



BARPANGU

'BUILD TOGETHER'

Reconciliation Plan 2021–2025

Acknowledgement of Country

The City of Greater Bendigo is on Dja Dja Wurrung and Taungurung Country. We acknowledge and extend our appreciation to the Dja Dja Wurrung and Taungurung People, the Traditional Owners of the land.

We pay our respects to leaders and Elders past, present and emerging for they hold the memories, the traditions, the culture and the hopes of all Dja Dja Wurrung and Taungurung Peoples.

We express our gratitude in the sharing of this land, our sorrow for the personal, spiritual and cultural costs of that sharing and our hope that we may walk forward together in harmony and in the spirit of healing.

Acknowledgement of First Nations Peoples

The City recognises that there are people from many Aboriginal and Torres Strait Islander communities living in Greater Bendigo. We acknowledge and extend our appreciation to all First Nations Peoples who live and reside in Greater Bendigo on Dja Dja Wurrung and Taungurung Country, and we thank them for their contribution to our community.

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Artworks and artists

Sharlee Dunolly Lee

Sharlee Dunolly Lee is a Dja Dja Wurrung woman living on Country in Bendigo. Sharlee completed VCE at Bendigo Senior Secondary College in 2019 and studied art throughout her academic years.

At only 18, Sharlee launched an Indigenous tea business in 2020 named Dja-Wonmuruk. Sharlee's aims to preserve native Bush tucker ingredients and raise awareness of the Aboriginal connection linked with the native bush foods of Australia.

In her art, Sharlee is interested in bright and traditional colour, using organic lines, cultural symbols and adding her own personal interpretation to explore her cultural identity.

The artwork for the Reconciliation Plan (front cover and above) is in the shape of a shield, with traditional symbolism and colours of reconciliation from all elements being protected by the subject. In the centre, reconciliation is created.

www.dja-wonmuruk.com



Maddi Moser

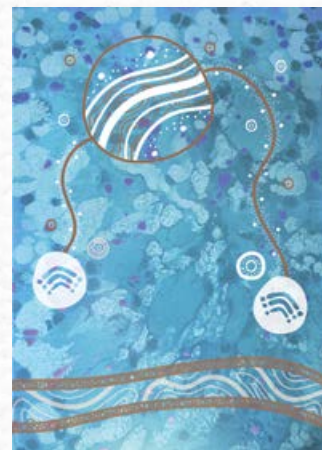
Maddi Moser is a Taungurung designer, photographer, artist and teacher. She is passionate about visual story-telling and capturing moments in time.

The artwork (right) reflects on a journey being made by two clans, the Dja Dja Wurrung and Taungurung, together and with the support of another, the City of Greater Bendigo.

The varying dots and circles indicate decisions that we make to move forward together. The bottom symbol represents the flow of time and the ripples these decisions have on our lives.

This artwork was created using an image of a hand-painted canvas and digital drawing in Adobe Illustrator.

www.chloandcocreatives.com



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Message from the Mayor

The City of Greater Bendigo is pleased to present its second Reconciliation Plan *Barpangu* which was adopted in September 2020.

Meaning 'build together' in Dja Dja Wurrung language, Council is delighted to build on the success of the first plan and further advance reconciliation in Greater Bendigo.

This Reconciliation Plan works towards achieving our unique vision for reconciliation. It recognises that the City of Greater Bendigo has an important role in driving meaningful change and fostering a community that recognises and respects Aboriginal People and cultures, supports the self-determination of our Traditional Owners to care for and heal Country and people, and helps build a strong and vibrant culture that celebrates the Aboriginal community of Greater Bendigo.

The Plan will support our Traditional Owners and local Aboriginal and Torres Strait Islander communities over the next four years and assist Council to meet its responsibilities

under the Dja Dja Wurrung and Taungurung Recognition and Settlement Agreements.

It also aims to increase the inclusiveness, equity, representation and quality of life for Aboriginal and Torres Strait Islander communities in Greater Bendigo, enhance the acknowledgement and celebration of our region's rich cultural heritage and history, and promote and facilitate respectful and positive relationships between Aboriginal and non-Aboriginal community members.

I look forward to seeing the plan implemented and continuing the important journey of reconciliation in Greater Bendigo.

Mayor Cr Margaret O'Rourke
(2019-2020)



Message from the CEO

This Reconciliation Plan, *Barpangu* – 'build together', has been developed through conversation and consultation with the Traditional Owners, the Dja Dja Wurrung and Taungurung Peoples, the broader local Aboriginal and Torres Strait Islander community, and City of Greater Bendigo staff.

The themes of this plan are Respect, Partnerships and Opportunities, and are supported by 19 objectives and 71 actions.

The plan will be flexible so it can respond to the changing needs and priorities of our Aboriginal community. Regular reporting and monitoring will ensure the plan responds to local issues and fosters important community conversations and dialogue.

At the centre of the Plan is a desire to build stronger relationships and partnerships with our Aboriginal and Torres Strait Islander residents, and ensure our work is based on two-way learning, self-reflection, and greater trust and understanding. We are committed to always listening to and being led by our Aboriginal and Torres Strait Islander people and communities.

The City is committed to engaging the community at all levels. We will also ensure reconciliation becomes part of

everyday business at the City, including through setting targets for Aboriginal procurement and employment for the first time, improving the cultural safety of our organisation, focusing on supporting young Aboriginal people through employment, training and leadership opportunities, promoting history and story-telling throughout the municipality and our public spaces, and establishing an Aboriginal Community Engagement Group to review and monitor how we are delivering the plan.

I am proud that this plan also acknowledges the City's ongoing leadership role in reconciliation across the region, and we encourage other local governments, community agencies and our business community to join us in advancing reconciliation in our community.

Craig Niemann
Chief Executive Officer



Our shared vision

The City of Greater Bendigo will support the change and empowerment of our current and future leaders in a community that recognises, upholds and respects Aboriginal People and culture, while proactively enabling the self-determination of Traditional Owners to heal Country and people.

We will continually work towards a strong and vibrant culture that celebrates the Aboriginal community of Greater Bendigo and puts them at the forefront to collaboratively heal Country and create an inclusive space where we all celebrate stories, histories and Peoples.

Defining Reconciliation

‘Reconciliation’ is about Aboriginal and non-Aboriginal Australians talking, walking, and working together to overcome the division and inequality between Aboriginal and non-Aboriginal Australians. It is about addressing and acknowledging our true history and righting the wrongs. It is not one act but a journey that requires a commitment from non-Aboriginal Australians to take ownership and responsibility for their own learning and role in the process of reconciliation - Reconciliation Victoria¹

Supporting reconciliation at the City of Greater Bendigo means working as an organisation and a community to overcome the disadvantage and inequity that exists between Aboriginal and non-Aboriginal peoples in the areas of justice, health, education, housing and employment. We can improve outcomes through supporting self-determination and recognising that Aboriginal and Torres Strait Islander peoples are best-placed to make decisions for themselves, their families and their communities. But reconciliation also means addressing racism and discrimination and encouraging respect for Aboriginal and Torres Strait Islander peoples. A reconciled Australia is one where the rights, cultures and histories of all our First Nations peoples are valued and championed in all areas².

1 | Reconciliation Victoria, ‘What is Reconciliation?’, www.reconciliationvic.org.au/reconciliation2/whatisreconciliation

2 | Reconciliation Australia, ‘What is Reconciliation?’, www.reconciliation.org.au/what-is-reconciliation

Trent Nelson and
Aunty Lynn Warren,
NAIDOC Week flag
raising ceremony



Community silk dyeing workshop at the Bendigo Art Gallery

Introduction

The City of Greater Bendigo's Reconciliation Plan 2021-2025 provides a clear direction for the City in advancing reconciliation and supporting our local Aboriginal and Torres Strait Islander communities. It articulates how the organisation, Council and our partners will engage in reconciliation over the next four years, and also includes our responsibilities under the Dja Dja Wurrung and Taungurung Recognition and Settlement Agreements.

This Plan aims to build on the achievements from the City's first Reconciliation Plan over 2016-2019, while also outlining new actions and aspirational strategies to further advance reconciliation both internally within the organisation and externally with our partners.

