

DRAFT RECONCILIATION ACTION PLAN 2023-2025

PUBLIC EXHIBITION SUMMARY REPORT



PROJECT BACKGROUND:

The Draft Reconciliation Action Plan (RAP) 2023-2025 provides a framework for Wyndham to understand and achieve their vision for reconciliation with Aboriginal and Torres Strait Islander Peoples.

The Draft RAP has been developed in collaboration and partnership with the Wyndham Reconciliation Advisory Committee (WRAC) and Council's internal RAP Management Group

Reconciliation Australia (RA) is the lead body for Reconciliation and provides structure, expert support and guidance and accountability. It is an RA requirement that they review and endorse the Draft RAP prior to adoption by Council.

Meetings and consultations have occurred with Wyndham's two Registered Aboriginal Parties. Wadawurrung Traditional Owners Aboriginal Corporation who are the Registered Aboriginal party to the west of the Werribee River and the Registered Aboriginal Party to the east, the Bunurong Land Council Aboriginal Corporation. Feedback and suggestions on the Draft RAP were sought as well as discussions around how to strengthen our relationships through the delivery of the RAP.

The Draft RAP was open for feedback for six weeks during a public exhibition period from 3 March to 14 April 2023. Aboriginal and Torres Strait Islander community members had the opportunity to attend one of two Yarning Workshops, with a third workshop targeted at high school age students.



METHODOLOGY:

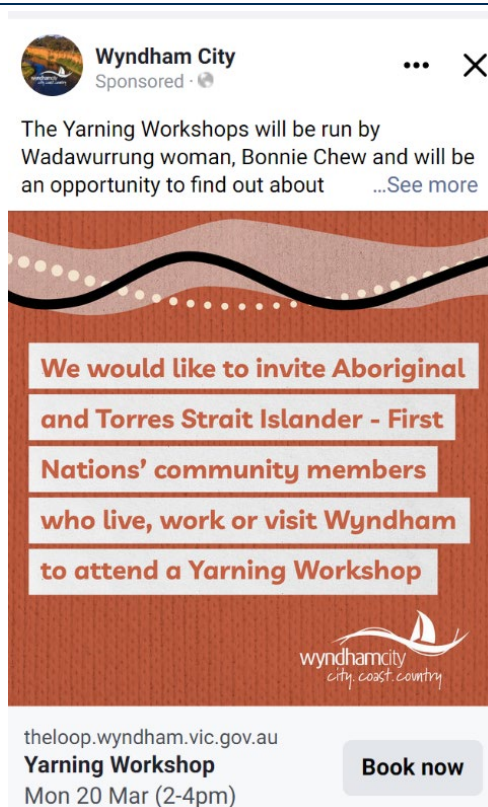
The below table outlines the various methods and techniques used to engage with the community.

Community engagement activities / tools	
Method / technique	Stakeholders engaged
Project page on The Loop	1,881 total visitors to the page 3,209 page views
Online survey	29 surveys completed
Yarning Workshop – 20 March	10 Aboriginal and/or Torres Strait Islander People at a two-hour Yarning Workshop
Yarning Workshop – 27 April	19 Aboriginal and/or Torres Strait Islander students at a two-hour Yarning Workshop
Yarning Workshop – 1 May	14 Aboriginal and/or Torres Strait Islander People at a two-hour Yarning Workshop

The below table outlines the various communication methods used to reach the community.

Communications / marketing activities	
Method / technique	Stakeholders engaged
Four direct emails to local organisations with an Aboriginal and Torres Strait Islander focus and/or dedicated area.	28 Promoting the Draft RAP exhibition period and two Yarning Workshops.
Two emails with newsletter content for all Wyndham high schools.	59 Promoting the Draft RAP exhibition period and two Yarning Workshops.
Advertisements on the Deadly Western Connections website	2 Promoting the Draft RAP exhibition period and two Yarning Workshops.
Digital screens across Council buildings	12 digital screen displays across Council buildings to promote the Yarning Workshop and RAP feedback
Newsletter content	9 shared newsletter content for WCC Community Centres 5 shared newsletter content with internal teams for various external newsletters
People's Advisory Panel	4 Invitations extended to Aboriginal and/or Torres Strait Islander People
Postcards and posters for first Yarning Workshop distributed to Council facilities	9 postcard bundles to WCC Community Centres 23 postcard bundles to WCC MCH Centres 22 postcard bundles and posters to WCC Kindergartens 15 postcard bundles and posters to Early Years Program Kindergartens
Postcards and posters distributed to non-Council facilities	39 posters and postcard bundles distributed to non-Council Early Learning Centres
Online promotion Facebook, Instagram & LinkedIn	Sponsored Post #1 (FB & Instagram) Reached: 40,119 Engagement (likes, comments, shares and clicks): 285 Click through to website: 226 Sponsored Post #2 (FB & Instagram) Reached: 44,323 Engagement: 448 Click through to website: 363 Organic Post #1 (FB) Click through to website: 7 Engagement: 57 Organic Post #2 (FB) Click through to website: 21 Engagement: 144 LinkedIn Post Click through to website: 18 Likes: 23

