Inside Cover Art Work: “Let’s Bond in Wathaurong”

“The design incorporates our important colours: black for the people, yellow for the sun and red for the earth, while white is used to depict the non-Aboriginal people.

The yellow centre piece represents the Aboriginal and non-Aboriginal peoples coming together and moving forward in a swirl-like motion – the circle of life. Travel signs are highlighted in white symbolising the journey that is ahead of us.

The work is a prompt to promote unity between Geelong’s Aboriginal and non-Aboriginal people.

“Unity starts at a local level”.

Artist - Ms Kylie Clarke.

Karreenga is a Wadawurrung word which means “to grow”.

Cover Photo: Ferne Millen photography
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PHOTO: Ferne Millen photography
The Karreenga Aboriginal Action Plan articulates the steps towards developing partnerships between Aboriginal and non-Aboriginal Australians in the City of Greater Geelong.

To us, reconciliation is about building relationships with respect and commitment, as well as creating opportunities.

This Karreenga Aboriginal Action Plan will strengthen the way we conduct business. Within the City we want to shape an attitude and approach that will improve services, opportunities and understanding.

In this context the plan addresses:

- cultural recognition and respect
- Aboriginal cultural heritage awareness
- development in arts and culture
- family and community support, and
- employment opportunities.

We have developed the plan in consultation with Wathaurung Aboriginal Co-operative, Wathaurung Aboriginal Corporation, Narana Creations and Aboriginal people. We have also engaged with the Geelong One Fire Reconciliation Group, interested community groups and educational/service providers in the region.

Confirming and clarifying the City’s role in local Aboriginal affairs, the plan complements current State and Federal Government policy in relation to forming partnerships with local Aboriginal communities.

A big thankyou to all those who have worked closely in developing the Karreenga Aboriginal Action Plan. Thanks to all my fellow Councillors, members of the external working group and officers for their efforts.

Together, we will implement this plan and make a difference.

**Cr Darryn Lyons**
Mayor
I am extremely proud as the Aboriginal Affairs Portfolio Holder to present the inaugural Karreenga Aboriginal Action Plan (2014-2017). This is the City’s guiding policy document on Aboriginal and Torres Strait Islander issues developed in consultation with the Aboriginal and Torres Strait Islander peoples of the area, the Geelong One Fire Reconciliation group, and the broader community. The plan seeks to realise the City’s vision for strengthening our relationship and developing partnerships with the Aboriginal community. It is also intended to provide the City a framework to help guide and direct us into the future.

The Greater Geelong City Council has demonstrated a formal commitment to the process of reconciliation through partnerships with the local Aboriginal community since 1997, and through the adopted 2009 Statement of Recognition and Commitment. The Karreenga Aboriginal Action Plan builds on this legacy.

We are committed to delivering the Karreenga Aboriginal Action Plan and working with Aboriginal communities and other stakeholders towards reconciliation.

To us, reconciliation is about respect, relationships, commitment and creating opportunities.

The City of Greater Geelong respectfully acknowledges Wadawurrung Traditional Owners of this land and all Aboriginal and Torres Strait Islander People who are part of the Greater Geelong community.

Aboriginal and Torres Strait Islander Australians have the oldest continuing cultures in the world. Their cultures are rich and diverse cultures, which benefit all of us.

Aboriginal and Torres Strait Islander communities have overcome great hardships, however, they continue to prosper. We celebrate the exploits and achievements of the First Nations people in the community, on the sporting field, on the land, in business, in the boardroom, in the classroom, and in the political arena.

We wish for the Aboriginal and Torres Strait Islander residents of Greater Geelong to feel accepted in a culturally safe environment.

The Karreenga Aboriginal Action Plan will focus on genuine relationships, respecting the special contribution of Aboriginal and Torres Strait Islander peoples to Australia, and working together to ensure the same life opportunities as all Australians.

The Karreenga Aboriginal Action Plan 2014-2017 provides the City of Greater Geelong with an opportunity to work for true reconciliation.

To all the individuals, communities, organisations and all the beautiful Aboriginal and Torres Strait Islander peoples who contributed to this Aboriginal Action Plan, I pass on my sincere appreciation and thanks for your valued dedication, contribution and passion. Together we are demonstrating leadership and making reconciliation a reality.

Cr Eddy Kontelj - Aboriginal Affairs
KARRENGA ABORIGINAL PLAN

Statement of Intent

This statement demonstrates the intention of Greater Geelong City Council and Aboriginal and Torres Strait Islander peoples in the Geelong region to work together in partnership to achieve great things for Aboriginal communities.

This Statement acknowledges and respects Aboriginal values and customs and establishes a framework for a shared positive future.

We share a determination that Aboriginal and Torres Strait Islander peoples have equal life opportunities as all other Australians.

The Greater Geelong City Council has demonstrated a formal commitment to the process of reconciliation through partnerships with the local Aboriginal community since 1997, and through the adopted 2009 Statement of Recognition and Commitment that builds on this legacy.

The Karrenga Aboriginal Plan 2014 - 2017 identifies the key goals of Council and Aboriginal communities. It articulates the steps towards reinforcing and strengthening partnerships between Aboriginal and non Aboriginal Australians.

The Karrenga Aboriginal Plan documents the mutual engagement between Council and the Aboriginal community. Council endeavours to shape an attitude and approach that will improve an understanding of the current issues confronting our local Aboriginal communities and empowers communities to improve services and increase opportunities.

Within this context, this plan will address the key goals of:
1. Cultural Recognition and Respect;
2. Employment and Economic Development;
3. Family and Community Support;
4. Cultural Heritage (managing Aboriginal cultural sites and legislation requirements under the Aboriginal Heritage Act 2006);
5. Arts and Social Enterprise.

These focus areas are linked to Council’s Indigenous Statement of Recognition and Commitment 2009.

The development and implementation of the Karrenga Aboriginal Plan will enable prioritised strategic objectives and projects to be developed that recognise and respect Aboriginal culture and history and aim to reduce disadvantage experienced by Aboriginal and Torres Strait Islander people in our community.

For Council, delivery of the Karrenga Aboriginal Plan will strengthen the connections to the Aboriginal communities in Geelong. This plan also confirms and clarifies the City’s role in local Aboriginal affairs. The Karrenga Aboriginal Plan and its actions within will be reviewed and updated annually.

In signing this document, we are committed to actively supporting and meeting the objectives of the Karrenga Aboriginal Plan as a demonstration of our faith in moving forward with confidence to the future.

