

THE CITY OF  
GREATER GEELONG

# REFLECT RECONCILIATION ACTION PLAN REVIEW

—  
JUNE 2022

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Cover artwork: Billy-Jay O’Toole (2019) *Wadawurrung Country and Connection*

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# Acknowledgements

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The City of Greater Geelong thank Tiiamanno Consultants for their knowledge and guidance in reviewing the Reflect Reconciliation Action Plan.



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## **ACKNOWLEDGEMENT OF COUNTRY**

We Acknowledge the Wadawurrung People as the Traditional Owners of the Land, Waterways and Skies. We pay our respects to their Elders, past and present.

We Acknowledge all Aboriginal and Torres Strait Islander people who are part of our Greater Geelong community today.



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# Executive summary

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**The City of Greater Geelong and the Aboriginal and Torres Strait Islander communities have embarked on a journey of reconciliation. An ongoing journey of mutual understanding and collaboration for restorative engagement and development.**

A key objective of our relationship with First Nation communities is the establishment of an Aboriginal Affairs Councillor portfolio and the Kilangitj Aboriginal Advisory Committee. A Committee consisting of councillors, executive officers and leading First Nation 'voices' in Geelong.

For many years, the City has worked alongside the Wadawurrung Traditional Owners Aboriginal Corporation, Wathaurong Aboriginal Cooperative, other key First Nation organisations/services and First Nation communities to build a series of overarching goals; improving the Geelong experience for our First Nation families and communities; building strong inclusive communities

The first step in our journey was the development of 'Reflect' Reconciliation Action Plan, a strength-based policy framework developed to consolidate existing relationships with First Nations communities, organisations, and other key stakeholder groups, to guide strategic development across Council departments and programs.



**Photo: Wadawurrung Traditional Owner, Corrina Eccles (2021) turning the sod at the site of the City's new civic precinct, Wurriki Nyal**

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# About this report

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## THE JOURNEY SO FAR

The City of Greater Geelong developed and implemented their first Reflect Reconciliation Action Plan in 2020, which marked the commencement of the City's RAP journey. The Reflect RAP has enabled the City to identify and build on the work it had been doing over many years, strengthening collaborative relationships that will elevate the voices of First Nations people. There were a range of initiatives undertaken during the life of the Reflect RAP that demonstrated a growing interest and momentum in the City's reconciliation journey, and an increase in Aboriginal cultural awareness of employees.

To formally review the City's reconciliation journey, Tiimanno Consultants sought feedback on the RAP's progress and deliverables. This involved consultations with councillors, members of the executive team, City of Greater Geelong First Nations employees, members of the Kilangitj Aboriginal Advisory Committee, and other First Nations people.

Four themes underpinned all the discussions held during the review as needing further development:

- **Community partnerships** – (As relates to the RAP Domains of Relationships and Respect)

The need to build strong relationships and partnerships with the Aboriginal Community and Aboriginal organisations in Geelong.

- **Cultural understanding** – (As relates to the RAP Domains of Relationships and Respect)

Supporting cultural understanding, trust and respect, and embedding cultural competence in the organisation. Celebrating Aboriginal and Torres Strait Islander cultures as part of our shared national story and identity.

- **First Nations employees** – (As relates to the RAP Domains of Relationships, Respect and Opportunities)

Providing economic and social benefits, and meaningful opportunities through First Nations employment and career pathways.

- **Leadership and Governance** – (As relates to the RAP Domains of Relationships, Respect and Governance)

Managing the City of Greater Geelong to drive change through reconciliation and establish the City as a model of good practice and institutional integrity in reconciliation for our community and partners.

