

# Bagarru Bagarru Djerring

Shoulder to  
Shoulder Together

Reconciliation Plan  
2022-2025

DRAFT

# Our Statement of Commitment

## STATEMENT OF COMMITMENT TO THE WURUNDJERI WOI-WURRUNG PEOPLE

***Wanganyinu ngarr-gu Wurundjeri Gulinj ngargunin twarn biik wenerop Moonee Valley dharri, wanganyinu gahgook Nanggit baambuth ba yalingbu<sup>1</sup>.***

We acknowledge the Wurundjeri Woi-wurrung Peoples as the Traditional Custodians of the Country and Waterways on which Moonee Valley is located, we pay our respects to Elders past and present.

This Statement of Commitment was renewed in 2022, the same year Moonee Valley City Council (Council) began working towards *Bagarru Bagarru Djerring* (Shoulder to Shoulder Together) Reconciliation Plan 2022-2025.

Council proudly reaffirms the journey and commitment of Reconciliation between Moonee Valley City Council and the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and all Wurundjeri Woi-wurrung Peoples.

Council respects the spiritual connection to the six layers of Country of the Wurundjeri Woi-wurrung Peoples, and in order to maintain this connection we must care for Country and embed the ways of the past to secure culture for the future.

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<sup>1</sup> This acknowledgement has been written in Woi-wurrung – the language of the Wurundjeri Woi-wurrung People.

***Tharangulk biik – Star Country***  
***Wurru Wurru Biik – Sky Country***  
***Murnmut Biik – The Wind Country***  
***Bannj Biik – Water Country***  
***Biik Dui – On Country***  
***Biik Ut – Below Country***

We must acknowledge the past injustices including the Stolen Generations and forced removal of children, the effects of disease brought to their lands, dispossession of land, and the continuing pain this causes. We particularly acknowledge the pain that the 26<sup>th</sup> January can cause First Peoples and we will commit to delivering *Bunjil's Marroun* Healing Ceremony every year.

We acknowledge that as a Council we have a unique connection to our community and we have the role to educate and support the sustainability of cultural heritage through the use of Woi-wurrung language in our streetscapes, parks and open spaces, strategic documents, naming of buildings and places, and at events and celebrations. Language is also the continuation of culture for generations to come.

Shared decision making will be at the centre of what we do, consulting with Elders and the broader Aboriginal community on a regular basis by listening to their perspectives and experiences to ensure our processes and procedures reflect an accessible governance structure.

Council supports a future where all Aboriginal and Torres Strait Islander Peoples, particularly the young, feel supported and connected to their culture, and where they are provided opportunities to succeed through education and secure employment.

For the life span of *Bagarru Bagarru Djerring* Reconciliation Plan 2022-2025 we will be accountable to members of *Marra Wirrigirri* (Community Messengers) Advisory Group to commit to the delivery of initiatives within the Plan. We will also continue to consult with Wurundjeri Woi-wurrung Elders as we work together to improve Reconciliation outcomes for our community.



# Mayor's Message

***Bagarru Bagarru Djerring (Shoulder to Shoulder Together) Reconciliation Plan 2022 – 2025 reaffirms Moonee Valley City Council's commitment to our Reconciliation journey. A journey that has no end date but continues with listening and learning from Traditional Owners and all Aboriginal and Torres Strait Islander Peoples.***

Since the signing of Council's first Statement of Commitment in 2010 Council's relationship with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and our Aboriginal community has grown with respect and admiration.

Through consistent engagement with Wurundjeri Woi-wurrung Elders we have been able to navigate and deliver Reconciliation events that highlight the importance of truth-telling, language, connection to culture and self-determination.

*Bagarru Bagarru Djerring (Shoulder to Shoulder Together) Reconciliation Plan 2022 – 2025* commits to Bunjil's Marroun Healing Ceremony on 26<sup>th</sup> January where we acknowledge the impacts of colonisation on the world's oldest continuing culture.

We commit to celebrating and acknowledging the contributions of Aboriginal and Torres Strait Islanders Peoples during NAIDOC Week and Wurundjeri Week and reflect on their resilience and strength during Reconciliation Week. We also acknowledge that Reconciliation is not limited to dates of significance but should be practised every day and that we should continue to educate ourselves about our shared history.

I look forward to seeing the initiatives in the Plan come to fruition and building on the foundations of a relationship with our Aboriginal community.

A handwritten signature in red ink, appearing to read 'P. Tyson', with a horizontal line underneath.

Mayor Pierce Tyson  
Mayor of Moonee Valley City Council



# CEO'S Message

**Moonee Valley City Council is proud to present our new Reconciliation Plan, *Bagarru Bagarru Djerring (Shoulder to Shoulder Together) 2022 -2025* to our community.**

This Plan explores the role that Council has at a local level, and has been driven by a strong partnership with Moonee Valley's Reconciliation Working Group. What an absolute privilege to work alongside Aunty Diane Kerr, Aunty Gail Smith, Uncle Jim Berg, Diana David, Nicole Findlay, Joan Beckwith and Karen Ingram to bring this plan to fruition.

The Plan incorporates commitments to Wurundjeri Woi-wurrung Peoples and all Aboriginal and Torres Strait Islander Peoples made by Council in MV2040 and it also aims to embed the strategic indicators of the Victorian Local Government and Aboriginal Strategy.

Moonee Valley is committed to Reconciliation and we acknowledge that we are on a journey of learning. Our objective is to lead the way in addressing barriers to employment, health, education and economic and social wellbeing.

Over the lifespan of the Plan we will consult with Wurundjeri Elders and the wider Aboriginal community ensuring we collaborate on how we signify dates of celebration and remembrance. We commit to *Bunjil's Marroun (Bunjil's Tear)* Healing Ceremony, recognising NAIDOC, Reconciliation and Wurundjeri Weeks but also ensuring that Reconciliation is acknowledged throughout the year.

