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Turning **Information** Into **Insight**

City of Melbourne Reconciliation Action Plan

Community Engagement Feedback Report

April 2024

Prepared by Global Research Ltd

For

CITY OF MELBOURNE

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Executive summary

Purpose and objectives

Purpose: To build awareness in the community about City of Melbourne's ongoing commitment to and vision for reconciliation and invite the community to reflect on their own role in this journey.

Objectives

- To build awareness and excitement about Council's reconciliation journey
- To educate the community about actions Council takes to support reconciliation, the importance of it, and the types of projects Council does to support this
- To involve key Aboriginal stakeholders in the development of the new Reconciliation Action Plan (RAP)
- To offer the broader public an opportunity to provide feedback on the themes that are informing the RAP
- To showcase the work that City of Melbourne has undertaken so far on reconciliation.

Participation

In total, 118 survey responses were received:

> 50% of respondents were female, while 35% were male and 7% were non-binary/gender diverse.
> 39% of respondents were in their 30s – 21% 21% of respondents were aged 35-39 years, and18% were 30-34 years of age.
> Aboriginal people made up 12% of respondents, and Torres Strait Islanders 2%.

Seven transcripts from face-to-face meetings were included in the analysis.

Overview of findings

Key opinions expressed:

> Most wanted Council achievement: 48% of respondents wanted the Council to achieve: *Aboriginal people contribute to decision making at the City of Melbourne.*
> To support truth-telling: 56% of respondents preferred: *places in the city for truth-telling (such as the Stolen Generations Marker)*, to support truth-telling.
> To contribute to giving respect: 59% wanted *Aboriginal culture reflected in the design of Council places and spaces e.g. narrm ngarrgu Library.*

Key themes in comments received were:

– The most commonly discussed topic across the whole the engagement was agreement that a First Nations Committee should be established. This was considered key to authentically expressing First Nations views.
– Markers, physical objects, and information in significant places provide constant reminders, enabling incidental engagement with issues/topics.
– *NAIDOC in the city at Federation Square* was the most commented on activity–those who had participated in it were positive about their experience, and continued re-invention was sought.

Key findings

One thing the Council should achieve towards reconciliation

– Almost half of respondents (48%) wanted the Council to achieve: *Aboriginal people contribute to decision making at the City of Melbourne.*

What was said...

– A small number of responses focused on the options provided for things that the Council should achieve in comments, with a variety of 'other' suggestions also provided.

Pillar 1: Truth-telling — Giving Aboriginal voices opportunities for deliberate sharing of history and experience, inclusive of injustice and wrongdoing

– The most preferred action to help people participate in and learn about Aboriginal history and experience was: *places in the city for truth-telling (such as the Stolen Generations Marker)*, selected by 56% of respondents.

What was said...

– *Places in the city for truth-telling (such as the Stolen Generations Marker)* was the most commented on action. The most common point made was that markers and physical objects in places provide a constant reminder to Melburnians and visitors, enabling them to incidentally engage with issues/topics without having to seek them out.

– *Information in the city on truth-telling (e.g. through information boards at important places)* was the next most commented on action. Similarly, respondents stated that engaging with information in place resonates more effectively with people.

Pillar 2: Relationships — Ensuring inclusivity of Aboriginal people is centric to the work of Council, to strengthen relationships and elevate their voices

What was said...

– *NAIDOC in the city at Federation Square* was the most commented on activity–those who had participated in it were positive about their experience.

Pillar 3: Respect — Understanding of and respect for Aboriginal culture and identity is integral to meaningful and lasting relationships with the community

– The most popular action, selected by a majority of respondents was: *Aboriginal culture reflected in the design of Council places and spaces e.g. narrm ngarrgu Library* (59%).

What was said...

– *Aboriginal culture reflected in the design of council places and spaces e.g. narrm ngarrgu* received the most comments on a particular action. The main focus was on how to better deliver Aboriginal design in Council places and spaces. A variety of *other* suggestions discussed a wide range of topics.

Pillar 4: Opportunities — Providing and maintaining Aboriginal cultural and social and economic development opportunities enables outcomes to be embedded within the community

– A majority of respondents selected *2 or 3–somewhat evident* (57%) in response to the question: A*re opportunities for Aboriginal people evident in our city?*

What was said...

- The comments that agreed that opportunities are evident for Aboriginal people focused on how they can be better delivered. Those that disagreed generally felt that opportunities, if they do exist, aren't visible.

Pillar 5: Governance — Aboriginal voices and interests are protected within the organisation and always maintained as priority

- Just over half of the respondents selected *5—very important* (53%) when asked: Council is establishing a First Nations Committee, including Aboriginal representatives from our community, who will guide us in our broader work. How important will this be for Council and the community?

What was said...

- The most commonly discussed topic across the whole the engagement was on agreement that a First Nations Committee should be established.
- A variety of arguments supported the establishment position, such as it is the best way to ensure that First Nation views are authentically heard; it is a good response to the Voice referendum outcome; and that all will benefit from the outcomes it delivers.

About the project

Background

The City of Melbourne (CoM) has a long history of working to embed reconciliation across the organisation and within the community. In 2006, it was the first local council to adopt a Reconciliation Action Plan (RAP) and has since delivered five RAPs.

In September 2021 the City of Melbourne Declaration of Recognition and Commitment to Aboriginal Peoples was adopted. It recognised Aboriginal peoples as the first inhabitants of the land and set out the commitment to fully support reconciliation at an organisational, local, national, and international level.

The City of Melbourne continues to further reconciliation within the municipality and strives to support the enablement of Aboriginal people to fully participate in the social and economic opportunities that the City of Melbourne has to offer and have control over the decisions that affect their lives.

The previous RAP was closed off 31 December 2023, and work on developing a new RAP commenced in late 2023.

The City of Melbourne commenced its community engagement process on 13 March 2024 and invited the broader community (the public) and Aboriginal key stakeholders to share their ideas on a new RAP. A Discussion Paper and Survey Questionnaire were developed to support the engagement process.

This process ended on 10 April 2024.

