

CITY OF BALLARAT



Sustaining growth. Strengthening communities.



Reconciliation Action Plan
2014 - 2017





TABLE OF CONTENTS

Introduction & Statement from the Mayor	4-5
Our Business and Community	7
Our Vision for Reconciliation	10
Our Reconciliation Action Plan Journey	12
The Koorie Engagement Action Group (KEAG)	14
Action Plan:	
People and Communities	18
• Cultural Diversity; Library Services; Youth Services; Maternal and Child Health; Aged Care/HACC; Disability Services; Community Engagement	
City Strategy	22
• Arts and Culture; Her Majesty's Theatre	
City Infrastructure	24
• Infrastructure Design and Delivery; Recreation Planning & Management; City Services	
Finance	25
• Human Resources	
All of Council	26
Statement of Commitment Pledge	27
Tracking progress, reporting & Acknowledgements	28

INTRODUCTION

We acknowledge the Recognition and Settlement Agreement between the Dja Dja Wurrung and the State of Victoria. The Wadawurrung and Dja Dja Wurrung people are the traditional custodians of the spirit of the lands and waters within the Municipality of Ballarat (balla-arat, said to mean resting place). They continue to live on this land and take responsibility to care for its health through the preservation of the areas rich cultural heritage significance, as they have done so for thousands of years. Wadawurrung and Dja Dja Wurrung are the Registered Aboriginal Parties under the Aboriginal Heritage Act 2006.

Ballarat has become home to people from many Aboriginal and Torres Strait Islander clans throughout Australia. Sometimes under difficult circumstances such as being victims of the Stolen Generation and placed in the Ballarat Children's Homes.

Ballarat is part of the Great Kulin Nation. The Kulin nation is an alliance of five Aboriginal Australian nations in central Victoria. Before European settlement, the five tribes spoke five related languages. Their collective territory extends around Port Phillip and Western Port, up into the Great Dividing Range and the Loddon and Goulburn River valleys. To the east live the Gunai/Kurnai people of Gippsland. Five distinct languages were spoken in two groups. The Eastern Kulin group includes Woiwurrung, Bunurong, Taungurong, Ngurai-illam-wurrung. The western language group is the Wadawurrung. This beautiful, much esteemed and admired traditional land has a long and varied history today. It provides space for all people of all nations to live together in harmony.



A MESSAGE FROM THE MAYOR

It is with great pleasure that I present to you the City of Ballarat's Reconciliation Action Plan (RAP) 2014 – 2017.

The Reconciliation Action Plan is this Council's commitment to supporting the reconciliation process and closing the gap in disadvantage between Aboriginal and Torres Strait Islander peoples and other Australians.

It encourages greater understanding, acknowledgment, respect, inclusion and opportunities for the Aboriginal and Torres Strait Islander people of this region and it ensures that Councillors, staff and members of the community are able to contribute to the reconciliation process.

The Reconciliation Action Plan is an important tool in creating respectful communities, social inclusion and equality, and strengthening the ability of Ballarat to be a safe, healthy, connected and respectful place to live.

Congratulations and thank you to those who put the Plan together – City of Ballarat staff, Reconciliation Action Plan Working Group, Koorie Engagement Action Group as well as members of the Aboriginal and Torres Strait Islander and wider community.

The City of Ballarat's approach to reconciliation is one of leadership and collaboration. We encourage all Ballarat businesses and community members to ensure their events, programs and processes have a culture of inclusiveness as well as celebration.

Ballarat Mayor,
Cr John Philips



***Aboriginal
Councillors**

** Vision identified by the KEAG at the strategic planning and review day 2013*

OUR BUSINESS AND COMMUNITY

The City of Ballarat has an estimated population of 100,550 (VIF ERP - 30 June 2014). The municipal district encompasses the City of Ballarat and the townships of Learmonth, Buninyong, Miners Rest and Cardigan Village.

According to the 2011 census 1.2% of the City of Ballarat's population were of Aboriginal and/or Torres Strait Islander decent, equating to approximately 1,140 people (a 33.8% increase since the previous census in 2006). The region has a very strong Aboriginal history and a very strong and active community today. The City of Ballarat municipality boundaries fall within the traditional boundaries of the Kulin Nation, with the Wadawurrung and Dja Dja Wurrung people being the Traditional Owners.

