



# Reconciliation Action Plan and Local Government Engagement Strategy



**Yarriambiack**  
SHIRE COUNCIL

## Artwork title: Coming Together

Artwork story: This work represents the Yarriambiack Shire community coming together as one. The work represents the traditional lands, waterways and skies of the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagulk peoples. The yellow circles are all the communities that gather on these lands and the central red circle is the Council. The red lines through the painting connect the people, communities and council to each other and to the Country they are on. We are all interconnected and coming together as one.



### Thomas Marks 'Marksey' – Artist Bio

Marksey is a Gunaikurnai man from Gippsland. Being one of many Stolen Generations children, he wasn't able to grow up on his traditional country. As an adult, he is now proudly reclaiming his Aboriginal identity through art.

Marksey proudly acknowledges his involvement with the highly successful Pitcha Makin' Fellas art collective in Ballarat before going to prison. He remembers meeting The Torch CEO, Kent Morris, at Indigenous art exhibitions and events and then again at Ravenhall Correctional Centre, where he joined The Torch Program in 2018.

*"I joined The Torch Program because the staff members were encouraging, they offered me valuable advice and most of all they treated you like a person and not a prisoner."*

Marksey is motivated by the injustices of his past, as a stolen generations child. This is strongly depicted in the poems written within his artworks. *"I guess I focus on things from my past, like the Stolen Generations. It wasn't my choice, it's something that was forced upon me."*

*"I not only get inspiration from my Stolen Generations background but through my subsequent life experiences in trying to connect back to my identity, culture and aboriginality. When I complete a painting, I feel I have achieved a little bit more of the healing process. It gives me a sense of belonging; a knowing of who I really am. It also gives me a sense that I can achieve anything that I put my mind too."*

Marksey has developed a unique art style whilst in prison that has won him two NAIDOC awards, resulting in his artworks being printed on the annual NAIDOC T-shirts. *"I like bright colours and the traditional and contemporary combined together. I enjoy experimenting with different styles, like line work and cross hatching, and sometimes dots, but I consider my poems written on my artworks as my unique style."*

*"Becoming an artist has changed me in so many ways. It has given me a better perspective and outlook on life and it has taught me to have patience; I guess it's created a whole new world for me and has given me a lot more confidence in myself."*

### **Our Business**

Yarriambiack Shire Council is a Victorian Local Government entity, that covers an area of 7,158 square kilometres with an approximate population of 6,556 people (2021 ABS Census).

The Shire stretches from the Wimmera River just north of the Grampians in the south to the centre of the Mallee in the north.

Warracknabeal is the main service centre and is complemented by Hopetoun in the north and Minyip, Murtoa and Rupanyup in the south, with another 13 small towns spread throughout the Municipality.

The Yarriambiack Creek is the main natural feature traversing the Shire. The area is also linked by road and rail systems that run in a north-south direction.

Council provides an abundance of services to the community such as:-

- Customer Service (including VicRoads Agencies)
- Animal Management and Local Laws
- Environmental Health
- Community Development (including youth, sport and recreation, tourism)
- Kindergartens
- Maternal Child Health Services (immunisation programs)
- Building and Planning
- Library Services
- Emergency Management
- Roads and Footpaths
- Livestock Exchange
- Waste Management

Refer to Council's website for further details: <https://yarriambiack.vic.gov.au/>

As at 19 August 2024, Council employs 151 staff, this includes full-time, part-time, casual and labour hire staff.

The 2023 People Matters survey reported that 12 people either preferred not to say or identified as Aboriginal and/or Torres Strait Islander status.

### Our RAP

Yarriambiack Shire Council wishes to formalise their commitment to developing respectful relationships with local Aboriginal and Torres Strait Islander communities and aims to foster opportunities in supplier (procurement) and recruitment diversity, along with developing an enhanced understanding of cultural learning.

Our commitment is to develop a plan to articulate our shared values strategy, recognising the Traditional Owners of the land in which we operate and provide services.

### Our partnerships/current activities (if applicable)

Yarriambiack Shire Council (YSC) has embraced the opportunity to work in partnership with Barengi Gadjin Land Council (BGLC) to develop our Local Government Engagement Strategy.