A whole-of-Council approach was taken in the development of this Reconciliation Plan, which aims to:

- Continue building on the work and success of our first Reconciliation Plan 2016-2019
- Continue implementing local government commitments under the Dja Dja Wurrung and Taungurung Recognition and Settlement Agreements, and strengthen our partnerships with the Registered Aboriginal Parties
- Increase the inclusiveness, equity, representation and quality of life for Aboriginal and Torres Strait Islander communities in Greater Bendigo
- Enhance the acknowledgement, recognition and respect for Traditional Owner culture and history in Greater Bendigo
- Promote and facilitate respect, trust and positive relationships between Aboriginal and non-Aboriginal community members as part of reconciliation

This Plan is underpinned by these State Government policies and legislations:

- **Traditional Owner Settlement Act 2010**

Dja Dja Wurrung and Taungurung Recognition and Settlement Agreements are part of the *Traditional Owner Settlement Act 2010*. The Act allows the Victorian Government to recognise Traditional Owners and certain rights on Crown land as part of a native title settlement process. Under the Act, a settlement package can include: recognising a Traditional Owner Group and certain Traditional Owner rights over Crown land through a Recognition and Settlement Agreement; jointly managed land agreements; land use activity agreements; and natural resource agreements.

- **Aboriginal Heritage Act 2006 and Aboriginal Heritage Regulations 2018**

The Act provides for the protection of Aboriginal cultural heritage in Victoria and the Regulations prescribes standards and sets out the circumstances in which a cultural heritage management plan must be followed.

- **Victorian Aboriginal Affairs Framework 2018-2023**

The Victorian Government's overarching framework for working with Aboriginal Victorians to close the gap and to improve outcomes. This framework commits to significant structural and systemic transformation and is underpinned by 11 self-determination principles: human rights, partnership, investment, cultural integrity, decision-making, equity, commitment, empowerment, accountability, Aboriginal expertise, and cultural safety.

- **Victorian Aboriginal and Local Government Strategy 2020-2025**

Provides a framework to help local Councils engage with Aboriginal communities and to promote reconciliation. Following an Aboriginal self-determination approach, the Strategy seeks to embed the rights, culture, heritage, needs and aspirations of all Aboriginal and Torres Strait Islander peoples into the work and functioning of local governments across Victoria.

- **Charter of Human Rights and Responsibilities 2006**

Sets out the basic rights of Victorians to live with freedom, respect, equality and dignity; and requires public authorities to act compatibly with the Charter.



Yorta Yorta woman and City of Greater Bendigo Intercultural Ambassador, Janet Bromley

In addition, this Reconciliation Plan will also respond to new developments under:

- **Advancing the Treaty Process with Aboriginal Victorians Bill 2018**

Provides the legislative context for the Victorian Government to advance self-determination for Aboriginal Australians and to work towards Australia's first Treaty or Treaties with First Nations Peoples.

- **The City of Greater Bendigo's Human Rights and Social Justice Charter 2021**

The charter builds on the City's previous Human Rights Charter (2014) and responds to new social justice issues relating to gender equity, LGBTIQ and marriage equality, and cultural diversity and inclusion.

- **Welcoming Cities Network**

The City's 2019 accreditation as a Welcoming City as part of the international *Welcoming Cities Network* which is supporting local governments to advance communities where everyone can belong and participate in social, cultural, economic and civic life.



Wanyarram Dhelk - instream works and revegetation on the Bendigo Creek by Djandak (pictured above and below)

Background to our Reconciliation Plan

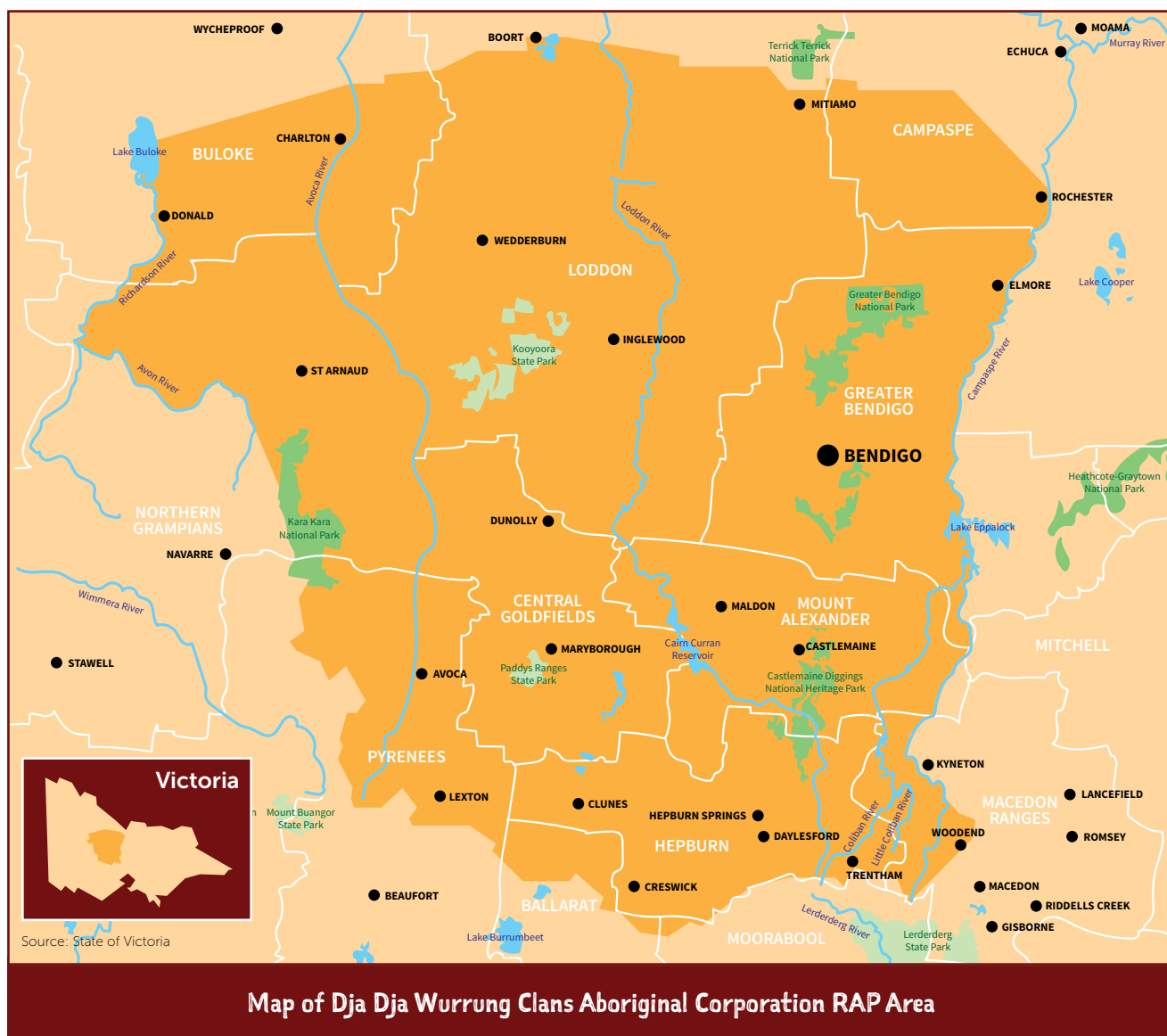
The City of Greater Bendigo is the regional capital of Central Victoria and covers almost 3,000 square kilometres. The municipality has an estimated residential population of 118,093 people in 2019³, and encompasses the city of Bendigo and surrounding townships, including Heathcote, Axedale, Huntly, Marong, Elmore, Goornong, Lockwood, Raywood and Redesdale.



Greater Bendigo has a rich Aboriginal past, present and future. The municipality stands on the traditional lands of the Dja Dja Wurrung and the Taungurung Peoples. Dja Dja Wurrung Country extends north from the Great Dividing Range including Mount Franklin and the current towns of Creswick and Daylesford in the southeast, to Castlemaine, Maldon, Bendigo, Boort and Donald in the northwest, and Navarre Hill and Mount Avoca to the southwest. It covers the catchments of the Avoca, Loddon and Coliban Rivers.

The Taungurung are the Traditional Owners for the land encompassing the upper reaches of the Goulburn River and its tributaries north of the Dividing Range. It extends from the Campaspe River to Kilmore in the west, eastwards to Mount Beauty, through to Benalla in the north and south to the top of the Great Dividing Range.

