

DRAFT

Reconciliation Action Plan 2020–21



Prepared by:

Cardinia Shire Council
Community Strengthening Unit

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ABN: 32 210 906 807
20 Siding Avenue, Officer

PO Box 7, Pakenham Vic 3810
(DX 81006)

Phone: 1300 787 624
Email: mail@cardinia.vic.gov.au
Web: cardinia.vic.gov.au

Acknowledgments

Cardinia Shire Council wishes to thank all those who have contributed to the development of Cardinia Shire Council's second Reconciliation Action Plan. Imagining together is the root of good planning and collective action, so thank you to everyone who has shared their ideas, aspirations and real-world advice with Council.

Particular thanks go to the three Traditional Owner Groups we work with, being the Wurundjeri Tribe Land and Compensation Cultural Heritage Council, the Boon Wurrung Foundation and the Bunurong

We acknowledge the important role which will be played by the recently formed Southern Melbourne Area Aboriginal Governance Committee, and thank members for committing to working with Council to meet particular actions in our second Reconciliation Action Plan.

We also thank staff from the Dandenong and Districts Aboriginal Cooperative, Monash Health and Koo Wee Rup Regional Health Service and look forward to strengthening relationships and working closely together moving forward.

We extend sincere thanks to local resident and advocate Anni Cockburn, who has been a key collaborator, and advisor throughout our community conversations, and to the Indigenous Policy Officer team from the City of Port Phillip. Your practical advice goes a long way.

We appreciate the guidance and input of staff from the Department of Education and Training, along with local Elders with whom we've spoken. Particular thanks to families, students and community groups connected with Bridgewood Primary School, John Henry Primary School, Koo Wee Rup primary and secondary schools, Casey Cardinia Libraries, Toomah Community Centre, Meadowvale Retirement Village and Pakenham Scouts, along with Council staff who have been so keen to talk about what reconciliation means to them and how they would like to be involved in reconciliation efforts moving forward.

There are still many more conversations to happen as we build relationships in our community, and we view those had so far, as just a start.

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Message from the Mayor

It is with great pride that Cardinia Shire Council presents its draft Reconciliation Action Plan 2020–21 (RAP). This plan is a significant step forward in our commitment to reconciliation and forging stronger connections with Traditional Owner groups and Cardinia's wider Aboriginal and Torres Strait Islander community.

This, our second RAP, builds on the vision and ambitions of our Reconciliation Action Plan 2015-19 by focusing our efforts on further developing valuable relationships and opportunities through partnership with our Traditional Owners, Aboriginal controlled organisations, services and the local Aboriginal and Torres Strait Islander community. Discussions with the three Traditional Owner groups in our shire and local community members has seen a number of key themes emerge that are reflected in this plan – a desire for increased cultural recognition, connection and relationship building, and for culturally-specific and relevant service partnerships to be developed and delivered locally.

The plan focuses on Reconciliation Australia's three pillars – relationships, respect and opportunities. Put simply, our ongoing commitment to reconciliation is reflected in this plan through specific and tangible actions that focus on fostering positive relationships, opportunities and respect.

The 16 key actions in this plan will focus on creating new opportunities that meet the needs of our changing and growing Aboriginal and Torres Strait Islander communities. This will be achieved through further opportunities to connect with culture and each other, and greater access to culturally-specific programs and services locally.

The development of this plan builds on our commitment to develop ongoing positive relationships with our Aboriginal and Torres Strait Islander communities to promote understanding and respect across the wider Cardinia community.

It aims to increase recognition and awareness of the rich cultural legacy of our shire, focussing on opportunities to strengthen connections, promote cultural exchanges, spark deep conversations and gain insight into different contemporary Aboriginal and Torres Strait Islander cultural experiences.

The plan is underpinned by strategies in Council's Draft Council Plan 2019-23 that are aimed at supporting community health, connection and sustainability.

At Cardinia Shire Council, we are committed to continuing to build and strengthen relationships with Traditional Owners along with our local Aboriginal and Torres Strait Islander community members. It is an honour to live in a country with over 65,000 years of human occupation and as such it is important that we recognise and pay our respects to Cardinia Shire's elders, past and present, while also acknowledging the important role that each of our three Traditional Owner groups continue to play in our community.

We look forward to further strengthening these ties in the coming years and we will continue to actively seek opportunities to increase local connections.

Cr Graeme Moore
Cardinia Shire Mayor 2018–19

Reconciliation statement of commitment

At a Cardinia Shire Council meeting on 18 February 1997, Council made a Statement of Reconciliation that was sent to the Council for Aboriginal Reconciliation in support of the Australian Reconciliation Convention.

