



Mildura Rural City Council

**Reconciliation Action Plan**  
2015 - 2016  
Progress Report



## **Acknowledgement**

Mildura Rural City Council acknowledges the Traditional Custodians of the land, which now comprises the Mildura Rural City municipality. We pay our respects to Elders past and present, and celebrate and respect their continuing cultures and acknowledge the memories of their ancestors.

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# Steps to respectful relationship

“The Reconciliation Action Plan (RAP) was launched in June 2015 as part of National Reconciliation Week. It was a foundational effort to set the strategic direction to achieve a reconciliation vision for Mildura Rural City Council.

The RAP provided a framework for taking practical steps and actions, detailing stages and priorities to improve respectful relationships. It was developed through extensive consultation with local Aboriginal community members, Aboriginal service providers, Council’s Aboriginal Action Committee (AAC) members, Councillors and Council staff, State and Federal Government representatives and Reconciliation Australia. Significant work and a willingness to engage is required to continue developing awareness amongst our staff. We need to continue our leadership role within the community, highlighting the opportunities to improve cultural understanding and equitable participation in the social and economic fabric of our community.

Today, the RAP has completed its 12 month anniversary with some major achievements and some promises for future RAP actions in its key focus areas of Relationship, Respect and Opportunities. It has become an aspiration and a hope to Aboriginal and Torres Strait Islander (ATSI) people and communities who live, work and visit Mildura and the region.”

Gerard José  
**Chief Executive Officer**  
Mildura Rural City Council

# Feeling of fostering trust and respect

I am pleased at the ongoing work of the Council to further enhance the relationship between the Aboriginal community and their organisation.

They have proven their commitment to our people with the body of work. Council has provided opportunities for Aboriginal and Torres Strait Islander (ATSI) people in many areas and of particular importance, worked on such ground-breaking initiatives such as:

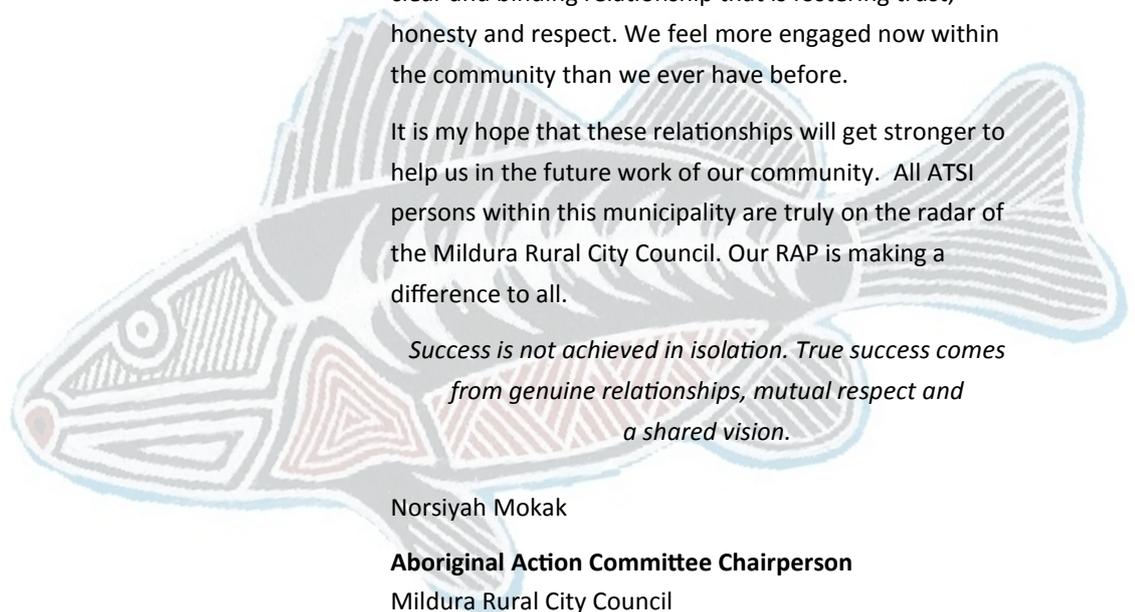
- The first ever Indigenous War Memorial to be erected at Henderson Park
- A video to be viewed at the Mildura Airport highlighting the ATSI community is under construction
- Aboriginal elements in the Riverfront Development and Landscape
- Provision of support to and funding of National Aborigines and Islanders Day Observance Committee (NAIDOC) week activities
- Supporting the Community Plan of the Local Aboriginal Network (LAN) and the Aboriginal community of Mildura
- Delivery and support of an Aboriginal Employment Program and Strategy
- Commitment to our Aboriginal Action Committee

There are many more projects that we have worked on with Council, but over the past several months there is a clear and binding relationship that is fostering trust, honesty and respect. We feel more engaged now within the community than we ever have before.