The Dja Dja Wurrung and Taungurung Traditional Owners maintain a special relationship to the environment and the land on which Greater Bendigo is located. As part of the Kulin (Nation) alliance of tribes, the Dja Dja Wurrung and Taungurung Peoples share many similarities in terms of belief systems, dreaming stories, spirituality, language, kinship and in being guided by Bunjil's Law. For both Dja Dja Wurrung and Taungurung Peoples (and other Kulin Nation peoples), Bunjil the Wedge-tailed Eagle and Waa the Crow are the moieties that complement and balance each other within the traditional kinship system.

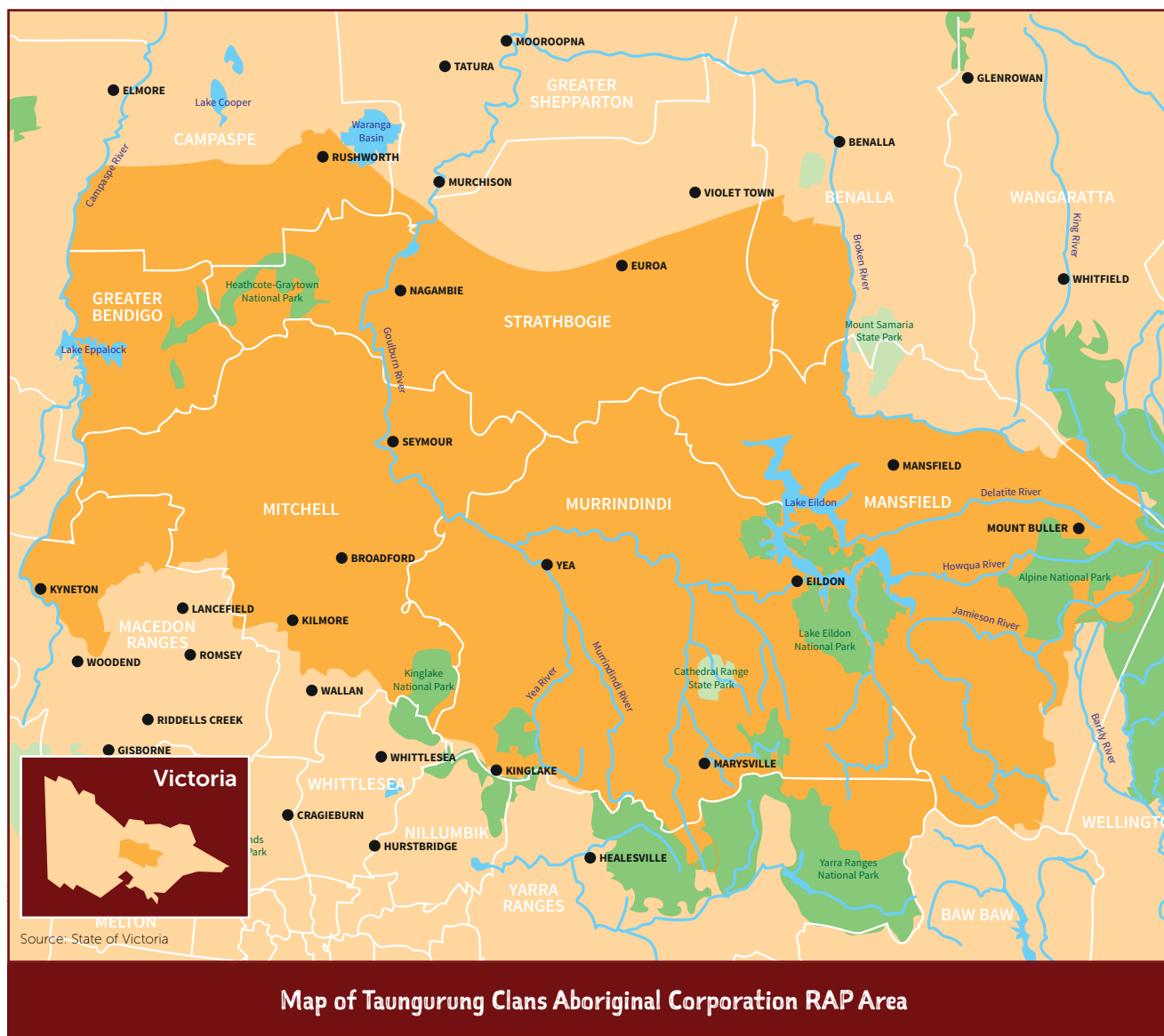


The Dja Dja Wurrung and Taungurung Peoples belong to and are a part of the land (Country). Their relationships with the land extends more than a thousand generations to when their creator spirit ‘Bunjil’ formed their peoples, the land and all living things. Country is a landscape that captures both the tangible (such as the food sources, river systems and flood plains) as well as the intangible – being the dreaming stories, lore, songs, ceremonies and ancestral spirits⁴. The Traditional Owners see all the land and its creatures as being interconnected with each other and with the people⁵.

The Dja Dja Wurrung and Taungurung Peoples faced profound disruption and displacement through the early establishment and expansion of European settlement. At various times, Dja Dja Wurrung and Taungurung Peoples were restricted to living on Aboriginal missions and reserves which

placed strict limitations on movement, employment and cultural practices. This included the reserves and missions established at Franklinford on Dja Dja Wurrung Country near Daylesford, Mitchellstown on Taungurung Country near Nagambie, and Coranderk located at Healesville⁶.

The Dja Dja Wurrung and Taungurung continued to be displaced from their traditional lands following the discovery of gold in Central Victoria in 1851. The goldrush and the expansion of miner settlements had ongoing and devastating impacts upon traditional customs, language and wellbeing. From this time, the policies and practises of successive governments has continued to limit the ability of the Traditional Owners to practise their traditional customs and to be able to access Country and its resources.



Greater Bendigo is also home to a strong and vibrant Aboriginal and Torres Strait Islander community with many members having links to different Country from right across Australia. The City acknowledges that many of our Aboriginal and Torres Strait Islander community members are survivors of the Stolen Generations and have experienced – and continue to experience – the lasting and devastating impacts of these government practises.

Today, the City recognises the struggle, resilience and strengths of Aboriginal and Torres Strait Islander peoples and cultures

3 | This figure is the Estimated Residential Population for Greater Bendigo for 2019 as calculated annually by the Australian Bureau of Statistics. Refer to the City of Greater Bendigo Community Profile <https://profile.id.com.au/bendigo>

4 | 'Joint Management Plan for the Dja Dja Wurrung Parks: Strategy', 2018, Dhelkunya Dja Land Management Board, p. xii; Dja Dja Wurrung Recognition and Settlement Statement 2013

5 | Dja Dja Wurrung Recognition and Settlement Statement 2013, www.djadjawurrung.com.au/home/recognition-statement

6 | 'Fact Sheet 7: Taungurung Traditional Owner Group', 2020, Taungurung Recognition and Settlement Agreement, www.justice.vic.gov.au/your-rights/native-title/taungurung-recognition-and-settlement-agreement#factsheet

Our Reconciliation Journey

The City has been on its journey of reconciliation since the early 2000s. Key reconciliation initiatives over the years have included the inclusion of Welcome to Country and Acknowledgement of Traditional Owners at Council and organisational meetings and events, flying the Aboriginal and Torres Strait Islander flags, and supporting the annual NAIDOC Week flag-raising ceremony.

In 2015, the City developed its first Reconciliation Plan 2016-2019. This was done in consultation with the Traditional Owners, the broader Aboriginal and Torres Strait Islander community and internally across all City Service Units. This Plan supported the City's vision for reconciliation at the time, which focused on: building stronger healthy relationships between the City and Aboriginal and Torres Strait Islander peoples; adopting a 'whole-of-Council' approach; ensuring local accountability for our reconciliation work; and increasing the inclusion and participation of Aboriginal and Torres Strait Islander residents within our programs and services.


Championing the Reconciliation Plan 2016-2019 has been the Reconciliation Plan Steering Committee which has overseen its implementation and supported a 'whole-of-Council' approach to reconciliation.

