



RECONCILIATION
ACTION PLAN

INNOVATE

Reconciliation Action Plan

Outcomes Report 2023 – 2025



Reconciliation Action Plan (RAP)

2023 – 2025 Outcome Highlights



Vision for Reconciliation: Council celebrates and acknowledges Aboriginal and Torres Strait Islander living culture and history. Our vision for Reconciliation is a Wyndham where we encompass our diverse community. When achieved, we will have increased opportunities for local Aboriginal and Torres Strait Islander people to thrive. We will challenge prejudice, discrimination and racism to ensure equitable access, participation and inclusion for all.

We come together to honour a powerful journey. A journey that each of you has shaped with truth, courage, and deep community love. When we look back across this term, what stands out is not just the work, but the heart behind it. This Committee has walked through truth-telling, difficult conversations, cultural learning, and moments of real progress

**Kelly Lehmann,
WRAC Co-Chair.**

Reconciliation strengthens all of us. It strengthens us all as a community, if we walk on this journey together

**Cr Jennie Barrera, Wyndham City Council
Councillor and WRAC Co-Chair.**

Everyone is responsible for implementing the RAP... The actions that fall out of the RAP sit right across the organisation, so every department has something to do. This is really important because our organisation represents the whole of the city of Wyndham

Stephen Wall, CEO Wyndham City Council.



DELIVERABLES

114



DELIVERABLES IN PROGRESS

8



DELIVERABLES ACHIEVED

93%

Deliverables identified as still in progress in this report will be reflected in Council's next Reconciliation Action Plan (RAP).



RELATIONSHIPS



DELIVERABLES

35



DELIVERABLES IN PROGRESS

0



DELIVERABLES ACHIEVED

100%

1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverables	Status
Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles and ways of working for growing relationships with Council	<ul style="list-style-type: none">A First Nations Community Officer role has been created to support this work, is supported by the First Nations Engagement Toolkit
Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations	<ul style="list-style-type: none">First Nations Engagement Toolkit created to help staff work respectfully and effectively with Traditional Owners and local First Nations community
Establish a Partnership Agreement between Council and the Local Elders Groups	<ul style="list-style-type: none">Council collaborating on programs to support the needs of Local Elder Groups, but no agreement yet, at their request
Develop a Memorandum of Understanding and Respect with the Wadawurrung Traditional Owners Aboriginal Corporation and Bunurong Land Council Aboriginal Corporation and work closely with other Traditional Owner Groups	<ul style="list-style-type: none">Council and Owner Groups have focused on strengthening relationship and trust before an agreement is considered. Regular meetings are held with both Groups and relationships have been built across different Council departments enabling consultation and delivery on a range of projects

2. Build relationships through celebrating National Reconciliation Week (NRW).

Deliverables	Status
Develop a schedule of internal and external National Reconciliation Week (NRW) events that staff can attend and promote across the organisation	<ul style="list-style-type: none">Council organises, supports and promotes activities each year to recognise NRW
Register all NRW events on Reconciliation Australia's NRW website	<ul style="list-style-type: none">Council's NRW community events were registered across a range of websites, including Reconciliation Australia's NRW website

Invite First Nations people to speak at organisational NRW events	<ul style="list-style-type: none"> All Council NRW events included the voice of First Nations people 	
Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	<ul style="list-style-type: none"> NRW resources and information were provided to staff through internal communications 	
RAP Management Group members to participate in events to recognise and celebrate, including an external NRW event	<ul style="list-style-type: none"> RAP Management Group members were included in NRW event planning and invited to events 	
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	<ul style="list-style-type: none"> Resources including events and activities were shared with staff during the promotion of Wyndham National Reconciliation Week 	
Partner with community to organise at least one NRW event for community and staff each year	<ul style="list-style-type: none"> Council partnered with and supported a range of community led events across NRW including with local schools and Wunggurrwil Dhurrung Centre 	