It is my hope that these relationships will get stronger to help us in the future work of our community. All ATSI persons within this municipality are truly on the radar of the Mildura Rural City Council. Our RAP is making a difference to all.

*Success is not achieved in isolation. True success comes from genuine relationships, mutual respect and a shared vision.*

Norsiyah Mokak  
**Aboriginal Action Committee Chairperson**  
Mildura Rural City Council



## Our Business

Mildura Rural City Council plays an important role in helping shape the future of the Mildura region and enhancing community wellbeing. As a local government organisation, we deliver more than 100 different services to more than 50,000 residents across an area of 22,000 square kilometers. We are a diverse community, with many vibrant towns, cultures, landscapes, industries and priorities. Council is one of the largest local employers in the municipality with approximately 630 staff.

Council's direction is determined by a four year Council Plan, developed through consultation with the local community. Actions embedded within the Council Plan include developing and implementing an Indigenous Action Plan.

The Reconciliation Action Plan (RAP) vision for reconciliation aligns with Council's vision for the future of making this *"the most liveable, people-friendly community in Australia"*.

Council's RAP vision is: *"Walking and talking together to create a respectful community that is inclusive and built upon shared understanding."*

Council's RAP provides a framework for the future, detailing steps and priorities to achieve Indigenous equality. This framework focuses on:

- ◆ Building and maintaining good relationships
- ◆ Respecting the special contribution of Aboriginal and Torres Strait Islander (ATSI) peoples to Australia
- ◆ Working together to ensure Aboriginal and Torres Strait Islander people have the same life opportunities as all Australians

## Our Community

Our community is a diverse and vibrant community. The Aboriginal and Torres Strait Islander histories around the townships and areas within and surrounding our municipality dates back more than 40,000 years. The proud Traditional Custodians of the lands in and around Mildura are the Latji Latji people and their neighbours the Barkindji people from across the river.

Statistics state that as at 2012 approximately four percent of the Mildura Local Government Area

residents are of an ATSI descent, making the area home to the second largest population of ATSI people in regional Victoria. Local community knowledge indicates that the population is significantly higher than what is captured through census data.

## Our journey towards a Reconciliation Action Plan

To date Council has introduced an extensive range of initiatives aimed at recognising the vibrant local ATSI culture and the importance and position of the traditional owners in our community.

Since its establishment in late 2011, Council's Aboriginal Action Committee (AAC) has successfully worked with alongside Council to develop the *Aboriginal and Torres Strait Islander Recognition Policy*, the Aboriginal Employment Strategy, the introduction of Cultural Awareness training for Council staff and Councillors and installation of Acknowledgement of Traditional Owner signage and statements, which are now located at the main entrances to Council Service Centres.

Council first celebrated NAIDOC week in 2006 with a flag raising event in the Langtree Mall. Since then Council's involvement, support and encouragement for NAIDOC celebrations across the community has grown significantly.

In 2012 a Community Reference Group was formed to support Mildura's Riverfront Precinct Redevelopment. The aim of the riverfront redevelopment is to create a real riverfront destination that offers cultural and recreational opportunities, public gathering spaces and areas for community events. Council's Aboriginal Action Committee is represented on the Community Reference Group to:

- ◆ Collect ideas and views on the riverfront development
- ◆ Discuss issues and opportunities and help set priorities
- ◆ Make sure the final design meets community needs

Council has for many years flown both the ATSI flags at the front entrance of the Madden Avenue Service Centre. In 2012, recognition of Aboriginal cultures and histories were welcomed into the

Council Chamber with the inclusion of both flags and the introduction of an Acknowledgement of Country statement by the Mayor at the commencement of each Council meeting.

In late 2012, Council partnered with Victoria Police, Department of Business and Innovation, and the Local Aboriginal Education Consultative Group to deliver the Mildura Aboriginal Employment Program. The aim of the Program is to place Aboriginal young people into sustainable employment.

In early 2013, Council formally acknowledged and supported the Yuranga Aboriginal Network (Mildura Local Indigenous Network) Community Plan, recognising the significant work of the local community in developing the plan which identifies community priorities and proposed actions to pursue priorities. The Mildura Local Indigenous Network (LIN) are supportive of and involved in the planning and implementation of Council's Reconciliation Action Plan.

In late 2013, Council signed up as an official supporter of the Australian Human Rights Commission's campaign '*Racism. It Stops With Me*' as part of the National Anti-Racism Strategy. Council took this as an opportunity to demonstrate and strengthen its leadership in promoting community wellbeing and assisting the development of a community that is supportive, inclusive, tolerant and welcoming.

