

## Cultural Awareness Policy

**Policy Type: Council Policy**

**Policy Owner: Manager Neighbourhood  
Development**

**Policy No. CP-**

**Last Review Date:**

### Policy Objectives

Recognising the uniqueness of our Traditional owners, the Bibbulmun people, the City commits to engage mutual learning and meaningful action in partnership with the local Aboriginal and Torres Strait Islander community; paying respect to the Whadjuk people and Elders both past and present towards inclusion and reconciliation.

### Policy Scope

The City of Melville values it's culturally diverse community and recognises Aboriginal and Torres Strait Islander people as our First Nations People and among the oldest living continuous cultures on earth.

This policy acts as a guide to ensure that Council's plans, programs, policies and the delivery of services celebrate, are of inclusive of and responsive to the Aboriginal and Torres Strait Islander community.

This Policy applies to Elected Members, City of Melville staff and consultants contracted by the City and any other person/s who undertakes activities for the City. It applies to City of Melville events and activities.





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| Inclusion                        | Occurring when a diversity of people feel valued and respected, have access to opportunities and resources, and can contribute their perspectives and talents within the broader community.  |
| Reconciliation                   | <p>Reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians.</p> <p>A Commonwealth initiative to promote reconciliation between Aboriginal and Torres Strait Islander peoples to the wider community and to address Aboriginal and Torres Strait Islander disadvantage addressing the five dimensions of: race relations, equality and equity, institutional integrity, unity and historical acceptance (<a href="https://www.reconciliation.org.au/what-is-reconciliation/">https://www.reconciliation.org.au/what-is-reconciliation/</a> July 2019).</p> |
| Traditional Owners or Custodians | “Traditional Owners” or “Custodians” are used when referring to the original inhabitants of an area It is recommended that an organisation liaise with either Elders in the community or Council’s Community Development Officer – Aboriginal Engagement on the preferred term for a particular circumstance.  |
| Whadjuk people                   | “Whadjuk People” are Aboriginal people acknowledged as the traditional custodians of Perth Metropolitan area.  |

## Policy Statement

The City recognises that respect for Aboriginal and Torres Strait Islander peoples, histories and cultures are key to the process of reconciliation. In promoting and facilitating equal opportunity and inclusion of all community members, the City acknowledges that genuine inclusion must begin with reconciliation with our First Nations People.

The City of Melville’s council endorsed Reconciliation Action Plan is informed and guided by our Directions from Aboriginal Communities supporting document. This policy reaffirms our commitment to ongoing mutual learning alongside the Aboriginal and Torres Strait Islander community and meaningful action around the goals and objectives outlined in our Reconciliation Action Plan.

Committed to working in partnership with Aboriginal and Torres Strait Islander people, the City of Melville views that an important part of showing respect for different cultures is acknowledging and accepting that we have different types of behaviours and different ways of interacting.

The City of Melville aims to be a leading advocate for reconciliation, walking alongside Aboriginal and Torres Strait Islander people in celebrating the uniqueness of Aboriginal culture whilst developing and sustaining a shared identity that promotes wellbeing for all.

**References that may be applicable to this Policy**

Legislative Requirements:  
*Local Government Act*

Procedures, Process Maps, Work Instructions:  
*Directorate Procedure Welcome to Country and Acknowledgement of Country;*  
*Operational Policy Welcome to Country and Acknowledgement of Traditional Owners;*  
*Supporting document - Welcome to Country and Acknowledgement of Country Elders;*

Other Plans, Frameworks, Documents Applicable to Policy (internal):  
*Directions from Aboriginal Community*  
*Reconciliation Action Plan;*  
*Strategic Community Plan;*  
*Corporate Plan;*  
*Neighbourhood Plans;*

Other Plans, Frameworks, Documents Applicable to Policy (external):  
*Living Culture – Living Land and its People – Welcome to Country – Noongar Protocols South West Aboriginal Land and Sea Council*  
*United Nations Declaration on the Rights of Indigenous Peoples (the Declaration)*

Delegated Authority No:

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**ORIGIN/AUTHORITY**

Ordinary Council      20 August 2019

**Item No.**

CD 19 - 8117

**Reviews**

Insert name of Council Meeting

Insert date of meeting

Insert Item No.