3. Promote reconciliation through our sphere of influence.

Deliverables	Status	
Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	<ul style="list-style-type: none"> Arrilla Indigenous Consulting ran a process for staff to provide feedback on the First Nations Workforce Strategy 	
Publicly communicate our commitment to reconciliation via Council website and publications and implement strategies to engage our staff in reconciliation	<ul style="list-style-type: none"> Updated information has been added to Council's website on reconciliation and local Aboriginal history and culture along with the promotion of events and activities 	
Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes	<ul style="list-style-type: none"> Council regularly works with various external partners through networks and events to support and promote reconciliation across the community and the wider western region 	
Promote key organisational reconciliation activities throughout our stakeholder network	<ul style="list-style-type: none"> Key reconciliation activities have been promoted via local and western region First Nations networks and events 	
Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation	<ul style="list-style-type: none"> Council is working in partnership through the Western Region Local Government Reconciliation Network and supporting the Aboriginal Services Network of the West 	
Promote and distribute information about the Wunggurrwil Dhurrung Community Centre including programs, activities and services via Koorie Mail, WYNi (internal intranet), land councils and wider Wyndham community	<ul style="list-style-type: none"> Koling wada-ngal are active in promoting programs at Wunggurrwil Dhurrung centre via social media channels, mail lists and networks Council also supports promotion through Council's communication channels 	
Include a Reconciliation at Wyndham presentation in the Corporate Induction.	<ul style="list-style-type: none"> Completed 	
Review our Statement of Commitment as required	<ul style="list-style-type: none"> Review completed by the Wyndham Reconciliation Advisory Committee (WRAC) and the RAP Management Group. The statement is available on Council's website: https://www.wyndham.vic.gov.au/statement-commitment 	

Foster First Nations and non-Aboriginal leadership and relationships through the Wyndham Community Leadership Program with a focus on Reconciliation as the program theme

- The Allies for Reconciliation Building Blocks Community Leadership Program was delivered in 2023, with 11 people graduating and 3 community projects completed

4. Promote positive race relations through anti-discrimination strategies.

Deliverables	Status
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	<ul style="list-style-type: none">• New Equal Opportunity, Discrimination and Harassment Policy developed promoting a culturally safe, respectful workplace by prohibiting discrimination, outlining reporting and complaint processes, and aligning with laws that protect people's rights
Educate senior leaders on the effects of racism	<ul style="list-style-type: none">• 95 staff, including 16 members of the Senior Leadership team, completed Cultural Awareness Training, delivered by a First Nations consultant. This work is ongoing
Be an active participant in the Welcoming Clubs Active Inclusion Project	<ul style="list-style-type: none">• Council actively engaged in the Welcoming Clubs Active Inclusion Project from 2022. In addition, as part of the Unite for Diversity campaign, Council ran a free workshop for sports clubs in 2024. The workshop gave clubs guidance on how to be safe and welcoming for everyone, with practical tips on promoting inclusion. 25 people attended, representing 14 different sporting clubs
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy	<ul style="list-style-type: none">• New Equal Employment Opportunity, Discrimination & Harassment Policy developed with review by the RAP Management Group and Staff Relations Consultative Committee
Develop, implement, and communicate an anti-discrimination policy for our organisation.	<ul style="list-style-type: none">• A new Equal Employment Opportunity, Discrimination & Harassment Policy was created. The policy applies to all staff and can be accessed on Council's internal website
Build capacity and support councillors to participate in educational opportunities around anti-discrimination	<ul style="list-style-type: none">• Educational and capacity building information has been included in the Councillor induction program and the new Model Councillor Code of Conduct. The Code of Conduct is available on Council's website, https://www.wyndham.vic.gov.au/about-council/councillors-wards/model-councillor-code-conduct

5. Demonstrate a commitment to protect First Nations living culture through land management projects.

Deliverables	Status
Ensure that endangered or significant flora and fauna is protected in the construction and upgrade of community infrastructure, reserves, open space, revegetation and landscaping	<ul style="list-style-type: none">• Council manages plants and wildlife through its Environmental Planning referral process and its Conservation Management team, which protects and improves habitats on Council land. Council also oversees a Site Environmental Management Plan process to make sure protective measures are in place during development projects