The Cardinia Shire Council Statement of Reconciliation confirmed Cardinia Shire Council

- Recognises the Boonwurrung and Wurundjeri tribes as the original inhabitants of Cardinia region
- Acknowledges the right of Aboriginal, and indeed all Australians, to live according to their own values and customs, subject to law
- Commits Cardinia Shire Council to respecting Aboriginal sacred sites, special places and objects
- Supports the reconciliation process which promotes mutual respect and understanding of the Aboriginal peoples and of all ethnic groups and their history and culture in our community

In 2015, Council embarked on its first Reconciliation Action Plan (RAP), publicly committing to 23 key actions for delivery over the four-year period 2015–19.

The plan was developed under Reconciliation Australia's Innovate RAP guidelines which encourages organisations to reach their unique reconciliation visions by focusing on aspirational and innovative commitments towards reconciliation.

Key feature of this model include

- Developing relationships with Aboriginal and Torres Strait Islander stakeholders which are mutually beneficial to both parties
- Implementing organisation wide approaches for advancing reconciliation, including staff engagement in reconciliation
- Recognising the sphere of influence our organisation has in supporting local reconciliation opportunities
- Developing and delivering pilot reconciliation strategies and initiatives

At the start of 2019 Council began the review process of its first RAP while concurrently embarking on conversations within the community to identify what opportunities people felt we could focus on to enhance our efforts as we move forward in our reconciliation journey.

Our recent reconciliation journey

While Cardinia Shire's first RAP was rightfully ambitious, covering a large suite of focus areas, our second one has consolidated on those efforts in line with the advice from Traditional Owners, local Elders and advisors from other councils. Aiming for quality outcomes, we are positioning our efforts on key areas identified through the consultation process.

Our second RAP focuses on creating opportunities for our communities to connect with people enabling cultural exchanges, deep conversations and insights into different contemporary Aboriginal and Torres Strait Islander cultural experiences. It also aims to increase public recognition of the rich cultural legacy in this area.

Reconciliation Australia remind us that the aim of reconciliation is the promotion of respect, trust and positive relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

An important outcome of Cardinia Shire's first RAP was providing opportunities for cultural awareness training for staff, ensuring they gained an understanding of history from a Victorian Aboriginal perspective. It increased staff's exposure to and recognition of the ongoing impact of past Government policies.

In developing the actions for our second plan, we referred closely to this aim and to Reconciliation Australia's five dimensions of reconciliation which are:

- race relations
- equality and equity
- unity
- institutional integrity
- historical acceptance.

Since 2018 and throughout 2019, we have been speaking with our three Traditional Owner groups, the Wurundjeri Tribe Land and Compensation Cultural Heritage Council, the Boon Wurrung Foundation and the Bunurong Land Council, as well as local families, students, community members and a range of service providers. It is through these meetings and discussions that we started to see key themes emerge focused on a desire amongst people (including people from non-Aboriginal and Torres Strait Islander backgrounds) to see increased cultural recognition, connection and relationship building, and for culturally specific and relevant service partnerships to be developed and delivered locally.

As the themes became apparent they were shared with Council staff, who expressed their aspirations for reconciliation identifying how these could jointly be considered through our services. This has resulted in the development of the 16 actions presented here.

We will take the time over the next two years to build significant and strong relationships with our Traditional Owners, growing Aboriginal and Torres Strait Islander population and key regional support services.

Reconciliation and community wellbeing

Reconciliation means vastly different things to different people, and our early community conversations during the development of Council's second Reconciliation Action Plan have highlighted a broad range of different interpretations, aspirations and considerations. Alongside this has been a strong willingness to support reconciliation efforts and to connect with and pay respect to Aboriginal and Torres Strait Islander cultures.

Council recognises the importance of self-determination is crucial as we move forward. Respecting that this may occur in distinctly different ways to how Council is used to doing business forms part of this recognition. This Reconciliation Action Plan commits us to building relationships, to talking with and listening deeply to what people's hopes and aspirations for the future are, including how they

wish to connect to culture, influence attitudes and decision making and actively participate in community life.

As the closest tier of Government to community, Councils serve a unique role in being able to work in close partnership with individuals and community groups to advocate for opportunities and make change happen. In the shire, we see this through the adoption of our 'services for success' model, which commits us to working together for the future of our community.

