



Reconciliation Action Plan 2015 - 18 Progress Report 2017



Our journey towards Reconciliation

In response to the 2013-2017 East Gippsland Shire Council Plan and vision for it's community, Council took the first step towards encouraging and providing guidance to other organisations in East Gippsland by developing a Reconciliation Action Plan (RAP).

A RAP is a plan that converts 'good intentions' into real actions. The aim of this Progress Report 2017 is to outline the actions that have been achieved to date and to provide this update to Council as well as the wider East Gippsland community.

Acknowledgements Vision for Reconciliation

East Gippsland Shire Council (EGSC) acknowledges the Gunai Kurnia, Monero and Bidjawan people as the Traditional Custodians of this land that encompasses East Gippsland Shire, and their enduring relationship with country. The Traditional Custodians have cared and nurtured East Gippsland for tens of thousands of years.

Council recognises the impacts of colonisation and that past government policies contributed to the erosion of Aboriginal culture in East Gippsland. Council aspires to strengthen partnerships and supports Aboriginal and Torres Strait Island participation in Indigenous Cultural processes for East Gippsland Shire Council. We recognise Australia's rich cultural heritage and aim to encourage integrated decision making now and in the future.

We aim to create a future of mutual respect and harmony by collaborating with East Gippsland's Aboriginal and Torres Strait Islander communities to develop actions that embed cultural change in the organisation through increased mutual understanding and effective partnerships.

Progress Report

The East Gippsland Shire Council Reconciliation Action Plan (RAP) Progress Report 2015-2017 outlines the progress and major achievements by Council. This is the first such progress report to Council, however annual reporting to Reconciliation Australia has occurred since the endorsement of the RAP. The purpose of the report is to provide an update on work undertaken and the resulting outcomes against each action detailed in the RAP.



Ceremonial On Country dancers in celebration of Wayne Thorpe's book launch *A Story of Bung Yarnda aka Lake Tyers*. Photo courtesy of Friends of Gippsland Lakes Parks and Reserves

Relationships

East Gippsland Shire Council's vision for its community is a future of mutual respect and harmony. East Gippsland Shire Council will endeavour to improve inclusion by engaging with Aboriginal and Torres Strait Islander communities and developing meaningful relationships.

Strategic Action	Action	Outcomes
Working Group continues to actively monitor RAP development, including implementation of actions and tracking progress	Following RAP endorsement working group to meet quarterly	RAP was endorsed by RA in December 2014 The Shire has actively monitored activities across the organisation to record progress and achievements to the RAP since its endorsement.
	RAP working group to participate in cross cultural training	Individuals from across the organisation has undertaken Cultural Awareness Training from Councillors to Officer level staff. The training was developed by Aboriginal linguist expert Dr Doris Paton. An online training program has been developed in consultation with Dr Doris Paton which is now included as part of the induction of all new staff. As of September 2016, 266 of 360 permanent staff, as well as Councillors had attended face to face Cultural Awareness Training with Dr Paton. In March 2016 training for identified staff on mentoring Aboriginal staff was held.
	EGSC Directors will commit to reporting to the RAP working group at least twice annually	Meetings have been irregular, the last meeting took place in July 2017.
Develop consultation methods to improve communication with Aboriginal and Torres Strait Islander communities	Develop an East Aboriginal directory of contacts, services, events and artists to be available on the East Gippsland Shire website	In 2016 EGSC implemented a Koorie Community page on the Shire website. The page provides information about Aboriginal organisations including a link to their website, phone numbers, photo's, logos and a description. EGSC supported the redevelopment of Black Pages Directory by Gippsland Primary Health Network. This document has been widely distributed and is accessible through the EGSC website Koorie Community page. Community groups are invited to enter their details in the Community Directory through the EGSC website.