Reference
Indigenous Statement of Recognition and Commitment 2009

Greater Geelong City Council
Signed this day of ______ in the _______ presence of:

__________________________
Cr [Name], Mayor

__________________________
Cr [Name], Aboriginal Affairs

__________________________
[Name], Acting Chief Executive Officer

Wathaurung Aboriginal Cooperative
Signed this day of ______ in the _______ presence of:

__________________________
[Name], Chairperson

__________________________
[Name], Chief Executive Officer

Wadawurrung – Wathaurung Aboriginal Corporation
Signed this day of ______ in the _______ presence of:

__________________________
[Name], Chairperson

__________________________
[Name], Wadawurrung Senior Elder, Aunty Violet McPherson
Acknowledgement to Country

The wording for Acknowledgment to Country to be used during civic events and openings.

_Council acknowledges Wadawurrung Traditional Owners of this land and all Aboriginal and Torres Strait Islander People who are part of the Greater Geelong community today._
Historical Context

Wadawurrung

At the time of settlement the Wadawurrung were a powerful and populous tribe that included at least twenty-five clans occupying a territory of 120 by 150 kilometres. Their lands included woodlands of the Otway Ranges, ocean and bay coasts, grasslands, lakes and wetlands of the volcanic plains, and woodlands of the central Victorian dividing range. They are one of the five peoples of the Kulin Nation, which also includes the Bun Wurrung (of Port Phillip and lands east thereof), the Woi Wurrung (of Melbourne and the plain north thereof), the Daung Wurrung (central-east Victoria) and the Djadja Wurrung (central Victoria).

Alternative names and name spellings
The Lands of the Wadawurrung

The numbers on the map pictured below indicate the approximate locations of clan estates. The entire landscape was a mosaic of such estates. Through intermarriage and other alliances people were able to access land and resources far beyond their own estates. Access to land and resources was negotiated through discussion, marriage, ceremony and adherence to law.

This map is derived from Clark (1990)

--- Language Boundary

Note: Continuous lines indicate boundaries along rivers, streams and lakes

Kilometres
Table 1: Clans

<table>
<thead>
<tr>
<th>NUMBER</th>
<th>CLAN NAME</th>
<th>APPROXIMATE LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Barere barere balug</td>
<td>‘Colac’ and ‘Mt Bute’ stations</td>
</tr>
<tr>
<td>2</td>
<td>Beerekwart balug</td>
<td>Mt Emu</td>
</tr>
<tr>
<td>3</td>
<td>Bengalat balug</td>
<td>Indented Head</td>
</tr>
<tr>
<td>4</td>
<td>Berrejin balug</td>
<td>Unknown</td>
</tr>
<tr>
<td>5</td>
<td>Boro gundidj</td>
<td>Yarrowee River</td>
</tr>
<tr>
<td>6</td>
<td>Burrumbeet gundidj</td>
<td>Lakes Burrumbeet and Learmonth</td>
</tr>
<tr>
<td>6a</td>
<td>Keyeet balug</td>
<td>Mt Buninyong</td>
</tr>
<tr>
<td>7</td>
<td>Carringum balug</td>
<td>Carngham</td>
</tr>
<tr>
<td>8</td>
<td>Carininje balug</td>
<td>‘Emu Hill’ station, Lintons Creek</td>
</tr>
<tr>
<td>9</td>
<td>Corac balug</td>
<td>‘Commeralghip’ station, and Kuruc-a-ruc Creek</td>
</tr>
<tr>
<td>10</td>
<td>Corrin corrinjer balug</td>
<td>Carranballac</td>
</tr>
<tr>
<td>11</td>
<td>Gerartlure balug</td>
<td>West of Lake Modewarre</td>
</tr>
<tr>
<td>12</td>
<td>Marpeang balug</td>
<td>Blackwood, Myrniong, and Bacchus Marsh</td>
</tr>
<tr>
<td>13</td>
<td>Mear balug</td>
<td>Unknown</td>
</tr>
<tr>
<td>14</td>
<td>Moijerre balug</td>
<td>Mt Emu Creek</td>
</tr>
<tr>
<td>15</td>
<td>Moner balug</td>
<td>‘Trawalla’ station, Mt Emu Creek</td>
</tr>
<tr>
<td>16</td>
<td>Monmart</td>
<td>Unknown</td>
</tr>
<tr>
<td>17</td>
<td>Neerer balug</td>
<td>Between Geelong and the You Yangs (Hovells Creek?)</td>
</tr>
<tr>
<td>18</td>
<td>Pakeheneek balu</td>
<td>Mt Widders</td>
</tr>
<tr>
<td>19</td>
<td>Peerickelmoon balug</td>
<td>Near Mt Misery</td>
</tr>
<tr>
<td>20</td>
<td>Toolora balug</td>
<td>Mt Warrenheip, Lal-lal Creek, west branch of Moorabool River</td>
</tr>
<tr>
<td>21</td>
<td>Woodealloke gundidj</td>
<td>Wardy Yalloak River, south of Kuruc-a-ruc Creek</td>
</tr>
<tr>
<td>22</td>
<td>Wada wurrung balug</td>
<td>Barrabool Hills</td>
</tr>
<tr>
<td>23</td>
<td>Wongerrer balug</td>
<td>Head of Wardy Yalloak River</td>
</tr>
<tr>
<td>24</td>
<td>Worinyaloke balug</td>
<td>West side of Little River</td>
</tr>
<tr>
<td>25</td>
<td>Yaawangi</td>
<td>You Yang Hills</td>
</tr>
</tbody>
</table>

The numbers referenced in Table 1 above relate to the map pictured opposite page (derived from Clark 1990)
Language

The language of the Wadawurrung is most closely related to those of the Daung Wurrung, Bun Wurrung, Woi Wurrung, Djab Wurrung and Djadja Wurrung. However, it was very much a distinct language.

Relationships with other Language-Culture Groups

Even though they had a different descent system, some Wadawurrung clans intermarried with clans of the Gulidjan, Djab Wurrung and Djargurd Wurrung.

Relations between clans of the Wadawurrung and nearby clans of Djadja Wurrung, Bunurong and Djab Wurrung were friendly and intermarriage occurred.

It is known that Wadawurrung gathered at Mirraewuae Swamp, east of the Grampians, to hunt and conduct ceremony with the Djab Wurrung, Dauwurd Wurrung and Girai Wurrung. It is thought that Wadawurrung and Girai Wurrung similarly gathered at Lake Bolac with the local Djab Wurrung clans for the annual early autumn eel migration - a time of plenty when celebrations and ceremony including many hundreds of people was possible.

In the original account of the Life and Adventures of the convict William Buckley (MacDougall, 1852) who lived with the Wadawurrung prior to the settlement of Victoria, his band met to trade eels with people at a place that may have been present day Barramunga, in the heart of Gudabanud territory. He also travelled to Gulidjan and possibly Djargurd Wurrung territory.

Beliefs and Laws

In common with the other Kulin peoples, the Wadawurrung had a patrilineal kinship system, in which a person's skin-group (otherwise known as a moiety) was inherited from their father. Clans belonged to either the Waa (crow) or the Bungil (eagle-hawk) moiety.