Our service attraction philosophy encourages a collaborative approach for future service provision across all sectors and invites and values service providers in working with us to support our growing community's health and wellbeing. Cardinia's Liveability Plan 2017-29 (Municipal Public Health and Wellbeing Plan) sets the strategic direction for improving health and wellbeing across the shire over the coming decade. Its development was strengthened by having the Dandenong and Districts Aborigine's Co-operative Ltd, join other partners as active voices in the plan's development.

It's really important to be talking about what Reconciliation means, and National Reconciliation Week provided an opportunity to meet with seniors in our community at one of Cardinia Shire's Retirement villages for an acknowledgment event over afternoon tea. There was much discussion and the breadth of people's experience was a great reminder about what Reconciliation means and how people want to be involved.

Community snapshot

Cardinia Shire is located in the south-east of Melbourne and is one of ten 'interface councils' around the perimeter of metropolitan Melbourne.

The primary urban centre is Pakenham (55 kilometres from Melbourne's CBD). The shire has a large rural population; 27 rural townships exist outside the urban growth area, resulting in unique service provision issues. Our residential population for 2018 was 107,120¹. These figures will grow significantly over the next 10-20 years, as currently six families are moving into Cardinia Shire each day. Primarily our community is characterised by young families however, in line with the national trend, our population is increasingly ageing. Over the next 10 years, forecasts for Cardinia Shire indicate a 74.3 percent increase in population under working age, a 57.5 per cent increase in population of retirement and a 54.4 percent increase in our working age population.

When presented as a proportion of the overall population Aboriginal and Torres Strait Islanders now make up nearly 1 percent of Cardinia's population, which is double the proportion recorded a decade ago. This increase rate is higher than the average across interface councils, Greater Melbourne and Victoria. By comparison, in neighbouring Casey, the proportion of the population who are Aboriginal and Torres Islander has remained relatively stable over the past decade. The 2016 ABS Census data identified Cardinia had almost 800 Aboriginal and Torres Strait Islander residents, while Casey had double this at 1600. Our Aboriginal and Torres Strait Islander population aged over 50 years of age, grew by 200% in the last decade. While Cardinia has workforce parity numbers, our Aboriginal and Torres Strait Islander population are working longer into life than the shire's Non-Aboriginal and Torres Strait Islander population.

As our communities expand and new neighbourhoods develop, so do the services within them, including schools, kindergartens and community hubs. Council is a partner of the Early Years Compact (an agreement between the State Government and Local Government) which promotes

¹ ABS Estimated Resident Population as sourced at <https://profile.id.com.au/cardinia/population>

cultural connection and early start kinder opportunities for Aboriginal and Torres Strait Islander children.

As detailed in our RAP 2020-21 actions Council will focus on creating new opportunities which meet the needs of our changing and growing Aboriginal and Torres Strait Islander population, specifically through increased local opportunities to connect with culture, meet one another, and access culturally specific programs and services. We will also support opportunities for our broader population to build respect, understanding, trust and positive relationships with Australia's first peoples. We have a lot still to learn, and we seek active partnerships to do so together.

Reconciliation cannot correct the many wrongs of past Government policy and actions, which have caused so much harm and inequality. But it can provide opportunities for our community to unite and to build respect, trust and positive relationships into the future.

Focus area 1: Relationships

Council will continue working with the three Traditional Owner representative groups in the shire, and seek opportunities for increased and rewarding local community connections to be built with them. With a rapidly growing Aboriginal and Torres Strait Islander population across the shire, it's time to invest in building strong relationships, creating opportunities to connect people in together and to increase opportunities for diverse Aboriginal and Torres Strait Islander voices to influence Council.

Action	Deliverable	Timeline	Responsibility
Action 1			
Strengthen relationships with our Traditional Owner Groups	1.1 Individual Memorandum of Understandings (MOU's) are developed between Cardinia Shire Council and The Wurundjeri Tribe Land and Compensation Cultural Heritage Council, the Boon Wurrung Foundation and the Bunurong Land Council	2021	Manger - Community Strengthening
Action 2			
Establish Reconciliation Action Plan (RAP) Working Group to actively support RAP development and implementation of actions, tracking progress and reporting	2.1 The Working Group will meet tri-annually. Membership will include two shire Cardinia Council managers and staff committed to championing Reconciliation, along with Aboriginal and Torres Strait Islander residents and service representatives	2020 2021	Team Leader - Safe and Inclusive Communities
Action 3			
Support opportunities for residents to increase access to education and cultural awareness by connecting with Traditional Owners and other Aboriginal and Torres Strait Islander organisations	3.1 Smoking ceremonies to occur at the launch of all new integrated child and family centres over the coming decade	2021	Team Leader - Children and Family Services
	3.2 Deep Creek interpretation Plan project brief to include opportunities to engage with Traditional Owners and consider the inclusion of signage to promote Indigenous knowledge	2020	Manager - Environment and Heritage
	3.3 Engage and work with Traditional Owner groups to develop a suite of signs to be placed in public parks and locations out on country	2020 2021	Team Leader - Passive Reserves
	3.4 Provide opportunities to link bushland volunteer groups with Traditional Owner Groups	2020 2021	Manager - Environment and Heritage