Strategic Action	Action	Outcomes
	Development of Aboriginal Community Consultation and Communication Plan for staff to access	A working understanding of preferred engagement protocols are still developing as they vary depending on the nature of the engagement. Acknowledgement of Traditional Custodians protocol is on the staff intranet (HIVE) for all to access. Posters, framed with acknowledgement of traditional custodians have been rolled out to encourage and support staff to follow this protocol in meetings. Imagery used deliberately links to that used in the RAP to keep the RAP front of mind.
	Actions taken to encourage and educate staff to learn about and participate in Aboriginal events	EGSC worked in partnership with the Krowathunkooloong Keeping Place (the Keeping Place) to provide free entry during Reconciliation week 2016 and 2017. Free entry to all East Gippsland kindergarten and primary school students between Reconciliation Week and NAIDOC week 2017, 27 May to 9 July. Information on the staff intranet (HIVE) regarding events and opportunities to participate in key events supported by Executive Group to enable staff to attend where appropriate in working hours. Regular updates on the Koorie website page about upcoming events have been made since the page was launched.
Participate more fully in Aboriginal and Torres Strait Islander Networks and Organisations	Increased opportunities to align effort with East Gippsland Aboriginal Controlled Organisations to improve relationships and outcomes in the community	EGSC actively participate in all Local Aboriginal Network (LAN) and associated meetings. The Shire's Community Development Officer was invited to present on the strong relationship built between Council and the LANs at the two-day LAN's forum in December 2016. Regular meetings one on one with the LAN's Broker, Manager of the Keeping Place, GLaWAC, VACSA, Gippsland Sectoral Development, Karina Crutch as well as Megan Soloman, East Gippsland Wurreeker Broker. Council staff also meet periodically with key Aboriginal community leaders to exchange updates and identify points of collaborations as well as for programs such as Aboriginal Best Start.
	Attendance and participate in East Gippsland Aboriginal Network groups including: Local Aboriginal Justice Advisory Committee, LAJAC), Local Indigenous Network. Participation in relevant community events	Regular attendance at Local Aboriginal Justice Advisory Committee meetings. Regular attendance at the NAIDOC committee meetings. Council staff have participated in community events such as NAIDOC events including the NAIDOC Ball, Wayne Thorpe's book launch "<i>The Story of Bung Yarnda</i>", LAN's two-day forum. Reconciliation week Boat Cruise, Reconciliation Week Aboriginal exhibition opening, May 2017, Treaty March 2017

Relationships

Strategic Action

Provide opportunities for all staff and Councillors to participate in National Reconciliation Week celebrations

Action

Council participate in National Reconciliation Week activities

Outcomes

EGSC runs an Elders Boat Cruise annually for Aboriginal Elders and Councillors providing an opportunity to bring community leaders together in a relaxed environment.

The Bairnsdale Library holds an Aboriginal Elders morning tea and movie annually.

East Gippsland Art Gallery in partnership with EGSC annually hold an exhibition of local and other Aboriginal artwork.

The Keeping Place, in partnership with EGSC offered free entry to all Kindergarten and Primary school children between Reconciliation Week and NAIDOC week.

The number of staff who participate in Reconciliation Week events is increased

Not measured

Council promotes Reconciliation to all East Gippsland communities by providing opportunities during Reconciliation Week for East Gippsland Shire staff and wider community to come together

Promotion of community events occurred relating to:

- Library activities
- Free entry to the Keeping Place

Promotion occurred through:

- Koorie Community website page
- Networks and contacts

Organise at least one internal National Reconciliation Week event for Council staff

All staff invited to tour the Keeping Place

All staff invited to the EGAG Reconciliation exhibition opening 2017 and to attend anytime over the following month.

Staff invited to attend NAIDOC week activities through the HIVE



Auntie Dr Doris Paton

Gunnai/Monaro Ngarigo Woman, Educator
& Aboriginal Language Revivalist.

Strategic Action

Action

Outcomes

Increase public education activities that strengthen wider community relationships

Increasing stakeholder opportunities to develop and promote local education and reconciliation recourses for wider community to increase understanding of local Aboriginal history for the wider community

Increased Library programs that support wider community relationships for Aboriginal and non-Aboriginal communities

Aboriginal and Torres Strait Islander resource collections in the libraries has been increased.

Resources were made available for use by all schools and kindergartens, such as the Cultural Kits which enables educators to bring culture into the classroom.

Council has supported community education through local newspaper articles. For example the clans and history of NAIDOC, editorials and advertising of cultural events.

Offering free entry to the Keeping Place to all schools and kindergartens across East Gippsland as well as to Seniors as part of the Seniors Festival.

