

# Pyrenees Shire Council Reconciliation Plan 2021-2024



## About the plan

Pyrenees Shire Council's reconciliation journey began formally in early 2000 as the Dja Dja Wurrung people's Native Title Claim progressed. Since this time, we have been involved in various programs that support reconciliation, including regularly supporting the NAIDOC week schools program and more recently various other activities and projects.

We are also conscious that we have a higher than average number of people living in the municipality that identify as Aboriginal and/or Torres Strait Islander at 1.9% (135 individuals), with the Victorian state average being 0.8% (ABS 2016). Furthermore, the region of Pyrenees falls within the boundaries of four Aboriginal Traditional Custodians including the Wadawurrung people (towards the south and east of the Shire), Dja Dja Wurrung people (towards the northeast of the Shire), Eastern Maar people (along the Western boundary of the Shire) and Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagulk Nations (in a northwest corner). There is also a small part of the municipality where there are no formally recognised Traditional Owners.

The Recognition and Settlement Agreement between the Dja Dja Wurrung People and the State of Victoria (28 March 2013), encouraged us to formalise and deepen our organisational commitment to reconciliation by developing a Reconciliation Action Plan (RAP), which was endorsed by Reconciliation Australia in April 2019 and adopted by Council a few months later. The RAP was developed in consultation with some of our Traditional Owners and Aboriginal and non-Indigenous staff and implemented by an internal working group consisting of a cross section of staff from across the organisation.

Actions for the RAP were completed over the period until October 2020, with significant outcomes including:

- Cultural awareness training for Councillors and staff;
- Appropriate Acknowledgement of Country signage at Council-owned buildings;
- National Reconciliation Week and NAIDOC week events;
- The development of a First Nations Protocols Guide.

This Reconciliation Plan (2021-2024) was developed in consultation with our Reconciliation Advisory Committee, including First Nations and non-Indigenous community members and staff, Traditional Owners, and representatives from relevant organisations in the municipality, including HM Prison Langi Kal Kal. We aim to continue to actively engage our partners, as well as develop new partnerships as we implement the three-year Reconciliation Plan.

This Reconciliation Plan reaffirms and commits us to actions for advancing reconciliation. We are proud to make a commitment to fully support reconciliation within our organisation and to influence reconciliation across the municipality. In this Plan we speak of partnership, recognition and empowerment and we commit to a truth-telling process to be honest about our past to support healing.



# Pyrenees Shire Council Reconciliation Plan 2021-2024

## Theme 1 – Partnership

Aim: Collaboration with key local partners to guide us on our reconciliation journey.

Objectives:

- Demonstrate our commitment
- Invest in our partnerships
- Be a strong and unified partner

Objective		Action	Implementation
1.1	<b>Demonstrate our commitment</b>	<p>1.1.1 <b>Reconciliation Advisory Committee</b> Form the Pyrenees Reconciliation Advisory Committee to inform and support the roll out of the Reconciliation Plan.</p>	Ongoing - Meet twice yearly
		<p>1.1.2 <b>Local Government Reconciliation Network</b> Participate in the Central Victorian Local Government Reconciliation Network to inform the delivery of best practice activities that support reconciliation.</p>	Ongoing
		<p>1.1.3 <b>Governance and Reporting Structure</b> Develop a framework for the Reconciliation Plan that provides a structure for implementing, reporting, monitoring and reviewing the plan.</p>	2021
		<p>1.1.4 <b>Embed reconciliation throughout the organisation</b> Develop a mechanism to incorporate appropriate First Nations input in the review of Council Plans and policy documents</p>	2022
1.2	<b>Invest in our partnerships</b>	<p>1.2.1 <b>Dja Dja Wurrung Clans Aboriginal Corporation (DDWCAC)</b> - Continue to meet our responsibilities under the DDWCAC Recognition and Settlement Agreement (2013) in relation to initiatives and works undertaken within DDWCAC's prescribed Recognition and Settlement Agreement area.</p>	Ongoing



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## Theme 1 – Partnership cont.

Objective		Action	Implementation
		1.2.2 <b>Wadawurrung Traditional Owners Aboriginal Corporation (WTOAC)</b> – Work with WTOAC to support the implementation of the Wadawurrung Country Plan.	Ongoing
1.3	<b>Be a strong and unified partner</b>	1.3.1 <b>Acknowledgement of Country</b> Finalise the development of, and implement and communicate a cultural protocol resource for Welcomes to Country and Acknowledgements of Country	2021
		1.3.2 <b>Cultural awareness training</b> Deliver regular Aboriginal and Torres Strait Islander cultural awareness training for all Council staff and Councillors (including Cultural Heritage Tours).	Ongoing



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## Theme 2 – Recognition

**Aim:** Understand, acknowledge and protect our local history, and celebrate and respectfully utilise local cultural knowledge.