Sponsored Post #1
Facebook & Instagram



Sponsored Post #2
Facebook & Instagram



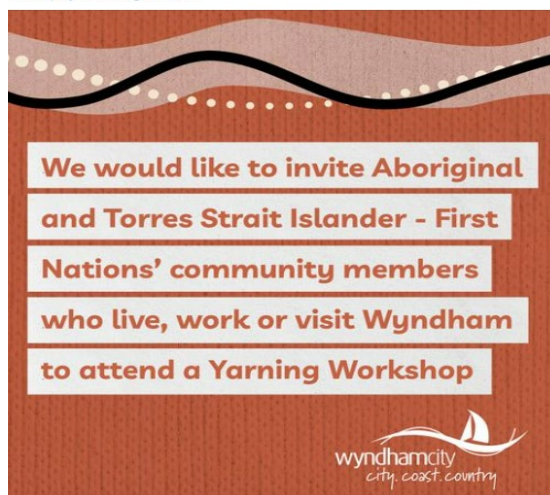
Organic Post #1
Facebook

Wyndham City
Published by Sprout Social · March 6 at 9:07 AM · 🌐

This Yarning Workshop will be run by Wadawurrung woman, Bonnie Chew and will be an opportunity to find out about Wyndham City's Draft Reconciliation Action Plan (RAP) 2023-2025, give the team ideas on how you want to be communicated with, how often you want updates on the RAP and other important messaging throughout the consultation process.

Date: Monday, 20 March 2023
Time: 2.00pm - 4.00pm

Visit The Loop to find out more and to book your spot at the Yarning Workshop.
theloop.wyndham.vic.gov.au/RAP



Organic Post #2
Facebook


Wyndham City
Published by Sprout Social · March 3 at 9:27 AM · 🌐

We invite all Aboriginal and Torres Strait Islander - First Nations' Community members who live, work or visit Wyndham to get involved as well as the general Wyndham Community to read Wyndham's RAP and provide their feedback.

To share your thoughts visit theloop.wyndham.vic.gov.au/RAP




LinkedIn Post



Wyndham City Council


13,768 followers

2mo • 


This Yarning Workshop will be run by Wadawurrung woman, Bonnie Chew and will be an opportunity to find out about Wyndham City's Draft Reconciliation Action Plan (RAP) 2023-2025, give the team ideas on how you want to be communicated with, how often you want updates on the RAP and other important messaging throughout the consultation process.

Date: Monday, 20 March 2023
Time: 2.00pm - 4.00pm

Visit The Loop to find out more and to book your spot at the Yarning Workshop.
<https://lnkd.in/gVZqizsx>



We would like to invite Aboriginal
and Torres Strait Islander - First
Nations' community members
who live, work or visit Wyndham
to attend a Yarning Workshop



wyndhamcity
city.coast.country

WHO WE HEARD FROM:

The below tables highlight the **29 people** we heard from in our community via The Loop during the public exhibition period.

Age Group

Under 9	10-14	15-19	20-24	25-29
0%	0%	0%	0%	7%
30-34	35-39	40-44	45-59	50-54
3%	0%	14%	7%	21%
55-59	60-64	65-69	70-74	75-79
14%	17%	7%	7%	3%
80-84	85+			
0%	0%			

Gender

Male	Female	Prefer not to say	Other
39%	55%	3%	3%

Suburb

Cocoroc	Eynesbury	Hoppers Crossing	Laverton	Laverton North
0%	0%	11%	0%	0%
Little River	Mambourin	Manor Lakes	Mount Cottrell	Point Cook
0%	0%	7%	0%	14%
Tarneit	Truganina	Werribee	Werribee South	Williams Landing
3%	0%	31%	3%	0%
Wyndham Vale	Outside of Wyndham			
11%	20%			

Do you speak a language other than English at home?

Yes	No
83%	17%

SUMMARY OF FEEDBACK:

The following feedback will help to shape the final Reconciliation Action Plan (RAP). Once incorporated, the RAP will go to the Council Meeting on 25 July for adoption.

ONLINE SURVEY VIA THE LOOP

Below is a summary of the 29 survey responses received.