We will review our processes and procedures to de-colonise Council governance structures to encourage First Peoples to participate in a system that has failed them. We will educate our staff in the shared history of our Country to provide a culturally safe work place for Aboriginal and Torres Strait Islander Peoples.

Moonee Valley is eager to commence acting on the initiatives in this Plan and we welcome our community to join us on our Reconciliation journey.

Helen Sui  
Chief Executive Officer

# The Reconciliation Working Group

The Reconciliation Working Group was established in July 2019 with representation of Traditional Owner Elders and community stakeholders to guide Council in the development of *Bagarru Bagarru Djerring* (Shoulder to Shoulder Together) Reconciliation Plan (2022 – 2025).

Initially coming together to identify commitments to Aboriginal Peoples and Wurundjeri Country in Moonee Valley's long-term strategic document MV2040, it was the aim of the group to bring together a Plan which focussed on Reconciliation at a local level.

The Working Group wanted to have a key focus on themes such as, education and mentoring, caring for Country, the use of Woi-wurrung language in naming and translations, promoting art and

culture through ceremony and performance and aligning with the Victorian Aboriginal and Local Government Strategy.

It is our aim to remain accountable to our Traditional Owners, and the broader Aboriginal and Torres Strait Islander community through the formation of the *Marra Wirrigirri* (Community Messengers) Advisory Group.

Members of Moonee Valley's Reconciliation Working Group:

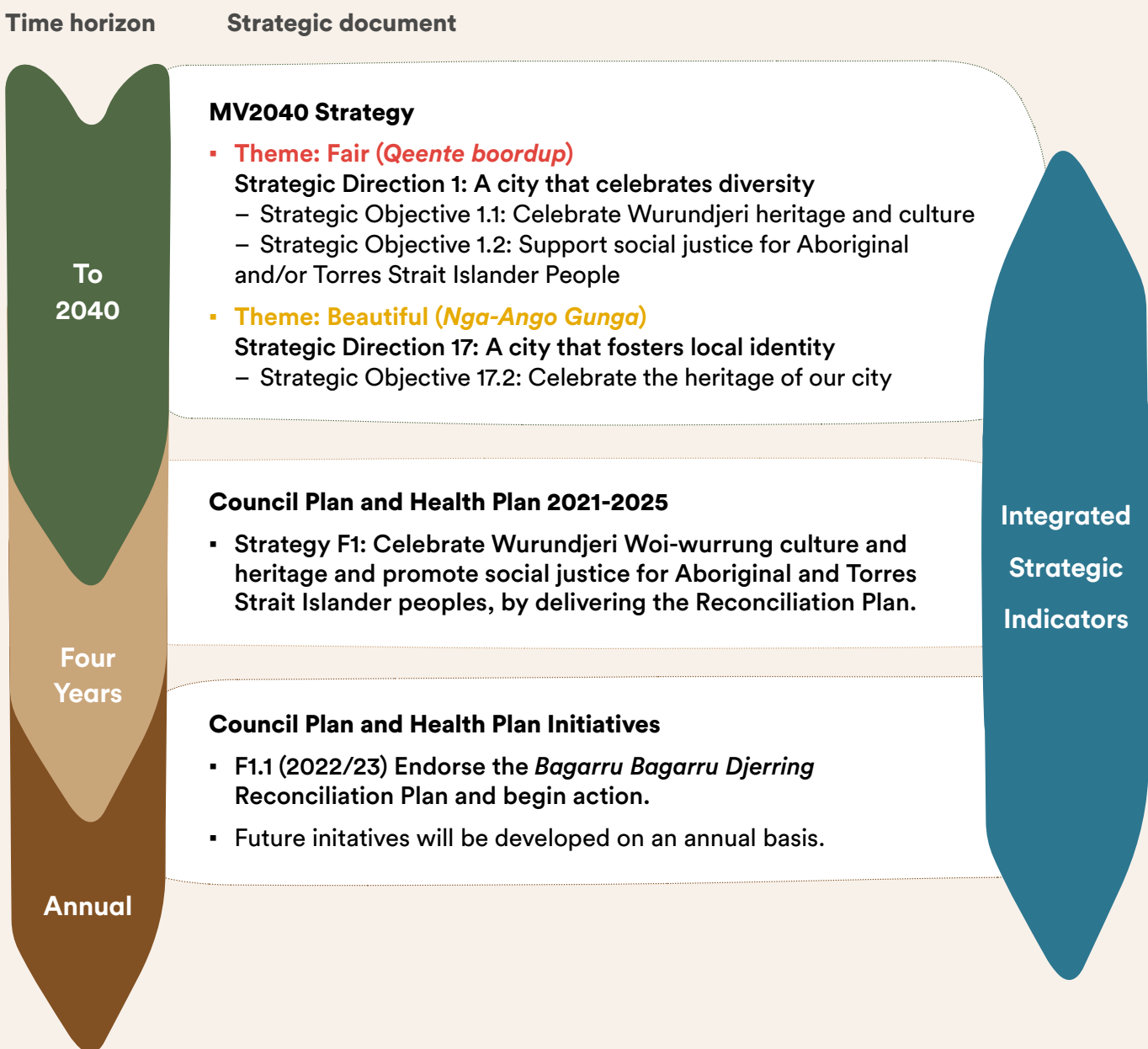
Name	Country
Aunty Diane Kerr	Wurundjeri Woi-wurrung
Aunty Gail Smith	Wurundjeri Woi-wurrung
Uncle Jim Berg	Gunditjmara
Diana David	Kaantju and Lamalaig Kulkalgau
Nicole Findlay	Wurundjeri Woi-wurrung
Karen Ingram	The lands and waters of Awabakal & Worimi Peoples grew me and I've been living, loving, creating and growing my family on Wurundjeri Woi-wurrung and Boon Wurrung/Bunurong Country.
Joan Beckwith	Wurundjeri Woi-wurrung

## LOCAL STRATEGIC POLICY CONTEXT

Council’s journey towards Reconciliation and Aboriginal self-determination is embedded in Council’s strategic documents including our long-term strategy, MV2040, our Council and Health Plan 2021-2025 and annual Council Plan and Health Plan initiatives. We will continually update the annual initiatives to encourage the voices of Aboriginal and Wurundjeri Elders to be embedded in our work.