'Having formed features of the earth Bungil decided to bring humanity into existence. He gathered up a quantity of clay from a riverbed, divided it in two, and placed it on large sheets of bark that had been cut from a gum tree. Bunjil then worked the clay, shaping it into the image of two men. He took stringy bark from the trees and used it for hair. Bunjil was pleased with his work and danced around the figures he had made. He blew air into the mouths, noses and navels of these new creatures and filled them with life. Then Bunjil's brother Pallian, who had been given control of all the rivers, creeks and billabongs, began to thump the water with his hands. The water became thicker and thicker and eventually took on the shape and appearance of two women. Each man was presented with a hunting spear while the women were given a strong digging stick, to unearth yams and edible roots.'

From People of the Merri Merri by I. Ellender and P. Christiansen (2001).
**Way of Life**

The lands of the Wadawurrung included vast areas of landscape stretching from the eastern Otway coasts and shores of Port Phillip to the central Victoria uplands, including extensive areas of volcanic grassland plains between. A wide variety of food and other resources would have been bountiful in these landscapes, and bands of people would have had considerable flexibility in how they chose to move with the seasons, making use of the shores, wetlands, rivers, woodlands, forests and plains.

In addition, cooperative relationships between Wadawurrung clans and the clans of many of the neighbouring language-culture groups would have greatly extended the territory in which food and other resources were obtained. The gatherings in Djab Wurrung country at Mirraewuae Swamp east of the Grampians, at Lake Bolac for the eel harvest are examples of this.

In his account of life with the Wadawurrung - during the thirty years that preceded the founding of Melbourne - William Buckley describes living with bands of people who travelled extensively around the Geelong area, the Otway Ranges, to Lake Colac and Lake Corangamite (Gulidjan and Djargurd Wurrung country), and across the intervening plains.1

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1  www.ccmaindig.info/culture/Lng_Wada.html
2  Victorian Aboriginal Corporation for Languages
The Role of Council

Council operates under the **Local Government Act 1989** and is elected to provide leadership and good governance for the municipality and the local community.

Council has a number of roles including:

- Taking into account the diverse needs of the local community in decision making.
- Providing leadership by establishing strategic objectives and monitoring achievements.
- Ensuring that resources are managed in a responsible and accountable manner.
- Advocating the interests of the local community to other communities and governments.
- Fostering community cohesion and encouraging active participation in civic life.

Council has a responsibility to respond to the needs of Aboriginal people in this region as identified under the Local Government Act 1989. This can include an advocacy and facilitation role regarding cultural, heritage, social, health and wellbeing and economic issues. The preparation of the Action Plan demonstrates Council’s commitment to building positive and strong relationship with the Aboriginal community in Geelong.3
Ward Map
City of Greater Geelong

1 AUSTIN 7 KARDINIA
2 CHEETHAM 8 BROWNBILL
3 CORYULE 9 KILDARE
4 BEANGALA 10 COWIE
5 BUCKLEY 11 CORIO
6 DEAKIN 12 WINDERMERE
Our Statement -
City of Greater Geelong

INDIGENOUS STATEMENT
OF RECOGNITION AND
COMMITMENT 2009


The following is a full version of the Policy Statement.

The Mayor and Councillors of the City of Greater Geelong endorse the apology made to the stolen generations by the Prime Minister, the Honourable Kevin Rudd MP, on 13 February 2008. The apology is acknowledged as a significant and historic gesture of reconciliation and an important step towards addressing inequality and building relationships between Indigenous and non-Indigenous Australians.

The City of Greater Geelong has been formally committed to the process of reconciliation and partnership with the local Aboriginal community since 1997 and through this Statement of Recognition and Commitment builds on this legacy. Council will continue to uphold the commitments made to Aboriginal people by both the Australian Federal Government and Victorian State Governments through the following Statement of Recognition and Commitment.

This Statement of Recognition and Commitment is the fourth review and update of the statement and commitment to reconciliation endorsed by the City of Greater Geelong since 1997.
Recognition and Respect

We, the people of Geelong, of many origins as we are, speak with one voice in acknowledging and pay respect to the Indigenous Australians who are the first people of this land and acknowledge the people of the Wathaurong, Wathaurung and Wada wurrung country people – part of the Kulin Nation, as the original custodians of the lands and waters within the traditional boundaries⁴. The boundary area reflects the map attached based on the Wada wurrung Language Area and Clans.⁵

• We acknowledge and respect that Aboriginal values, traditions, customs and laws and relationship to the land exist and Aboriginal people have a right to live according to those customs and values, subject to Australian law.

• We acknowledge that European colonisation brought about immense changes to the land and Indigenous people resulting in loss of land, culture, family, health and sovereignty.

• We acknowledge that for over two hundred years Indigenous people have survived European colonisation.

• We will continue to publicly acknowledge and support significant cultural dates, commemorative events and sites of cultural significance.

• We will continue to acknowledge Indigenous people as the first nation and Wathaurong people as custodians of the land and waters at civic functions.

• We support the rights of all Indigenous people as outlined in the Draft United Nations Declaration on the Rights of Indigenous People.

• We acknowledge that Aboriginal people bestow the Geelong community with significant cultural, social, economic and spiritual contributions that are crucial to the character and nature of the Municipality.

Commitment

• In partnership with local Aboriginal people, organisations, reconciliation groups and other organisations and service providers, the City of Greater Geelong will support the process for Reconciliation with Indigenous Australians.

• We will develop a Council Reconciliation and Aboriginal Partnership Plan, with the support of Aboriginal organisations and people that will:
  – Through the Cultural Heritage Management Planning processes, recognise and protect sites that are culturally significant as required by Aboriginal Heritage Bill 2006 Aboriginal sacred sites; sensitive to and with respect to the dignity and protocols of the local indigenous community.
  – Advocate for and support initiatives that reduce inequality and improve economic, social and cultural outcomes for Aboriginal people.
  – Support actions that strengthen connections between Indigenous and non-Indigenous people.
  – Advocate for and support initiatives that increase access to Council services.
  – Promote education of Aboriginal history and culture within Council and across the community.
  – Uphold and promote the principles and commitments articulated in this statement.

This Statement of Recognition and Commitment aims to build on the work already undertaken by the City of Greater Geelong to advance the rights, recognition and commitment to Indigenous Australians and to carve a pathway for Council to discover, develop and deliver actions that promote reconciliation.

We look forward to a future of mutual respect and harmony.