In partnership with Traditional Owners groups conduct joint land management activities in reserves located within the Registered Aboriginal Party areas. Including:

- Cultural heritage management
- Controlled burns
- Revegetation
- Weed control
- Pest animal control
- Flora and fauna assessments

- Council, DEECA and Wadawurrung Traditional Owners visited public and private land in the Western Grassland Reserve to explore cultural land management, including enabling seed collection from the Reserve's only known old-growth Red Box tree for Wadawurrung-led revegetation

6. Support Aboriginal and Torres Strait Islander self-determination in the planning, coordination and delivery of services.

Deliverables	Status
Work in partnership with the Aboriginal Services Network of the West by establishing common values, goals, mutual respect and trust	<ul style="list-style-type: none">• Council takes a leading role in planning and running the network which meets regularly
Work in partnership with local and regional networks to promote collaboration and improve access to culturally appropriate services for First Nations people across the life stages	<ul style="list-style-type: none">• Council continues to lead and support a range of local and regional networks
Support organisations to host and deliver events inclusive of all ages and partner with Koling wada-ngal at Wunggurrwil Dhurrung Centre and other community groups in the delivery of programs	<ul style="list-style-type: none">• First Nations Youth Engagement Officer role created to support focus on First Nations young people through a range of projects and events
Ensure consultation and participation with Registered Aboriginal Party, Koling wada-ngal and local Aboriginal communities in every stage of the planning, delivery and development of new and existing community infrastructure, as appropriate to their areas of authority and interest	<ul style="list-style-type: none">• Community Infrastructure Engagement Guidelines were developed with input from Traditional Owners
Ensure that strategic planning and service coordination is informed by current Aboriginal and Torres Strait Islander population data for Council to support improved outcomes in health, education and employment	<ul style="list-style-type: none">• Council engaged with First Nations communities to help update Wyndham's community vision and council plan• The Wyndham 2050 Community Vision is a community-informed long-term plan guiding Council decisions to create a connected, safe and thriving community and is available on Council's website: https://www.wyndham.vic.gov.au/about-council/your-council/integrated-strategic-planning-and-reporting-framework/wyndham-2050
Update the Aboriginal and Torres Strait Islander profile on Council's website to inform priorities for planning and service reform in Council department.	<ul style="list-style-type: none">• This was actioned based on the 2021 census data
Engage with Koling wada-ngal, local Elders, First Nations stakeholders, land councils and community organisations around the establishment of First Nations led community spaces at Wunggurrwil Dhurrung Centre	<ul style="list-style-type: none">• Wunggurrwil Dhurrung centre formally transitioning from a Council Managed Community Centre to a Community Managed Community Centre, operated by Koling wada-ngal Aboriginal Corporation



RESPECT



DELIVERABLES

28



DELIVERABLES IN PROGRESS

1



DELIVERABLES ACHIEVED

96%

1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

Deliverables	Status
Conduct a review of cultural learning needs within our organisation	<ul style="list-style-type: none">Council ran two all-staff surveys – one with Arrilla Indigenous Consulting to inform the First Nations Workforce Strategy, and the biennial Reconciliation Australia Workforce Barometer to assess staff knowledge and attitudes on First Nations issues
Develop and implement an Aboriginal and Torres Strait Islander cultural learning strategy for staff at all levels that builds cultural safety through different learning modes (online, workshops, and cultural immersion)	<ul style="list-style-type: none">This work has commenced with a Cultural Learning Strategy draftedCouncil's First Nations Unit has coordinated a variety of cultural learning programs and opportunities, including through staff inductions and days of significance events
Consult with the Registered Aboriginal Party and/or local Traditional Owners to inform our cultural awareness training	<ul style="list-style-type: none">The First Nations unit holds regular meetings with both Registered Aboriginal Parties. These meetings help guide and support work across different areas of the organisation, including the development of the Cultural Learning Strategy
Provide opportunities for Councillors, RAP Management Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning each year	<ul style="list-style-type: none">Staff and leaders are offered cultural awareness training and learning activities, including events linked to days of significance
Promote Reconciliation Australia's Share Our Pride online toolkit to all employees	<ul style="list-style-type: none">This resource is shared in the lead up to National Reconciliation Week each year