Below is a summary and further information about our current policy commitments to the Wurundjeri People and Aboriginal and Torres Strait Islander People.

### Moonee Valley City Council’s Strategic Context



# Introduction

Moonee Valley City Council (Council) recognises the Wurundjeri Woi-wurrung people as the Traditional Custodians of the land now known as the City of Moonee Valley.

*We acknowledge the long and continuing connection the Wurundjeri Woi-wurrung people have to their Country and waterways. The Wurundjeri Woi-wurrung Aboriginal Cultural Heritage Corporation is the Registered Aboriginal Party (RAP) for Moonee Valley and much of Melbourne's north and east.*

Colonisation has and continues to have devastating impacts on Aboriginal communities, their culture and connection to the land. We also recognise the role of governments in the development of laws, policies and systems that excluded Aboriginal communities resulting in structural and systemic discrimination. As a result, there continues to be an alarming disparity in the outcomes of Aboriginal Peoples compared with non-Aboriginal Australians in the areas of employment, health, education and lifespans.

Despite the impacts of colonisation, the Wurundjeri Woi-wurrung and Aboriginal People from across Victoria and Australia continue to practice and revive culture and show immense resilience and strength.

## **A PLAN FOR ABORIGINAL SELF-DETERMINATION**

For us, Reconciliation is about Aboriginal self-determination and giving Aboriginal people a say over things that matter to them.

We acknowledge the ongoing strength and resilience of Aboriginal people in Australia. We also believe that governments play an important role in advancing Aboriginal and Torres Strait Islander communities to work towards self-determination.

While there are different ways of speaking of self-determination, “the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) describes self-determination as the ability for Indigenous people to freely determine their political status and pursue their economic, social and cultural development. It also describes self-determination as a right that relates to groups of people, not individuals”.

We, as a Council, commit to supporting and advancing Aboriginal self-determination.



## A LOCAL PLAN BUILT ON 7 PILLARS

*Bagarru Bagarru Djerring* (Shoulder to Shoulder Together) Reconciliation Plan 2022 - 2025 (The Plan) maps out a localised pathway to self-determination and is in line with the State government's Victorian Aboriginal and Local Government Strategy (the Strategy) 2021-2026: *A pathway to stronger partnerships.*

The Plan builds on our past reconciliation journey and will have a focus on the 7 pillars from the Strategy:



### 1. Culture, respect and trust



### 2. Awareness and engagement



### 3. Accountability and direction



### 4. Governance and participation



### 5. Economic participation



### 6. Health and wellbeing



### 7. Resourcing and funding

## COUNCIL'S ROLE

In working towards self-determination, we recognise the four enablers needed to achieve self-determination: prioritise culture; address trauma and support healing; address racism and promote cultural safety; and transfer power and resources to communities.

As such, the Plan:

- commits to maintaining and strengthening our relationship with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and the broader Aboriginal and Torres Strait Islander communities;
- continues to advocate to raise the profile of the injustices from the past and recognise the role these injustices play today;
- Council recognises the resilience and opportunities for the future;
- takes a whole of Council approach to Reconciliation initiatives capturing and aligning with actions from MV2040 and Council and Health Plan 2021/25
- aligns our approach with the Reconciliation Plan and Policy with the Victorian Aboriginal Local Government Strategy.
- will be guided by and accountable to the Marra Wirrigirri (Community Messengers) Advisory Group.

It will be a 4-year Plan spanning 2022-2025 and will align with the Council Plan and Health Plan 2021-2025.

## HOW THIS PLAN WILL BE IMPLEMENTED?

The actions contained in this Plan will be implemented by staff across Council, under the guidance and support of Wurundjeri Woi-wurrung Elders and the Marra Wirrigirri (Community Messengers) Advisory Group.

## HIGHLIGHTS OF COUNCIL'S RECONCILIATION JOURNEY

### 2010

- Signing of Statement of Commitment
- The Reconciliation Policy (2010-2014) is endorsed by Council

### 2016

- Council's first Reconciliation Action Plan (2016 – 2018) is endorsed including the Statement of Commitment

### 2017

- Walk with Wurundjeri event held at Five Mile Creek Essendon

### 2015

- The Reconciliation Policy (2015-2018) is endorsed by Council

### 2018

- Council renews its commitment to Wurundjeri and all Aboriginal and Torres Strait Islander Peoples with the revised Statement of Commitment
- Wurundjeri's Narrap team collaborate with Council's conservation team to design and build Babepal Paen-mirring ceremonial rock circle at Five Mile Creek Essendon
- Council staff move from quarterly to monthly meetings with Wurundjeri Elders
- 'We walk together' children's book is published, a collaborative project which included cultural activities and education on Country delivered by Uncle David Wandin

## 2019

- Council hosts its first *Bunjil's Marroun* (Bunjil's Tears) Healing Ceremony on 26 January at Babepal Paen-mirring in collaboration with Wurundjeri Woi-wurrung Elders and the broader Aboriginal and Torres Strait Islander community
- Children from a number of Early Years centres in Airport West participate in The Long Walk with representatives from Essendon Football Club and participate in cultural activities facilitated by Yarn Strong Sista
- The Deadly Race is hosted along the banks of the Maribyrnong River a collaborative project with Kirrip Aboriginal Corporation, Wurundjeri, Aboriginal Victoria, Melbourne Water, CoHealth and Melbourne Victory
- Woi-wurrung language used for meeting room names as part of the refurbishment at the Civic Centre