Relationships				
Action	Deliverable	Measure/Indicator	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander partners (rights holders) and organisations.	<ul style="list-style-type: none"><li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li></ul>	<ul style="list-style-type: none"><li>Establish scheduled meetings with BGLC as determined by their recommended frequency / schedule.</li><li>Engage with Goolum Goolum on a bi-annual basis.</li></ul>	December 2023  To be established	Chief Executive Officer
	<ul style="list-style-type: none"><li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li></ul>	<ul style="list-style-type: none"><li>Establish a Local Government Engagement Strategy that is endorsed by BGLC and adopted by Council.</li></ul>	August 2024	Mayor, Councillors and Chief Executive Officer
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"><li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li></ul>	<ul style="list-style-type: none"><li>All staff to be provided with a copy of the resources and materials via the Intranet, notification via email, and via the induction process. Council to promote National Reconciliation Week across the community.</li></ul>	September 2024	Manager Community Strengthening and Engagement, and Chief Operating Officer
	<ul style="list-style-type: none"><li>RAP Working Group members to participate in an external NRW event.</li></ul>	<ul style="list-style-type: none"><li>One event to be held in the Yarriambiack Shire to celebrate National Reconciliation Week</li></ul>	September 2024 –	Manager Community Strengthening and

Relationships				
			September 2025	Engagement, and Chief Operating Officer
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	<ul style="list-style-type: none"> <li>Leadership Team to attend National Reconciliation Week event.</li> </ul>	September 2024 – September 2025	Chief Executive Officer
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>	<ul style="list-style-type: none"> <li>Staff induction program to include Council's commitment to reconciliation and acknowledgement of our Traditional Owners.</li> <li>Employee Code of Conduct to be updated to reflect Council's Commitment.</li> </ul>	September 2024	Manager People and Culture; Chief Operating Officer and Chief Executive Officer
	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	<ul style="list-style-type: none"> <li>Engage with BGLC and Goolum Goolum as per targeted meeting timeframes above.</li> </ul>	Ongoing	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	<ul style="list-style-type: none"> <li>Engage with Local Government Authorities within the Wimmera Southern Mallee to collaborate with to enhance our reconciliation journey.</li> <li>Add to the Wimmera CEO Meeting Agenda consultation regarding Local Government Engagement Strategy.</li> </ul>	September 2024 onwards	Chief Executive Officer
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	<ul style="list-style-type: none"> <li>Compare Council's policies and guidelines against Reconciliation Australia's recommended best practice documents. Committing to</li> </ul>	September 2024 onwards	Manager People and Culture.

Relationships				
		making changes to existing policies where there are inconsistencies.		
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	<ul style="list-style-type: none"> <li>Compare Council's policies and guidelines against Reconciliation Australia's recommended best practice documents.</li> </ul>	September 2024 onwards	Manager People and Culture.

Respect				
Action	Deliverable	Measure/Indicator	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul>	<ul style="list-style-type: none"> <li>Develop a Guideline to be incorporated into our Human Resource Policy and Guidelines Manual that includes how we will commit to recognition and knowledge building.</li> </ul>	September 2024 onwards	Manager Community Strengthening and Engagement, and Chief Operating Officer
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	<ul style="list-style-type: none"> <li>Engage BGLC to provide cultural capability and cultural safety training sessions for Councillors and staff to participate in every two years.</li> </ul>	January to June 2025	Manager People and Culture; and Chief Executive Officer
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> </ul>	<ul style="list-style-type: none"> <li>Mayor and Council Officers to meet with BGLC bi-monthly.</li> <li>All staff and Councillors to participate in a culture learning training program.</li> </ul>	December 2023 onwards January to June 2025	Mayor and CEO  Manager People and Culture; and Chief Executive Officer