The Aboriginal and Torres Strait Islander community in Ballarat is largely comprised of persons whose traditional lands are outside Wadawurrung and Dja Dja Wurrung country and some outside Victoria. Many of these families have resided in Ballarat for two – three generations and these families have formed the community's social support infrastructure including Aboriginal organisations, networks and groups. At the time of writing this RAP, Council employs 850 staff. At present, Council do not record staff data of who identify with being Aboriginal & Torres Strait Islander, but will seek to do so in the duration of this RAP.

The elected Council and administration of the City of Ballarat performs functions and exercise powers prescribed by the Local Government Act 1989 ('the Act'), and deliver a range of services to residents, business and visitors to the municipality. Section 3D (2) of the Act sets out that the role of a Council includes:

“(a) acting as a representative government by taking into account the diverse needs of the local community in decision making.”

The City of Ballarat embarked on a journey of reconciliation with its Aboriginal community in 2003. A Statement of Commitment was developed through a process of negotiation and consultation with members of the local Aboriginal community, general community and Council's Unfinished Business Advisory Committee. At a meeting of Council on February 12, 2003, Council adopted the Statement of Commitment to the Local Indigenous Community (Council's current Statement of Commitment can be seen on page 17).

In December 2011, Council adopted its first Reconciliation Action Plan (RAP). This document is Council's second RAP, which further articulates Council's commitment to Ballarat's Aboriginal and Torres Strait Islander communities using a 'whole of organisation' action planning framework. Championing the RAP in Council is the Learning & Diversity Unit, and the Koorie Engagement Action Group.

Photo (left): 2013 Australia Day award recipient

OUR BUSINESS AND COMMUNITY

The City of Ballarat takes very seriously the wellbeing of its Aboriginal and Torres Strait Islander and cultural communities. Significant work is currently identified within the following key areas of Council:





Photo: "Working together builds a stronger community, better life" – Karen Heap, CEO Ballarat and District Aboriginal Cooperative

OUR VISION FOR RECONCILIATION

The City of Ballarat acknowledges the Wadawurrung and Dja Dja Wurrung people as the traditional custodians of the land on which its community live. Our community has strengths and assets, and we seek to develop and build on these, taking into account the diversity of our community.

Vision: The City of Ballarat (COB) will acknowledge through actions, as well as words, the history & continuing contribution made by Aboriginal & Torres Strait Islander people - in particular the Wadawurrung and Dja Dja Wurrung people. COB will support, foster & encourage the sharing of walking together for Aboriginal & non-Aboriginal community members.

Success of the City of Ballarat's Reconciliation Action Plan 2014-2017 will be achieved through an ALL of Council approach, and measured through the following:

- Demonstrated respect for Aboriginal and Torres Strait Islander people, their history and cultures
- Ensuring and respecting that Aboriginal people have equal opportunity to participate in the decision making processes which affect their everyday lives
- Encouraging an 'open doors' approach to Council, creating interest in our services, and enabling easy access to information
- Supporting the aspirations of the Aboriginal community by committing to the identified key actions of this document

This will ensure that Councillors, staff and members of the community are able to contribute to the reconciliation process.



2014 - 2017

- Reconciliation Action Plan; actions fulfilled

10
YEARS

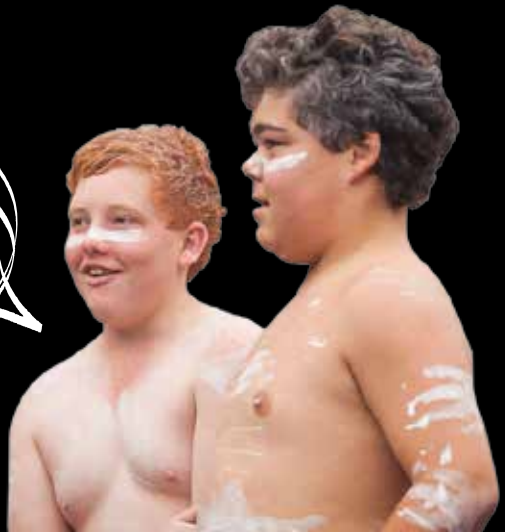
- Leadership Mentoring
- Aboriginal Councillor(s) contributing to democratic / decision-making processes
- Significant participation in Council activities and events
- City of Ballarat Aboriginal Employment Strategy
- Aboriginal and Torres Strait Islander people employed at Council

20
YEARS

- Leadership Mentoring
- Aboriginal Councillor(s) contributing to democratic / decision making processes
- Significant participation in Council activities and events
- Aboriginal representation on Council committees

***Preserving
Aboriginal culture**

***Maintaining
Aboriginal
identity!**



** Vision identified at 2013 strategic planning and review day Photo: (left) Ballarat primary school students take in some cultural learning*

OUR RECONCILIATION ACTION PLAN JOURNEY

At the beginning of the new millennium, many Australians had been engaged in the movement for reconciliation and the push for the recognition of Native Titles rights for Aboriginal and Torres Strait Islander peoples.