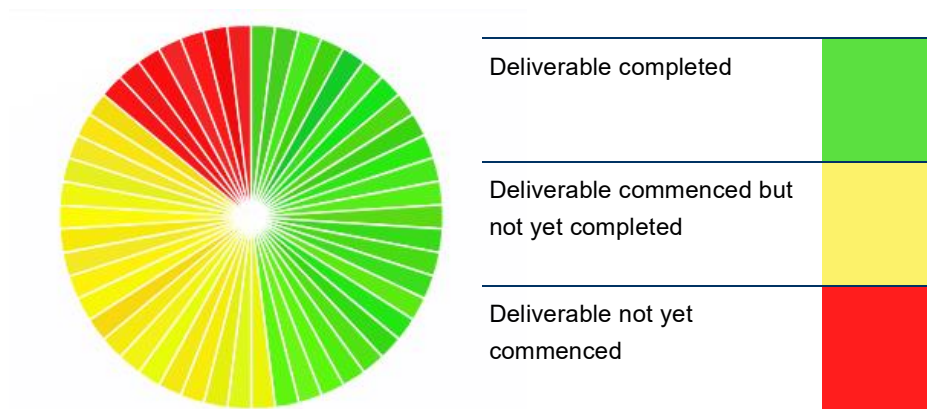
The City's first Reflect Reconciliation Action Plan included 17 actions within the four prescribed domains: Relationships; Respect; Opportunities; and Governance. Within these 17 actions, 50 deliverables were identified, and members of the executive team and employees were allocated to supporting their progress. Reconciliation is everyone's business and the City of Greater Geelong gave all employees an opportunity to be involved, participate and work towards achieving these goals.

The setbacks caused by the pandemic in 2020 and 2021, have impacted on the implementation of the RAP actions. As a result, 24 actions were completed, 19 are in progress and the remaining 7 are yet to commence having been directly impacted by COVID-19 and consequent government restrictions.

Reconciliation Australia is aware of the impact the pandemic has had on both the City's RAP, as well as other RAPs Australia-wide. They are pleased with the progress made by the City of Greater Geelong over the last 24 months and have endorsed the Reflect RAP as completed. Reconciliation Australia is also supportive of the City moving to the next stage of the process – an Innovate RAP – as it continues on its reconciliation journey.

The traffic light colours used in Figure 1 (below) represent the City's progress in implementing the Reflect RAP:

**Figure 1: A pie graph showing the City's progress in delivering the Reflect RAP (as of October 2021)**



# Relationships



## **ACTION 1: ESTABLISH AND STRENGTHEN MUTUALLY BENEFICIAL RELATIONSHIPS WITH ABORIGINAL AND TORRES STRAIT ISLANDER STAKEHOLDERS AND ORGANISATIONS**

Enabling a strong voice and engagement of the Wadawurrung Traditional Owners Aboriginal Corporation, Kilangitj Aboriginal Advisory Committee, the Wathaurong Aboriginal Cooperative and the local Aboriginal communities' safeguards rights and Culture Heritage. This ensures that the needs and aspirations of local Aboriginal peoples are embedded into the critical work and functioning of the City.

### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

A key priority for the Aboriginal and Torres Strait Islander community is the need for better identification of potential key stakeholders on the Kilangitj Aboriginal Advisory Committee, and other reference groups. First Nations people acknowledge that there is a large diverse pool of knowledge holders, and a wealth of experience available in the Geelong Aboriginal and Torres Strait Islander communities – including Elders, local government consumers and young people – and all could be included.

### **City of Greater Geelong feedback**

The RAP, alongside legislative changes regarding Cultural Heritage, have provided an opportunity to strengthen engagement with the Registered Aboriginal Party, and meetings and consultation have occurred frequently.

City employees and councillors recognise the need for enhanced engagement with the local community and expressed a need for more guidance from the First Nations communities about the speed that reconciliation should occur. They identified the importance of the Kilangitj Aboriginal Advisory Committee and Wadawurrung Traditional Owner Group to support them in this.

Additionally, employees expressed a desire for all future policy development and implementation and monitoring of First Nations issues in the Greater Geelong community to be done in genuine partnership with Aboriginal and Torres Strait Islander peoples, and local First Nations organisations.

### **Ways forward**

- To effectively enhance the engagement process, the City should strengthen the voices of First Nations peoples in its business by maintaining Kilangitj as a key Advisory Committee and exploring other opportunities.
- Engagement with First Nations peoples must be considerate of cultural protocols and reflective of community practices and expectations.

## **ACTION 2: BUILD RELATIONSHIPS THROUGH CELEBRATING NATIONAL RECONCILIATION WEEK (NRW)**

The City of Greater Geelong has an opportunity to acknowledge, commemorate and share reconciliation across the region each year, raising awareness and participating in events that bring communities together to learn about shared histories, cultures and achievements.

### **Ways forward**

- The City further develop and promote the communication strategy for councillors, employees and the public that includes a calendar of important cultural events, as well as promotion and advertising that will encourage the participation of the First Nations and Greater Geelong communities.
- The City engage with local stakeholders to co-sponsor a reconciliation event with other organisations and First Nations stakeholders.