## 2020

- Council hosts second *Bunjil's Marroun* (Bunjil's Tears) Healing Ceremony
- Aunty Gail's children's nursery rhyme books, with Woi-wurrung translations, are launched at Sam Merrifield Library
- Early Years Local Acknowledgement to Country is developed with Wurundjeri Elders and Early Years staff and is a finalist in the 2020 HART awards
- Online screening of Uncle Jim Berg's photographic exhibition 'Silent Witness'

## 2021

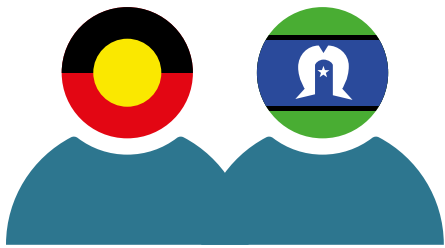
- Council hosts third *Bunjil's Marroun* (Bunjil's Tears) Healing Ceremony
- Council delivers NAIDOC Flag Raising event at Crown Street Stables
- Council Staff engage in Cultural Awareness training online

## 2022

- Council hosts 4th *Bunjil's Marroun* (Bunjil's Tears) Healing Ceremony and is attended by over 300 people
- Councillors and Executive leadership team participate in Aboriginal and Cultural Insights training by AJ Williams-Tchen of Girraway Ganyi Consultancy and have the privilege of Aunty Diane Kerr and Aunty Gail Smith in attendance
- Three Yarning Circles are hosted across Council as part of Stage One of community engagement as part of the development of *Bagarru Bagarru Djerring* Reconciliation Plan
- Aunty Gail Smith hosts story time at Avondale Heights Library as part of NAIDOC Week celebrations
- Early Years educators participate in two Yarning Circles with Aunty Diane Kerr and Aunty Gail Smith

# Moonee Valley's Aboriginal and Torres Strait Islander population today

Moonee Valley is home to a growing Aboriginal and Torres Strait Islander population.



ABS Census estimates that from 2021

## 571 people

living in Moonee Valley identified as  
**Aboriginal and/or Torres Strait Islander**

This has increased from

## 430

**Aboriginal and Torres Strait  
Islander People** in 2016 and

## 317

in 2011



However, we know that Census data is to be used with caution. Some Aboriginal and Torres Strait Islander People might not trust government data gathering due to historical misuse of personal information, particularly due to the misuse of data and identity during the Stolen Generations.

The following provides a snapshot only and is just one small part of Council's information gathered to support this Reconciliation Plan.

## SITES OF SIGNIFICANCE

Council recognises that Country and Waterways are a spiritual connection to culture for many Aboriginal and Torres Strait Islander Peoples and we understand we have a role in working with Traditional Owners to protect cultural sites of significance.

Council has a variety of grasslands, waterways, hills and valleys which were once cared for and maintained by the Wurundjeri Woi-wurrung People, one of the five clans of the Kulin Nation. These places were locations to source, food, water and often used for transport. They were also used for ceremonies and gathering places for communities and were at times established as family dwellings.

The Reconciliation Plan commits to important initiatives to protect sites of significance. One such project will be the development of an Aboriginal Cultural Heritage Land Management Agreement (ACHLMA) which will guide future use and protect the natural beauty of Afton Street Conservation Park in Avondale Heights. The steps taken will be made in collaboration with Wurundjeri Woi-wurrung Elders and heritage experts.

*Babepal Paen Mirring* (Water from the Mother's Eye) ceremonial rock circle at Five Mile Creek in Essendon was designed by Wurundjeri Woi-wurrung Elder Uncle David Wandin who named it Mother's Tear. The ceremonial rock circle which forms the shape of a tear, reaches down towards Five Mile Creek and has groups of three large rocks that symbolise the three families of Wurundjeri Woi-wurrung. The site was the location of the first *Bunjil's Marroun* Healing Ceremony on 26<sup>th</sup> January 2019 and following that significant event, Council hosted a number of events focussed on Wurundjeri culture and heritage at that location.

Initiatives in this Plan will see further opportunities to work with Wurundjeri Woi-wurrung in the preservation and caring of Country and sharing these principals with our Community.

## WHAT OUR COMMUNITY AND PARTNERS TOLD US

The Reconciliation Working Group was established in 2019 and the COVID19 pandemic stayed connected to discuss opportunities and initiatives towards Council's Reconciliation journey. There was a strong focus on the following areas, employment, cultural connection for young Aboriginal People, caring for Country, the incorporation of Woi-wurrung language in Council business and place naming, mentoring and supporting Aboriginal young people to build resilience and keep them out of the justice system, grant opportunities and self-determination. In addition to this, three Yarning Circles were held to encourage broader community input.

Yarning Circle 1	20th February 2022 Incinerator Gallery
Yarning Circle 2	6th March 2022 Avondale Heights Library
Yarning Circle 3	27th March 2022 Queens Park, Moonee Ponds

The following provides a summary of the key issues raised:

### Language and identity

- *"We might be different colours, speak different languages but we all have red blood"* – there is a lot of diversity of Aboriginal and Torres Strait Islander Peoples across Australia and in Moonee Valley. This needs to be acknowledged, but also that there is a strong united voice.
- Language is being revived and Moonee Valley can play a role in this. Encourage the use of First Nation's words for street signs and public buildings.

### Sharing culture and history for healing and self determination

- Moonee Valley can help educate the broader community around culture. *"We need to understand our history together for healing and talking, storytelling important part of this"*. We need to talk to women as well as the men about Reconciliation and stories.

- We need to recognise that sitting in discomfort of the stories we hear about First Nations People is very important – This pain and the trauma of our history may make us feel uncomfortable, but this is important for healing. We need to find a pathway to heal from trauma and this will help stop the intergenerational trauma.
- There is still a lot of racism in Victoria but there are places where this racism is less and more harmonious. *"People's perspectives can change with true stories"*.
- Art and stories should be more accessible.
- Self-determination requires practising culture – Moonee Valley can help support this.
- Support our community, including sports clubs, to be welcoming and safe for Aboriginal and Torres Strait Islander People.

