

**City Of Casey**  
**Innovate Reconciliation Action Plan [January 2024] – [January 2026]**

**Our vision for reconciliation**

**“Our vision for reconciliation is to proudly recognise the rich culture of our Aboriginal and Torres Strait Islander community. Together we acknowledge the past and work towards a more equitable future. We are determined to listen and empower our whole community.”**

**Our business**

The City of Casey is a dynamic and diverse local government organisation dedicated to serving our community. As the most populous and second fastest-growing Local Government which is home to approximately 2395 Aboriginal and Torres Strait Islander community members, we have a profound commitment to our residents. Our municipality encompasses well-established urban areas with significant heritage value, as well as a green peri-urban growth front. The region has a diverse range of natural features including a well-maintained environment ensuring clean air, water, fertile soils, natural pest control, pollination, flood prevention, and carbon storage enhancing our city's well-being. Our varied natural attractions, including renowned National Parks and wetlands significantly contribute to Victoria's tourism economy.

This makes Casey a rapidly evolving and vibrant city to live in, reflecting the diversity and energy of its residents. Our responsibilities are wide-ranging and governed by more than 120 pieces of Victorian legislation. Acting on behalf of the community, we have three primary roles. Firstly, we directly fund and deliver essential services and infrastructure, providing strategic services and overseeing numerous infrastructure projects each year. Secondly, we act as facilitators, fostering positive outcomes for our community by building partnerships, advocating for change, promoting opportunities, and empowering community members and organisations. Finally, we advocate to State and Federal Governments, ensuring that the voices and needs of the Casey community are heard and addressed.

Our purpose as an organisation is clear and unifying: we lead with passion and courage to enrich lives. This purpose serves as a guiding principle for all our endeavours, inspiring us to make a meaningful impact on the well-being and quality of life of our community members. Our values of dreaming big, empowering each other, and making our community proud fuel our actions and drive us to be bold, innovative, collaborative. Looking towards the future, our long-term community vision for 2031 is to become a more connected, bold, and resilient community. This vision reflects our dedication to fostering strong connections among residents, promoting bold initiatives and solutions, and ensuring the resilience and sustainability of our municipality.

The City of Casey employs approximately 1800 employees, each of whom plays a vital role in serving our community and fulfilling our organisational objectives. We are proud to have a diverse workforce that includes 10 Aboriginal and Torres Strait Islander staff members, who contribute to our rich cultural fabric and bring unique perspectives to our organisation.

Our geographic reach is primarily regional, as we are situated in the outer south-eastern suburbs of Melbourne. We cover an area of 396.79 square kilometres; However, our sphere of influence extends to both internal and external stakeholders. Internally, we work closely with our employees, council administrators, and various departments to ensure effective governance and service delivery. Externally, we engage with residents, businesses, community organisations, neighbouring local government organisations, and state and federal government agencies to foster collaboration, partnerships, and advocacy for the betterment of our community.

To provide accessibility and convenience for our community, we have two main office locations within our municipality. Additionally, we operate over 40 community facilities strategically spread throughout our region. These facilities serve as vital hubs for service delivery, engagement, and connection, enabling us to effectively reach and serve our diverse community.

City of Casey's commitment to community is unwavering. We are dedicated to serving the needs and aspirations of our residents, promoting inclusivity, fostering partnerships, and creating opportunities for growth and well-being. We strive to lead with passion, courage, and a deep sense of responsibility, ensuring that our community thrives and continues to be a place where residents are proud to live, work, and play.

**Our achievements**

Council's reconciliation journey:

- In 2017, a heartfelt milestone was achieved with the establishment of the Aboriginal Gathering Place in Doveton, creating a welcoming sanctuary for Aboriginal and Torres Strait Islander people to connect and access vital activities and services.
- During 2016-2017, Council's deep commitment led to the formation of an internal Aboriginal Engagement Unit, fostering understanding and support for the community's residents.
- In 2018, Council's dedication to reconciliation was further solidified as they endorsed the Aboriginal Strategic Framework, placing Aboriginal engagement at the forefront of their planning.
- Throughout 2020, amidst the challenges of COVID, Council displayed resilience by developing new engagement and service models to support Aboriginal and Torres Strait Islander communities, including vital meal deliveries.
- Also in 2021, a significant milestone was achieved when Aboriginal Engagement and the Reconciliation Action Plan became an integral part of Council's Wellbeing Strategy, reflecting their commitment to inclusivity and unity.
- The year 2022 saw the introduction of the Governance model - Aboriginal Engagement, embracing Yarning circles and fostering a sense of belonging within the community.
- As of 2023, the journey towards reconciliation continues with the commencement of Innovate Reconciliation Action Plan (RAP) development, driven by a shared vision for a brighter, united future.