The Bairnsdale Library runs a weekly story time session in partnership with the Boorai playgroup at Gippsland and East Gippsland Aboriginal Cooperative (GEGAC). These sessions assist the children to improve their literacy development while providing modelling for parents.

In August/September 2016 the Bairnsdale library hosted the touring exhibition from the Public Records Office, *Footprints: The Journey of Lucy and Percy Pepper* which traces the lives of an Aboriginal family in the first half of the twentieth century.

The Library has a number of adult and children's indigenous resources.

Continue to build and provide educational resources through the East Gippsland Shire Library

New resources were purchased for the libraries. Most recent is a suite of books purchased through Our Community about educating Aboriginal children, Aboriginal culture and history.

The Library has two Indigenous resource kits available for loan for early year's providers. These kits contain storybooks, resource books on teaching indigenous cultural activities, artefacts, jigsaw puzzles and games, puppets and other storytelling tools.

Strategic Action	Action	Outcomes
Investigate mechanisms that encourage the development and adoption of RAP's by large business throughout East Gippsland	Showcase East Gippsland Shire Council's RAP in the East Gippsland community to provide leadership for reconciliation for East Gippsland	This progress report will be made available to the community through the Koorie Community website page. Annual reports are submitted to Reconciliation Australia in September each year. When community groups, organisations and individuals are applying for any funding through Council they are required to respond to a Council plan or strategy, our RAP is one of the plan's listed to respond to. The aim of this and a corresponding criteria question is to encourage groups and businesses to consider cultural diversity when planning their event/project/initiative.

Partnerships



The Keeping Place and EGSC have been working in partnership for many years but over the past year the partnership has deepened significantly.

EGSC was successful in an application for Reconciliation Week funding through the Department of the Prime Minister and Cabinet. As a result, council were able to partner with the Keeping Place to offer free entry to every Kindergarten and Primary school student across East Gippsland between Reconciliation Week and NAIDOC week, 27th May to 9 July 2017. Additionally, EGSC offered assistance to schools for the cost of travel to improve access and facilitate greater engagement. East Gippsland is a large shire with many small and isolated schools, who have identified that the travel and associated costs to engage in excursions can be a barrier to them participating. As a result of this partnership and support over 500 children visited the Krowathunkooloong Keeping Place. Due to the successful uptake of this initiative, it will be extended to offer free entry to Seniors during Seniors month (October 2017), which will be

reported on in the next RAP report. Robert Hudson, Manager of the Krowathunkooloong Keeping Place, has recognised the value of the partnership, stating "East Gippsland Shire has been instrumental in promoting and working with myself over the past twelve months at the Krowathunkooloong Keeping Place, including newly appointed Councillors having a tour of our Cultural Centre and children from East Gippsland having the opportunity to enter free of charge."



Starting top left and moving clockwise:

A visit from the Governor of Victoria to the Krowathunkoolong Keeping Place

Gippsland Black Pages cover

Group photo of the Local Aboriginal Network forum with special guest, Nova Peris.

East Gippsland Shire Council's Koorie Community website page.



Respect

We will value, support and help to develop our diverse community. We will respect the views of others and act with courtesy and consideration in all our interactions.

