

Reflect

Reconciliation Action Plan



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Acknowledgement of Country

Nillumbik Shire Council respectfully acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners of the Country on which Nillumbik is located, and we value the significance of the Wurundjeri people's history as essential to the unique character of the Shire. We pay tribute to all First Nations People living in Nillumbik, give respect to Elders past, present and future, and extend that respect to all First Nations People.

We respect the enduring strength of the Wurundjeri Woi-wurrung and acknowledge the ongoing impacts of past trauma and injustices from Colonial invasion, massacres and genocide committed against First Nations People. We acknowledge that sovereignty was never ceded.

Wurundjeri Woi-wurrung people hold a deep and ongoing connection to this place. We value the distinctive place of our First Nations People in both Nillumbik and Australia's identity; from their cultural heritage and care of the land and waterways, to their ongoing contributions in many fields including academia, agriculture, art, economics, law, sport and politics.



Inclusion statement

Nillumbik Shire Council is committed to creating a fair, equitable and inclusive community where human rights are respected, participation is facilitated, barriers are addressed and diversity is celebrated. We support the rights of all people regardless of age, gender, ability or background. We value the diverse and changing nature of our community and understand that some groups and individuals experience more barriers than others.

Language statement

The term First Nations people is used throughout this document in reference to all Aboriginal and/or Torres Strait Islander people. Nillumbik Shire Council respects the rights of all Aboriginal and/or Torres Strait Islander people to define themselves.

Traditional Owners or Custodians of the land comprising Nillumbik are recognised as the Wurundjeri Woi-wurrung people.

If you require this document in another format, email nillumbik@nillumbik.vic.gov.au or phone 9433 3111.

Kulin Nation Dreaming: artwork story

This artwork was created by Kinya Lerrk (Wemba Wemba for 'women coming together') Kulin Nation Artists Emma Bamblett (Wemba Wemba, Gunditjmara, Ngadjonji and Taungurung) and Megan Van Den Berg (Dja Dja Wurrung, Taungurung Yorta Yorta and Boon Wurrung).

Story

Bunjil and Waa - At the top of the artwork is Bunjil (the wedge tailed eagle) and Waa (the crow) who are soaring and guiding throughout the skies. Bunjil is the Ancestral creator and Waa the Ancestral Crow is the protector.

Seasons - The layers and designs in the artwork reflect the varying seasons in the Kulin Nation. The yellow in the sky reflects the sun coming out after the winter and the healing nature of light in our lives.

Elders - Elders are represented and celebrated as the knowledge holders giving guidance and passing down cultural knowledge and practices.

Footprints – Acknowledges the journey of Ancestors across the Kulin Nation including Wurundjeri Ancestor Barak and his 67km walk from Coranderrk to Melbourne to deliver a petition to improve conditions at Coranderrk where Megan's Great Grandmother would later reside.

Trees – Megan lives on Wurundjeri Country in Nillumbik and the main feature of this area is the tree landscape and the preservation of trees in this area.

Message from Council (2020-2024)

We're incredibly proud to present Nillumbik Shire Council's first Reconciliation Action Plan (RAP), also known as a Reflect RAP.

This is a significant step for us as a Council on our journey of listening, learning and acknowledgement, healing and celebration, as we work with Traditional Owners, First Nations people and our community.

This RAP will help us continue our work towards reconciliation and the process of healing with the Wurundjeri Woi-wurrung people, who we acknowledge as the Traditional Owners of the land, skies and waterways of the Shire of Nillumbik.

A Reflect RAP is the first of four stages, helping us to build strong foundations for reconciliation. It outlines our vision and details the actions Council will implement over the next 12-18 months to guide our journey as an organisation and on behalf of our community.

While this is the first official step in our Reconciliation journey, Nillumbik has a long history of commitment and leadership in reconciliation.

We were one of the first Victorian municipalities to fly the Reconciliation flag, and the Aboriginal and Torres Strait Islander flags continue to take pride of place outside our Shire offices.

From Council's Statements of Apology and Commitment to Aboriginal Reconciliation launched during the Gayip Celebration in Eltham in 1998, to our official support of the Uluru Statement from the Heart in 2023, reconciliation with First Nations people remains a matter of the highest importance to this Council.

It's crucial we lead by example – to recognise, respect and celebrate the longest continuing culture in the world, to facilitate truth-telling, defend and uphold rights, to listen and ensure First Nations' voices are centred in reconciliation, to educate and raise awareness in our community, and call out racism and discrimination.

Developing our Reflect RAP has been a collective effort and we would like to sincerely thank everyone who has been involved in this process.

We would particularly like to thank Traditional Owners - the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and our RAP Working Group who have helped develop our plan. This group includes Traditional Owners, local Aboriginal and Torres Strait Islander community members, members of the broader Nillumbik community, stakeholders including the Nillumbik Reconciliation Group, and Council staff.

We would also like to thank the Nillumbik community members who provided feedback during our two-phase community consultation process. The aim of the first phase of consultation in early 2023 was to seek ideas and suggestions on what actions the RAP should include. The majority of community surveyed in this round of

consultation (79 per cent) expressed strong support for Council taking action to promote reconciliation. Ideas for action were reviewed by the RAP Working Group and, where possible, incorporated into the draft Reflect RAP, which was released for feedback early in 2024. As a result of this feedback, the document has been further refined in our final Reflect RAP which we present to you here.

This is just the beginning and we're excited about the future. In the coming years, we will develop a further three RAPs – Innovate, Stretch, and Elevate – as we continue to advance meaningful reconciliation.

We're confident the recommendations outlined in this plan will help bring about action, realise change and continue to develop our enduring relationship with Traditional Owners and all First Nations people who live, work and play in our Shire.

We are committed to working with our RAP Working Group to implement and report back to our community on the achievements of this plan. Together through reconciliation we will build a stronger, more inclusive and equal community for everyone.

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Message from the CEO

The adoption of our first Reconciliation Action Plan is an important milestone for our organisation in reconciliation with Traditional Owners and all First Nations People who live, work and visit our Shire.

Council is committed to reconciliation and working in partnership with Traditional Owners and First Nations people.