In Ballarat the Defenders of Native Title group¹, along with the City of Ballarat and key Aboriginal and Torres Strait Islander community members had been active in raising awareness of local issues. A culmination of this campaign was the development of the City of Ballarat's Statement of Commitment to local Aboriginal and Torres Strait Islander people and the flying of the Aboriginal flag on the Town Hall.

Over the past decade, the City of Ballarat has continued to develop and enhance positive relationships with the local Aboriginal and Torres Strait Islander community through the Koorie Engagement Action Group, previously known as the Unfinished Business Advisory Committee².

The impetus for developing our first RAP 2011-2013 came after a community forum was held in November 2009 at the Yuille Park Primary School. Through a series of workshops, attendees were asked to identify how the City of Ballarat could best support reconciliation. One of the key outcomes was to re-energise the existing advisory committee, and to charge this group with the development and monitoring of a new Action Plan.

The City of Ballarat worked directly with Aboriginal and Torres Strait Islander people in implementing this inaugural RAP through community networks, forums and individually. Key achievements of the RAP include (but not limited to):

- Visible and significant participation in major community events such as Begonia Festival; Harmony Fest; NAIDOC Week; Reconciliation Week and the swearing in of the new Council in 2012

1. From its origins in 1997, the Defenders of Native Title (later becoming Australians for Native Title and Reconciliation, or ANTaR) has always seen its task as 'changing the hearts and minds of the Non Indigenous community' to make it more aware of the true Aboriginal history, both as an end in itself but also to build a constituency for appropriate Government action. Included in Ballarat's original membership were Maureen Riches-Brown, Neville Oddie, Zaiga Svanosio, Uncle Ted Lovett, Peta Price, Peter Bron and Rev Bruce Waldron. 2. The Unfinished Business Advisory Committee (UBAC) was established in 2003, and formally recognised by Council as its key advisory committee in 2007. In 2010 it became the Koorie Engagement Action Group, or KEAG



- Strengthening and support of Council's advisory committee, the KEAG
- Employment outcomes in the areas of Citywide Services; Maintenance & Construction and Youth Services areas.
(CoB also auspiced 10 Aboriginal and Torres Strait Islander trainee positions for the Finding Futures Aboriginal Cemetery project in 2012)
- Aboriginal flag flown at prominent Council venues
- Acknowledgement of Country given at Council meetings and prominent events
- Aboriginal artwork displayed at Council venues

In September 2013, members of the RAP working group, the KEAG, key community stakeholders and Council Officers met for a Strategic Planning and Review Day, where the RAP was analysed, discussed, and finally a vision for Council's new RAP was set in motion. Council's RAP working group has a consistent membership and is led by the KEAG co-chairs. A further planning session was held in the Town Hall in October, where participants were able to draw out and prioritise specific actions for Council's new RAP.

This new plan is a result of extensive review, analysis, consultation and collaboration. It focuses on actions that the City of Ballarat can progress as an organisation, but we realise this cannot occur in isolation. Rather, the reconciliation process must, by its very nature, be collaborative and founded on a working partnership with Aboriginal and Torres Strait Islander people and supported by the broader community.

** Vision identified at 2013 strategic planning and review day*

Photo: (above) Ballarat's Aboriginal and Torres Strait Islander community and African community exchange gifts at Harmony Fest

THE KOORIE ENGAGEMENT ACTION GROUP

The City of Ballarat's Koorie Engagement Action Group (KEAG) was established in 2010, to continue the previous work of the Unfinished Business Advisory Committee. The group's aim is to enhance the opportunities for Aboriginal and Torres Strait Islander residents of Ballarat to contribute, participate and benefit from Ballarat's community life.

The main objectives of the Committee are to:

- Advise the City of Ballarat on matters of engagement for Koorie people in the region;
- Oversee the implementation of Council's Reconciliation Action Plan;
- Enhance and promote understanding within the Ballarat community of Koorie culture, society and heritage;
- Identify issues affecting the health and wellbeing of Koorie people and develop responses in collaboration with key partners, agencies and other tiers of government;
- Influence change processes in agencies providing services to Koorie people to assist in building cultural sensitivity and service integration that facilitates greater responsiveness to the needs of Koorie people;
- Advocate for and support key elements of the existing current service and support infrastructure in Ballarat for Koorie people.

