

# CITY OF MELBOURNE RECONCILIATION ACTION PLAN

2015-2018





# A CITY FOR PEOPLE

We support our community members - whatever their age, sex, physical ability, socio-economic status, sexuality or cultural background - to feel like they can be active, healthy and valued. We plan and design for our growing city, including safe, healthy and high-quality public spaces.

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City of Melbourne Reconciliation Action Plan 2015-2018

May 2016

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# ACKNOWLEDGEMENTS OF TRADITIONAL OWNERS

The City of Melbourne respectfully acknowledges the Traditional Owners of the Land.

For the Woiwurrung (Wurundjeri), Boonwurrung, Taungurong, Dja Dja Wurrung and the Wathaurung groups who form the Kulin Nation, Melbourne has always been an important meeting place for events of social, educational, sporting and cultural significance.

Today we are proud to say that Melbourne is a significant gathering place for all Aboriginal and Torres Strait Islander peoples.



# MESSAGE FROM LORD MAYOR AND COUNCILLOR



For thousands of years, before Europeans first set foot on the banks of the Yarra River, Melbourne has been an important meeting place for the members of the Kulin nation. Today, this deep connection is as strong as ever, and our city is regarded by many as the heart of the Aboriginal Victorian community.

That's why the City of Melbourne is committed to taking a lead role in reconciliation. Reconciliation is about building positive, respectful relationships and creating stronger ties between Aboriginal people and the broader community. We were the first local government in Australia to have a Reconciliation Action Plan endorsed by Reconciliation Australia. We are proud to present our third Reconciliation Action Plan.

The Reconciliation Action Plan 2015 – 2018 was developed following extensive consultation with Aboriginal

organisations and communities and the broader community. It builds upon our previous achievements and will help shape our future direction. The plan also outlines how we will work together with our stakeholders and community to make Melbourne an inclusive city for Aboriginal people.

As a capital city, our vision for reconciliation is to lead by example. We want to show how true reconciliation can happen, with a robust plan, measurable actions and by focusing on partnerships with organisations such as Jawun and Supply Nation.

This includes improving economic outcomes for Aboriginal people by creating more job opportunities for Aboriginal people and supporting Aboriginal businesses. We also want to drive social change and help create a city that shows great pride and respect for Aboriginal culture and people.

As part of this, we also want to recognise and celebrate the valuable contribution Aboriginal people have made to our city. Ultimately, we want to build on our strong relationships with Traditional Owners and Aboriginal community organisations. With this solid foundation, we can work together to create a future which celebrates and supports Aboriginal culture in Melbourne and beyond.

A handwritten signature in black ink that reads "Robert Doyle". The signature is written in a cursive style.

**Robert Doyle**  
Lord Mayor

A handwritten signature in black ink that reads "Richard Foster". The signature is written in a cursive style.

**Richard Foster**  
Chair, People City Portfolio

# RECONCILIATION AUSTRALIA CEO MESSAGE



Reconciliation Australia congratulates City of Melbourne on its past successes and ongoing commitment to reconciliation as it implements its third Reconciliation Action Plan (RAP).

In adopting an Innovate RAP, City of Melbourne is demonstrating its readiness to develop and test new and innovative approaches to reconciliation, and champion the RAP at the executive level of the organisation.

As the first local government in Australia to have an endorsed RAP, City of Melbourne has been on this journey with Reconciliation Australia since 2008 and has a good track record of following through with its RAP commitments and building partnerships with Aboriginal and Torres Strait Islander peoples and communities. Progress has been made across the key domains of reconciliation—relationships, respect and opportunities.

The agreement reached between City of Melbourne and Wurundjeri Council to ensure appropriate representation of First Peoples as part of the Moomba Festival, has contributed to building better relationships between the City and the Traditional Owners its business impacts.

The City's commitment since 2012 to permanently raising the Aboriginal flag on Melbourne Town Hall, as well as the naming of Buluk Park to acknowledge the pre-European significance of the area as a gathering place, have enhanced understanding and respect for the First Peoples of Melbourne and their continued connection to its land and waters.

The placement of 14 Aboriginal and Torres Strait Islander people in traineeships across the City of Melbourne organisation since 2011, and 2012 launch of the biennial Indigenous

Arts Festival, are both initiatives which show the City's commitment to generating opportunities for Aboriginal and Torres Strait Islander peoples.