Local Government has a vital role in promoting and supporting access, equity and inclusion in our local community. Our services are critical at the grassroots level, helping improve health and wellbeing outcomes, supporting employment and economic growth, land management and caring for Country, and the protection of cultural heritage.

As the largest employer in the Shire, Council also has a responsibility to ensure we provide equal opportunities in our workplace, and the culture of our organisation is inclusive, and respectful for all, including First Nations people. We want to continue to be one of Australia's best places to work – for everyone.

I'm very proud of this plan, and the work that has been done to get us to this point. The actions will help us embed processes into our organisation that will strengthen relationships, promote cultural awareness, educate our staff and the community, and make reconciliation a part of everything we do.

Staff from across our organisation, covering all facets of our service delivery, will now be responsible for delivering on the actions outlined in this RAP over the next 12-18 months.

Our RAP Working Group will support the monitoring and ongoing accountability of our actions. We will be regularly reporting to Council and our partners on our progress and continue to keep our community informed on the outcomes of this important work. Our annual budget commits resources to support the plan's implementation and a final report will be provided to Reconciliation Australia before we start the necessary work to continue to the next step in our journey.

I would like to thank everyone who has been involved in the development of this plan, particularly the Traditional Owners, First Nations People, our RAP Working Group, community stakeholders and our staff who have shown such leadership in putting reconciliation at the heart of Nillumbik Shire Council.

Message from Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation

We, the Wurundjeri Woi-wurrung people, are the Traditional Owners and Traditional Custodians of Country that includes the lands and waterways marked as Nillumbik Shire. Nillumbik Shire Council has consulted with staff and Elders at the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation to produce this document. In doing so, they have shown respect and understanding and have expressed their commitment to working in partnership with Traditional Owners and other First Nations peoples to move forward together in the spirit of reconciliation. We welcome the foundational actions outlined in the Reflect RAP that commit Nillumbik Shire Council to walking with us, accepting and acknowledging the wrongs of the past. We support Council taking responsibility to care for Country and the people within their municipality to form a real community that is inclusive and respectful of all, particularly to those who are the First Peoples of this Country. We look forward to supporting the implementation of the RAP.

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Message from Reconciliation Australia

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Statement of commitment

Nillumbik Shire Council's commitment to reconciliation with Traditional Owners and First Nations people is based on the following:

Culture, respect and trust

Nillumbik Shire Council acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners and Registered Aboriginal Party pursuing Native Title over their lands including the land now known as the Shire of Nillumbik - and values the significance of the Wurundjeri people's history as essential to the unique character of Nillumbik.

We recognise the distinctive and special spiritual and material relationship that First Nations peoples have with the animals and plants, land, water and skies, including trees, rocks, hills and valleys, creeks, rivers and floodplains in Nillumbik.

We recognise and value the distinctive place of First Nations peoples in Australia's identity; from their cultural heritage and care of the land, to their ongoing contributions in many fields including academia, agriculture, art, economics, law, sports and politics.

We are committed to building genuine relationships with First Nations peoples to celebrate cultural heritage and foster trust and respect.

Awareness and engagement

We recognise that residents of Nillumbik include First Nations peoples from across Victoria and around Australia who have diverse cultures and historical experiences that enrich the fabric of our Country.

We respect the spiritual relationship – both historical and living – between the land and its First Peoples including the significant cultural heritage sites within the Shire.

We acknowledge the ongoing impact of policies and practices on First Nations peoples, who in many instances continue to be disadvantaged by the effects of displacement from their families, their land, language and traditional culture.

Accountability and direction

We commit to genuine partnerships with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation, First Nations peoples from around Australia and other stakeholders in developing and implementing Reconciliation Action Plans.

We accept responsibility in meeting and acting on these commitments and will facilitate and participate in activities that reinforce our commitment to reconciliation.

Governance and participation

We respect First Nations people's right to live according to their own values and customs, subject to the law, and share in all levels of decision-making on matters that affect them and their communities.

We acknowledge the important role of the First Peoples' Assembly and the Yoorrook Justice Commission in truth-telling, ensuring First Nations voices are centred, progressing Treaty negotiations in Victoria, and ensuring self-determination for First Nations Victorians.

We acknowledge the important ongoing role of the Nillumbik Reconciliation Group and other local groups and individuals and support their continued role in reconciliation.

Economic participation

We are committed to supporting and promoting the economic interests of First Nations communities, organisations, and businesses in all Council development, planning and service initiatives. Where possible we will provide pathways towards self-determination.

We will promote increased economic participation through job creation and business development initiatives that provide sustainable and tangible economic outcomes for First Nations people across the Shire.

Health and wellbeing

We urge all levels of government, commerce, and individuals to ensure First Nations people enjoy equal social, health and economic conditions with all Australians.

We are committed to ensuring that Council is culturally safe, free from racism and discrimination, and celebrates the continuing unique cultural and spiritual connections of First Nations people to the lands, waters, and sky across Nillumbik.

We acknowledge that the history of colonisation and government policies continue to impact the health and wellbeing of First Nations people today and we are committed to reconciling this through truth-telling and social justice.

Resourcing and funding

We will provide resourcing and funding to support reconciliation and self-determination. This includes establishing partnerships and agreements with First Nations organisations and businesses and increasing First Nations participation in Council activities.

We will explore ways to generate additional resources and funding through partnerships aligned with the principles of self-determination that generate increased

wealth and prosperity and provide improved community outcomes for First Nations people.

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Executive summary

Nillumbik Shire Council has developed its first Reconciliation Action Plan – a Reflect RAP – as we start our official reconciliation journey with First Nations people.

The RAP is our formal commitment to support First Nations peoples' rights, culture, heritage, needs and aspirations, and builds on our strong history of reconciliation in Nillumbik.

The actions outlined in this RAP are intended to help Council build stronger relationships with First Nations people, and create a more equitable and inclusive community.

This Reflect RAP has been developed over 18 months and has involved extensive community consultation in two phases. Throughout the process we have worked closely with Traditional Owners, the Wurundjeri Woi-wurrung people.