Action	Deliverable	Timeline	Responsibility
	3.5 Provide opportunities for conversations between community groups and Traditional Owner Groups via walking tours or planned working bees	2020 2021	Manager -Community Strengthening
	3.6 The Maternal and Child Health team provide relevant Aboriginal and Torres Strait Islander cultural references across 18 child and family centre consulting rooms	2020 2021	Coordinator - Maternal and Child Health
	3.7 Provide available appropriate reference material for Maternal and Child Health staff to use when communicating with Aboriginal and Torres Strait Islander families	2020	Coordinator - Maternal and Child Health

Focus area 2: Respect

Our consultations have highlighted a keen interest amongst local Aboriginal and Torres Strait Islander families and the broader community to access and participate in Aboriginal and Torres Strait Islander cultural celebrations, events, recognition and learning opportunities. Our second Reconciliation Action Plan enables this to occur.

Action	Deliverable	Timeline	Responsibility
Action 4			
Support community Reconciliation efforts including public recognition during Reconciliation Week, and Sorry Day and Mabo Day	4.1 Public flag raising at Cardinia Shire Council Civic Centre precinct includes associated on-site events, in partnership with local groups and services	2020 2021	Manager - Community Strengthening
	4.2 Council will work in partnership with local seniors groups or organisations to host an annual Senior's Reconciliation Week Event	2020 2021	Coordinator -Ageing Well
Action 5			
Provide opportunities for the community to engage with and celebrate Aboriginal and Torres Strait Islander culture during NAIDOC Week	5.1 Annual support provided for local NAIDOC in schools programs and community partnership events	2020 2021	Manager -Community Strengthening
Action 6			
Increase capacity for protection and awareness of culturally significant sites and assets	6.1 Liaise with local Aboriginal groups over the annual Council Natural Resources Area Work Plans	2020 2021	Manager -Environment and Heritage
	6.2 Identify cultural heritage sites and assets in the shire	2020 2021	Team Leader -Emergency Management
	6.3 Council staff have access to records of cultural sites and assets within the shire on the Victorian Aboriginal Heritage Register	2020 2021	

Action	Deliverable	Timeline	Responsibility
Action 7			
Engage Councillors, staff and community volunteers in cultural learning opportunities to increase understanding of the history, cultures and achievements of Aboriginal and Torres Strait Islander people	7.1 Cultural awareness staff training is delivered twice per annum and this is also offered to and attended by Councillors and volunteers	2020 2021	General Manager - Customer, People and Performance
	7.2 Co-deliver Reconciliation Week function for Councillors and staff	2020 2021	Manager -Community Strengthening
	7.3 Maternal and Child Health staff attend cultural awareness training	2020 2021	Coordinator -Maternal and Child Health
	7.4 Council staff will work with key Indigenous organisations, partners and service stakeholders in preparing for, responding to and recovering from emergencies	2020	Team Leader - Safe and Inclusive Communities
Action 8			
Support the protection and recognition of the traditional languages of the local area	8.1 Promote the use of local Aboriginal languages for the naming and renaming of various Cardinia features and localities, in line with Traditional Owner advice	2020 2021	Manager -Governance

Focus area 3: Opportunities

Cardinia Shire Council will develop strategic partnerships with local and regional organisations to support increased Aboriginal and Torres Strait Islander employment participation. Youth leadership will be another focus as will increasing local Aboriginal and Torres Strait Islander public arts and culture events.