## **ACTION 3: PROMOTE RECONCILIATION THROUGH OUR SPHERE OF INFLUENCE**

Through co-design, the City of Greater Geelong must strengthen partnerships with Traditional Owners, First Nations organisations and the First Nations Communities to develop policies and design services that respond to local First Nations people's needs, aspirations and circumstances.

### **Kilangitj Aboriginal Advisory Committee and First Nations Stakeholders feedback**

The Aboriginal community firmly believes that the RAP is something that all officers within the City should have knowledge and an understanding of and, from that growing awareness, a connection with the local First Nations communities will develop in their day-to-day work.

### **City of Greater Geelong feedback**

City employees and councillors are keen to promote reconciliation in their work and personal lives and are working to overcome the gap in equality between Indigenous and non-Indigenous Australians. They understand the City has a role to play as a leader in the community. With more than 2,700 employees, and an asset base worth millions of dollars, the City of Greater Geelong should be using their sphere of influence to promote, encourage and lead reconciliation in the region.

### **Ways forward**

- The City continues and strengthens support of City employees to develop their knowledge of local history of the region. This will support informed conversations not only about Wadawurrung Traditional Owners, but also about the Aboriginal and Torres Strait Islander people of the Greater Geelong region.

## **ACTION 4: PROMOTE POSITIVE RACE RELATIONS THROUGH ANTI-DISCRIMINATION STRATEGIES**

The strength Aboriginal and Torres Strait Islander peoples draw from being able to practise and educate others about their culture should be acknowledged and encouraged through policies and protocols that facilitate these rights.

### **Kilangitj Aboriginal Advisory Committee and First Nations Stakeholders feedback**

Aboriginal stakeholders call for the City to address race-based discrimination in the Greater Geelong region by offering support that helps maintain inter-group relations, and ensuring culture is strengthened through education. First Nations communities have a pivotal role to play in shaping the overall approach that mainstream organisations and the wider community develop to address discrimination. Strong leadership is vital to facilitating this input and supporting the capacities of the local First Nations communities to address racism and support diversity.

### **City of Greater Geelong feedback**

There is a review of key strategic policies underway to address cultural safety and enhance processes and systems, as well as adjust policies where necessary.

### **Ways forward**

- First Nations stakeholders would like to see a restructure of mainstream service delivery and workplaces to address systemic racism and promote cultural safety. The City of Greater Geelong can play an important role by developing and implementing a multi-strategy approach to reducing race-based discrimination with locally targeted actions and improved organisational accountability.



# Respect

## **ACTION 5: INCREASE UNDERSTANDING, VALUE AND RECOGNITION OF ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES, HISTORIES, KNOWLEDGE AND RIGHTS THROUGH CULTURAL LEARNING**

First Nations Cultural training helps to foster workplace and community attitudes that respect and value the skills, culture, histories, knowledges, experiences and perspectives of First Nations employees, and community members. Additionally, Cultural training provides insight into working effectively with Aboriginal and Torres Strait Islander peoples, and how culture impacts on the ability of organisations to engage, recruit and retain First Nations employee and stakeholders.

### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

To address reconciliation and encourage Cultural awareness across the organisation there needs to be an appreciation of the Wadawurrung Traditional Aboriginal Owners and the wider First Nations communities. Embracing all Aboriginal and Torres Strait Islander peoples and communities within the Greater City of Geelong region will be crucial to developing an inclusive approach to reconciliation.

“Our priority must be developing cultural competence across the organisation.”  
—Employee, City of Greater Geelong

### **City of Greater Geelong feedback**

Councillors and employees agree that there needs to be more education and training done regularly across the organisation to improve workforce understanding. They’re calling for more Cultural training, citing a need to increase their capacity to work in culturally appropriate ways, and continue advocating for First Nations peoples in the Greater Geelong region.

### **Ways forward**

- The City develop a suite of localised cultural training resources for employees and councillors, and support participation in cultural events and workplace cultural learning opportunities as they arise.

## **ACTION 6: DEMONSTRATE RESPECT TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES BY OBSERVING CULTURAL PROTOCOLS**

The introduction of cultural protocols by the City of Greater Geelong represents an important step towards understanding, respecting and representing Indigenous worldviews, encouraging culturally appropriate working practices and valuing the cultural diversity that enriches, motivates and drives reconciliation.

### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

“Changes have occurred as a result of the Reflect RAP. Questions are now being asked across the community in planning and processes such as ‘What does this mean for the First Nations peoples in our Community?’”  
—Councillor, City of Greater Geelong

Cultural protocols provide guidance for City of Greater Geelong employees and visitors to ensure their work respects Aboriginal and Torres Strait Islander beliefs and practices.

### **City of Greater Geelong feedback**

Employees are keen to continue employee education about First Nations cultures and protocols in an effort to ‘incorporate a First Nations perspective into their day-to-day work.’

### Ways forward

- The City should co-design a document with First Nations stakeholders that outlines cultural protocols for employees and councillors when engaging with First Nations organisations and communities.

## **ACTION 7: BUILD RESPECT FOR ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES AND HISTORIES BY CELEBRATING NAIDOC WEEK**

NAIDOC grew from a day of protest. Every year, through different themes, the aspirations and efforts of First Nations peoples for justice and equity continue by celebrating the past and looking to the future with hope.

### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

Engage in discussion with Kilangitj Aboriginal Advisory Committee and First Nations stakeholders about NAIDOC celebrations.

### Ways forward

- The City support and enable First Nations employees to participate in local and state NAIDOC events.
- The City support and encourage employees and councillors to accept invitations and attend NAIDOC events locally.
- The City develop and promote a calendar of events of local, state and national days of national significance that impact the First Nations communities in the Greater Geelong region.



## **ACTION 8: CREATE A PHYSICAL ENVIRONMENT WITHIN CITY OF GREATER GEELONG THAT IS RESPECTFUL, WELCOMING AND INCLUSIVE OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES**

Cultural safety means creating environments where people feel safe and there is no challenge to their identity. A culturally safe place welcomes First Nations peoples into a physical environment and acknowledges the richness of their cultures and the differences between First Nations cultures.

### **Kilangitj Aboriginal Advisory Committee and First Nations Stakeholder's feedback**

Aboriginal peoples want to see themselves reflected in the places where they live and work, and the deliverables in the Reflect RAP can assist the organisation to achieve this by including Aboriginal Culture in building design and service delivery.

### **City of Greater Geelong feedback**

The City is keen to engage First Nations Peoples in the design of smaller projects, as well as larger construction and architectural works. Many City employees and managers have encouraged their First Nations employees to be involved in conversations, ideas and projects that promote their cultures within the workplace.

### Ways forward

- The City will conduct conversations with, and surveys of, First Nations employees and members of the Kilangitj Aboriginal Advisory Committee to create and strengthen cultural safety and inclusion of Aboriginal and Torres Strait Islander peoples within the organisation.



### **ACTION 9: CELEBRATE LOCAL ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES AND ACHIEVEMENTS AT AN EVENT ON CLOSE THE GAP DAY ANNUALLY**

The City of Greater Geelong's inaugural Wada-ngal festival was deemed an outstanding success by local First Nations people. The festival brought together Aboriginal community members from across the region in a bipartisan celebration of culture and fun. It also provided a welcome opportunity for other businesses to engage and learn from local First Nations people.

#### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

The Aboriginal Community call on the City of Greater Geelong to continue the Wada-ngal festival annually, and to organise and financially contribute to the event, bringing First Nations and non-Indigenous stakeholders together.

#### **City of Greater Geelong feedback**

The Wada-ngal festival was a successful event that encouraged a diverse range of Greater Geelong's First Nations people to come together in the culturally significant Johnstone Park site. The education, promotion and showcasing of Aboriginal Culture at the event was a great success.

#### **Ways forward**

- The City will continue to invest in the Wada-ngal festival as an annual celebration.



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# Opportunities

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## **ACTION 10: IMPROVE EMPLOYMENT OUTCOMES BY INCREASING ABORIGINAL AND TORRES STRAIT ISLANDER RECRUITMENT, RETENTION AND PROFESSIONAL DEVELOPMENT**

Economic participation through employment and development opportunities is fundamental to enhancing the wellbeing of Aboriginal Victorians, improving health and access to services, and strengthening resilience in future generations. Working in local government offers a chance for Aboriginal and Torres Strait Islander peoples to make a difference in public health, planning, recreation, arts, environment, local law, engineering, and community services.