The first phase in 2023 sought ideas and suggestions from the Nillumbik community on what actions they would like Council to take to progress reconciliation and build on relationships with First Nations people. The second phase in 2024 presented the draft RAP for feedback.

Members of the community were also invited to join Council's RAP Working Group, which was instrumental in developing the draft and the final plan. The working group included Traditional Owners, local Aboriginal and Torres Strait Islander people, stakeholders including the Nillumbik Reconciliation Group, members of the general community, and Council executive members and staff. Council thanks the working group members for sharing their time, expertise and passion to develop this RAP.

The RAP document uses a template provided by Reconciliation Australia. It is written in a table that lists 14 actions, 39 deliverables and 57 activities, under the four pillars of:

- Relationship
- Respect
- Opportunities
- Governance.

Some of the actions include:

- Developing processes to deepen relationships with Aboriginal and Torres Strait Islander people, stakeholders and organisations.
- Educating the community and promoting reconciliation through events and activities.
- Educating staff and identifying internal processes to promote and enhance recognition and understanding of reconciliation.
- Increasing community and organisational understanding of local Traditional Owners and their culture, history and rights.
- Improving the employment outcomes of Aboriginal and Torres Strait Islander people.

- Ensuring there are equitable opportunities for First Nations businesses to supply goods and services.

Not all of the recommendations from the community during the consultation process aligned with the requirements of a Reflect RAP. Those that didn't have been recorded for further consideration during the preparation of future RAPs. Council will work towards delivering on Reflect RAP actions with the RAP Working Group monitoring its implementation over the next 12-18 months. We are committed to sharing achievements of this RAP with community and Reconciliation Australia.

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A Reflect RAP

Reconciliation Action Plans (RAPs) have enabled organisations to take meaningful action to advance reconciliation since 2006. RAPs are developed in partnership with Reconciliation Australia, which is the national body who approve and monitor RAPs.

There are four types of RAPs: Reflect, Innovate, Stretch and Elevate. Each type of RAP is designed to suit an organisation at different stages of their reconciliation journey. In line with community expectations, a Reflect RAP was chosen by Council to progress our reconciliation journey.

A Reflect RAP is for organisations which are new to reconciliation. A Reflect RAP is implemented over 12-18 months and focuses on 'getting the house in order'. This process will help to produce future RAPs and reconciliation initiatives that are meaningful, mutually beneficial and sustainable. A *Reflect* RAP is a public commitment published on Reconciliation Australia's website.

A Reflect RAP supports organisations to:

- Scope and reflect on how the organisation can contribute to reconciliation
- Develop and strengthen relationships with Aboriginal and Torres Strait Islander peoples and relevant stakeholders
- Determine the organisation's vision for reconciliation
- Explore the organisation's sphere of influence and consider where the organisation can have the best impact
- Engage staff and leaders in understanding the importance of reconciliation
- Establish an effective governance structure

After 12-18 months, Council will review its progress on the RAP actions with a view to progress to the next stage of the Reconciliation Australia RAP Framework.

RAP development

March – April 2023 - Community Engagement – Round 1 <ul style="list-style-type: none">• Online survey (29 participants)• 1 Traditional Owner workshop (3 participants)• 1 stakeholder workshop (13 participants)• 3 community consultation sessions (7 participants)• 12 early years services and school consultation sessions (155 participants)• 1 pop-up consultation workshop at Eltham Rotary Town Fair (25 participants)
October 2023 - RAP Working Group established <ul style="list-style-type: none">• 15 members• 1-2 seats for Traditional Owners (Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation)• 3 seats for Aboriginal and/or Torres Strait Islander community members• 1 representative from Nillumbik Reconciliation Group• 1 RAP Champion - Executive Leadership Team member• Other seats filled by Council officers and external stakeholders as required, including the Aboriginal Partnerships Officer
Draft RAP and RAP Vision developed
May 2024 – Community Engagement – Round 2 <ul style="list-style-type: none">• Eltham Library Community drop-in (24 participants)• Online survey submissions (16 participants)• 1 formal email submission• Wurundjeri Elders consultation (2 Elders)
RAP endorsed by Council
RAP endorsed by Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation
RAP endorsed by Reconciliation Australia

RAP vision

At Nillumbik Shire Council we celebrate the living culture of the Wurundjeri Woiwurrung people of the Kulin Nation – the Traditional Custodians of the land, waters and sky where we live, work and play.

We honour our nation's rich and long history and culture. We commit to learn and understand; to acknowledge past atrocities and trauma experienced by First Nations people; to create space for truth telling and listening, and a pathway forward for healing; to celebrate First Nations people's spiritual connection to, and care for, the beautiful lands we all call our home.

Through connection and genuine partnerships we embed First Nations voices into our decision making. Through education, we enable change and growth while continuing our reconciliation journey.

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About Nillumbik

Council acknowledges that this narrative is not a comprehensive account of the local area's story, nor is it the sole perspective that can be told. We also acknowledge that the modern Wurundjeri Woi-wurrung accounts within our municipality, and beyond, continue to evolve. Significant aspects of this ongoing story reside with the First Nations communities, to whom it rightfully belongs.

The Shire of Nillumbik (Shallow Earth) is situated on the north-eastern urban-rural fringe approximately 25km from Birraranga/ Naarm (Melbourne). The Shire is bordered by Birrarung (the Yarra), the Plenty River and the Kinglake Ranges.ⁱ Nillumbik forms part of the green wedge, providing a non-urban break between the Whittlesea urban growth corridor and the Lilydale (eastern) urban area. The green wedge is an area of environmental, cultural and agricultural importance, locally and regionally.

Wurundjeri Woi-wurrung people – the Traditional Owners of Nillumbik

The area now comprising the Shire of Nillumbik has been inhabited for thousands of years by Traditional Owners, the Wurundjeri Woi-wurrung people, who never ceded sovereignty of their Country.