In partnership with our Aboriginal and Torres Strait Islander communities, the City achieved several key outcomes over the 2016-2019 period, including:

- Increased recognition and acknowledgement of the Dja Dja Wurrung and Taungurung Traditional Owners through cultural ceremonies and acknowledgement
- Increased organisational understanding and commitment to reconciliation
- Improved relationships and engagement between City staff and our local Aboriginal and Torres Strait Islander communities
- Increased partnership with Dja Dja Wurrung Clans Aboriginal Corporation on key projects including Reimagining Bendigo Creek and the UNESCO City of Gastronomy
- Improving City support for Aboriginal procurement and business engagement
- Greater support for community events and celebrations such as NAIDOC Week and Reconciliation Week
- Promoting and showcasing Aboriginal performances, art and culture through City venues

Dja Dja Wurrung woman, Rebecca Phillips





Some of the learnings and challenges identified through our first Reconciliation Plan 2016-2019 are:

- Increasing employment and procurement outcomes
- Ensuring our City staff, programs and services are culturally safe and responsive to the community
- Working to strengthen our commitments under the Dja Dja Wurrung Recognition and Settlement Agreement and improving our engagement processes with the Traditional Owners
- Increasing the visibility of Aboriginal culture, history and story-telling throughout the municipality and our public spaces
- Meeting and responding to community needs that arise during the life of the Plan
- Better promotion and awareness of the City's work in reconciliation to both the Aboriginal and broader community

The Role of the City of Greater Bendigo

The Reconciliation Plan 2021-2025 is aligned to the City of Greater Bendigo Community Plan 2017-2021, which aims to create a liveable community that enables people to live healthy, safe and harmonious lives. It builds on the 'Embracing our Heritage and Culture' Goal of *recognising and celebrating our unique history and diverse cultures*.

Advancing reconciliation and supporting our local Aboriginal and Torres Strait Islander peoples is relevant to Council and

all areas of the organisation. All City Service Units will work with the Community Partnerships Unit and the Reconciliation Plan Steering Committee to deliver actions under this Plan. This Plan also aims to engage more staff in the delivery of our actions as well as deepen existing staff understanding and commitment towards reconciliation.

The Reconciliation Plan 2021-2025 links to the following City of Greater Bendigo strategies and plans:





Wadawurrung woman, Trina Dalton-Oogjes and Yorta Yorta man, Simon Briggs

Greater Bendigo's Aboriginal and Torres Strait Islander Community

Dja Dja Wurrung Clans Aboriginal Corporation

The Dja Dja Wurrung are the Traditional Owners of a significant area of Central Victoria. Dja Dja Wurrung Clans Aboriginal Corporation (DDWCAC) is the registered legal entity that represents Dja Dja Wurrung people.

DDWCAC was incorporated on September 10, 2004 and was granted Registered Aboriginal Party (RAP) status in September 2008 over a large area of Central Victoria, including a significant part of the Greater Bendigo municipality.

In 2013, a 'Recognition and Settlement Agreement' (RSA) between the State of Victoria and the DDWCAC commenced under the *Traditional Owner Settlement Act 2010*. This was a historic Native Title settlement which recognised the unique relationship that Dja Dja Wurrung people have to the land and formally recognised the Dja Dja Wurrung People as the Traditional Owners for part of Central Victoria. The Agreement secured a range of distinct land and cultural rights for Dja Dja Wurrung people within the boundaries of the Agreement area.

Local government has a responsibility to support the rights of Dja Dja Wurrung people and to help meet their cultural and economic aspirations. The City of Greater Bendigo is responsible for delivering twelve actions under the *Dja Dja Wurrung RSA 2013, Schedule 6 - Actions for local Government*.

As the Registered Aboriginal Party covering the majority of the municipality, the City has a long-standing relationship with the DDWCAC and their business arm, Djandak Enterprises. We collaborate closely with DDWCAC and Djandak staff on a range of City projects and initiatives, especially in relation to land management, cultural heritage, and the recognition of the Dja Dja Wurrung Traditional Owners within our municipality and our organisation.



Taungurung Land and Waters Council

Taungurung Land and Waters Council (TLWC) is the registered legal entity that represents the Taungurung people. Previously known as Taungurung Clans Aboriginal Corporation, the TLWC was incorporated in 2003 and was granted Registered Aboriginal Party (RAP) status in July 2009.

The Taungurung RAP area covers a large section of north central Victoria. The south-eastern portion of the municipality, beyond the Campaspe River and encompassing the township of Heathcote, is located within Taungurung Country.

In October 2018, TLWC entered into a Recognition and Settlement Agreement with the State of Victoria and its implementation commenced on August 11, 2020. Under the Agreement, the Victorian Government formally recognised the Taungurung People as the Traditional Owners for part of Central Victoria and provided greater recognition to the cultural and inherited rights of the Taungurung Traditional Owners on Country.

The City of Greater Bendigo is responsible for delivering thirteen actions under the *Taungurung RSA 2018, Schedule 5 - Actions for Local Government*. As the City starts to implement our obligations under the Taungurung RSA, a strong focus of our work going forward will be building our relationships and partnership work with the TLWC and educating our staff on Taungurung culture and history.

The local government actions under both Schedules have been embedded into actions within this plan.

Bendigo & District Aboriginal Cooperative (BDAC)

Established in 2001, the Bendigo and District Aboriginal Co-operative (BDAC) is an Aboriginal Community Controlled Organisation (ACCO) delivering services to Aboriginal and Torres Strait Islander residents living within the boundaries of Dja Dja Wurrung Country.

BDAC has responsibility for delivering health services and a range of programs across health, education, employment, culture, community development, capacity building projects, family and community services.



City of Greater Bendigo NAIDOC Week Flag Raising Ceremony 2019

BDAC aims to achieve positive health and wellbeing outcomes for the local Aboriginal and Torres Strait Islander community, and to be a leading organisation in providing employment and career opportunities for Aboriginal people.

A number of City Service Units work in close partnership with BDAC, especially those relating to direct service provision and our community development programs, such as staff from our Early Years Services, Home and Community Care, and Community Partnerships.

Other Aboriginal and Torres Strait Islander committees, organisations and networks

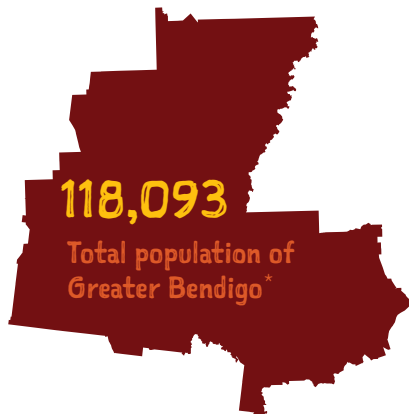
The City of Greater Bendigo is committed to working closely with a range of other Aboriginal and Torres Strait Islander committees, organisations and networks, both locally and across the region. These include:

- Bendigo NAIDOC Week Committee
- Department of Education and Training's Koorie Engagement Support Officers

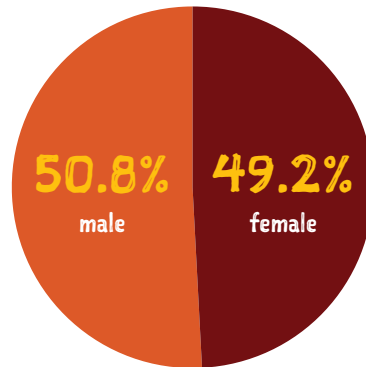
- Loddon Campaspe Dhelk Dja Action Group, Department of Health and Human Services
- Loddon COVID-19 Aboriginal Leadership Response Committee
- Loddon Mallee Regional Aboriginal Justice Advisory Committee (RAJAC)
- Local Aboriginal Education Consultative Group
- Wartatjarrang (coming together) Local Aboriginal Network
- Weenthunga Health Network

The City is also an active member of the Bendigo Reconciliation Committee which is made up of local agencies, and includes both Aboriginal and non-Aboriginal members, who are committed to reconciliation and to promoting local conversations around two-way learning, white privilege and racism.