Strategic Action	Action	Outcomes
Provide a Cultural Awareness Training program for East Gippsland Shire Council that aligns and is specific to the various sectors of the Organisation	Develop a cultural awareness training strategy for all East Gippsland Shire staff	In 2015—2016, 266 staff from officer level to Councillors participated in Cultural Awareness training. Since then an online training video which talks to the history of the Gunai Kurnai people. This video has been embedded in the induction process for all new staff.
	All councillors and senior staff to complete Cultural Awareness training; Increase the percentage of staff members who will participate in Cultural Awareness training	As above Prior to the formal organisational rollout of training mentioned above, a small number of staff participated in Cultural Awareness training. Therefore, it is estimated that the majority of the 266 staff and Councillors who participated would not have completed this training previously.
	Incorporate Cultural Awareness training in the induction process	A cultural awareness training video has been developed by the Communications team in partnerships with Dr Doris Paton. The video has been embedded into the induction process for all new staff.
	Conduct internal survey to measure employee improvement in understanding Aboriginal and Torres Strait Islander histories, cultures and contributions	An organisation cultural survey which takes place in June/July annually will give us data on this in 2018. General feedback from staff about the Cultural Awareness training with Dr Doris Paton has been outstanding. It was a really interesting and open discussion.
Aboriginal and Torres Strait Islander cultural protocols are observed as a part of all Council activities	Adopt the Gunaikurnai Land and Aboriginal Waters Corporation Welcome To Country protocol and guidelines.	All Welcome to Country ceremonies for civic Council events are booked through Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC). GLaWAC protocol and guidelines have been adopted.
	Adopt a policy that ensures Acknowledgement of Country at all community events	Acknowledgement has been imbedded across Council practice. Framed posters have been installed in every meeting room across the EGSC. Acknowledgement is written into all Council speeches and performed at appropriate internal meetings, external meetings and community events.
	Where appropriate use Aboriginal artwork in Council documents	Aboriginal artwork has been used in the RAP and Social Inclusion Action Plan.

Acknowledgement of the Traditional Custodians.



Over Time We Come Together by Cassie Leatham

The Victorian constitution recognises the spiritual, social, cultural and economic relationship that the Aboriginal people of Victoria have with their traditional lands and waters within Victoria. Acknowledging Gunai Kurnai people as traditional owners affirms the unique status of Victoria's Aboriginal people as the descendants of Australia's first people.

Acknowledgment is necessary to enable the realisation of Aboriginal cultural rights – the right to the enjoyment of their identity and culture, the maintenance and use of language, kinship ties, spiritual material and relationship with the land and waters. It is a step towards the realisation of these cultural rights and promotes the health and well-being of Gunai Kurnai people generally. We recognise that cultural survival is crucial to the health and well-being of Indigenous people.

When is an acknowledgement of the Gunai Kurnai people as traditional owners required? Official events and at the beginning of any external meetings.

The following words should be used when acknowledging the Gunai Kurnai people as the traditional owners:

“I would like to acknowledge the Gunai Kurnai People, the traditional custodians of the land on which we are gathered and pay my respects to their Elders past, present and future.”

Respect

Strategic

Action

Engage employees in understanding the protocols around Welcome to Country and Acknowledgement of Country ceremonies to ensure a greater understanding and respect for ceremony

Action

Review internal policy and staff awareness to increase Acknowledgement of Country at meetings and events;
Implement external providers policy to ensure all external trainers and relevant service providers begin training with an Acknowledgement of Country

Outcomes

Staff are supported to implement correct protocols regarding Welcome to Country and Acknowledgement of Traditional Custodians by clear instruction on the HIVE and posters.

Currently the policy is about social procurement and states that Council will encourage the creation of links between purchasing decisions and social impacts by:

*Raising awareness of social objectives and how purchasing can be engaged to meet these objectives;
Promoting purchasing as a strategy to achieve social objectives both within Council and the community;
and Where practical, encouraging programs aimed at developing capacity in the local community in order that social enterprises and other entities pursuing social objectives can eventually compete for Council contracts.*

There is no specific reference to encouraging the employment of Aboriginal people by suppliers to Council, although it may be inferred. This policy is currently under review.

Support participation of the Organisation to Aboriginal celebration and events

Staff are supported to participate in events in the local community

Council continues to be active participants in NAIDOC week across East Gippsland

Provide opportunities for Aboriginal and Torres Strait Islander employees to participate in local NAIDOC Week events

Increase in the number of staff participating in Aboriginal and Torres Strait Islander events each year

Review HR policies and procedures to ensure there are no barriers to Aboriginal staff participating in NAIDOC

All staff are invited and encouraged to attend Reconciliation and NAIDOC week activities. A calendar of events is advertised on the staff intranet as well as articles about the different events daily.

A Community Development Team representative has sat on the NAIDOC committee annually.

All staff are invited and encouraged to attend. Events are advertised to staff on the HIVE.

The numbers are not formally counted. However, anecdotally the numbers appear steady over the past two years.

All Human Resource policies and procedures were reviewed resulting in the updating of the Staff Leave Policy with the inclusion of a cultural and ceremonial leave clause which allows all staff to utilise their annual leave, accrued Time in Lieu or leave without pay to observe cultural (religious) or ceremonial occasions.