We Asked	You said	Our response
What do you think of the Draft Reconciliation Action Plan (RAP) 2023-2025?	<p>The key themes that emerged from survey responses were:</p> <p>Reconciliation is important and is supported and needed in Wyndham City. (16 related comments)</p> <p>It is too broad and there is not enough detail included. (2 related comments)</p> <p>Reconciliation is not in Council's remit and is the responsibility of state and federal government. (5 related comments)</p> <p>This is not required and there is nothing to reconcile. (3 related comments)</p> <p>The approach to Reconciliation needs to demonstrate self-determination and be led by a First Nations Person. (2 related comments)</p>	<p>This is consistent with Council's commitment to strengthen and develop relationships with Aboriginal and Torres Strait Islander peoples and advance reconciliation. More information can be found in the Wyndham 2040 Council Plan (2.1 & 2.2)</p> <p>The RAP follows the framework that is set by Reconciliation Australia and is a strategic organisational wide document. Details of 'business as usual' actions are not captured at this level.</p> <p>All local governments have a responsibility to reconciliation. They can play a central role in advancing reconciliation outcomes through engaging local communities. This aligns with the Wyndham 2040 Community Vision (pp.3)</p> <p>Noted. Council supports Aboriginal and Torres Strait Islander people's right to self-determination. The plan seeks to strengthen and continue Council's role in facilitating a whole of community approach to reconciliation.</p> <p>The Victorian Aboriginal and Local Government Strategy has been threaded through the Reconciliation Australia Framework during the development of the RAP. The approach of having a First Nations Lead was considered and currently being progressed with recruitment. More information can be found HERE</p>

We Asked	You said	Our response
<p>Is there anything we might have missed that you think should be included?</p>	<p>More information about Kinaway and increased opportunities for Aboriginal and Torres Strait Islander businesses. (3 related comments)</p>	<p>Additional information has been included about Kinaway in the RAP. Actions 1 - 4 in the OPPORTUNITIES Pillar are themed around increasing opportunities for Aboriginal and Torres Strait Islander people and businesses.</p>
	<p>Increase the presence, knowledge and understanding of the Traditional Owners in the community through:</p> <ul style="list-style-type: none"> opportunities to participate in significant events, more signage, naming and artwork readily available resources community leadership, education, training, and grants <p>(9 related comments)</p>	<p>Actions 3 - 7 in the RESPECT Pillar, Action 2 and 4 in the OPPORTUNITIES Pillar and Action 1 in the TRUTH TELLING Pillar all investigate opportunities to increase the presence, knowledge and understanding of Traditional Owners and Aboriginal and Torres Strait Islander people in the community.</p>
	<p>Increased detail in the information about Wunggurrwil Dhurrung Centre and Koling wada-ngal Aboriginal Corporation. (1 related comment)</p>	<p>Additional wording and information have been added throughout the RAP document to reference the Wunggurrwil Dhurrung Centre and Koling wada-ngal including hyperlinks to the Council website where the address and information about programs can be found.</p>
	<p>A focus on Indigenous food systems and supporting First Nations food sovereignty. (1 related comment)</p>	<p>Noted. There may be an opportunity to include an action on Indigenous food systems in Council's next RAP.</p>
	<p>Increased inclusion of clear actionable priorities that relate to the Werribee River (1 related comment)</p>	<p>Noted. There may be an opportunity to include additional actions relating to the Werribee River in Council's next RAP.</p>
	<p>An action plan for younger generations including targeting the issue of Aboriginal and Torres Strait Islander child protection. (2 related comment)</p>	<p>This is out of Council's remit, however advocacy in this area of work does occur in Maternal & Child Health Services.</p>
	<p>Assist primary and secondary schools with Reconciliation. (1 related comment)</p>	<p>Although this falls under the responsibility of the State Government, the Community Development Team receive many requests from schools asking for support and guidance with reconciliation and will assist where they can. Advocacy also occurs through Early Education & Care Services.</p>

We asked	You said	Our response
<p>Is there anything else you want to tell us about the RAP?</p>	<p>The Reconciliation Action Plan is not the responsibility of Council, it's a waste of money and reconciliation work should cease. (6 related comments)</p> <p>The cost is not outlined. (1 related comment)</p> <p>Nothing has been missed. (5 related comments)</p> <p>Council's position on the Uluru Statement from the Heart, in addition to more local history and Truth Telling being openly discussed. (2 related comments)</p> <p>The information included on the Traditional Owners was not equal. (1 related comments)</p> <p>Increased employment pathways in Council and culturally safe working conditions. (1 related comments)</p> <p>Not enough detail including explanations around what is going to happen in a simpler format. (1 related comment)</p> <p>It is too broad and there is not enough detail included. (1 related comment)</p>	<p>Noted</p> <p>It is anticipated that actions will be delivered within Council's operational budget. Any actions and deliverables requiring funding will be considered as part of Council's annual budget process or grants.</p> <p>Noted</p> <p>Once more information becomes available, Council will provide information and education sessions for community members to ensure they are well informed prior to the Referendum.</p> <p>Both Registered Aboriginal Parties were consulted on several occasions during the development of the RAP. Respectfully, the information that has been documented is reflective of the story they chose to share.</p> <p>Actions 1,2,3,4 & 7 under the RESPECT Pillar and Actions 1 & 3 under the OPPORTUNITIES Pillar aim to Increased employment pathways in Council and culturally safe working conditions.</p> <p>The RAP follows the framework that is set by Reconciliation Australia and is a strategic organisational wide document. Details of 'business as usual' actions are not captured at this level.</p> <p>The RAP is a strategic organisational wide document which follows the framework that is set by Reconciliation Australia. Details of 'business as usual' actions are not captured at this level.</p>