## **Our Reconciliation Action Plan**

The development of Council's first Reconciliation Action Plan (RAP) 2015-2016 has been an opportunity for Council to clearly articulate an organisational commitment and response to reconciliation with Aboriginal and Torres Strait Islander peoples. The initial 12 month RAP sets the strategic direction of the reconciliation vision we want to achieve in Council in the key areas of relationship, respect and opportunity to Aboriginal people, communities and organisations.

The process of RAP development was championed by Council's Strategic Management Team and led by the Community Futures Branch with unanimous support from Councillors in 2014. A steering group was formed comprising representation from the Aboriginal Action

Committee, local Aboriginal organisations, community members, Council's Arts and Culture Portfolio Councillor's and Council staff.

Advice, guidance and support for the Council RAP has been provided by Traditional Custodian Owner Groups, Aboriginal and Torres Strait Islander and the wider community, stakeholders from the state and federal governments, non-government agencies and other community based organisations.

This annual RAP report represents priority actions that were unique to the municipality and has explored the strengths, spheres of influence and new opportunities for the next RAP period.

## Relationships

### Building mutually respectful relationships between Council and Community

Action	Responsibility	Timeline	Measurable Target	Progress
1	<p>Establish and maintain a RAP Working Group to develop the RAP.</p> <p>Manager Community Futures</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>June 2015</p> <p>June 2016</p> <p>June 2016</p>	<p>RAP Working Group established.</p> <p>A minimum of four RAP Working Group meetings per year.</p> <p>Two joint meetings held with Aboriginal Action Committee per year.</p>	<p>COMPLETED.</p> <p>RAP Working Group established, membership includes members of the AAC and Council staff.</p> <p>Four RAP Working Group meetings were held - October 2015, February, April and June 2016.</p> <p>Two joint meetings were held - February and June 2016.</p>
2	<p>RAP Working Group implement RAP and monitor progress.</p> <p>Manager Community Futures</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>June 2015</p> <p>June 2016</p>	<p>The RAP Working Group oversees the development, endorsement and launch of the RAP.</p> <p>The RAP Working Group meets at least twice annually to monitor and report on RAP implementation.</p>	<p>COMPLETED.</p> <p>RAP was endorsed by Reconciliation Australia and Councillors and launched in June 2015.</p> <p>Two RAP Working Group meetings to monitor and report on the implementation of the RAP were held - October 2015 and April 2016.</p>
3	<p>Celebrate National Reconciliation Week annually by providing opportunities for employees to build upon existing relationships based upon mutual understanding and respect.</p> <p>Manager Community Futures</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>June 2015 and 2016</p>	<p>A minimum of one internal event held each year at all main Council locations.</p> <p>Council supports and participates in a community Reconciliation event.</p>	<p>COMPLETED.</p> <p>Community march held - June 2015.</p> <p>Movie screening of 'Babakiueria' and a free BBQ lunch was hosted by Council for Council staff, June 2016 to celebrate National Reconciliation Week.</p>

## Relationships

### Building mutually respectful relationships between Council and Community

Action	Responsibility	Timeline	Measurable Target	Progress
<p>4 Raise the profile of the Aboriginal Action Committee and the Reconciliation Working Group, their purpose and progress through:</p> <ul style="list-style-type: none"> <li>•Community Matters</li> <li>•Staff Matters</li> <li>•Aboriginal and Torres Strait Islander organisations, service providers and stakeholders</li> <li>•Local Members</li> </ul>	<p>Manager Community Futures</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	June 2016	<p>Information appears in Council publications a minimum of twice per year (Community Matters, Staff News).</p> <p>Report on number of media releases and public relations opportunities created.</p>	<p>COMPLETED.</p> <p>Article published in Staff News, Community Matters – December 2015.</p> <p>Profile of AAC shared on Council website, via Social Media and media releases. A number of articles were published in local newspapers - Sunraysia Daily and Mildura Weekly.</p>
<p>5 Conduct regular meetings with Indigenous Land Use Agreement (ILUA) signatories or their delegates.</p>	<p>Chief Executive Officer</p>	June 2016	<p>A minimum of two meetings held annually.</p>	<p>COMPLETED.</p> <p>Meetings held - July 2015 and February 2016.</p>
<p>6 Strengthen partnerships and collaboration with Aboriginal and Torres Strait Islander organisations, service providers and stakeholders.</p>	<p>Manager Community Futures</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	June 2016	<p>Engagement plan developed in partnership with the Aboriginal Action Committee to improve communication, consultation and information sharing between the Aboriginal community and Council.</p>	<p>COMPLETED.</p> <p>Engagement Plan developed and endorsed by AAC .</p>