In friendship

Mayor of Geelong

⁴ Based on western interpretation of the spelling and includes the historical and traditional spelling
⁵ Aboriginal languages and Clans Number 37 by Ian Clark, Monash University page 311
Wadawurrung Language Area and Clans

**LEGEND**

- **Wadawurrung language area**
- **City of Greater Geelong** (inclusive of Wadawurrung area)
- **Wadawurrung sea boundary extents**
- **Township**
- **Major road / highway / freeway**
- **Waterway**
- **Railway Line**

Although all due care has been taken to ensure that this document is correct, no warranty is expressed or implied by the City of Greater Geelong or the State of Victoria in its use.
Our Karreenga Aboriginal Action Plan

Why?

We have developed the Karreenga Aboriginal Action Plan to make sure our commitment to the City of Greater Geelong’s Aboriginal community is more than simply a statement – that it is put into action. It will embed our commitment into our decision-making and into our future, and will strengthen our connections to the various Aboriginal communities in our region.

The plan focuses on our strategic goals and projects/initiatives for recognising and respecting Aboriginal culture and history, and reducing disadvantage experienced by Aboriginal and Torres Strait Islander people in our community.

How?

We have developed the Karreenga Action Plan by listening to and consulting with a wide range of Aboriginal and key stakeholder groups.

Our first Aboriginal Action Plan

This is City of Greater Geelong’s first Aboriginal Action Plan. In many ways, the plan is about moving forward. The equivalent Aboriginal term is “Karreenga” meaning “to grow”.

The Karreenga Aboriginal Action Plan is outlined under key focus areas:

1. Cultural Recognition and Respect;
2. Employment and Economic Development;
3. Family and Community Support (including health, housing and education);
4. Cultural Heritage (managing Aboriginal cultural sites and legislation requirements under the Aboriginal Heritage Act 2006) and
5. Arts and Social Enterprise.

These focus areas are linked to our Indigenous Statement of Recognition and Commitment.

Within these focus areas, actions are arranged under the following headings:

- Action
- Responsibility
- Timeline/Current Status over a three-year period, identified as Short, Medium and Long term;
- Priority identified as High (H), Medium (M) and Low (L)
- Budget/Resources

The actions are informed by the community consultation and priorities identified.

“Greater Geelong: building our community through enterprise, opportunity and innovation in a quality environment.”

It aligns with the Community Wellbeing strategic direction including partnership with Wathaurong Aboriginal Co-operative.

Our Karreenga Action Plan demonstrates Council’s commitment to building positive relationships and respect between Aboriginal and non-Aboriginal people over the next three (3) years.

The Aboriginal Action Plan is also aligned in the local context to the Geelong Public Health and Wellbeing Plan 2013–2017, particularly in the priority area of ‘connected, creative and strong communities’. Also, it aligns in the local context to the G21 Region Public Health and Wellbeing Plan 2013 – particularly as it relates to Priority 3: Evidence based Planning and Practice involving partnerships.

The 1996 Australian Local Government National General Assembly resolved to encourage local governments to adopt a statement of commitment to Indigenous Australians. Local Government is recognised by the Council of Aboriginal Reconciliation as having a key role in advancing the cause of reconciliation in local communities. The City of Greater Geelong adopted its first Statement of Commitment in 1997.

In 2009, we adopted our fourth version of the Indigenous Statement of Recognition and Commitment. The Indigenous Statement of Recognition and Commitment 2009 will form the basis of our policy and contribute to positive partnerships with Aboriginal people and representative groups based on principles of mutual respect and acknowledgment of the past.
Connecting to Aboriginal Groups – External Working Group

Our partnership with the Aboriginal community is critical to outcomes of the Karreenga Aboriginal Action Plan.

At the City of Greater Geelong, we strive to work and build positive relationships directly with Aboriginal people throughout the municipality. We formed the Geelong Karreenga Aboriginal Action Plan Working Group to bring the Aboriginal communities together for the betterment of the plan and to provide a voice for Aboriginal people in Geelong.

The group members comprise from Council including Cr Eddy Kontelj (Portfolio Holder – Aboriginal Affairs) as Chair, Tracey Currie (CEO – Wathaurong Aboriginal Co-operative), Narana Creations, Geelong One Fire Reconciliation Group and Council officers including Jenny McMahon, Paul Jamieson, Jane Wager and Kevin Krastins.

Acknowledgment is also made to the former members who have made a contribution to the committee including Cr Bruce Harwood – Portfolio Holder Aboriginal Affairs, Lyn McInnes and Trevor Edwards (Wathaurong Aboriginal Co-operative), Norm Stanley – Narana Creations and John Burke Geelong One Fire Reconciliation group.

The group provided expert advice in relation to the preparation of the Karreenga Aboriginal Action Plan.

The Terms of Reference outlines the relationship of the Working Group to Council.

The group’s objective is to:

- Provide expert advice in regards to the Aboriginal Action Plan development and process.
- Inform and encourage all sectors of the Aboriginal community to play an active part in developing the Aboriginal Action Plan.
- Assist in developing partnerships within the Aboriginal communities based on mutual contribution.
- Provide expert advice in relation to Aboriginal culture and expression of language relevant to this area. Advise on Aboriginal cultural practices, expectations, sensitivities, protocols and appropriate terminology.
- Provide expert advice that recognises and respects Aboriginal culture and history.
- Actively promote the development of the Aboriginal Action Plan process within their respective community groups.
- Advise the committee on key Aboriginal priorities into the Aboriginal Action Plan.
- Recognise the importance of Aboriginal and non-Aboriginal people working together.
- Monitor the progress and achievements in the action plan.
Council Internal Indigenous Liaison Working Group

The internal Indigenous Liaison Working Group aims to:

- Respect cultural protocols.
- Share information – knowing the broad range of activities is leading, funding or participating in on behalf of Aboriginal people.
- Identify challenges and opportunities.
- Research and understand new and current State and Federal Government Policies and initiatives.

The group’s additional activities include:

- Mapping exercise - identifying and elaborating all Council activities such as celebrating significant cultural days, programs, projects and funding related to advancing the rights and addressing the economic, social and cultural gaps faced by local Aboriginal people.
- Understanding the State Government’s Victorian Indigenous Affairs Framework (VIAF) and the new initiatives rolling out, including new regional networks for indigenous community planning by Aboriginal people and the Aboriginal Affairs Victoria (AAV) Cultural Heritage Management Planning (CHMP) processes.
- Learning about Wadawurrung history and events, learning about the local Aboriginal population.
- Addressing service gaps to local Aboriginal people.
- Ensuring that the goals set in the action plan are implemented.

The group is facilitated by Jenny McMahon.

Members include: Kevin Krastins, Paul Jamieson, Jane Wager, Malcolm Kuhn, Kathryn McBride, Frank Giggins, Cathy Walker, Karen Pritchard, Fiona Dunbar, Megan Holbrook, Steve Singline, Steve Adams and Kaz Paton with administrative support from Ana Didulica and Naomi Manning.
Australian Bureau of Statistics (ABS) Population and Aboriginal Population in the City of Greater Geelong

In the 2011 Census, there were 210,875 people in Greater Geelong (C) (Local Government Areas) of these 48.6% were male and 51.4% were female. Aboriginal and Torres Strait Islander people made up 0.8% of the population.

