



# Aboriginal Action Plan 2024-2029





# Acknowledgement of Traditional Owners

We recognise the rich Aboriginal heritage of this country and acknowledge the Wurundjeri Willum Clan and Taungurung People as the Traditional Owners of lands within the City of Whittlesea.

# Contents

Message from the CEO	2
Executive summary	3
The Aboriginal Community in Whittlesea	4
The Whittlesea Reconciliation Group	5
Our reconciliation journey	6
Next steps – an Aboriginal action plan	8
Listening and learning	10
Self-determination	11
Our Aboriginal Action Plan	12
Theme 1: Culture, respect and trust	14
Theme 2: Awareness and engagement	16
Theme 3: Accountability and direction	18
Theme 4: Governance and participation	19
Theme 5: Economic participation	20
Theme 6: Health and wellbeing	22
Theme 7: Resourcing and funding	23
References	24

The artwork featured on the cover design and used throughout this document was created by Mandy Nicholson, Wurundjeri artist. It contains traditional Wurundjeri motifs and represents how we are connected to the earth, just like our fingerprints.

Where the term 'Aboriginal' is used it refers to both Aboriginal and Torres Strait Islander Peoples.



## MESSAGE FROM THE CEO



I am proud to present the City of Whittlesea's *Aboriginal Action Plan 2024-2029*.

The *Aboriginal Action Plan* marks a new era in Council's commitment to reconciliation and self-determination for Aboriginal and Torres Strait Islander Peoples.

With the second largest Aboriginal population in metropolitan Melbourne, Council understands the important role it can, and should, play in leading change across our community.

Developed in consultation with the local Aboriginal Community, including the Whittlesea Reconciliation Group, the plan will guide Council's reconciliation efforts for the next five years.

Building on the progress made through Council's first *Reconciliation Action Plan* and subsequent *Stretch Reconciliation Action Plan*, this plan contains 34 key actions.

These actions focus specifically on the needs, aspirations and priorities of the Aboriginal Community within the City of Whittlesea to improve cultural, health, education and employment outcomes.

Importantly, the *Aboriginal Action Plan* forms part of Council's *Integrated Planning Framework*, which ensures it is at the heart of decision making across the organisation.

The *Aboriginal Action Plan*, together with initiatives such as the Aboriginal Gathering Place at Quarry Hills Parkland, will help drive meaningful, long-lasting change.

I look forward to Council working with the Community on these important next steps in our reconciliation journey.

**Craig Lloyd**  
Chief Executive Officer  
City of Whittlesea

## EXECUTIVE SUMMARY

The *Aboriginal Action Plan 2024-2029* is a key strategy in Council's *Integrated Planning Framework*.

It was developed through close collaboration with our local Aboriginal community and reflects their expert knowledge.

It aims to recognise and enable Aboriginal self-determination by:

- prioritising culture
- addressing trauma and supporting healing
- addressing racism and promoting cultural safety
- prioritising decision-making power in areas that impact their communities.

It also aims to support:

- the *Victorian Aboriginal and Local Government Strategy 2021-2026 (VALGS 2021-2026)*
- the *Victorian Aboriginal Affairs Framework 2018-2023*
- the Treaty process including Yoorrook Justice Commission recommendations
- the *Victorian Closing the Gap Implementation Plan 2021-2023*.

To do so, it addresses seven action areas set out in the VALGS 2021-2026. These action areas align with our *Integrated Planning Framework* and accurately reflect the City's journey toward reconciliation.

The plan will be achieved in partnership with the City of Whittlesea's Aboriginal Community and Council's Reconciliation Group.

## THE ABORIGINAL COMMUNITY IN WHITTLESEA

The City of Whittlesea is located on the Country of the Wurundjeri and Taungurung Peoples.

Approximately 20 kilometres north of Melbourne, this Country has many culturally significant sites and the Wurundjeri Willum clan and Taungurung People are the Traditional Owners of the land that now forms our Green Wedge.

This Green Wedge protects and promotes Aboriginal heritage on over 60 per cent of the City of Whittlesea's land area.

Today, more than 2,250 Aboriginal people call the City of Whittlesea home. This is more than three per cent of the City's population and means this community is the second largest Aboriginal Community in metropolitan Melbourne.<sup>1</sup>

The Community has grown by almost 40 per cent since 2016, especially in Doreen and Mernda where it has grown by more than 50 per cent. Many members are under 18.