Respect				
	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	<ul style="list-style-type: none"> <li>All staff and Councillors to participate in a culture learning training program.</li> </ul>	January to June 2025	Manager People and Culture; and Chief Executive Officer
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>	<ul style="list-style-type: none"> <li>Celebrate NAIDOC Week annually across the Shire, and internally.</li> <li>Promote across social media and via the internal Intranet</li> </ul>	06 – 13 July 2025	Manager Community Strengthening and Engagement and Communications Consultant
	<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> </ul>	<ul style="list-style-type: none"> <li>Hold one NAIDOC Week external event in our Shire.</li> </ul>	06 – 13 July 2025	Manager Community Strengthening and Engagement and Communications Consultant
	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	<ul style="list-style-type: none"> <li>Plan for the NAIDOC week external event to be held 06 – 13 July 2025</li> </ul>	January to June 2025	Manager Community Strengthening and Engagement and Communications Consultant

<b>Opportunities</b>				
<b>Action</b>	<b>Deliverable</b>	<b>Measure/Indicator</b>	<b>Timeline</b>	<b>Responsibility</b>
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	<p>Council engages staff based on Merit in accordance with the Local Government Act 2020 requirements.</p> <ul style="list-style-type: none"> <li>As part of the Workforce Plan review to commence from October 2024, Council can include targets for Aboriginal and Torres Strait Islander recruitment. We commit to developing measures around employment, retention, career progression and professional development opportunities.</li> </ul>	<p>September 2024 onwards.</p> <p>Workforce Plan to be revised in 2025.</p>	Manager People and Culture
	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Assessment to be incorporated into informing the Workforce Plan review to commence from June 2025.</li> </ul>	June 2025 onwards.	Manager People and Culture
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	<ul style="list-style-type: none"> <li>Council is committed to Social Procurement outcomes, and including an evaluation criteria specifically for Traditional Owners.</li> </ul>	2024	Manager Corporate Services
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	<ul style="list-style-type: none"> <li>Council will commit to reviewing the Supply Nation Membership and potential benefits.</li> </ul>	2024	Manager Corporate Services



<b>Governance</b>				
<b>Action</b>	<b>Deliverable</b>	<b>Measure/Indicator</b>	<b>Timeline</b>	<b>Responsibility</b>
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Form a RWG to govern RAP implementation.</li> </ul>	<ul style="list-style-type: none"> <li>Reconciliation Action Plan Working Group to be established in conjunction with our Consultative Committee.</li> </ul>	September 2024 onwards	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the RWG.</li> </ul>	<ul style="list-style-type: none"> <li>ToR to be adopted as part of the Consultative Committee Action Plan</li> </ul>	September 2024 onwards	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	<ul style="list-style-type: none"> <li>Consult with BGLC regarding representation on the RWG.</li> </ul>	September 2024 onwards	Chief Executive Officer
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	<ul style="list-style-type: none"> <li>Staff Members assigned to roles and responsibilities for implementation of RAP.</li> </ul>	September 2024 onwards	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	<ul style="list-style-type: none"> <li>Discuss with Leadership Team and assign duties in from September 2024.</li> </ul>	September 2024 onwards	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Appoint a senior leader to champion our RAP internally.</li> </ul>	<ul style="list-style-type: none"> <li>Manager Community Strengthening and Engagement to be YSC Champion.</li> </ul>	September 2024 onwards	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	<ul style="list-style-type: none"> <li>Report bi-annually to Leadership Team, Councillors and BGLC on performance against targets / indicators.</li> </ul>	September 2024 onwards	Chief Executive Officer
12. Build accountability and transparency through reporting RAP achievements, challenges and	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.</li> </ul>	<ul style="list-style-type: none"> <li>Contact to be made in September 2024 confirming details.</li> </ul>	September 2024	Chief Executive Officer

Governance				
learnings both internally and externally.	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.</li> </ul>	<ul style="list-style-type: none"> <li>Contact to be made in September 2024 updating details.</li> </ul>	September 2024	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	<ul style="list-style-type: none"> <li>Confirm date for the annual IMQ to be completed.</li> </ul>		Chief Executive Officer
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.</li> </ul>	<ul style="list-style-type: none"> <li>Register in September 2025 for the next RAP</li> </ul>	September 2025	Chief Executive Officer

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# Local Government Engagement Strategy

