

ATTACHMENT ONE Manningham Reconciliation Plan (2015- 2017)

TABLE of PUBLIC COMMENTS collated through public exhibition period 1 June - 10 July

No.	NAME and Position	Position and Organisation name (if applicable)	Feedback / Comments	Related to Policy Item #	Officer's Comments	Recommended Changes to RAP
1	John Baxter	Member of MMIGP Committee, Local Indigenous Network Representative, Koorie Night Market Board and Manningham RAP working group member.	I have had the privilege of working with and following the journey Manningham Council has partaken in relation to its Reconciliation Action Plan. I've seen the growth in understanding and desire for council to be genuinely actively involved in embracing Aboriginal culture and be inclusive. Through acknowledgement at events, festivals etc, hosting art exhibitions, plays, film nights etc supporting educational evenings and cultural meetings at MC2. The Manningham area has some very special areas with significant Aboriginal connection and being able to preserve these, acknowledge them, education the public and support community is important. May I encourage Manningham to continue to grow in it's understanding of Aboriginal culture and engagement as outlined in the Reconciliation Action Plan.	General comments	Positive response that requires no further action.	None.
2	Les Chelssells	Manager, Mullum Mullum Indigenous Gathering Place (Service is located in Maroondah, social support for the Eastern regional Indigenous community)	The plan does not recognise all Aboriginal people living within the area. It fails to connect with Indigenous orgs that provide a service to all Aboriginal people, it is very heavy working with traditional custodians. Needs a balance. Very rare when anybody from local Aboriginal land council attend an Eastern Aboriginal community region event, none are visible unless their fronting up on a paid job by government or local councils to do a welcome to country again. If the council reconciliation plan is about its relationship with traditional custodians then this is a great plan but don't think for one minute it meets the needs of other Aboriginal people from other heritage (some who have lived in the area for a long time). It fails to recognise major Aboriginal service delivery organisations, Councils reconciliation group are not a defacto Aboriginal organisation. Lets hope the council firms up on action items 27 to 29 with proper timelines and achievable actions, not some motherhood statement to fill in the measurable target. Plenty of potential within the plan. The council willingness to go forward is unquestionable, its about how the actions will be interpreted and executed that will make it successful for all.	General comments, Item 5 and specific references to Items 27 - 29 (which are now Items 31 - 33 in the updated draft MRAP)	Important to note that Council has indeed connected with MMIGP on significant occasions in the past, in particular through engaging them to participate in the former Multicultural Festival whereby they set up a community Education site, and also invited them to present a stall at the last three Didgeeridoo Festivals, with no response from back from MMIGP. One of the MMIGP board members (John Baxter) is a member of our RAP working group and provides the comments above. He is a member of the Local Indigenous Network, which is a representative group of local Indigenous people, and attends these sessions from time to time. It is part of our LGA legislative requirement to engage with the allocated Registered Aboriginal Party - Wurundjeri Tribe Council - for issues relating to ceremony, land management and history. We use many other Indigenous resources to present on cultural activities within our programming, most of whom live in the Easter region. The message to take from Les' comments is that t our local context has not been articulated well in the RAP, and needs greater emphasis.	<ol style="list-style-type: none"> 1. Include a new Item 5 on page 11 relating directly to local Indigenous communities and Councils enthusiasm to regularly connect. 2. Better define our partners by introducing a Terminology section on page 9 to help define what is meant by 'Local Community Partner's and 'Industry Partner's within the plan, update this throughout the plan accordingly. 3. Update the training, employment and procurement items that Les refers to as items he hopes eventuate, now Items 31 - 33, with best practice measures as recently presented by the Municipal Association of Victoria.

No.	NAME and Position	Position and Organisation name (if applicable)	Feedback / Comments	Related to Policy Item #	Officer's Comments	Recommended Changes to RAP
3	David Thomas	Metropolitan Heritage Programs, Office of Aboriginal Affairs Victoria, Department Premier and Cabinet	<p>I've just had a look at the Reconciliation Action Plan which looks good, but I'm a bit concerned about point 12: Does this only refer to existing collections? Where are they from - Wurundjeri country / Victoria or further afield? Are they catalogued / registered on the Victorian Aboriginal Heritage Register? Have you consulted with the Wurundjeri about these collections? Are there plans to increase the number of collections - under section 34(c) of the Aboriginal Heritage Act 2006 the buying or selling of Aboriginal objects requires a permit.</p> <p>Or perhaps what is actually meant is 'increased promotion of existing collections of Indigenous culture and heritage...'</p>	Item 14	Further clarification was sought with Whitehorse-Manningham Library CEO Sally Both, who noted that the Indigenous collection refers to published and accessible works, not single items of heritage value. She suggested a rewording of that item to make it more explicit, refer below. David was happy with this explanation and rewording.	Rewording of Item 14 on page 16 using more specific language about the collection and that it is only published items (not heritage collections) that we aim to hold in the library.
4	Sally Both	CEO, Manningham-Whitehorse Regional Libraries	The Human Library (Living Library) concept is a lot of work: recruiting volunteers, police checks, induction, promotion, coordination etc and is best to be held in conjunction with a bigger event that will ensure the "books" get some "readers". The recent Human Book project hosted by the library for the Refugee welcome launch was a lot of planning and cost \$4,500 to deliver, which funded the employment of a PT project officer to coordinate the project. Indigenous Storytelling (as a presented program) would work through Children's Book Week (not National Book Week)	Item 14	The Human Book concept came from a local Indigenous person who was keen to activate this idea at Manningham as he had been involved in the Whitehorse program. However, given the limited resources we currently have for the Reconciliation portfolio, Council is encouraged to take Sally's insight into the costs and time required to run this type of activity, and withdraw it from the RAP, replacing it with more structured storytelling through Children's Book Week and National Reconciliation Week programs.	Rewording of the measures of Item 14 on page 16 to reflect Sally's suggestions of delivering a simpler storytime session through Children's Book week, and better terminology surrounding the collection at the library.
5	Paul Byrne-Moroney	Heritage Program Officer - Metropolitan Heritage Programs, Office of Aboriginal Affairs Victoria, Department of Premier and Cabinet	With regards to the presentation of Wurundjeri history within the local realm: I recently visited the Warrandyte Historical Society and was very pleased to see an entire room dedicated to the history of the traditional owners. I was concerned however by the reproduction of this historic quote which has the potential to reinforce old presumptions about Aboriginal people as nomads and the term itinerant carries other less than positive connotations.	Various Items relating to Heritage	Paul highlights a gap in the RAP, the support Council can provide to encourage local historical societies to capture culturally appropriate content about the Wurundjeri history of the area, and to stock resources such as the walks that reflect on the Wurundjeri history, and the Wurundjeri Stories resource materials.	Introduce a new Item 7 page 12 relating directly to the Wurundjeri historical content and displays held within Manningham Historical societies