One of the avenues Aboriginal and Torres Strait Islander Community members are represented at Council is through the Whittlesea Reconciliation Group.

## THE WHITTLESEA RECONCILIATION GROUP

Council's formal pathway to reconciliation began in 2001 with the formation of the Whittlesea Reconciliation Group.

This community-based committee is comprised of Aboriginal and non-Aboriginal members, as well as council representatives including an Administrator and post the Council election, the City of Whittlesea mayor and a councillor.

It also has three non-voting members from Council to support its work.

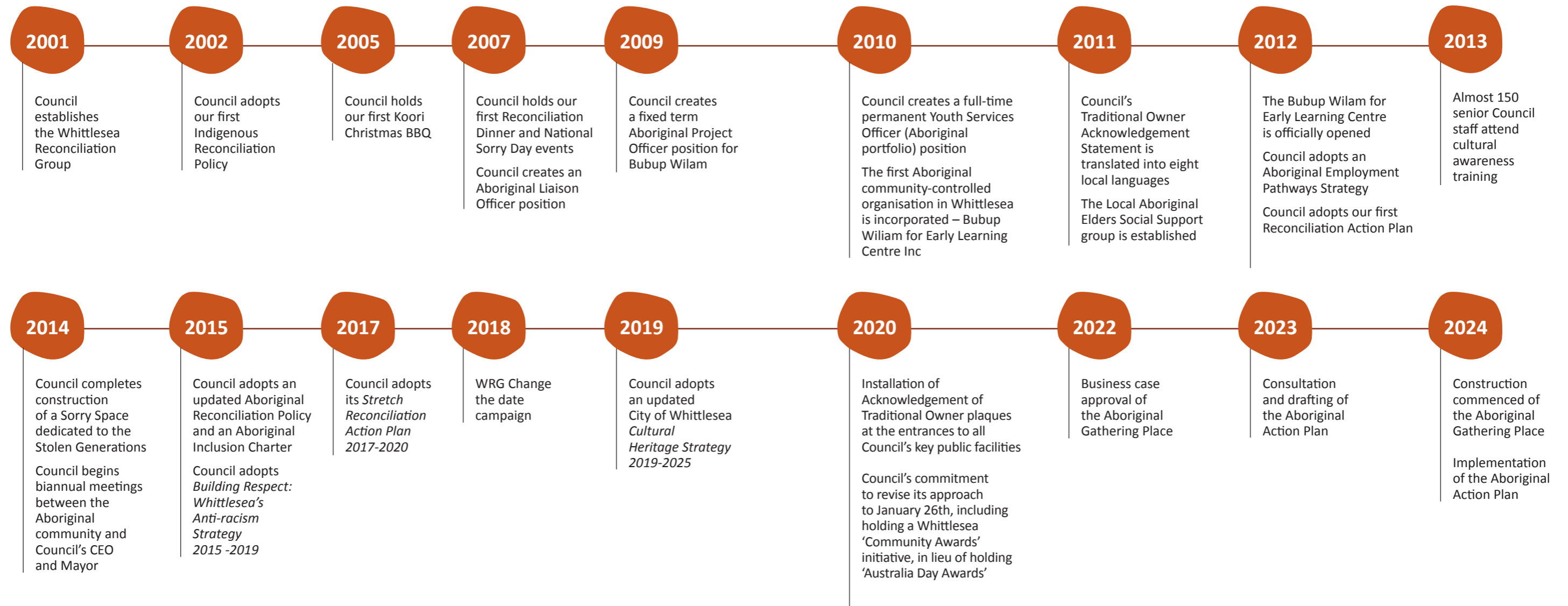
The Whittlesea Reconciliation Group meets regularly to discuss issues, opportunities, policies and programs that impact on Aboriginal Peoples living in the City and is an important reference group to Council.

<sup>1</sup> Australian Bureau of Statistics. 2021. *2021 Census*.  
[2021 Whittlesea, Census Aboriginal and/or Torres Strait Islander People QuickStats](https://www.abs.gov.au/2021-Whittlesea-Census-Aboriginal-and-or-Torres-Strait-Islander-People-QuickStats) | Australian Bureau of Statistics ([abs.gov.au](https://www.abs.gov.au)).