The community engagement process

Approach

The community engagement involved:

Broad community engagement targeting the general public (residents, community groups, businesses etc. within the City of Melbourne municipality).

A discussion paper was prepared and made available via the Participate Melbourne platform, and the community were invited to share their thoughts and ideas on the paper through the use of an online survey (Tell us what you think), which contained 19 questions. Some questions were general, some were demographic related, and others generally or specifically related to the RAP. One written submission that didn't use the online form was also included. All data was provided to Global Research for analysis.

Targeted engagement included in person meetings with key Aboriginal stakeholders, while other stakeholders were invited to participate in the online survey on the Participate Melbourne platform.

Using the key survey instrument, a series of abridged questions were developed for use during the in person meetings to create an open conversation rather than interview style approach. Interview transcripts were provided to Global Research for analysis.

Community engagement objectives

- To build awareness and excitement about Council's reconciliation journey
- To educate the community about actions Council takes to support reconciliation in day-to-day work
- To bring key Aboriginal stakeholders into the development of the Stretch RAP
- To offer the broader public an opportunity to provide ideas on the five RAP pillars.

Engagement activities

- Face to face meetings with primary stakeholders
- Emails
- Participate Melbourne project page
- Other activities.

Summary of survey respondents

– The 118 people who completed the survey identified with the following characteristics:

  - Gender: Half of the respondents (50%) were female, 35% were male, and non-binary/gender diverse people accounted for 7% of respondents. The remaining 8% of respondents preferred not to say.
  - Age groups: The largest age group of respondents was those aged 35-39 years, at 21%; this was closely followed by the 30-34 years age group, at 18%.
  - Personal characteristics: Aboriginal people made up 12% of respondents, and Torres Strait Islanders 2%. People who identified as LGBTQIA+ accounted for 24% of respondents.
  - Connection to project: The connection most respondents had to the project was *resident*, at 44%. Over a quarter of respondents (27%) were workers.
  - Previous participation in City of Melbourne engagements: 48% of respondents were participating in their first City of Melbourne consultation.
  - Where respondents live: Almost a third of respondents (29%) lived in the CBD.

Detailed demographic information about those who participated in the engagement is presented on page 31.

Analysis methodology

Analysis of free text comments

Written comments were collated from 118 responses to the Participate Melbourne survey, five ideas posted to a Participate Melbourne ideas board, seven interview transcripts, and one written submission.

All written feedback received throughout this engagement has been read and coded (sorted) into the most appropriate themes and topics for the engagement and discussed in the following section of this report:

- General responses (from interviews and surveys), presented under the *One thing the Council should achieve towards reconciliation* section.
- Discussions under each of the five pillars of the Reconciliation Action Plan:
  - Pillar 1: Truth-telling
  - Pillar 2: Relationships
  - Pillar 3: Respect
  - Pillar 4: Opportunities
  - Pillar 5: Governance

Some respondents made comments that were more pertinent to the question that follows, rather than being an 'other' suggestion in response to the option-selection questions. These have been included in the more detailed decision, where appropriate.

To give a clear and consistent indication of the number of comments received on each topic, the following key was used to describe the relative number of comments on each topic:

Key for comment numbers	
3 comments	A few
4–7 comments	A small number
8–14 comments	Several
15–24 comments	A moderate number
25–49 comments	A considerable number
50–74 comments	A substantial number

In analysing responses, we found comments that were 'dismissive' of the Draft Reconciliation Action Plan. As this engagement is focused on reviewing and refining the Draft RAP, rather than whether it should be developed at all, the number of these comments have been included near the end of each section, without detailing the arguments contained.

Quantitative analysis of option selection questions

Seven option-selection quantitative questions, plus additional questions about respondent demographics and relationships with the engagement and City of Melbourne were asked. Frequency analysis has been completed on this data and presented as charts throughout.

Results have been interpreted below each chart, along with further descriptions of how analysis was completed when relevant.

Results of all feedback

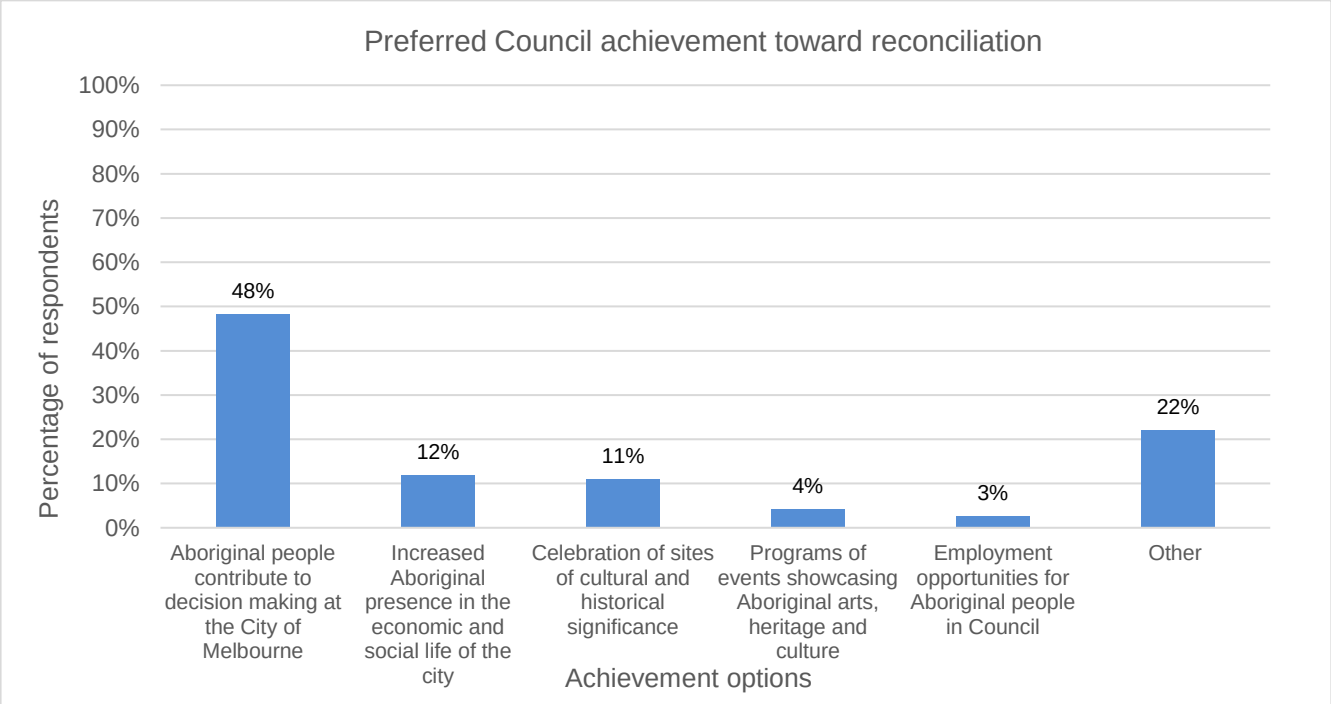
One thing the Council should achieve towards reconciliation

