



REFLECT

RECONCILIATION ACTION PLAN

JUNE 2022 - DECEMBER 2023



GOLDEN PLAINS SHIRE



RECONCILIATION
ACTION PLAN

REFLECT

ACKNOWLEDGEMENT OF COUNTRY

Golden Plains Shire spans the Traditional lands of the Wadawurrung and Eastern Maar People. We Acknowledge them as the Traditional Owners and Custodians.

Council pays its respects to both Wadawurrung and Eastern Maar Elders past, present and emerging.

Council extends that respect to all Aboriginal and Torres Strait Islander People who are part of the Golden Plains Shire.

Image: Sunset over Bunjil's Lookout in Maude on Wadawurrung Country.

Artwork: Wabdallah Dja by Shu Brown





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KOLING WADA-NGAL

LET US WALK TOGETHER

Firstly, we would like to Acknowledge all Wadawurrung Traditional Owners, our Ancestors and pay respect to our Elders past, present and emerging.

Wadawurrung Traditional Owners Aboriginal Corporation was appointed in May 2009 as a Registered Aboriginal Party under the Victorian Aboriginal Heritage Act 2006. The Corporation represents Wadawurrung Traditional Owners.

Our connection to Culture and Country continues to provide us with the obligation, responsibilities, and strength to care, connect, practice and pass on tens of thousands of years of knowledge, as Wadawurrung People.

Bannockburn was known as Wabdallah, a place of hills, mountains, woodlands. The many waters, the confluence of 2 rivers and the grassy landscape of the Volcanic plains. A place that Wadawurrung people lived on with caring for Country with their Traditional Fire Burning practices to continue to nourish and sustain the country and waters.

Caring for our Country, lands, skies, and waters, is our continual cultural practice, and core to our identity and connection as the Traditional Owners of Wadawurrung Country. Our People have endured trauma, violence and dispossession since invasion and have

demonstrated an innate ability of resilience to continue their cultural practices which has provided the strength to ensure our survival.

We are connected to our lands, our skies, our waterways, and our coastal areas, keeping them healthy keeps our People and Culture healthy.

In 2020 we released “*Paleert Tjarra Dja*”: Let’s make Country good together, our Wadawurrung Country Plan. A 10-year vision, 2020-2030 of the aspirations and goals of Wadawurrung People.

This was achieved with Wadawurrung Elders and families of the many generations sharing knowledge through gatherings and collaboration together on Country.

The Plan provides a guidance for all stakeholders to embed into their responsibilities, Governance, and strategic planning to strengthen their relationships with Wadawurrung Traditional Owners Aboriginal Corporation.

Wadawurrung people are committed to working together with key stakeholders like Golden Plains Council to ensure we have

strong partnerships, engagement, and collaboration to achieve our aspirations and goals, and that our living Cultural heritage, language, stories and Cultural values are protected, conserved and Wadawurrung People and Country is respected.

We look forward to continuing our partnership and presenting a voice for our Traditional Owners and the aspirations of the Country Plan with the endorsement of the Reconciliation Action Plan.

Koling wada-ngal
(Let us walk together)

Wadawurrung Traditional Owners
Aboriginal Corporation

OUR ACKNOWLEDGEMENT FOR RECONCILIATION

At the 2021 census, 376 members of the Golden Plains Shire community identified as Aboriginal and Torres Strait Islander. Golden Plains Shire is home to two Traditional Owner groups, who have lived within the region for more than 25,000 years and Council acknowledges and recognises the Traditional Owners and Custodians from two communities on whose land the Shire is located.

Council also recognises the many other Aboriginal and Torres Strait Islander community members across the Shire who make up the communities to which our organisation provides services.

The majority of the Shire is situated in Wadawurrung Country. The traditional boundaries of the Wadawurrung people span the coastline from the Werribee River to Lorne peninsula and traverse inland in a north-westerly direction towards Ballarat. The name Wadawurrung is a recognised tribe (community) which consisted of some 25 clans (or family groups) that forms part of the Kulin Nation of Aboriginal people.

A small pocket of Golden Plains Shire south-east of Rokewood is under the Custodianship of the Eastern Maar people, who are the Traditional Owners of south-western Victoria, from Ararat to Warrnambool and the Great Ocean Road.

Council commits to working positively today and in the future with all Aboriginal and Torres Strait Islander community members to learn, acknowledge and move forward together with the whole Golden Plains Shire community.