LGES Action	YSC Commitment	Status
<b>A. Recognition</b>		
<p>1) Formally acknowledge the WJJWJ People as the Traditional Owners of their traditional lands and waters.</p>	<p>Council will formally acknowledge the WJJWJ People as the Traditional Owners of their traditional lands and waters at:</p> <ul style="list-style-type: none"> <li>• Community Meetings (facilitated by YSC and where YSC attends and presents).</li> <li>• All Council held Events, internal and external.</li> <li>• YSC internal and external meetings.</li> </ul> <p>The following acknowledgement will be utilised until such time as BGLC releases their preferred version of formal acknowledgement:</p> <p><i>We acknowledge that the activities of Yarriambiack Shire Council is held under the traditional skies and in the waterways and lands of the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagulk people and Council pays respects to their ancestors, along with their Elders past and present.</i></p>	<p>Guidelines to be developed and adopted by Council.</p> <p>Protocol informally adopted from 27 July 2023, awaiting guidelines implementation.</p>
<p>2) Acknowledge the WJJWJ People in official documents and websites.</p>	<p>Council includes an acknowledgement statement in all documents adopted by Council from 27 July 2023.</p> <p>Council includes an acknowledgement in/on the following:</p> <ul style="list-style-type: none"> <li>• Website</li> <li>• Council Plan (including Health and Wellbeing Plan)</li> <li>• Strategies; Asset Management Plan, Early Years Plan, Access and Inclusion Plan, Tourism Strategy, Economic Development Strategy, Youth Strategy, Workforce Plan and Gender Equality Action Plan.</li> </ul>	<p>Guidelines to be developed and adopted by Council.</p> <p>Protocol informally adopted from 27 July 2023, awaiting guidelines implementation.</p>

<b>LGES Action</b>	<b>YSC Commitment</b>	<b>Status</b>
<p>3) Conduct Welcomes to Country for council events, in accordance with the Protocol on Acknowledgements and Welcomes to Country contained in the Recognition and Settlement Agreement (Agreement), as amended or modified from time to time by written direction from the BGLC.</p>	<p>Where the Council holds an event, BGLC cultural services will be engaged to conduct a Welcome to Country.</p> <p>Where it is an opening of a Council owned asset, BGLC cultural services will be engaged to conduct a smoking ceremony.</p> <p>Where it is an opening of a Community owned asset, and Council has project managed and has auspiced the funding, BGLC cultural services will be engaged to conduct a smoking ceremony.</p>	<p>Guidelines to be developed and adopted by Council.</p> <p>Protocol informally adopted from September 2024, awaiting guidelines implementation.</p>
<p>4) Engage the BGLC to recommend WJJWJ names for:</p> <ul style="list-style-type: none"> <li>a. new local roads, bridges and public spaces in the Agreement Area; and</li> <li>b. existing local roads, bridges and public spaces on WJJWJ land, with particular priority given to those local roads, bridges and public spaces that cause hurt or offence to the WJJWJ People; and</li> <li>c. establish a process for implementation of those recommendations, including payment of fees to BGLC for providing this service (also noting that BGLC will decline requests from Councils to endorse traditional names proposed by Councils).</li> </ul>	<p>Engage BGLC to recommend WJJWJ names for new and existing roads, bridges and public spaces.</p> <p>Council already has a requirement under the Naming Rules (NR), within the guidelines in the <i>Geographic Place Names Act 1998</i> that it is required to consult with Traditional Owners (TO) if we were to use traditional owner language. The NR also states that Traditional Owner's can request to name a road, feature, locality, including a locality boundary. Section 7 of the NR requires consultation with the extended community, including TO's. (New subdivision roads are exempt from s7).</p> <p>Council commits to consult with BGLC with the naming of all roads (including subdivisions) and where name changes are recommended.</p>	<p>Practice to commence from December 2023.</p>
<p>5) Install appropriate signage, keeping places and interpretive information in agreed locations to acknowledge and recognise the WJJWJ People as the Traditional Owners for the Agreement Area following consultation between BGLC and relevant councils.</p>	<p>Signage will be developed in consultation with BGLC. Council Officers will request input into signage during scheduled meeting sessions, seeking feedback.</p>	<p>Practice to commence from December 2023.</p>
<p>6) Work with BGLC to develop a protocol for flying the Aboriginal flag on council buildings.</p>	<p>Council has an adopted Flag Control Policy and Guidelines that requires the following;</p>	<p>Current practice and embedded into Flag Control Policy and Guidelines.</p>