We asked	You said	Our response
	<p>Look forward to updates on implementation including timelines and milestones reached. (1 related comment)</p> <p>Wyndham is leading the way with Reconciliation. The Reconciliation Action Plan is concise, well thought out and a great way to raise awareness. (11 related comments)</p> <p>The Reconciliation Action Plan is a waste of time and money and all Reconciliation work should stop. (5 related comments)</p> <p>The Reconciliation Action Plan will cause division in the community and all other multicultural communities in Wyndham should also be considered. (2 related comments)</p> <p>The practice of self-determination must be delivered and normalised for all Aboriginal Mobs living in Wyndham. The Reconciliation Australia framework is too rigid and does not support a localised approach. (2 related comments)</p> <p>The Wyndham Reconciliation Advisory Committee should only consist of First Nations Peoples. (1 related comments)</p> <p>The historical information included is important. (1 related comment)</p> <p>The extensive range of issues for Aboriginal and Torres Strait Islander Peoples should be documented to assist with understanding the true meaning of Reconciliation. (1 related comments)</p>	<p>Communication and updates will be provided to the First Nations Community based on the feedback we received from the three Yarning Workshops that were held during the community consultation period.</p> <p>Noted</p> <p>Noted</p> <p>Noted</p> <p>The Victorian Aboriginal and Local Government Strategy has been threaded through the Reconciliation Australia Framework during the development of the RAP. Prior to the development of Council's next RAP, alternative approaches will be examined and considered.</p> <p>Noted</p> <p>Noted</p> <p>Noted. Reconciliation is a continuous journey of learning. As we keep moving forward and progressing reconciliation, we hope to broaden our approach and influence.</p>

YARNING WORKSHOPS

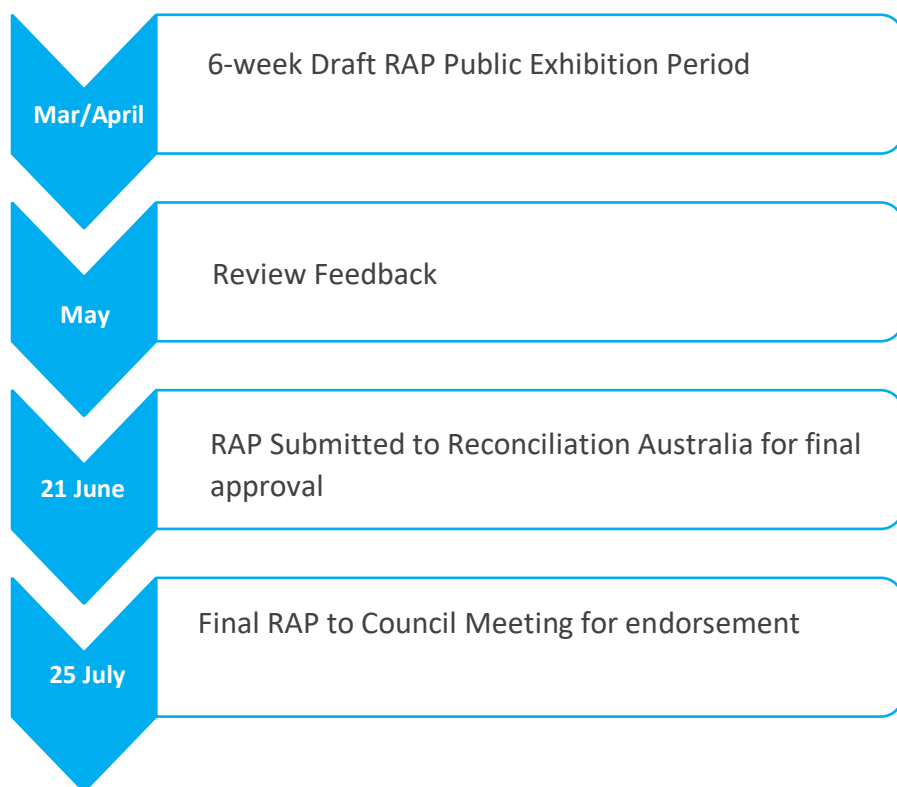
The Outcome Reports from the three Yarning Workshops are noted below in Attachment A.