Reconciliation begins when we as a community become informed about our history as a whole. The history of the Shire is typically associated with pastoralists, gold seekers and timber getters. Our Shire also has a rich Aboriginal past. The Wadawurrung belong to seven family groups who are the sole descendants of John Robinson (1846-1919), but Traditional Owners have lived within this region for more than 25,000 years.

Our organisation acknowledges that there is more than one voice or one memory making up the story of Golden Plains Shire. Council seeks to recognise and promote the collections of stories that make up the shared history of the Shire. Golden Plains Shire Council also acknowledges our leadership role and responsibility in promoting reconciliation in the community.

2 TRADITIONAL
OWNER GROUPS

LIVING IN THE REGION FOR MORE THAN
25,000 YEARS

376 MEMBERS OF THE
GPS COMMUNITY
IDENTIFY AS
ABORIGINAL &
TORRES STRAIT
ISLANDER

ABOUT THE ARTWORK & ARTIST

In 2021, Golden Plains Shire Council commissioned Wabdallah Dja by artist Shu Brown. Wabdallah Dja is proudly on permanent public display in the foyer of GPSC offices in Bannockburn with an Acknowledgement of Country developed in consultation with Wadawurrung Traditional Owners Aboriginal Corporation.

Wabdallah Dja is the name of the artwork I have created and is reflective of the Golden Plains Shire landscape with a blend of contemporary and traditional style of artwork. Incorporating all the diverse country, past and current uses of the land in colors that can be seen all throughout the Shire – Shu Brown





WABDALLAH DJA

This artwork is reflective of the Golden Plains Shire landscape with a blend of contemporary and traditional style of artwork. Incorporating all the diverse country, past and current uses of the land in colors that can be seen all throughout the shire.

We see hills and mountain ranges covered with gum trees, blue gums, vast green rolling hills directing the water into the many creeks and streams flowing deep into the valleys and crevices. The hills have their own songlines and travel routes across country. Wadawurrung people were the first farmers, agriculturalists and relied on many different grass and plant species on country.

The rivers and creeks carry their own stories that connect us to the land, a river has many uses and is not bound by one name of the extent of the river, rather giving the sections of the river names because of its use or significance. The rivers flow varies as it runs over rocks and soft river sand beds, creating ripples of water on its course, at the waters edge various reeds and grasses grow that are used to make baskets, fish and eel traps. Rocks lay within the water making rapids and sections used to cross making access to country easier in places. These waters carry life and spawn growth of many different water life, fish, eels and freshwater shellfish.

Golden Plains by name and Golden in colour, across the once volcanic plains we see fields of grasses, pastoral lands once scattered in remnant stone now a rich commercial way of life for farmers and people living from the land. Meeting places dotted across the country now small towns with their own communities much like to the Wadawurrung clans that lived across the landscape.

All bound together by Bunjil, the Creator Spirit who can be seen in every corner of the Golden Plains, watching over his creations, his people, connecting us all to the land and skies. His presence is affirmation that our country, our place is healthy, guided by his lore we are respectful of our environment and all who live in our community.



Bunjil Lookout

SHU BROWN



I am a proud Adnyamathanha Yura (Man) of the Ikara- Flinders Ranges South Australia. I have lived on Wadawurrung Country most of my life and call Wabdallah (Bannockburn) home with my wife and 2 children.

Aboriginal Art and sharing my culture has always been a huge part of my life, I began dancing at a young age, teaching people of all ages about our strong culture and knowledge of place and the importance of connection to country. As a father I now have the responsibility of teaching all I have learned to my children. I continue to paint, share stories, create educational resources and more recently utilise the digital technology available.

I pay my respects to Elders before me and to those of our next generation, the Traditional Owners of the Lands and Waters and to all Aboriginal and Torres Strait Islander people, the first people belonging to this country.

MESSAGE

FROM OUR MAYOR & CEO

As the Mayor of Golden Plains Shire and the CEO of Golden Plains Shire Council, we are pleased to present Council's first Reconciliation Action Plan (RAP).

Joined by the Golden Plains Councillors and staff of Council, we stand united to deliver the commitments detailed in this RAP, and we seek support from the whole Golden Plains community, to make reconciliation a priority in our Shire.

"I would like to acknowledge the Wadawurrung and the Eastern Maar people as Traditional Owners and Custodians of this land and pay my respects to their elders past, present and emerging" - these are the words of our Acknowledgement to Country.