<table>
<thead>
<tr>
<th>GENDER</th>
<th>NUMBER</th>
<th>(%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>MALES</td>
<td>102,466</td>
<td>48.6</td>
</tr>
<tr>
<td>FEMALES</td>
<td>108,409</td>
<td>51.4</td>
</tr>
<tr>
<td>TOTAL POPULATION</td>
<td>201,875</td>
<td>100.0</td>
</tr>
<tr>
<td>INDIGENOUS POPULATION</td>
<td>1,787</td>
<td>0.88</td>
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</table>
### 2011 ABS Aboriginal Population by Geelong Suburb

<table>
<thead>
<tr>
<th>Suburb</th>
<th>Population</th>
<th>Suburb</th>
<th>Population</th>
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<tbody>
<tr>
<td>Anakie</td>
<td>3</td>
<td>Leopold</td>
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<tr>
<td>Balliang</td>
<td>4</td>
<td>Lovely Banks</td>
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<td>12</td>
<td>Manifold Heights</td>
<td>16</td>
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<tr>
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<td>55</td>
<td>Marshall</td>
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<td>Newtown</td>
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<td>Breakwater</td>
<td>20</td>
<td>Norlane</td>
<td>151</td>
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<tr>
<td>Clifton Springs</td>
<td>60</td>
<td>North Geelong</td>
<td>20</td>
</tr>
<tr>
<td>Corio</td>
<td>335</td>
<td>North Shore</td>
<td>3</td>
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<tr>
<td>Drysdale</td>
<td>24</td>
<td>Ocean Grove</td>
<td>63</td>
</tr>
<tr>
<td>East Geelong</td>
<td>12</td>
<td>Portarlington</td>
<td>38</td>
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<tr>
<td>Geelong</td>
<td>21</td>
<td>Rippleside</td>
<td>3</td>
</tr>
<tr>
<td>South Geelong</td>
<td>3</td>
<td>St Albans Park</td>
<td>31</td>
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<tr>
<td>Geelong West</td>
<td>33</td>
<td>St Leonards</td>
<td>19</td>
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<tr>
<td>Grovedale</td>
<td>163</td>
<td>Thomson</td>
<td>14</td>
</tr>
<tr>
<td>Hamlynn Heights</td>
<td>20</td>
<td>Wandana Heights</td>
<td>4</td>
</tr>
<tr>
<td>Herne Hill</td>
<td>13</td>
<td>Waurn Ponds</td>
<td>17</td>
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<tr>
<td>Highton</td>
<td>42</td>
<td>Whittington</td>
<td>76</td>
</tr>
<tr>
<td>Indented Head</td>
<td>9</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lara</td>
<td>171</td>
<td>Outer Rural Areas</td>
<td>14</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,787</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Reconciliation -
Building Relationships/Unity and
Respect with the Aboriginal Community

What is Reconciliation?

Reconciliation involves building mutually respectful relationships between first nations people and other Australians that allow us to work together to solve problems and generate success that is in everyone’s best interests. These relationships are central to the Karreenga Aboriginal Action Plan.

Achieving reconciliation involves raising awareness and knowledge of Aboriginal history and culture, changing attitudes that are often based on myths and misunderstandings, and encouraging action where everyone plays their part in building a better relationship between us as fellow Australians.

In its broadest sense “reconciliation” means coming together. In Australia it is the term used to refer to the bringing together of Aboriginal and Torres Strait Islander and non-Aboriginal Australians. Supporting reconciliation means working to overcome the reasons there is division and inequality between Aboriginal and non-Aboriginal Australians.

One of the most important areas of division and inequality is the difference in health, income and living standards of Aboriginal and non-Aboriginal Australians. For example, Aboriginal people have a life expectancy some 17 years shorter than the national average, the rate of unemployment for Indigenous people is four times higher than for other Australians, and Aboriginal people are 11 times more likely to be imprisoned than non-Aboriginal people.

Reconciliation is about unity and respect between Aboriginal and Torres Strait Islanders and non-Aboriginal Australians. It is about respect for Aboriginal and Torres Strait Islander heritage and valuing justice and equity for all Australians.

The reconciliation movement is said to have begun with the 1967 referendum in which 90 per cent of Australians voted to remove clauses in the Australian Constitution which discriminated against Aboriginal Australians.

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6 Reconciliation Australia www.reconciliation.org.au
Apology to Australia’s Indigenous Peoples
House of Representatives
Parliament House, Canberra

13 February 2008, Prime Minister Kevin Rudd

That today we honour the Indigenous peoples of this land, the oldest continuing cultures in human history.

We reflect on their past mistreatment.

We reflect in particular on the mistreatment of those who were Stolen Generations—this blemished chapter in our nation’s history.

The time has now come for the nation to turn a new page in Australia’s history by righting the wrongs of the past and so moving forward with confidence to the future.

We apologise for the laws and policies of successive Parliaments and governments that have inflicted profound grief, suffering and loss on these our fellow Australians.

We apologise especially for the removal of Aboriginal and Torres Strait Islander children from their families, their communities and their country.

For the pain, suffering and hurt of these Stolen Generations, their descendants and for their families left behind, we say sorry.

To the mothers and the fathers, the brothers and the sisters, for the breaking up of families and communities, we say sorry.

And for the indignity and degradation thus inflicted on a proud people and a proud culture, we say sorry.

We the Parliament of Australia respectfully request that this apology be received in the spirit in which it is offered as part of the healing of the nation.

For the future we take heart; resolving that this new page in the history of our great continent can now be written.

We today take this first step by acknowledging the past and laying claim to a future that embraces all Australians.

A future where this Parliament resolves that the injustices of the past must never, never happen again.

A future where we harness the determination of all Australians, Indigenous and non-Indigenous, to close the gap that lies between us in life expectancy, educational achievement and economic opportunity.

A future where we embrace the possibility of new solutions to enduring problems where old approaches have failed.

A future based on mutual respect, mutual resolve and mutual responsibility.

A future where all Australians, whatever their origins, are truly equal partners, with equal opportunities and with an equal stake in shaping the next chapter in the history of this great country, Australia.
## ACTION 1. Cultural Recognition and Respect

**FOCUS AREA:** Council acknowledges Wadawurrung Traditional Owners of this land and all Aboriginal and Torres Strait Islander People who are part of the Greater Geelong community today.

To increase organisational and community cultural awareness.

