

# 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*

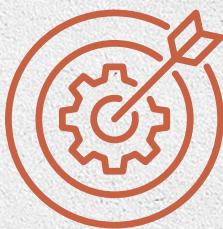
**Kelly Lehmann,  
WRAC Co-Chair.**

*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%**



## RELATIONSHIPS

- ✓ First Nations Engagement Toolkit developed
- ✓ Wunggurrwil Dhurrung Centre formally transitioned to a Community Managed Community Centre
- ✓ Cultural awareness training for staff and community provided



## RESPECT

- ✓ Commenced work on the Cultural Learning Strategy
- ✓ All Wyndham Early Education & Care Services have active RAP's through Narragunnawali
- ✓ Interpretive signage exploring living Aboriginal cultural themes installed as part of upgrade works at the K Road Cliffs
- ✓ Art and Culture commissions:
  - ENDURING exhibition at Wyndham Art Gallery featuring First Nations visual art
  - River Reed Necklace exhibition by Maree Clarke (Mutti Mutti/Yorta Yorta and Boon Wurrung/Wemba Wemba)
  - Solo exhibitions by local First Nations artists Hayley Millar-Barker (Gundijmara, Djabwurrung) and Nira-Bulok (Taungurung)
  - Inclusion of three First Nations artists in the WEATHER/Whether exhibition
  - 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
  - Partnership with the First Peoples Assembly of Victoria to deliver Treaty in the Park, attended by over 2,500 people



## OPPORTUNITIES

- ✓ Pilot implemented for the First Nations Traineeship Program
- ✓ Re-established relationship with Kinaway through a Platinum Partner Membership



## TRUTH TELLING

- ✓ 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
- ✓ Relationships with Traditional Owner organisations and First Nations stakeholders continue to develop, leading to initiatives focused on Truth Telling. Examples include:
  - Partnering with Yoorrook Justice Commission for the Walk for Truth
  - Embedding Truth Telling in Days of Significance events
  - Cultural Awareness Training with Jillian West
  - Screening of the Australian Wars documentary for Council Staff during Reconciliation Week 2024



## GOVERNANCE

- ✓ First Nations unit in Council established
- ✓ All of Council's Executive Leadership Team and most senior leaders completed targeted Cultural Awareness Training
- ✓ 364 staff participated in the 2024 Workforce RAP Barometer