City of Melbourne's Innovate RAP signifies its continued and accelerated commitment to understanding and embracing reconciliation within its organisation, encouraging reconciliation across the city, and through its sphere of influence nationally and internationally.

On behalf of Reconciliation Australia, I commend City of Melbourne on its Innovate RAP and look forward to following its reconciliation journey.

A handwritten signature in black ink, appearing to read 'Justin Mohamed'.

**Justin Mohamed**  
CEO  
Reconciliation Australia





# STATEMENT OF COMMITMENT TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

## Acknowledgment and Recognition

- The City of Melbourne acknowledges that Aboriginal and Torres Strait Islander peoples were the First Peoples of this land and have strived to retain their culture and identity through the period of European settlement for more than two centuries.
- The City of Melbourne acknowledges and respects the customs and traditions of Aboriginal and Torres Strait Islander peoples and their special relationship with the land, waterways and sea.
- The City of Melbourne acknowledges the right of Aboriginal and Torres Strait Islander peoples to live according to their own values and customs, subject to Australian law.
- The City of Melbourne recognises the valuable contribution to Victoria made by Aboriginal and Torres Strait Islander peoples and will work towards a future of mutual respect and harmony.
- The City of Melbourne recognises the value of the diversity and strength of Aboriginal and Torres Strait Islander cultures to the heritage of all Australians.
- The City of Melbourne recognises that family life is the core of Aboriginal and Torres Strait Islander community life and that these family relationships, links and customs involve particular sets of social and cultural obligations.

## The City of Melbourne advocates in conjunction with the local Aboriginal and Torres Strait Islander community:

- The ideal of reconciliation with Aboriginal and Torres Strait Islander peoples to redress their serious social and economic disadvantage.
- Working together for a treaty or other instrument of reconciliation.
- A commitment to the elimination of racism or discrimination ensuring the right of all our community to enjoy equal rights and be treated with equal respect.
- Recognition and protection of and respect for Aboriginal sacred sites and special places.
- Education of the broader community about Aboriginal and Torres Strait Islander heritage and cultures and the impact upon it of non-Indigenous settlement of this country.
- Advocacy on behalf of Aboriginal and Torres Strait Islander members of our community to ensure the principles and commitments of this statement are upheld.

# OUR VISION FOR RECONCILIATION

The City of Melbourne is proud to make a commitment to fully support reconciliation. We seek to understand and embrace reconciliation within our organisation and to encourage reconciliation across the city and through our connections nationally and internationally.

Melbourne aims to be a bold, inspirational and sustainable global city. In line with this aim, we envisage the full participation of Aboriginal and Torres Strait Islander peoples in the

social and economic advantages that Melbourne offers and we look forward to the full recognition of and respect for Aboriginal and Torres Strait Islander peoples as the First Peoples of this land.

As a capital city council, we have a unique opportunity to demonstrate what it means to take a shared journey in reconciliation with our residents, workers and visitors to Melbourne. We have the capacity to showcase our Aboriginal and Torres Strait Islander heritage and cultures and contribute to

addressing the disparity experienced by many Aboriginal and Torres Strait Islander peoples following European settlement. We hope to share with the people of the world who visit Melbourne that we truly value the histories and cultures of Aboriginal and Torres Strait Islander peoples and their significance in a reconciled Melbourne will further strengthen our status as a truly global city.

# OUR BUSINESS

Melbourne is Victoria's capital city and the business, administrative, cultural and recreational hub of the state. The municipality covers 37.6 sq. km and has a residential population of around 116,000. On an average day, around 850,000 people use the city and Melbourne hosts over a million international visitors each year. As an employer, we employ 1400 staff. Our Workforce Diversity Survey conducted in 2013, of which 870 responses were received, five (0.6%) staff members self-identified as Aboriginal and/or Torres Strait Islander.

The City of Melbourne is the local government authority responsible for the municipality of Melbourne. Under the Victorian Local Government Act 1989, the elected Councillors and administration plan, manage and deliver a wide range of services to residents, businesses and visitors. In addition to our role as the local municipal authority, we play an important role as Victoria's capital city, strengthening our international reputation for excellence, innovation and leadership.