Our RAP

The City of Casey is actively developing a Reconciliation Action Plan (RAP) to embody the spirit of reconciliation, fostering an inclusive, harmonious, and equitable future. The RAP serves a dual purpose: it acknowledges the remarkable contributions of Casey’s Aboriginal Gathering Place to our community and also strengthens our organisational ties to reconciliation principles.

Through this Reconciliation Action Plan, our intention is to expand upon the achievements of the Gathering Place and align our organisational strategies with reconciliation objectives. Recognising the profound cultural heritage of the land and its role in shaping the collective identity of our Aboriginal and Torres Strait Islander community is central to this endeavour.

As we forge stronger bonds with the Aboriginal and Torres Strait Islander community, we embrace reconciliation as a shared responsibility that shapes a more unified future. The RAP, a tangible commitment within our Council Action plan, seeks to deepen understanding of reconciliation throughout the broader community. Through heightened awareness and collective effort, we aspire to drive meaningful change and nurture unity in our vibrant city.

Leading our Reconciliation Action Plan (RAP) is the Reconciliation Action Plan Lead, with the support the Director of Community Life and Manager of Connected Communities and the RAP working group. This collaborative effort ensures the effective implementation of the RAP within our organisation.

Our RAP Working Group comprises a diverse array of internal and external individuals:

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|----|--|----|--|
| 1  | Team Leader Sustainability and Environment           | 15 | Aboriginal Strategic Project Officer             |
| 2  | Head of Events & Attractions                         | 16 | Cultural Equity Officer - Bunjil Place           |
| 3  | Social Researcher                                    | 17 | Gathering Place Operations Lead                  |
| 4  | Customer Experience Support Officer                  | 18 | Head of Child Youth & Family Business Operations |
| 5  | Technology Portfolio and Strategy Delivery Lead      | 19 | Head of Community Activation                     |
| 6  | Reconciliation Action Plan Lead                      | 20 | Head of Governance, Integrity & Legal Support    |
| 7  | Gallery Director-Bunjil Place                        | 21 | Head of Programming, Bunjil Place                |
| 8  | Head of Aboriginal Engagement, Diversity & Inclusion | 22 | Head of Property Services                        |
| 9  | Team Leader Urban Design                             | 23 | Innovation Officer                               |
| 10 | People Experience Projects Lead                      | 24 | Karen Milward - First Nations Consultant         |
| 11 | Manager Growth and Investment                        | 25 | Kindergarten Teacher                             |
| 12 | Senior Business Support Officer                      | 26 | Senior Change Management Business Partner        |
| 13 | Wellbeing, Diversity, and Inclusion Lead             | 27 | Strategic Lead Bunjil Place                      |
| 14 | Local Employment Facilitator                         | 28 | Talent Acquisition Advisor                       |
|    |  | 29 | Team Leader Marketing                            |

Our RAP Working Group also includes three Aboriginal and Torres Strait Islander community members from our workforce. Additionally, a working group of seven Aboriginal and Torres Strait Islander employees has been established for consultation. Their valuable insights ensure inclusivity and authenticity within our Reconciliation Action Plan.

Furthermore, we actively engage with the Aboriginal and Torres Strait Islander community through community Yarn Ups and Yarning Circles, integral components of the Aboriginal Gathering Place Governance Model. These initiatives allow us to gather firsthand insights and feedback, enriching our commitment to reconciliation and fostering genuine collaboration. As part of our commitment to change internally, we will implement practices that prioritize cultural sensitivity and awareness among staff. We will provide training and resources to enhance understanding of Indigenous cultures, histories, and perspectives. We will also actively seek opportunities to collaborate with Aboriginal and Torres Strait Islander community members in decision-making processes, ensuring their voices are heard and respected.

