

Draft Innovate Reconciliation Action Plan 2025-2027



Purpose of consultation

The Council undertook widespread community consultation to:

- Acknowledge Aboriginal and Torres Strait Islander histories, cultures, and protocols.
- Strengthen relationships with First Nations communities.
- Improve opportunities in employment, education, health, and cultural recognition.

The three RAP pillars

Pillar	Focus areas
Respect	Cultural celebrations, dual naming, truth-telling
Relationships	Trust-building, intergenerational sharing, Traditional Owner partnerships
Opportunities	Education/employment pathways, support for Aboriginal businesses, health and wellbeing

Engagement reach

- Traditional Owners and Elders: Bunurong, Boonwurrung, Wurundjeri Woi Wurrung
- Koorie students: **50+** students
- Gathering places: **290+** attendees (Casey, Willum Warrain, Kingston)
- Youth Services: Bush food sessions
- Community Panel
- Council groups: **Over 60** members across advisory networks
- Pop-up events: **40+** families engaged
- Health and early years providers
- Internal Council staff

Engagement channels



Online surveys
and portal



QR code
postcards



Posters



Face-to-face
events



Newspaper
and social



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Top community themes

Pillar	Focus areas
Acknowledgement	Dual naming, meaningful Welcome to Country, visible cultural signage
Inclusion	Culturally safe spaces and practices
Representation	First Nations voices in decisions and strategy
Sharing	Yarning circles, on-Country events, cultural food & stories
Visibility	Flags, art, signage, welcome messages in language
Education	Cultural training, traditional stories in schools
Employment	Pathways, Aboriginal and Torres Strait Islander peoples recruitment, job-readiness support
Support	Access to services, youth programs, First Nations businesses

What we heard: Key insights

Cultural sensitivity and inclusion	• Embed cultural safety across Council services. • Increase First Nations representation in decisions. • Build partnerships to co-design programs.
Stronger relationships	• Regular engagement (e.g., Elder-Councillor dinners). • More storytelling and cultural events.
Expanded opportunities	• Traineeships and employment pathways. • Greater access to health services. • Cultural education and on-Country programs.
Greater respect and recognition	• Signage and dual naming of landmarks. • Normalise Acknowledgement of Country. • Promote Indigenous art and cultural history.
Ongoing community education	• Local history projects and cultural events. • Cultural safety training for staff and community. • Combat misinformation and celebrate key dates.

Conclusion

The voices of First Nations and community members will shape our Innovate RAP 2025–2027. Through truth-telling, cultural safety, and shared leadership, we walk together toward reconciliation. Together, we walk the path of truth, respect, and shared responsibility.



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