NEXT STEPS:

- Council will use the feedback provided by this consultation to inform the final Reconciliation Action Plan 2023-2055. The Strategy will go to Reconciliation Australia for final approval before going to a Council meeting on 25 July for endorsement.
- Council will publish the Public Exhibition Summary Report and the final Reconciliation Action Plan 2023-2025 after the July Council meeting.

STAGES OF THE PROJECT



HOW CAN PEOPLE STAY INVOLVED AND INFORMED?

People can stay informed by visiting the Loop page and selecting to “Follow” the project.

Updates will be posted as the project progresses.

Attachment A

YARNING WORKSHOPS WITH FIRST NATIONS' COMMUNITY MEMBERS

An invitation to two workshops was extended to all Aboriginal and/or Torres Strait Islander – First Nations' community members who live, work, study or visit Wyndham. A third workshop was held with young First Nations' students at Wyndham Central College. Outcomes from the sessions were captured in the below Outcomes Reports. These were shared back to each group within a few weeks after the session.

Workshop 1

The first two-hour workshop was held on 20 March 2023 at the Wyndham Civic Centre. Ten community members attended the Yarning Workshop that was facilitated by Wadawurrung woman Bonnie Chew. Discussions were guided by discussion starter questions.

You said	Our response
Workshop locations/settings (indoor/outdoor) – Government buildings can be intimidating.	We have taken this recommendation on board and have moved the next workshop on 1 May, to the Wunggurrwil Dhurrung Centre.
Yarning Circles outdoors with BBQ areas and cover for all weather – safe space.	We have taken this recommendation on board and will consider if we can incorporate some outdoor work at the upcoming workshop on 1 May at the Wunggurrwil Dhurrung Centre.
Move workshops to night-time for Mob who work	We have taken this recommendation on board and can confirm that next workshop on 1 May will be held in the evening from 6pm-8pm.
Provide a culturally safe space to yarn (permission)	<p>We take this recommendation on board and will ensure that we share this information internally for any upcoming engagement with First Nations People. We can arrange yarning outdoors, on country or in the colder months use the Wunggurrwil Dhurrung Centre.</p> <p>In our 20 March Yarning Workshop, we also included the following to create a culturally safe space:</p> <ul style="list-style-type: none"> • Displayed the Aboriginal and Torres Strait Islander Flags in the room. • Engaged Wadawurrung woman, Bonnie Chew to facilitate the workshop. • Provided watercolour pencils and paper on each table to enable people to paint if they preferred this over writing. <p>Provided takeaway containers for participants to take left over food home.</p>
Non-Indigenous people must listen	<p>Wyndham City Council is learning about the importance of listening and truth-telling and the role it has in strengthening shared understanding of the impacts of colonisation and removal of Aboriginal and Torres Strait Islander people. Council has not leaned into the Truth Telling space previously.</p> <p>This is a new initiative for the organisation and we hope that as we start practising active listening, we can bring the Wyndham Community along in the journey.</p>

Access to facilities is important to First Nations People	Aside from the Wunggurrwil Dhurrung Centre, Wyndham City aims to create a welcoming and inclusive environment at all Council facilities for people of all cultures. Iramoo Community Centre is also a community managed centre where local Aboriginal People meet.
Mob from Wyndham doing traditional arts and crafts	Two Naynertgoroke Bunurong Weaving and Nature Crafts Workshops were offered in March 2023. The workshops were free of charge, held at the Wyndham Cultural Centre and sold out. Council hope to offer more of these workshops on a regular basis. Details on the weaving workshop by Bunurong Woman, Sam Bennett can be found here HERE
26 January – No awards on this day	We have noted this contribution and will bring it to the attention of the CEO and the rest of our Executive Leadership Team.
26 January – Council not to lead events on this day	We have noted this contribution and will bring it to the attention of the CEO and the rest of our Executive Leadership Team.
Have a calendar of events for First Nations community members to access	Council will explore adding events on the RAP web page as part of our RAP deliverables.
How can Wyndham City Council influence the western colonial contract of how a child is cared for in infant welfare and kindergartens.	This falls outside of Council's remit, although we will raise this with VACCA for guidance and/or additional advocacy.
Aboriginal art on walls and murals	Foregrounding is an endorsed curatorial theme in our Public Art Plan. We have a number of prominent sites that are in scoping phase for murals in central Werribee which will be led by First Nations artists, as well as supporting other organisations including community organisations and businesses who we are directing to consider and centre First Nations artists in their own murals and artworks. Currently we are commissioning artwork also for 5 new or in construction community centres that will all include First Nations art works. In May we also will open new exhibitions at the Wyndham Art Gallery IWARA by Robert Fielding <i>Western Arrente and Yankunytjatjara</i> , and ENDURING which features 6 First Nations Artists and their artworks which have been purchased for our collection and for all our community over the last 2 years. We welcome you to come and join us at these exhibitions.
Having access to free showers, washing machines, BBQs and toilets	Most Council Community Centres have showers, and all have toilets that are available to use by the public. All BBQs located in Wyndham are free to use. You can search locations of public toilets, BBQs, Libraries and Community Centres here . Orange Sky Australia also provide a weekly mobile washing machine service at Werribee Train Station each Friday from 5.30-7.30pm. You can search other locations here .