Internally, a considerable shift awaits our employees as we embark on a journey of heightened cultural sensitivity and awareness aimed at advancing reconciliation. This shift is centred around equipping our employees with comprehensive training and valuable resources, designed to deeply enrich their understanding of Aboriginal and Torres Strait Islander cultures, histories, and perspectives. As part of our commitment to change, we are actively taking steps to advance reconciliation by fostering collaboration with Aboriginal and Torres Strait Islander community members in decision-making processes. This not only amplifies Aboriginal and Torres Strait Islander voices but also cultivates an inclusive atmosphere that treasures diverse insights and contributions, aligning with the principles of self-determination. This significant shift underscores our unwavering dedication to nurturing an internal culture that wholeheartedly respects, appreciates, and actively embraces the wealth of cultural diversity, while empowering our employees to play an integral role in shaping a more inclusive and harmonious future.

Relationships			
<b>Relationships are Inclusive, Empowering and Meaningful</b> We will together, build strong and lasting relationships that inspire meaningful actions. By recognizing the past and listening to the voices of the Aboriginal and Torres Strait Islander community - We will build strong foundations that empower self-determination. Through inclusive collaboration and education, we will bring together the wider community and Aboriginal and Torres Strait Islander communities. Together, we will work towards a future where connections create lasting change.			
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1. Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	June 2024	Manager Connected Communities (Lead)
			Reconciliation Action Plan Lead (Co-Lead)
			Team Leader Aboriginal Engagement (Co-Lead)
	2. Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2024	Manager Connected Communities (Lead)
			Manager Communications and Corporate Governance (Lead)
			Reconciliation Action Plan Lead (Co-Lead) Head of Community Engagement and Advocacy (Co Lead)
	3. Scope and design Elders in Residence Program at City of Casey workplaces starting with Bunjil Place and share the findings and learnings from the program with Council in line with the Arts and Culture Strategic Service Plan	January 2025	Manager Connected Communities (Lead)
			Manager Bunjil Place (Lead) Bunjil Place Strategic Lead (Co-Lead) Reconciliation Action Plan Lead (Co-Lead)
2. Build relationships through celebrating National Reconciliation Week (NRW).	5. Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May [2024-2025]	Manager Connected Communities (Lead)
			Reconciliation Action Plan Lead (Co-Lead)
	6. RAP Working Group members to participate in an external NRW event.	27 May- 3 June, [2024-2025]	Manager Connected Communities (Lead)
			Reconciliation Action Plan Lead (Co-Lead)
	7. Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, [2024-2025]	Manager Connected Communities (Lead)
			Reconciliation Action Plan Lead (Co-Lead)
	8. Organise at least one NRW event each year.	27 May- 3 June, [2024-2025]	Manager Connected Communities (Lead)
			Team Leader Aboriginal Engagement (Co-Lead) Reconciliation Action Plan Lead (Co-Lead)
	9. Register all our NRW events on Reconciliation Australia. Australia's NRW website	27 May- 3 June, [2024-2025]	Manager Connected Communities (Lead)
			Reconciliation Action Plan Lead (Co Lead)
3. Promote reconciliation through our sphere of influence.	10. Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	June 2024	Manager Connected Communities (Lead)
			Manager Strategy Innovation and Transformation (Lead)
			Senior Change Management Business Partner (Co Lead) Reconciliation Action Plan Lead (Co Lead)
	11. Communicate our commitment to reconciliation publicly.	March 2024	Manager Communications and Corporate Governance (Lead)
			Manager Customer and Digital (Lead)
			Team Leader Communications and Brand (Co Lead) Head of Digital (Co Lead) Reconciliation Action Plan Lead (Co Lead)
	12. Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	June 2024	Manager Growth and Investment
			Manager Active Communities Head of Community Activation (Co Lead) Team Leader Economic Development (Co Lead)
	13. Collaborate with RAP and other local government entities to develop ways to advance reconciliation.	August 2024	Manager Connected Communities (Lead)
			Reconciliation Action Plan Lead (Co Lead)
	14. Explore opportunities to support reconciliation options in Memorandum of Understandings and Service Level		Manager Active Communities (Lead) Manager Bunjil Place (Lead)