The RAP takes these meaningful and heart-felt words and puts them into action in our Council and our organisation. This acknowledgement now becomes instilled in all Council's

work and relationships through the RAP, building greater understanding and mutual respect for all people in Golden Plains.

The RAP was developed in conversation and consultation with Wadawurrung and Eastern Maar Traditional Owners and at the heart of this plan is a mutual commitment to building more meaningful relationships and stronger connections between Council and all residents and communities in Golden Plains. The plan identifies opportunities and details actions to support respect and reconciliation. This is our first Reconciliation Action Plan for Golden Plains Shire, but it won't be the last. As you read this plan, we encourage all people to

Golden Plains to reflect – reflect on our past, reflect on who we are and who we want to be, and reflect on the part we all play in reconciliation.

Our reconciliation journey in Golden Plains and across the nation is not quick and it's not easy. The history of Australia is challenging and painful for many and it's a long road to reconcile but we are determined and committed to building these bridges and in so, creating a brighter future for all residents of Golden Plains Shire and all Australians.

Cr Gavin Gamble
Mayor of Golden Plains Shire

Eric Braslis
CEO, Golden Plains Shire Council

Leigh Barwon River Junction, Wadawurrung Country



STATEMENT

RECONCILIATION AUSTRALIA CEO

Golden Plains Shire Council joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Golden Plains Shire Council to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Golden Plains Shire Council, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive
Officer Reconciliation
Australia





Golden Plains Shire Council is a local government organisation situated between Geelong and Ballarat. The Golden Plains Shire covers 2,705 square kilometres with a population exceeding 24,000; it has 56 communities and 16 townships and is among the fastest growing regional Local Government Areas in Victoria.

Council is responsible for delivering a wide range of services, facilities and infrastructure, including family and children's services, active ageing and inclusion services, youth programs, waste management, support and infrastructure for community and sporting groups, matters concerning business development, planning for appropriate development and ensuring accountability for Council's Budget.

This broad range of community services and infrastructure for residents supports the wellbeing and prosperity of our community. While Council operates many activities and services, others are provided in partnership with, or solely by, state and federal governments, community organisations and private businesses.

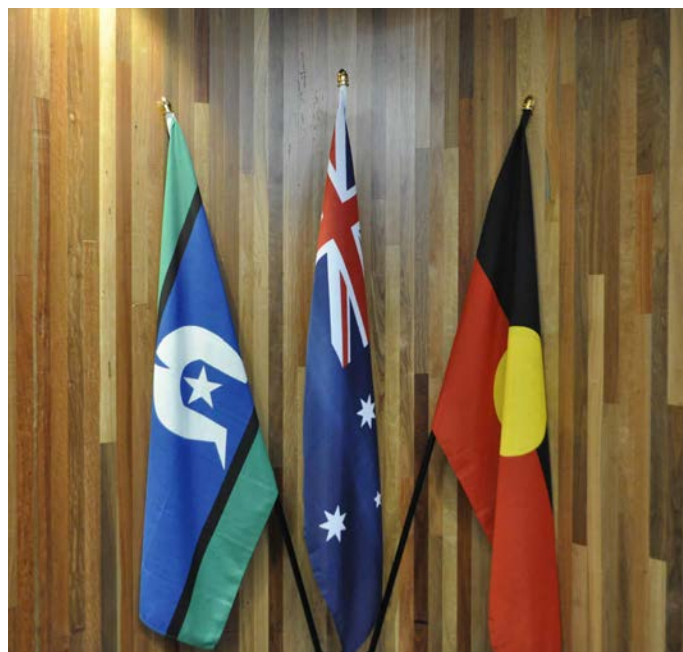
Golden Plains Shire Council currently has approximately 283 (comprising 247 full/part time and 36 casual)

employees and two Customer Service Centres which provide office facilities for staff in Bannockburn and Smythesdale. The organisation is not currently aware of any staff who identify as Aboriginal and/or Torres Strait Islander people.