No.	NAME and Position	Position and Organisation name (if applicable)	Feedback / Comments	Related to Policy Item #	Officer's Comments	Recommended Changes to RAP
6	Brother Sean Keefe	College Chaplain, Whitefriars College	Awareness of our history, and positive links with it, allows us to grow in our future. When it is possible to correct past injustices, we should do so. The better we work to construct an inclusive society, the more enriched each finger of our society becomes. It is not giving up personal traditions, unless they are obstacles to growth, but blending our journeys to allow more people to be aware of the preciousness of each. In a world much aware of differences that divide, it is important to link unique qualities which support harmony.	General Comment	Positive response that requires no further action.	None.
7	Jim Poulter	Secretary, Reconciliation Manningham	The plan looks pretty good, but an initial thought is that I would like council to commit to a 'Songlines Mapping Project in Manningham'. This could be done with no budget as all the costs would essentially be infrastructure. All that needs to be done is for council to produce a contour map of Manningham and immediately adjacent municipalities, overlaid with a map of current streets. A trial set of Songlines could then be superimposed and the draft sent out to historical and Aboriginal groups and adjacent municipalities for comment. The final plan could then be publically launched in a special event.	Item 13	The songlines mapping project is a great idea, however it sits comfortably within the more strategic context of Item 28 and Item 29 as a possible project (relies on further funding) to support cultural development at approved heritage sites. It will be considered alongside other project ideas within these Items, and may form part of a larger signage project.	None.
8	Anna Liebrecht	Local Indigenous Artist (Bulleen)	I am particularly interested in how schools can become engaged and excited to incorporate indigenous perspectives into curriculum, cross-curricular priorities. I work with pre-service teachers at Monash and Vic Uni on exactly this, how to meaningfully engage with indigenous content, localised and culturally appropriate. It's great to see Council address this, and develop a strategy for implementing this. It's almost like an education program needs to be developed, packaged and marketed with appropriate people going into schools and 'selling' it. Where can schools find the Manningham Indigenous resources? I would like to get my sons school on board because at the moment I don't think their Indigenous content is localised. Also other subjects could tap into the rich culture on our doorstep ticking a whole lot of national and state education policy requirements in the process!!! I think the cultural tourism group sounds interesting and yes, I would like to learn more.	General Comments, and Item 23 - 25	The RAP does attempt to increase educational sector relationships with Reconciliation, and with the recent release of the Reconciliation Australia framework for Reconciliation in Schools, it is appropriate to introduce more detail in Items 23 - 25..	Provide more specific detail relating to education actions by including a measure relating to the recently released framework for Reconciliation in Schools "Narragannawali" in Item 23 on page 22 and increasing the detail of Item 25 on page 23 . Invite Anna to join the Cultural Tourism working group when applicable.

No.	NAME and Position	Position and Organisation name (if applicable)	Feedback / Comments	Related to Policy Item #	Officer's Comments	Recommended Changes to RAP
	Internal Officer Comments	Various	<ol style="list-style-type: none"> 1. Various layout and grammar suggestions 2. Include Indigenous gardens in Environmental Education programs run through EEP 3. Better articulate the Reconciliation Australia 'Stretch RAP' framework 4. The Heritage Advisory Committee only needs consultation with Wurundjeri when relevant, where Indigenous matters arise. 5. There are legislative requirements for Council to follow the correct process for protecting Aboriginal Heritage Sites on private and public land, our process to reflect the legislation. 	Various	All officer comments taken on board and RAP edited accordingly.	<p>Following changes suggested:</p> <ol style="list-style-type: none"> 1. Grammar and layout items edited 2. Include a new Item 30 on page 26 to address Environmental Program opportunities 3. Add more detail about what is the Stretch RAP framework on page 6 4. Insert a measure on Item 2 page 10 to include a more specific reference to the way the Heritage Advisory Committee will engage with Wurundjeri Elders.

Manningham Reconciliation Action Plan

(2015 - 2017)

A Message from the Mayor

“Manningham City Council acknowledges the Wurundjeri people as the traditional custodians of the land we now know as Manningham. We pay our respects to Wurundjeri elders past and present, and value the ongoing contribution to the cultural heritage of Manningham”. (Statement of Acknowledgement 2015)

It is with great pleasure that I present Manningham City Council’s second nationally recognised Reconciliation Action Plan (2015 – 2017). Council formalised its commitment to Reconciliation in 2006 with the establishment of our first Indigenous Peoples Policy. This was a simple set of principles that recognised Council’s role in Reconciliation, and set out a framework for our Reconciliation portfolio to grow. Council recognises the importance of establishing partnerships with our local community and the Indigenous community to deliver Reconciliation objectives, and with this principle our portfolio for Reconciliation has grown enormously in the past decade.

In 2011, we were the proud recipients of the National Local Government Award for Reconciliation, which was a significant recognition of the work that had taken place in developing partnerships with the Wurundjeri community, local community, schools and organisations in our joint planning and delivery of Reconciliation objectives. In 2012, Council developed its first nationally recognised Reconciliation Action Plan, a two year vision that set forth a series of actions to achieve our community’s top priorities for Reconciliation within Manningham.

The Reconciliation Action Plan (2015 – 2017) builds upon the actions developed in 2012, and focuses upon key national learnings about Reconciliation, as well as building upon the things that Wurundjeri Elders, local community partners and Council feel are the most important and achievable local objectives, which hinge upon cultural celebration, cultural education and the preservation of Aboriginal Cultural Heritage Sites of Significance in Manningham.

Please take part in our progress over the next two years as we continue our committed journey towards Reconciliation.