The East Gippsland Shire Council in partnership with VicRoads have erected Welcome signs at entry points to East Gippsland that acknowledge the traditional custodians. "We acknowledge the Gunaikurnai, Monero and the Bidawal people as the Traditional Custodians of the land that encompasses East Gippsland Shire."



Gunai/Kurnai man Grattan Mullett performs a smoking ceremony to welcome The Hon. Linda Dessau AM Governor of Victoria.
East Gippsland Shire Offices, Lakes Entrance - 28th March 2017

Respect

Strategic Action	Action	Outcome
East Gippsland Shire to provide leadership in the promotion of reconciliation in East Gippsland	Encourage East Gippsland Shire supported events to include a Welcome to Country or Acknowledgment of Country ceremony	The Regional and District Events Sponsorship funding program (event funding program) includes a clause in the agreement to be signed by successful applicants that strongly encourages event organisers to contact GLaWAC to organise Welcome to Country ceremonies and to Acknowledge Aboriginal custodians in speeches.
	Implementation of Acknowledgement of Country in all staff email signature	In 2015 all staff standard email signatures were upgraded to include an Acknowledgement. (Image below).
	As signatories to the <i>Racism Stops With Me</i> campaign, develop strategies and actions that invites East Gippsland community to increase the awareness of the <i>Racism Stops With Me</i> campaign	Council is a signatory of <i>Racism Stops With Me</i> . There is a link to the campaign on the EGSC website.
	Council partners with organisations to provide a memorial plaque in recognition for Aboriginal service men and women at the Bairnsdale cenotaph	Not yet achieved.
Continue to fly the Aboriginal flag	Council develop protocols for flying the Aboriginal flag at Council facilities	The East Gippsland Shire Council has an Aboriginal flag flying out of the front of all of its Council offices and has done since 2009. Protocol has been developed for flag raising ceremonies, traditionally held at the start of NAIDOC week.
Recognise significant dates for Aboriginal and Torres Strait Islander people	Significant dates are included on the Council calendar of events	Significant dates are listed on the Calendar of Events on the HIVE and EGSC website.
	Recognition and awareness of significant dates are uploaded on the Hive and Council Website	Significant dates and events celebrating or acknowledging the dates are advertised to all staff on the HIVE as well as the Koorie Community page on the EGSC website.

Council staff have the following signature on every standard email sent.



East Gippsland Shire Council acknowledges the Gunaikurnai, Monero and the Bidjawan people as the Traditional Custodians of the land that encompasses East Gippsland Shire. We pay our respects to all Aboriginal and Torres Strait Islander people living in East Gippsland, their Elders past and present.

Respect

Strategic Action

Provide opportunities for the promotion of Aboriginal Arts and Culture

Action

Where appropriate, use local Aboriginal artwork on Council documents

Continue to support Aboriginal Artists through Brabuwooloong Gallery

Commitment to holding Aboriginal Art exhibitions throughout the year

Outcome

Aboriginal artwork has been used in both the RAP and Social Inclusion Action Plan.

In 2017 the East Gippsland Art Gallery (EGAG) in partnership with EGSC held a NAIDOC Week exhibition at the EGAG.

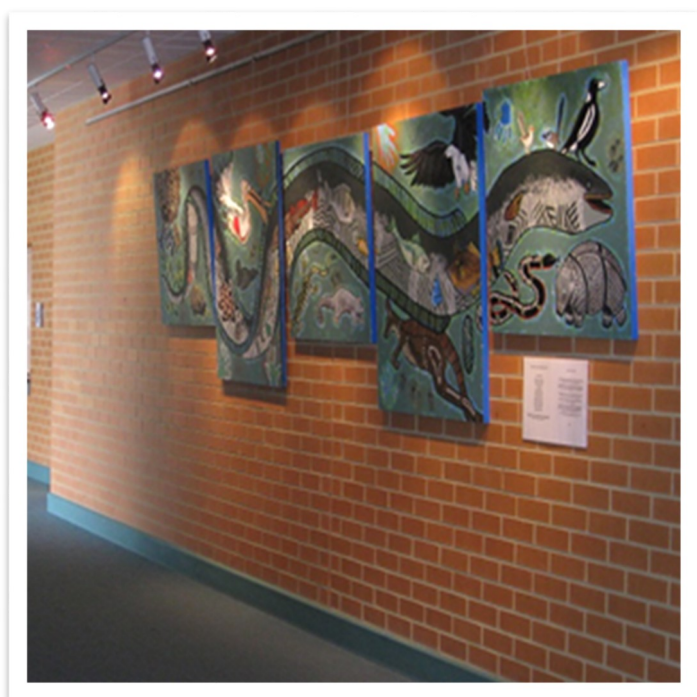
Supporting artists through the Brabuwooloong Gallery has not eventuated due to a difficulty in sourcing new and consistent works.