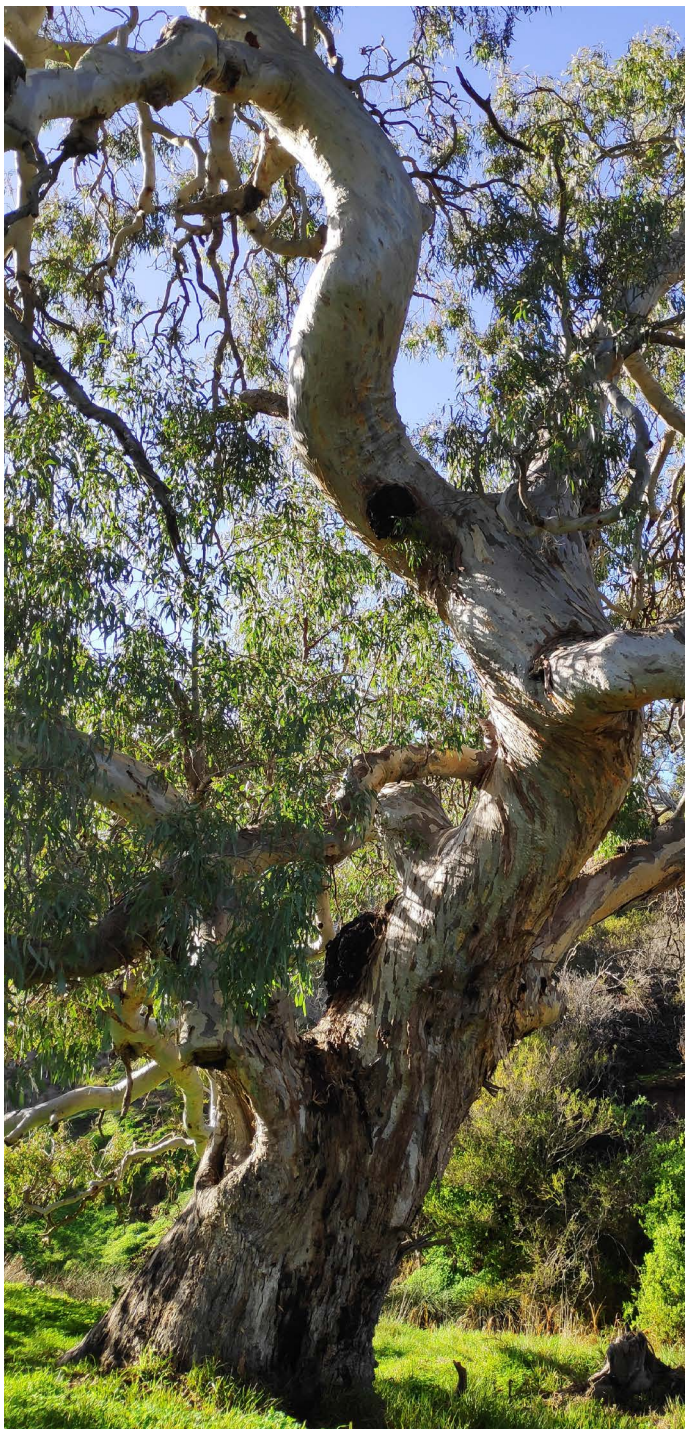
We believe that all residents should have the opportunity to develop to their full potential and strive to create a place in safe, sustainable and supportive communities.



Sunset over Bunjil Lookout in Maude, Wadawurrung Country



Golden Plains Shire Council Chambers, proudly displays the Aboriginal flag and Torres Strait Islander flags alongside the Australian flag.



River Red Gum



Local First Nations artist Shu Brown shared his thoughts on Reconciliation Action Week on film, as part of Council's recognition of this significant day in 2021.

We believe that all residents should have the opportunity to develop to their full potential and strive to create a place in safe, sustainable and supportive communities.



Map based on current Registered Aboriginal Party boundaries as at June 2022.

Source: Victorian Aboriginal Heritage Council- <https://achris.vic.gov.au/weave/wca.html>

OUR

RECONCILIATION ACTION PLAN

Golden Plains Shire Council seeks to develop more meaningful relationships with the Traditional Owners and Custodians of the Shire, the Wadawurrung and the Eastern Maar communities.

Council's Reconciliation Action Plan (RAP) provides a cohesive direction for reconciliation activities in the Shire. Council committed to developing a RAP in 2019; previously, individual teams within Council have acknowledged, celebrated and developed relationships with our Traditional Owners, the Wadawurrung and Eastern Maar communities. This is particularly evident when looking at the work of Child and Family Services who celebrate NAIDOC week annually and host an ongoing program of activities.