### Young People

- Develop a meeting place for young children to learn language.
- Early learning is critical – embed Aboriginal culture and education in early learning.
- Increase the number of children's books by Aboriginal authors/illustrators in our libraries.

### Land Management

- We can support our community to sustain Country – including Indigenous and Non- Indigenous community members.
- Moonee Valley can help to teach people about natural resources of the area.
- Water rights: How do we ensure land management includes indigenous owners – First Nations who still live by these waterways.
- Yarra River and the Maribyrnong are important waterways.

### A way forward

- Moonee Valley could help promote the Uluru Statement of the Heart – for example, it could be printed in the MV newsletter.
- Proper constitutional recognition would help unjust expenses and processes.
- Moonee Valley could write to MPs to help raise the profile and support for Aboriginal and Torres Strait Islander People.

# What is the Council's role?

Councils have an important role to play in Reconciliation. The services local governments provide are far reaching and impact on many facets of our lives. As the closest tier of government to the community, Council can build on our community connections to foster respect and recognition and support Aboriginal self-determination.

At the heart of Reconciliation, is giving a voice to Aboriginal and Torres Strait Islander People, embedding Aboriginal priorities across all our work, strengthening our relationships with Wurundjeri Woi-wurrung People and building on practical actions to further our Reconciliation journey.

## WHAT IS THE VICTORIAN ABORIGINAL AND LOCAL GOVERNMENT STRATEGY (VALGS)?

The Victorian Government has developed the Victorian Aboriginal and Local Government Strategy (VALGS) to support Traditional Owners, Aboriginal Community Controlled Organisations, Councils and the broader Aboriginal community in supporting and strengthening Aboriginal self-determination.

The Victorian Aboriginal and Local Government Strategy provides a practical tool for local Councils across Victoria to embed Reconciliation and self-determination in their work.










It is about prioritising the voices of local Aboriginal community members in the work of local government *“based on mutual control, shared power and decision-making, fairness, respect, and trust.”*

**We will draw on the Strategy to support our next steps towards Reconciliation.**


Theme	MV2040 Strategic Direction	MV2040 Action	Council role
Fair 	<b>STRATEGIC DIRECTION 1: A city that celebrates diversity</b>	<b>1.1.1</b> Acknowledge the Wurundjeri People as the Traditional Custodians and work in partnership with Wurundjeri People to celebrate their culture, heritage and history	Partner
Fair 	<b>STRATEGIC DIRECTION 1: A city that celebrates diversity</b>	<b>1.1.1</b> Acknowledge the Wurundjeri People as the Traditional Custodians and work in partnership with Wurundjeri People to celebrate their culture, heritage and history	Facilitator
Fair 	<b>STRATEGIC DIRECTION 1: A city that celebrates diversity</b>	<b>1.1.1</b> Acknowledge the Wurundjeri People as the Traditional Custodians and work in partnership with Wurundjeri People to celebrate their culture, heritage and history	Funder
Fair 	<b>STRATEGIC DIRECTION 1: A city that celebrates diversity</b>	<b>1.1.1</b> Acknowledge the Wurundjeri People as the Traditional Custodians and work in partnership with Wurundjeri People to celebrate their culture, heritage and history	Funder
Fair 	<b>STRATEGIC DIRECTION 1: A city that celebrates diversity</b>	<b>1.1.1</b> Acknowledge the Wurundjeri People as the Traditional Custodians and work in partnership with Wurundjeri People to celebrate their culture, heritage and history	Partner
Fair 	<b>STRATEGIC DIRECTION 1: A city that celebrates diversity</b>	<b>1.1.1</b> Acknowledge the Wurundjeri People as the Traditional Custodians and work in partnership with Wurundjeri People to celebrate their culture, heritage and history	Provider
Fair 	<b>STRATEGIC DIRECTION 1: A city that celebrates diversity</b>	<b>1.1.1</b> Acknowledge the Wurundjeri People as the Traditional Custodians and work in partnership with Wurundjeri People to celebrate their culture, heritage and history	Provider
Fair 	<b>STRATEGIC DIRECTION 1: A city that celebrates diversity</b>	<b>1.1.1</b> Acknowledge the Wurundjeri People as the Traditional Custodians and work in partnership with Wurundjeri People to celebrate their culture, heritage and history	Provider
Fair 	<b>STRATEGIC DIRECTION 1: A city that celebrates diversity</b>	<b>1.1.2</b> Promote greater connection to land and Aboriginal cultural values through land management practices and interpretation	Funder











Victorian Aboriginal Local Government Strategy Pillar	Reconciliation Initiative	Delivery Year
<b>PILLAR 1:</b> Culture, respect, trust	Develop a Partnership Agreement with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation about culturally appropriate practices and protocols when undertaking business with Wurundjeri Woi-wurrung Elders	22/23
<b>PILLAR 1:</b> Culture, respect, trust	Engage an Aboriginal lead agency/organisation to deliver compulsory Aboriginal and Torres Strait Islander Cultural Competency sessions to Moonee Valley staff as part of the induction program	Annually
<b>PILLAR 1:</b> Culture, respect, trust	Commission an Aboriginal and Torres Strait Islander artist to design and deliver art work at Council Chambers	24/25
<b>PILLAR 1:</b> Culture, respect, trust	Civic centre foyer review to be reflective and welcoming of Aboriginal and Torres Strait Islander communities	23/24
<b>PILLAR 4:</b> Governance and participation	Work together with Wurundjeri Woi-wurrung Elders to establish ways to embed connection to country and Indigenous history into our community infrastructure planning and design process through the Community Facility Design Principles and Guidelines	23/24
<b>PILLAR 1:</b> Culture, respect, trust	Show respect to Wurundjeri Woi-wurrung Country through acknowledgements where Council's address is visible	23/24
<b>PILLAR 1:</b> Culture, respect, trust	Produce and distribute Indigenous tri-coloured lanyards for staff to wear to demonstrate support for Reconciliation	22/23
<b>PILLAR 1:</b> Culture, respect, trust	Maintain welcoming environments at Council Early Years Centres with symbols of recognition displayed acknowledging Aboriginal and Torres Strait Islander People inclusive of plaques and flags with acknowledgement of Wurundjeri Country	23/24
<b>PILLAR 5:</b> Economic participation	Wurundjeri Woi-wurrung's Narrap team to conduct traditional burns in partnership with Council's Conservation team at sites of significance	Annually