## OUR RECONCILIATION JOURNEY

Since 2001, the Whittlesea Reconciliation Group has inspired and supported Council in a range of initiatives to progress our reconciliation journey. These include the following steps:



# NEXT STEPS – AN ABORIGINAL ACTION PLAN

In October 2023, Council’s Aboriginal Communities Department began consulting with local Aboriginal Communities and other local governments to work out what the next steps in our reconciliation journey should be.

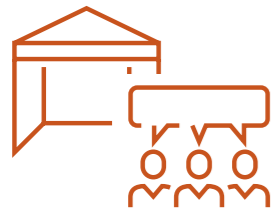
Through these consultations, it became clear that our next plan should be an Aboriginal action plan.

This plan will be a key part of the set of plans and strategies that guides Council’s actions on behalf of the local community.

This set already includes the following strategies:

1. *Connected Community Strategy 2023-2033*
2. *Liveable Neighbourhoods Strategy 2024-2026*
3. *Strong Local Economy Strategy 2022-2026*
4. *Sustainable Environment Strategy 2022-2032*
5. *High Performing Organisation Strategy 2023-2028*
6. *Long-term Community Infrastructure Plan 2024-2033.*

Each of these plans and strategies has clear actions and outcomes to help Council achieve our vision: *Whittlesea 2040*, a place for all. All were developed in collaboration with the local community. For example:



**More than 4,000 community members** made submissions or participated in workshops, forums, and online and in-person events and activities to inform our *Whittlesea 2040* vision.



**1,300 people across 40 events** informed our *Community Plan* through our 'Let's talk' program.



**Focus groups with community members** informed the priorities in our *Connected Community* and *Liveable Neighbourhoods* strategies and our *Community Infrastructure Plan*.

Many of the actions and outcomes in these plans support reconciliation and have a direct and measurable impact on the local Aboriginal Community.

The *Aboriginal Action Plan* details other specific actions that Council will take to advance our reconciliation journey.

## Reconciliation actions in other Council plans and strategies



### Connected Community Strategy 2023-2033

- Recognise and acknowledge Traditional Owners
- Undertake cultural awareness programs with our community



### Liveable Neighbourhoods Strategy 2023-2033

- Acknowledge and celebrate the Aboriginal cultural heritage of our municipality
- Protect and celebrate sites of Aboriginal cultural heritage significance



### Strong Local Economy Strategy 2022-2026

- Create effective Aboriginal employment and development pathways



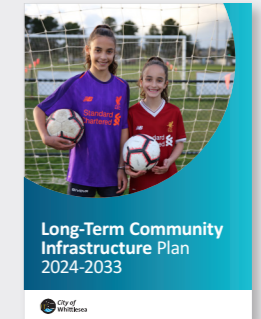
### Sustainable Environment Strategy 2022-2032

- Integrate Traditional Owner custodianship into the management of Country through collaboration and partnerships
- Recognise the rights of Traditional Owners and their deep connection and knowledge of Country
- Increase awareness of traditional land custodianship and cultural practice



### High Performing Organisation Strategy 2023-2028

- Collaborate and partner with Traditional Owners to inform Council decisions
- Embed reconciliation within our people and our organisational culture
- Always consider cultural heritage and raise internal awareness of traditional cultural practice



### Long-term Community Infrastructure Plan 2024-2033

- Deliver an Aboriginal Gathering Place that supports self-determination, inclusion and participation
- Enhance cultural safety in built spaces for our Aboriginal and Torres Strait Islander Communities



## LISTENING AND LEARNING

To develop and implement this *Aboriginal Action Plan*, Council is listening and learning from the local Aboriginal community, our wider community and other local governments.

Consultation to date has included but is not limited to:

- Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation
- Taungurung Land and Waters Council
- Whittlesea Reconciliation Group
- Whittlesea Aboriginal Gathering Place Advisory Group
- Neighbouring local governments
- Aboriginal Community-controlled and private organisations
- Other Council Community/Advisory Groups.

Council commits to ongoing consultation with the local Aboriginal Community, wider community and other local governments and organisations.

By listening and learning in this way, we aim to strengthen the foundations we have in place and build other foundations to facilitate self-determination and make sure we achieve long term change.

We know that meaningful collaboration with Traditional Owners and throughout the wider community is critical to this plan's success. It is also essential for self-determination.

## SELF-DETERMINATION

Council understands that reconciliation is a journey that builds and requires mutual respect, trust, and courageous conversations between Aboriginal and non-Aboriginal people.