This RAP has been developed by the Golden Plains Shire Council internal RAP Working Group incorporating targeted consultation with key current and future partners in our pursuit of a reconciled Shire. The Working Group currently comprises representation from Council's Child & Family Services, Recreation and Community Development, Community Wellbeing, Community Places & Environment, Corporate Services, and Communications and Engagement teams. Council recognises that it is vital to continue to contact and consult with Wadawurrung and Eastern

Maar Traditional Owners through the delivery of our Reflect RAP and the actions underpinning it, and is committed to a collaborative journey towards reconciliation. Key partners include the Wadawurrung Traditional Owners Aboriginal Corporation, with whom Council has an existing relationship and the Eastern Maar Aboriginal Corporation with whom Council is seeking to develop a relationship. We look forward to developing our relationships further via the establishment of a Community RAP Working Group as a key action contained in this plan.

This is the beginning of the journey for Golden Plains Shire Council which focuses on building relationships and Acknowledging the Wadawurrung and Eastern Maar as the Traditional Owners and Custodians of this land.



Council undertook a Cultural Heritage Management Plan in relation to the Maude Water Project, where Councillors and senior staff participated in an induction and Walk on Country to increase their knowledge and appreciation of Aboriginal Cultural Heritage.



Council participates in NAIDOC week and Reconciliation Week displaying Council's commitment on our social channels, website and email. These are some banners from 2021.

CULTURAL EDUCATION, ENGAGEMENT AND EVENTS

Council meetings and events begin with an Acknowledgement of Country. Council intends to incorporate a Welcome to Country at the beginning of future significant civic events, ensuring appropriate protocols are in place so that a Welcome to Country is delivered by Traditional Owners who represent this land.

Culturally respectful consultations with Traditional Owners have assisted in developing best practice organisational protocols for Acknowledgment of Country including an approved script for meetings and events and a physical Acknowledgment of country at the entry to our Bannockburn Customer Service Centres.

Council flies the Aboriginal flag and Torres Strait Islander flag, with the Australian flag, at Customer Service Centres across the Shire. Council will continue to consult with and commission Aboriginal and Torres Strait Islander artists to make communities members feel welcome and to recognise our shared histories, inside of and outside of, our Civic centres.

Council is working to integrate meaningful acknowledgement of Aboriginal and Torres Strait Islander Cultures into all aspects of the workplace and have committed to regular consultation and induction and education sessions for all current and new staff with Wadawurrung Traditional Owners. We hope to formalise consultation with Eastern Maar Traditional Owners at their recommendation in the future.

2020 marked the first time that Golden Plains Shire council participated in NAIDOC week activities as a corporate entity beyond the existing work of individual teams within the organization. Golden Plains Shire ran an awareness raising social media campaign which included a series of web stories that engaged with Wadawurrung Traditional Owners.

Reflecting on the Reconciliation Week thematic for 2021, 'More Than a Word,' all of Council came together online for the official unveiling of 'Wabdallah Dja' by artist Shu Brown in the public foyer of the Bannockburn Civic Centre. The event was accompanied by a screening of the artist talk and two short films, 'Wadawurrung Country' and 'More than a Word.' Staff were invited to

participate in a facilitated call to action to reflect on opportunities for personal commitment towards reconciliation, the activity titled "I Will" was facilitated by our community partnerships officer. These individual commitments, pledged in the model of a yarning circle, are on permanent display within the Council offices.

To celebrate NAIDOC Week in 2021, Elder and Traditional Owner Barry Gilson led a walk on Country for council staff and Councilors near Meredith by the Moorabool River. The walk was documented and shared at an internal online staff event, where facilitated discussion centered around the history of NAIDOC week, the beauty of Golden Plains Shire and how, following the themes of Heal Country! We could continue our cultural journey with Traditional Owners, individually and as an organisation, to recognise First Nations' understanding of Country as part of our National Heritage and to better protect our lands and waters.



Biscuit baking with traditional flavours - NAIDOC Week Inverleigh Kindergarten



Yarning Space - NAIDOC Week Inverleigh Kindergarten



Wiyn-murrup yangarramela – Fire Spirit Comes Back. Image courtesy: Corangamite CMA

RECREATION AND COMMUNITY DEVELOPMENT

Council's Recreation and Community Development Team leads and coordinates Council activities to increase knowledge, promote positive working relationships, understanding and connection to indigenous culture and to celebrate the indigenous heritage of Golden Plains Shire. This includes establishing the Reconciliation Action Plan Working Group and working with Traditional Owners to develop the Reflect Reconciliation Action Plan and the education, engagement and events on page 12.