**Cr Paul McLeish,
Manningham Mayor**

Reconciliation is about building positive relationships between Aboriginal and Torres Strait Islander (Indigenous) and other Australians, for the benefit of all Australians.

It requires an understanding that Colonial settlement of Australia had an enormous impact on Indigenous people, a trauma that is still being felt today.

Reconciliation is based on the knowledge that all Australians play an active part in creating a better future, where people enjoy the same standards of living as other Australians. Reconciliation respects that people have the human right to access their traditional culture, and for all Australians to share pride in our Indigenous heritage.

A Message from the Wurundjeri Tribe Land & Compensation Cultural Heritage Council

The Wurundjeri Tribe Council is the Registered Aboriginal Party for the area now known as Manningham.

Wurundjeri Tribe Council is proud to support the Manningham Reconciliation Action Plan (2015-2017). Wurundjeri Elders have been working in partnership with Manningham Council over a number of years now, delivering reconciliation outcomes within the local community. Wurundjeri Elders contributed to the development of this plan, which presents some great opportunities for collaboration between Manningham and the Wurundjeri. We look forward to working collaboratively towards positive outcomes that will benefit not only the Wurundjeri people, but the wider Manningham community.

Wurundjeri Tribe Council Elders

Message from Reconciliation Australia

This endorsement statement will be included once the plan is endorsed by Council on 25 August.



Our Commitment

Manningham City Council understands the value and need to partner with Wurundjeri people, the local Indigenous community, industry stakeholders and local community partners in the planning and delivery of our Reconciliation Action Plan.

Council recognises and respects the deep connection Wurundjeri people have to the land and waterways in our city, and understands the important role we play in preserving the Aboriginal Heritage Sites located within Manningham.

Council respects the rights of all Indigenous people to retain a strong relationship with their people, culture, values, customs and land, and we acknowledge our role in supporting them to achieve this human right. Manningham City Council recognises that much of the land we now know as Manningham is of heritage significance and in many cases sacred spaces for Wurundjeri people who may have an interest in reconnecting with these sacred sites.

Council acknowledges and values the contributions made to our community by Indigenous people and values the rich cultural identity our community has achieved as a result of the Wurundjeri presence in our local heritage.

Council recognises the serious social, health, economic, education and employment disadvantage facing many Indigenous people.

Our Council

Manningham is located 12 kilometres from the Melbourne CBD linking to the Yarra Valley – bringing a unique combination of both cosmopolitan city and country lifestyles together, over a total land area of 114 square kilometres, including substantial green wedge space.

Manningham is a diverse community with an estimated resident population of 118,521 people (Australian Bureau of Statistics ERP 2014) and approximately 0.1% identify as Aboriginal or Torres Strait Islander people. In comparison, in the Eastern Metropolitan Region and Victoria the Indigenous people make up 0.3% and 0.6% respectively. (Source: ABS 2006 Community Profile).

Manningham City Council is the Local Government authority of the Manningham municipality, and currently employs 725 employees, none of whom identify themselves as Aboriginal or Torres Strait Islander.

Manningham City Council provides more than 100 services to residents, ratepayers, businesses and community groups across the City.

Our Vision for Reconciliation

Manningham City Council is committed to achieving positive outcomes for Aboriginal and Torres Strait Islander (Indigenous) people, and preserving and celebrating our unique Wurundjeri cultural heritage.

This is supported through the following vision statements:

- To respect, recognise and advocate for Aboriginal and Torres Strait Islander people to practise their cultural heritage, values, customs, ceremony and special relationship with the land and waterways.
- To recognise that resilient and respectful relationships between Indigenous and other Australians/wider community are the cornerstone of Reconciliation.
- To deliver Council services that are accessible to Aboriginal and Torres Strait Islander people, and uphold the principles of equity, justice and culturally sensitive access for all members of the Indigenous community.
- To develop a close working relationship with traditional custodians of the land, the Wurundjeri people, Indigenous networks and heritage agencies to effectively preserve, and where appropriate, celebrate and share, the Aboriginal Heritage Sites of significance in Manningham.
- To provide an outstanding range of activities that celebrate, recognise and respect Indigenous people and Indigenous cultural heritage during National Reconciliation Week and other National and State initiatives, providing our local community with an opportunity to take an active part in the process of Reconciliation.
- To maintain positive local community partnerships that enable local people to actively participate in Reconciliation activities.
- To support the sustainable development of Aboriginal and Torres Strait Islander-driven projects, events, venues and services within our community.
- To achieve long term health and quality of life outcomes for Indigenous people through improved services within the health and wellbeing, early years, education, training, employment, economic development, and social justice sectors, in line with the Victorian Indigenous Affairs Framework objectives.

Our Story So Far

- 1997** A Statement of Commitment to Indigenous People was developed with the Eastern Region Councils and adopted by Manningham City Council. It was an affirmation of respect and recognition for the Wurundjeri people as the traditional custodians of Manningham.
- 1999** The first Indigenous People's Policy was developed, which provided a basic set of principles for Council to activate the journey of Reconciliation, including the protocol of flying the Indigenous flag on key dates, and the introduction of a Statement of Acknowledgement, to be read prior to key Council meetings.
- 2006** The second Indigenous Peoples Policy was developed which introduced a commitment to delivering a program of community activities during National Reconciliation Week, based on local partnerships.
- 2008** A more formalised Indigenous Policy and Action Plan (2009 – 2012) was developed, which saw the introduction of clear and measurable actions to support Reconciliation. This guided the development of strong partnerships with Wurundjeri Elders and local community in developing an extensive suite of programs and projects during National Reconciliation Week (NRW). This year also saw the Aboriginal Flag being permanently flown at the Manningham Council Municipal Offices.
- 2011** Manningham City Council was awarded the National Local Government Award for Reconciliation, which recognised Council's program as outstanding in terms of its' community and Indigenous partnerships, and diverse array of cultural, heritage, arts and education experiences for our community.
- 2012** Council developed our first nationally endorsed Manningham Reconciliation Action Plan (2012 – 2014), an extensive and diverse set of actions that put Manningham at the forefront of Reconciliation programming within the Eastern metropolitan region. Most of these actions were achieved, with a number of actions that continue to roll over into the new Reconciliation Action Plan.
- 2013** Council received Federal funding for the "Wurundjeri Stories" Interpretive Signage trail project at Pound Bend, supporting Council's vision to signpost and culturally develop known Aboriginal Heritage Sites of Significance in Manningham in partnership with Wurundjeri Tribe Council. The trail has been developed to provide a framework for schools to access local cultural heritage and progress their Reconciliation objectives within a local setting. Resources have been developed to support school access to this program.
- 2015** Review of the Manningham Reconciliation Action Plan (2012-2014) sees the introduction of the Manningham Reconciliation Action Plan (2015 – 2017) using the Reconciliation Australia framework, which is designed to address reconciliation on the basis of "Respect" Relationships" and Opportunities".