<table>
<thead>
<tr>
<th>ACTIONS</th>
<th>RESPONSIBILITY</th>
<th>TIMELINE / CURRENT STATUS</th>
<th>PRIORITY</th>
<th>BUDGET / RESOURCES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Community Development (CDU)</td>
<td>Short term</td>
<td>H</td>
<td>Officer time within existing budget</td>
</tr>
<tr>
<td></td>
<td>Establish an ongoing Aboriginal Advisory Committee to Council. This Committee is to provide advice to Council on key Aboriginal issues, support the implementation of the Karreenga Aboriginal Action Plan and maintain a relationship with the Aboriginal communities in the region and key stakeholders such as Geelong One Fire Reconciliation Group.</td>
<td>Community Development (CDU)</td>
<td>Short term</td>
<td>H</td>
</tr>
<tr>
<td>2</td>
<td>Arts and Culture (ACD)</td>
<td>Short and medium term then as required</td>
<td>M</td>
<td>Within existing budget</td>
</tr>
<tr>
<td></td>
<td>Support and promote within the Aboriginal community assistance in completing grant application forms and look at ways to gain financial assistance to help run Aboriginal programs / events (including sporting and arts) and performances.</td>
<td>Community Development (CDU)</td>
<td>Short term</td>
<td>H</td>
</tr>
<tr>
<td>3</td>
<td>Council (COGG)</td>
<td>Short term</td>
<td>H</td>
<td>Within existing budget</td>
</tr>
<tr>
<td></td>
<td>Hold regular meetings with Elders, Senior Officers and Councillors to share information, update on policies, legislation and related issues. This can also include providing information about Council election processes.</td>
<td>Community Development (CDU)</td>
<td>Short term</td>
<td>H</td>
</tr>
<tr>
<td>4</td>
<td>Community Development (CDU)</td>
<td>Short term</td>
<td>H</td>
<td>Within existing budget</td>
</tr>
<tr>
<td></td>
<td>Develop a Council policy for Aboriginal Cultural Respect which includes Welcome to Country.</td>
<td>Marketing and Administration Services (CMU)</td>
<td>Short term</td>
<td>H</td>
</tr>
</tbody>
</table>

### Key for Abbreviations

- **ACD** | Arts and Culture Department
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**ACTION 1. Cultural Recognition and Respect (...continued)**

**FOCUS AREA:** Council acknowledges Wadawurrung Traditional Owners of this land and all Aboriginal and Torres Strait Islander People who are part of the Greater Geelong community today.

To increase organisational and community cultural awareness.

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<th>BUDGET / RESOURCES</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Share the agreed wording for Acknowledgement to Country by Councillors and Council staff at official Council events.</td>
<td>Council / whole of Council (COGG)</td>
<td>Short term</td>
<td>H</td>
</tr>
<tr>
<td>6</td>
<td>Consider preparing a Treaty / Agreement.</td>
<td>Council (COGG) Community Development (CDU)</td>
<td>Medium term</td>
<td>M</td>
</tr>
<tr>
<td>7</td>
<td>Consult with Aboriginal communities to add Welcome to Country on existing City of Greater Geelong boundary signs at key entrance locations.</td>
<td>Community Development (CDU) Marketing and Administration Services (CMU)</td>
<td>Short term</td>
<td>H</td>
</tr>
<tr>
<td>8</td>
<td>Develop a policy for flying the Aboriginal flag. Support the flying of Aboriginal flags on Council buildings.</td>
<td>Council (COGG) Community Development (CDU)</td>
<td>24 September 2013</td>
<td>Complete</td>
</tr>
<tr>
<td>9</td>
<td>Promote and support Reconciliation Week, National “Sorry Day” and NAIDOC week celebrations in the city.</td>
<td>Community Development (CDU)</td>
<td>Ongoing</td>
<td>M</td>
</tr>
<tr>
<td>10</td>
<td>Provide Aboriginal cultural awareness training to all new and existing employees and Councillors to the City of Greater Geelong. Training must have a clear purpose.</td>
<td>Organisational Development (ODU)</td>
<td>Short and medium term</td>
<td>H</td>
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**ACTION 1. Cultural Recognition and Respect (...continued)**

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<th>BUDGET / RESOURCES</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>Support a Reconciliation Week Award that recognises the achievements of cross-community partnerships including contribution of local Aboriginal people. Seek advice and input from the Aboriginal community in selecting award winners.</td>
<td>Community Development (CDU)</td>
<td>Short and medium term</td>
<td>M</td>
</tr>
<tr>
<td>12</td>
<td>Advocate on behalf of Wathaurong Aboriginal Co-operative to the Department of Education and Early Childhood Development (DEECD) to prepare an educational kit / cultural bag for use in local schools.</td>
<td>Community Development (CDU)</td>
<td>Long term</td>
<td>L</td>
</tr>
<tr>
<td>13</td>
<td>Ensure that there is an integration of responses around activities associated with Aboriginal Affairs.</td>
<td>Community Development (CDU)</td>
<td>Short and medium term</td>
<td>M</td>
</tr>
</tbody>
</table>

**Key for Abbreviations**

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**ACTION 2. Employment and Economic Development**

**FOCUS AREA:** Advocate for and support initiatives that increase access to Council employment opportunities.

<table>
<thead>
<tr>
<th>ACTIONS</th>
<th>RESPONSIBILITY</th>
<th>TIMELINE / CURRENT STATUS</th>
<th>PRIORITY</th>
<th>BUDGET / RESOURCES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Review Council employment opportunities and promote these to relevant Aboriginal organisations.</td>
<td>Organisational Development (ODU)</td>
<td>Ongoing</td>
<td>H</td>
<td>Within existing budget</td>
</tr>
<tr>
<td>2 Seek government funding to support traineeships and employment of Aboriginal people within Council.</td>
<td>Organisational Development (ODU), Community Development (CDU)</td>
<td>Short, medium and long term</td>
<td>H</td>
<td>External funding to be sought</td>
</tr>
<tr>
<td>3 Foster relationships with the Gordon TAFE and Deakin University for work experience and student placements for Aboriginal people.</td>
<td>Organisational Development (ODU)</td>
<td>Short term</td>
<td>H</td>
<td>Within existing budget</td>
</tr>
<tr>
<td>4 Look at opportunities to fund mentoring for Aboriginal staff members.</td>
<td>Organisational Development (ODU), Community Development (CDU)</td>
<td>Short and medium term</td>
<td>H</td>
<td>Within existing budget</td>
</tr>
<tr>
<td>5 Reach and maintain employment of Aboriginal people at level at or above the ratio of working age Aboriginal residents.</td>
<td>Organisational Development (ODU)</td>
<td>Short, medium and long term</td>
<td>H</td>
<td>Within existing budget</td>
</tr>
<tr>
<td>6 Work in conjunction with key employers in the Geelong region to maximise employment opportunities for Aboriginal people.</td>
<td>Organisational Development (ODU), Community Development (CDU)</td>
<td>Short term</td>
<td>H</td>
<td>Within existing budget</td>
</tr>
</tbody>
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### ACTION 2. Employment and Economic Development (...continued)