Previous projects undertaken (in partnership with Council's Health & Wellbeing Team) include intergenerational storytelling projects, support of the Eora Elders Olympics, NAIDOC Schools Colouring Competition and the provision of information resources, healthy eating, active living and cultural education programs.

Key planning processes capturing the aspirations and the strategic direction of Golden Plains Shire have identified recognition and celebration of the indigenous and cultural heritage as priorities for the community. The Golden Plains Shire Community Vision 2040 included engagement with Traditional Owners and the community vision statement to 'value our indigenous heritage and connect to traditional owners

of the land'. This aspiration will be further actioned through delivery of the Council Plan 2021-2025 and implementation of this Reconciliation Action Plan.

CHILD AND FAMILY SERVICES

Council's Early Years services educators strive to embed Aboriginal and Torres Strait Islander perspectives, histories, and cultures into the educational program, not just during NAIDOC Week or National Reconciliation Week, but throughout the year. These services also have their own RAPs and are active participants in regional cultural networks.

Council's Children's Services team has focused on supporting increased enrolments of Aboriginal and/ or Torres Strait Islander children and improved awareness for staff and community of Aboriginal and/ or Torres Strait Islander culture. All early year's services including Maternal Child Health follow Department of Education (Vic) Marrung Aboriginal Plan where culture, knowledge and experiences of First Nations peoples are celebrated and at every stage of a child learning and development. Programs and services are inclusive, responsive, and respectful of Koorie people.

Council's Funded Kindergarten services engage with Koorie Engagement Support Officers and funding is received through Indigenous Preschools Advancement

Scheme (IPAS) which supports training and resources.

COMMUNITY PLACES AND ENVIRONMENT TEAM

Council's Environment Strategy 2019-2027 identifies the preservation and protection of Aboriginal heritage values and cultures through sensitive land management practices and community education and appreciation. Ongoing programs facilitated by the Environment team include cultural burns in partnership with Custodians and the renaming of reserves throughout the Shire with targets set to achieve the 50% renaming of reserves and undertake 8 cultural burns by 2027.

Golden Plains Shire is committed to working with Wadawurrung Traditional Owners respectfully to support the aspirations and goals outlined in "Paleert Tjarra Dja": Let's make Country good together.

Council facilitated the return of Traditional Custodian burning to Wadawurrung Country in 2017 through support of and participation in the Wiyn-murrup yangarramela – Fire Spirit Comes Back project. This award winning project, funded through the National Landcare Project and led by the Corangamite Catchment Management Authority, saw Wadawurrung Traditional Custodians placing fire in their Country for cultural purposes for the first time in 200 years.

RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	June 2022	Arts & Culture Advisor
	Continually research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	Arts & Culture Advisor
	Maintain ongoing commitment towards reconciliation and relationship building with First Nations communities across all of Council as per unit strategies and plans.	June 2022 December 2022 June 2023	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Arts & Culture Advisor
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June, 2023	Arts & Culture Advisor
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June, 2023	Director Community Services
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	June 2022	CEO
	Consider intersectional approaches to building capacity and planning for inclusive practice, particularly when helping colleagues across the organisation conduct impact assessments.	January 2023	Coordinator Health, Wellbeing & Youth
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August 2022	Arts & Culture Advisor
	Identify RAP and other like-minded organisations to approach and collaborate with on our reconciliation journey.	June 2022	Arts & Culture Advisor

Action	Deliverable	Timeline	Responsibility
4.Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	January 2023	Manager Organisational Capability and Performance
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2023	Manager Organisational Capability and Performance
	Develop and embed professional development practice to anti bias approaches in everyday practice including practical ways in which educators can become a part of the 'anti bias movement'.	December 2022	Team Leader Kindergarten