The Wurundjeri people take their name from the Woi-wurrung language word 'wurun' meaning the Manna Gum (*Eucalyptus viminalis*) which is common along 'Birrarung' (Yarra River), and 'djeri', the grub which is found in or near the tree. Wurundjeri are the 'Manna Gum People'.ⁱⁱ

Wurundjeri Woi-wurrung people whose collective lands extend from West to the Werribee River, North to Mt Disappointment, East to Mt Baw Baw, South to the Mordialloc Creek, are a part of the Kulin Nation.

The two moieties of the Woi-wurrung people are Bunjil the Wedge-tailed Eagle, and Waa the Crow. In the Dreaming, Bunjil is the creation ancestor who created the landscape and the men (Kulin), while Waa is considered protector of Country and Kulin alike.ⁱⁱⁱ

Sites of cultural significance^{iv}

Several sites of First Nations Cultural significance are within the area now known as Nillumbik. These include:

- Pound Bend, Warrandyte is an important gathering place for Wurundjeri Woi-wurrung people. The Warrandyte Aboriginal Reserve is the site where Simon Wonga organised a great Kulin Nation corroboree in March 1852.
- Wurundjeri Woi-wurrung people are known to have met at the waterway junction of Diamond Creek and Birrarung in the area now known as Eltham Lower Park.

- Stone axes, grinding stones and anvil stones have been found in the gullies around Research, and canoe trees and artefacts on the Kangaroo Ground hills.
- The Darrabi Garden at Hurstbridge, Moor-rul Grasslands at Kangaroo Ground, and Gawa trail near Watsons Creek have been established to explain how the land was used by the Wurundjeri willam clan.
- The Panton Hill Bushland Reserve system is significant for its presence of heritage sites and diverse array of native plants, animals and vegetation.
- Garambi Baan (Laughing Waters) - situated in Eltham, has been an important gathering place and food growing and harvesting site for thousands of years.
- Ancient eel traps have been found in secluded bushland along the Birrarung.
- The Barak Bushlands, an urban and wetlands area west of the Eltham gateway approach near the Diamond Creek, forms part of a walking trail and was named in 2004 as part of the Shire of Nillumbik's commitment to Aboriginal reconciliation.

Map of Nillumbik including sites of significance to be included in final version.

Aboriginal and/or Torres Strait Islander Peoples living in Nillumbik

The ABS census estimates that Nillumbik is home to 380 Aboriginal and/or Torres Strait Islander Peoples. This has increased from 236 in 2016.

In 2021, 380 (0.6 per cent) people in Nillumbik identified as Aboriginal and/or Torres Strait Islander^y.

Of these, 50.3 per cent identified as male and 49.7 per cent identified as female. The median age was 28.

The majority of those reported being Aboriginal (355), with 17 people reporting they were of Torres Strait Islander origin and only 3 being Aboriginal and Torres Strait Islander.

Aboriginal and Torres Strait Islander peoples are diverse and many Aboriginal peoples living in the Shire do not identify as Wurundjeri Woi-wurrung (Traditional Owners).

Information collected within the census relies on self-identification and has limitations. Some Aboriginal and/or Torres Strait Islander Peoples may not feel comfortable disclosing their origin due to previous experiences of stigma, racism and trauma and may not trust government data gathering due to the historical misuse of personal information.

Reconciliation journey

Nillumbik has a rich history of reconciliation efforts, spanning several decades and marked by significant milestones and partnerships with First Nations communities. This summary provides an overview of Nillumbik's journey towards reconciliation, highlighting events and initiatives that have shaped the community's approach to acknowledging and celebrating First Nations culture and heritage.

Early initiatives and partnerships 1997-1999

In 1997, under the themes of Acknowledgement and Celebration, Council initiated a historic, regional partnership Statement of Apology and Commitment to Aboriginal Reconciliation with Banyule, Manningham and Whitehorse City Councils. This effort laid the groundwork for future collaborations aimed at fostering understanding, celebration and respect for First Nations cultures and achievements across the region.

The following year, in 1998, Council took a significant step by planning an apology to the Wurundjeri People and establishing a Memorandum of Understanding with Wurundjeri Elders. This included organising a Reconciliation Walk through Eltham to Wingrove Park, symbolising a commitment to reconciliation through community engagement.

During the Gayip Celebration in Wingrove Park later that year, Council launched its own comprehensive Statements of Apology and Commitment to Aboriginal Reconciliation. This landmark event was attended by First Nations leaders and approximately 1000 residents, underscoring widespread community support and participation.

Establishment of key initiatives and groups 1999-2001

In 1999, Council flew the Reconciliation flag, becoming one of the first Victorian municipalities to do so. This gesture was part of formalising Civic Recognition Protocols to acknowledge Wurundjeri traditional ownership of local lands and commemorate significant First Nations cultural events.

The same year witnessed the formation of the Nillumbik Reconciliation Group (NRG), a community-based organisation pivotal in advancing reconciliation efforts within the Shire. Council's support extended to initiatives such as the Artists in Residence program at Garambi Baan - Laughing Waters, fostering creative exchanges between artists and the local First Nations community.

Early cultural landmarks and educational initiatives 2002-2011

Throughout the early 2000s, NRG continued to play a crucial role in organising reconciliation events and educational projects. Initiatives such as the Gawa Wurundjeri Aboriginal Resource Trail in Watsons Creek and the Darrabi Native Food and Reconciliation Garden in Hurstbridge, underscored efforts to integrate First Nations cultural heritage into public spaces and educational curricula. In subsequent

years, Council expanded its commitment by supporting Nillumbik Reconciliation Group projects such as the Moor-rul Viewing Platform and the establishment of Moor-rul grasslands in Kangaroo Ground.

Strengthening relationships with the Wurundjeri community on Country 2012 – 2017

Beginning with collaborative campfire meetings in 2012 at Bunjil Reserve, in the Panton Hill Bushland, Wurundjeri Elders, Council officers, and reconciliation leaders developed shared partnership goals. Following this, Council led a series of immersive cultural events held in bushland reserves that featured activities such as campfire storytelling, tool-making, weaving and the construction of a traditional bark shelter. These events provided opportunities to build relationships and learn from Elders Uncle Dave Wandin and Uncle Bill Nicholson Jr. Artist Wurundjeri community Elder Aunty Judy Nicholson was commissioned to develop artwork for the Panton Hill Bushland Reserves and the NRG and run cultural events. This work involved the design and creation of interpretive signage and Wurundjeri art work which were named in Woi-wurrung language. Interpretive signage was also upgraded along the Gawa Trail.