The Council is the decision-making body that sets the strategic direction and policy of the municipality. As a democratically elected representative body, Council strives to engage with all segments of the community to understand their needs and aspirations. Council collaborates with members of our Aboriginal and Torres Strait Islander community in the development of our many strategies, agreements and protocols designed to celebrate, support and expand Aboriginal and Torres Strait Islander culture throughout Melbourne and beyond.

# OUR RECONCILIATION ACTION PLAN

Since the City of Melbourne adopted its Statement of Commitment to Aboriginal and Torres Strait Islander peoples in 1999, we have worked to embed the concept of reconciliation within the organisation. Development of this, our third Reconciliation Action Plan, included extensive internal engagement. Councillors, executives and senior managers from across Council collaborated to identify potential 'action plan' initiatives and explore opportunities for their integration as core organisational priorities.

As a result, this Reconciliation Action Plan will be championed and driven at the executive level of the organisation, with Council's Executive Leadership Team, inclusive of the Chief Executive Officer, forming the RAP Steering Committee. More broadly, all areas of the organisation will further participate through nominating organisational champions to develop our understanding and deliver on our commitments within the Reconciliation Action Plan.

This plan is also the product of contributions by external stakeholders. A six week community consultation process was undertaken which included the exhibition of a Draft Reconciliation Action Plan. The community engagement and consultation process involved:

- Meetings with Traditional Owners and Aboriginal stakeholder groups
- Promotion of the draft action plan to Aboriginal and Torres Strait Islander groups
- Hosting of the draft action plan on Council's dedicated online community consultation portal, Participate Melbourne
- A staffed exhibition space where people could learn about Council's reconciliation journey and ask questions about the draft action plan

Council's engagement with the community is ongoing. Embedded in this Reconciliation Action Plan is Council's commitment to regular meetings with Traditional Owner groups, other local organisations with RAPs, and services and businesses to share information on matters related to reconciliation and inform discussion at Council's RAP Steering Committee.



# 1. RELATIONSHIPS

Positive relationships with Aboriginal and Torres Strait Islander peoples are important to the City of Melbourne because they lead to inclusive actions that are more in line with our aspirations.

**Focus area:** Promote significant cultural events, develop and strengthen relationships with Aboriginal and Torres Strait peoples and communities through existing partnerships, and increased participation in City of Melbourne funded initiatives.

## Our achievements

### Moomba

A Moomba Festival MOU between the Wurundjeri Council and the City of Melbourne was agreed to acknowledge the Wurundjeri people's historic participation in the festival and ensure appropriate representation of First Nations people as part of the festival.

### Action 1.1: Strengthen corporate oversight of the RAP by designating the Executive Leadership Team as the RAP Steering Committee.

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
1.1.1. Two (2) meetings per year of RAP Steering Committee.	June and December each year	Chief Executive Officer
1.1.2. Terms of Reference for RAP Steering Committee finalised.	November 2015	City Communities Group
1.1.3. Twice yearly review of Group actions by each Group Management Team completed.	May and November each year	Executive Leadership Team
1.1.4. Identify and adopt at least one 'Reconciliation Champion' within each Group.	February each year	Executive Leadership Team

### Action 1.2: Establish a network of champions for reconciliation to build support and increase knowledge and understanding across the organisation.

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
1.2.1. Role Statement for Reconciliation Champions developed and submitted to RAP Steering Committee for approval.	November 2015	City Communities Group
1.2.2. At least one internal event during Reconciliation Week each year facilitated by Reconciliation Champions.	May/June each year	Executive Leadership Team
1.2.3. The appointment of two City of Melbourne RAP Ambassadors; high profile public figures to act as conveners of suitable initiatives of the RAP.	December 2015	Executive Leadership Team

### Action 1.3: Contribute to a broader community understanding of reconciliation through staging relevant activities in National Reconciliation Week.