“We have work to be a First Nations employer of choice. We have work to do so that people want to join us and work with us.

“We want to build trust and build a safe and inclusive culture for recruitment and retention of staff.”

—Employee, City of Greater Geelong

### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

Kilangitj and Aboriginal Stakeholders agreed that employment outcomes in the Greater Geelong region are very important and call for the City to lead the way in the region and increase sustainable employment opportunities for local Aboriginal people.

### **City of Greater Geelong feedback**

Cultural safety is about shared respect, shared meaning and shared knowledge, with the experience of learning together to create strategic and institutional reform.

### **Ways forward**

- The City will participate in the Geelong Aboriginal Employment Taskforce alongside other workforce leaders from major organisations in Greater Geelong.

## **ACTION 11: INCREASE ABORIGINAL AND TORRES STRAIT ISLANDER SUPPLIER DIVERSITY TO SUPPORT IMPROVED ECONOMIC AND SOCIAL OUTCOMES**

Inclusive procurement delivers benefits right across the community, generating economic opportunities for First Nations businesses and families.

### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

Kilangitj Aboriginal Advisory Committee expressed a need for First Nations businesses to be invited to provide goods and services and compete equitably with other suppliers and tenders.

### **City of Greater Geelong feedback**

Councillors and procurement staff would like the flexibility to target social procurement and provide greater opportunities for local First Nations businesses.

### **Ways forward**

- The City will work towards setting annual targets for volume and value of contracts to be awarded to First Nations businesses.
- The City will develop training and support for new suppliers, as well as templates with simplified legal terminology.

## **ACTION 12: TOGETHER WITH THE TRADITIONAL OWNERS ESTABLISH A FIRST NATIONS HERITAGE GRANT PROGRAM**

The First Nations Heritage Grant was established to protect Aboriginal Cultural Heritage, promote a greater appreciation and awareness of Aboriginal Cultural Heritage in Greater Geelong, and improve the skills and expertise of heritage professionals. City of Greater Geelong is building a greater public recognition of local Aboriginal histories and Cultures in the public domain.

### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

These grants recognise the importance of acknowledging the significance of First Nations peoples and their Culture in the Greater Geelong region.

### **City of Greater Geelong feedback**

It is significant that all applicants must provide written support from Wadawurrung Traditional Owners Aboriginal Corporation for their proposal, strengthening relationships between community groups and others with the Registered Aboriginal Party.

### **Ways forward**

- The City will continue the First Nations Cultural Heritage Grant Program.



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# Governance

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## **ACTION 13: ESTABLISH AND MAINTAIN AN EFFECTIVE RAP WORKING GROUP (RWG) TO DRIVE GOVERNANCE OF THE RAP**

The RAP Working Group (RWG) is considered the governing body of the RAP and should consist of employees from across the organisation, including the senior leadership team and First Nations employees. It is important that First Nations peoples are represented on the RWG and the engagement of Cultural Advisors/stakeholders is recommended.

### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

The role of First Nations peoples on the RWG is to provide cultural advice, information and education where required.

“A RAP should be a whole of organisation document that everyone is part of delivering.”

—Aboriginal Community Member

### **City of Greater Geelong feedback**

The RWG is ultimately responsible for the development, implementation and reporting phases of a RAP. It is therefore imperative that the City of Greater Geelong establish an effective RWG in order to implement and oversee the RAP.

### **Ways forward**

- A new RAP working group will be established and maintained as the City embarks on the new Innovate RAP

## **ACTION 14: PROVIDE APPROPRIATE SUPPORT FOR EFFECTIVE IMPLEMENTATION OF RAP COMMITMENTS**

The implementation of a Reconciliation Action Plan requires additional resources. Organisations need funding and resourcing to achieve many of the required actions outlined in the document.

### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

Budgeting for RAP actions and deliverables demonstrates a commitment to the First Nations community. The Traditional Owners and First Nations communities support the City of Greater Geelong in undertaking a Reconciliation Action Plan that is adequately resourced for the implementation of all RAP commitments, including remuneration for Aboriginal stakeholders attending meetings and sharing cultural knowledge and advice.

### **City of Greater Geelong feedback**

The City of Greater Geelong is committed to establishing and maintaining a Working Group and recognises and acknowledges the need to provide appropriate support for the implantation of the RAP deliverables.