**FOCUS AREA:** Advocate for and support initiatives that increase access to Council employment opportunities.

<table>
<thead>
<tr>
<th>ACTIONS</th>
<th>RESPONSIBILITY</th>
<th>TIMELINE / CURRENT STATUS</th>
<th>PRIORITY</th>
<th>BUDGET / RESOURCES</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Ensure that the needs of older Aboriginal employees are considered in developing the City of Greater Geelong Work Force Planning Strategy.</td>
<td>Organisational Development (ODU)</td>
<td>Ongoing</td>
<td>H</td>
</tr>
<tr>
<td>8</td>
<td>Review the City of Greater Geelong Induction Program to make our organisation a more welcoming place in which to work.</td>
<td>Community Development (CDU)</td>
<td>Short, medium and long term</td>
<td>H</td>
</tr>
<tr>
<td>9</td>
<td>Promote and encourage purchase of Aboriginal made products from local Aboriginal enterprises for major events / openings held in Geelong.</td>
<td>Marketing (CMU) Events (GME)</td>
<td>Ongoing</td>
<td>M</td>
</tr>
<tr>
<td>10</td>
<td>Promote and support local Aboriginal enterprises such as Wathaurong Glass and Narana Creations for Aboriginal Business Excellence Awards.</td>
<td>Arts and Culture (ACD)</td>
<td>Ongoing</td>
<td>M</td>
</tr>
</tbody>
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**ACTION 3. Family and Community Support**

**FOCUS AREA:** To advocate for and support initiatives that focus on equality and improved economic, social and cultural outcomes and greater access to Council services for Aboriginal people.

Support stronger connections between Aboriginal and non-Aboriginal people.

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>1</td>
<td>Support the implementation of the ‘Balert Boorron’: The Victorian Plan for Aboriginal Children and Young People (2010-2020).</td>
<td>Family Services (FSU) Youth Services (YSU)</td>
<td>Medium term</td>
<td>M</td>
</tr>
<tr>
<td>2</td>
<td>Support the implementation of the ‘Dardee Boorai’: The Victorian Charter of Safety and Wellbeing for Aboriginal Children and Young People.</td>
<td>Family Services (FSU) Youth Services (YSU)</td>
<td>Ongoing</td>
<td>M</td>
</tr>
<tr>
<td>3</td>
<td>Encourage participation of Aboriginal families and children (0-4) in and early childhood programs such as playgroups and kindergarten.</td>
<td>Family Services (FSU)</td>
<td>Ongoing</td>
<td>H</td>
</tr>
<tr>
<td>4</td>
<td>Support parents and families to care for children by providing relevant education programs and assistance (parenting education and family functioning).</td>
<td>Family Services (FSU)</td>
<td>Ongoing</td>
<td>H</td>
</tr>
<tr>
<td>5</td>
<td>Advocate for funding to youth programs (music, performing arts, sports) for school aged Aboriginal children. Focus of programs on active living and engagement in the education system.</td>
<td>Community Development (CDU)</td>
<td>Short and medium term</td>
<td>H</td>
</tr>
</tbody>
</table>

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### ACTION 3. Family and Community Support (...continued)

**FOCUS AREA:** To advocate for and support initiatives that focus on equality and improved economic, social and cultural outcomes and greater access to Council services for Aboriginal people.

Support stronger connections between Aboriginal and non-Aboriginal people.

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</thead>
<tbody>
<tr>
<td>6 Look at ways to support the program delivery with access to Council community buses for “door to door” transport.</td>
<td>Community Development (CDU)</td>
<td>Medium and long term</td>
<td>M</td>
<td>Budget to be developed</td>
</tr>
<tr>
<td>7 Enable young Aboriginal people to participate in youth forums, activities and programs.</td>
<td>Youth Services (YSU)</td>
<td>Short term</td>
<td>H</td>
<td>Within existing budget</td>
</tr>
<tr>
<td>8 Support participation by Aboriginal children and families in community events such as the annual National Aboriginal Children’s Islander Day in Geelong held by Wathaurong Aboriginal Co-operative.</td>
<td>Family Services (FSU)</td>
<td>Ongoing</td>
<td>H</td>
<td>Within existing budget</td>
</tr>
<tr>
<td>9 Continue to support actions from the Barwon Regional Drug Action Plan 2009-2013 focusing on harm minimisation that specifically relates to Aboriginal people. • Maintain partnership opportunities with National Cannabis Prevention Information Centre (NCPIC). • Co-ordinate activities of Stage 2 – Cannibas Not Our Culture. Beyond Smoke and Mirrors. • Explore opportunities for community education initiatives such as participation in Drug Action Week.</td>
<td>Community Development (CDU)</td>
<td>Short, medium and long term</td>
<td>H</td>
<td>Within existing budget                             Funding opportunities with NCPIC and DHS. Aboriginal Family Violence Prevention Legal Service Victoria</td>
</tr>
<tr>
<td>10 Support Aboriginal families with young children through the provision of maternal and child health services.</td>
<td>Family Services (FSU)</td>
<td>Ongoing</td>
<td>H</td>
<td>Within existing budget</td>
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**ACTION 3. Family and Community Support (continued)**

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Support stronger connections between Aboriginal and non-Aboriginal people.

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</thead>
<tbody>
<tr>
<td>11</td>
<td>Support the health and wellbeing of Aboriginal families with young children through provision of public immunisation programs.</td>
<td>Family Services (FSU)</td>
<td>Ongoing</td>
<td>H</td>
</tr>
<tr>
<td>12</td>
<td>Continue to support the development and implementation of the Mingo Waloom Aboriginal Best Start Project.</td>
<td>Family Services (FSU)</td>
<td>Ongoing</td>
<td>H</td>
</tr>
<tr>
<td>13</td>
<td>Continue providing Home and Community Care (HACC) services to older and disabled elderly Aboriginal people.</td>
<td>Aged and Disability Services (ADU)</td>
<td>Short, medium and long term</td>
<td>H</td>
</tr>
<tr>
<td>14</td>
<td>Identify programs and activities to engage Aboriginal people of all ages. Tailor the services/fees to meet the needs. Possible programs within Council’s Swim, Sport and Leisure network include: Learn to swim scholarship program, subsidised access passes, sports programs and wellness programs.</td>
<td>Community Development (CDU) Leisure Services (LES)</td>
<td>Short and medium term</td>
<td>H</td>
</tr>
<tr>
<td>15</td>
<td>Investigate and support the proposed building expansion of Wathaurong Aboriginal Co-operative.</td>
<td>Community Development (CDU) Corporate Strategy (CS) Property Services (PS)</td>
<td>Short term</td>
<td>H</td>
</tr>
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- **EDU:** Economic Development Unit
- **ES:** Economic Services
- **FSU:** Family Services Unit
- **GME:** Geelong Mayor’s Events
- **GUI:** Geelong Urban Infrastructure
- **LG:** Local Government
- **MG:** Middle Geelong
- **OC:** Other County
- **PS:** Property Services
- **PS:** Parks and Support Services
- **RES:** Resource Services
- **SF:** Special Funds
- **UR:** Urban Region
- **US:** Urban Services
- **YU:** Youth Services Unit
- **YU:** Youth Unit
**ACTION 4. Cultural Heritage**