Theme	MV2040 Strategic Direction	MV2040 Action	Council role
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.1.2 Promote greater connection to land and Aboriginal cultural values through land management practices and interpretation	Partner
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.1.2 Promote greater connection to land and Aboriginal cultural values through land management practices and interpretation	Funder
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.1.2 Promote greater connection to land and Aboriginal cultural values through land management practices and interpretation	Partner
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.1.2 Promote greater connection to land and Aboriginal cultural values through land management practices and interpretation	Funder
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.2.1 Work with Aboriginal and Torres Strait Islander Peoples to support closing the gap around health, education and employment	Facilitator
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.2.2 Advocate and support Aboriginal and Torres Strait Islander Peoples in leadership roles and for self-determination	Facilitator
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.2.3 Work with the community to acknowledge and address the pain, suffering and ongoing impact of colonisation and racism experienced by Aboriginal and Torres Strait Islander People	Provider
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.2.3 Work with the community to acknowledge and address the pain, suffering and ongoing impact of colonisation and racism experienced by Aboriginal and Torres Strait Islander People	Partner
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.2.3 Work with the community to acknowledge and address the pain, suffering and ongoing impact of colonisation and racism experienced by Aboriginal and Torres Strait Islander People	Provider










Victorian Aboriginal Local Government Strategy Pillar	Reconciliation Initiative	Delivery Year
<b>PILLAR 5:</b> Economic participation	In partnership with Moonee Valley engage the Narrap Team to inform Council's land management practices and where possible identify where the Narrap Team can maintain assets within Moonee Valley	24/25
<b>PILLAR 5:</b> Economic participation	Wurundjeri Woi-wurrung's Narrap team to maintain two Frog Bogs Steele Creek	Annually
<b>PILLAR 1:</b> Culture, respect, trust	Collaborate with Traditional Owners to develop a vision and shape a Master Plan for the Maribyrnong River Precinct, recognising connection to waterways, and implementing actions from the Waterways of the West Action Plan and Healthy Waterways Strategy	23/24
<b>PILLAR 5:</b> Economic participation	Undertake a staged approach to an Aboriginal Cultural Heritage Land Management Agreement (ACHLMA) for Afton Street Conservation Park	Annually
<b>PILLAR 6:</b> Health and Wellbeing	Support Closing the Gap initiatives by working with services, organisations and networks with a focus on health, education and employment for Aboriginal and Torres Strait Islander Peoples	Annually
<b>PILLAR 4:</b> Governance and participation	During Council elections, promote training available through MAV/ VEC to Aboriginal and Torres Strait Islander connections and partners	24/25
<b>PILLAR 1:</b> Culture, respect, trust	Engage Wurundjeri Woi-wurrung Elders to perform a cleansing Smoking Ceremony in the Council Chamber including a Welcome to Country at the commencement of a new Council term	24/25
<b>PILLAR 1:</b> Culture, respect, trust	Schedule Cultural Competency Training for the Councillor group at the commencement of a new Council term as part of the Induction program facilitated by a Traditional Owners	24/25
<b>PILLAR 1:</b> Culture, respect, trust	In Council's citizenship ceremony, use the Acknowledgement to Country developed with Aunty Gail Smith as part of the pack for new citizens	Annually

Theme	MV2040 Strategic Direction	MV2040 Action	Council role
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.2.3 Work with the community to acknowledge and address the pain, suffering and ongoing impact of colonisation and racism experienced by Aboriginal and Torres Strait Islander People	Funder
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.3.4 Celebrate child and youth culture and identity and support connection to their heritage	Funder
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.4.1 Encourage broad participation in events and festivals that celebrate our cultural diversity to increase understanding and reduce barriers	Funder
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.4.1 Encourage broad participation in events and festivals that celebrate our cultural diversity to increase understanding and reduce barriers	Partner
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.4.1 Encourage broad participation in events and festivals that celebrate our cultural diversity to increase understanding and reduce barriers	Partner
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.4.2 Acknowledge the history and continual change within Moonee Valley and support initiatives bringing different generations and cultures together	Provider
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.4.3 Encourage and facilitate reflections of our diverse identity in the fabric of our public spaces	Facilitator
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	1.4.3 Encourage and facilitate reflections of our diverse identity in the fabric of our public spaces	Provider
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	2.1.4 Coordinate a better local service network and attract non-Council community services to Moonee Valley to address service gaps	Provider

Victorian Aboriginal Local Government Strategy Pillar	Reconciliation Initiative	Delivery Year
<b>PILLAR 1:</b> Culture, respect, trust	In partnership with Wurundjeri Woi-wurrung Elders design and install a Stolen Generations Marker to acknowledge and respect the Stolen Generations	24/25
<b>PILLAR 6:</b> Health and Wellbeing	Deliver a youth day trip on Country for Aboriginal and Torres Strait Islander youth with a focus on strengthening cultural identity, leadership and empowerment with leaders from the Aboriginal community	24/25
<b>PILLAR 1:</b> Culture, respect, trust	Collaborate with Wurundjeri Woi-wurrung Elders to develop culturally appropriate events during NAIDOC, Reconciliation and Wurundjeri Weeks	Annually
<b>PILLAR 1:</b> Culture, respect and trust	Facilitate in-centre activities that support children’s understanding of Aboriginal and Torres Strait Islander culture and promote Aboriginal and Torres Strait Islander Children’s Day and Reconciliation events across all Family and Children’s Services programs	Annually
<b>PILLAR 1:</b> Culture, respect and trust	Continue to facilitate opportunities for Yarning Circles that promote social and emotional wellbeing of children, families and staff	Annually
<b>PILLAR 1:</b> Culture, respect and trust	Host Bunjil’s Marroun Healing Ceremony on 26 January at a location identified as appropriate by Wurundjeri Woi-wurrung Elders	Annually
<b>PILLAR 4:</b> Governance and participation	Develop a protocol that includes engagement with Traditional Owners to inform planning for Council projects	23/24
<b>PILLAR 4:</b> Governance and participation	Work together with Wurundjeri Woi-wurrung Elders to establish ways to embed connection to country and Indigenous history into our community infrastructure planning and design process through the Community Facility Design Principles and Guidelines	23/24
<b>PILLAR 4:</b> Governance and participation	Develop a welcoming environments project to introduce ‘welcome to country signage’ in key business or gateway areas to the municipality	23/24