The establishment of the Wurundjeri Food Fibre and Medicine Garden in 2016 solidified partnerships with the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation through engagement of the Narrap team to undertake land management alongside community groups. Events including the Myrnong Harvest and Women's Business gatherings at Bunjil Reserve in 2017 underscored ongoing cultural revitalisation efforts, complemented by installations of First Nations art and native gardens at the Eltham Adventure Playground, and educational initiatives with local schools. These initiatives reflect Nillumbik's commitment to fostering cultural understanding and collaboration with First Nations communities through creative and educational engagements.

Recent developments and future commitments 2018-2023

Increasing its commitments to supporting reconciliation, Council undertook a cultural safety audit in 2020 and committed to developing a Reconciliation Action Plan in 2021. Nillumbik Reconciliation Grants program was established, providing grants of up to \$1000 to support community-led reconciliation projects and events. Council endorsed the Burndap Birraung burndap umarkoo (Yarra Strategic Plan) in 2021 and has undertaken to collectively commit to implementing the Plan in partnership with Traditional Owners on their Country as part of the Yarra Collaborative Committee.

Nillumbik Shire Council has supported the Paradoxa Collective to undertake several community-oriented projects over recent years. Projects have included guided public walking talks in Bunjil Reserve, Panton Hill and co-funded with Panton Hill Living and Learning, the curation of 'Under the Canopy; Making and Shaping' at the Panton Hill Bushland Reserves. In 2022, Council commissioned the "Tread Lightly" public artwork by Paradoxa Collective and friends. The artwork serves as a commemoration of Wurundjeri community Elder Aunty Judy Nicholson (1963-2022). Several other artworks, interpretive signs and the Djilak Djirri Wurundjeri Seasonal Garden at Eltham North Adventure Playground were also completed during 2023.

In May 2023 – NRG celebrated 25 years since the 1998 Statements of Apology and Commitment event. In July 2023, Council adopted a motion to support both the Uluru Statement from the Heart and the First Nations Voice to Parliament.

Council's commitment to formalise these efforts culminated in the establishment of a Reconciliation Action Plan Working Group in December 2023. This group oversees the development of Council's Reconciliation Action Plan, reflecting a renewed focus on sustainable partnerships and community-driven initiatives.

The ongoing journey

Nillumbik's journey towards reconciliation is a testament to sustained community commitment and collaboration with First Nations groups. From early symbolic gestures to comprehensive community programs and educational initiatives, Council has demonstrated a steadfast dedication to fostering understanding, respect, and partnership with First Nations communities. Council will regularly provide updates about how the RAP is progressing. Looking ahead, the development of progressive Reconciliation Action Plans and ongoing community engagement initiatives will continue to shape Nillumbik's commitment to reconciliation, ensuring a future built on mutual respect and cultural inclusivity.

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RAP leadership

The RAP Working Group was established in 2023 and is responsible for leading the development of the RAP and overseeing the implementation and reporting on the RAP. For a Reflect RAP, a RAP working group is optional. However, Council chose to establish a working group that aligns with an Innovate RAP.

The RAP Working Group contributed significantly to the development of the draft RAP outlining the RAP vision and guiding community engagement.

The [RAP Working Group Terms of Reference](#) sets out that the group meets formally four times per year and includes 16 members made up of:

- one identified seat for Traditional Owners (Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation)
- three identified seats for Aboriginal and/or Torres Strait Islander community members
- one identified seat for a representative from Nillumbik Reconciliation Group
- one RAP Champion, who is a member of the Executive Leadership Team,
- other seats filled by Council officers and external stakeholders as required, including the Aboriginal Partnerships Officer.
- This Reflect RAP's focus is largely on internal processes, systems and capacity, therefore RAP Working Group membership includes representatives from HR, Communications, and Procurement.

We thank the following RAP Working Group members for their valuable contributions, insights and feedback throughout the development of the RAP:

- Wurundjeri Elder Aunty Gail Smith – Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation
- Gunditjmara Elder Uncle Joel Wright – Mob Jobs
- Cassie May – community representative
- Jillian Garvey – community representative
- Keryn Johnson – community representative
- Nina Kelabora – community representative
- Niree Bingham – community representative
- Corrie Nicholson – community representative
- Corrienne Nichols – Nillumbik Shire Council RAP Champion
- Tracey Varley – Nillumbik Shire Council
- Lance Clark – Nillumbik Shire Council
- Olivia Tolevski – Nillumbik Shire Council
- Jodi Philpott – Boandik Mob
- Sophie Kahl – Victorian Aboriginal News

As part of our leadership commitments we will ensure that each new Council term will commence with a Welcome to Country and Smoking Ceremony delivered by a Wurundjeri Elder. Councillors will also undertake cultural safety training and all Council executives and managers will receive cultural safety training annually.

Implementation and monitoring

This governance approach supports Council in meeting these obligations. The RAP Working Group will meet regularly throughout the life of the Plan.

Council is committed to reporting back to Traditional Owners, the community, stakeholders and Reconciliation Australia on progress towards implementing the RAP actions and deliverables. Input from the RAP Working Group will support delivery of actions and progress reporting.

Membership of the RAP Working Group will be reassessed for each future RAP to reflect the focus of the deliverables.