Where possible, include a level of detail in the deliverables section of the plan. This helps ensure accountability as to the actions committed to.	The Reconciliation Aust Framework doesn't allow for further detail to be included under the deliverables however, this is a great suggestion! We are hoping to get some ideas at the next Yarning Workshop on 1 May around methodologies for the deliverables that we can share internally with teams for consideration.
Mandatory cultural/Aboriginal studies in every school regardless of the Aboriginal population.	This is outside of Council's remit however, we can include this as part of our advocacy to State Government, who is responsible for setting the curriculum. We are also aware that Aboriginal Studies is on the National and State Government curriculum agenda.
How will the RAP improve the outcomes for First Nation People eg. Out of home care and domestic violence	<p>Family violence in the Aboriginal and Torres Strait Islander Communities is a key priority area of the Wyndham Family violence Network. The Network, convened by Council and chaired by Victoria Police and meets every second month.</p> <p>The Western Melbourne Orange Door, located at 15-17 Watton Street Werribee, is a service for people who have experienced, are experiencing or at risk of family violence. www.orangedoor.vic.gov.au.</p> <p>The Orange Door a strong collaboration between the Department of Families, Fairness and Housing, Victoria Police and partner agencies – Anglicare Victoria, GenWest, Western Health, Victorian Aboriginal Child Care Agency and Victorian Aboriginal Community Services Association.</p> <p>You can also access information specific to Aboriginal and Torres Strait Islander people here.</p>
More advertisement of local Aboriginal businesses, groups and cultural programs	<p>To ensure accurate and up to date information, we can provide links on Council's website to Deadly Western Connections and Kinnaway.</p> <p>Council also has a Community Directory for any not-for-profit organisations based in Wyndham or that service Wyndham residents. You can add details of your organisation here to include in the community directory.</p>
Support existing organisations with NAIDOC and cultural events	<p>There are actions and deliverables in the RAP around National Reconciliation Week and NAIDOC Week.</p> <p>If it's financial support you're looking for, not for profit organisations could apply for a grant. Find out more by clicking the below link.</p> <p>Wyndham City Grants</p>

Workshop 2

We connected with Kristy Gray at Wyndham Central College to run a two-hour Yarning Workshop with their 'Young Mob' which includes over 50 Aboriginal and Torres Strait Islander students who attend the high school and are invited to meet on a fortnightly basis.

Nineteen students attended the workshop and provided feedback on how we should communicate and engage with them. This was followed by a deep dive into the RAP's Truth Telling Pillar where we asked them to tell us through images and words what programs they would like to see run to help strengthen their connections with Elders.

Below are the outcomes from the activities around communication and engagement methods. The Truth Telling Pillar activity is still being worked on by the students, ensuring they have the time and space to discuss and understand what they feel before sharing their suggestions.

How do you want us to communicate with you?

Social Media <ul style="list-style-type: none"> Instagram TikTok 6 votes	Face to face at school (eg. Assembly) 6 votes	Flyers (colourful advertising) on street poles and at bus stops and around school 5 votes
Reminders via text or Compass (school app) 4 votes	School notes & Handouts at school 5 votes	Announcements over the school PA 6 votes

What engagement methods should we use?

Face to face at school	Online forum and courses (outside of school hours)	One on one with Wellbeing or KESO officer
Hands on activities	Include visual aids	Community events

What activities would be helpful to learn more about culture?

Be able to learn my language	Learn about Family history	Have guest speakers
Sister school visits/connections	Smoking ceremonies	Learning cultural protocols
Women's business/Men's business	Art & Stories	Missions/sites

Scary things about group work and engagement

- Being marked absent from class if held during school hours
- Public speaking
- Being by yourself – not knowing people
- Not knowing enough (about culture or the topic)

What can make group work and engagement less scary?

- Knowing others are going for sure!
- Bringing a plus 1 – they may not necessarily be Indigenous
- Background music that we like





What food would you like to have while doing group work?

- Hot chocolate
- Cupcakes
- Drinks
- Lollies
- Noodles
- Toasties
- Fish n chips
- Damper scones

Feedback from students

We asked students* to 'Tell us how you felt about the workshop' by using a sticky dot to rate their overall experience.

*Not all students participated in this activity.

<p>I really enjoyed the workshop</p>  <p>14 participants</p>	<p>I liked most parts of the workshop</p>  <p>1 participant</p>
<p>I didn't like or dislike the workshop</p>  <p>0 participants</p>	<p>The workshop did not excite me</p>  <p>0 participants</p>

Did you feel like your voice was heard?