RESPECT

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Engage Wadawurrung (Traditional Owners) Aboriginal Corporation for Professional Development for understanding and embedding Wadawurrung perspectives in all project planning, including cultural safety.	June 2022	Team Leader Kindergarten and Arts & Culture Advisor
	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation with a view to undertaking organisation wide cultural awareness education with Traditional Owners.	December 2022	Manager Organisational Capability & Performance and Arts and Culture Advisor
	Conduct a review of cultural learning needs within our organisation.	October 2022	Manager Organisational Capability & Performance and Coordinator Health, Wellbeing and Youth
	Incorporate use of language and place naming into naming of reserves, meeting rooms, on signage and in other places as opportunity arises.	June 2022	CEO
	Undertake Cultural Audit tool provided by Indigenous Preschools Advancement Scheme (IPAS).	June 2022	Manager Children's Services
	Support Cultural burning on Council managed land.	December 2023	Manager Community Places and Environment
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the Traditional Owners of the lands and waters within our organisation's operational area the Wadawurrung and Eastern Maar communities.	June 2022	Arts & Culture Advisor
	Explore opportunities to engage an appropriately qualified external consultant to facilitate cross departmental cultural education, how data is shared across departments and internal procedures relating to Cultural Heritage Management Plan (CHMP) protocols.	June 2022	Arts & Culture Advisor
	Scope and/or investigate the development of a CHMP Register to map known Golden Plains Shire sites.	December 2022	Manager Community Places and Environment

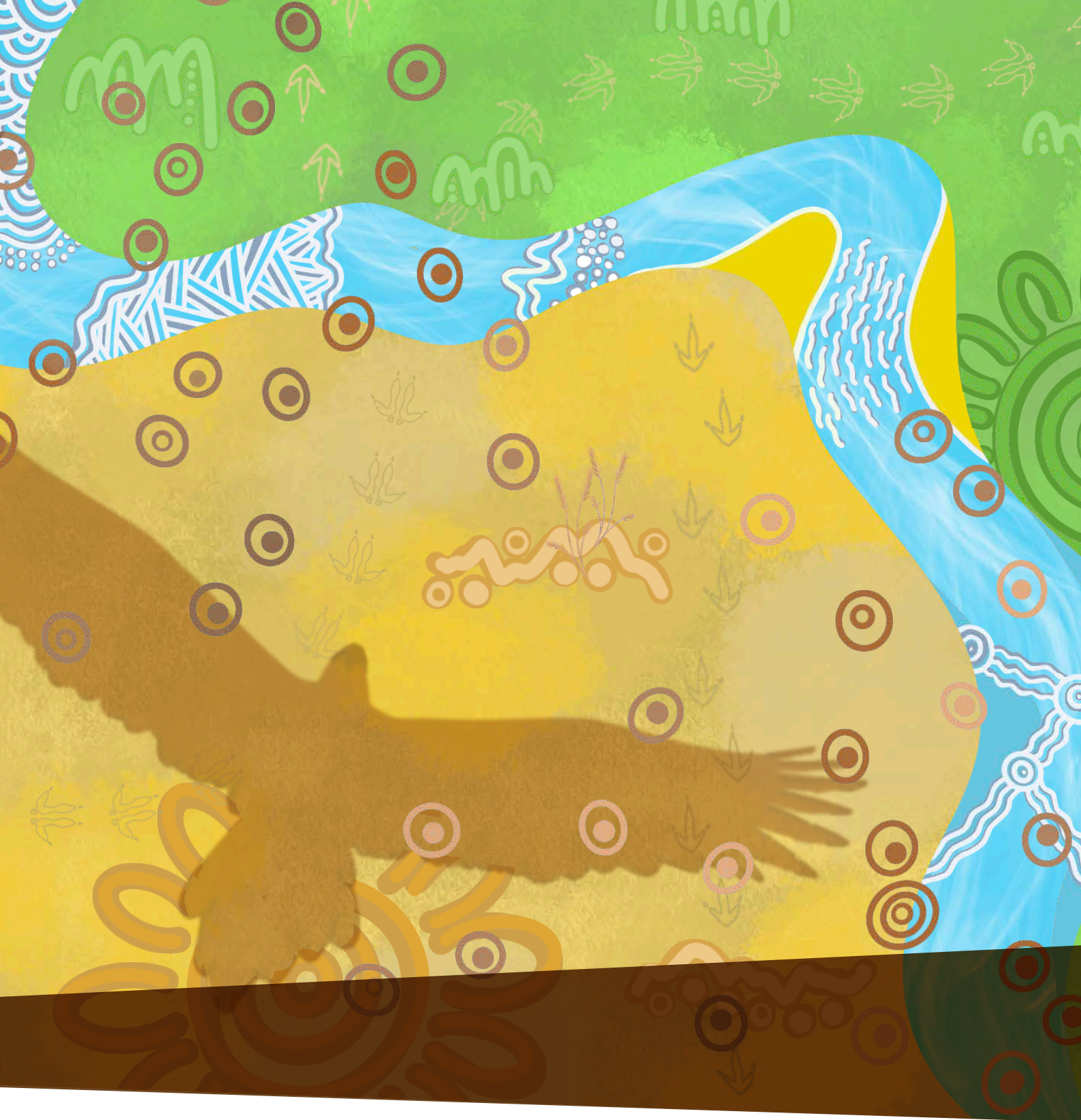
Action	Deliverable	Timeline	Responsibility
6. continued	Develop a Climate Emergency Plan in consultation with Traditional Owners with respect and reference to Paleert Tjaara Dja' Let's make Country good together 2020-2030.	July 2022	Manager Community Places and Environment
	Increase Council staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2022	Manager Organisational Capability and Performance Arts & Culture Advisor
	Support and encourage community groups in Golden Plains Shire to acknowledge First Nations communities.	June 2022	Arts & Culture Advisor
	Assess possibilities for inclusion of Acknowledgment material (stickers, badges, etc). across the corporate environment.	August 2022	Arts & Culture Advisor
	Ensure Children's Services community handbooks, educational materials/resources, meeting and learning environments consider culturally respectful, inclusive and safe practises.	August 2022	Manager Children's Services
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week annually.	July, 3 – 10, 2022 July, 2 – 9, 2023	Arts & Culture Advisor
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June-July, 2022 June-July, 2023	Arts & Culture Advisor
	RAP Working Group to participate in an external NAIDOC Week event.	July, 3 – 10, 2022 July, 2 – 9, 2023	Arts & Culture Advisor
8. Build respect for Aboriginal and Torres Strait Islander cultures by elevating awareness of Traditional Owners.	Review associated protocols and investigate signage options for acknowledging Traditional Owners and Country.	June 2022	CEO Arts & Culture Advisor
	Investigate opportunities for including a page within the existing Council web presence dedicated to Acknowledging and celebrating First Nations communities.	August 2022	Coordinator Communications, Engagement and Advocacy

OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Identify Aboriginal and Torres Strait Islander owned businesses within the Shire and develop a database.	June 2022	Economic Development Officer
	Develop a business case for procurement from Aboriginal and Torres Strait Islander-owned businesses and promote internally and externally.	October 2022	Economic Development Officer
	Explore partnerships with appropriate organisations to further identify and support business opportunities- such as Kinaway Aboriginal Chamber of Commerce following the 2020 release of the Indigenous Procurement Policy (IPP).	October 2022	Economic Development Officer
	Investigate Supply Nation membership.	December 2022	Economic Development Officer
	Share known providers of authentic and quality resources local and regional and included on Council procurement for other areas of organisation.	June 2022	Manager Children's Services
10. Ensure capacity to identify and plan for all of our communities into the future.	Make a commitment to collecting, reviewing and interrogating relevant data to inform future direction.	June 2023	Strategic Corporate Planner
11. 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.	June 2022	Manager Organisational Capability and Performance
	Develop a business case for Aboriginal and Torres Strait Islander employment within the organisation.	January 2023	Manager Organisational Capability and Performance
	Review Council's processes relating to the employment of Aboriginal and Torres Strait Islander staff at Council.	February 2023	Manager Organisational Capability and Performance

GOVERNANCE

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Support an ongoing RWG to govern RAP implementation.	June 2022	Arts & Culture Advisor and Coordinator Community Development
	Revise and update the Terms of Reference for the RWG.	June 2022	Coordinator Community Development
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	July 2023	Arts & Culture Advisor
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation and allocate budget accordingly.	June 2022	Director Community Services
	Engage senior leaders in the delivery of RAP commitments.	July 2022	Director Community Services
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2022	Coordinator Community Development
	Present a progress report on the implementation of the RAP to Senior Management twice yearly.	July 2022 November 2022 July 2023	Coordinator Community Development
14. 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.	30 September 2022 and 2023	Arts & Culture Advisor
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2023	Arts & Culture Advisor



For public enquiries about Golden Plains Shire Council's RAP, contact:

Arts & Culture Advisor
03 5220 7111
arts.culture@gplains.vic.gov.au
enquiries@gplains.vic.gov.au