2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

Deliverables	Status
Update and communicate the cultural protocol document for Welcome to Country and Acknowledgement of Country	<ul style="list-style-type: none">A Cultural Protocols document has been developed and reviewed by Bunurong Land Council and Wadawurrung Traditional Owners Aboriginal Corporations. Final consultation with the First Nations Inclusion Group is underway and the document will be published in early 2026
Increase staff's understanding of the purpose and significance behind cultural protocols including Acknowledgement of Country and Welcome to Country protocols	<ul style="list-style-type: none">Staff receive training on Acknowledgement of Country, cultural awareness and significant days
Provide information for staff around the cultural significance of Acknowledgement of Country that reflects an individual setting, place suburb of Wyndham through the development of a fact sheet resource and map	<ul style="list-style-type: none">Updated Cultural Protocols training and documentation to be embedded in staff inductions and rolled out in 2026
Develop updated Acknowledgement of Country statement templates for staff email signatures.	<ul style="list-style-type: none">Staff received training on the importance of Acknowledgement of Country, supported by cultural awareness training, activities linked to important days and web-based resources.
Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at a minimum of one Council meeting and another significant event each year	<ul style="list-style-type: none">A Welcome to Country was held at the oath-taking ceremony for the new councillors in 2024
Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meeting.	<ul style="list-style-type: none">Acknowledgement of Country is now included at the start of all important council meetings, such as staff meetings, directorate meetings, Council meetings, and community events

3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

Deliverables	Status
Encourage all council staff to attend NAIDOC week and other First Nations events during the year	<ul style="list-style-type: none">Staff are encouraged to participate in First Nations Days of Significance including Anniversary of the National Apology, National Sorry Day, Reconciliation Week and NAIDOC week
Enable all Aboriginal and Torres Strait Islander staff to participate in their culture and communities during NAIDOC Week	<ul style="list-style-type: none">All First Nations staff were encouraged to attend NAIDOC Week events
Promote and encourage participation in external NAIDOC events to all Council staff and community through book displays and posters	<ul style="list-style-type: none">A range of activities were promoted and delivered across Wyndham Libraries during NAIDOC week
Support Councillors to attend key local Aboriginal and Torres Strait Islander events, gallery exhibitions and performances both during NAIDOC Week and other times during the year	<ul style="list-style-type: none">Councillors are supported to attend First Nations events by Council's Councillor Support and Strategic Communications team. Information is shared with Councillors through regular bulletins from the business

Partner with community to organise at least one NAIDOC Week event for community and council staff each year

- The First Nations Community Officer regularly liaises with community and organisations to plan, promote and implement Days of Significance each year, including a Flag Raising ceremony during NAIDOC week

4. Create and maintain culturally welcoming and safe environments for Aboriginal and Torres Strait Islander staff and community members.

Deliverables	Status
Consult with Aboriginal and Torres Strait Islander staff to develop priorities to improve cultural safety in the workplace	<ul style="list-style-type: none">• First Nations staff participated in a trial Deadly Induction Program to give their feedback and ideas about cultural safety in the organisation
Ensure all Council facilities are and continue to be welcoming and safe for all Aboriginal and Torres Strait Islander people by providing visual evidence of Acknowledgement of the Traditional Owners, demonstrating reciprocity and seeking cultural knowledge	<ul style="list-style-type: none">• All Council community centres now have an Acknowledgement of Country plaque in their foyer• New public art by First Nations artists Kent Morris (Barkindji) and Chloe Chatterton (Wadawurrung) has been installed inside and outside Lollypop Creek Community Centre
Provide opportunities for Traditional Owners and other Aboriginal and Torres Strait artists to develop and present their creative practice through programming at the Wyndham Cultural Centre	<ul style="list-style-type: none">• The Arts, Events & Cultural Centres have included First Nations artists, culture, and programs across their work, including creating two identified roles