Respondents were asked: "If there is one thing you would like Council to achieve towards reconciliation, what would it be?"

Response options (one option could be selected):

- Aboriginal people contribute to decision making at the City of Melbourne
- Programs of events showcasing Aboriginal arts, heritage and culture
- Increased Aboriginal presence in the economic and social life of the city
- Celebration of sites of cultural and historical significance
- Employment opportunities for Aboriginal people in Council
- Other

n=118



Result:

- Almost half of respondents (48%, 57) who answered this question wanted the Council to achieve: *Aboriginal people contribute to decision making at the City of Melbourne.*
- The next two options preferred by 12% (14) and 11% (13) respectively were: *Increased Aboriginal presence in the economic and social life of the city* and *Celebration of sites of cultural and historical significance.*
- A small percentage of respondents, 4% and 3% of respondents respectively, preferred: *Programs of events showcasing Aboriginal arts, heritage and culture* and *Employment opportunities for Aboriginal people in Council.*
- Twenty two percent (26) of respondents selected 'other' and could provide a comment. Comments are discussed below.

Other things respondents would like Council to achieve towards reconciliation

Note that the comments discussed below came from respondents who selected *Other* in the above question, as well as interview responses.

Aboriginal contribution to decision making at City of Melbourne — 3 comments

– A few short comments were made which expressed similar support for Aboriginal inclusion in City decision making, for example:

> *Important for City of Melbourne to have a seat on Council designated for an Aboriginal person. A First Nations voice needs to be heard at this level.*

Showcasing arts, heritage, and culture — 7 comments

– A variety of different points were made in this small number of comments, including:
  - City of Melbourne should not only showcase artists, but ensure proceeds get back to artists.
  - Make Yirramboi, Blak and Bright, Victorian First Peoples Art and Design Fair, a massive celebration of arts, culture, and design.
  - Use Aboriginal signage in public places such as the new city square.
  - Capitalise on the central location of Federation Square more with local events.
  - Adjust what is done to reflect the evolving community, don't just repeat what has been done in the past.
  - It is important to involve and engage more young people.
  - Engage businesses to support events.

The following is an example of a comment regarding Aboriginal art:

> *I would say do more around collecting, growing the number of Aboriginal artists that are part of the City of Melbourne's art collection.*

  - The following comment incorporates a number of different ways that Aboriginal culture could be showcased:

> *City of Melbourne need to create greater Aboriginal visibility throughout Melbourne, this underscores a commitment to acknowledging and honouring Indigenous heritage. This can be achieved through various means such as public artworks, cultural displays, and signage recognising the Traditional Owners of the land.*

Increased economic and social life presence — 3 comments

These comments made a variety of one-off points, including:

  - Meaningfully recognise First Nations people in procurement and economic development.
  - Raise awareness of Aboriginal business in practical ways such as including Aboriginal chocolates, pins, etc in Council visitor bags.

The following comment was also made:

> *Native American experts talk about impact running seven generations deep.*
> *First Nation people have been trading for many years, then they were made to stop trading and told they don't know how to. Economic development is integral to Closing the Gap.*
> *City of Melbourne needs to create opportunities for emerging Aboriginal employees and businesses.*

Celebration of significant sites — 3 comment

The following comment suggested that First Nation culture needs to be made more visible and provided this reason:

Making culture more visible is really important because the media is just so negative when it comes to First Nations – the visibility of culture and being in your face more can help counteract that. NZ is an example of culture visible that people can see broadly.

- One respondent suggested the development of a First Nations building that can be a focal point for learning about Aboriginal culture and heritage, specifically suggesting it be placed on a hill.
- Another comment similarly discussed proving spaces to connect:

Creating social connections and spaces for people with similar interests, bridging generations, and ensuring inclusion of Aboriginal voices in mainstream spaces.

- The view that education underpins understanding was highlighted in the following comment:

Educating residents and visitors about the distinct Traditional Ownerships of Wurundjeri and Bunurong lands is paramount. This can be done through prominent signage and education for all of the community.

VARIOUS OTHER COMMENTS 40 COMMENT

A variety of other points were made in this group of comments, including:

- Reconciliation requires authentic engagement and understanding facilitated by people who possess deep knowledge and respect for Indigenous culture.
- Developer interests should stop being enabled, with a greater focus placed on nature, particularly in light of climate change.
- City of Melbourne should look for generational change, several generations deep.
- One respondent stated that support for First Peoples is most important, and appraised City of Melbourne highly for what it is doing. An additional comment described the importance of cultural awareness training and called for the employment of Aboriginal staff:

Ongoing cultural awareness training within the City of Melbourne is crucial. This will continue to create culturally safe places for Aboriginal people.
Employment and Retention of Aboriginal Employees.
The City of Melbourne should prioritise the employment and retention of Aboriginal individuals within its workforce.

- Cost is a big hurdle for hosting events and engaging with a wider audience, particularly people who don't usually engage with government events. Reaching these people should be a focus.
- One comment stated that it is important to have reconciliation understood through the lens of First Nations People. This was the thought behind their comment:

And also I think through the lens of non-Indigenous people reconciliation can look very different to what it looks for First People's.