HISTORY

The Unfinished Business Advisory Committee (UBAC) was established in April 2003 as an informal working group to enhance the opportunities for Aboriginal and Torres Strait Islander residents of Ballarat.

Re-launched in 2006, Council established UBAC as an Advisory Committee to Council with fixed membership to be appointed by Council. The re-launch provided Council with an opportunity to confirm its commitment to Aboriginal reconciliation by creating a formal relationship through a reconstituted committee.



At that time there were some notable achievements including the 'Welcome to Country' signage project, the Windmill Playground initiative and acknowledgement of traditional owners at Council meetings and Civic Receptions.

During 2009, Council worked with the local Aboriginal and Torres Strait Islander community on identifying a number of community issues and priorities as part of a Reconciliation Strategy review process. A central theme of the feedback provided was that UBAC was not representative of the local Aboriginal and Torres Strait Islander community and the Committee needed to operate within a different context.

At the UBAC meeting on 16 February 2010, the Committee unanimously endorsed a proposal to re-develop the group as the Koorie Engagement Action Group. The working group remains a key advisory committee to Council. Nowadays, KEAG members are consulted regularly to ensure all Council activities, practices, plans, decisions and strategic directions are undertaken in a way that is responsive and inclusive of Aboriginal and Torres Strait Islander issues. This includes culture, heritage and recognition of the traditional custodians of the land as the Wadawurrung and Dja Dja Wurrung people and their representatives.

The Koorie Engagement Action Group provides a voice for the Aboriginal and Torres Strait Islander community to Council about important issues.

Photo: KEAG members L to R: Sissy Austin, Elizabeth Liddle, Liz Hardiman, Paul Mason, Jenny Fink, Tony Lovett, Cr Belinda Coates, Helen McIntosh, Julian Harvey. Absent: Peter Lovett, Jon Kanoa, Larry Kanoa, Karen Heap, Katrina Beer, Sean Fagan, Nikki Foy, Jamie Lowe and Ashlee Rodgers.

** Vision identified at 2013 strategic planning and review day*



Photo: A young Djap Wurrung women proudly celebrates her heritage.

Action Plan 2014-2017



PEOPLE AND COMMUNITIES

“We imagine Ballarat as a safe and well-serviced city that provides equal access to opportunities for its citizens at all stages of life, has connected communities that participate actively in civic life and offers diverse and accessible recreation, leisure, learning and sporting opportunities that encourage healthy lifestyles.”



***Inter-cultural city,
no distinctions -
Cultural Capital**

Photo: A young Wadawurrung woman proudly celebrates her heritage * Vision identified at 2013 strategic planning and review day

	Actions	Timeline	Measureable Target	Responsible
Relationships	1. Continue the RAP working group to actively monitor RAP development including implementation of actions, tracking progress and reporting	Twice yearly June & December	Working group (consisting of at least 3 Aboriginal and Torres Strait Islander members) meet on an 'as needs' basis to monitor the progress of Council's RAP	Cultural Partnerships Officer
	2. Support Council's Koorie Engagement Action Group	Monthly Meetings.	<ul style="list-style-type: none"> • Advice sought from KEAG for key policies/strategies and planning • KEAG to advocate and facilitate improved engagement between Aboriginal and Torres Strait Islander stakeholders and Council business units/strategies • Council to provide secretarial support to the KEAG • Minimum of 9 meetings per year 	KEAG Cultural Partnerships Officer & Executive Assistant People & Communities
	3. Get to know the Aboriginal and Torres Strait Islander community	Review Annually, December	<ul style="list-style-type: none"> • Annual community conversations with Councillors, senior staff and Ballarat's Aboriginal and Torres Strait Islander community • Continuously seek input from members of the Aboriginal and Torres Strait Islander community during Council community engagement sessions, ie. through the Engaging Communities program 	Manager Community Engagement & Councillors
	4. Celebrate National Reconciliation Week Provide opportunities for staff and the community to build relationships between Aboriginal and non- Aboriginal people	Annually May	Host at least one internal event for Reconciliation Week.	Cultural Partnerships OFFICER (and KEAG)
	5. Improved engagement with Elders and other Aboriginal and Torres Strait Islander clients	March 2015	Improved engagement with particular focus on health outcomes by: <ul style="list-style-type: none"> • Increased education of community and Council resources • Involvement with and/or membership on the Positive Ageing Committee • Involvement with and/or membership on the Disability Advisory Committee • Increased consultation and service provision to Aboriginal and Torres Strait Islander community through HACC services 	Manager, Community Care & Access
Opportunities	6. Support culturally appropriate Youth participation activities and identified initiatives	Review Annually, December	<ul style="list-style-type: none"> • New and existing Youth Services programs include engagement and inclusion of Aboriginal and Torres Strait Islander Youth • Connect Aboriginal and Torres Strait Islander Youth with other support networks and opportunities • Contribute to personal and professional development opportunities for groups and individuals 	Manager, Youth Services
	7. Financially support Aboriginal and Torres Strait Islander initiatives in Ballarat	Review Annually, December	Support initiatives and activities benefitting the whole community through Council's Community Impact Grant program	Manager Community Engagement



