

Reconciliation Policy

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Document suite

Document control disclaimer

Minor amendments to this document may be required from time to time. Where amendments don't materially alter a document, they will be made administratively, without a requirement for formal approval.

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Purpose

This Reconciliation Policy builds on Moonee Valley City Council's (Council) Statement of Commitment to the Wurundjeri Woiwurrung Peoples. It is how Council will embed reconciliation and encourage all staff to adhere to this commitment. The Reconciliation Policy is supported by guidelines that outline our protocols for the recognition and engagement of Aboriginal and Torres Strait Islander Peoples.

Acknowledgements

Council would like to thank all those who contributed to the review and update of Moonee Valley's Reconciliation Policy through:

- The Reconciliation Working Group made up of respected Elders and community advocates, Aunty Diane Kerr, Aunty Gail Smith, Uncle Jim Berg, Diana David, Karen Milward, Nicole Findlay, Joan Beckwith and Karen Ingram.
- Aunty Gail Smith and Aunty Julieanne Axford as key Elders who lead the Cultural Consultations sessions held monthly with Council.
- Through ongoing internal consultation and cultural learnings with Directors, Managers and staff that have been involved and/or are responsible for delivering actions in the Reconciliation Plan
- Meetings with key community service organisations and services.

Artwork Credits

Council wishes to acknowledge the talents of the following Wurundjeri Woiwurrung artist Ash Firebrace.

Scope

The Reconciliation Policy includes:

- A Statement of Commitment to Wurundjeri Woiwurrung Peoples, and all Aboriginal and Torres Strait Islander Peoples; and
- Reconciliation Policy commitments.

The policy is supported by guidelines that include protocols for recognition of Aboriginal and Torres Strait Islander Peoples.

This policy applies to Council staff including contingent labour, contractors, consultants, and volunteers.

Policy statement

Council is committed to working with our broader community to promote Reconciliation, awareness and understanding of our shared history, historical injustices and the place that Aboriginal Peoples hold in Australian society today.

This policy builds on Council's previous Reconciliation Policy (2015 -2018) and Statement of Commitment (2018) and focuses on continuing our Reconciliation journey which began in 2010. It has been developed based on consultation and partnership with Wurundjeri Woiwurrung Cultural Heritage Aboriginal Corporation, the Reconciliation Working Group, key service providers, staff and our community. The policy will be implemented through the supporting procedures and the Bagarru Bagarru Djerring (Shoulder to Shoulder Together) Reconciliation Plan 2022-25.

Policy principles

The following are policy principles that Council commits to. They are based around the seven pillars included in the State government's Victorian Aboriginal and Local Government Strategy 2021-2026: *A pathway to stronger partnerships* (the Strategy).

These seven pillars are:

1. Culture, respect and trust;
2. Awareness and engagement;
3. Accountability and direction;
4. Governance and participation;
5. Economic participation;
6. Health and wellbeing; and
7. Resourcing and funding.

Pillar 1: Culture, respect and trust

Outcomes: Genuine partnerships between Aboriginal Victorians, local councils, and the Victorian Government that celebrate, understand, and embed Aboriginal cultural heritage and foster trust and respect.

Council will:

- Raise awareness within Council and the broader community about 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 commit to celebrating and recognising the important contributions and the resilience of the Wurundjeri Woiwurrung Elders and broader Aboriginal and Torres Strait Islander Peoples.

- Actively listen to, understand, and action the needs of Wurundjeri Woiwurrung Elders and community.

Pillar 2: Awareness and engagement

Outcomes: Open, proactive, and ongoing dialogue between Aboriginal Victorians and local councils that is understanding, purposeful, meaningful, thoughtful, and mutually beneficial.

Council will:

- Deliver Bunjil's Marroun Healing Ceremony on the 26th January in partnership with Traditional Owners and provide the opportunity for Wurundjeri Woiwurrung Elders and broader Aboriginal and Torres Strait Islander community to tell their story.
- Deliver an event to mark Wurundjeri Week to show our ongoing commitment to the continuation of culture, language and heritage for Wurundjeri Woiwurrung Peoples and community.
- Be accountable for Bagarru Bagarru Djerring Reconciliation Plan 2022-2025 and to the members of Marra Wirrigirri (Community Messengers) Advisory Group to commit to the delivery of actions and initiatives within the Plan.