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
1.3.1. A program of events and activities is delivered during National Reconciliation Week in partnership with other organisations.	May/June each year	City Communities Group

**Action 1.4: Demonstrate the extent of support for Reconciliation across the City.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
1.4.1. Hold an annual event of local businesses and organisations with accredited Reconciliation Action Plans to discuss and share information on matters related to reconciliation, jointly identify employment pathways and opportunities for Aboriginal and Torres Strait Islander peoples, and celebrate the successes of Reconciliation across the municipality.	May/June each year	City Communities Group

**Action 1.5: Develop ways of building relationships with Aboriginal and Torres Strait Islander peoples and other organisations in the delivery of this Reconciliation Action Plan outcomes and key Council programs.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
1.5.1. Demonstration of a partnership approach with Aboriginal and Torres Strait Islander people and organisations in the implementation of this Reconciliation Action Plan.	Report June each year	City Communities Group
1.5.2. Engagement of Aboriginal and Torres Strait Islander artists in the delivery of Arts Melbourne programs.	February 2016	City Communities Group
1.5.3. Work with the Victorian Aboriginal Child Care agency to identify and deliver an initiative focussed on improving outcomes for Aboriginal families and young children within the City, especially in our services.	May 2016	City Communities Group
1.5.4. Commitment to frequent and regular meetings between management and Traditional Owners within the City of Melbourne. Hold a minimum of four meetings annually.	May and November each year	City Communities Group

**Action 1.6: Participate in partnerships with other agencies to improve outcomes for Aboriginal and Torres Strait Islander peoples.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
1.6.1. Develop a joint initiative in partnership with Inner Melbourne Action Plan (IMAP) Councils and relevant agencies, to address an issue of common interest to the local Aboriginal and Torres Strait Islander community.	May 2017	Executive Leadership Team
1.6.2. Initiate a partnership with Jawun Indigenous Corporate Partnerships for the sharing of employee skills and resources aimed at tackling disadvantage within Aboriginal regional communities and with the intent of boosting City of Melbourne staff capability and understanding.	June 2015	Executive Leadership Team

## 2. RESPECT

Respect for Aboriginal and Torres Strait Islander peoples is integral to the City of Melbourne's vision for reconciliation – good relationships are built on mutual respect.

**Focus area:** Acknowledging Traditional Owners, raising public awareness and improving the City of Melbourne's cultural capacity.

### Our achievements

#### Raising the Aboriginal Flag

On 27 May 2012, the City of Melbourne permanently raised the Aboriginal flag on Melbourne Town Hall. This significant symbolic act recognises Aboriginal people as the First Nations people of Melbourne, and acknowledges the First Nations people of Melbourne's continued connection to the land and waters.

#### Buluk Park – recognising Aboriginal heritage

2014 Buluk Park was officially named to acknowledge the pre European heritage of the place now known as Docklands. Once a wetland and significant place for Aboriginal people to gather, Buluk Park is a reminder of Melbourne's original landscape and significance to Aboriginal people.

#### Action 2.1: Demonstrate respect for Aboriginal traditions and acknowledge their relationship to the land through public recognition at key Council events.

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
2.1.1. Protocols for the inclusion of Welcome to Country and Acknowledgement of Traditional Owners at appropriate events reviewed and documented.	September 2015	City Economy and Activation Group
2.1.2. Welcome to Country included at the first meeting of a newly elected Council.	November 2016	Executive Leadership Team
2.1.3. Traditional Owners acknowledged at all Council events.	Report June each year	Executive Leadership Team
2.1.4. Traditional Owners acknowledged at events where Councillors speak as a representative of the City of Melbourne.	Report June each year	Executive Leadership Team
2.1.5. Traditional Owners acknowledged at internal events.	Report June each year	Executive Leadership Team

#### Action 2.2: Promote the City's support for reconciliation through recognition of Aboriginal and Torres Strait Islander peoples nationally and internationally.