As we continue this journey, we are working to:

- deepen our understanding of our shared history
- recognise the challenges to self-determination
- take actions that facilitate self-determination
- ensure Aboriginal Community members have control over the decisions that affect their lives.

To do this, Council and our staff will do the following:

### 1. We will acknowledge and respect Aboriginal rights by:

- acknowledging Aboriginal self-determination is a human right as enshrined in the United Nations Declaration on the Rights of Indigenous Peoples, and working with the Aboriginal community and other levels of government towards a future of equality and justice
- supporting truth-telling to ensure Council and the community we serve learn more about the history and impact of colonisation, dispossession, assimilation and oppression on Aboriginal Peoples and communities.

### 2. We will listen to and support Aboriginal voices by:

- listening to and learning from the diverse and valuable voices of Aboriginal Peoples in our local community and more broadly – this includes Elders, community leaders, community organisations, artists and young people
- engaging with Aboriginal Peoples and organisations in meaningful ways and involving them through consultation, collaboration, partnership and co-design
- actively encouraging and supporting Aboriginal Peoples and local Aboriginal Communities to participate in Council decision-making processes.

### 3. We will celebrate and support Aboriginal culture by:

- honouring the cultural heritage of Aboriginal Peoples, promoting their cultural expression and protecting their cultural integrity
- participating and collaborating in cultural events and significant dates that are organised by or open to Aboriginal Peoples.

### 4. We will empower and resource our Aboriginal Communities by:

- enabling Aboriginal Communities to determine their own priorities, goals and solutions
- providing infrastructure and services as well as access to funding and grants opportunities
- enabling all parties to be accountable for the outcomes of their actions and inform policies that affect Aboriginal Communities.

### 5. We will recognise the rich history of environmental protection and custodianship of Traditional Owners by:

- acknowledging and respecting Traditional Owners recognition and celebration of Country
- acknowledging the recently released Victorian Traditional Owner Cultural Landscapes Strategy and the integrated approach to empower Traditional Owners to lead planning and activate cultural knowledge and practices to manage Country
- acknowledging that supporting Traditional Owners to manage Country as a cultural landscape benefits communities and Country.

# OUR ABORIGINAL ACTION PLAN

This draft *Aboriginal Action plan* has been developed through engagement with the local Aboriginal Community. We will continue listening and learning to this Community as we finalise, implement, review and revise this plan.

## Aim

Our Aboriginal Action Plan aims to recognise and enable Aboriginal self-determination by:

- prioritising culture
- addressing trauma and supporting healing
- addressing racism and promoting cultural safety
- prioritising decision-making power in areas that impact their communities.

It also aims to support the *Victorian Aboriginal and Local Government Strategy 2021-2026 (VALGS 2021-2026)*; the *Victorian Aboriginal Affairs Framework 2018-2023*; the *Treaty process*; and the *Victorian Closing the Gap Implementation Plan 2021-2023*.

## VALGS 2023-2026 action areas

To do so, the plan addresses seven action areas set out in the VALGS 2021-2026. These action areas were developed by the Victorian Government in consultation with local governments and the broader Aboriginal Community. They also align with Council's *Integrated Planning Framework* and accurately reflect our journey toward reconciliation.



### Culture, respect and trust

Foster trust and respect through genuine partnerships that understand, embed and celebrate Aboriginal cultural heritage



### Awareness and engagement

Continue ongoing, meaningful dialogue to identify, create and deliver regular communication and engagement opportunities



### Accountability and direction

Provide clarity, ownership and accountability to progress self-determination that recognises the critical role between Aboriginal Peoples and Council



### Governance and participation

Create vibrant local communities by embedding Aboriginal cultures, voices, values, rights and perspectives along with participation in local council



### Economic participation

Enable Aboriginal people to participate in the local economy through employment and business opportunities



### Health and wellbeing

Preserve Aboriginal culture by supporting Aboriginal people to continue their culture through empowering proud, strong and thriving communities



### Resourcing and funding

Establish effective and sustainable resourcing and funding models that support and encourage collaborating, prioritising and resource sharing between Aboriginal people and Council

## VALGS 2023-2026 success stages

For each action, the plan identifies which stage Council is at on the Pathway to Stronger Partnerships set out in the VALGS 2021-2026. These stages are:



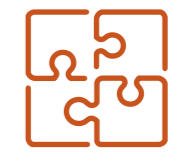
### Stage 1: Understand

Form relationships, understand each other's aspirations and agree on ways to work together



### Stage 2: Embrace

Work together to deliver priorities and mutual outcomes



### Stage 3: Embed

Hold each other to account on outcomes to create a new 'business as usual' model

## Council's role

For each action, the plan identifies which of the following three roles we will play as we continue our journey:

1. **Provider:** We will deliver services and implement projects and programs to promote inclusion and safety
2. **Facilitator:** We will establish partnerships and collaborate with stakeholders to create community building opportunities
3. **Advocate:** We will support investment and increased service delivery in the municipality by promoting and influencing decision making.