- One comment praised the approach taken by Victoria towards reconciliation, and appraised it favourably compared to other states. The comment went on to recommend collaboration across organisations.

Several comments were dismissive of the Reconciliation Action Plan, and several others stated that ancestry should play no part in how people are treated.

Pillar 1: Truth-telling

Giving Aboriginal voices opportunities for deliberate sharing of history and experience, inclusive of injustice and wrongdoing

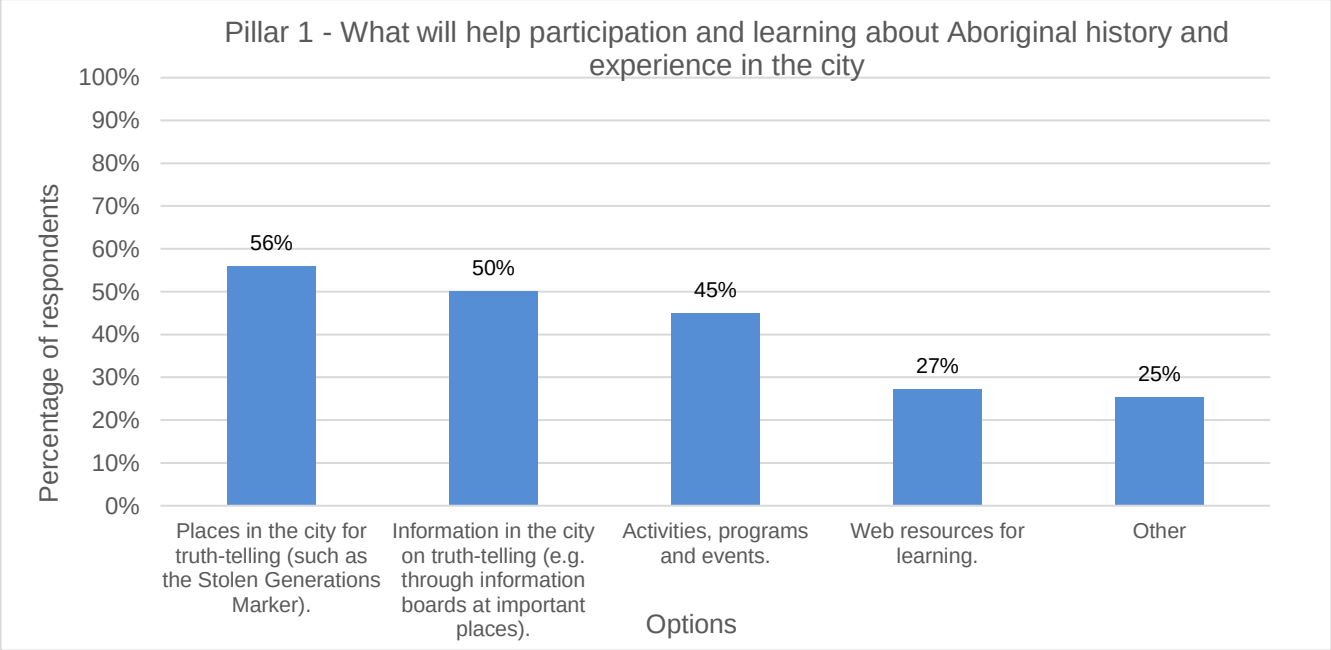
Participating in Aboriginal history and experience

Respondents were asked: "What will help you participate in and learn about Aboriginal history and experience in our city?"

Response options (one to five options could be selected):

- Web resources for learning
- Places in the city for truth-telling (such as the Stolen Generations Marker)
- Activities, programs and events
- Information in the city on truth-telling (e.g. through information boards at important places)
- Other

n=118



Result:

- The most preferred action was: *places in the city for truth-telling (such as the Stolen Generations Marker),* selected by 56% (66) of respondents.
- The next two most preferred actions were*: Information in the city on truth-telling (e.g. through information boards at important places)* (50%) and *activities, programs and events* (45%).
- Selected by around one quarter of respondents were: *Web resources for learning* (27%) and *other* (25%).

Those who selected other provided these comments...

- A variety of other suggestions were made:
  - Presentation of Aboriginal history: demonstrated in both project processes and outcomes; history lessons; present achievements of Aboriginal leaders in arts, science, sport; use 'history' over 'truth telling'.
  - Other suggestions: employ Aboriginal staff to inform Council policies; embed truth telling into other events.

What people said in response to these questions...

Survey respondents were asked to explain their answer to: "What will help you participate in and learn about Aboriginal history and experience in our city?"

Interview respondents were asked: "In your experience what has helped the public engage in truth-telling, including resources or initiatives?"

Interview respondents were asked: "Can you tell us more about why you think these worked?"

Places in the city for truth-telling (such as the Stolen Generations Marker) 16 comments

- This was the most commented on action under this Pillar.
- Respondents made a variety of different points confirming this approach. The most common was that markers and physical objects in places provide a constant reminder to Melburnians and visitors, enabling them to incidentally engage with issues/topics without having to seek them out. This comment captured the sentiment of points made:

> *Truth-telling is an important process, but of course it comes with the desire to engage from non-Aboriginal peoples. Markers and boards engage the public when they may not expect in places such as the Queen's Bridge falls or the Tromgin Billabong.*

- Points were also made that incorporating places for truth-telling is a good way to connect events with specific places, resulting in greater resonance with those who experience them. It was also argued that this approach will be more impactful and lead to a deeper understanding.

> *I think places are really important in both indigenous and modern day Australia. Having places of truth telling in prominent and culturally significant locations will educate and give a sense of place to reconciliation.*

- Other points made were that markers can also be a great starting point for a deeper conversation, captured in this comment:

> *For example the dividing wall at the XX, on the ground floor, has a map of what the Country looked like pre-settlement. When we take people on a tour of the building we always start with that wall. It enables us to start with a reflection on the landscape, the waterfalls, the turning place, that was blown up, the river.*

This suggestion was also made:

> *I really like that Yalinguth app only tells the stories in place, really making the audience be 100% present and listening to the Elders stories. It is such a gift!*

Information in the city on truth-telling (e.g. through information boards at important places) 12 comments

- The most common point made was consistent with the action above, in that engaging with information in place resonates more effectively with people.