Census Snapshot



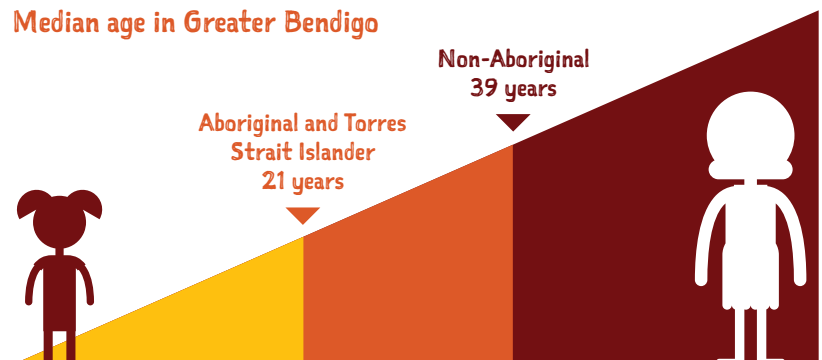
Gender split of the Aboriginal and Torres Strait Islander population of Greater Bendigo



Age groups of the Aboriginal and Torres Strait Islander population of Greater Bendigo



Median age in Greater Bendigo



*This figure is the Estimated Residential Population for Greater Bendigo for 2019 as calculated annually by the Australian Bureau of Statistics. [^]This figure only includes those individuals who have identified and does not capture large numbers of Aboriginal individuals who did not identified on the Census



Developing our Reconciliation Plan

The City's Reconciliation Plan Working Group was formed in November 2019 to guide and oversee the development of our new Reconciliation Plan. Working Group members included Aboriginal and Torres Strait Islander community members and City staff from across the organisation.

The Working Group members were: Racquel Kerr, Janet Bromley, Pauline Ugle, Gabby Gamble, Simon Briggs, Baydon Widdicombe, Krystal Henderson, Shonae Hobson, Fiona Machin, Steven Abbott, David Williamson, Andie West, David Lloyd, Toni Lyon, Geoff Fallon and Liam Sibly.

Racquel Kerr, Wartakan Consulting, also provided guidance and assistance in the community engagement and development of our plan.

Our Reconciliation Plan was developed through an extensive community engagement which included the following activities:

- Evaluation of the Reconciliation Plan 2016-2019, including surveys of both City staff and the broader community in November 2019 (119 and 68 responses respectively)
- Monthly meetings of the City's Reconciliation Plan Working Group from November 2019 to July 2020
- A Community Reconciliation Planning Workshop was held on November 26, 2019 to review the existing Reconciliation Plan 2016-2019 and to discuss actions under the new Plan.

Attendees included the Dja Dja Wurrung and Taungurung Traditional Owners, BDAC, and members of the broader Aboriginal and Torres Strait Islander community, including representatives from justice, health, education, arts, and community services. Many of the attendees regularly engage with City staff, projects and services

- A Staff Reconciliation Planning Workshop was held on March 5, 2020 (30 attendees) and individual meetings were held with all City Service Units
- Over 50 Aboriginal young people were engaged through the development of this Plan, including a focus group session at Bendigo Senior Secondary College (11 students) and a separate survey for Aboriginal young people in April-May 2020 (42 responses)
- Further targeted consultations occurred with Executives and senior staff at BDAC, DDWCAC, Djandak Enterprises and TLWC
- Two Community Reconciliation Planning Workshops were held online in June 2020 to review the draft plan and to develop our new vision for reconciliation in Greater Bendigo

The actions under this Plan have been developed through these ongoing conversations and community engagement processes, and they reflect the needs and priorities of our local Aboriginal and Torres Strait Islander community.

Reconciliation Plan 2021-2025

The City of Greater Bendigo Reconciliation Plan 2021-2025 is structured around three core themes:

- **Respect**
- **Partnerships**
- **Opportunities**

Under these three themes are 19 objectives and 71 actions that drives the City's contribution to reconciliation both internally and within the Greater Bendigo community. For each action, the Plan states the City Services Unit(s) responsible for delivery and what the timeline for implementation is.

An internal Implementation Plan for City staff has been developed to accompany the Reconciliation Plan 2021-2025. This document provides further detail on the actions to be delivered under each action as well as the measures for its successful implementation.

Underpinning the Reconciliation Plan are the following commitments:

- The Plan is intended to be a 'living' document, one that remains flexible and can respond to the changing needs and priorities of our local Aboriginal community. Through regular reviews and monitoring, we will ensure the Plan responds to emerging issues and important community conversation that arise throughout its duration, such as developments in the Victorian Treaty Process, a local level Treaty with DDWCAC, and the Black Lives Matter movement
- The Plan is designed to be a localised strategy that remains accountable to and endorsed by the Traditional Owners and our local Aboriginal and Torres Strait Islander community
- We will strengthen our 'whole-of-Council' approach to reconciliation and keep working to ensure reconciliation becomes part of everyday business at the City
- We will build stronger relationships with our Aboriginal and Torres Strait Islander residents, and ensure our work is based on two-way learning, open and honest conversations, listening, sharing, trust and understanding
- We will remain proactive in engaging the community at all levels, especially at the grassroots level. We want to ensure our staff, programs and services are going out to the community, rather than expecting community to always come to us
- We acknowledge our leadership role in reconciliation across the region and Greater Bendigo, and our responsibility to encourage other local governments and mainstream agencies to further their own reconciliation journeys

The City's Community Partnership Unit and the Reconciliation Plan Steering Committee will advocate for and oversee the delivery of this Reconciliation Plan.



Indigenous Hip Hop at Funloong Fun Day

In line with its whole-of-Council approach, all City Business Units will be responsible for delivering and evaluating the actions under this Plan.

To ensure accountability to our local Aboriginal community, the City is committed to establishing an Aboriginal Community Engagement Group to review, monitor and provide feedback on the Plan's implementation, and to provide input on important local issues and conversations. This Group will also ensure the Plan and our work remains relevant to the community.

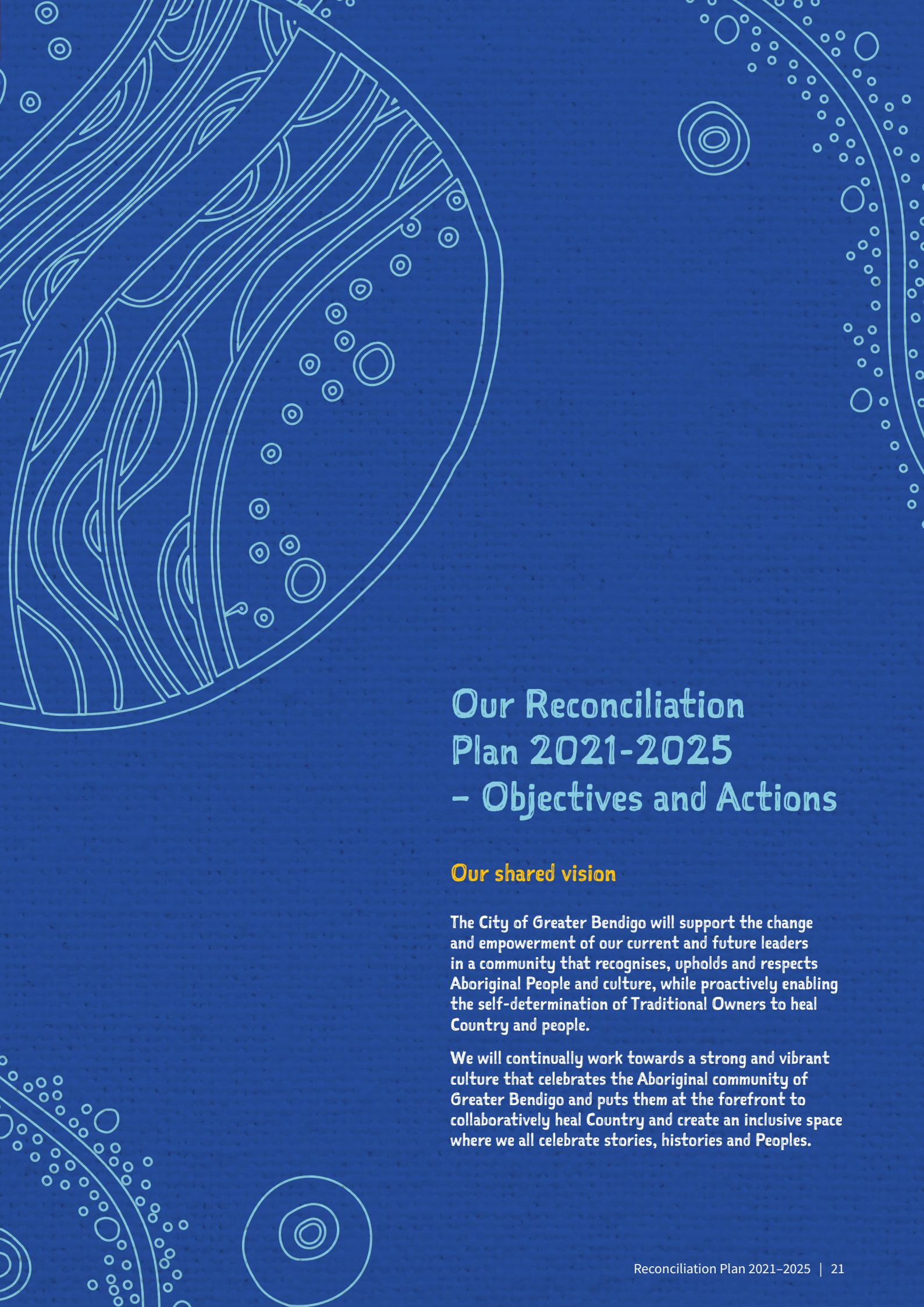
The Reconciliation Plan will also be championed across the organisation by:

- Our Executive Management Team (Chief Executive Officer and Directors)
- Our Senior Leadership Team
- Members of the City's internal Reconciliation Champions Network with staff represented from all levels of our organisation

These champions will enable the City to deepen our commitment towards reconciliation, broaden our understanding of Aboriginal and Torres Strait Islander culture and history, and promote the Plan throughout the organisation and the community.