## Relationships

Building mutually respectful relationships between Council and Community

Action	Responsibility	Timeline	Measurable Target	Progress
<p>7 Develop and maintain a database of Aboriginal and Torres Strait Islander Elders, performers, caterers and speakers.</p>	<p>Manager Community Futures</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>June 2016</p>	<p>Database developed and made available to Council staff electronically for event organising and updated regularly.</p> <p>Aboriginal performers and providers are considered and included in major events, where appropriate.</p> <p>Encourage the use of services of Aboriginal performers and providers in major events, where possible.</p>	<p>COMPLETED.</p> <p>Database developed, maintained and available to staff.</p> <p>Aboriginal performers and providers were considered and included in major events where possible.</p>
<p>8 Inform and influence Council-funded entities including Mildura Development Corporation, Mildura City Heart and Mildura Tourism, about the significance of Council's Reconciliation Action Plan and their commitment to engage with Council's vision for Reconciliation.</p>	<p>Manager Corporate Administration</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>December 2015</p>	<p>Preliminary discussions held with Mildura Development Corporation, Mildura Tourism and Mildura City Heart Inc. flagging that when new memorandum of understandings are negotiated, they will reflect the commitment of these entities to engage with Council's Vision for Reconciliation.</p>	<p>COMPLETED.</p> <p>Agreements have been made with Council funded entities to promote the principles of reconciliation in their operational practices.</p>

## Relationships

Building mutually respectful relationships between Council and Community

Action	Responsibility	Timeline	Measurable Target	Progress
9 Establish a relationship with the Barengi Gadjin Land Council in relation to Aboriginal Cultural Heritage in the approved and applied Registered Aboriginal Party (RAP) areas.	Chief Executive Officer	June 2016	2 Meetings held.	COMPLETED.  Meeting held - February 2016. An agreement was reached that meetings would be held on an annual basis as a minimum.

## Respect

Create an organisational culture that is welcoming and inclusive of Aboriginal and Torres Strait Islander peoples

Action	Responsibility	Timeline	Measurable Target	Progress
1	<p>Increase Council employees' understanding of the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies.</p>	<p>Manager Community Futures</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>August 2015</p> <p>Protocol document developed and implemented to support Council's existing Aboriginal and Torres Strait Islander Recognition Policy.</p> <p>Communication plan developed and implemented.</p> <p>Traditional Owner Elder/Community member invited to do Welcome to Country or an Acknowledgement of Country is made at all Civic Events (Council meetings, Cultural Exchanges, Civic receptions and Functions).</p>	<p>COMPLETED.</p> <p>Protocol around Acknowledgement of Country developed and available in the form of a Fact Sheet for Council staff.</p> <p>Communications Plan developed and implemented.</p> <p>All civic events now include Welcome to Country or Acknowledgement of Country.</p>
2	<p>Develop, display and fully acknowledge Acknowledgement of Country Signage at entrances to main Council buildings and main transport entrances to the municipality.</p>	<p>Manager Corporate Administration</p> <p>Manager Asset Services</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>June 2015</p> <p>Acknowledgement of Traditional Owner signage and statements recognising Latji Latji country placed at entrances to main Council buildings.</p> <p>March 2016</p> <p>Acknowledgement of Traditional Country signage and statements located at the main transport entrances to the municipality.</p>	<p>COMPLETED.</p> <p>Signage installed at the entrances to Council's three Customer Service Centres– March 2016</p> <p>ON TRACK.</p> <p>Discussions are ongoing with Vic-Road and Mildura Airport.</p>



## Respect

Create an organisational culture that is welcoming and inclusive of Aboriginal and Torres Strait Islander peoples

