

CITY OF BALLARAT

Reconciliation Action Plan 2022–2024



The City of Ballarat recognises that Aboriginal and Torres Strait Islander Peoples are more likely to experience discrimination, disadvantage and exclusion, leading to poorer health and social outcomes.

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This RAP commits us to do better by taking a whole-of-organisation approach to reconciliation. This includes ensuring that Aboriginal and Torres Strait Islander Peoples are visible, represented and able to participate in community life as they choose.

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What our community told us

"Promote us through mainstream."

Community-led conversation

"Educating young people about Aboriginal and Torres Strait Islander cultures and history to promote cultural awareness from a young age. Having a historical understanding is so important to understand issues that are faced today by the Aboriginal and Torres Strait Islander communities."

Community consultation

"Sharing culture and heritage, collaborate with land management and consultation with Elders."

Community consultation

We heard...

Improved culturally appropriate engagement with Aboriginal and Torres Strait Islander Peoples and meaningful engagement and consultation with Traditional Owners at the start of projects are essential to build mutually beneficial relationships.

Building awareness across the City of Ballarat of the importance of creating safe spaces for Aboriginal and Torres Strait Islander Peoples and recognising significant land and waterways is vital for promoting respect for

Aboriginal and Torres Strait Islander culture and histories.

More visibility of Aboriginal and Torres Strait Islander symbols, flags and artwork is important for normalising cultural diversity.

Targeted initiatives are essential to improve economic opportunities.



"Walk the talk. Walk beside us."

Community-led conversation



What we will do

2-year action plan

Priority areas		We will achieve this by:
	Pillar 1: Relationships "We build mutually beneficial relationships to promote reconciliation through respect and trust."	<ul style="list-style-type: none"> Establishing and maintaining mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations Building relationships by celebrating National Reconciliation Week Promoting reconciliation in the areas where we have influence Promoting positive race relations through anti-discrimination strategies
	Pillar 2: Respect "We promote respect for Aboriginal and Torres Strait Islander cultures and histories."	<ul style="list-style-type: none"> Increasing our understanding, recognition and valuing of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning Demonstrating respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols Building respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week Increasing integration and building capacity in our commitment to RAP outcomes
	Pillar 3: Opportunities "We take a whole-of-organisation approach to promoting reconciliation."	<ul style="list-style-type: none"> Facilitating improved employment outcomes for Aboriginal and Torres Strait Islander People Facilitating improved economic and social outcomes for Aboriginal and Torres Strait Islander communities
	Pillar 4: Truth telling "We support truth telling for a greater understanding of our history and the resilience and strength of Aboriginal and Torres Strait Islander People."	<ul style="list-style-type: none"> Facilitating education to enable greater understanding of past and present Aboriginal and Torres Strait Islander Peoples' experiences
	Pillar 5: Governance "We commit to monitoring, evaluating and reporting on our progress towards reconciliation."	<ul style="list-style-type: none"> Establishing and maintaining an effective RAP Working Group to drive governance of the RAP Providing appropriate support for the effective implementation of RAP commitments Building accountability and transparency by reporting on RAP achievements, challenges and learnings internally and externally Continuing our reconciliation journey by committing to starting development of our next RAP in a timely way