Evaluation and monitoring

The Plan will be monitored and reviewed annually by Council, the Reconciliation Plan Steering Committee and the Aboriginal Community Engagement Group. The City will also work with the DDWCAC and TLWC to ensure our Traditional Owners regularly review and are able to give their endorsement of the Plan and its series of actions.



Our Reconciliation Plan 2021-2025 – Objectives and Actions

Our shared vision

The City of Greater Bendigo will support the change and empowerment of our current and future leaders in a community that recognises, upholds and respects Aboriginal People and culture, while proactively enabling the self-determination of Traditional Owners to heal Country and people.

We will continually work towards a strong and vibrant culture that celebrates the Aboriginal community of Greater Bendigo and puts them at the forefront to collaboratively heal Country and create an inclusive space where we all celebrate stories, histories and Peoples.

Respect

Respecting and celebrating our Traditional Owners and Aboriginal and Torres Strait Islander Peoples and cultures through all levels of our organisation, and this is fundamental to deepening our cross-cultural understanding and to developing equal and healthy relationships

Objective 1: Recognise, acknowledge and celebrate the Traditional Owners

	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
1.1	Deliver and embed Welcome to Country and Acknowledgement of Traditional Owners within City operations, events and activities to celebrate Aboriginal culture and values across the municipality consistent with recognised Country (e.g. cultural protocols, signage, City induction processes and the City website)	<ul style="list-style-type: none"> RAPs 	Ongoing	<ul style="list-style-type: none"> Executive Management Team Communications Community Partnerships Organisational Leadership Team
1.2	Work with the Traditional Owner Groups to promote Aboriginal place naming and the use of Dja Dja Wurrung and Taungurung language in public spaces across the municipality consistent with recognised Country	<ul style="list-style-type: none"> RAPs 	Ongoing	<ul style="list-style-type: none"> Community Partnerships Parks and Open Space Community Wellbeing

Objective 2: Make our programs and services culturally safe, inclusive, and responsive to Aboriginal and Torres Strait Islander peoples

	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
2.1	Engage BDAC to develop and implement a pilot Cultural Safety Training Package for the City's direct service units to embed training and culturally safe practises when working with Aboriginal clients and families	<ul style="list-style-type: none"> RAPs Broader Aboriginal community 	July 2022	<ul style="list-style-type: none"> Community Wellbeing People and Culture
2.2	Deliver on recommendations of the Cultural Audit of the Bendigo Library, and work in partnership with Traditional Owners and the local Aboriginal community to deliver cultural safety measures in the Kangaroo Flag, Eaglehawk, Elmore and Heathcote Libraries	<ul style="list-style-type: none"> RAPs Broader Aboriginal community 	Staged approached by January 2025	<ul style="list-style-type: none"> Goldfields Library

2.3	Work with Traditional Owners and local Aboriginal organisations to deliver localised cultural awareness training, including: <ul style="list-style-type: none"> • Delivering quarterly Aboriginal Cultural Awareness Training to staff, and a minimum of two Cultural Awareness (local content) and On-Country Training sessions through the Traditional Owners • Delivering targeted training to relevant City staff and volunteers to increase cultural awareness and competency 	<ul style="list-style-type: none"> • RAPs 	Annually	<ul style="list-style-type: none"> • People and Culture • Community Wellbeing • Visitor Information Centre • Goldfields Libraries
2.4	Deliver Cultural Self Reflection sessions to at least 50 staff each year in partnership with the Bendigo Reconciliation Group, as part of the City's commitment to truth telling and exploration of issues surrounding white privilege and racism	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Annually	<ul style="list-style-type: none"> • Community Partnerships • People and Culture
2.5	Deliver an Aboriginal Cultural Awareness session as part of Councillor induction at the beginning of the four-year term	<ul style="list-style-type: none"> • RAPs 	July 2021	<ul style="list-style-type: none"> • Governance
2.6	Host a dinner during the Council term between Councillors and the DDWCAC and TLWC Board and senior management to strengthen relationship building and cultural understanding	<ul style="list-style-type: none"> • RAPs 	December 2021	<ul style="list-style-type: none"> • Community Partnerships • Governance
2.7	Provide opportunities for Councillors to further increase their cultural awareness and understanding through participating in cultural training, such as Dja Dja Wurrung On-Country training and Cultural Self Reflections sessions	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	<ul style="list-style-type: none"> • July 2022 • July 2025 	<ul style="list-style-type: none"> • Governance

Signage at the entry of the Bendigo Art Gallery



Objective 3: Support community and civic events that acknowledge and celebrate Aboriginal and Torres Strait Islander peoples

	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
3.1	Deliver three activities each year to celebrate National Reconciliation Week, and continue to encourage staff and senior leaders to participate in annual NRW events	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> • Community Partnerships • Bendigo Art Gallery • Goldfields Libraries
3.2	Work in partnership with the Bendigo NAIDOC Week Committee and the local Aboriginal community to deliver annual events celebrating NAIDOC Week	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> • Community Partnerships • Bendigo Venue & Events • Community Wellbeing • Goldfields Libraries
3.3	Host an event that celebrates cultural diversity in Greater Bendigo and showcases both the region's Aboriginal and multicultural history	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	March 2023	<ul style="list-style-type: none"> • Community Partnerships
3.4	Explore ways in which the City and Council recognises community milestones, consulting closely with the Traditional Owners and the local Aboriginal community	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Annually	<ul style="list-style-type: none"> • Community Partnerships

Objective 4: Enhance and increase opportunities for Aboriginal people to help guide and participate in City activities and events

	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
4.1	Develop a shared plan of action to progress key measures and self-determination principles under the Victorian Aboriginal and Local Government Strategy 2020-2025	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	December 2021	<ul style="list-style-type: none"> • Community Partnerships
4.2	Provide a range of opportunities to increase Aboriginal perspectives and participation in City processes and activities, including leadership opportunities for Aboriginal residents	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> • Community Partnerships • Community Wellbeing
4.3	Provide opportunities for Aboriginal residents, and particularly young people, to have input into City services and programs through Advisory Committees and working groups, the Youth Council and engagement with City staff and teams	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> • Community Partnerships



Aboriginal place naming in Greater Bendigo – Gurri Wanyarra Wellbeing Centre, Kangaroo Flat

Objective 5: Aboriginal cultural heritage, history and story-telling is integrated into our public spaces

	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
5.1	Increase the visibility of Aboriginal culture, history and landscapes across Greater Bendigo through Public Art, interpretative signage, public performances and initiatives	<ul style="list-style-type: none"> RAPs 	Ongoing	<ul style="list-style-type: none"> Community Partnerships Regional Sustainable Development Bendigo Venue & Events
5.2	City festivals and civic events to include Traditional Owner and Aboriginal and Torres Strait Islander content within event programming	<ul style="list-style-type: none"> RAPs Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> Tourism and Major Events

Objective 6: Provide opportunities for all residents in Greater Bendigo to engage in reconciliation

	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
6.1	Provide information to the wider community regarding reconciliation initiatives and provide opportunities for increased public awareness and understanding of Traditional Owners and the local Aboriginal community	<ul style="list-style-type: none"> RAPs Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> Communications Community Partnerships

Partnerships

Create and strengthen our partnerships with Traditional Owners and the Aboriginal and Torres Strait Islander community by genuine engagement that is embedded across the organisation, and by investing in our relationships and building trust