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RAP actions, deliverables and activities

Relationships

Action	Deliverable	Activities
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1. Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	1.1.1 Develop a comprehensive list of First Nations businesses, community leaders, and Aboriginal Community Controlled Organisations and government agencies with relevance to specific Council departmental operations for the purposes of increasing engagement and consultation.
		1.1.2 Develop a list of culturally appropriate, First Nations specific local services and First Nations business, and develop relationships with these services and business.
	1.2. Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	1.2.1 Engage with Aboriginal Community Controlled Organisations, First Nations businesses, and mainstream corporations, institutions and State Government agencies with First Nations specific units and services.
	1.3. Maintain and strengthen existing partnership collaborations with Wurundjeri Woi-wurrung Traditional Owners.	1.3.1 Continue to engage with Traditional Owners and Wurundjeri Elders via the monthly cultural consultation meetings.
		1.3.2 Strengthen relationship with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and its Narrap team to: <ul style="list-style-type: none"> • provide support with caring for Country activities

		<ul style="list-style-type: none"> • embed connection to Country into community infrastructure design and planning processes.
		1.3.3 Educate the community on the programs and services provided by Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation.
		1.3.4 Develop a place-naming policy and process for the prioritisation of names in Woi-wurrung language (e.g. street naming, open spaces, Council buildings).
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1. Circulate Reconciliation Australia's National Reconciliation Week (NRW) resources and reconciliation materials to our staff.	2.1.1. Continue to promote National Reconciliation Week (NRW) events, programs and activities in all Council media, publications and communications for staff and the community.
		2.1.2. Promote NRW events, programs and activities in Council's internal communications (eg. Agora, Wedgetales, CEO email)
		2.1.3. Increase visibility of Council's support of NRW.
	2.2. Communicate the significance of National Reconciliation Week at staff meetings, staff eNews and other relevant communication channels.	2.2.1. Continue to promote Nillumbik's Reconciliation Grant program through Council's media, publications and communications.
		2.2.2. Use NRW as an opportunity to provide professional development to Council officers and volunteers on the meaning of National Reconciliation Week, with a specific focus on being an ally throughout dates of cultural significance.
	2.3. RAP Working Group members to identify suitable local NRW	2.3.1. Continue to coordinate a NRW flag raising ceremony and community events.

	events and participate in National Reconciliation Week	
		2.3.2. Ensure First Nations people and Traditional Owners are involved in the planning and implementation of NRW activities and events.
	2.4. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.	2.4.1. Promote employee and volunteer attendance at NRW activities as part of Council's HR Health and Wellbeing calendar.
3. Promote reconciliation through our sphere of influence.	3.1. Communicate our commitment to reconciliation to all staff.	3.1.1. Identify relevant reconciliation actions and deliverables for various committees and include as a standing agenda item for all internal and external Council meetings.
		3.1.2. Embed recognition of, and participation in, cultural dates of significance in business planning processes and individual performance dashboards.
		3.1.3. Include RAP in new staff induction and orientation.
		3.1.4. Include reconciliation in business planning templates.
		3.1.5. Ensure copies of the RAP are readily available and visible in high traffic areas of all Council work places and community public places.
		3.1.6. Use Council's external and internal communication channels (eg. Nillumbik News, Council's website, Wedgetales, Agora, CEO email etc) to share stories about Nillumbik's First Nations culture, and ensure information regarding relevant events, programs and opportunities are shared regularly.

		3.1.7. Highlight the RAP as part of Nillumbik's broader Strategic Planning framework.
	3.2. Identify and connect with external stakeholders that our organisation can encourage engagement on our reconciliation journey.	3.2.1. Advocate for reconciliation to be a standing agenda item through external Communities of Practice and networks.
	3.3. Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	3.3.1. Provide ongoing support to the Nillumbik Reconciliation Group (NRG), including support in increasing the membership and participation of First Nations people.
4. Promote positive race relations through anti-discrimination strategies.		3.3.2. Provide support to local and externally-run Early Years services undertaking their own RAP.
	4.1. Research best practice and policies in areas of race relations and anti-discrimination.	4.1.1. Review organisational values to include reference to positive race relations, anti-racism and anti-discrimination.
		4.1.2. Continue to embed the Nillumbik Access, Equity and Inclusion policy
		4.1.3. Include an anti-racism and anti-discrimination statement of commitment on the Nillumbik website and social media channels to promote positive race relations.
		4.1.4. Review Council's social media guidelines to ensure they include a process for responding to discriminatory and/or racist comments on Council's social media channels
	4.1.5. Encourage use of the Nillumbik Community Profile and external research to ensure anti-discrimination and anti-racism strategies are evidence based and data informed to promote positive race relations.	

4.2. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.

4.2.1. Review all HR policies and processes to include reference to promotion of positive race relationships and zero tolerance for discrimination and racism.

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Respect

Action	Deliverable	Activities
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1. Consult with Traditional Owners and other stakeholders in ways that increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	5.1.1. Consult with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation on the provision of workshops, on Country walks and formal cultural training options to be delivered by Elders and or Traditional Owners.
	5.2. Provide staff information session about local Aboriginal histories delivered by local Traditional Owners for the Nillumbik Shire and Wurundjeri Woi-wurrung Country.	5.2.1. Implement online cultural awareness training for new Councillors, employees and volunteers.
		5.2.2. Provide education to Council officers, Councillors and Council volunteers on cultural awareness, cultural safety and cultural competency that includes First Nations local history, culture and specialist relevant content that is trauma-informed.
	5.3. Conduct a review of cultural learning needs within our organisation.	5.3.1. Implement recommendations as contained in the Nillumbik Cultural Reflections survey conducted in 2020.
5.3.2. Commit to undertaking an ongoing internal Cultural Reflection Survey to monitor progress and identify gaps in the knowledge of Council Officers and volunteers.		

	5.4.	Contract First Nations providers to run cultural safety training for all staff and Councillors (mandatory).	5.4.1. Develop a list of First Nations providers of Cultural safety training and engage their services as key to implementing a cultural learning strategy.
			5.4.2. Continue to engage Wurundjeri Woi-wurrung cultural training services as part of the cultural learning strategy.
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1.	Develop an understanding of the local Traditional Owners of the lands and waters within our organisation's operational area.	6.1.1. Include a Welcome to Country, smoking ceremonies, dancers and cultural performers as best practice in all major Council events.
			6.1.2. Include Acknowledgement of Country as a standard item at the beginning of all internal and external meetings.
			6.1.3. Develop cultural protocol guidelines and a days of significance schedule for access by all staff.
	6.2.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	6.2.1. Continue to upskill Council officers and volunteers and create awareness of cultural protocol through internal communication channels (eg. Wedgetales, Agora) and induction processes.
			6.2.2. Consider the development of or permission to use an existing series of story-telling videos explaining different elements of cultural protocol to support community understanding.