Reconciliation Week exhibition held over one month supporting six Aboriginal artists.

Koori Exhibitions are promoted in the local Arts Connect eNewsletter (database 250)

Council has supported a number of projects through the Arts Grants program some of which include:

- 1) Rotary Club of Lakes Entrance, \$2,100; Cross Cultural Event - Gippsland Lakes Art on Show, a high quality innovative art show that is helping to build a stronger relationship between Aboriginal and Non Aboriginal communities.
- 2) Wurinbeena Ltd, \$10,000, The Three Bark Canoes project will bring together Aboriginal Elders and young Aboriginal men to make traditional bark canoes at Lake Tyers.
- 3) Gippsland Lakes Community Health Children's Centre; \$5,000, "Through the lens" aims to extend a nature based learning program into an expressive arts project



A commissioned work by various Aboriginal artists led by Alfie Hudson at the Lakes Entrance Service Centre and Library foyer.

Respect

Strategic Actions

Provide opportunities for the promotion of Aboriginal Arts and Culture

Actions

Provide exhibition space for Aboriginal artwork in suitable Council venues throughout the Shire
Council partners with East Gippsland Art Gallery (EGAG) to hold an annual Aboriginal Art exhibition through NAIDOC week/month

Outcomes

Aboriginal artwork is displayed in the front foyer area at the Corporate Centre in Bairnsdale as well as in the Council Chambers foyer at the Corporate Centre, Bairnsdale. A local collaborative Aboriginal work hangs on the Service Centre wall in Lakes Entrance.

Changed to Reconciliation Week this year 2017.

The EGAG in partnership with EGSC held a Reconciliation Week 2017 Exhibition. There were two exhibits in the first entitled, ELEMENTS by Dr Aunty Eileen Harrison, Alfie Hudson and Leslie Richie and the second, KANGAROO TALES by Frances Harrison + Lennie Hayes + Catherine Larkins + Elaine Terrick.

This exhibition engaged a total audience number of 1472, and was successful beyond expectations; a fantastic celebration local Aboriginal Art and Culture.

Crystal Stubbs, Gallery Director said *"There was a strong sense of pride in knowing that all this amazing world class work was created by local artists and all the imagery was relevant to the local Aboriginal culture and community... They wanted to know about the stories, the artist's and how the pieces were made. There was a real yearning from the public for cultural knowledge... The more the East Gippsland Art Gallery can exhibit and promote our strong Koorie culture through art, the stronger our creative community will be, creating a positive cultural image."*



Engage a minimum of one Aboriginal Touring Product in the Forge Theatre per year

As part of NAIDOC 2017 a film called Zach's Ceremony was presented. The showing attracted a good number of Aboriginal audience members, many of which had not attended a show at the Forge before. The film was powerful and the theatre brimming with pride.



Bairnsdale Aboriginal Art

Strategic Action

In partnership with stakeholders, deliver a major Public Arts project

Action

Partnership developed to deliver a major Aboriginal Arts project with East Gippsland Shire

Outcome

In partnership with Federation Training, Victoria Police, Gippsland and East Gippsland Aboriginal Cooperative, Local Aboriginal Network and Aboriginal artists, (led by Alfie Hudson, artist and mentor) the Aboriginal Art Project was delivered over a school year.

Before starting on the wall the artists spent a school term developing their spray art skills, working on the design and visiting cultural sites to learn more about culture.