**FOCUS AREA:** To continue publicly acknowledging and supporting Aboriginal significant cultural dates, commemorative events and sites of cultural significance

<table>
<thead>
<tr>
<th>ACTIONS</th>
<th>RESPONSIBILITY</th>
<th>TIMELINE / CURRENT STATUS</th>
<th>PRIORITY</th>
<th>BUDGET / RESOURCES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Observe the requirements of the Aboriginal Heritage Act 2006 and Regulations 2007.</td>
<td>Whole of Council (COGG)</td>
<td>Ongoing</td>
<td>H</td>
<td>Within existing budget</td>
</tr>
<tr>
<td>2 Work with Wathaurung Aboriginal Corporation as the Registered Aboriginal Party (RAP) in relation to Aboriginal cultural and heritage matters as identified under the Aboriginal Heritage Act 2006.</td>
<td>Whole of Council (COGG)</td>
<td>Ongoing</td>
<td>H</td>
<td>Within existing budget</td>
</tr>
<tr>
<td>3 Through the Cultural Heritage Management Planning processes, recognise and protect sites that are culturally significant as required by Aboriginal Heritage Bill 2006 Aboriginal sacred sites; sensitive to and with respect to the dignity and protocols of Wadawurrung Traditional Owners.</td>
<td>Whole of Council (COGG)</td>
<td>Ongoing</td>
<td>H</td>
<td>Within existing budget</td>
</tr>
<tr>
<td>4 Support the interpretation of Aboriginal cultural heritage places around key areas within Geelong.</td>
<td>Arts and Culture</td>
<td>Short Term - develop and scope</td>
<td>M</td>
<td>Seek external funding</td>
</tr>
</tbody>
</table>

**Key for Abbreviations**

- **ACD** Arts and Culture Department
- **ADU** Aged and Disability Unit
- **CDU** Community Development Unit
- **CGM** Central Geelong Marketing
- **CMU** Communication and Marketing Unit
- **COGG** City of Greater Geelong – Relevant Departments
- **EDU** Economic Development Unit
- **FSU** Family Services Unit
- **GME** Geelong Major Events
- **TGGB** Tourism Greater Geelong and the Bellarine
- **LES** Leisure Services
- **MCO** Mayor and Councillors Office
- **ODU** Organisation Development Unit
- **PSS** Parks and Support Services
- **YSU** Youth Services Unit
- **CS** Corporate Strategy
- **PS** Property Services
## ACTION 5. Arts and Social Enterprise

**FOCUS AREA:** Promote education about Aboriginal history and culture within Council and across the community.

<table>
<thead>
<tr>
<th>ACTIONS</th>
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</tr>
</thead>
<tbody>
<tr>
<td>1. <strong>Increase visibility of Aboriginal culture through a township place naming protocol and signage guidelines (in accordance with Council policy) and respecting cultural protocols on naming rights.</strong>&lt;br&gt;Support the use of Aboriginal names for streets and major new public infrastructure (in compliance with Council’s policy on Place Names).&lt;br&gt;Develop community information and awareness resources guide for residents, workers and visitors to the region to help them appreciate the importance of Aboriginal culture and heritage to the City. This can include public promotion of important Aboriginal areas and sites for schools, tourists and the local community. Ensure information about Geelong includes information about Aboriginal heritage.&lt;br&gt;Seek resources to commission Aboriginal Public Art, for display in a prominent location in Geelong including opportunities in the Cultural Precinct. Ensure Council’s Public Art Policy recognises Aboriginal culture including opportunity for public art interpretation in capital works projects for the new cultural precinct.</td>
<td>Marketing and Administrative Services (CMU) City Development Financial Services Arts and Culture (ACD) Community Development (CDU) Tourism Greater Geelong and the Bellarine (TGGB) Arts and Culture (ACD)</td>
<td>Medium and long term Ongoing Medium term Short, medium and long term</td>
<td>H M H M</td>
<td>Budget required Within existing budget Budget required Budget required</td>
</tr>
</tbody>
</table>

**Key for Abbreviations**

ACD  Arts and Culture Department<br>ADU  Aged and Disability Unit<br>CDU  Community Development Unit<br>CGM  Central Geelong Marketing<br>CMU  Communication and Marketing Unit<br>COGG  City of Greater Geelong – Relevant Departments<br>EDU  Economic Development Unit<br>FSU  Family Services Unit<br>GME  Geelong Major Events<br>TGGB  Tourism Greater Geelong and the Bellarine<br>LES  Leisure Services<br>MCO  Mayor and Councillors Office<br>ODU  Organisation Development Unit<br>PSS  Parks and Support Services<br>YSU  Youth Services Unit

CS  Corporate Strategy<br>PS  Property Services
**FOCUS AREA:** Promote education about Aboriginal history and culture within Council and across the community.

<table>
<thead>
<tr>
<th>ACTIONS</th>
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<th>BUDGET / RESOURCES</th>
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</thead>
<tbody>
<tr>
<td>5</td>
<td>Support interpretation of the Aboriginal food plant display through partnership, including sharing of information with volunteer guides, developing information or website links to the Geelong Botanic Gardens page.</td>
<td>Parks and Support Services (PSS)</td>
<td>Short term</td>
<td>H</td>
</tr>
<tr>
<td>6</td>
<td>Incorporate Aboriginal History in the National Wool Museum.</td>
<td>Arts and Culture (ACD)</td>
<td>Long term</td>
<td>H</td>
</tr>
<tr>
<td>7</td>
<td>With new projects consider deepening understanding of Aboriginal culture i.e. connecting identities.</td>
<td>Arts and Culture (ACD) Community Development (CDU)</td>
<td>Ongoing</td>
<td>H</td>
</tr>
<tr>
<td>8</td>
<td>Seek opportunities for Council to fund Aboriginal musicians including supporting Aboriginal music/arts in the city.</td>
<td>Central Geelong Marketing (CGM) Arts and Culture (ACD)</td>
<td>Medium and long term</td>
<td>L</td>
</tr>
</tbody>
</table>

**Key for Abbreviations**

- ACD: Arts and Culture Department
- ADU: Aged and Disability Unit
- CDU: Community Development Unit
- CGM: Central Geelong Marketing
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