Our RAP Working Group

The Manningham Reconciliation Action Plan (2015 – 2017) is the result of extensive consultations with our Manningham Reconciliation Action Plan Working Group. The Working Group comprises internal Council staff who are responsible for the delivery of RAP actions, and external key stakeholders, including representatives of Wurundjeri Tribe Council and Wurundjeri Cultural Advisors, representatives from the Eastern Local Indigenous Network (LIN), representatives from peak Indigenous bodies and local Indigenous agencies, and local service providers who support Indigenous people and the movement for Reconciliation. State and Federal input was also sought to assist with the strategically aligning our actions with State and Federal Indigenous objectives, and a six week public consultation period enabled residents to also contribute their ideas to the plan.

Our Policy Context

Links with the Generation 2030 Community Plan and the Council Plan (2013 – 2017)

The Manningham Reconciliation Action Plan (2015-2017) addresses a number of goals and strategies arising from Council's Generation 2030 Community Plan, in particular under the theme '**Our Community Spirit**' through delivering programs and services that enhance our community's distinct character, celebrate diversity and harmony, strengthen community connections and offer opportunities for social inclusion.

The Manningham Reconciliation Action Plan (2015-2017) also reflects the Council Plan (2013 – 2017) through supporting Council's mission, vision, values and strategic objectives.

Council's Mission Statement is "To serve our community by delivering valued services and programs that meet community expectations". The Manningham Reconciliation Action Plan (2015 – 2017) supports this mission through delivering a series of services and programs that meet the cultural and social needs and expectations of the Manningham community.

Council's vision is "To be a city that values people, heritage and resources. A city with a strong economy and diverse social and natural environment that will enrich our vibrant community". The Manningham Reconciliation Action Plan (2015 – 2017) supports this vision by providing a strategic framework for heritage, cultural and social planning.

The Manningham Reconciliation Action Plan (2015 – 2017) also meets the Council Plan values of honesty, inclusiveness, transparency, equity and respect, and directly relates to a number of the Council's strategic objectives, in particular:

Our Community Spirit, through delivering programs and services that enhance our community's distinct character, strengthen community spirit and connection, embrace diversity, help promote neighbourhood harmony, and celebrate and preserve our history.

The following strategies and policies also have objectives that support the delivery of the Manningham Reconciliation Action Plan (2015 – 217):

- Cultural Strategy
- Manningham Healthy City Plan
- Active for Life Recreation Strategy
- Manningham Planning Scheme, including the MSS and Cultural Heritage Policy
- Multicultural Strategy
- Community Funding Program Policy
- Youth Policy
- Art Collection Management Policy
- Ageing Well in Manningham Strategy
- Access Equity and Diversity Strategy

Our Reconciliation Action Plan

Our Reconciliation Action Plan is based upon the framework endorsed by Reconciliation Australia. The focus of our plan is to provide a set of strategic actions that have a high probability of success in our community, and to provide a framework to achieve the Reconciliation needs and aspirations of our Indigenous partners, local Indigenous community, wider community and Council.

The plan is divided into three key strategic themes, being Respect, Relationships and Opportunities, and each of these themes has a number of focus areas accompanied by a set of measurable actions.

Please note that throughout the plan, **Aboriginal and Torres Strait Islander** people and activities are referred to as '**Indigenous**'.

Responsibilities and Key Partners

Throughout the plan, each action item has a "Responsibility and Key Partners" column attached to it. It is primarily the responsibility of internal Council units to lead each action and these units are nominated in this column, and many of the actions are lead by the Cultural Services Unit's Cultural Planning and Development Officer (CPDO) in partnership with other Council Units and Officers.

The majority of actions require some level of consultation and partnership with external bodies for their successful delivery. The key partners are noted in the table in *italics* and are defined as follows:

Key Industry Stakeholders: Includes the relevant Industry bodies that have a strategic interest in an action, and may have a legislative requirement to be involved in decisions relating to that action. This may include the Registered Aboriginal Party for Manningham, Wurundjeri Tribe Council, key Government bodies, departments, agencies or services.

Local Reconciliation Partners: Refers to the relevant local Indigenous community representatives, local services and/or local organisations that have a shared interest in Reconciliation objectives within the Manningham community.

Local Education Sector: refers to Manningham based pre-schools, kindergartens, primary schools and/or secondary schools.

Resources and timelines

All actions are achievable within existing resources, except where noted.

All actions have a measurable target, which Council feels is achievable within the timeframe noted.

Relationships

Manningham Council aims to build respectful and resilient relationships between Indigenous people, Council and the wider community, such that we may work in partnership together on the journey of Reconciliation.

Focus area: Strengthen the strategic relationships between Indigenous people, Council and the wider community.

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>1. RAP Working Group The Manningham Reconciliation Action Plan (RAP) Working Group continues to actively monitor RAP development, including implementation of actions and tracking progress.</p>	<p>Cultural Services Unit, Cultural Planning and Development Officer (CPDO)</p> <p><i>RAP Working Group</i></p>	<p>Review July Annually</p>	<ul style="list-style-type: none"> • Two working group meetings conducted annually. • Maintain a minimum of six active members in the working group comprising Aboriginal and Torres Strait Islander (Indigenous) and non-Indigenous members.
<p>2. Networking Encourage Indigenous people to participate in Council committees / networks; and Council officers to participate in Indigenous committees / networks / working groups.</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review July Annually</p>	<ul style="list-style-type: none"> • A minimum of three Indigenous people are active members of Manningham committees / networks / working groups. • Wurundjeri Tribe Council Elder is invited to consult with the Heritage Advisory Committee on issues relating to local Indigenous heritage as required. • A minimum of three officers are active members on Indigenous committees / networks / working groups.

