacity through improved Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander employment pathways, cultural awareness and internal coordination.

Commitments

Council will:

- 4.1 Improve employment opportunities for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people at Council and in the broader community.
- 4.2 Build organisational capacity, confidence and cultural awareness to better serve the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community.
- 4.3 Maintain clear, transparent and accountable processes in implementing and tracking commitments detailed in this plan and annual action plans.

4.1 Council will improve employment opportunities for Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people at Council and in the broader community.

Action	Responsibility	Timeline	Activities
<p>4.1.1 Continue to employ a Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander Person who can demonstrate capacity as the Senior Advisor Aboriginal Partnerships.</p> <p><i>The right to self-determination is a founding principal for Council's work in this area.</i></p>	<p>People and Culture</p>	<p>Ongoing</p>	<ul style="list-style-type: none"> • Ongoing employment of a Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander person as the Senior Advisor Aboriginal Partnerships, with special consideration given, in the case of a vacancy, to a person who can demonstrate strong community connection. • Ongoing customised support for the Senior Advisor Aboriginal Partnerships officer.
<p>4.1.2 Increase Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander employment opportunities at Yarra City Council.</p> <p><i>Aboriginal employment has repeatedly been identified as a priority in Yarra's consultations with the community.</i></p>	<p>Aboriginal Partnerships</p>	<p>Ongoing</p>	<p>Activities</p> <ul style="list-style-type: none"> • Support the organisation's aspirations to improve recruitment, employment and retention of Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander people at Yarra. • Review and implement recommendations in the external audit of the organisation's employment, retention and cultural safety practices.
<p>4.1.3 Seek opportunities to promote and broker Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander and Torres Strait Islander employment in the broader community.</p> <p><i>The community often cites Aboriginal employment opportunities as a key issue they'd like Council to focus on.</i></p>	<p>Aboriginal Partnerships</p>	<p>Jan 2021 ongoing</p>	<p>Activities</p> <ul style="list-style-type: none"> • Promote Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander employment opportunities through networks.
<p>4.2 Council will build organisational capacity, confidence and cultural awareness to better serve the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander and Torres Strait Islander community.</p>			

Yana Ngargna 2021 Year 2 Action Plan

Action	Responsibility	Timeline	Activities
<p>4.2.1 Develop organisational confidence, capacity and co-ordination through regular internal RAP Working Group meetings.</p> <p><i>Good internal coordination of actions and projects ensures the best possible outcomes for community.</i></p>	<p>Project Support Officer Aboriginal Partnerships, Senior Coordinator Aboriginal Partnerships</p>	<p>Monthly</p>	<ul style="list-style-type: none"> • Hold a minimum of 10 RAP Working Group meetings in 2021 to co-ordinate actions, support staff, identify opportunities, develop cultural awareness and track projects. • Maintain broad divisional representation with an aim of representatives from all Council divisions around the table.
<p>4.2.2 Promote Yarra’s Aboriginal and Torres Strait Islander events to Council staff.</p>	<p>Arts and Culture Community Arts Officer</p> <p>Aboriginal Partnerships Officer</p>		<p>Activities</p> <ul style="list-style-type: none"> • Ensure that all events are promoted internally through intranet and Monday Musings to encourage attendance and participation by staff. • Develop additional elements to events and programs that target staff for cultural awareness opportunities.
<p>4.2.3 Respond to emerging needs and opportunities in the community, within existing resources.</p> <p><i>The Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander Torres Strait Islander community is a dynamic community with fast changing needs and related issues.</i></p>	<p>Aboriginal Partnerships</p>	<p>Ongoing</p>	<p>Activities</p> <ul style="list-style-type: none"> • Maintain an excellent understanding of emerging issues and opportunities through formal and informal networks. • Advise Council on emerging issues and risks.
<p>4.3 Council will maintain clear, transparent and accountable processes in implementing and tracking commitments detailed in this plan and annual action plans.</p>			

Yana Ngargna 2021 Year 2 Action Plan

Action	Responsibility	Timeline	Activities
<p>4.3.1 Report on implementation of the Action Plan (2021) and take feedback from the community at bi-monthly <i>Yana Ngargna</i> Advisory Group meetings.</p> <p><i>This is an important process that ensures that Councillors as elected decision makers are kept up to date and informed about implementation of the plan and sentiment of the community.</i></p>	<p>Aboriginal Partnerships</p>	<p>Every 2 months</p>	<ul style="list-style-type: none"> • Present progress reports on implementation of this Action Plan to the <i>Yana Ngargna</i> Advisory Group (YNAG). • Undertake ongoing consultation with the Wurundjeri Woi Wurrung, Aboriginal and Torres Strait Islander community through YNAG meetings and associated correspondence.
<p>4.3.2 Report on the Year 2 action plan (2021) and write the year 3 action plan (2022).</p> <p><i>These reporting processes ensure transparency, accountability and continuity.</i></p>	<p>Senior Advisor Aboriginal Partnerships</p> <p>Coordinator Aboriginal Partnerships</p>	<p>March 2022</p>	<p>Activities</p> <ul style="list-style-type: none"> • Present report to Council on the successes and challenges of the year 2 action plan and present year 3 action plan to Council for endorsement.

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