“There are a lot of good intentions but there needs to be coordination, and relationships built, across the 140 services the city offers.”

—Manager, City of Greater Geelong

### **Ways forward**

- The City will identify RAP champions from senior management and Council along with supporting senior managers from different areas of the organisation to attend RAP meetings.

## **ACTION 15: BUILD ACCOUNTABILITY AND TRANSPARENCY THROUGH REPORTING RAP ACHIEVEMENTS, CHALLENGES AND LEARNINGS BOTH INTERNALLY AND EXTERNALLY**

The City's first reconciliation action plan committed to improving services and employment for Aboriginal and Torres Strait Islander peoples, and to strengthening relationships with Aboriginal and Torres Strait Islander peoples in the region. Annual evaluation reporting informs the wider community that the RAP is having a positive impact across the Greater Geelong region

### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

The Kilangitj Aboriginal Advisory Committee were unaware of the progress of any of the deliverables within the Reflect RAP and have requested updates and reports on the progress of the deliverables at each Kilangitj Aboriginal Advisory Meeting.

### **City of Greater Geelong feedback**

Councillors are also interested in receiving a full report on the progress of the RAP. Actions and deliverables being achieved across the organisation need to be celebrated.

### **Ways forward**

- The City must deliver clear messaging and updates about the progress of the RAP for the Kilangitj Aboriginal Advisory Committee and the local First Nations communities on platforms, such as social media.



## **ACTION 16: CONTINUE OUR RECONCILIATION JOURNEY BY DEVELOPING OUR NEXT RAP**

The City is continuing its reconciliation journey by reviewing the journey so far, and maintaining and building on its relationships and engagement with local First Nations peoples and their Elders. Reconciliation should encompass the entire Greater Geelong community positively, to engage and celebrate the histories and cultures of the Wadawurrung people, and all First Nations peoples in the community.

### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

The Kilangitj Aboriginal Advisory Committee, and other First Nations stakeholders, would like to meet bi-annually with the Mayor, CEO, councillors and the executive team, to strengthen relationships and sustain the progress of the RAP.

### **City of Greater Geelong feedback**

The City wants to move forward with the RAP and with reconciliation. There are a wide variety of views and opinions about the pace, actions, priorities and partnerships raised in conversation about the Reflect RAP, but support to continue the reconciliation process is unanimous.

### **Ways forward**

- The City must prepare regular updates on the progress of the RAP for the organisation and the First Nations communities.
- Schedule bi-annual meetings with the Mayor, CEO and councillors and the Kilangitj Aboriginal Advisory Committee to strengthen relationships and commitments.

## **ACTION 17: REVIEW AND RENEW THE MEMBERSHIP OF THE KARREENGA ABORIGINAL ADVISORY GROUP**

The Kilangitj Aboriginal Advisory Committee, formally the Karreenga Aboriginal Advisory Committee, was established to implement a new advisory structure that would further strengthen membership and community participation with the City. This expert group is equipped to provide cultural advice, guidance and support to on issues and barriers affecting the Aboriginal Community.

### **Kilangitj Aboriginal Advisory Committee and Aboriginal Stakeholders feedback**

The current Kilangitj Aboriginal Advisory Committee meeting format, and the current community representation, is not conducive to building and strengthening relationships with the Aboriginal community. The Kilangitj Aboriginal Advisory Committee call for:

- a Co-chair to sit alongside the councillor to support empowerment and self-determination,
- membership to be refreshed and renewed to ensure leaders, Elders and young people of the local community are represented in the membership,
- meetings to be bi-monthly, citing the need to keep the engagement, relationships and conversations strong, and
- clear messaging and updates about the progress of the RAP for the First Nations communities on platforms such as social media.

### **City of Greater Geelong feedback**

City employees and councillors can see the benefits of working closely with the Kilangitj Aboriginal Advisory Committee, which can assist in providing advice on the development and implementation of strategies that deliver positive outcomes for the First Nations communities while aligning with the City's strategic plans and the Reconciliation Action Plan.

### **Ways forward**

- The City commits to actions that recognise the enormous potential of working with the local Aboriginal and Torres Strait Islander community, and the benefits this will have across the region. They understand that the knowledge and expertise of the Kilangitj Aboriginal Advisory Committee and other First Nations stakeholders, will aid in strengthening programs and service delivery across the sector making it more engaging and inclusive for First Nations peoples and the wider community.

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