Action	Responsibility	Timeline	Measurable Target	Progress
<p>4 Provide opportunities for Council's Aboriginal and Torres Strait Islander employees to engage with their culture and community through NAIDOC Week and other significant cultural events.</p>	<p>Manager Organisational Development</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>December 2015</p>	<p>Human Resource policies and procedures reviewed and enhanced to include opportunities and encouragement for staff to participate in NAIDOC Week and other significant cultural events, in particular Aboriginal and Torres Strait Islander staff.</p> <p>Partner with a least five local organisations to provide support for NAIDOC Week activities and events.</p>	<p>COMPLETED.</p> <p>Human Resource policies and procedures reviewed and enhanced to include opportunities and encouragement for staff to participate in NAIDOC.</p> <p>Council is a member of the local NAIDOC Committee. Membership includes representation from local Aboriginal organisations, local and state governments, not for profit organisations, local businesses and community members.</p> <p>NAIDOC Week was celebrated in partnership with the NAIDOC Committee– July 2016. Significant events that Council supported include: hosting a NAIDOC Flag Raising Ceremony, Community Event, Welcome Baby to Country and NAIDOC Ball.</p>
<p>5 Consult and develop protocols for the flying of Aboriginal and Torres Strait Islander flags.</p>	<p>Manager Corporate Administration</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>August 2015</p>	<p>Consultation with Aboriginal Action Committee to inform protocol document.</p> <p>Protocol document for Council employees developed, communicated and implemented.</p>	<p>COMPLETED.</p> <p>Protocol document for Council staff developed and communicated.</p> <p>Flying of Flags at Council Site Policy (Policy-OP178) was amended to acknowledge the passing of Aboriginal Elders.</p>

## Respect

Create an organisational culture that is welcoming and inclusive of Aboriginal and Torres Strait Islander peoples

Action	Responsibility	Timeline	Measurable Target	Progress
<p>6 Create a welcoming and culturally safe workplace and service for Aboriginal and Torres Strait Islander Council employees and community members.</p>	<p>Manager Corporate Administration</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>June 2015</p> <p>June 2016</p> <p>June 2015</p> <p>December 2015</p>	<p>Aboriginal and Torres Strait Islander publications and newspapers displayed in Council Service Centre foyer areas.</p> <p>Opportunities to rename or jointly name identified Council rooms scoped.</p> <p>Aboriginal artwork is included in customer service areas and in key public buildings.</p> <p>A copy of the National Apology is displayed in Council offices and customer services areas.</p>	<p>COMPLETED.</p> <p>Aboriginal and Torres Strait Islander publications and newspapers displayed in all Council Service Centre foyers.</p> <p>Potential naming and/or renaming of various Council buildings has been scoped. This action now sits with Corporate Administration for further consideration and implementation.</p> <p>The cover artwork for the RAP which was produced by Aboriginal artist James Baxter is displayed in all Council Service Centre foyers.</p> <p>Mildura Arts Centre is developing a brief for the purchase to include Aboriginal artwork in customer service areas and key public buildings.</p> <p>On the anniversary of the National Apology Day – 13 February 2016, a copy of the National Apology was unveiled at Council’s Deakin Service Centre.</p> <p>A copy of the National Apology is now displayed in all Council Service Centre foyers.</p>

## Respect

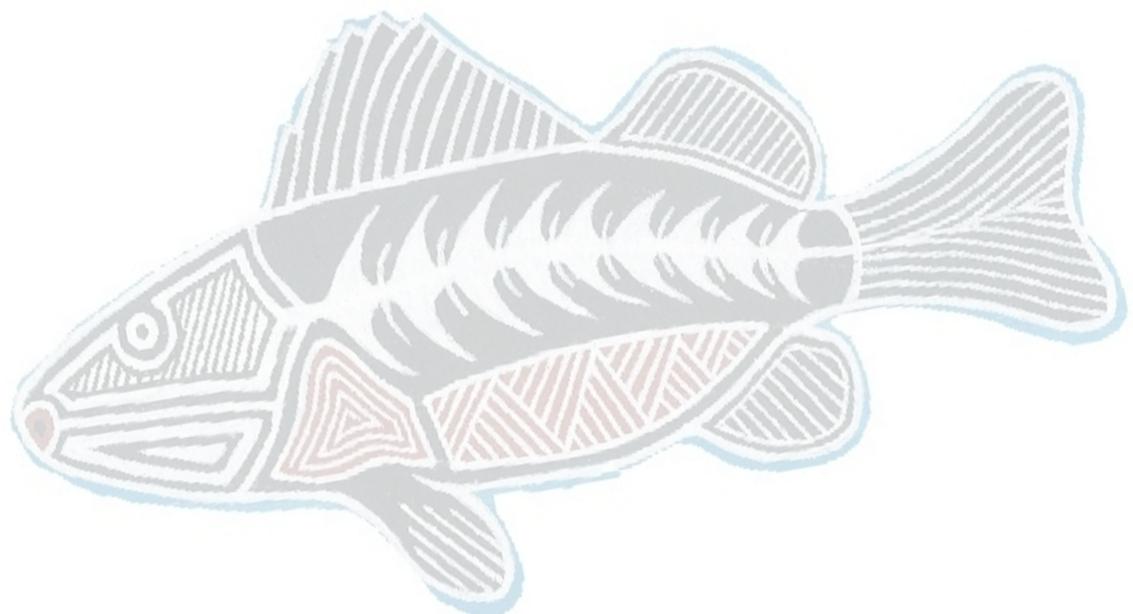
Create an organisational culture that is welcoming and inclusive of Aboriginal and Torres Strait Islander peoples