Relationships

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Focus area: Strengthen the strategic relationships between Indigenous people, Council and the wider community. (continued)

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>3. Funding and Support Continue to encourage and support organisations seeking financial partnerships with Council to deliver Reconciliation activities within our community.</p>	<p>Cultural Services Unit, CPDO</p> <p>Social & Community Services Unit, Manager</p>	<p>Review July Annually</p>	<ul style="list-style-type: none"> A minimum of four organisations apply for funding through Councils funding programs annually for local reconciliation based activities.
<p>4. Local Indigenous Communities Continue to build strong relationships with local Indigenous Agencies and local Indigenous communities through increasing collaborations through reconciliation activities, projects, events and networks.</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review July Annually</p>	<ul style="list-style-type: none"> A minimum of eight collaborations between Council and local Indigenous community Agencies are achieved annually. A minimum of twelve invitations are sent to local Indigenous agencies to circulate to their members, inviting participation in Manningham based reconciliation activities.
<p>5. Communications and Marketing Continue to effectively promote local Wurundjeri history, culture, projects and events to attract Indigenous people and the wider community to participate in Manningham Reconciliation initiatives.</p>	<p>Community Relations & Marketing Unit, Manager</p> <p>Cultural Services Unit, CPDO</p>	<p>Review July Annually</p>	<ul style="list-style-type: none"> Information on Council website regarding Indigenous activities is current and accessible. Wurundjeri history and resources are current and accessible on Council's website. Database continues to be developed for those interested in receiving information about local reconciliation activities.

Relationships

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Focus area: Strengthen the strategic relationships between Indigenous people, Council and the wider community. (continued)

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>6. Local History Resources Continue to encourage local historical societies to showcase culturally appropriate information about local Wurundjeri history, culture, heritage sites and people through a range of resources.</p>	<p>Cultural Services Unit, CPDO</p> <p>Economic & Environmental Planning Unit, Manager</p> <p><i>Key Industry Stakeholders</i></p>	<p>December 2016</p> <p>Review July Annually</p>	<ul style="list-style-type: none"> Review of existing Wurundjeri content within local Historical Societies is undertaken and updated where required. Council resources are regularly supplied to local Historical Societies to support their effective presentation of Wurundjeri resource material.
<p>7. Indigenous Health and Wellbeing Actively support the National Indigenous health and wellbeing objectives at a local level through supporting the work of local service providers including Indigenous Agencies and Community Health Services.</p>	<p>Cultural Services Unit, CPDO</p> <p>Social & Community Services Unit, Manager</p> <p><i>Local Community Partners</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review July Annually</p>	<ul style="list-style-type: none"> Council provides information and resources to local service providers regarding Indigenous Health and Wellbeing issues. A minimum of one Indigenous Health and Wellbeing project is developed in partnership with local service providers annually.

Relationships

Manningham Council aims to build respectful and resilient relationships between Indigenous people, Council and the wider community, such that we may work in partnership together on the journey of Reconciliation.

Focus area: Celebrating Indigenous Cultural Heritage strengthens the relationships between Indigenous people and the wider community.

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>8. Celebrate National Reconciliation Week Continue to provide opportunities for Indigenous people to build relationships with the local community and share their cultural heritage and skills through an innovative, sustainable and engaging suite of activities offered during National Reconciliation Week (NRW), hinged upon local community partnerships.</p>	<p>Cultural Services Unit, CPDO</p> <p>Economic & Environmental Planning Unit, Manager</p> <p>Social & Community Services Unit, Manager</p> <p><i>Local Community Partners</i></p> <p><i>Local Education Sector</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Reviewed September 2016, then delivered annually</p> <p>Review August Annually</p>	<ul style="list-style-type: none"> • The current scope of activities offered through the NRW, including the annual NRW Exhibition program is reviewed, with the aim to deliver a innovative, sustainable and engaging program based upon local community partnerships. • The Annual NRW program is delivered with a minimum of eight activities, comprising a minimum of three local community partnerships and three Local Education Sector partners. • A minimum of eight Indigenous people are professionally engaged to deliver activities within NRW, with a minimum of three of these being of Wurundjeri heritage. • A minimum of three local schools are engaged within the NRW program annually. • A minimum of 40 Council staff participate in at least one NRW event annually.

Relationships

Manningham Council aims to build respectful and resilient relationships between Indigenous people, Council and the wider community, such that we may work in partnership together on the journey of Reconciliation.

Focus area: Celebrating Indigenous Cultural Heritage strengthens the relationships between Indigenous people and the wider community.

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>9. National Sorry Day Deliver projects that engage Indigenous people with the local community in activities that recognise the importance of National Sorry Day.</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Local Education Sector</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review July Annually</p>	<ul style="list-style-type: none"> • A minimum of one annual project is delivered that recognises National Sorry Day. • A minimum on one Indigenous person is engaged to deliver activities relating to National Sorry Day annually. • A minimum of three schools are engaged within this project annually.
<p>10. National Trust Heritage Week Continue to deliver Wurundjeri cultural heritage events within National Trust Heritage Week, with a focus on historical activities at approved Aboriginal Heritage Sites of Significance.</p>	<p>Cultural Services Unit, CPDO</p> <p>Economic & Environmental Planning Unit, Manager</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review July Annually</p>	<ul style="list-style-type: none"> • A minimum of two activities are delivered in partnership with the Indigenous people and the community during National Trust Heritage Week annually. • A minimum on two Indigenous people are engaged to deliver activities within National Trust Heritage Week annually.

Relationships

Manningham Council aims to build respectful and resilient relationships between Indigenous people, Council and the wider community, such that we may work in partnership together on the journey of Reconciliation.