Theme	MV2040 Strategic Direction	MV2040 Action	Council role
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	2.1.5 Extend the reach of sport, leisure and recreation opportunities for all by supporting a diverse range of ways for people to be physically active	Facilitator
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	2.2.4 Explore alternative financial and procurement options, including partnership arrangements with local providers and surrounding local councils to maximise funding opportunities to deliver high-quality facilities and services	Funder
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	3.2.1 Enhance access to early intervention and screening programs, including connecting new parents with health services (such as maternal and child health services)	Partner
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	3.2.1 Enhance access to early intervention and screening programs, including connecting new parents with health services (such as maternal and child health services)	Provider
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	3.3.2 Enhance access to neighbourhood food networks and community-based food programs, particularly for vulnerable and isolated groups	Partner
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	4.1.1 Develop processes for our community to have input into the design and delivery of community services and encourage community-led initiatives, including co-designing of community programs, spaces and facilities	Facilitator
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	4.1.1 Develop processes for our community to have input into the design and delivery of community services and encourage community-led initiatives, including co-designing of community programs, spaces and facilities	Partner
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	4.1.1 Develop processes for our community to have input into the design and delivery of community services and encourage community-led initiatives, including co-designing of community programs, spaces and facilities	Advocate

Victorian Aboriginal Local Government Strategy Pillar	Reconciliation Initiative	Delivery Year
<b>PILLAR 1:</b> Culture, respect and trust	Engage Wurundjeri Woi-wurrung Elder Uncle Bill Nicolson to facilitate Cultural Competency training for sporting clubs to promote welcoming environments	23/24
<b>PILLAR 2:</b> Awareness and engagement	Through the Deadly Western connections coordinate a review of service and program needs for Aboriginal and Torres Strait Islander Peoples	24/25
<b>PILLAR 1:</b> Culture, respect and trust	Scope with Elders the opportunity and activities leading towards Council hosting a future Welcome Baby to Country	23/24
<b>PILLAR 2:</b> Awareness and engagement	Enhance teaching and learning activities by engaging Aboriginal and/or Torres Strait Islander People from within the Early Years community, neighbourhood and municipality to ensure histories and cultures are incorporated in curriculum planning, development and evaluation	Annually
<b>PILLAR 1:</b> Culture, respect, trust	Host an Aboriginal and Torres Strait Islander Cultural information/presentation for business owners	23/24
<b>PILLAR 1:</b> Culture, respect, trust	Considerations for cultural competency for the development of strategic documents as part of Aged and Disability	23/24
<b>PILLAR 2:</b> Awareness and engagement	Collaborate with Reconciliation Victoria, Wurundjeri Woi-wurrung Elders and neighbouring Councils to deliver a forum for Local Government Reconciliation Officers which will promote the role of Traditional Owners and break down barriers between local councils and Wurundjeri Woi-wurrung Peoples	23/24
<b>PILLAR 2:</b> Awareness and engagement	In partnership with Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation begin conversations about a Treaty agreement	23/24

Theme	MV2040 Strategic Direction	MV2040 Action	Council role
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	4.1.4 Partner with target populations, other levels of government, the service sector and community stakeholders to advocate for and address their varying needs, aspirations and issues	Facilitator
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	4.1.4 Partner with target populations, other levels of government, the service sector and community stakeholders to advocate for and address their varying needs, aspirations and issues	Advocate
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	4.1.4 Partner with target populations, other levels of government, the service sector and community stakeholders to advocate for and address their varying needs, aspirations and issues	Advocate
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	4.2.2 Support diverse community leaders to develop and expand their skills to reinvest in their communities	Funder
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	4.2.4 Encourage and facilitate opportunities for storytelling as a form of advocacy	Partner
Fair 	STRATEGIC DIRECTION 1: A city that celebrates diversity	4.2.4 Encourage and facilitate opportunities for storytelling as a form of advocacy	Advocate
Thriving 	STRATEGIC DIRECTION 1: A city that celebrates diversity	6.1.2 Connect people to training programs which provide pathways to employment	Partner
Thriving 	STRATEGIC DIRECTION 1: A city that celebrates diversity	6.1.4 Include local procurement targets in Council contracts	Regulator
Thriving 	STRATEGIC DIRECTION 1: A city that celebrates diversity	6.1.9 Develop programs to increase employment of diverse community members including target populations	Funder