> *Small reminders throughout the city in day to day life will help reinforce and give spatial context to history. Reading something online or even hearing about it can be quite abstract, but knowing where something occurred brings a spatial aura to a place that is hard to articulate in other mediums.*

> *Truth-telling is an important process, but of course it comes with the desire to engage from non-Aboriginal peoples. Markers and boards engage the public when they may not expect in places such as the Queen's Bridge falls or the Tromgin Billabong.*

Activities, programs and events 11 comments

- These respondents affirmed that events add an extra dimension to story-telling, by allowing people to join with others to learn. A couple of comments supported events being run by Indigenous Australians, and

one respondent stated they wanted to support events by spending money. The following comment emphasised the benefit that comes from presenting events at significant places:

I would like all of the above actually, but I think specific places for truth telling or events at specific places would be great. These events could be recorded (if suitable) and then become web resources.

– A detailed description of what can be provided in NADOC Week and Reconciliation Week was provided in the following comment:

Hosting learning sessions during NAIDOC Week and Reconciliation Week helps people understand Indigenous history and issues better.
Asking people what they want to learn through surveys helps create educational programs that suit their interests.
Holding sessions where Indigenous people share their stories with the public helps everyone understand our history and injustices.
Talking about both past injustices and current challenges helps us understand Indigenous experiences and work towards reconciliation.

WEB RESOURCES FOR LEARNING — 9 COMMENTS

– Seven of these nine comments expressed the opinion that web resources are not their preferred medium for communicating information. The point was made that people need to seek out information, which can sometimes be too much effort. The point was also made that reading something online can be abstract and not as impactful as experiencing something in place. These respondents preferred other approaches. Below is a representative comment:

Web resources rely on people being motivated to seek out the information, and while most have good intentions, the number of people that actually follow through is, I imagine, far smaller than the number of people who express interest in doing so. I think opportunities to learn and engage must be more direct, more blatant; they should exist in the physical realm, for accessibility, and visibility.

– Two other comments were made, one supporting the Yalinguth app (quoted above), and the other stating that City of Melbourne should better promote events online via its Instagram.

ADDITIONAL 'TRUTH TELLING' COMMENTS — 64 COMMENTS

– A significant number of comments were made which didn't focus specifically on an individual action, they predominantly identified overall outcomes or approaches.

Suggestions to improve current actions — 20 comments

– A moderate number of suggestions were made to improve current delivery. These included:
  - Cultural safety was emphasised by multiple people to facilitate truth telling and people having healthy discussions.
  - There is a need for anti-racism training rather than simply cultural-awareness training to overcome the current prevalence of racism.
  - Hold Citizenship Ceremonies on 17 September.
  - Create a pedestrian walking link from the Children's Hospital through Royal Park and past the Zoo, taking in various landmarks including the Wurundjeri Culture Museum and the Collingwood Children's Farm.
  - Include more Aboriginal and Torres Strait Islander cultural influence in City of Melbourne activity.
  - Create a City of Melbourne design standard for places of significance; several people supported making Aboriginal truth-telling more visible or accessible.
  - It was suggested to collaborate with the Deadly Stories Podcast.
  - There is a need for Melbourne to reach out and get more people.
  - Melbourne could have a farmers' market to engage more people.

Below are a couple of specific suggestions:

rather than just doing acknowledgments at the beginning of events/meetings I believe there is an opportunity to reflect on a piece/moment of history from that day or month. I would also like to see and hear more stories of resistance and resilience told.

I really want some resource for immigrants, we didn't have that basic knowledges native Australians gain during school, and we might have different felling about the dark history. I want some sample, accessible video or comics about history and culture

Support for multiple actions 10 comments

- Several respondents supported multiple concurrent actions, including combining some of the actions together, such as events held at significant places and electronic apps to assist with interpreting places.
- The most commonly made point in these comments was that different people take in information in different ways and so to reach more people, a variety of mediums should be engaged with. The following comment summed up this argument:

A bit of all of them – people learn in different ways so one format isn't enough, need a broad range. Kids enjoy a bunch of activities e.g. Bunjilaka on school holidays. For adults esp. international – the walking tours with balanced layers. Balanced – skewed towards First Nations Community but general community is not there yet so work with what we have. Attract more bees with honey. If we can start there and tilt as we get more interest and breaking down some stereotypes – discounting one to bring in the other can cause conflict and disagreement. Whole historical walk – don't separate the two tell the story as a whole. Integrating aboriginal culture and ways of life is part of our way of living rather than separated

Outcomes that will come from actions 8 comments

- Several respondents focused on the overall outcomes that will come from the actions. These were relatively longer comments compared to others received. They included:
  - One respondent explained that the actions outlined can lead to broad, collective positive outcomes as a result of drawing on Aboriginal community knowledge–social and ecological outcomes were stated. The outcome then is:

Caring for COUNTRY through shared knowledge and preservation of aboriginal history becomes a collective social responsibility of all communities rather than holding a council or the community responsible for preservation and building awareness. With rapid effects of climate change in a landscape like Australia, indigenous knowledge and historical precedents provide answers towards a climate action plan for the future while creating a sense of belongingness on COUNTRY for all residents by connecting them to the traditional identity of the land.

  - One respondent made a similar point to that made above, identifying the benefits that can come from Aboriginal knowledge systems, and extended outcomes to these realms: Aboriginal and Torres Strait Islander homelessness, social determinants of health, and climate change.
  - One respondent provided a detailed response which emphasised the importance of recognition prior to any other change occurring.

...the recognition piece is so connected to truth justice and recognition, because I think our greatest failure is the visibility of and recognition of the stories and the language and the just that whole ability of councils to really elevate and present culture long term. And once it starts to embed itself into all of our planning processes, I think truth telling - it can be problematic when you present it non-Indigenous people in their planning processes because they get worried by the justice component of it. It's actually the recognition part that is the very safe part.