	Agreements for library services, sporting facilities, and other Council opportunities.	June 2024	Head of Community Activation (Co Lead) Head of Events and Attractions (Co Lead) Director Bunjil Place Gallery (Co Lead)
	15. Develop and Implement mandatory Aboriginal and Torres Strait Islander cultural awareness training and activities for all people leaders, including senior leaders encompassing the principles of shared leadership.	January 2025	Manager People and Culture (Lead)
			Head of Learning and Organisational Development (Co Lead) Reconciliation Action Plan Lead (Co Lead)
	16. Remove barriers and create opportunities and encourage all employees to attend events and workshops that increase awareness and understanding in cultural sensitivity supporting them to drive reconciliation outcomes.	Dec 2024	Manager People and Culture (Lead) Manager Connected Communities (Lead)
			Wellbeing and Diversity and Inclusion Lead (Co Lead) Reconciliation Action Plan Lead (Co Lead)
	17. Scope, Develop, Map, and Promote Accurate Baseline Data: Initiate a comprehensive process to define, create, visualise, and publicise precise baseline data. The goal is to elevate the quality of baseline information pertaining to Casey's Aboriginal and Torres Strait Islander communities.	July 2024	Manager Communications and Corporate Governance (Lead) Manager Active Communities (Lead) Chief Information Officer (Lead)
			Head of Community Engagement and Advocacy (Co Lead) Aboriginal Strategic Projects Officer (Co Lead) Head of Community Activation (Co Lead) Head of Data Analytics and Security
	18. Collect, Document, and Publish Stakeholder Information: Conduct a systematic collection and documentation effort to gather relevant details about stakeholders within the Aboriginal and Torres Strait Islander communities residing in the City of Casey. This information will be organised and made publicly accessible to ensure transparency and engagement.	December 2024	Manager Communications and Corporate Governance (Lead) Manager Active Communities (Lead)
			Head of Community Engagement and Advocacy (Co Lead) Aboriginal Strategic Projects Officer (Co Lead) Head of Community Activation (Co Lead)
	4. Promote positive race relations through anti-discrimination strategies.	March 2024	Manager People and Culture (Lead)
			People Experience Projects Lead (Co Lead) Wellbeing and Diversity and Inclusion Lead (Co Lead)
		April 2024	Manager People and Culture (Lead)
			People Experience Projects Lead (Co Lead) Wellbeing and Diversity and Inclusion Lead (Co Lead)
		March 2024	Manager People and Culture (Lead)
			People Experience Projects Lead (Co Lead) Team Leader Aboriginal Engagement (Co Lead)
		January 2025	Manager People and Culture (Lead) Manager Connected Communities (Lead)
			People Experience Projects Lead (Co Lead) Head of Diversity, Equity and Wellbeing (Co Lead)
5. Promote reconciliation through education and connection to purpose.	23. Engage with Aboriginal and Torres Strait Islander advisors and prepare a 'Building on Country: Design Guide' to develop connections with Country and inform planning, design, and delivery of built environment projects.	March 2025	Manager City Design and Construction (Lead)
			Team Leader Urban Design (Co Lead)
6. Engage with Aboriginal and Torres Strait Islander stakeholders for management of Casey's natural environment and plan Councils response to the changing climate.	24. Ensure early engagement with Bunurong Land Council in the development of the climate adaptation plan and the coastal framework	December 2025	Manager Sustainability and Waste (Lead)
			Team Leader Sustainability and Environment (Co Lead)
	25. Engage Aboriginal experts to utilise their cultural knowledge and develop guidelines for reinstating natural habitat, including planting Indigenous plants and creating educational spaces, at our parks and reserves.	December 2025	Manager City Presentation (Lead) Manager Sustainability and Waste (Lead)
			Team Leader Sustainability and Environment (Co Lead) Head of Open Space and Greening (Co Lead) Coordinator Botanical and Urban Horticulture (Co Lead)
		December 2025	Manager Connected Communities (Lead)