	Actions	Timeline	Measureable Target	Responsible
Opportunities	8. Explore partnerships and funding opportunities	December 2015	Identify, and apply for external funding to support Aboriginal and Torres Strait Islander initiatives	Cultural Partnerships Officer
	9. Compile early years data specific to Aboriginal and Torres Strait Islander infants and children in Ballarat	December 2014	Complete and launch 'Reflections' document	Early Years Community Facilitator
	10. Aboriginal and Torres Strait Islander Youth representation on Council committees	July 2015	Representation on, but not limited to Youth Council and KEAG	Youth Engagement Officers
Respect	11. Aboriginal and Torres Strait Islander specific information on CoB website	July 2015	Populate the CoB website with information specific to the Ballarat Aboriginal and Torres Strait Islander community	Cultural Partnerships Officer
	12. Aboriginal and Torres Strait Islander Multicultural Ambassador appointed	March 2016	Encourage applications from Ballarat's Aboriginal and Torres Strait Islander community for Council's 2016-2018 Multicultural Ambassador program	Coordinator Cultural Diversity
	13. Aboriginal component to Family and Children's Services programs and events	March 2015	Including but not limited to activities during Ballarat's Biggest Playgroup and Children's Week	Manager, Family & Children's Services



	Actions	Timeline	Measureable Target	Responsible
Respect	<p>14. Staff and Councillor cultural awareness training</p> <p>Create a more culturally safe and sensitive environment at work and dispel myths and increase community understanding about Ballarat's Aboriginal and Torres Strait Islander history by facilitating Councillor and staff training sessions.</p>	Review Annually, December	<ul style="list-style-type: none"> • Facilitate 2 cultural awareness training sessions. One for current council, and one for newly elected council in 2016 • Facilitate at least 2 cultural awareness training sessions for City of Ballarat staff • Facilitate cultural awareness training for Family Day Care staff 	<p>Cultural Partnerships Officer</p> <p>Family Services Coordinator</p>
	15. Designated event to celebrate City of Ballarat Traditional Owners	September 2016	Hold an event specifically for Ballarat's Traditional Owners, the Wadawurrung and Dja Dja Wurrung people	Cultural Partnerships Officer
	16. Provide assistance in accessing historical information at public library(ies)	September 2014	Library staff receive accredited training to be able to obtain Aboriginal and Torres Strait Islander specific archival and historical information through the Koorie Records Unit, to build capability of Library Staff	Libraries & Learning Services manager
	<p>17. Celebrate NAIDOC Week</p> <p>Provide opportunities for staff and the community to build relationships between Aboriginal and non-Aboriginal people</p>	Annual July	Host at least one internal event for NAIDOC week	Cultural Partnerships Officer & KEAG
	18. Aboriginal and Torres Strait Islander publications and information available at all Ballarat public libraries	May 2014	Maintain and add to the Library's Aboriginal and Torres Strait Islander collection	Library Collections Manager

CITY STRATEGY

"We imagine Ballarat as a city with a prosperous, growing economy that attracts and retains innovative businesses and enterprises who employ a highly skilled local workforce, attracts new residents and promotes the city's unique heritage and vibrant cultural life. We will work towards improved community cohesiveness, social connections and cultural expression through participation in arts, culture and community events."