## Making it happen

All actions in the *Aboriginal Action Plan 2024-2029* will be subject to Council's budgeting processes.

Council will review the plan annually by:

- taking an organisational, holistic approach to accountability and reporting
- considering changing community needs
- considering changing state and federal government policies and priorities.

Monitoring and accountability will be supported through Council's governance, risk and compliance platform.



# ACTION PLAN



## Theme 1

### Culture, respect and trust

**Goal:** Connected community  
**Key direction:** A social, cohesive community  
**Outcome:** Our community understands, values and recognises Aboriginal cultures, histories, knowledge and rights

Deliverable/Actions	Stage of success	Council's role	Timeline	Responsibility in Council
<b>Continue to build cultural competence across all Council staff</b>				
Develop and deliver an ongoing cultural learning program for all Council staff and Councillors, tailored to different roles and functions.	Embed	Facilitator	June 2025 Ongoing financial annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> People & Culture
<b>Acknowledge and promote culturally significant dates and events</b>				
Collaborate with stakeholders to host and promote culturally significant events such as NAIDOC Week, Sorry Day and Reconciliation Week.	Embed	Facilitator	September 2024 Ongoing calendar annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Various depts, depending on project/event
Remove barriers and promote staff attendance at culturally significant events.	Embed	Facilitator	September 2024 Ongoing calendar annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Various depts, depending on project/event
Provide support and advice to community groups and organisations who seek to acknowledge culturally significant dates and/or host or attend events.	Embed	Facilitator	September 2024 Ongoing calendar annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Various depts, depending on project/event

# ACTION PLAN



## Theme 1

### Culture, respect and trust

**Goal:** Connected community  
**Key direction:** A social, cohesive community  
**Outcome:** Our community understands, values and recognises Aboriginal cultures, histories, knowledge and rights

Deliverable/Actions	Stage of success	Council's role	Timeline	Responsibility in Council
<b>Promote and support self-determination</b>				
Complete construction of the Aboriginal Gathering Place in bunjil nganga Parkland.	Embed	Provider	June 2025 Ongoing financial annual review	<b>Lead:</b> Various depts, depending on project/event <b>Support:</b> Aboriginal Communities
Continue working with the local Aboriginal and Torres Strait Islander community towards the Aboriginal Gathering Place becoming incorporated and standing independently.	Understand	Advocate	December 2029 Ongoing financial annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Governance
Respond and implement actions from the Victorian Aboriginal Affairs Framework and Self-Determination Reform Framework in Council's sphere of influence.	Understand/ Embrace/ Embed	Facilitator/ Provider/ Advocate	Ongoing annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Various departments, depending on action
<b>Embed Traditional Owner languages, culture and people in the naming of Council's places and spaces</b>				
Review and update Council's Signage Management Plan and relevant signage in consultation with Traditional Owners.	Embrace	Facilitator/ Provider	June 2025 Ongoing	<b>Lead:</b> Communications and Engagement <b>Support:</b> Aboriginal Communities
Collaborate with Traditional Owners and place naming committee to develop place naming protocols for Council's assets in accordance with Council's Naming Policy for Features.	Embed	Facilitator/ Provider	June 2025 Ongoing	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Communications and Engagement/ Capital Delivery/ Various depts, depending on project