Action	Responsibility	Timeline	Measurable Target	Progress	
7	<p>Employees across all departments observe executive leadership and commitment to reconciliation as important outcomes for Mildura Rural City Council.</p>	<p>Councillors</p> <p>Chief Executive Officer</p> <p>General Manager Community</p> <p>General Manager Corporate</p> <p>General Manager Development</p>	<p>June 2016</p> <p>June 2015</p>	<p>Councillors and Executive Leadership Team members promote and attend key reconciliation events.</p> <p>A RAP Champion from the Executive Leadership Team level is appointed to advocate for reconciliation within Council.</p>	<p>COMPLETED.</p> <p>Councillors and Executive Leadership Team members have actively participated in and promoted events such as National Apology Day, NAIDOC Week activities and Harmony Day.</p> <p>Chief Executive Officer Gerard José has been appointed as a RAP Champion, representing the Executive Leadership Team. Mr José actively advocates for reconciliation within Council by embracing opportunities for Council staff to work with, employ, celebrate and partner with Aboriginal and Torres Strait Islander people in our community.</p>
8	<p>Provide opportunities for Council employees to celebrate Aboriginal and Torres Strait Islander cultural events to increase their respect and appreciation of significant dates.</p>	<p>Manager Community Futures</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>June 2016</p> <p>June 2016</p>	<p>Aboriginal and Torres Strait Islander Events Calendar produced and promoted.</p> <p>Aboriginal and Torres Strait Islander Significant Dates Fact Sheet produced and promoted.</p>	<p>COMPLETED.</p> <p>Aboriginal and Torres Strait Islander Events Calendar produced and promoted.</p> <p>Next steps include event organisers promoting their event on Council's website – 'Whats On'.</p> <p>Aboriginal and Torres Strait Islander Significant Dates Fact Sheet produced and promoted.</p>

## Respect

Create an organisational culture that is welcoming and inclusive of Aboriginal and Torres Strait Islander peoples

Action	Responsibility	Timeline	Measurable Target	Progress
9	Review current practice and develop an organisational process for Council works to ensure compliance with the <i>Aboriginal Heritage Act 2006</i> and respectful management of Aboriginal sites.	Manager Asset Services  June 2016	Process developed and implemented.	ON TRACK.  This process has been initiated. Existing plans include working with representatives from the local Office of Aboriginal Affairs to develop guides and training packages that will be used as planning tools to deliver culturally appropriate practices around Aboriginal cultural heritage.





## Opportunities

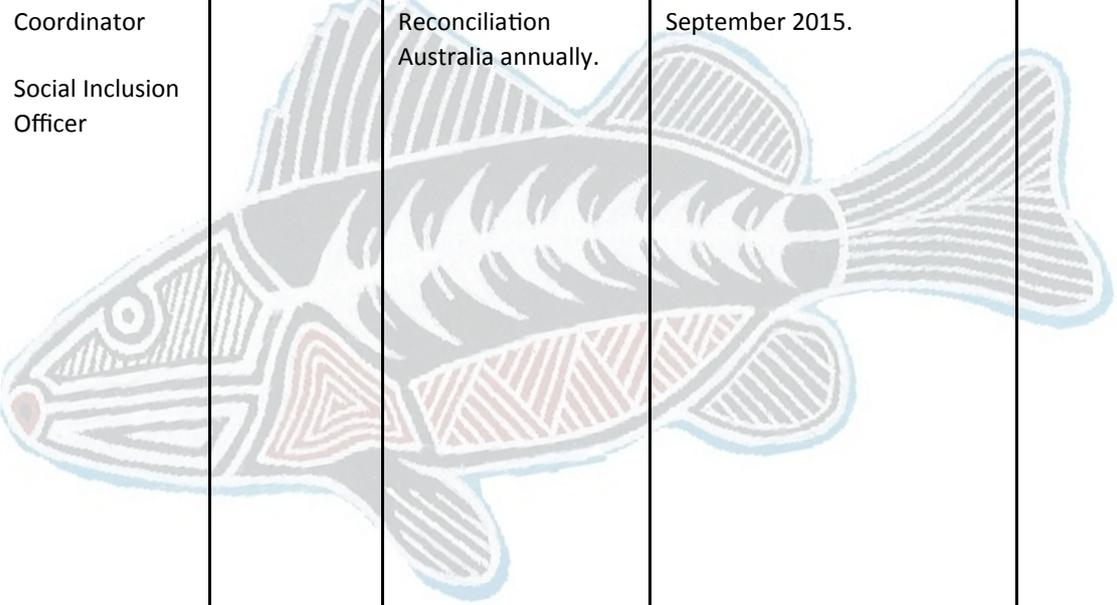
Increase and enhance opportunities for Aboriginal people to participate in social and economic activities