Actions	Timeline	Measureable Target	Responsible
Respect			
19. Maintenance of existing Aboriginal and Torres Strait Islander artworks and projects of cultural significance	Review Annually, December	<ul style="list-style-type: none"> • Including but not limited to the Indigenous Themed Playspace, Welcome Signage and public art installations • Arts and Culture via Public Art Coordinator and the Public Art Advisory Committee to provide advice regarding any works of public art. 	General Manager City Infrastructure Manager, Arts & Culture
20. New and visible Aboriginal and Torres Strait Islander artworks commissioned and installed	Review Annually, December	At least 2 significant and public Aboriginal and Torres Strait Islander artworks commissioned and installed.	Manager, Arts & Culture
21. Provide opportunities for emerging Aboriginal and Torres Strait Islander artists	Review Annually, December	Host 2 exhibitions featuring the works of local Aboriginal and Torres Strait Islander artists	Manager, Arts & Culture
22. Promote Aboriginal and Torres Strait Islander performing arts	Review Annually, December	At least one Aboriginal and Torres Strait Islander-themed program or performance staged at Her Majesty's Theatre for each year of the RAP	Manager, Her Majesty's Theatre

***Improving access
= Cultural Safety**

***Increased
visibility of Aboriginal
people, programs,
culture and RAP
itself.**

** Vision identified at 2013
strategic planning and review day
Photo: Wadawurrung mother
and son*



CITY INFRASTRUCTURE

“We imagine Ballarat as a well-planned city that provides accessible, connected and safe urban areas and facilities, supports diverse housing and active transport options, and uses resources sensitively and sustainably - whilst adapting to change.”

Actions	Timeline	Measureable Target	Responsible
Opportunities			
23. Support Aboriginal and Torres Strait Islander sporting events	Review Annually, December	<ul style="list-style-type: none">• Provide appropriate sports facilities for Aboriginal and Torres Strait Islander specific events• Assist with regulatory requirements of sporting events• Provide updated information about local sporting clubs, events and facilities	Manager, Sports & Recreation
Respect			
24. Aboriginal and Torres Strait Islander place names in Ballarat	Review Annually, December	Increased consultation with Traditional Owners in respect to the names of streets, localities, features and waterways	Place Names Officer
25. Culturally sensitive Land Management and Development practices	Review Annually, December	Ongoing consultation with Traditional Owners in respect to land management and development of cultural sites	General Manager, City Infrastructure



FINANCE



Actions	Timeline	Measureable Target	Responsible
Opportunities			
26. Aboriginal and Torres Strait Islander employment/work experience opportunities	Review Annually, December	<ul style="list-style-type: none"> • Present a business case and seek funding for an identified position within Council, who's role it would be to implement Council's RAP and embed the RAP across the organisation • Establish and maintain partnerships with Aboriginal and Torres Strait Islander employment providers to strengthen and streamline pathways for Aboriginal and Torres Strait Islander job seekers in substantive Council positions • Interview all job applicants who are Aboriginal or Torres Strait Islander • Council's Aboriginal and Torres Strait Islander employee ratio aims to be reflective of the Indigenous population ratio of Ballarat (1.2%) • Aboriginal and Torres Strait Islander inclusion in Council's updated HR policy and Employment Strategy • Explore opportunities around leave provisions and policies so that Aboriginal and Torres Strait Islander staff can attend events of community and cultural significance • Capture data around numbers of CoB staff who identify with being Aboriginal and Torres Strait Islander 	Human Resources Manager General Manager, People & Communities
Relationships			
27. Review of internal HR systems and procedures relating to Aboriginal and Torres Strait Islander inclusion and employment	Review Annually, December	<ul style="list-style-type: none"> • That the KEAG work with CoB Human Resources to ensure that the principles of the RAP are embedded in Council policies and procedures 	Human Resources Manager