<b>LGES Action</b>	<b>YSC Commitment</b>	<b>Status</b>
	<p><b><i>Flying the Aboriginal and Torres Strait Islander Flag</i></b>  Council flies both the Aboriginal and Torres Strait Islander flags along with the Australian flag. Council recognises the significance and diversity of culture within the community and is committed to learning and better understanding the attributes and variable that impact on Aboriginal communities and culture today. All three flags are being flown from poles of the same height. The Australian National Flag is displayed on the flagpole to the far left (when looking at the building) with the other two flags to the right as per the Australian National Flag Protocols.</p>	
<p>7) Work with BGLC to develop a protocol for attaching plaques to council buildings and infrastructure that acknowledge the WJJWJ People as the Traditional Owners for the Agreement Area.</p>	<p>Council is committed to consulting with BGLC regarding plaques on Council Buildings and Infrastructure. In consultation with BGLC a proposed protocol will be developed that YSC can follow.</p>	<p>To commence consultation.</p>
<p><b>B. Education and Relationship Building</b></p>		
<p>8) Build partnerships between key State and BGLC representatives to facilitate implementation of this strategy, including in relation to the management and protection of WJJWJ sites of cultural significance on council land.</p>	<p>The Mayor and Council Officers are committed to attending scheduled and regular meetings with BGLC representatives to monitor and report on the implementation of this strategy.</p>	<p>First meeting scheduled 14 December 2023. Meetings have continued thereafter.</p>
<p>9) Engage BGLC to develop education and training programs for councillors, council staff and the broader community to deepen their knowledge and understanding of WJJWJ People and their lands, lore, customs, languages, spirituality and history as the Traditional Owners for the Agreement Area and the role of BGLC as the Traditional Owner Group Entity and Registered Aboriginal Party under the <i>Aboriginal Heritage Act 2006</i> for the Agreement Area.</p>	<p>Engage BGLC to develop education and training programs for Councillors, Council staff and broader community. Currently we undertake Cultural Awareness training. This would also be recommended for Councillors as well as staff.</p> <p>Include the BGLC education as part of the Councillor induction program post 2024 Council Elections.</p>	<p>To commence training from October 2024 as part of Councillor induction program.</p>

<b>LGES Action</b>	<b>YSC Commitment</b>	<b>Status</b>
10) Hold regular BGLC/council planning and information days, attended by CEOs and mayors (and other staff as appropriate) of all local governments in the Agreement Area.	Council is committed to inviting BGLC to contribute towards the development of the Council Plan (including Health and Wellbeing Plan) that will be revised in 2024-25 financial year.  Mayor and CEO committed to attending regular and scheduled meetings with BGLC representatives.	Meetings commenced from 14 December 2023.  Council Plan will be revised in 24-25 Financial Year.
<b>C. Engagement in Strategic Planning</b>		
11) Incorporate and apply self-determination principles from the Victorian Aboriginal Affairs Framework into council planning and decision-making processes.	Council is committed to engaging BGLC in decision making where it may have an impact on Aboriginal and Torres Strait Islander peoples' lives, including their economic, social, and cultural development.	Engagement commenced during bi-monthly meetings.
12) Where not already in place, work with the BGLC to develop a Reconciliation Action Plan with the assistance of Reconciliation Australia, with a specific section that deals solely with reconciliation between the WJJWJ People and councils.	Council has commenced the development of their first Reconciliation Action Plan.	Developed in partnership with BGLC and to be endorsed by Reconciliation Australia.
13) Where already in place, work with the BGLC to review any existing Reconciliation Action Plans to ensure they are consistent with the rights and interests of the WJJWJ People, with a specific section that deals solely with reconciliation between the WJJWJ People and councils.	Council does not have an existing Reconciliation Action Plan.	Not applicable at this stage.
14) Work with the BGLC to implement the <i>Victorian Aboriginal and Local Government Strategy</i> .	This document is evidence of Council's commitment to work with BGLC to implement the LGES. We are also committed to attending regular, and scheduled meetings with BGLC.	Commenced development of LGES to recognise commitment.
15) Partner with the BGLC to ensure that WJJWJ People's rights, aspirations, and perspectives are incorporated into all Community Visions and Council Plans prepared under the <i>Local Government Act 2020</i> (Vic). BGLC should be consulted in the preparation of these documents as a key partner and landowner, on equal footing with councils.	Council is committed to inviting BGLC to participate as a partner into the development of Council's Vision, and Council Plan (including the Health and Wellbeing Plan).	Council Plan and Vision will be revised on 24-25 Financial Year.
16) Consult and partner with the BGLC in preparation of any new or updated plans, policies or strategies relating to water management. Recognition of the	Council is committed to partner with BGLC to include WJJWJ People's rights, aspirations and perspectives are incorporated into Community Visions and Council Plans,	To commence from December 2023.