7. Engage and report progress regarding significant Commonwealth and Victorian government Aboriginal and Torres Strait Islander policy initiatives.	26. Ensure Councils responsibilities to Victorian government regarding the local government Aboriginal partnership strategy, Aboriginal health and wellbeing strategies, social justice, self-determination, and others are supported and actioned.		Team Leader Health and Social Policy (Co Lead)
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Respect			
<b>Respect is genuine, truthful and comes from the soul.</b> “We will emphatically seek to understand the stories, experiences, and viewpoints to support a culture of learning, trust and belonging which are pillars of respect. We will endeavour to have genuine two-way communication as part of a mutual journey to ensure safety, confidence, and opportunity to learn, ask questions and take part in experiences”.			
Action	Deliverable	Timeline	Responsibility
8. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	27. Conduct a review of cultural learning needs within our organisation.	March 2024	Manager People and Culture (Lead)
			Head of Learning and Organisational Development (Co Lead)
			Reconciliation Action Plan (Co Lead)
	28. Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	June 2025	Manager Connected Communities (Lead)
			Reconciliation Action Plan (Co Lead)
			Team Leader Aboriginal Engagement (Co Lead)
	29. Develop, implement, and communicate a cultural learning strategy for our staff.	June 2025	Manager Connected Communities (Lead)
			Manager People and Culture (Lead)
			Reconciliation Action Plan (Co Lead)
			Wellbeing Diversity and Inclusion Lead (Co Lead)
			Senior Change Management Business Partner (Co Lead)
	30. Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	June 2024	Manager Connected Communities (Lead)
			Reconciliation Action Plan (Co Lead)
			Wellbeing and Diversity and Inclusion Lead (Co Lead)
	31. Develop a Cultural Immersion program for Councillors when appointed in 2024.	June 2025	Manager Connected Communities (Lead)
			Manager Communications and Corporate Governance (Lead)
			Head of Governance, Integrity & Legal Support (Co Lead)
			Reconciliation Action Plan Lead (Co Lead)
	32. Promote the inclusion of Aboriginal and Torres Strait Islander cultural knowledge and names, heritage planning, public art, as well as urban and landscape design elements within public spaces for both State and Council projects.	March 2025	Manager City Design and Construction (Lead)
			Team Leader Urban Design (Co Lead)
			Gallery Director-Bunjil Place
	33. Consider Traditional Owner land management practices within the land owned/managed by the City of Casey	September 2025	Manager City Presentation (Lead)
			Manager Sustainability and Waste (Lead)
			Manager Growth and Investment (Lead)
			Team Leader Sustainability and Environment (Co Lead)
			Head of Open Space and Greening (Co Lead)
			Team Leader Placemaking and Revitalisation (Co Lead)
9. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	34. Increase Council's staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2024	Manager Connected Communities (Lead)
			Reconciliation Action Plan (Co Lead)
			Senior Change Management Business Partner (Co Lead)
	35. Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2024	Manager Connected Communities (Lead)
			Reconciliation Action Plan (Co Lead)
			Senior Change Management Business Partner (Co Lead)
	36. Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	June 2024	Manager Bunjil Place (Lead)
			Manager Active Communities
			Head of Events and Attractions
	37. Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	June 2024	Gallery Director Bunjil Place
			Manager Connected Communities (Lead)
			Reconciliation Action Plan (Co Lead)
			Senior Change Management Business Partner (Co Lead)
	38. Plan and organise community events that encompass significant Aboriginal and Torres Strait Islander occasions, integrating their	December 2024	Manager Active Communities (Lead)
			Manager Bunjil Place (Lead)

	cultures to encourage active community participation with a supporting communications and marketing plan		Head of Events and Attractions (Co Lead) Head of Community Facilities (Co Lead) Gallery Director Bunjil Place (Co Lead)
	39. Ensure the display of the Aboriginal and Torres Strait Islander flags at all community facilities to promote cultural inclusivity and recognition.	January 2025	Manager Active Communities (Lead) Manager Bunjil Place (Co Lead)
			Head of Events and Attractions (Co Lead) Head of Community Facilities (Co Lead) Gallery Director Bunjil Place (Co Lead)
	40. Host the annual Australia Day citizenship ceremony on an alternative date within the parameters of the Federal Government guidelines	January 2024	Manager Active Communities (Lead)
			Head of Events and Attractions (Co Lead) Reconciliation Action Plan (Lead)
10. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	41. RAP Working Group to participate in an external NAIDOC Week event.	First week in July, [2024,2025]	Manager Connected Communities (Lead)
			Reconciliation Action Plan Lead (Co-Lead)
	42. Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Already In Place	Manager Connected Communities (Lead) Manager People and Culture (Lead)
			Reconciliation Action Plan (Co Lead) People Experience Projects Lead (Co Lead)
	43. Promote and encourage participation in external NAIDOC events to all staff.	First week in July, [2024, 2025]	Manager Connected Communities (Lead)
			Reconciliation Action Plan Lead (Co-Lead)