Action	Responsibility	Timeline	Measurable Target	Progress	
2	<p>Create opportunities to encourage the development of the arts and cultural heritage within the municipality.</p>	<p>Chief Executive Officer</p> <p>Manager Community Futures</p> <p>Arts and Culture Development Manager</p> <p>Manager Library Services</p> <p>Community Cultural Development Team Leader</p>	<p>December 2015</p> <p>June 2016</p>	<p>A database of Aboriginal artists and outlets within the municipality is developed and made available on Council's website.</p> <p>Partnerships are investigated with key stakeholders to encourage and develop Aboriginal public/community arts projects with outcomes visible within the municipality.</p>	<p>ON TRACK.</p> <p>A database of Aboriginal artists and outlets has been developed and is available for staff to access. Future plans include promoting this on Council's website.</p> <p>The Arts, Culture and Heritage Strategy 2016-2020 has recently been endorsed by Council. Strategy actions include developing partnerships to encourage and develop Aboriginal public community arts projects with outcomes visible within the municipality.</p>
3	<p>Investigate opportunities to increase supplier diversity within Council's Procurement Policy.</p>	<p>Manager Financial Services</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>March 2016</p> <p>March 2016</p>	<p>Procurement procedures and policies reviewed and enhanced in consultation with the community members of the RAP Working Group to ensure all businesses and enterprises are able to compete for Council business.</p> <p>Investigate and develop list of Aboriginal and Torres Strait Islander suppliers and invite them to become members of the supplier panel.</p>	<p>COMPLETED.</p> <p>Procurement procedures and policies were reviewed to ensure all business enterprises are able to compete for Council business. Included in the tender evaluation is a social criteria around demonstrating the delivery of social outcomes, such as employment of Indigenous people or people with disabilities.</p> <p>An initial list of local Aboriginal owned businesses has been developed.</p>