<p>YES!</p> <p>14 votes</p>
<p>NO 😞</p> <p>1 vote</p>

We chatted with the student who felt as though their voice was not heard to see if there was anything we could've done to support them more or done differently, however the student was unable to identify any changes that would helped support a different outcome.

Once the students complete their Truth Telling activity, Kristy will share this with us to include in this report.

Workshop 3

Aboriginal and Torres Strait Islander People who live, work, study or visit Wyndham were invited to attend a second Yarning Workshop on 1 May 2023 at the Wunggurrwil Dhurrung Centre. An extensive communications campaign was activated to reach as many of these community members as possible, encouraging them to attend and tell us what they thought about the RAP and in particular the deliverables under each Pillar.

On the night, 14 people attended the session and provided their thoughts on the RAP Deliverables. Their views and our responses are outlined below.

What you said...	Our response
GROUP 1 – General Pillar Activity	
<p>Respect Pillar should include Traditional Owners (TOs) and all Aboriginal People in Wyndham – Need to flip around the following sentence “Provide opportunities” make sure its “culturally relevant and appropriate”</p> <p>For next RAP a commitment of respect for all Wyndham People.</p>	<p>NAIDOC week celebratory activities are led by local community groups and supported by Council.</p> <p>This deliverable aims to provide space for Aboriginal and Torres Strait Islander staff to participate in activities of their choice during NAIDOC week.</p> <p>Action 4 under the Respect Pillar aims to ‘Create and maintain culturally welcoming and safe environments for Aboriginal and Torres Strait Islander staff and community members’ and there are a number of deliverables under this action to support this.</p> <p>Noted for Wyndham’s next Draft RAP.</p>
<p>Action 2</p> <ul style="list-style-type: none"> Add Acknowledgement as card at back of staff lanyards Add more detail on mandatory deliverable of Acknowledgements at meetings. 	<ul style="list-style-type: none"> This is a great suggestion. We will forward this to our People and Culture and IT teams for consideration. Action 2 under the Respect Pillar also has a number of deliverables around education and awareness for staff with regards to Acknowledging Country. RA recommends high level documentation of Actions and Deliverables within the RAP document. The ‘doing’ of these deliverables will be planned in detail by the responsible team within Council before being shared throughout the organisation. This will include the ‘updated cultural protocol document for Acknowledgement of Country’ and ‘providing information for staff around the significance of Acknowledgement of Country’.
Action 5 VACAL – Having capacity and tension between TOs, better to involve TOs	Noted and will forward to our Governance and Community Infrastructure Teams.

What you said...	Our response
Group 1 – Truth Telling Pillar Activity	
<p>Truth Telling</p> <p>Doing recommendations for Deliverables:</p> <ol style="list-style-type: none"> 1. Not being heard (Aboriginal voice) 2. Council and WRAC collaborating with groups/programs for elders and youth 3. Room hire at WDC free 4. Healing Ceremony (cleansing) 5. Signage on walking tracks educating on Aboriginal animals, history and connection to land and water. 6. Dual naming for streets and significant places 7. Celebrate other events like: Mabo Day, Invasion Day, Children Day 	<ol style="list-style-type: none"> 1. One deliverable under Action 5 states: 'Implement respectful approaches and tools in community engagement processes to make certain that Aboriginal and Torres Strait Islander voices are heard.' The following is also embedded in the RAP Principle of Governance and Participation 'Aboriginal cultural values, voices, knowledge and rights are embedded into the work local councils perform in creating vibrant local communities. 2. 'The fourth deliverable in the first action under the truth telling pillar commits to 'Increase the delivery of youth programs at Wunggurrwil Dhurrung Centre to strengthen connections between elders and young people support intergeneration storytelling and assist cultural transmission.' 3. Noted and will be passed on to Wunggurrwil Dhurrung Centre. 4. Noted and will be passed on to the Community Development team. 5. The first Deliverable under Action 5 commits to 'Work in partnership with Traditional Owner groups to respectfully include signage or sign posting that acknowledges the land being used for community infrastructure, for example footpaths and reserves.' However, this recommendation asks us to go deeper and is a great suggestion that will be noted for inclusion in the next Draft RAP. 6. This is a great suggestion and will be included as a recommendation for the next Draft RAP. 7. Recommendation noted and will be passed on to the Community Development and Equity and Inclusion Teams.