**Objectives:**

- Acknowledge our history and enable truth telling
- Celebrate culture
- Protect our history
- Value and utilise knowledge

Objective	Action	Implementation
2.1	<b>Acknowledge our history and enable truth telling</b>  2.1.1 <b>National Reconciliation Week</b> Develop an annual program for National Reconciliation Week – focussing on a flagship event e.g. partner with local schools.	Annually – 27 May-3 June
	2.1.2 <b>NAIDOC Week</b> Develop an annual program for NAIDOC – focussing on a flagship event e.g. Flag raising, art exhibitions, etc.	Annually – first full week in July
	2.1.3 <b>26 January</b> Ensure a respectful acknowledgement of Australia’s history on 26 January events. Include Traditional Owners where possible.	Annually
	2.1.4 Investigate opportunities to deliver a series of public ‘truth telling’ talks/discussions to enable a greater understanding of Aboriginal people’s experiences (past and present).	Annually
	2.1.5 Provide awareness of the three fronts of the Uluru Statement from the Heart – Voice, Treaty and Truth to promote healing and peace.	Ongoing



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## Theme 2 – Recognition cont.

Objective		Action	Implementation
2.2	<b>Celebrate Culture</b>	<p>2.2.1 <b>Aboriginal Flags</b> Explore opportunities to display the Aboriginal flags permanently at more sites throughout the municipality.</p>	2022
		<p>2.2.2 <b>Aboriginal Maps</b> Display Aboriginal language maps at each of our Resource Centres.</p>	2021
		<p>2.2.3 <b>Aboriginal arts and gardens</b> Explore opportunities to use public spaces to celebrate Traditional Owner heritage and culture through art and native plantings.</p>	2023
		<p>2.2.4 <b>Aboriginal Signage</b> Develop a Corporate Signage Policy to incorporate Acknowledgement of Country at all new Council developments. Update signage at municipal boundaries to incorporate Acknowledgement of Country.</p>	2021
2.3	<b>Protect our history</b>	<p>2.3.1 <b>Land Management</b> Comply with legislation and agreements in relation to public and private land management including the Land Use Activity Agreement and the Aboriginal Heritage Act 2006 (RSA- A).</p>	Ongoing
		<p>2.3.2 <b>Strategic Planning</b> Encourage the use of the strategic planning tools and methods to recognise and protect places of significant Aboriginal cultural heritage (RSA- K).</p>	Ongoing



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## Theme 2 – Recognition cont.

Objective		Action	Implementation
		<p>2.3.3</p> <p><b>Cultural Heritage</b></p> <p>Support the ongoing management and protection of cultural heritage sites and undertake Cultural Heritage Management Plans as required with the relevant Registered Aboriginal Party (RSA- B).</p>	Ongoing
		<p>2.3.4</p> <p><b>Traditional Language Place Naming</b></p> <p>Explore opportunities to advocate for the naming new sites, and dual naming existing significant sites within the Pyrenees Shire to include traditional language place names (RSA- H).</p>	2023
2.4	<b>Value and utilise knowledge</b>	<p>2.4.1</p> <p><b>Utilise Cultural Knowledge</b></p> <p>Engage with DDWCAC and WTOAC in relation to the management of Council managed parks and reserves and explore opportunities to align with the goals identified in their respective Country Plans.</p> <p>Engage the DDWCAC and WTOAC to perform natural resources management where appropriate (RSA- C &amp; E).</p>	2023
		<p>2.4.2</p> <p><b>Indigenous Burning</b></p> <p>Explore opportunities for Indigenous burning practices to be incorporated into our Fire Prevention strategies.</p>	2021



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## Theme 3 – Empowerment

Aim: Engaged and inclusive communities that embrace diversity and ensure First Nations community members thrive.

Objectives:

- Support self-determination
- Enhance and increase opportunities
- Engage the community in reconciliation

Objective		Action	Implementation
3.1	<b>Support self-determination</b>	<p>3.1.1 <b>Employment</b> Update the Recruitment Policy to incorporate and ensure culturally safe practices for Aboriginal and Torres Strait Islander applicants. Update the 'Pyrenees Way' to enhance cultural safety for Aboriginal and Torres Strait Islander employees.</p>	2022
		<p>3.1.2 <b>Procurement</b> Update the Procurement Policy to ensure provisions for the prioritisation of Aboriginal and Torres Strait Islander businesses. Update preferred contractors list accordingly.</p>	2021
		<p>3.1.3 <b>Strategic Planning</b> Develop protocols between Council and our partners that encourage and enable early engagement, and the possible co-design of place-based planning approaches.</p>	2022
3.2	<b>Enhance opportunities</b>	<p>3.2.1 <b>Community Vision</b> Ensure First Nations community members' engagement in the development of our Community Vision.</p>	2021
		<p>3.2.2 <b>Early Childhood Services</b> In partnership with the Department of Education and Training review the cultural safety of the Maternal and Child Health service and implement recommendations of the review.</p>	2021



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## Theme 3 – Empowerment

Objective		Action	Implementation
		3.2.3 <b>School partnerships</b> Partner with local schools in cultural initiatives.	2021 and ongoing
3.4	<b>Engage the community in reconciliation</b>	3.4.1 <b>Resource the community</b> Increase the number of resources available in the Indigenous collection housed in the Resource Centres with a priority on localised content and increase awareness of the collection within the community.	2022
		3.4.2 <b>Showcase our work</b> Explore opportunities to showcase and celebrate our reconciliation journey and share our stories with the broader community.	Ongoing