# ACTION PLAN



## Theme 2

# Awareness and engagement

**Goal:** High performing organisation

**Key direction:** Driving better community outcomes

**Outcome:** Our community is informed and engaged about Council’s services, programs and activities

Deliverable/Actions	Stage of success	Council’s role	Timeline	Responsibility in Council
<b>Embed strong collaborative relationships between Council and Traditional Owners</b>				
Continue ongoing, regular engagement with the Traditional Owners (Wurundjeri/Taungurung).	Understand/Embed	Facilitator/Provider/Advocate	September 2025 Ongoing calendar annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Communications and Engagement
<b>Engage with and support Traditional Owners (Wurundjeri/Taungurung) to share climate resilience and Care for Country practices, as well as provide input on the protection of Aboriginal cultural heritage</b>				
Partnering with Traditional Owners (Wurundjeri/Taungurung), to collaborate on the protection of Aboriginal cultural heritage, environmental management and the sharing of Care of Country practice, in alignment with Council’s Sustainable Environment Action Plan 2022-2024 relevant action items and future planning.	Understand/Embed	Facilitator/Provider/Advocate	December 2024 Ongoing calendar annual review	<b>Lead:</b> Strategic Futures <b>Support:</b> Aboriginal Communities
Integrate knowledge gained from the cultural landscapes approach across Council land use policies, plans and operations, including strategic planning, statutory approvals, open space, urban design, assessments, sustainable environment, land use planning and communications.	Understand/Embed	Facilitator/Provider/Advocate	December 2024 Ongoing calendar annual review	<b>Lead:</b> Building and Planning and Strategic Futures <b>Support:</b> Aboriginal Communities

# ACTION PLAN



## Theme 2

# Awareness and engagement

**Goal:** High performing organisation

**Key direction:** Driving better community outcomes

**Outcome:** Our community is informed and engaged about Council’s services, programs and activities

Deliverable/Actions	Stage of success	Council’s role	Timeline	Responsibility in Council
<b>Enhance Council’s public communication for all campaigns to reinforce ongoing commitment towards reconciliation and self-determination</b>				
Review Council’s existing communication and engagement processes, to better respond towards Aboriginal self-determination and reconciliation.	Understand/Embrace/Embed	Facilitator/Provider	June 2025 Ongoing financial annual review	<b>Lead:</b> Communications and Engagement <b>Support:</b> Aboriginal Communities
<b>Ensure Aboriginal community stakeholders are provided regular opportunities to discuss key matters of importance with Councillors and Council staff, including partnership opportunities, barriers and advocacy priorities</b>				
Explore opportunities where Traditional Owners and Aboriginal Organisations can provide feedback to enhance service delivery and increase participation.	Embrace/Embed	Facilitator/Provider	December 2025 Ongoing calendar annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Office of Council & CEO
Establish regular opportunities for Aboriginal Community members, working and advisory groups to connect and meet with Council, including Council, Youth Council and Council Officers.	Embrace/Embed	Facilitator/Provider/Advocate	December 2025 Ongoing calendar annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Office of Council & CEO



# ACTION PLAN



## Theme 3

### Accountability and direction

**Goal:** High performing organisation

**Key direction:** More informed Council decisions

**Outcome:** Our decisions are informed and made in the best interest of community now and for future generations

Deliverable/Actions	Stage of success	Council's role	Timeline	Responsibility in Council
<b>Embed existing Victorian Aboriginal Frameworks to enhance internal policies or decision-making processes</b>				
Explore opportunities to align self-determination enablers and principles with Council business and activities, as well as prioritising culture, empowerment, increasing opportunities and resources to the community.	Embed	Provider	June 2025 Ongoing financial annual review	<b>Lead:</b> Office of Council & CEO/ People & Culture <b>Support:</b> Aboriginal Communities
<b>Embed internal reporting mechanism to monitor, evaluate and report against deliverables outlined throughout the Aboriginal Action Plan (AAP)</b>				
Establish an internal AAP Governance arrangement to monitor and evaluate implementation of the AAP.	Embed	Provider	June 2025 Ongoing financial annual review	<b>Lead:</b> ePMO & Change <b>Support:</b> Aboriginal Communities
<b>Monitor and evaluate Aboriginal programs delivered through Council</b>				
Monitor and evaluate all Aboriginal programs delivered through Council – including at the Aboriginal Gathering Place - to review improvements and ensure community needs, including Treaty process and Yoorrook Commission outcomes are being addressed.	Embed	Provider	Ongoing financial annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Various departments, depending on project

# ACTION PLAN



## Theme 4

### Governance and participation

**Goal:** Connected community

**Key direction:** A participating community

**Outcome:** Our community is empowered and enabled to participate in decision-making

Deliverable/Actions	Stage of success	Council's role	Timeline	Responsibility in Council
<b>Involve Aboriginal community in decisions that affect them</b>				
Continue collaborating and seeking formal advice on decisions affecting Aboriginal community members from the local community through dedicated advisory groups.	Embrace/ Embed	Facilitator/ Provider/ Advocate	Ongoing annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Office of Council & CEO
Identify opportunities to embed Aboriginal voices in Council's advisory groups and committees.	Embrace/ Embed	Facilitator/ Provider/ Advocate	Ongoing annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Office of Council & CEO
Sponsor support and promote leadership opportunities within the community, such as participation in Council's Community Leadership Program.	Embrace/ Embed	Facilitator/ Provider/ Advocate	Ongoing annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Office of Council & CEO