5. Explore opportunities for incorporating First Nations place names, languages and cultural heritage information in a range of existing infrastructure and future developments. * this section contains combined deliverables

Deliverables	Status
Work in partnership with Traditional Owner groups to respectfully include signage or sign posting that acknowledges the land being used for community infrastructure, paths and trails, reserve and open spaces	<ul style="list-style-type: none">• Traditional Owners are engaged regularly during the planning and delivery of infrastructure and open space projects
Continue to engage the Victorian Aboriginal Corporation for Languages and Traditional Owner groups to provide guidelines for respectful naming processes related to naming new and existing community infrastructure *Combined deliverables	<ul style="list-style-type: none">• In 2023 Council adopted a Geographical Naming Policy, reflecting state and national standards for naming of publicly owned features, roads and localities. This policy includes the recognition and use of Traditional Owner languages and links to Traditional Owner culture as naming principles. Naming processes for Council infrastructure, including Community Centres, is now undertaken in line with Council's Geographic Naming Policy

6. Explore opportunities to raise the awareness of Aboriginal & Torres Strait Islander People and cultures in the community through Councils delivery of Early Education & Care Services (EECS).

Deliverables	Status
Include a question in family surveys to determine the level of understanding of Aboriginal and Torres Strait Islander perspectives in early education program and practice	<ul style="list-style-type: none">Completed
Use data collected from family surveys and work in partnership with First Nations EECS staff and families to investigate opportunities to strengthen cultural awareness	<ul style="list-style-type: none">Data is now collected and used to support the development and improvement of programming to strengthen First Nations participation
Commit to the implementation monitoring and evaluation of Narragunnawali across all Wyndham Early Education & Care Services	<ul style="list-style-type: none">This was completed with all Wyndham Early Education & Care Services having active Reconciliation Action Plans through the Narragunnawali program

7. Develop and implement strategies to promote living cultural heritage knowledge across the Council.

Deliverables	Status
Create and resource an Aboriginal Cultural Heritage Resource Project Officer position, to develop, coordinate and implement as required a proactive Aboriginal Cultural Heritage strategy that links Council's land management with the interests of local Aboriginal parties/groups for culturally significant land	<ul style="list-style-type: none">A Principal Planner Cultural Heritage role was created in the Heritage Unit in 2023
Engage with First Nations communities, Koling wada-ngal and Registered Aboriginal Parties to consult on the acknowledgement of living cultural across a range of Open Space and Roads and Transport projects	<ul style="list-style-type: none">First Nations stakeholders engaged throughout the delivery of a range of projects including the Coastal Marine Management Plan, Greening the Pipeline and The K Road Cliffs development
Deliver Community of Practice sessions that will focus on embedding cultural heritage and understanding cultural sensitivity in projects, featuring presentations from local Traditional Owner Organisations and Aboriginal Victoria	<ul style="list-style-type: none">Two Cultural Heritage Community of Practice sessions were delivered for the Project Management Office working group with further sessions planned



OPPORTUNITIES



DELIVERABLES

30

DELIVERABLES IN PROGRESS

7

DELIVERABLES ACHIEVED

77%

1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, leadership and professional development.

* this section contains combined deliverables

Deliverables	Status
Develop and deliver an effective process for collecting, storing and using data about Aboriginal and Torres Strait Islander staff to inform employment outcomes and encourage participation and professional development opportunities in the workplace	<ul style="list-style-type: none">Council's Employee New Starter Form updated for new First Nations employees to self-identify and elect to join the First Nations Employee Inclusion GroupRAP Management Group and other First Nations focussed forums offered as professional development opportunities to First Nations Staff
*Combined deliverables	
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	<ul style="list-style-type: none">HR procedures and polices have been reviewed to remove barriers to First Nations participation in the workplace, including a new Wyndham Workforce Strategy and foundation report from Arilla Indigenous Consulting to inform the development of a First Nations specific Workforce Strategy in 2026
Develop a strategy to offer learning and internship opportunities for Aboriginal and Torres Strait Islander tertiary students	<ul style="list-style-type: none">The pilot for the First Nations Traineeship Program commenced in 2024. Evaluation of the program recommended further consultation with community and local learning institutions to ensure any pathways programs are relevant and fit for purpose which is underway
Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy and explore opportunities and ways to increase our Aboriginal and Torres Strait Islander staff employed in our workforce	<ul style="list-style-type: none">Completed with First Nations staff engaged to develop a First Nations Workforce Strategy. Consultation will continue throughout the development process
*Combined deliverables	

Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy	<ul style="list-style-type: none"> Council has included actions to support First Nations employment in the new Workforce Strategy, which is expected to be approved in early 2026. While this is underway, Council has created an action plan to start work now on improving First Nations recruitment, retention and career development 	
Establish and support First Nations-identified roles in strategic priorities areas, for example Youth Services and Maternal and Child Health	<ul style="list-style-type: none"> The First Nations unit has supported the recruitment and onboarding of new First Nations identified roles across various business areas, including Youth Services and Cultural Venues 	
Include in all job advertisements 'Aboriginal and Torres Strait Islander people are encouraged to apply'	<ul style="list-style-type: none"> An updated Job Advertisement Inclusion Statement has been included in the new Wyndham Workforce Strategy 	
Support and resource the Aboriginal Staff Inclusion Group to facilitate connection and support with and for First Nations Staff	<ul style="list-style-type: none"> The First Nations unit supports the First Nations Employee Inclusion Group. A Terms of Reference has been developed, and regular meetings are held 	
Advertise all vacancies in Aboriginal and Torres Strait Islander networks and media, for example, the Wunggurrwil Dhurrung Centre newsletter Koori Mail.	<ul style="list-style-type: none"> Council job vacancies are included in the Wunggurrwil Dhurrung centre newsletter. For identified roles, recruitment advertisement has included Koori Mail, National Indigenous Times and Indigenous Employment Australia 	

2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. * this section contains combined deliverables

Deliverables	Status
<p>Drive increased supply and engagement with Aboriginal and Torres Strait Islander Businesses & Sole Traders through:</p> <ul style="list-style-type: none"> Review of current corporate Procurement Strategy Developing supporting Procurement Policy and Suite of Guidelines Updating procurement practices to remove barriers 	<ul style="list-style-type: none"> Council's new Corporate Procurement Strategy commences in January 2026 and the partnership with Kinaway re-commenced in 2025 New First Nations Procurement Guidelines are being developed alongside the new Procurement Policy
*Combined deliverables	
<p>Increase Aboriginal and Torres Strait Islander economic growth through our developing partnership with Kinaway Services, including enabling training and engagement across the organisation</p>	<ul style="list-style-type: none"> Council took out a Platinum Partner Membership with Kinaway in 2025 and has planned training and engagement for 2026
*Combined deliverables	
<p>Continue to communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff through the development of a dedicated intranet page</p>	<ul style="list-style-type: none"> A dedicated internal Council site has been delivered linking staff to the Kinaway Business Directory and Supplier Lists

Ensure training for and around engagement with First Nations businesses, including:

- Annual information seminar about procurement opportunities
- Development of commercial relationships with Aboriginal and Torres Strait Islander businesses

*Combined deliverables

- Commencing in 2026 with information sessions and training for staff, First Nations Organisations and First Nations businesses planned with Kinaway. First Nations businesses engaged with Council will also be connected to Kinaway and other networks

Continue to develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses for the procurement of goods, services and works

- Occurring with training and information to be offered to First Nations social enterprises and local businesses to support increased engagement. First Nations businesses registered with Council and Kinaway will be connected with other organisations, including State Government projects