  - One respondent felt it important to make "legible the ways in which a progressive organisation such as City of Melbourne is informed by Aboriginal history and experience in the day to day process of practice."
  - This similar point was made:

COM have done some of the most in-depth consultations with RAP parties so it's a shame that it is project-project based and not shared beyond, across all projects that interface with the public realm.

- One respondent made the point that it is necessary to say 'why' this is important.
- One respondent stated it is important to continue to be aware and acknowledge the history of the continent, including atrocities.
- One respondent stated that corporations should do more sponsorship of formal truth-telling education and not just say they support it.

Alternative approaches to communicating history 11 comments

– These comments predominantly presented a variety of different, and sometimes conflicting arguments on how history should be presented and responded to. The major focus was on how settler history is told and interpreted. One comment stated that different parties will need to be in a safe and harmonious environment to honestly share. One respondent discussed how stories need to be present to resonate with newcomers to Australia. The following comment presented a personal observation, expressing how individuals need to be safe in order to share:

My nans grandmother and mother were from the stolen generation. So I think it's a matter that should be heard cause it is really important but they should be able to tell there story comfortably when there ready or write the information up for people to hear they don't need to be the ones to talk.

– This comment expressed a unique opinion:

Indigenous futurism and contemporary approaches to cultural transmission offer fresh perspectives and resonate with diverse audiences.

Dismissive comments 17 comments

– These respondents rejected, or were dismissive of the actions outlined.

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Pillar 2: Relationships

Ensuring inclusivity of Aboriginal people is centric to the work of Council, to strengthen relationships and elevate their voices

Participation in NAIDOC / Reconciliation Week activities

Respondents were asked: "Have you participated in any of our NAIDOC / Reconciliation Week activities?"

Response options (one to five options could be selected):

- The Reconciliation Week Oration
- Mabo Day events at Federation Square
- NAIDOC in the City at Federation Square
- NAIDOC Deadly books give away at City of Melbourne libraries
- NAIDOC Community Day at the Zoo

n=118

The results of this question haven't been presented in a chart because a significant number of respondents (31 of 75) stated in comments that they selected an option because they were forced to in order to proceed to the next survey question. This was a result of each survey question containing a 'forced response' option, which was appropriate for every question except this one.

For this reason, the results below should be considered cautiously.

The order of most to least selected activities was:

- *NAIDOC in the City at Federation Square*
- *The Reconciliation Week Oration*
- *Mabo Day events at Federation Square*
- *NAIDOC Deadly books give away at City of Melbourne libraries*
- *NAIDOC Community Day at the Zoo.*

What people said in response to these questions...

Survey respondents were asked: "Thinking about your answer above, which activities did you enjoy or what should we be doing more of?"

Interview respondents were asked: "Which activities did you enjoy or what should we be doing more of?" If they didn't attend any: "which activities should we do more of?" and "If you're happy to answer, is there a reason why you didn't attend? (didn't hear about it etc.)"

NAIDOC IN THE CITY AT FEDERATION SQUARE — 9 COMMENTS

- These comments were nearly all focused solely on praising NAIDOC in a variety of different ways. The following was a typical comment:

  I really enjoyed NAIDOC day in federation square just the atmosphere was beautiful.

- A small number of other comments contained recommendations for NAIDOC, including:
  - NAIDOC week should showcase all businesses in Federation Square or other prominent locations in Melbourne—include a large suite of businesses and not just the arts.
  - NAIDOC shouldn't be too "same same".
  - Need to engage better and have more kids' programs, and engage more people.
- One respondent suggested that City of Melbourne should provide opportunities throughout the year, increase promotion, and learn from other areas:

  I enjoyed attending Moone Valley's elders lunch for Reconciliation Week and the Aboriginal Advancement League's elders lunch for NAIDOC Week. These events bring together elders from different communities It would be good if City of Melbourne did something like this.

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Mabo Day events at Federation Square — 3 comments

- Three short comments mentioned Mabo Day events:
  - Mabo is an important historical event.
  - Need more awareness about formal recognition structures and legislation for broader community.
  - In the past City of Melbourne has successfully supported Lisa Maza for Mabo Day.

NAIDOC Deadly books give away at City of Melbourne libraries — 1 comment

- Just one comment was made on this topic:

NAIDOC deadly books program is a great initiative to support learning for children.

Suggestions for more events — 16 comment

- A variety of different suggestions were made:
  - Weekend and after work events make it possible for workers to attend.
  - More activities for children run by First Nations People during holidays, for example traditional jewellery making.
  - The following comment discussed the value in learning directly from elders and other Indigenous people:

I really enjoy activities where I get to learn directly from elders and other Indigenous people like cooking classes or arts and crafts where we can learn history from them while learning a new art form or skill.

  - Walking tours, learning new things at familiar places.
  - Federation Square is a good location because it is so central.
  - More learning opportunities about Aboriginal culture.
  - The following comment encouraged extending reach:

Extend invitations and actively encourage participation from diverse multicultural communities. By embracing inclusivity, we can broaden the reach and impact of reconciliation initiatives.

  - This comment was also made:

...partner with specialist ACCOs along with any Aboriginal staff that are working within the organisation to review and assess their organisation's systems, policies and practices and make recommendations on how to improve cultural safety for First Nations staff and any customers/clients etc.

  - It would be great to see more arts events featuring Wurundjeri elders in Federation Square.
  - Suggestions for opportunities from one respondent included: Tanderrum event for brining regional people into Melbourne; explore the development of Yirramboi, as it could become a national initiative. This was one comprehensive suggestion:

There should be more of a linkage between what Creative Vic and Yirramboi are doing – do one big main thing, supported by City of Melbourne and State Gov't that can really raise profile of First Nations art here in the City.

  - The following reflection was also received:

To hear about strong leaders and their journey in the community is very inspiring. A great way of celebrating community. Love participating in things where you hear about and celebrate the resilience of the community. Telling the story of a negative time in history but acknowledging stolen gen are still here. Enjoy cultural activities too. More celebration of elders – not enough done take some elders who aren't the most frequent and hear from them and empower them to speak more often.