# ACTION PLAN



## Theme 5

### Economic participation

**Goal:** Strong local economy  
**Key direction:** Increased local employment  
**Outcome:** Our economy is inclusive and accessible for all

Deliverable/Actions	Stage of success	Council's role	Timeline	Responsibility in Council
<b>Strengthen support networks for growth and success in education and employment</b>				
Work in partnership with Aboriginal employment providers to identify and to create training and upskilling opportunities to support Aboriginal people to enter or re-enter the workforce in alignment with Council's Strong Local Economy Strategy 2022 – 2026.	Embrace/ Embed	Facilitator/ Provider	September 2025 Ongoing financial annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Economic Development
Work in partnership with local providers to increase opportunities and confidence in job seeking.	Understand/ Embrace/ Embed	Facilitator/ Provider	September 2025 Ongoing calendar annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Economic Development
<b>Actively engage and support Traditional Owners, Aboriginal organisations, businesses and individuals to increase economic opportunities</b>				
Develop and participate in Aboriginal business events and conferences to strengthen commercial relationships with Aboriginal businesses.	Understand/ Embrace	Facilitator/ Provider	June 2025 Ongoing financial annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Economic Development
Create and publish a database of local Aboriginal enterprises.	Understand/ Embed	Provider	September 2024 Ongoing calendar annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Economic Development
Promote tendering opportunities to local Aboriginal businesses.	Understand	Understand	Ongoing annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Economic Development
Support community groups and organisations to upskill in grant writing and navigating funding pathway.	Understand/ Embrace	Advocate	Ongoing annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> ePMO & Change

# ACTION PLAN



## Theme 5

### Economic participation

**Goal:** Strong local economy  
**Key direction:** Increased local employment  
**Outcome:** Our economy is inclusive and accessible for all

Deliverable/Actions	Stage of success	Council's role	Timeline	Responsibility in Council
<b>Make City of Whittlesea an employer of choice for Aboriginal Peoples</b>				
Create an inclusive and supportive work environment by community engagement, diversity and inclusion policies, work life balance and recognition and rewards.	Understand/ Embrace/ Embed	Facilitator/ Provider	June 2025 Ongoing financial annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> People & Culture
Identify more pathways for Aboriginal Peoples to work at Council, including work experience, mentoring and traineeships.	Embrace/ Embed	Facilitator/ Provider/ Advocate	June 2025 Ongoing calendar annual review	<b>Lead:</b> People & Culture <b>Support:</b> Aboriginal Communities
Provide assistance, training opportunities and individual support to increase career development opportunities to expand their Council career progression.	Understand/ Embrace/ Embed	Facilitator/ Provider	June 2025 Ongoing financial annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> People & Culture
Advertise job vacancies to effectively reach Aboriginal Peoples and stakeholders.	Embed	Advocate	December 2024 Ongoing annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> People & Culture

# ACTION PLAN



## Theme 6

# Health and wellbeing

**Goal:** Connected community  
**Key direction:** A healthy and safe community  
**Outcome:** Our community is healthy, well and physically active

Deliverable/Actions	Stage of success	Council's role	Timeline	Responsibility in Council
<b>Establish the Aboriginal Gathering Place as a central hub for community, connection and culture</b>				
Work with the local Aboriginal community to co-design programs and activities for the Aboriginal Gathering Place that address social, physical, cultural, emotional and wellbeing needs.	Embrace/Embed	Facilitator/Provider	June 2025 Ongoing financial annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Capital Delivery/ Various depts, depending on project
Develop, partner and promote community activities that create positive health and wellbeing, throughout the Council.	Understand/Embrace/Embed	Facilitator/Provider	June 2025 Ongoing financial annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Various depts, depending on project
<b>Establish a network of Council Aboriginal resource hubs</b>				
Utilising community hubs and online resources – including the Aboriginal Gathering Place – to promote and boost Aboriginal businesses, programs, events, activities, grants and other funding opportunities.	Understand/Embrace/Embed	Facilitator/Provider/Advocate	June 2025 Ongoing financial annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Communication & Engagement/ Various depts, depending on project
<b>Foster partnerships with industry professionals</b>				
Create and develop strong relationships with the Aboriginal Community Controlled Health Organisations and other Aboriginal Community Controlled Organisations that deliver and promote healthy social and emotional wellbeing programs.	Understand/Embrace	Facilitator/Advocate	December 2025 Ongoing calendar annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Various depts, depending on project