<b>LGES Action</b>	<b>YSC Commitment</b>	<b>Status</b>
<p>aspiration of WJJWJ People to be sole managers of their waters and waterways should be a cornerstone of any engagement or consultation process.</p>	<p>and we will consult with BGLC on plans, policies or strategies relating to water management, early years, municipal fire prevention, local laws, planning, rates and levies charged to BGLC.</p> <p>Council will provide a quarterly updated list of all projects, plans, policies and strategies that YSC is considering.</p>	
<p>17) Consult with the BGLC in preparation of any new or updated plans, policies or strategies relating to roads and roadsides, including Road Management Plans under the <i>Road Management Act 2004 (Vic)</i>. Such consultation is to focus on WJJWJ People's rights and interests in and adjacent to roads, road reserves and road infrastructure, particularly in relation to protection of places of cultural significance.</p>	<p>Council is committed to consulting with BGLC in preparation of any new or updated plans, policies or strategies relating to roads, roadsides, including the RMP.</p> <p>The RMP is due for review again in the 2024-25 Financial Year.</p>	<p>RMP will be revised in the 24-25 Financial Year.</p>
<p>18) Consult with the BGLC in preparation of any new or updated firewood plan, policy or strategy.</p>	<p>We are committed to consulting with BGLC in preparation of any new or updated firewood plan / policy or strategy. This includes the current review being undertaken regarding insurance requirements and permits.</p>	<p>To commence from September 2024.</p>
<p>19) Partner with the BGLC to co-design and deliver health and wellbeing programs and services, including in production of Municipal Health and Wellbeing Plans under the <i>Public Health and Wellbeing Act 2008 (Vic)</i>.</p>	<p>We are committed to partnering with BGLC to review our Health and Wellbeing Plan, that is included in our Council Plan. The Council Plan is due for review in the 2024-25 Financial Year.</p>	<p>Council Plan will be revised in the 24-25 Financial Year.</p>
<p>20) Partner with the BGLC to co-design and deliver a mental wellbeing program to improve mental health issues impacting on Aboriginal people under the <i>Balit Murrup: Aboriginal social and emotional wellbeing framework 2017-2027</i>, with Aboriginal self-determination embedded as a core principle.</p>	<p>As above, we are committed to partnering with BGLC to review our Health and Wellbeing Plan, and to include mental health as a key priority within the Plan.</p> <p>Council is also committed to advocacy to secure in person, face to face resources within our region to boost mental health services in the region.</p>	<p>Council Plan will be revised in the 24-25 Financial Year.</p>
<p>21) Work with the BGLC when preparing Municipal Early Years Plans, with a view to improving health outcome for local Aboriginal children and/or deepening the broader community's knowledge and awareness of WJJWJ People's culture.</p>	<p>Council has recently updated and adopted their revised Municipal Early Years Plan. We are committed to consulting with BGLC to review our current plan and make any changes / additions as required.</p>	<p>To commence from December 2023.</p>