Focus area: Celebrating Indigenous Cultural Heritage strengthens the relationships between Indigenous people and the wider community. (continued)

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>11. Sharing Culture through Community Festivals and Events Promote relationship building between Indigenous people and the wider community through supporting and delivering Reconciliation activities within local festivals and events.</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review July</p> <p>Annually</p>	<ul style="list-style-type: none"> • A minimum of six Reconciliation activities are supported within community run events and festivals annually. • A minimum on four Indigenous people are engaged to deliver Reconciliation activities within community run festivals and events annually. • A minimum of three Wurundjeri Elders are engaged to deliver Welcome to Country Ceremony at community festivals and events.
<p>12. Literature and Oral History Manningham libraries to increase the volume and diversity of Indigenous resources/literature in its collection, including published items by Indigenous people, items about local Wurundjeri history and culture and Indigenous children's literature .</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Manningham Libraries</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>December 2016</p> <p>Review July</p> <p>Annually</p>	<ul style="list-style-type: none"> • A collection of at least 50 published Indigenous based culture and heritage works are held within Manningham Libraries. • Promotion and display of these resources to support Councils calendar of events celebrating Indigenous cultural heritage. • Indigenous Storytelling sessions are offered through Children's Book Week.

Relationships

Manningham Council aims to build respectful and resilient relationships between Indigenous people, Council and the wider community, such that we may work in partnership together on the journey of Reconciliation.

Focus area: Support local schools and kindergartens in their achievement of Reconciliation outcomes.

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>13. Narragunnawali Encourage local schools and kindergartens to take up 'Narragunnawali', a framework for reconciliation within schools and the early education sector as presented by Reconciliation Australia, and offer information and resources to assist the application of this framework within school curriculum.</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Reconciliation Australia</i></p> <p><i>Local Education Sector</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review November Annually</p>	<ul style="list-style-type: none"> • A Reconciliation Information Kit containing resources, activities and information available to schools and kindergartens in their delivery of Narragunnawali actions. • A minimum of two Reconciliation Information Kits are sent to local schools and kindergartens annually.
<p>14. Cultural Participation by Schools Promote and support the participation of local schools and kindergartens in the Wurundjeri Stories at Pound Bend excursion program, NRW, NAIDOC Week and National Sorry Day programs.</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Local Education Sector</i></p> <p><i>Local Reconciliation Partners</i></p>	<p>Review November Annually</p>	<ul style="list-style-type: none"> • A minimum of six local schools and kindergartens book 'Wurundjeri Stories' excursions at Pound Bend annually. • A minimum of nine local schools and kindergartens participate in Councils NRW, NAIDOC Week and National Sorry Day programs annually.

Relationships

Manningham Council aims to build respectful and resilient relationships between Indigenous people, Council and the wider community, such that we may work in partnership together on the journey of Reconciliation.

Focus area: Support local schools and kindergartens in their achievement of Reconciliation outcomes. (continued)

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>15. Resource Sharing Provide local schools and kindergartens with information and resources to support Indigenous and Reconciliation activities within the school community.</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Local Education Sector</i></p> <p><i>Local Reconciliation Partners</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review November Annually</p>	<ul style="list-style-type: none">• A Reconciliation Information Kit outlining the resources available to local schools and kindergartens is developed, and includes links to Indigenous educators, performers and presenters appropriate for engagement within an education setting.• Encourage local schools and kindergartens to apply for funding through Councils Grants programs to support eligible reconciliation projects within their school community.

Respect

Manningham respects and acknowledges the Wurundjeri people as the traditional custodians of this land, and recognises their right to retain a strong relationship with their people, culture and land.

Focus area: The importance of paying respect to Indigenous people through ceremony and acknowledgement.

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>16. Statement of Acknowledgement*. In line with Government best practice, introduce a revised Statement of Acknowledgement for use at key events and meetings of Council.</p> <p>*The proposed acknowledgement is: <i>“Manningham City Council acknowledges the Wurundjeri people as the traditional custodians of the land we now know as Manningham. We pay our respects to Wurundjeri elders past and present, and value the ongoing contribution to the cultural heritage of Manningham”.</i></p>	<p>Cultural Services Unit, CPDO</p> <p>Executive Management Team</p> <p>Manningham Mayor and Councillors</p> <p>Local Reconciliation Partners</p> <p>Key Industry Stakeholders</p>	<p>September 2015</p>	<ul style="list-style-type: none"> The revised statement of acknowledgement is adopted by Council for use in key Council and Community ceremonies, meetings and events and utilised within a minimum of twelve Council meetings, events and other key Council activities annually.
<p>17. Observing Cultural Protocols Establish a clear set of for the appropriate use of Acknowledgement of Country and Welcome to Country Ceremony.</p>	<p>Cultural Services Unit, CPDO</p> <p>Key Industry Stakeholders</p>	<p>December 2015</p> <p>Review July Annually</p>	<ul style="list-style-type: none"> A clear protocol is established for the appropriate use of Acknowledgement of Country for key Council and Community ceremonies, meetings and events. Wurundjeri Elders are employed to provide a Welcome to Country address at key Council and Community ceremonies, meetings and events. A resource list and protocol is made available to those booking a Welcome to Country address.

Respect

Manningham respects and acknowledges the Wurundjeri people as the traditional custodians of this land, and recognises their right to retain a strong relationship with their people, culture and land.

Focus area: The importance of paying respect to Indigenous people through ceremony and acknowledgement. (continued)

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>18. Wurundjeri Ceremony on Country Continue to provide Wurundjeri people with opportunities to reconnect with Aboriginal Heritage Sites in Manningham.</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review November Annually</p>	<ul style="list-style-type: none"> Support a minimum of two Wurundjeri ceremonial activities at Aboriginal Heritage Sites of Significance in Manningham.
<p>19. Permanently fly the Aboriginal and Torres Strait Islander Flags Permanently fly the Aboriginal Flag and Torres Strait Islander Flag alongside the Australian Flag, State Flag and Manningham Flag within the Civic Precinct.</p>	<p>Executive Management Team</p> <p>Cultural Services Unit, CPDO</p> <p>Manningham Mayor and Councillors</p> <p><i>Key Industry Stakeholders</i></p>	<p>November 2015</p>	<ul style="list-style-type: none"> The Aboriginal and Torres Strait Islander Flags are permanently flown alongside the Australian Flag, State Flag and Manningham Flag within the Civic Precinct.