7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

7.1.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	7.1.1. Share local NAIDOC week events, activities and programs through Council’s external communication channels (eg. social media, website, Nillumbik News, e-newsletters) and internal communication channels (eg. CEO email, Wedgetales, Agora).
7.2.	Introduce our staff to NAIDOC Week by promoting external events in our local area.	7.1.2. Deliver a dedicated NAIDOC edition of Wedgetales during NAIDOC Week 7.2.1. Increase visibility and celebration of NAIDOC Week through email signatures, MS Teams/Zoom backgrounds, screen savers, and access to NAIDOC activities website. 7.2.2. Work closely with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation to ensure any Council-facilitated events during NAIDOC Week are culturally appropriate.
7.3.	RAP Working Group to participate in an external NAIDOC Week event.	7.3.1. Actively support Council officers and volunteers to engage in NAIDOC Week events. 7.3.2. Support First Nations peoples’ attendance at NAIDOC Week events through the provision of transport options.
7.4.	Explore opportunities to participate in external NAIDOC events to be extended to all staff and Councillors.	7.4.1. Ensure Executive Leadership and Councillors lead by example in attending NAIDOC Week events. 7.4.2. Ensure Council officer understanding of the option to work on a public holiday to

		provide an opportunity to participate in a NAIDOC Week event.
8. Recognise and celebrate Aboriginal and Torres Strait Islander dates of significance.	8.1. Develop a calendar of Aboriginal and Torres Strait Islander dates of significance to promote, commemorate and celebrate.	7.4.3. Facilitate NAIDOC Week activities to be delivered through the Nillumbik Living and Learning Centres, Edendale Community Environment Farm and/or the Hurstbridge Community Hub.
		8.1.1 Update the Nillumbik Cause Days document (internal), Events calendar (external) and HR Health & Wellbeing calendar (internal) to include dates of cultural significance to be promoted to all staff.
		8.1.2 Promote and increase understanding of dates of significance through Council's external and internal communication channels.
		8.1.3 Support the RAP Working Group with budget and resourcing for facilitating participation in cultural dates of significance and associated events and activities.
		8.1.4 Provide opportunities to First Nations people and groups to promote community-led cultural events and activities through Council's communication channels.
8.1.5 Explore extending Council's recognition of cultural dates of significance to Wurundjeri Week and Elders Day.		

Opportunities

Action	Deliverable	Activities
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	9.1. Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	9.1.1. Scope and implement First Nations identified Council officer roles.
		9.1.2. Promote external employment opportunities and volunteer opportunities through First Nations media, job boards, networking groups and/or employment agencies.
		9.1.3. Develop and invest in the design of work experience, internships and traineeships opportunities that provide employment pathways for First Nations people.
		9.1.4. Strengthen relationships with First Nations employment agencies to increase First Nations employment at Council.
		9.1.5. Strengthen relationships with First Nations youth organisations to promote work experience opportunities and employment pathways for First Nations youth.
	9.2. Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	9.2.1. Provide tailored professional development pathways for First Nations Council Officers pursuing leadership, executive and political opportunities.

		9.2.2. Support the retention of First Nations employees through culturally appropriate mentoring and provide access to a culturally sensitive EAP.
		9.2.3. Seek funding opportunities for Living & Learning Nillumbik to support employment pathway programs to First Nations people.
		9.2.4. Explore the opportunity to sponsor a Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation Narrap team member to undertake employment training.
		9.2.5. Review HR recruitment policies and processes to increase cultural safety in the workplace.
		9.2.6. Allocate budget to engage First Nations consultants to review position descriptions and recruitment material for First Nations identified positions.
		9.2.7. Ensure a culturally safe workspace for First Nations employees and volunteers through increased visibility – including display of artwork by First Nations artists in the workplace and Acknowledgement of Country signage.
		9.2.8. Facilitate opportunities for willing First Nations Council officers and volunteers to connect with one another in the workplace, both socially and professionally.
		9.2.9. Negotiate for the Employee Enterprise Agreement to provide specific First Nations cultural leave provisions for Sorry Business, cultural obligations, and attendance at days of significance including NAIDOC and National Reconciliation Week.

		9.2.10. Ensure all Managers, Coordinators, and Leads are trained and encouraged to facilitate flexibility and support for First Nations Council officers to access cultural leave that allows them to participate in Sorry Business, cultural obligations, and days of significance.
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	10.1. Review procurement policy to remove barriers to increasing supplier diversity from Aboriginal and Torres Strait Islander owned businesses.	10.1.1. Ensure that opportunities for First Nations businesses in the tendering for the supply of Council services and materials are equitable, with exemptions applied where relevant.
		10.1.2. Each Council department to compile and provide a list of potential services and supply needs for consideration in the review of the Procurement policy to understand where First Nations businesses can be engaged and prioritised.
	10.2. Investigate Supply Nation membership and Kinaway Aboriginal Chamber of Commerce	10.2.1. Use and prioritise First Nations businesses and suppliers through Kinaway Chamber of Commerce and/or Supply Nation business directories.
		10.2.2. Promote the use of Kinaway Chamber of Commerce and Supply Nation business directories to community groups, schools and businesses, as well as managers, tenants and hirers of Council owned facilities.

	10.3. Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	10.3.1. Consider setting a target for the number of First Nations businesses and suppliers engaged through Council.
		10.3.2. Use First Nations businesses in the stocking of Council's retail ventures (eg. Edendale Farm gift shop).
		10.3.3. Communicate Council's commitment to reconciliation and incorporate the inclusion of First Nations businesses as a condition in all Request for Quote (RFQ) and tenders.