Action	Deliverable	Timeline	Responsibility
Action 9			
Extend opportunities for locally led Aboriginal and Torres Strait Islander community initiatives and celebration events	9.1 Promote Aboriginal and Torres Strait Islander Community Festival and Event opportunities and support applicants throughout the application and delivery process	2020 2021	Team Leader - Community Development
Action 10			
Host Aboriginal and Torres Strait Islander arts and cultural events and provide performance development opportunities for Aboriginal and Torres Strait Islander artists	10.1 Host Indigenous Music event with associated interactive cultural activities as part of the Summer Music Series at Emerald Lake Park	Summer 2020 Summer 2021	Manager - Arts
	10.2 Program Aboriginal content within the performing arts program	2020	Manager - Arts
	10.3 Program Aboriginal and Torres Strait Islander exhibitions in the new Cardinia Culture Centre arts space	2021	Manager - Arts
	10.4 Increased Indigenous content with the annual public film program	2021	Manager - Arts
	10.5 Engage Indigenous musicians for some of the Friday Crush Space events at the Cardinia Culture Centre	2021	Manager - Arts
Action 11			
Provide increased local economic participation support for Aboriginal and Torres Strait Islander people	11.1 Explore opportunities for a designated Indigenous position on Council's Natural Resources Ranger team	2020 2021	Manager - Operations

Action	Deliverable	Timeline	Responsibility
	11.2 Establish partnerships with regional organisations to effectively enhance Aboriginal and Torres Strait Islander employment opportunities and support at a local level	2020 2021	General Manager - Customer, People and Performance
	11.3 Review Council's recruitment policies to offer identification of Aboriginal and Torres Strait Islander applicants and commit to personalised recruitment response	2020 2021	General Manager - Customer, People and Performance
Action 12			
Youth Council and Youth Services have Aboriginal and Torres Strait Islander representation	12.1 One of the nine Cardinia Shire Council Youth Council positions is allocated to an Aboriginal young person who meets the criteria, with appropriate support systems identified and implemented	2020 2021	Team Leader – Youth Services
	12.2 There are Aboriginal and Torres Strait Islander people represented on the Youth Strategic Action Group	2020 2021	Team Leader – Youth Services

Focus area 4: Leadership, implementation, tracking and progress reporting

Building on Council's first Reconciliation Action Plan, we will increase organisational efforts to champion recognition and opportunities to embed change through Reconciliation. This is evident in the actions below, which detail how we intend to deliver the plan and our reporting steps.

Action	Deliverable	Timeline	Responsibility
Action 13			
Commitment to strong leadership support for the Reconciliation Action Plan includes meetings and dialogue opportunities between the Traditional Owner Groups, Councillors and Senior Managers	13.1 Annual meetings occur between the three Traditional Owner Groups and Councillors and Senior Managers	2020 2021	Manager -Community Strengthening
Action 14			
Advocate for increased local services and supports to be offered in Cardinia Shire to meet Aboriginal and Torres Strait Islander resident needs	14.1 Cardinia Shire Council will actively partner with the Southern Melbourne Area Aboriginal Governance Committee to focus on prioritising increased culturally specific Aboriginal and Torres Strait Islander services to be delivered in the shire	2020 2021	Manager -Community Strengthening
	14.2 Increased Aboriginal and Torres Strait Islander children, youth and family services and support groups are delivered in the shire, as determined by community need and the Southern Melbourne Area Aboriginal Governance Committee	2020 2021	Manager -Community Strengthening
	14.3 Work in partnership with Aboriginal housing support services to identify social housing needs and explore opportunities to re-shape housing dynamics in the shire	2020 2021	Team Leader - Social and Community Planning

Action	Deliverable	Timeline	Responsibility
Action 15			
Support staff across the organisation in delivering their RAP actions as required	15.1 Provide support and share network opportunities to enable staff to deliver their Reconciliation Action Plan outcomes	2020 2021	Team Leader - Safe and Inclusive Communities
Action 16			
Annual Reporting against Reconciliation Action Plan Actions are provided to the public, partners, Senior Leadership Team, Council, and Reconciliation Australia	16.1 Produce report detailing the Reconciliation Action Plan achievements to the shire's Senior Leadership Team	May 2020 May 2021	Team Leader - Safe and Inclusive Communities
	16.2 Report RAP achievements to Council in line with National Reconciliation Week	May 2020 May 2021	Team Leader - Safe and Inclusive Communities
	16.3 Provide public update on RAP Achievements during Reconciliation Week each year	May 2020 May 2021	Team Leader - Safe and Inclusive Communities
	16.4 Submit annual RAP Impact Measurement Report to Reconciliation Australia	September 2020 September 2021	Team Leader - Safe and Inclusive Communities

Planning for change

Cardinia Shire Council's ongoing commitment to Reconciliation is reflected in planned actions focusing on increased relationships, opportunities and respect. These will be driven by leadership commitments advocating for increasing culturally appropriate local services as reflected in the Reconciliation Action Plan 2020–21.