The students developed a sense of pride and ownership as the mural progressed. Many have shown the mural to family and friends, spreading the message to respect community artworks and culture.

The mural represents a journey from the mountains to the sea. This journey was taken by the traditional owners, the Gunai Kurnai people, as well as characters in the mural—the Bogong moth and the dog (dingo). A documentary about the project is online at:

<https://www.youtube.com/watch?v=ZgovGLg-F30&feature=youtube>



Opportunities

Providing opportunities for Aboriginal and Torres Strait Islander communities to assist Council in its goal improve inclusion and create mutual understanding and effective partnerships

Strategic Action	Action	Outcome
Council adopts a strategy to improve Aboriginal and Torres Strait Islander employment within the organisation	Aboriginal Employment strategies are embedded and implemented within the Council employment strategy Council grows its Aboriginal workforce	EGSC recruitment guide has been modified to improve accessibility and inclusivity as an employer. This guide forms part of the ongoing employment strategy. Projects to grow the Aboriginal workforce include the actions within the recruitment guide regarding more inclusive practices. Aboriginal School Based Traineeships have been offered annually giving students the opportunity to gain work place experience while completing a qualification.
Participate in partnership opportunities that encourage Aboriginal and Torres Strait Islander employment and education pathways	Continuation sponsorship of events that supports the achievements of Aboriginal people in East Gippsland Further opportunities are explored in the East Gippsland Shire Education Vision to support Aboriginal education outcome in East Gippsland	Sponsorship requests are given consideration through the Marketing, Sponsorship and Support Fund on an ongoing basis. The Aboriginal Best Start program led by EGSC, funded by the Department of Education and Training, brings together local Aboriginal representatives and lead agencies to identify strengths, barriers and opportunities to increase engagement in early education opportunities and maternal child health services in East Gippsland.

Opportunities

Strategic Actions	Actions	Outcome
Encourage Aboriginal and Torres Strait Islander employment in organisations and businesses within East Gippsland's local community	Review Social Procurement Guidelines to look at opportunities to encourage and influence good Aboriginal employment practices across a range of businesses and organisations who currently provide goods and services to Council	There is no specific reference to encouraging the employment of Aboriginal people by suppliers to Council, although it may be inferred.
Investigate opportunities to increase procurement of goods and services from Aboriginal and Torres Strait Islander owned businesses as part of Council's procurement policy	Complete documentation on the network of Aboriginal business owners currently established in East Gippsland and investigate possible business opportunities between Council and each business.	Not completed due to limited resources to complete this work and barriers to the identification of Aboriginal business owners.
Investigate opportunities to develop a range of Aboriginal and Torres Strait Islander made and or designed corporate gifts	Local Aboriginal Businesses are informed of opportunities to supply East Gippsland Shire Council corporate gifts Current Council gift collateral is reviewed to include Aboriginal gift opportunities	The Locally Made in East Gippsland program is used when selecting corporate gifts, of which there are currently two Aboriginal artists registered. Priority is always given to gifts with a cultural connection to the region for visiting dignitaries sourced through the Locally Made in East Gippsland program.

Opportunities

Strategic Action

Investigate Aboriginal tourism opportunity for Lakes Entrance that supports sustainable economic growth for the region

Action

Council Plans and Community Plans are examined for increasing Aboriginal tourism.

Commit to supporting a project that supports Aboriginal and Torres Strait Islander participation in the Tourism sector

Outcome

EGSC worked with the Gippsland Lakes Ministerial Advisory Committee, East Gippsland Marketing Inc and Destination Gippsland to develop the Gippsland Lakes Cultural Tourism Strategy in 2015.

Since the completion of the Lakes Entrance Cultural Tourism Strategy, EGSC have worked to support Aboriginal or cultural tourism project instigated by the Aboriginal community.

2016 Worked with EGSC Arts and Cultural Coordinator to put local Aboriginal artwork on display at Lakes Entrance Visitor Information centre.

2017 GLAWAC presented as a key speaker at the Destination Gippsland Tourism Conference, in East Gippsland.

Ongoing, Visitor Centre staff and volunteers periodically visit Aboriginal cultural tourism sight on familiarisation tours, and have received cultural briefings from GLAWAC.