Opportunities			
<b>Opportunities are Timely, Equitable and Sustainable</b> “We will tailor opportunities to empower our diverse Aboriginal and Torres Strait Islander communities. Through internal practices and external partnerships, we will foster inclusion, innovation, and advancement. This involves strengthening procurement, cultivating culturally safe workplaces, supporting employment pathways, and nurturing business development. Guided by invaluable insights from our Aboriginal and Torres Strait Islander communities, we will drive sustainable outcomes through growth and collaboration.”			
Action	Deliverable	Timeline	Responsibility
11. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	44. Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2025	Manager Connected Communities (Lead) Manager People and Culture (Lead)
			Reconciliation Action Plan (Co Lead) Head of People Experience and Talent Acquisition (Co Lead)
	45. Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention, and professional development strategy.	June 2025	Manager Connected Communities (Lead) Manager People and Culture (Lead)
			Reconciliation Action Plan (Co Lead) Head of People Experience and Talent Acquisition (Co Lead)
	46. Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	October 2025	Manager People and Culture (Lead)
			Head of Learning and Organisational Development (Co Lead) Team Leader Talent Acquisition (Co Lead)
	47. Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2025	Manager People and Culture (Lead)
			Head of People Experience and Talent Acquisition (Co Lead) Team Leader Talent Acquisition (Co Lead)
	48. Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace	June 2025	Manager People and Culture (Lead)
			Head of People Experience and Talent Acquisition (Co Lead) Team Leader Talent Acquisition (Co Lead)
12. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	49. Work towards an identified 2% Aboriginal and Torres Strait Islander employment target at the City of Casey.	January 2026	Manager People and Culture (Lead)
			Head of People Experience and Talent Acquisition (Co Lead) Team Leader Talent Acquisition (Co Lead)
	50. Incorporate and include Aboriginal and Torres Strait Islander focus to entry level employment pathways	December 2025	Manager People and Culture (Lead)
			People Experience Projects Lead (Co Lead) Team Leader Aboriginal Engagement (Co Lead)
	51. Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	January 2026	Chief Financial Officer (Lead)
			Head of Procurement (Co Lead) Head of Property Services (Co Lead)
	52. Investigate Kinaway Chamber of Commerce Victoria Ltd membership	January 2026	Chief Financial Officer (Lead)
			Head of Procurement (Co Lead) Head of Property Services (Co Lead)
	53. Investigate Supply Nation membership.	January 2026	Chief Financial Officer (Lead)
			Head of Procurement (Co Lead) Head of Property Services (Co Lead)
	54. Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	January 2026	Chief Financial Officer (Lead)
			Head of Procurement (Co Lead) Head of Property Services (Co Lead)
	55. Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander contractors / businesses.	January 2026	Chief Financial Officer (Lead)
			Head of Procurement (Co Lead) Head of Property Services (Co Lead)
	56. Develop commercial relationships with Aboriginal and/or Torres Strait Islander contractors / businesses.	January 2026	Chief Financial Officer (Lead) Manager Growth and Investment (Lead)
			Head of Procurement (Co Lead) Team Leader Economic Development (Co Lead)