# ACTION PLAN



## Theme 7

# Resourcing and funding

**Goal:** High performing organisation  
**Key direction:** More cost-effective investment and an engaged workforce  
**Outcome:** Our community is confident that City of Whittlesea can fund community needs into the future

Deliverable/Actions	Stage of success	Council's role	Timeline	Responsibility in Council
<b>Honour, respect and value Aboriginal Peoples experience, expertise and knowledge by supporting First Nations resourcing and opportunities</b>				
Support sustainable and effective grant and funding models to assist on-going Traditional Owners, Aboriginal Organisations and Peoples engagement, activities and initiatives.	Understand/Embrace/Embed	Facilitator/Provider/Advocate	June 2025 Ongoing financial annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> Financial Development and Accountability/ ePMO & Change
<b>Engage with Traditional Owners and Aboriginal Organisations to establish future program and grant funding guidelines</b>				
Facilitate workshops that support Traditional Owners and Aboriginal Organisations in program delivery and guidelines.	Understand/Embrace/Embed	Facilitator/Provider/Advocate	June 2025 Ongoing financial annual review	<b>Lead:</b> Aboriginal Communities <b>Support:</b> ePMO & Change



## REFERENCES

Australian Bureau of Statistics. 2021. *2021 Census*.

Available at [2021 Whittlesea, Census Aboriginal and/or Torres Strait Islander People QuickStats | Australian Bureau of Statistics \(abs.gov.au\)](#).

City of Whittlesea. 2023. *Economic Participation Plan 2023-2026*.

Available at [economic-participation-plan.pdf \(whittlesea.vic.gov.au\)](#).

Victorian Government Department of Jobs, Precincts and Regions. 2021.

*Victorian Aboriginal and Local Government Strategy 2021-2026*.

Available at [Victorian-Aboriginal-and-Local-Government-Strategy.pdf \(localgovernment.vic.gov.au\)](#).

*Victorian Aboriginal Affairs Framework 2018-2023*

Available at <https://www.firstpeoplesrelations.vic.gov.au/victorian-aboriginal-affairs-framework>

*Victorian Closing the Gap Implementation Plan 2021-2023*

Available at <https://www.firstpeoplesrelations.vic.gov.au/victorian-closing-gap-implementation-plan>

*Treaty for Victoria*

Available at <https://www.firstpeoplesrelations.vic.gov.au/treaty> and <https://www.firstpeoplesvic.org/>

Yoorrook Justice Commission

Available at <https://yoorrookjusticecommission.org.au/>

Aboriginal and Torres Strait Islander self-determination

Available at <https://vpsc.vic.gov.au/workforce-programs/aboriginal-cultural-capability-toolkit/aboriginal-self-determination/>

<https://humanrights.gov.au/our-work/aboriginal-and-torres-strait-islander-social-justice/self-determination-and-indigenous>

<https://deadlystory.com/page/culture/articles/self-determination-and-treaty>

City of Whittlesea Council Plans and Strategies:

*Connected Community Strategy 2023-2033*

*Liveable Neighbourhoods Strategy 2023-2033*

*Strong Local Economy Strategy 2022-2026*

*Sustainable Environment Strategy 2022-2032*

*High Performing Organisation Strategy 2023-2028*

*Long-term Community Infrastructure Plan 2024-2033*

**Council Offices**

25 Ferres Boulevard  
South Morang VIC 3752

**Email:** [info@whittlesea.vic.gov.au](mailto:info@whittlesea.vic.gov.au)

**Website** [whittlesea.vic.gov.au](http://whittlesea.vic.gov.au)

**Postal address**

City of Whittlesea Locked Bag  
Bundoora MDC VIC 3083

**Phone:** 9217 2170

National Relay Service: 133 677  
(ask for 9217 2170)

Connect with us in your  
preferred language:

**Free telephone interpreter service**



**131 450**