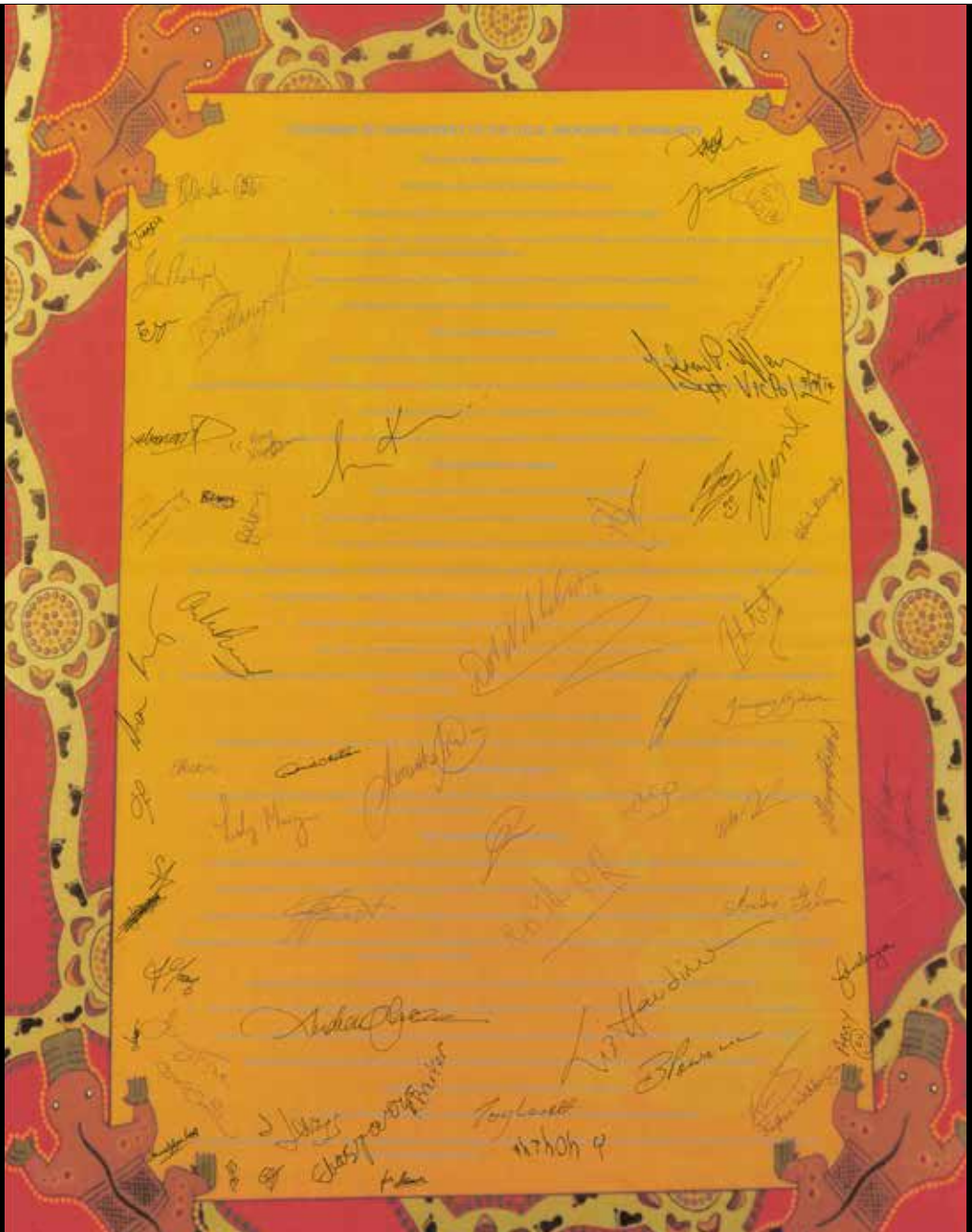
ALL OF COUNCIL

“We recognise our responsibility to provide civic leadership, and community services which are accessible and responsive to the needs of Aboriginal and Torres Strait Islander people. We are strongly committed to playing a part in the journey of reconciliation by helping all members of our community to move forward with a better understanding of our shared past, how this affects the lives of Aboriginal and Torres Strait Islander people today, and importantly, how we might work together to build a better future for all of us.”