  - Another respondent also positively appraised Tanderrum, and the Yirramboi events. They were supportive of the First Peoples' Assembly and working with them to show collective strength. They made the following comment suggesting how to progress:

Defining that everybody is doing the work from the state end, from the Traditional Owners, all First Peoples in a municipality/Shire, as well as the local governments themselves - the roles are defined in that strategy. All the pieces are there.
So I think roles and responsibilities are really key to how relationships are really strengthened at the moment. We've got, we've got some really good information that's already been gathered. It's already been around us for years and years. We just need to be really smart with what we do with that information.

General comments, advertising and awareness — 20 comments

– Several respondents stated that they would have liked to attend events but were not aware of them. A small number stated they would like to but simply haven't. A small number of respondents also made general, mainly supportive comments regarding events.

Critical and dismissive comments — 13 comments

– These comments were generally opposed to events and Council involvement in such events, and to the whole Reconciliation Action Plan.

Pillar 3: Respect

Understanding of and respect for Aboriginal culture and identity is integral to meaningful and lasting relationships with the community

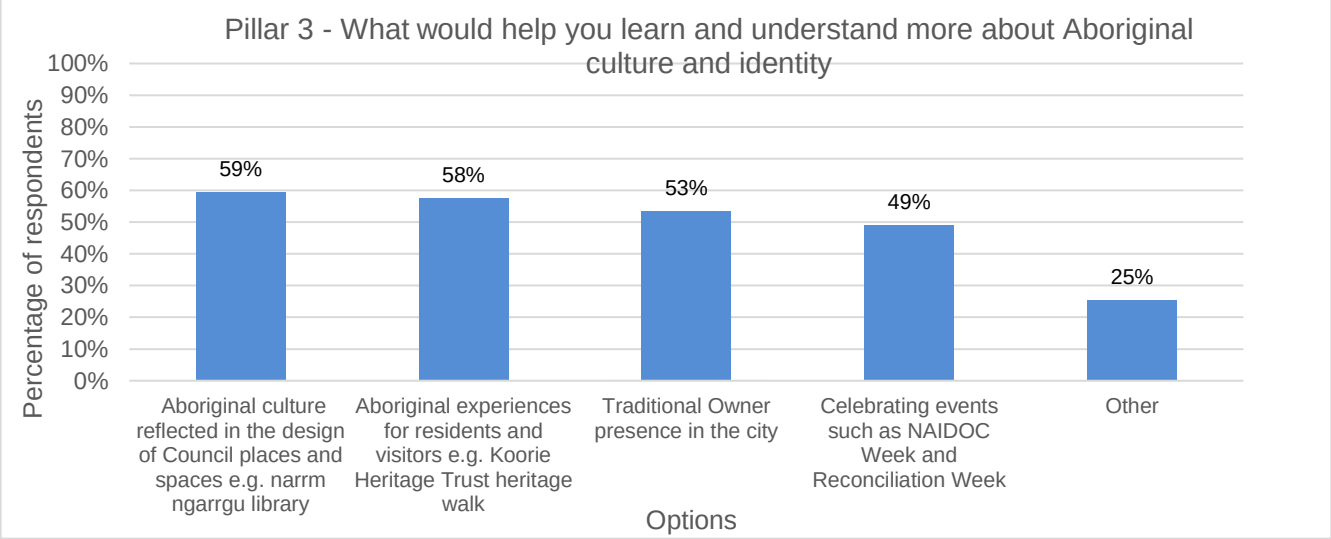
Learning and understanding Aboriginal culture and identity

Respondents were asked: "What would help you learn and understand more about Aboriginal culture and identity?"

Response options (one to five options could be selected):

- Aboriginal experiences for residents and visitors e.g. Koorie Heritage Trust heritage walk.
- Aboriginal culture reflected in the design of Council places and spaces e.g. narrm ngarrgu library
- Celebrating events such as NAIDOC Week and Reconciliation Week
- Traditional Owner presence in the city
- Other

n=118



Result:

- The most popular option, selected by a majority of respondents (59%) was: *Aboriginal culture reflected in the design of Council places and spaces e.g. narrm ngarrgu library*.
- This was closely followed by: *Aboriginal experiences for residents and visitors e.g. Koorie Heritage Trust heritage walk*, selected by 58% of respondents.
- Selected by just over half of respondents (53%) was: *Traditional Owner presence in the city*.
- Just under half of respondents (49%) selected: *Celebrating events such as NAIDOC Week and Reconciliation Week*.
- A quarter of respondents selected *Other* (25%).

Those who selected 'other' provided the following comments...

- A variety of other suggestions were made:
  - Support for bi-lingual signs.
  - One comment opposing changing place names in the city.
  - A list of possible actions was provided by one respondent: Learn local Indigenous languages, truth telling i.e. learn about colonisation, dispossession, massacres and history, employ Indigenous experts, hold events and programs that promote Aboriginal culture.
  - Requests to "Tell legitimate truth".

- Calls for City of Melbourne to develop closer relationships with Wurundjeri and KRAG members and host workshops throughout the year.
- Truth and transparency underpin reconciliation.
- There is plenty information for people who want to explore Aboriginal culture.

What people said...

Survey respondents were asked to explain their answer to: "What would help you learn and understand more about Aboriginal culture and identity?"

Interviewed First Nations people were asked:

"As a First Nations person, what would strengthen your cultural understanding and connection? Your input helps shape how the Council can better integrate and celebrate Aboriginal culture in our community and public spaces."

Interviewed Non-Indigenous people were asked:

"What initiatives or approaches do you believe would enhance your understanding and appreciation of Aboriginal culture and identity? Your input helps shape how the Council can better integrate and celebrate Aboriginal culture in our community and public spaces."