Objective 7: Enhance our engagement and delivery of the Dja Dja Wurrung and Taungurung Recognition and Settlement Agreements

	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
7.1	Dja Dja Wurrung Clans Aboriginal Corporation (DDWCAC) Continue to strengthen our compliance with the Traditional Owner Settlement Act 2010, Aboriginal Heritage Act 2006 and the Dja Dja Wurrung Recognition and Settlement Agreement 2013, including: <ul style="list-style-type: none"> Engaging Dja Dja Wurrung to provide annual training to relevant City staff on cultural heritage, the Land Use Activity Agreement and the Recognition and Settlement Agreement Incorporate the Dhelkunya Dja Country Plan goals into City planning, policy and service delivery 	<ul style="list-style-type: none"> RAPs 	Annually	<ul style="list-style-type: none"> Statutory Planning Parks and Open Space Engineering Active and Healthy Lifestyles Community Partnerships
7.2	Taungurung Land and Waters Council (TLWC) Strengthen our partnership with the TLWC to support the implementation of the Taungurung Recognition and Settlement Agreement 2018, including: <ul style="list-style-type: none"> Engaging Taungurung to provide training to relevant City staff on the Taungurung Recognition and Settlement Agreement, and City participation in the Taungurung Local Council Forums 	<ul style="list-style-type: none"> RAPs 	Annually	<ul style="list-style-type: none"> Community Partnerships Executive Management Team
7.3	Dja Dja Wurrung and Taungurung Traditional Owners Host and resource Traditional Owner participation in annual formal strategic meetings between City and Traditional Owner senior staff to determine projects for collaboration and to forecast upcoming Cultural Heritage Management Plans (CHMPs), Land Use Activity Agreements and capital works program	<ul style="list-style-type: none"> RAPs 	Annually	<ul style="list-style-type: none"> Financial Strategy Procurement
7.4	Develop a Memorandum of Understanding for Traditional Owner Consultation and Engagement, including developing a schedule of fees for Dja Dja Wurrung and Taungurung Traditional Owner consultation and engagement	<ul style="list-style-type: none"> RAPs 	July 2021	<ul style="list-style-type: none"> Procurement

7.5	Explore opportunities to create an annual 'Recognition and Settlement Agreement Retainer' that is funded by Councils situated on Dja Dja Wurrung and Taungurung Country and is used to assist Councils with Traditional Owner liaison and engagement; relationship building, and guidance on cultural heritage and planning	• RAPs	May 2021	<ul style="list-style-type: none"> Executive Management Team Community Partnerships
7.6	Develop specific Strategic Planning Tools within the planning system to protect places of significant Aboriginal cultural heritage	• RAPs	Ongoing	<ul style="list-style-type: none"> Statutory Planning Engineering

Objective 8: Partner with the Traditional Owners to support and recognise Aboriginal land, water and cultural heritage rights

ACTION		APPLICABLE TO	TIMELINE	RESPONSIBILITY
8.1	Dja Dja Wurrung Clans Aboriginal Corporation (DDWCAC) Co-develop a joint management framework with the Dja Dja Wurrung Clans Aboriginal Corporation for managing the City's relevant public land that will include developing a governance model, specify principles of engagement, and identify levels of decision making for specific land parcels	• RAPs	January 2023 – January 2024	<ul style="list-style-type: none"> Regional Sustainable Development Parks and Open Space
8.2	Support and work with the Dja Dja Wurrung Clans Aboriginal Corporation and other Traditional Owner Groups to deliver initiatives as part of the UNESCO City of Gastronomy program	• RAPs	Ongoing	<ul style="list-style-type: none"> Regional Sustainable Development
8.3	Continue to progress the Reimagining Bendigo Creek project in partnership with the Dja Dja Wurrung Clans Aboriginal Corporation	• RAPs	Ongoing	<ul style="list-style-type: none"> Regional Sustainable Development Parks and Open Space
8.4	Continue to implement the Bendigo Botanic Gardens Masterplan in collaboration with the Dja Dja Wurrung Clans Aboriginal Corporation	• RAPs	Ongoing	<ul style="list-style-type: none"> Parks and Open Space
8.5	Dja Dja Wurrung and Taungurung Traditional Owners Continue to work with the Dja Dja Wurrung Clans Aboriginal Corporation and the Taungurung Land & Waters Council to support community aspirations under the Country Plans	• RAPs	Ongoing	<ul style="list-style-type: none"> Parks and Open Space Community Partnerships
8.6	Deliver actions under the Greening Greater Bendigo strategy and work with the Traditional Owners to recognise and respect connection to country through public space and urban tree management	• RAPs	Ongoing	<ul style="list-style-type: none"> Parks and Open Space
8.7	Progress opportunities for Traditional Owners to deliver natural resource and land management strategies on Council owned and/or managed land, including at Bendigo Airport, Bendigo Creek and other sites across the municipality	• RAPs	Ongoing	<ul style="list-style-type: none"> Business Services Parks and Open Space
8.8	Integrate native plants into public spaces and gardens where appropriate, and provide support to the Traditional Owners to develop a list of locally significant Indigenous vegetation	• RAPs	By January 2022 and ongoing	<ul style="list-style-type: none"> Parks and Open Space

Objective 9: Improve health and wellbeing outcomes through connections to family, community and story-telling				
	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
9.1	Seek opportunities to fund community-led camps and/or cultural exchange trips to support and strengthen culture and connections for Aboriginal residents	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	December 2023	<ul style="list-style-type: none"> • Community Partnerships • Bendigo Venues & Events
9.2	Identify opportunities to partner with and support BDAC community initiatives, significant sporting events, and programs for local Aboriginal residents	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Annually	<ul style="list-style-type: none"> • Community Wellbeing • Active and Healthy Lifestyles
9.3	Increase Aboriginal participation in recreational activities across Greater Bendigo through supporting and ensuring access to mainstream sports, social activities, and recreational facilities at both the local and state level	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> • Active and Healthy Lifestyles

Objective 10: Support Aboriginal and Torres Strait Islander families, children and Elders				
	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
10.1	Continue to liaise and work in partnership with BDAC, the Early Childhood Professional Practice Partnership Advisory Group and local services to support children and their families in early years	<ul style="list-style-type: none"> • Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> • Community Wellbeing
10.2	Complete annual Reconciliation Action Plans for the Helen Jessen and Annie Galvin Early Learning Centres through Reconciliation Australia's Narragunawali program, and work with Koorie Engagement Support Officers to review Cultural Audits and work done to date	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Annually	<ul style="list-style-type: none"> • Community Wellbeing
10.3	Work with BDAC to review the City's existing documentation and intake forms and processes to ensure they follow culturally safe practises	<ul style="list-style-type: none"> • Broader Aboriginal community 	July 2021	<ul style="list-style-type: none"> • Community Wellbeing
10.4	Seek opportunities to celebrate the role and contribution of local Elders and older Aboriginal people to the Greater Bendigo community, working closely with Traditional Owners and BDAC	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	October 2021 (and ongoing)	<ul style="list-style-type: none"> • Community Wellbeing

Objective 11: Support healing, justice and reconciliation within our community				
	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
11.1	Support the Traditional Owners to hold a memorial service to recognise the Frontier Wars and the local story of this Country	<ul style="list-style-type: none"> • RAPs 	February 2023	<ul style="list-style-type: none"> • Community Partnerships
11.2	Investigate ways to support Aboriginal families and children experiencing the effects of trauma, such as access to sensory gardens or playgrounds, offering professional development for City staff in direct service provision, and adopting a trauma-informed lens to the City's work	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	January 2024	<ul style="list-style-type: none"> • Parks and Open Space • Community Partnerships • Community Wellbeing

*Dja Dja Wurrung Elder
Aunty Marilyn Nicholls
at the Bendigo Art Gallery*



Opportunities

Enhance the wellbeing of our Aboriginal and Torres Strait Islander community through social inclusion, civic participation and cultural expression, and by providing employment and facilitating economic participation

Objective 12: Increase Aboriginal procurement and business engagement to support improved economic and social outcomes