<b>LGES Action</b>	<b>YSC Commitment</b>	<b>Status</b>
22) Consult with the BGLC in preparation of fire management plans, policies or strategies, including any new or updated Municipal Fire Management Plan.	Council is committed to promoting that BGLC is engaged as part of the review of the Municipal Fire Management Plan. The plan is developed as reviewed by the Grampians Regional Strategic Fire Management Planning Committee. This plan is not due for review until 2024.	To commence in 24-25 Financial Year.
23) Consult with the BGLC in preparation of any new rating policy or strategy and commit to minimising rates and levies charged to the BGLC, or other entities wholly owned or controlled by the WJJWJ People.	Council reviews its Revenue and Rating Plan annually. Council commits to inviting BGLC to comment on the strategy as part of the annual review process.	May-June each year the plan is reviewed.
24) Conduct periodic reviews of local laws, in consultation with BGLC, to ensure appropriate alignment with WJJWJ People's rights, interests and aspirations.	Council has recently reviewed their Local Law, with consideration to alignment with WJJWJ People's rights, interests and aspirations.	To commence from September 2024.
25) Put in place procedures to engage with BGLC in preparation of the above plans, policies, strategies and local laws early in the development and planning process so that the WJJWJ input is meaningful and useful.	Council is committed to reviewing its Community Engagement Policy, and developing a Community Engagement Guideline that outlines specifically how we will engage directly with BGLC on projects, plans, policies, strategies and initiatives.	To commence from September 2024.
26) Ensure that the above work and consultation with BGLC is adequately funded. Where no other funding arrangement is in place, any work or consultation with BGLC should be conducted on a fee for service basis.	<p>Council is committed to exploring funding opportunities via state government grant programs to support an engagement officer. (Council Support Fund – consider exploring possibilities).</p> <p>Council is committed to making resources available to ensure effective and meaningful consultation is undertaken.</p> <p>Council has welcomed the State Governments direct funding to BGLC to support a Local Government Engagement Officer.</p>	Ongoing
<b>D. Business Support</b>		
27) Recognise that Traditional Owner businesses can make valuable and unique contributions to local economies and communities: driving innovation, providing access to new markets, creating new jobs and attracting tourists.	As part of Council's Procurement Policy requirements, Council is required to consider social procurement, and local purchasing philosophies. A weighting is provided	Review undertaken in September 2024.



<b>LGES Action</b>	<b>YSC Commitment</b>	<b>Status</b>
	as part of our evaluation process for social procurement. This could be expanded out further, specifically to identify Traditional Owner businesses. Council is committed to reviewing their evaluation plan to provide a weighting for Traditional Owner businesses, as part of the social procurement evaluation component.	
28) Establish a preferential contracting and procurement process under which council agrees to preferentially source goods and services from BGLC or other WJJWJ entities or businesses, including in relation to: <ul style="list-style-type: none"> <li>a. natural resources management;</li> <li>b. cultural awareness training;</li> <li>c. equipment or machinery hire; and/or</li> <li>d. other goods or services for which BGLC and/or its subsidiaries or members have relevant supply capability or expertise.</li> </ul>	Recognise that Traditional Owner businesses, and preferential contracting and procurement process. Council already complies with the social procurement requirements of the State Government. As above, Council is committed to further expanding the Social Procurement evaluation to create a specific criterion for Traditional Owners.	Review undertaken in September 2024.
29) Commit to notifying BGLC of any local business and economic development programs and grants.	As part of our regular and scheduled meetings with BGLC, Council Officers will provide a report on any programs, grants and procurement activities coming up.	Commence from January 2024.
30) Put in place a structure to ensure that councils preferentially source biodiversity and carbon offsets, and other environmental market services and products, from BGLC or other WJJWJ entities or businesses.	Council will make a commitment as part of our Environment Strategy development that we will preferentially source services and products, from BGLC or other WJJWJ entities or businesses.	Review undertaken and to be adopted in September 2024.
31) Formally adopt the Procurement Strategy for Natural Resource Management, as set out in the Natural Resource Agreement, and other general preferential procurement provisions in the Agreement.	Council will commit to adopting the Natural Resource Management Procurement Strategy, to be embedded into our Procurement Management Manual . Council will report on progress to BGLC annually via our regular and scheduled meetings.  <a href="#">NRA-WJJWJ-People.PDF (firstpeoplesrelations.vic.gov.au)</a>	Review to be undertaken post September 2024.