Actions	Timeline	Measureable Target	Responsible
Opportunities			
28. Sponsorship of events, awards and enterprises.	Review Annually, December	Provide sponsorship for 2 events/initiates supporting positive outcomes for Aboriginal and Torres Strait Islander community members	CEO
29. Aboriginal and Torres Strait Islander information provided at new residents functions	December 2015	New residents informed about Aboriginal and Torres Strait Islander community in Ballarat	CEO & Manager Economic Development
30. Aboriginal & Torres Strait Islander supplier diversity.	Review Annually, December	<ul style="list-style-type: none"> Investigate opportunities to increase supplier diversity within the COB through it's current Procurement Policy. Review Procurement Policy barriers to Aboriginal & Torres Strait Islander businesses & address 	All of Council CEO & Manager Economic Development
Respect			
31. Recognise and include Traditional Owners	Review Annually, December	Traditional Owners are acknowledged at Council meetings and community events including, but not limited to Begonia Festival, Harmony Fest and Heritage Weekend	All of Council CEO
32. Flying the Aboriginal and Torres Strait Islander flags at Council venues	Review Annually, December	Including but not limited to the Town Hall; Art Gallery of Ballarat; Robert Clark Centre and the Museum of Australian Democracy at Eureka	All of Council CEO
33. Aboriginal art displayed at Council venues	Review Annually, December	Including but not limited to the Town Hall, The Phoenix, Art Gallery of Ballarat and Ballarat Library	All of Council CEO
34. Engage employees in understanding the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there are shared meaning behind the ceremonies	Review Annually, December	<ul style="list-style-type: none"> All City of Ballarat staff email signatures contain an acknowledgement to the Traditional Owners Develop, implement and communicate a protocol document for the City of Ballarat Identify at least one significant event for which a Welcome to Country from a Traditional Owner will be included 	All of Council CEO & Cultural Partnerships Officer

STATEMENT OF COMMITMENT PLEDGE - Signed during NAIDOC Week 2014

Council's Statement of Commitment can be viewed at: www.ballarat.vic.gov.au/pc/cultural-diversity/statement-of-commitment.aspx



TRACKING PROGRESS AND REPORTING

During the course of the plan's implementation, the Koorie Engagement Action Group will act in an advisory role on the issues that concern them. As well as providing a vital lifeline between Council and the Aboriginal and Torres Strait Islander community, this will help ensure that the implementation process is kept on track and in accordance with Aboriginal and Torres Strait Islander people's wishes.

An internal City of Ballarat working group will be convened and will be required to meet at least every quarter to discuss their progress with regards to the RAP. Summaries of these meetings will be presented to the KEAG membership by the respective General Managers.

A community consultation process will be undertaken to review the outcomes, relevance and effectiveness of the RAP after its completion in 2018.

The City of Ballarat Reconciliation Action Plan will be available online at www.ballarat.vic.gov.au

Actions	Timeline	Measureable Target	Responsible
35. Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measure Report	Review Annually, December	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.	Cultural Partnerships Officer
36. Formal report prepared & presented to Council	Review Annually, December	Complete & submit a summary of RAP achievements to the Council	Cultural Partnerships Officer
37. Convene an internal City of Ballarat working group to review tracking & progress of RAP	March, June, September & December	Record feedback from officers across council Respective General Managers report progress to the KEAG quarterly 4 meetings per year	Cultural Partnerships Officer
38. Begin planning for the next RAP	June 2016	RAP working group to reconvene with the purpose of developing a new RAP based on a review of the existing Plan	Cultural Partnerships Officer

KEAG Committee; Cr Belinda Coates, Jamie Lowe, Tony Lovett, Peter Lovett, Larry Kanoa, Julian Harvey, Kate Moran, Sissy Austin, Elizabeth Liddle, Paul Mason, Karen Heap, Ashlee Rodgers, Sean Fagan, Jon Kanoa, Katrina Beer, Jenny Fink, Liz Hardiman, Helen McIntosh & Nikki Foy.

In consultation with; Leah Keegan, Jodie Sizer, Uncle Bryon Powell, Neville Ivey, Frances Salenga, Ann Pitt, Brendan O'Connell, Geoff Robbins, Annie Young, David Carter, Erin McKinnon, Julie Collins, Merran Fleming, Caroline Amirtharajah, Lani Smith, Andrew Bishop, Betty Roberts, Dainel Henderson, Deborah Klein, Sandra Kennedy, Nicole Wiseman, Jo Grainger, Ross Cummings, Tara Hossack, Adam Parrot, Sharelle Knight, Bonnie Chew, Ash Egan.

Government agencies: Reconciliation Victoria, Reconciliation Australia



***Culturally competent.
There is a cultural element
to all CoB business.**

**CITY OF
BALLARAT** 
Sustaining growth. Strengthening communities.

Photo: Ballarat and District Aboriginal Cooperative Community Open Day 2012

** Vision identified at 2013 strategic planning and review day*



Photo: Ballarat Botanical Gardens public art. 'Bunjil' the creator.
Artists - Diana Nikkelson and Marley B Smith
* Vision identified at 2013 strategic planning and review day



***All of Council
approach &
involvement**



For further information contact
City of Ballarat
PO Box 655 Ballarat
Victoria Australia 3353
Telephone (03) 5320 5500
www.ballarat.vic.gov.au

CITY OF
BALLARAT 