3. Create employment opportunities for Aboriginal and Torres Strait Islander Artists.

Deliverables	Status
In consultation with the Registered Aboriginal Party, engage a First Nations Artist to commission a public artwork of significance and scale. Thematically the creative brief will be developed as a site-specific work that expands the practice of a First Nations artist and thematically responds to the lived experience of reconciliation in action	<ul style="list-style-type: none"> • Mooroop Yarkeen mural delivered in December 2023, by First Nations artist Tommy Day. It is currently the largest Aboriginal artwork in Australia and the largest Indigenous artwork in the world
Set targets for the successful inclusion of First Nations artists in art programs and arts development initiatives including mentoring and grant programs	<ul style="list-style-type: none"> • An evaluation framework and reporting tool implemented for First Nations inclusion across Council's Arts, Events & Cultural Venues department
Recruit a First Nations Identified role to strengthen relationships with the First Nations community through cultural programming and community engagement, resulting in increased usage and visitation within Cultural Venues and input and guidance on the Wyndham Cultural Centre Redevelopment	<ul style="list-style-type: none"> • A First Nations Creative Arts Officer role was created in 2024
Engage a First Nations Producer to create a new one-off event of scale and beauty along the Werribee River. The work will have a consultative methodology and use performance and technology to create an immersive and experiential event that celebrates culture and community	<ul style="list-style-type: none"> • Treaty in the Park event, run by Council and the First Peoples' Assembly of Victoria in 2024, attended by more than 2,500 community members
Curate an exhibition that responds to the lived experience of First Nations people in a post-Treaty Victoria. The show will feature Victorian First Nation's artists that explore self-determination and sovereignty deeply within their work and practice	<ul style="list-style-type: none"> • After significant consultation First nations solo exhibitions have programmed in the gallery for 2026

4. Advocate and support improved outcomes for First Nations people in all Victorian State planned infrastructure.

Deliverables	Status
Work in partnership with State Government and key Aboriginal organisations such as VACCA and the Regional Aboriginal Justice Advisory Committee to inform service planning	<ul style="list-style-type: none">The First Nations Community Officer works in partnership with VACCA and many other Aboriginal Organisations on service delivery projects, as well as being a Koorie Caucus member of the Regional Aboriginal Justice Advisory Committee
Liaise with Aboriginal and Torres Strait Islander community networks ensure that local First Nations stakeholder engagement appraises and influences service-planning for projects such as the proposed Wyndham Justice Precinct, Point Cook Community Hospital, Early Parenting Centre and schools	<ul style="list-style-type: none">Council continues to review possible collaboration under this deliverable, noting that it sits outside Council's remit and influence

5. Ensure that Reconciliation priorities are incorporated into the Council Plan and integrated into all strategic plans and policies.

Deliverables	Status
Engage with Traditional Owners to inform and enrich Council-led structure plans, master plans, place plans, place-making projects and public space enhancement works	<ul style="list-style-type: none">This occurs with regular consultation to inform Council-led strategic planning projects
Implement respectful approaches and tools in community engagement processes to make certain that Aboriginal and Torres Strait Islander voices are heard	<ul style="list-style-type: none">The First Nations Toolkit has been completed and is being rolled out across the organisation. Ongoing feedback is collected to improve it
Incorporate consultation with Aboriginal stakeholders into review processes for strategic plans and policies	<ul style="list-style-type: none">The Council Plan, adopted in 2025, was developed with targeted engagement sessions for First Nations communities. First Nations people are identified as a key priority group in the plan



TRUTH TELLING



DELIVERABLES

4



DELIVERABLES IN PROGRESS

0



DELIVERABLES ACHIEVED

100%

1. Investigate and begin to adopt safe and respectful Truth Telling opportunities and approaches across the organisation.