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
2.2.1. Welcome to Country included at significant visits of sister city delegates to Melbourne.	June each year	City Economy and Activation Group

#### Action 2.3: Partner with Aboriginal organisations to support and deliver key NAIDOC week events in the city.

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
2.3.1. NAIDOC Week Flag Raising Ceremony at Federation Square supported.	July each year	City Communities Group
2.3.2. NAIDOC Concert in Federation Square supported.	July each year	City Communities Group

**Action 2.4: Support CoM Aboriginal and Torres Strait Islander staff and trainees to engage in NAIDOC Week activities.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
2.4.1. Aboriginal and Torres Strait Islander staff attend NAIDOC Week activities in the City of Melbourne.	July each year	Executive Leadership Team

**Action 2.5: Review key corporate documents to ensure they reflect Council's aspirations in relation to reconciliation.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
2.5.1. Statement of Commitment to Aboriginal and Torres Strait Islander people reviewed.	November 2016	City Communities Group
2.5.2. All policies and strategies under development consider the opportunities and impact on reconciliation where appropriate.	Report June each year	Executive Leadership Team

**Action 2.6: Consider opportunities to inform and educate the community about Melbourne's Aboriginal heritage and culture.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
2.6.1. Aboriginal Heritage Action Plan 2015-18 implemented.	Report June each year	City Communities Group
2.6.2. Naming protocols developed in consultation with Traditional Owner Groups to guide the Council process for naming of open spaces, reserves, roads, lanes and buildings.	November 2016	City Communities Group

**Action 2.7: Strengthen the capacity of Councillors and staff to work with Aboriginal and Torres Strait Islander peoples and organisations through providing cultural awareness training.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
2.7.1. Cultural awareness included in Councillor induction program.	November 2016	Executive Leadership Team
2.7.2. All staff induction sessions include information about reconciliation and Council's RAP.	Report June each year	Executive Leadership Team
2.7.3. All new staff complete the Koori Heritage Trust Aboriginal heritage walk as part of their induction to the organisation.	Report June each year	Executive Leadership Team
2.7.4. Introduce mandatory cultural awareness training for all people managers, starting with the Management Team.	Report June each year	Executive Leadership Team

**Action 2.8: Consult Traditional Owners on civic infrastructure and development projects.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
2.8.1. Traditional Owner groups are consulted at appropriate stages of conception and design for all designated civic infrastructure and development projects.	Report June each year	Executive Leadership Team

# 3. OPPORTUNITIES

Creating opportunities for Aboriginal and Torres Strait Islander peoples is important to the City of Melbourne as we lead and include the community in our reconciliation journey.

**Focus area:** Contributing to 'closing the gap' of disadvantage experienced by Aboriginal and Torres Strait Islander peoples by providing opportunities which support cultural, social and economic development, and increase employment and retention of Indigenous staff.

## Our achievements

### Employment of Aboriginal Torres Strait Islander People

Since 2011/12 we have placed 14 Aboriginal and/or Torres Strait Islander people in traineeships across the organisation. In 2013 and 2014 we celebrated the nomination of two trainees for 'Victorian A Plus' Aboriginal Trainee of the Year, with a successful award winner in 2013.

### Indigenous Arts Festival

In 2012, the City of Melbourne launched its inaugural biennial Indigenous Arts Festival. This national festival celebrates the rich and diverse talents of Aboriginal and Torres Strait Islander people from the country, from the traditional Kooriboree (a celebration of Aboriginal traditional dance) to theatre, and contemporary music of Australian First Nations people.

### Action 3.1: Celebrate and acknowledge Aboriginal and Torres Strait Islander arts and culture.

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
3.1.1. Develop the Melbourne Indigenous Arts Festival and other opportunities to support Indigenous arts and artists.	June 2016 and 2017	City Communities Group
3.1.2. Fund Aboriginal and Torres Strait Islander Arts organisations through the Triennial Arts Grants Program.	December 2015	City Communities Group

### Action 3.2: Seek to increase the number of Aboriginal and Torres Strait Islander people employed within the City of Melbourne municipality and beyond.

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
3.2.1. The use of recruitment agencies specialising in the placement of Aboriginal and Torres Strait Islander agency staff introduced.	May 2016	Executive Leadership Team
3.2.2. Explore opportunities to advertise employment vacancies in Aboriginal and Torres Strait Islander media and within key Aboriginal and Torres Strait Islander networks.	June 2016	Executive Leadership Team
3.2.3. Review Aboriginal and Torres Strait Islander employment programs to identify additional opportunities for the City of Melbourne to provide jobs, education pathways and career development for new and existing Aboriginal and Torres Strait Islander employees.	December 2015	Executive Leadership Team
3.2.4. Offer three (3) traineeships to Aboriginal and Torres Strait Islander people.	February each year	Executive Leadership Team
3.2.5. Make arrangements to ensure that upon satisfactory completion of Aboriginal and Torres Strait Islander traineeships, all City of Melbourne Aboriginal and Torres Strait Islander trainees will have the opportunity for ongoing employment.	August 2015	Executive Leadership Team