Focus area: The importance of paying respect to Indigenous people through ceremony and acknowledgement. (continued)

Respect

Manningham respects and acknowledges the Wurundjeri people as the traditional custodians of this land, and recognises their right to retain a strong relationship with their people, culture and land.

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>20. 'Wominjika' Gateway Signage Investigate the feasibility of installing a 'Wominjeka to Wurundjeri Country' (Wurundjeri/Woiwurrung welcome message) on civic gateway signage and on main civic buildings.</p> <p>This action is subject to a new budget initiative and/or external funding.</p>	<p>Cultural Services Unit, CPDO</p> <p>Executive Management Team</p> <p>Economic & Environmental Planning Unit</p> <p>Manningham Mayor and Councillors</p> <p><i>Wurundjeri Tribe Council</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Feasibility explored by June 2016</p> <p>Commence signage installation from January 2017 if deemed viable.</p>	<ul style="list-style-type: none"> • The feasibility of introducing the Wominjeka message on gateway and main civic building signage is explored. • If viable, funding is sourced, and project is approved by Council, and new signage is introduced at key locations.

Respect

Manningham respects and acknowledges the Wurundjeri people as the traditional custodians of this land, and recognises their right to retain a strong relationship with their people, culture and land.

Focus area: Support Indigenous people as they share and celebrate their cultural heritage and people with the local community.

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>21. Celebrate NAIDOC Week Continue to explore projects that offer opportunities for Indigenous people, and in particular, Wurundjeri people as the traditional custodians of this region, to share the meaning of NAIDOC week with the local community.</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Local Education Sector</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review June annually</p>	<ul style="list-style-type: none"> • An annual project or event is developed to recognise NAIDOC week in partnership with Wurundjeri Tribe Council. • A minimum on one Wurundjeri person is engaged to deliver activities within NAIDOC Week annually. • A minimum of three schools are engaged within the annual NAIDOC project each year. • All Council staff are provided with the opportunity to participate in a minimum of one NAIDC Week activity annually.

Focus area: Recognising that respect relies upon cultural awareness and competency.

<p>22. Cultural Awareness within Council Engage Council employees in cultural awareness and competency training to enable the effective application of RAP actions and culturally competent service delivery.</p>	<p>Cultural Services Unit, CPDO</p> <p>People Culture & Risk Unit, Manager</p> <p><i>Eastern Metropolitan Region Councils</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review June annually</p>	<ul style="list-style-type: none"> • The opportunity for Eastern Regional Cultural Awareness Training is explored and activated if deemed viable. • Cultural Awareness Training is offered annually to Council staff. • A minimum of 40 staff members participate in cultural awareness training annually.
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Respect

Manningham respects and acknowledges the Wurundjeri people as the traditional custodians of this land, and recognises their right to retain a strong relationship with their people, culture and land.

Focus area: Recognising that respect relies upon cultural awareness and competency. (continued)

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>23. Community Cultural Education Engage local service providers and schools in cultural awareness and competency training to enable the effective application of Reconciliation objectives and support culturally competent service delivery within the community.</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Key Industry Stakeholders</i></p> <p><i>Eastern Metropolitan Region Councils</i></p>	<p>Review June annually</p>	<ul style="list-style-type: none"> Local, regional and industry-based cultural awareness training opportunities are identified, and participation by local Service Providers, Local Reconciliation Partners and Local Education Sector is encouraged. A minimum of four Indigenous training sessions are promoted to the community annually. Community Cultural Awareness training in partnership with other Eastern Regional Councils is investigated and an annual session is delivered if deemed viable.
<p>24. Introduction to Reconciliation Ensure that all new employees and Councillors are introduced to the RAP, and provided with a basic set of resources about the Wurundjeri cultural heritage profile of Manningham.</p>	<p>Cultural Services Unit, CPDO</p> <p>People Culture & Risk Unit, Manager</p> <p>Executive Management Team</p>	<p>Review June annually</p>	<ul style="list-style-type: none"> Local Wurundjeri cultural heritage and Reconciliation information is presented during each staff induction session. All new staff are presented with a resource kit outlining Wurundjeri cultural heritage and Reconciliation information.

Opportunities

Manningham is committed to providing an environment where new opportunities for Reconciliation can be activated.

Focus area: Recognising that respect relies upon cultural awareness and competency. (continued)

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>25. Leadership Development Continue to advocate for and support Indigenous people taking a leadership roles within ceremonial, heritage, education and cultural awareness activities within our community.</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review July Annually</p>	<ul style="list-style-type: none"> A minimum of six Indigenous people are actively engaged within the Manningham community to lead reconciliation activities annually.

Focus area: Identify appropriate cultural development, environmental and cultural tourism opportunities at approved Aboriginal Heritage Sites.

<p>26. Heritage Consultation Follow a clear process that will satisfy legislative requirements for consultation with Wurundjeri Tribe Council and other Indigenous Industry stakeholders regarding land management of Aboriginal Heritage Sites of Significance within Manningham.</p>	<p>Cultural Services Unit, CPDO</p> <p>Economic & Environmental Planning Unit, Manager</p> <p><i>Key Industry Stakeholders</i></p>	<p>March 2016</p>	<ul style="list-style-type: none"> An internal process map is developed to guide staff on the appropriate process for consultation with Industry stakeholders to satisfy the legislative requirements for land protection and land management of known and possible Aboriginal Sites of Heritage Significance. A process for protecting sites located on private land is developed to comply with relevant legislation, to include education and training about traditional land management techniques with land owners of protected sites.
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Opportunities

Manningham is committed to providing an environment where new opportunities for Reconciliation can be activated.

Focus area: Identify appropriate cultural development, environmental and cultural tourism opportunities at approved Aboriginal Heritage Sites. (continued)

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>27. Cultural Tourism Develop a set of resources that promote opportunities for sustainable cultural tourism at approved Aboriginal Heritage Sites of Significance.</p> <p>This action is subject to a new budget initiative and/or external funding.</p>	<p>Cultural Services Unit, CPDO</p> <p>Economic & Environmental Planning Unit, Manager</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>June 2016</p>	<ul style="list-style-type: none"> • A Cultural Tourism working group is established to strategically guide cultural tourism initiatives in Manningham, including activities at approved Aboriginal Heritage Sites of Significance. • A Wurundjeri Tribe Elder is invited as a member of the Cultural Tourism working group to help guide culturally appropriate activities. • Resources such as walking brochures, interpretive signage trails and media applications have been explored for their viability in supporting Cultural tourism at approved Aboriginal Heritage Sites of Significance.
<p>28. Celebrations on Country Approved Aboriginal Heritage Sites of Significance are a focal point for delivering Reconciliation activities.</p>	<p>Cultural Services Unit, CPDO</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>Review June Annually</p>	<ul style="list-style-type: none"> • A minimum of six Reconciliation programs take place on sites of Aboriginal Heritage Significance within Manningham annually. • These programs are delivered in partnership with Wurundjeri people.