The development of the Reconciliation Action Plan 2020–21 is the continuation of a commitment by Council to promoting respect, trust and positive relationships between the shire's Aboriginal and Torres Strait Islander communities and the wider Cardinia community.

The plan is underpinned by multiple strategies within the Draft Council Plan 2019-23 aimed at supporting community health, connection and sustainability as included in these priority areas:

Our People: 1.1 Access to a variety of services for all, 1.2 Access to support services and programs for young people, 1.3 Learning opportunities for all ages and abilities, 1.4 Improving health and wellbeing for all, 1.5 Variety of recreation and leisure opportunities, 1.7 Minimised impact of emergencies.

Our Community: Particularly, 2.1 Our diverse community requirements are met, 2.2 Engaged communities, 2.3 Increased levels of community participation, 2.4 improved health and wellbeing of our residents

Our Environment: - 3.3 Enhanced natural environment, 3.4 Natural and build environments supporting the improved health and wellbeing of our communities

Our Economy: particularly, 4.1 increased business diversity in Cardinia Shire

Our Governance: Particularly 5.1 An engaged community

The RAP also aligns to the Liveability Plan's vision for liveable, resilient community where the environment flourishes, residents are healthy, included and connected. It affirms a model of social cohesion fostered through partnership building, improved communication and engagement with the community.

The Plan aligns with the principles of Council's new Social Justice and Equity Policy, which acknowledges Aboriginal and Torres Strait Islander peoples as First Australians and recognises their culture, history, diversity and their deep connection to the land. Dispossession of land, culture and language has created long-term systemic disadvantage for Aboriginal and Torres Strait Islander communities and they experience high levels of racial discrimination.

Pivotal to this plan's success will be the range of effective local and regional partnerships we continue to build and the commitment across Council's leadership teams and various business units to build strong relationships with Aboriginal and Torres Strait Islander residents, services, networks, businesses and Aboriginal community-controlled organisations.

Broader policy context

Cardinia Shire Council's second Reconciliation Action Plan provides 16 actions developed to provide focus for the shire's Reconciliation priorities. It is important that we acknowledge the excellent Reconciliation Action Plan framework provided by Reconciliation Australia which provided the guide for this 2019-20 Action Plan. The Plan sits within the context of other policies and strategies at global, national, state and local levels, as listed below.

International

- UN Declaration of Human Rights
- UN Declaration on the Rights of Indigenous Peoples

Australian Government

- Australia's Human Rights Framework
- Closing the Gap Strategy 2008

Victorian Government

- Charter of Human Rights and Responsibilities Act 2006
- Equal Opportunity Act 2010
- Advancing the Treaty Process with Aboriginal Victorians Bill
- Victorian Aboriginal Affairs Framework 2018–23
- Korin Balit-Djak: Aboriginal Health, Wellbeing and Safety Strategic Plan 2017–27
- Aboriginal Family Violence 10 year Plan
- Wungurilwil Gaggapduir: Aboriginal Children and Families Agreement and Strategic Action Plan
- Marrung Aboriginal Education Plan 2016–26
- Balit Murrup: Aboriginal Social & Emotional Wellbeing Framework
- Aboriginal Justice Agreement
- Victorian Aboriginal Affairs Framework (VAAF) 2018–2023
- Aboriginal Heritage Act 2006 and 2016 amendment

Local government

- The Victorian Local Government Act
- Strategic Priorities of the Early Years Compact
- The Victorian Aboriginal and Local Government Action Plan 2017

Cardinia Shire Council Charters

- Age Friendly Charter
- Child Friendly City Charter
- Cardinia Children's Charter

Cardinia Shire Council Strategic Plans

- Draft Council Plan 2019–23
- Liveability Plan – 2017–2029
- Social Justice and Equity Policy 2019–23
- Child, Youth and Family Strategy – 2017–21
- Ageing Well Strategy 2019–24
- Municipal Emergency Management Plan V1.3
- Biodiversity conservation Strategy



Cardinia Shire Council
Civic Centre
20 Siding Avenue, Officer

PO Box 7
Pakenham 3810 (DX 81006 Pakenham)

Phone: 1300 787 624
Email: mail@cardinia.vic.gov.au
Web: cardinia.vic.gov.au

National Relay Service (NRS)

TTY: 133 677 (ask for 1300 787 624)

Speak and Listen (speech-to-speech relay): 1300 555 727 (ask for 1300 787 624)

Translator Interpretation Service

131 450 (ask for 1300 787 624)



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