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Governance

Action	Deliverable
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	11.1. Maintain Aboriginal and Torres Strait Islander representation on the RWG, including identified positions for Wurundjeri Woi-wurrung Traditional Owners.
	11.2. Establish and apply a Terms of Reference for the RWG.
	11.3. Meet at least four times per year to drive and monitor RAP implementation.
12. Provide appropriate support for effective implementation of RAP commitments.	12.1. Define resource needs for RAP implementation.
	12.2. Engage our senior leaders and other staff in the delivery of RAP commitments.
	12.3. Define and maintain appropriate systems to track, measure and report on RAP commitments.
	12.4. Appoint and maintain an internal RAP Champion from senior management.
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	13.1. Contact Reconciliation Australia to ensure that our primary and secondary contact are up-to-date to ensure we are receiving important correspondence.
	13.2. Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.
	13.3. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.
14. Continue our reconciliation journey by developing our next RAP.	14.1. Register via Reconciliation Australia's website to begin developing our next RAP.

Not all recommendations from the community during the consultation process aligned with the requirements of a Reflect RAP. These have been recorded for further consideration during the preparation of future RAPs.

Appendix 1: Glossary

Aboriginal and/or Torres Strait Islander person is a person of Aboriginal or Torres Strait Islander descent who identifies as an Aboriginal or Torres Strait Islander (person) and is accepted as such by the community in which they live, according to s51 (25) of the High Court of Australia (1983).^{vi}

Elders are a respected member of the Community who has gained recognition as a custodian of knowledge and lore, and who has permission to disclose knowledge and beliefs.^{vii}

First Nations people or First Peoples are peoples or nations of people connected to an area before colonisation. In Australia, it generally refers to People of Aboriginal or Torres Strait Islander descent who identify as an Aboriginal or Torres Strait Islander. While these terms have some general acceptance, some individuals or groups of Aboriginal and/or Torres Strait Islander peoples may not prefer them.

Gathering Places are community-owned and operated places that provide opportunities for people to connect and deliver services.

Native Title is the recognition in Australian law that some Aboriginal and Torres Strait Islander people continue to hold rights and interests in land and water.^{viii}

NAIDOC is the National Aborigines and Islanders Day Observance Committee (NAIDOC), has a long history. NAIDOC has its roots in the Aboriginal Rights groups who protested the treatment of Indigenous Australians in the early 20th century. Since then, NAIDOC has evolved into National NAIDOC Week.

First Peoples' Assembly of Victoria is the independent and democratically elected body to represent Traditional Owners of Country and Aboriginal and Torres Strait Islander peoples in Victoria.^{ix}

Yoorrook Justice Commission is the first formal truth-telling process into historical and ongoing injustices experienced by First Peoples in Victoria. Yoorrook was set up by agreement between the First Peoples' Assembly of Victoria and the Victorian Government, but operates independently of both.^x

Truth-telling has been central to reconciliation since the Council for Aboriginal Reconciliation began its work 30 years ago. As the Australian Declaration Towards Reconciliation made clear: *Our nation must have the courage to own the truth, to heal the wounds of its past so that we can move on together at peace with ourselves.*^{xi}

Treaty is an agreement between states, nations or governments. The Victorian Government is in the process of negotiating a treaty or treaties with Aboriginal and/or Torres Strait Islander Victorians.^{xii}

Uluru Statement of the Heart is an invitation to the Australian people from First Nations Australians. It asks Australians to walk together to build a better future by

establishing a First Nations Voice to Parliament enshrined in the Constitution, and the establishment of a Makarrata Commission for the purpose of treaty making and truth-telling.^{xiii}

Reconciliation Action Plans (RAPs) allow organisations to sustainably and strategically take meaningful action to advance reconciliation. Based around the core pillars of relationships, respect, and opportunities, the plans provide tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples. They increase economic equity and support First Nations' self-determination, providing a foundation to move forward in self-determination towards Treaty and justice.^{xiv}

Reflect RAP is for organisations who are new to reconciliation. This process will help to produce future RAPs and reconciliation initiatives that are meaningful, mutually beneficial and sustainable. A Reflect RAP is a public commitment published on Reconciliation Australia's website.^{xv}

Registered Aboriginal Parties. The Aboriginal Heritage Act 2006 recognises Aboriginal people as the primary guardians, keepers, and knowledge holders of Aboriginal cultural heritage.^{xvi}

Self-determination is defined under the United Nations Declaration on the Rights of Indigenous Peoples as the ability for Indigenous peoples to freely determine their political status and pursue their economic, social, and cultural development.^{xvii}

Traditional Owner refers to the original custodians of the land and waters with unique roles in caring for Country and a deep spiritual connection to it. The term "Traditional Owner Group" is defined in section 3 of the *Traditional Owner Settlement Act 2010 (Vic)*.^{xviii}

Wurundjeri Woi-wurrung people are the Traditional Owners of the Country on which Nillumbik is located.

Appendix 2: Policy context

The following list outlines policies, frameworks and legislations that relate to Nillumbik's reconciliation journey

- The *Advancing the Treaty Process with Aboriginal Victorians Act 2018*
- The First Peoples' Assembly of Victoria (the Assembly) in 2019
- The Yoorrook Justice Commission
- The National Agreement on Closing the Gap (July 2020)
- The Victorian Closing the Gap Implementation Plan
- The Australian Local Government Association (ALGA) Implementation Plan (2021).
- The Victorian Aboriginal and Local Government Strategy (2021-2026).
- The *Local Government Act 2020*
- The *Public Health and Wellbeing Act 2008*
- The *Local Government Act 2020*
- The *Planning and Environment Act 1987*
- The *Native Title Act 1993 (Cth)*
- The *Traditional Owner Settlement Act 2010 (Vic)*
- The *Aboriginal Heritage Act 2006 (Vic)*
- The *Charter of Human Rights and Responsibilities Act 2006*.

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^{xv} Reconciliation Australia (2024). *The RAP Framework*. Available at <https://www.reconciliation.org.au/reconciliation-action-plans/>

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^{xvii} Australian Human Rights Commission (2024). *UN Declaration on the Rights of Indigenous Peoples*. Available at: <https://humanrights.gov.au/our-work/un-declaration-rights-indigenous-people>

^{xviii} Victorian Government (2022). *Victorian Aboriginal Local Government Strategy*. Available at: <https://www.localgovernment.vic.gov.au/our-partnerships/victorian-aboriginal-and-local-government-strategy>

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