Opportunities

Manningham is committed to providing an environment where new opportunities for Reconciliation can be activated.

Focus area: Identify appropriate cultural development, environmental and cultural tourism opportunities at approved Aboriginal Heritage Sites. (continued)

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>29. Signing Country Interpretive signs, plaques, art work and/or marker trees to be installed at approved Aboriginal Heritage Sites of Significance.</p> <p>This action is subject to a new budget initiative and/or external funding.</p>	<p>Cultural Services Unit, CPDO</p> <p>Economic & Environmental Planning Unit, Manager</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>March 2017</p>	<ul style="list-style-type: none"> • A minimum of five approved Aboriginal Heritage Sites of Significance within Manningham have culturally appropriate interpretive signs, plaques, art work and/or marker trees installed by 2017. • If project is deemed viable, it is delivered in partnership with Wurundjeri Tribe Council.
<p>30. Environmental Programs Environmental Education programs delivered by Council to include Wurundjeri educational aspects including traditional land management, bush tucker and cultural activities.</p>	<p>Cultural Services Unit, CPDO</p> <p>Economic & Environmental Planning Unit, Manager</p> <p><i>Local Reconciliation Partners</i></p>	<p>December 2017</p> <p>Review June Annually</p>	<ul style="list-style-type: none"> • The Children's Community Garden at MC2 project to include an Indigenous bush tucker garden. • The Environmental Education programs delivered in partnership with local Schools continue to include aspects of Indigenous land management, bush tucker and cultural activities within the program.

Opportunities

Manningham is committed to providing an environment where new opportunities for Reconciliation can be activated.

Focus area: Supporting Indigenous Employment, Training and Business Development.

Action	Responsibility & Key Partners	Timeline	Measurable Target
<p>31. Indigenous Employment Continue to professionally engage Indigenous contractors to deliver Reconciliation activities within Manningham; and support Council employment opportunities being accessible to Indigenous people.</p>	<p>Cultural Services Unit, CPDO</p> <p>People Culture & Risk Unit</p> <p><i>Key Industry Stakeholders</i></p>	<p>Review June Annually</p>	<ul style="list-style-type: none"> • A minimum of twelve Indigenous contractors are engaged to deliver Reconciliation activities within Manningham annually. • Employment processes at Council remain accessible to and non-discriminatory towards Indigenous applicants. • At least one member of Council's People Culture & Risk Unit attends Cultural Awareness training annually.
<p>32. Indigenous Training Program Support Indigenous professional development and employment through investigating the feasibility of an Indigenous Training program at Council, utilising the expertise of an Industry Training organisation specialising in Indigenous training programs.</p>	<p>Cultural Services Unit, CPDO</p> <p>People Culture & Risk Unit</p> <p><i>Local Reconciliation Partners</i></p> <p><i>Key Industry Stakeholders</i></p>	<p>March 2017</p>	<ul style="list-style-type: none"> • The feasibility of conducting an Indigenous training program in partnership with a specialist Industry Training organisation is determined and implemented if viable.

Opportunities

Manningham is committed to providing an environment where new opportunities for Reconciliation can be activated.

Focus area: Supporting Indigenous Employment, Training and Business Development. (continued)

Action	Responsibility & Key Partners	Timeline	Measurable Target
33. Indigenous Supplier Diversity Make opportunities available for businesses owned by Aboriginal and Torres Strait Islander people to supply their goods and services to Council.	Cultural Services Unit, CPDO <i>Key Industry Stakeholders</i>	Review June Annually	<ul style="list-style-type: none">• Where applicable, engage businesses listed in the Aboriginal Business Directory compiled by the Victorian Government.• Investigate membership with 'Supply Nation', an industry link between Government and Indigenous businesses and join if viable.• Procurement processes at Council remain accessible to and non-discriminatory towards Indigenous businesses applying for procurement opportunities.

Tracking progress and reporting			
Action	Responsibility	Timeline	Measurable Target
34. Reconciliation Australia Reporting Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report.	Cultural Services Unit, CPDO <i>Manningham Reconciliation Action Plan Working Group</i>	September annually	<ul style="list-style-type: none"> Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
35. Council Reporting Report achievements, challenges and learnings to Council as part of the Annual Service Unit Plan.	Cultural Services Unit, CPDO	June annually	<ul style="list-style-type: none"> Annual Service Unit Plan actions are reported to Council.

For more information about the Manningham Reconciliation Action Plan (2015- 2107), please contact Cultural Services on 9840 9246.

CURRENT SPEECH FORMAT

Good evening everyone, I am the Mayor of Manningham, Cr Paul McLeish, and on behalf of Council I'd like to welcome you all to x.

I would like to acknowledge the Wurundjeri people as the traditional custodians of this land known as Manningham and also acknowledge the contribution made to Manningham over the years by people of diverse backgrounds and cultures.

I would also like to acknowledge....our special guests / my fellow Councillors.....

Speech continues....

PROPOSED SPEECH FORMAT

Good evening everyone, I am the Mayor of Manningham, Cr Paul McLeish, and on behalf of Council I'd like to welcome you all to x.

Manningham City Council acknowledges the Wurundjeri people as the traditional custodians of the land we now know as Manningham. We pay our respects to Wurundjeri Elders, past and present, and value the ongoing contribution to the cultural heritage of Manningham.

I would like to acknowledge....our special guests / my fellow Councillors.....

Manningham Council would also like to acknowledge the contribution made to Manningham over the years by people of diverse backgrounds and cultures.

Speech continues....

Attachment Four: Proposed Civic Precinct Flagpoles