**Action 3.3: Seek to improve career outcomes for Aboriginal and Torres Strait Islander employees of the City of Melbourne through provision of culturally relevant support programs.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
3.3.1. Investigate an extension of the existing mentoring, support and career development program for trainees to other Aboriginal and Torres Strait Islander employees, where appropriate.	Report June each year	Executive Leadership Team
3.3.2. HR procedures and policies reviewed to identify and address barriers to Aboriginal and Torres Strait Islander employment.	June 2016	Executive Leadership Team

**Action 3.4: Ensure Aboriginal and Torres Strait Islander peoples are represented in relevant Council funded events.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
3.4.1. Aboriginal and Torres Strait Islander models/designers/ make-up artists are engaged in Melbourne Spring Fashion Week.	Report June each year	City Economy and Activation Group
3.4.2. Aboriginal and Torres Strait Islander performers/ musicians appear in the Sunset Series where music genre is appropriate.	Report June each year	City Economy and Activation Group
3.4.3. Plans developed for the engagement with Traditional Owner groups within the COM regarding the planning and staging of Melbourne Day events negotiated and implemented.	Report June each year	City Economy and Activation Group
3.4.4. Review the Moomba MOU between the City of Melbourne and the Wurundjeri Council.	June 2016	City Economy and Activation Group

**Action 3.5: Seek to improve economic development opportunities for Aboriginal and Torres Strait Islander businesses.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
3.5.1. Prepare for Council endorsement a revised 'Procurement Policy' that ensures supplier diversity and equal opportunity is being provided to Aboriginal and Torres Strait Islander businesses, including through the potential membership of Supply Nation.	March 2016	Executive Leadership Team
3.5.2. City of Melbourne staff educated about using Aboriginal and Torres Strait Islander businesses.	Report June each year	Executive Leadership Team
3.5.3. Identify and implement strategies specifically targeted at providing business mentoring and support to fledgling Aboriginal and Torres Strait Islander businesses.	June 2017	City Economy and Activation Group

**Action 3.6: Promote Aboriginal experiences in Melbourne to visitors through Melbourne’s network of visitor services, publications and sponsorships.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
3.6.1. Appropriately accredited Aboriginal businesses providing Aboriginal cultural experiences are promoted at the Melbourne Visitor Centre.	Report June each year	City Economy and Activation Group
3.6.2. Information and presentations from organisations offering Aboriginal experiences are included as part of the development opportunities and familiarisation sessions and forums for Tourism volunteers and staff.	Report June each year	City Economy and Activation Group

## 4. TRACKING AND REPORTING

**Action 4.1: Review and monitor RAP actions and progress.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
4.1.1. Report prepared for RAP Steering Committee on progress made against agreed targets.	June and December each year	City Communities Group
4.1.2. Bi-annual contribution to report for RAP Steering Committee on Group activities.	June and December each year	Executive Leadership Team

**Action 4.2: Report to Council and Reconciliation Australia each year.**

MEASURABLE TARGET	TIMELINE	RESPONSIBILITY
4.2.1. Annual progress reports on the Reconciliation Action Plan presented to Council every 12 months.	August each year	City Communities Group
4.2.2. Annual progress report sent to Reconciliation Australia, including details of Aboriginal and Torres Strait Islander implementation partners.	September each year	City Communities Group
4.2.3. RAP Impact Measurement Questionnaire completed and submitted each year.	September each year	City Communities Group
4.2.4. Annual progress report posted on the City of Melbourne website.	September each year	City Communities Group
4.2.5. Evaluation of the Indigenous Traineeship and Employment initiatives.	June each year	Executive Leadership Team



## How to contact us

**Online:** [melbourne.vic.gov.au](http://melbourne.vic.gov.au)

**In person:**

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120 Swanston Street, Melbourne  
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**Translation services:**

03 9280 0716	አማርኛ
03 9280 0717	廣東話
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03 9280 0719	Bahasa Indonesia
03 9280 0720	Italiano
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