<b>LGES Action</b>	<b>YSC Commitment</b>	<b>Status</b>
<b>E. Employment</b>		
32) Pool resources between councils to fund a Local Government Engagement Strategy Implementation Manager and Implementation Officer, to be employed by the BGLC, and to facilitate implementation of this strategy.	Council does not have additional funds to support the engagement of a Manager and/or Officer. Council will however consider partnering with other LGA's to apply for Council Support Funding to assist with this initiative.  Council welcomed the State Government Funding that was provided directly to BGLC to engage a Local Government Engagement Officer.	Continuously monitor and review.
33) Commit to preferentially employ appropriately skilled WJJWJ people.	Council has a commitment to employing people based on Merit, in accordance with the Local Government Act 2020 requirements.  Council will utilise the Workforce Plan review in 24/25 Financial Year to address preferential employment for skilled WJJWJ people.	2024-25 Financial Year.
<b>F. Management of Council Owned or Controlled Land</b>		
34) Develop a framework for involvement of the BGLC in management of council-controlled lands and waters. Recognition of the aspiration of WJJWJ People to be sole managers of their lands and waters should be a cornerstone of any such framework.	Council is committed as part of the Community Engagement Policy review, and Guidelines development, including how Council will engage with BGLC specifically in relation to the management of Council controlled lands and waterways.	2024-25 Financial Year in conjunction with the Council Plan review.
<b>G. Participation in Planning Scheme Processes</b>		
35) Develop a framework for ensuring alignment of each planning scheme (including the location of relevant zones and overlays) with WJJWJ People's rights, interests and aspirations. The framework should include processes for periodic review by the WJJWJ People of each planning scheme. It should provide for identifying, assessing and documenting places of Aboriginal cultural heritage significance for inclusion in the planning scheme (in accordance with Victorian Planning Provision 15.03-2S), including by way of Heritage Overlay (in accordance with Victorian Planning Provision 43.01).	Council is committed to ensuring alignment with each planning scheme with WJJWJ People's rights. Council will ensure it engages with BGLC as part of any planning scheme review.	Ongoing commitment to consultation.

<b>LGES Action</b>	<b>YSC Commitment</b>	<b>Status</b>
36) Develop a process to consult BGLC in relation to planning permit applications and planning scheme amendments that affect the WJJWJ People.	Some planning permit applications require a Cultural Heritage Management Plan through the requirements of the Aboriginal Heritage Regulations 2018, consultation with BGLC is required as part of this process.  Council needs to be conscious that the rights and interests of WJJWJ Peoples can also be impacted by activities that do not trigger Cultural Heritage Management Plans. Therefore, Council will raise any projects it has, or is aware of quarterly with BGLC.	Ongoing commitment to consultation.
37) BGLC engagement with the planning process should be funded or be undertaken on a fee for service basis.	For any consultation that is required, Council procures these services currently from BGLC on a fee for service basis. This means of payment for services rendered would continue to be supported.	Ongoing commitment to fee for service payment.
<b>H. Funding</b>		
38) Devote a portion of local government revenue towards implementing this strategy.	Council currently allocates funds to consultation and fee for service arrangements, as part of project planning. Council's financial resources are lean, and funding applications would be required to allocate a resource to implementing this strategy within the organisation.	To be considered further.
39) Work with the BGLC to develop funding applications to implement this strategy.	Council would support a joint LGA and BGLC application to implement LGES.	To be considered further.
<b>List of Priority Projects</b>	<b>Attachment 1: Priority Project List</b>	
List of Projects, Initiatives and Activities for Notification to BGLC as at 19 August 2024	<p>Energy Projects - <a href="#">Home - Yarriambiack Shire Council</a></p> <ul style="list-style-type: none"> <li>• Warracknabeal Energy Park Wind Farm</li> <li>• Wilkur Energy Park Wind Farm</li> <li>• Campbells Bridge Wind Farm</li> </ul> <p>Community Action Plans - <a href="#">Community Action Plans - Yarriambiack Shire Council</a></p> <p>Priority Projects - <a href="#">Home - Yarriambiack Shire Council</a></p>	