Deliverables	Status
Research approaches and resources that have been specifically developed to support the Truth Telling process	<ul style="list-style-type: none">A range of events and activities for staff and community have focused on Truth Telling including Welcoming Cities Forum on the Referendum, WynTalk events, Cultural Awareness Training and documentary screenings
Establish partnerships with Aboriginal and Torres Strait Islander communities and organisations focused on Truth Telling	<ul style="list-style-type: none">Relationships with Traditional Owners and First Nations stakeholders continue to inform the above initiatives focused on Truth Telling
Partner with community to acknowledge National Sorry Day through a planned activity that supports community and staff engagement	<ul style="list-style-type: none">Council held its first National Sorry Day event in 2024, featuring a keynote speech and a performance by Jesse Lloyd. In 2025, the National Sorry Day event was delivered in partnership with the Wunggurrwil Dhurrung Centre
Increase the delivery of youth programs at Wunggurrwil Dhurrung Centre to strengthen connections between Elders and young people, support intergeneration storytelling and assist cultural transmission	<ul style="list-style-type: none">Youth Services have continued to build stronger connections, create opportunities for storytelling, and support the sharing of culture through events and programs



GOVERNANCE



DELIVERABLES

17



DELIVERABLES IN PROGRESS

0



DELIVERABLES ACHIEVED

100%

1. Establish and maintain an effective RAP Management group to drive governance of the RAP.

Deliverables	Status
Maintain Aboriginal and Torres Strait Islander representation on the RAP Management Group	<ul style="list-style-type: none">First Nations staff involvement on the RAP Management Group has increased over the life of the RAP
Establish and apply a Terms of Reference for the RAP Management Group	<ul style="list-style-type: none">The Terms of Reference were reviewed and approved in 2024
Meet at least four times per year to drive and monitor RAP implementation.	<ul style="list-style-type: none">The RAP Management Group meets quarterly and is chaired by the CEO

2. Provide appropriate support for effective implementation of RAP commitments.

Deliverables	Status
Define resource needs for RAP implementation	<ul style="list-style-type: none">Staff resourcing increased over 2024 with the creation of the First Nations unit to support the delivery of the RAP
Engage our senior leaders and other staff in the delivery of RAP commitments	<ul style="list-style-type: none">All senior leaders responsible for delivering RAP actions are members of the RAP Management Group which meets bi-monthly to discuss RAP commitments
Define and maintain appropriate systems to track, measure and report on RAP commitments	<ul style="list-style-type: none">This occurs through a shared reporting tool that all RAP action owners and RAP Management Group members can access and update each quarter
Appoint and maintain an internal RAP champion from senior management	<ul style="list-style-type: none">The Executive RAP Champion role is a 12-month commitment. At the start of each year, the CEO appoints a director to this role

3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

Deliverables	Status
Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence	<ul style="list-style-type: none">Completed
Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	<ul style="list-style-type: none">Council submitted the annual RAP Impact Measurement Questionnaire in 2024
Publicly report our RAP achievements, challenges and learning, progress annually at the Council Meeting close to Reconciliation Week and WRAC	<ul style="list-style-type: none">Public report has been shared on RAP progress with the final outcomes report to be delivered in early 2026
Participate in Reconciliation Australia's biennial Workplace RAP Barometer	<ul style="list-style-type: none">364 staff participated in the 2024 Workforce RAP Barometer
Report RAP progress to all staff and senior leaders quarterly	<ul style="list-style-type: none">This is supported through RAP Management Group and leadership meetings, along with internal communication channels for all staff

4. Continue our reconciliation journey by developing our next RAP.

Deliverables	Status
Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	<ul style="list-style-type: none">Regular meetings held with Reconciliation Australia
Register via Reconciliation Australia's website to begin developing our next RAP	<ul style="list-style-type: none">Completed

5. Establish mechanisms for First Nations community members to provide advice and guidance in the development and monitoring of the RAP.

Deliverables	Status
Continue to support the Wyndham Reconciliation Advisory Committee to identify ways to integrate the RAP across Council	<ul style="list-style-type: none">Quarterly WRAC meetings were held to strengthen RAP integration across Council
Deliver governance training for WRAC members	<ul style="list-style-type: none">No formal governance training held. Governance information was added to the updated WRAC Terms of Reference in early 2024 and included in the induction for new WRAC members from April 2024
Meet with the Wyndham Reconciliation Advisory Committee a minimum of four times a year to monitor and evaluate this RAP	<ul style="list-style-type: none">Completed