	57. Scope an advocacy program to explore the opportunity of Aboriginal Community Elders Service in Casey and other beneficial programs.	January 2026	Manager Communications and Corporate Governance (Lead)	
			Manager Connected Communities (Lead)	
	58. Enhance Aboriginal and Torres Strait Islander resources within the early childhood, youth, and education sector by delivering educational resources and actively promoting culturally secure programs and facilities within the City of Casey's Children's and Family Community facilities.	June 2025	Manager Communications and Corporate Governance (Co Lead)	
			Head of Ageing and Sector Support (Lead)	
		59. Reconciliation Action Plan Award is presented annually via the staff Award and Recognition ceremony.	December [2024,2025]	Manager Child Youth and Family (Lead)
				Head of Child Youth and Family Business Operations (Co Lead)
13. Implement a sustainable Aboriginal Gathering Place operational model.	60. Evaluate the Aboriginal Gathering Place service delivery and programs to ensure the Aboriginal Engagement Unit is innovative and adapting to ever-changing community needs.	April 2024	Manager People and Culture (Lead)	
			Organisational Development Lead (Co Lead)	
	61. Strengthen the integration of the Aboriginal Gathering Place Governance Model to ensure that the voices of the community are both acknowledged and supported.	March 2024	Manager Connected Communities	
			Aboriginal Strategic Project Officer (Co Lead)	
	62. Improve communication processes to the Aboriginal and Torres Strait Islander community about Council services, programs, and activities.	June 2024	Manager Connected Communities (Lead)	
			Team Leader Aboriginal Engagement Reconciliation Action Plan Lead	
	63. Consider and offer programs in different locations for Aboriginal Gathering Place and Council delivery of services, programs, and activities to Aboriginal and Torres Strait Islander communities	June 2024	Manager Connected Communities (Lead)	
			Aboriginal Strategic Project Officer (Co Lead)	
	64. Work with the local Aboriginal and Torres Strait Islander community to identify how council can improve its delivery of mental health, social and emotional wellbeing programs including people with a disability.	December 2025	Manager Connected Communities (Lead)	
			Aboriginal Strategic Project Officer (Co Lead)	
	65. Identify a suitable consultation space for delivery of maternal and child health services for Aboriginal and Torres Strait Islander families.	October 2024	Manager Connected Communities (Lead)	
			Aboriginal Strategic Project Officer (Co Lead)	

Governance			
Action	Deliverable	Timeline	Responsibility
14. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	66. Maintain Aboriginal and Torres Strait Islander representation on the RWG.	February 2024	Manager Connected Communities (Lead)
			Reconciliation Action Plan Lead (Lead)
	67. Establish and apply a Terms of Reference for the RWG.	February 2024	Reconciliation Action Plan Lead (Lead)
	68. Meet at least four times per year to drive and monitor RAP implementation.	January 2025	Reconciliation Action Plan Lead (Lead)
15. Provide appropriate support for effective implementation of RAP commitments.	69. Define resource needs for RAP implementation.	March 2024	Manager Connected Communities (Lead)
			Reconciliation Action Plan Lead (Co Lead)
	70. Engage our senior leaders and other staff in the delivery of RAP commitments.	February 2024	Director Community Life (Lead)
			Reconciliation Action Plan Lead (Co Lead)
	71. Define and maintain appropriate systems to track, measure and report on RAP commitments.	February 2024	Manager Connected Communities (Lead)
			Reconciliation Action Plan Lead (Co Lead)
	72. Appoint and maintain an internal RAP Champion from senior management.	February 2024	Director Community Life (Lead)
			Reconciliation Action Plan Lead (Lead)
	73. 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.	June annually	Reconciliation Action Plan Lead (Lead)
16. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	74. Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Reconciliation Action Plan Lead (Lead)
	75. Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, [2024]	Reconciliation Action Plan Lead (Lead)
	76. Report RAP progress to all staff and senior leaders quarterly.	February 2024	Reconciliation Action Plan Lead (Lead)
	77. Publicly report our RAP achievements, challenges, and learnings, annually.	1 August annually	Reconciliation Action Plan Lead (Lead)
	78. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	August 2024	Reconciliation Action Plan Lead (Lead)
	79. Integrate the Reconciliation Action Plan (RAP) into all applicable actions under the Council transformation action items, to ensure its alignment with the RAP goals.	1 July annually	Manager Strategy Innovation and Transformation (Lead)
			Head of Transformation Strategy and Execution (Co Lead)
			Reconciliation Action Plan Lead (Co Lead)
17. Continue our reconciliation journey by developing our next RAP.	80. Register via Reconciliation Australia's website to begin developing our next RAP.	[six months prior to RAP expiry date]	Reconciliation Action Plan Lead (Lead)
<b>Contact details:</b> Name: Fazra Sturley Position: Reconciliation Action Plan Lead Phone: +61397099710 Email: fsturley@casey.vic.gov.au			