Victorian Aboriginal Local Government Strategy Pillar	Reconciliation Initiative	Delivery Year
<b>PILLAR 2:</b> Awareness and engagement	Offer a Cultural awareness training session with a Wurundjeri Woi-wurrung Elder for local schools in Moonee Valley	23/24
<b>PILLAR 1:</b> Culture, respect, trust	Collaborate with Reconciliation Victoria to promote Reconciliation events and projects throughout Moonee Valley	Annually
<b>PILLAR 2:</b> Awareness and engagement	Promote the Maggolee local government resource to Council staff and the community	Annually
<b>PILLAR 7:</b> Resourcing and funding	Seek opportunities to create a funding stream as part of the grants program for Aboriginal and Torres Strait Islander Peoples and organisations with demonstrated links to Moonee Valley	23/24
<b>PILLAR 1:</b> Culture, respect, trust	Launch the Returning our Ancestors documentary at Clocktower as part of the Aboriginal Heritage Council Victoria and Western Region Local Government Reconciliation Network	23/24
<b>PILLAR 1:</b> Culture, respect, trust	Create a Reconciliation page on Council's website that contains historical data to enable staff and community to explore and better understand the city's history and how it has evolved over time	23/24
<b>PILLAR 1:</b> Culture, respect, trust	Support training, education and employment pathways for Aboriginal and Torres Strait Islander Peoples in collaboration with Victorian Aboriginal Association Inc's Wurreker program	24/25
<b>PILLAR 5:</b> Economic participation	Ensure Council's Procurement Policy is adopted with an objective to increase spend with Aboriginal businesses by having an evaluation criteria with a focus on promoting social procurement	22/23
<b>PILLAR 5:</b> Economic participation	Through a collaborative engagement process with Elders and culturally appropriate consultancies, develop recruitment processes and positions to increase Aboriginal and Torres Strait Islander employment outcomes	22/23

Theme	MV2040 Strategic Direction	MV2040 Action	Council role
Thriving 	STRATEGIC DIRECTION 1: A city that celebrates diversity	6.2.2 Promote the value of learning and how it directly benefits individual wellbeing, through the experience of arts and cultural initiatives	Partner
Thriving 	STRATEGIC DIRECTION 1: A city that celebrates diversity	6.2.2 Promote the value of learning and how it directly benefits individual wellbeing, through the experience of arts and cultural initiatives	Provider
Thriving 	STRATEGIC DIRECTION 1: A city that celebrates diversity	8.1.1 Celebrate the Maribyrnong River and Moonee Ponds Creek as key environmental, social and cultural assets and tourism attractors	Partner
Thriving 	STRATEGIC DIRECTION 1: A city that celebrates diversity	8.2.2 Provide community spaces and facilities in our centres	Facilitator
Thriving 	STRATEGIC DIRECTION 1: A city that celebrates diversity	8.2.2 Provide community spaces and facilities in our centres	Facilitator
Thriving 	STRATEGIC DIRECTION 1: A city that celebrates diversity	8.4.1 Extend the reach of sport, recreation and leisure activities to all	Facilitator
Green 	STRATEGIC DIRECTION 1: A city that celebrates diversity	14.5.2 Engage our community to connect with nature, the water cycle and the part they play in contributing to health waterways, open spaces and ecosystems.	Partner
Beautiful 	STRATEGIC DIRECTION 1: A city that celebrates diversity	17.2.2 Work proactively to identify and protect Aboriginal cultural heritage and values.	Provider
Beautiful 	STRATEGIC DIRECTION 1: A city that celebrates diversity	17.2.2 Work proactively to identify and protect Aboriginal cultural heritage and values.	Partner
Beautiful 	STRATEGIC DIRECTION 1: A city that celebrates diversity	17.2.3 Work collaboratively with Wurundjeri Council to develop Wurundjeri Woi-wurrung interpretive signage and Woi wurrung language signs across Moonee Valley's buildings, open space and parkland.	Provider
Beautiful 	STRATEGIC DIRECTION 1: A city that celebrates diversity	17.2.4 Identify and protect places and precincts of heritage significance, celebrating the important role they play in neighbourhood identity.	Partner

Victorian Aboriginal Local Government Strategy Pillar	Reconciliation Initiative	Delivery Year
<b>PILLAR 1:</b> Culture, respect, trust	Invite Wurundjeri Woi-wurrung and other Aboriginal and Torres Strait Islander Peoples to present cultural talks at Moonee Valley Libraries	Annually
<b>PILLAR 1:</b> Culture, respect, trust	Annually, identify three books written by Aboriginal authors to add to Moonee Valley library collection	Annually
<b>PILLAR 1:</b> Culture, respect, trust	Collaborate with Wurundjeri Woi-wurrung Elders and the Narrap team to deliver the Caring for Country Together Program	Annually
<b>PILLAR 6:</b> Health and Wellbeing	Advocate for an Aboriginal service to deliver culturally appropriate services at the Flemington Hub	24/25
<b>PILLAR 1:</b> Culture, respect, trust	As part of the Windy Hill project, advocate for the inclusion of a cultural heritage space	24/25
<b>PILLAR 2:</b> Awareness and engagement	Connect with sporting bodies and/or associations that promote participation and welcoming environments for Aboriginal and Torres Strait Islander Peoples	23/24
<b>PILLAR 5:</b> Economic participation	Incorporate bush tucker and Indigenous landscaping at Flemington Community Hub	22/23
<b>PILLAR 1:</b> Culture, respect, trust	Develop an audit tool to ensure the venue is culturally safe and welcoming to Aboriginal and Torres Strait Islander artists and visitors. Staff to undertake cultural awareness training	23/24
<b>PILLAR 1:</b> Culture, respect, trust	Work with The Torch Project to identify possibilities for exhibition of Aboriginal artworks	24/25
<b>PILLAR 1:</b> Culture, respect, trust	Engage with Elders to seek naming translations for identified parklands and key projects	Annually
<b>PILLAR 1:</b> Culture, respect, trust	Advocate to the Essendon Historical Society to incorporate Aboriginal History content to its collection	23/24

### Moonee Valley Language Line

العربية	Arabic	9280 0738	Ελληνικά	Greek	9280 0741	Español	Spanish	9280 0744
廣東話	Cantonese	9280 0739	Italiano	Italian	9280 0742	Türkçe	Turkish	9280 0745
Hrvatski	Croatian	9280 0740	Somali	Somali	9280 0743	Viêt-ngu	Vietnamese	9280 0746

All other languages 9280 0747

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