ACTION		APPLICABLE TO	TIMELINE	RESPONSIBILITY
12.1	Deliver the recommendations of the 'Improving Aboriginal Procurement in Local Government' project in partnership with Loddon and Mount Alexander Shire Councils, including creation of an Aboriginal Procurement Lead officer position for the Loddon Mallee region and seek funding to resource the project, and developing an Aboriginal Procurement Strategy	<ul style="list-style-type: none"> RAPs Broader Aboriginal community 	Staged approach by January 2025	<ul style="list-style-type: none"> Procurement
12.2	Deliver supplier briefings to Aboriginal and Torres Strait Islander businesses in relation to procurement opportunities and business support at the City	<ul style="list-style-type: none"> RAPs Broader Aboriginal community 	In development	<ul style="list-style-type: none"> Procurement Regional Sustainable Development
12.3	Implement a supplier development program to educate and support suppliers on Aboriginal procurement opportunities, including RSA-related engagement with Traditional Owners	<ul style="list-style-type: none"> RAPs Broader Aboriginal community 	In development	<ul style="list-style-type: none"> Procurement
12.4	Set target of 1% for increased Aboriginal procurement on categories where Aboriginal business spend has been identified*, with a view to building towards this target over 2021-2025, and establish an Aboriginal procurement reporting framework to measure spend and program benefits annually <i>*Set target of 1% on total spend on the categories of construction and operations, parks and gardens, repairs and maintenance, and community support and events</i>	<ul style="list-style-type: none"> RAPs Broader Aboriginal community 	Staged approach by January 2025	<ul style="list-style-type: none"> Procurement Financial Strategy
12.5	Continue City membership of the Victorian Aboriginal Chamber of Commerce, Kinaway to improve visibility, support and engagement with Aboriginal businesses	<ul style="list-style-type: none"> RAPs Broader Aboriginal community 	Annually	<ul style="list-style-type: none"> Procurement
12.6	Explore opportunities to create a dedicated Operational Funding allocation to assist City Service Units to fund Traditional Owner engagement, cultural programs, and engage Aboriginal businesses	<ul style="list-style-type: none"> RAPs Broader Aboriginal community 	December 2021	<ul style="list-style-type: none"> Executive Management Team Procurement

Objective 13: Increase support for Aboriginal and Torres Strait Islander-owned businesses within Greater Bendigo

	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
13.1	Develop an Economic Development Plan to support Aboriginal and Torres Strait Islander businesses and enterprises, and deliver a range of capacity building initiatives to support business development	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Staged approach by 2025	<ul style="list-style-type: none"> • Regional Sustainable Development
13.2	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> • Procurement • Regional Sustainable Development
13.3	Support the development and promotion of Aboriginal cultural tourism opportunities that showcase Aboriginal culture, natural resources and cultural heritage across Greater Bendigo	<ul style="list-style-type: none"> • RAPs 	Ongoing	<ul style="list-style-type: none"> • Tourism and Major Events • Visitor Information Centre • Bendigo Art Gallery

Objective 14: Create employment and training pathways for Aboriginal and Torres Strait Islander people at the City

	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
14.1	Develop and implement an Aboriginal Employment and Retention Plan, which includes setting KPIs and employment targets with a commitment to work towards an initial employment target of 1.7% representation in line with community demographics and to supersede these targets over time	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Staged approach by January 2025	<ul style="list-style-type: none"> • People and Culture
14.2	Present a business case and seek funding for an identified position within the Tourism and Major Events team to assist with developing Aboriginal cultural tourism opportunities	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	July 2025	<ul style="list-style-type: none"> • Tourism and Major Events
14.3	Establish a Mentoring Support Program for Aboriginal employees at the City, setting up external cultural supervision, and encouraging connections to other networks and support programs	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	April 2022	<ul style="list-style-type: none"> • People and Culture • Community Partnerships
14.4	Provide training and career pathways for Aboriginal young people into employment, with a focus on work experience and student placements, traineeships, and targeted career pathway days	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Annually	<ul style="list-style-type: none"> • People and Culture • Community Partnerships • Community Wellbeing • Bendigo Art Gallery
14.5	Seek out and create partnership opportunities to support Aboriginal young people around education and employment	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> • People and Culture • Community Partnerships



Jason Kerr, Uncle Rick Nelson, and Tashara Roberts at the Indigenous Film Festival smoking ceremony

Objective 15: Increase opportunities for Aboriginal youth leadership and empowerment

	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
15.1	Working through local Aboriginal organisations and communities, fund two of either cultural excursions, immersion camps or exchanges to other Country to support Aboriginal young peoples' connection to culture, spirit and healing	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	<ul style="list-style-type: none"> • July 2022 • July 2024 	<ul style="list-style-type: none"> • Community Partnerships
15.2	Work with local artists and creatives to run at least three arts-based workshops and other leadership training sessions for Aboriginal young people	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Ongoing, starting April 2021	<ul style="list-style-type: none"> • Community Partnerships
15.3	Working in partnership with local Aboriginal communities and organisations, explore opportunities to hold Croc Fest or similar arts and education event in the region to encourage positive learning, mental health, and wellbeing outcomes for young people	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	December 2024	<ul style="list-style-type: none"> • People and Culture • Community Partnerships • Bendigo Venues & Events

Objective 16: Provide opportunities to promote and raise awareness of Aboriginal and Torres Strait Islander artists to the wider community

ACTION		APPLICABLE TO	TIMELINE	RESPONSIBILITY
16.1	Commission Dja Dja Wurrung artists to develop renowned art pieces or installations to be permanently displayed in Council buildings and across Greater Bendigo	• RAPs	In development	• Bendigo Art Gallery
16.2	Investigate the development of a First Nations community arts-led space which would support First Nation creatives in areas of training, mentoring and future career development	• RAPs • Broader Aboriginal community	In development	• Bendigo Art Gallery
16.3	Integrate First Nations art, workshops and education programs into the Bendigo Art Gallery's annual programming and provide support to First Nations art practitioners	• RAPs • Broader Aboriginal community	Annually	• Bendigo Art Gallery
16.4	Deliver activities developed in partnership with Multicultural Arts Victoria's Emerge Cultural Hub Bendigo to support artist led projects and initiatives as determined by the Emerge Cultural Hub communities	• RAPs • Broader Aboriginal community	Annually	• Bendigo Venues & Events
16.5	Develop an Aboriginal identified position within the Creative Communities team to support First Nations art and creative initiatives, and continue to support the delivery of relevant actions under the Greater CREATIVE Bendigo Plan	• RAPs • Broader Aboriginal community	Ongoing	• Regional Sustainable Development • Bendigo Venues & Events

Objective 17: Increase the presence and participation of Aboriginal and Torres Strait Islander artists and performers in the City's annual programming

ACTION		APPLICABLE TO	TIMELINE	RESPONSIBILITY
17.1	Develop new relationships with Australia's leading Aboriginal and Torres Strait Islander artists, performers and Performing Arts companies and present new works and programs that will engage the local community	• RAPs • Broader Aboriginal community	Annually	• Bendigo Venues & Events
17.2	Support local Aboriginal and Torres Strait Islander artists and performers in the development of new work and ongoing projects	• RAPs • Broader Aboriginal community	Annually	• Bendigo Venues & Events

Governance and reporting

Objective 18: Ensure effective mechanisms and supports are in place to enable success

	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
18.1	Co-coordinate the delivery of the Central Victorian Local Government Reconciliation Network to inform the delivery of best practice activities that support reconciliation	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> • Community Partnerships
18.2	Promote reconciliation and the delivery of the Reconciliation Plan 2021-2025 through the City's internal Reconciliation Champions Network, and provide opportunities for members to participate in cultural training workshops and opportunities	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> • Community Partnerships

Objective 19: Progress and review the delivery of the Reconciliation Plan 2021-2025

	ACTION	APPLICABLE TO	TIMELINE	RESPONSIBILITY
19.1	Establish an Aboriginal Community Engagement Group as a mechanism to review, monitor and provide feedback on the implementation of the Reconciliation Plan 2021-2025, provide input on other local issues as determined by the group, and to form the foundation for establishing a future Aboriginal Advisory Committee	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	July 2021	<ul style="list-style-type: none"> • Community Partnerships
19.2	Develop a framework for the Reconciliation Plan 2021-2025 that provides a structure for implementing, reporting and monitoring progress and outcomes	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	July 2021	<ul style="list-style-type: none"> • Community Partnerships
19.3	Showcase the achievements and progress in delivering the City's Reconciliation Plan to staff, key partners and the broader community	<ul style="list-style-type: none"> • RAPs • Broader Aboriginal community 	Ongoing	<ul style="list-style-type: none"> • Community Partnerships • Communications



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