Pillar 3: Accountability and direction

Outcomes: Clarity and genuine ownership and accountability that recognises the critical role Aboriginal Victorians, local councils, and the Victorian Government each play in progressing self-determination.

Council will:

- Ensure we maintain regular cultural consultation sessions that are open and promoted to internal and external departments and services who wish to consult with Wurundjeri Woi-wurrung Elders on projects and pathways towards reconciliation.
- Include the Bagarru Bagarru Djerring Reconciliation Plan initiatives in Council's reporting systems.
- Review this Policy every four years, or as required, in consultation with Wurundjeri Woi-wurrung Elders and other key partners to ensure Council continues to reflect contemporary issues affecting Aboriginal and Torres Strait Islander Peoples.

Pillar 4: Governance and participation

Outcomes: Aboriginal cultural values, voices, knowledge, and rights are embedded into the work local councils perform in creating vibrant local communities.

Council will:

- Recognise Aboriginal and Torres Strait Islander Peoples as Australia's First Peoples by adopting acknowledgement protocols across Council business.

Pillar 5: Economic participation

Outcomes: Aboriginal Peoples are actively participating in the state economy through employment and business ventures.

Council will:

- Ensure Council is a culturally safe place to work for Aboriginal and Torres Strait Islander Peoples with compulsory cultural competency training embedded into our learning and development practices for all staff.
- Ensure Council's procurement policies recognise Aboriginal and Torres Strait Islander Peoples' contributions to community through clear social procurement commitments.

Pillar 6: Health and wellbeing

Outcomes: Genuine partnerships between Aboriginal Victorians, including the Aboriginal Community Controlled sector, local councils, regional self-determining structures including Dhelk Dja and the Victorian Government that improve the health and wellbeing outcomes of Aboriginal Victorians.

Council will:

- Continue to work in partnership with local, state, community and industry groups to partner and, create opportunities that are inclusive of and in line with the needs and aspirations of Aboriginal and Torres Strait Islander Peoples.
- Identify issues and develop joint strategies through collaboration with state and regional local government associations and networks.

Pillar 7: Resourcing and funding

Outcomes: Effective and sustainable funding models that support Aboriginal Victorians and local councils and enable the Strategy.

Council will:

- Council will commit to resourcing the Reconciliation Plan and Policy through ongoing staff resourcing, and extend funds and resources where additional strategy related activities and opportunities arise.

Responsibilities

The following Council departments and business units have direct and / or supporting responsibilities associated with this policy:

Role	Responsibilities
Audit and Risk Committee	The Audit and Risk Committee provides an oversight function regarding: <ul style="list-style-type: none"> • Council's policies • Risk management system • Compliance controls • Audit functions
Umarkoo Wayi (<i>All of us</i>), Equity and Inclusion team	Oversees all of the development, implementation and evaluation of Reconciliation initiatives including this policy, procedure, Statement of Commitment and Reconciliation Plan.
Whole of organisation	Responsibility to deliver and champion the policy through the various departments and projects.

Definitions

A full list of definitions can be found in the [Corporate Glossary](#).

Related legislation and reference sources

Council's Reconciliation Policy has been developed following a review of Council's Reconciliation Policy 2010-2014; Federal and State Government policy contexts; and consultation with [Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation](#), service providers, staff and the community.

State	Federal
Victorian Aboriginal Local Government Strategy 2021-2026 Aboriginal Heritage Act 2006 Aboriginal Heritage Regulations 2018 Victorian Aboriginal Affairs Framework 2018-2023 Traditional Owner Settlement Act 2010 Equal Opportunity Act 2010	Bringing them Home Report (1997) Australian Human Rights Commission National Agreement on Closing the Gap Closing the Gap Aboriginal and Torres Strait Islander Peoples Recognition Bill 2012 Racial Discrimination Act 1975 Royal Commission into Aboriginal Deaths in Custody

[Racial and Religious Tolerance Act 2001](#)

[Charter of Human Rights and
Responsibilities Act 2006](#)

[The Victorian Government: Self-
Determination Reform Framework](#)

Related Council documents

- [Bagarru Bagarru Djerring Reconciliation Plan 2022-2025](#)