What you said...	Our response
GROUP 2 – General Pillar Activity	
Build up a database of First Nations contacts in Wyndham and Research– What services are there for Indigenous People and where are the gaps? Link database via the Aboriginal and Torres Strait Islander flags on Council's website to direct public to different Indigenous groups and their contact details.	<p>This has been noted and will be passed on to the Community Development Team for consideration.</p> <p>It should also be noted that Deadly Western Connections website has the following information:</p> <ol style="list-style-type: none"> 1. Business Directory 2. Community spaces 3. Events and programs 4. Jobs and training 5. Services and networks 6. News and stories 7. Resources 8. Frequently asked questions <p>This website is a meeting place for the diversity of Aboriginal and Torres Strait Islander Peoples living in Western Metropolitan Melbourne. We recommend using this site in the first instance as it will have the most up to date information for Wyndham First Nations' community members to access.</p>
Have a central Council team for guidance on First Nations activities for community groups and sporting clubs	Great suggestion and will be recommended internally for implementation in line with the 2023-2025 RAP.
Council to support sporting activities involving Indigenous community as an example of building relationships.	Noted and will be passed on to the Sport and Recreation Team.
Support with 'free' venue hire or reduced fee with easy access for Indigenous groups/associations	Noted and will be passed on to the Neighbourhood Hubs Team.
Support for Indigenous men's'/women's' groups	We recommend any groups requiring support contact Council's Community Development Team.
Coordination of services/businesses involving Indigenous focus/ownership	Under Action 2 in the Opportunities Pillar of the Draft RAP, there are a number of deliverables to promote procurement of Aboriginal and Torres Strait Islander businesses internally and review and update procurement practices to reduce barriers to procuring goods and services from these groups.
Promoting Indigenous businesses with tourism eg Werribee Zoo and encourage Greater Indigenous involvement (ie programs and events)	We will pass on this recommendation to our Tourism Team for consideration, noting that the Werribee Zoo falls under the jurisdiction of the Victorian State Government.
Signage with Indigenous language along the river and parks ie. Aboriginal Language = Bird (2 nd mention)	Refer to bullet point 5 in the Truth Telling section above.
Dual two way signpost – Wayfinding signage (2 nd mention)	Refer to bullet point 5 in the Truth Telling section above.
Council workforce relationships identified and measured within Council.	Noted, however more information is needed.





	If this is in relation to recruitment and retention of First Nations staff members, refer to the deliverables under the first Action in the Opportunities Pillar, in particular 'Explore opportunities and ways to increase our Aboriginal and Torres Strait Islander staff employed in our workforce'
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What you said...	Our response
Group 2 - Truth Telling Pillar Activity	
Who is the shared understanding with? Internal with staff or community?	The Truth Telling preamble was written in consultation with the Wyndham Reconciliation Advisory Committee. This wording refers to increasing Council Staff's knowledge in the area of Truth Telling. It also refers to this new initiative for the organisation to commit to the long and uncomfortable process of uncovering Wyndham's true history.
Important to educate about the truth telling of the Wyndham area	As the Truth Telling Pillar is a new initiative in this RAP, our intention is to explore this internally first and then consider including the broader Wyndham community in the next Draft RAP. We have also included a deliverable under the Truth Telling Pillar that establishes partnerships with Aboriginal and Torres Strait Islander communities and organisations focused on Truth Telling.
Provide community with the historical facts	See above response.
Track along the Werribee River with way finding signage and QR codes that provides overview of history of significant spots (3 rd mention)	Refer to bullet point 5 in the Truth Telling section above.
Healing is needed – Ceremony, cleansing, First Nations People recognised and acknowledged (2 nd mention)	Refer to bullet point 4 in the Truth Telling section above.
Council to give an apology – Accept and acknowledge what has happened locally	The first step in this process is to learn about Wyndham's accurate history. This suggestion will be forwarded to the CEO.
Approaches across Wyndham community as well as internally with Staff	Refer to the second point in this section, above.
Other Days to celebrate <ul style="list-style-type: none"> Festival of light Mabo day Survival day (2 nd mention)	Refer to Truth Telling section, bullet point 7.
Council to look at significant action for example: <ul style="list-style-type: none"> Merri-bek – Council name change Change the date – City of Melbourne 	Noted for any future opportunities.

Feedback from attendees

We asked attendees* to 'Tell us what you think' and use a sticky dot to rate their overall experience of the workshop.

*Not all attendees participated in this activity.

<p>I really enjoyed the workshop</p>  <p>6 participants</p>	<p>I enjoyed most parts of the workshop</p>  <p>4 participants</p>
<p>I didn't like or dislike the workshop</p>  <p>0 participants</p>	<p>The workshop did not excite me</p>  <p>0 participants</p>

We then asked the attendees to tell us more about their experience.

I wish to provide more feedback on detailed actions on RAP – Include people and organisations	<p>I want to educate myself more, so that I can pass it on to my kinder children. I loved it, thank you!</p> <p>(non-First Nations Person)</p>	Need more information about our Aboriginal community in Wyndham to make change.
Discussions were so good!	More historical information based on local history.	A lot to be absorbed. As much as it is important – there is too much in such a short time.