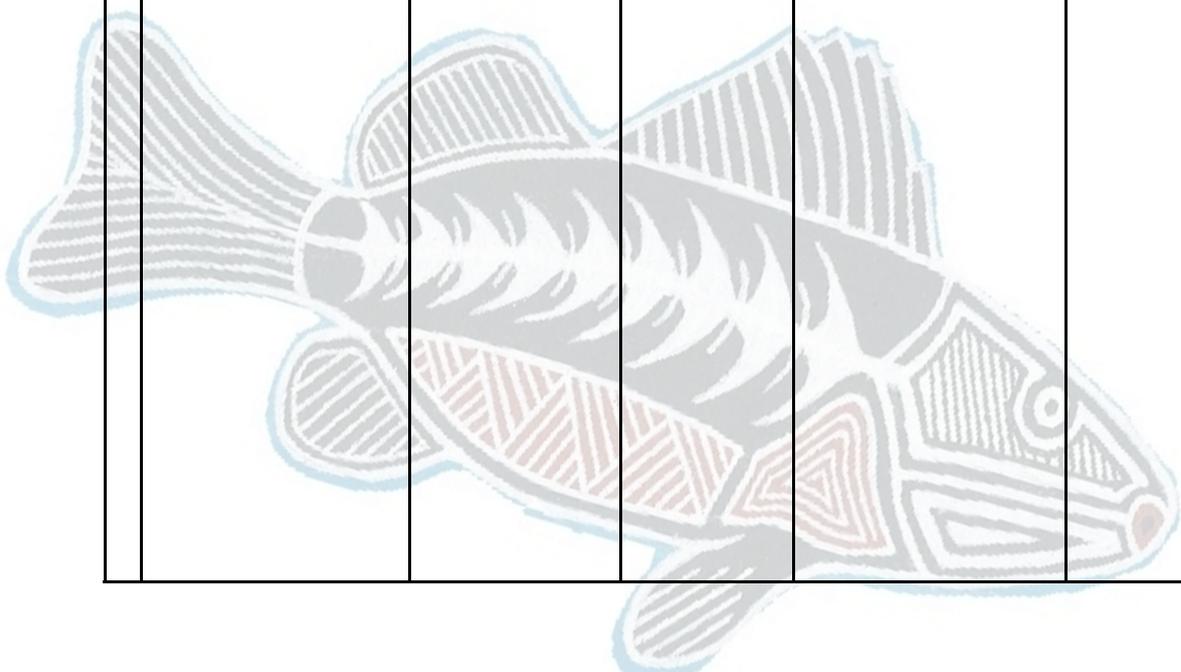
## Tracking progress and reporting

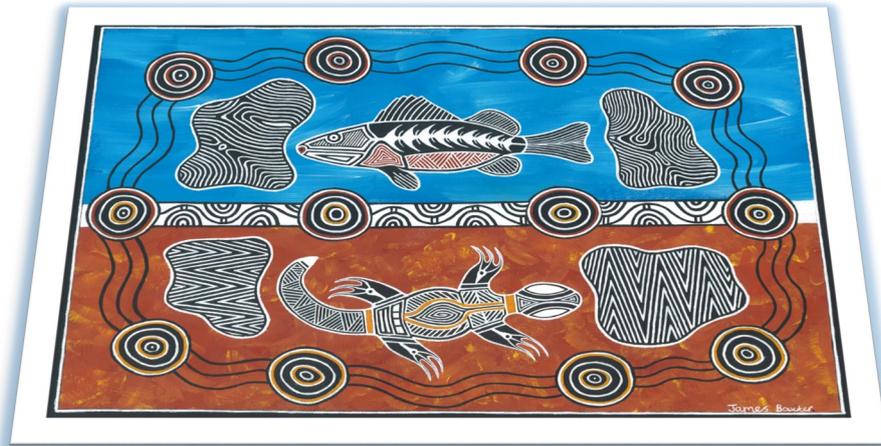
Action	Responsibility	Timeline	Measurable Target	Progress
1	<p>Launch the Reconciliation Action Plan.</p>	<p>Manager Community Futures</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>June 2015</p> <p>RAP published and promoted.</p> <p>RAP available on Council's website and other social networks.</p> <p>RAP displayed in all Council Customer Service areas.</p> <p>RAP launched during National Reconciliation Week 2015.</p> <p>RAP distributed to schools and organisations increasing awareness of the purpose and benefits of having a RAP.</p>	<p>COMPLETED.</p> <p>The RAP was published and promoted.</p> <p>Electronic copies are available on Council's website</p> <p>RAP is displayed in Council's Service Centre foyers.</p> <p>RAP was launched during National Reconciliation Week 2015.</p> <p>Copies of the RAP distributed to key stakeholders in the municipality.</p>
2	<p>Complete and submit the Reconciliation Action Plan Impact Measurement Questionnaire to Reconciliation Australia.</p>	<p>Manager Community Futures</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>September 2015</p> <p>Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.</p>	<p>COMPLETED.</p> <p>The RAP Impact Measurement Questionnaire was completed and submitted with Reconciliation Australia – September 2015.</p>



## Tracking progress and reporting

Action	Responsibility	Timeline	Measurable Target	Progress
<p>3 Produce report to include within the Annual Report to Council and Council's Corporate Management Team detailing the progress and lessons learnt in implementing the RAP.</p>	<p>Manager Community Futures</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>June 2016</p>	<p>Report produced outlining annual progress in implementing the RAP.</p> <p>RAP Working Group to deliver a progress report at a face-to-face session with councillors.</p>	<p>COMPLETED.</p> <p>The annual RAP Progress Report (2015-2016) was produced.</p> <p>Members of the RAP Working Group delivered a RAP progress report at a face-to-face session with Councillors - August 2016.</p>
<p>4 Review the RAP annually to track progress, expand current actions and identify new actions.</p>	<p>Manager Community Futures</p> <p>Community Development Coordinator</p> <p>Social Inclusion Officer</p>	<p>June 2016</p>	<p>Deliver a RAP progress report to community on an annual basis.</p> <p>A revised RAP submitted to Reconciliation Australia annually.</p>	<p>COMPLETED.</p> <p>Year 1 RAP Progress Report for community produced.</p> <p>Community progress report (RAP Community Report Card) highlighting successes and future plans published and distributed to community.</p> <p>ON TRACK.</p> <p>A 3-year RAP is in consultation and development.</p>





## About the Cover

Special thanks to Latji Latji artist James Baxter who painted the artwork that features on the cover and through this document.

James painted the acrylic on canvas especially for the Reconciliation Action Plan. It features a Murray Cod and Goanna at its heart, surrounded by a series of circles, connected by flowing lines.

James' untitled painting is a part of Mildura Arts Centre's permanent collection. It is hung in a prominent location's within Council's Deakin Avenue, Madden Avenue Service Centres, Mildura Visitor Information Centre and Ouyen Service Centre for all Community to appreciate.