Aboriginal culture reflected in the design of Council places and spaces e.g. narrm ngarrgu Library

16 comments

– Half of these comments made suggestions for how to better deliver Aboriginal design in Council places and spaces.
  - One comment stated that Aboriginal people need to be implicit within design, suggesting a focus on "spaces from people and not spaces for people".
  - One respondent recounted how they had been shown around the narrm ngarrgu Library and the site guardian had explained the design process, which they found insightful. Related to this, another respondent stated that Aboriginal involvement in design feels organic and appropriate. Another stated that the state library and museum should be used to extend Aboriginal art works.
  - Someone who had lived in Melbourne for 50 years didn't know a natural place they could pay respects to Aboriginal elders, similar to how Christians use churches, they stated:

There should be something more in Melb that has great symbolic and cultural significance where anyone can go to learn and respect Aboriginal people, acknowledging that space as THEIR land.

  - More incidental opportunities to learn were recommended.
  - The following comment was also made:

The Greenline project ... I would like to think there will be a lot of First Nations involvement around planting, because that kind of public parkland that really reflects, going back to our conversation about Country at the time of colonization. Really important for the city and for First Nations people to have that
.... traditional welcome words in foyers – There's a real opportunity there for the city to take a lead. Look to New Zealand, where it's bilingual, why aren't we doing that in Australia?

– Around one third of comments were short descriptive statements supportive of the approach outlined. The following was a typical comment:

I presume the opportunity for First Nations peoples to see part of their culture in the architectural and landscape design around the city of Melbourne would explicate both understanding and respect... a kind of tangible inclusion.

– A small number of comments questioned this approach, with the main sentiment being that more than just embedding Aboriginal culture in designs is required. Below is one such comment:

I find experiences more compelling and intimate than stand alone 'events' or 'designs'. Design often works in the opposite way for me and feels forced or surface level rather than being a genuine or deep expression.

Aboriginal experiences for residents and visitors e.g. Koorie Heritage Trust heritage walk — 4 comments

– These were all short supportive comments, such as:

As visitor I do want to learn more, more than souvenirs.

Traditional Owner presence in the city — 9 comments

– A variety of different comments were received:
  - The most common discussion was around the need for more Traditional Owners to be in positions of power, as respondents felt this would embed Aboriginal culture and identity in the council. Respondents also suggested that Traditional Owners should be represented in groups across the city, and argued that Traditional Owner presence is paramount to decision making on their land. The following was one such comment:

I would consider Traditional Owner presence most important of these because while the others are more attention grabbing, community leadership and Aboriginal voices behind initiatives is most important.

  - There needs to be more visibility, including through initiatives such as making all street names bilingual.
  - It is important to have:

...First Nations people present and speak about their connection to land and the dispossession by settlers grounds the reality of their life that is often overlooked or hidden

  - One respondent would appreciate City of Melbourne facilitating connections between Elders and community groups.
  - One respondent stated there should be greater emphasis on the achievements of Aboriginal leaders in their fields.
  - The following comment identified a way to connect:

Meeting the ATSI community face to face is best, dance and culture calls an audience.

Celebrating events such as NAIDOC Week and Reconciliation Week — 7 comments

– The predominant sentiment in these comments was that these events are positive and well run, and people enjoy participating in them. Outcomes that were listed included: they bring people together; they are a good way to learn; and people can be heard. Below are a couple of comments:

Events give people the open opportunity to learn and participate, rather than forcing a view point or political agenda onto people which can shut minds..

The NAIDOC flag raising, another important event for pride. The public getting together of mob is a really big thing for the young staff, for the young people. Whatever City of Melbourne can do to support this is awesome.

– One suggestion was:

For NAIDOC week City of Melbourne should run a campaign about all the businesses and share/promote all the businesses.

– One respondent stated that there needs to be a year-long commitment as well as events.
– The following comment contained a unique suggestion:

Indigenous futurism and contemporary approaches offer innovative ways to express Aboriginal identity beyond traditional art forms.

VARIOUS OTHER SUGGESTIONS 25 COMMENTS

- Several of these comments were suggestions for more experiences and opportunities to learn about Aboriginal culture in the city and surrounding neighbourhoods. A couple of these comments were:

  It would be good for these things to happen in our neighbourhoods as well as the CBD as many locals don't actually head in to town when these things are happening, particularly working people.

  I do think having truth telling and historical information presented alongside 'fun' activities and celebrations helps include those who may not otherwise be keen to seek out information.
  More history understanding – delivery isn't that great at the moment. Not everyone wants to do a cultural walk – as great as they are.
  Family is driven in by things like Myer Windows.

- Three respondents stated that all actions are important and should be completed concurrently:

  All the above is required, embedding in all events not just during NADICO or Reconciliation week - how can things also be incorporated at a young age during rhyme time, story time at libraries throughout the year.

- A few comments expressed concern around the meaningfulness of engagement with Aboriginal culture:

  Understanding aboriginal culture and identity isn't simply about learning about these things. It takes ongoing engagement to decolonise our minds and indigenise our way of being doing and knowing.

- More sharing of history, with emphasis on accuracy of history, was suggested by a small number of respondents. One such comment read:

  Would like to understand more as some history seems to indicate First People were not a Nation but groups of tribes who fought each other in at least some cases.

- One comment urged the Council to seek genuine sources of for First Nations and Aboriginal cultural guidance, so accurate information can be disseminated.
- A small number of respondents expressed interest in the presence of Aboriginal businesses and products in the city. One comment representative of these stated:

  Showing more Aboriginal Businesses or offerings in the city.

- A couple of comments were made regarding place names, with some seeking greater use of Aboriginal place names, and others requesting that English names not be replaced.
- The importance of broadly educating about Aboriginal people was expressed in the following comment:

  As the City of Melbourne encompasses both Wurundjeri and Bunurong lands, it's vital to educate individuals about the respective Traditional Owners and the significance of the land they occupy.

- The comment below contained a comprehensive explanation of how business opportunities can be fostered:

  Promoting Aboriginal Art: Providing opportunities for people to purchase Aboriginal artwork and also view Aboriginal art.

  Creating Aboriginal-Run Businesses: Establishing Aboriginal-run shops and cafes, offering Indigenous foods and products, provides both a platform for cultural expression and education, as well as a safe gathering space for the community.

  Addressing Cultural Safety: Prioritising cultural safety initiatives within the city, such as safe spaces and educational programs, acknowledges and respects the experiences of Aboriginal people.

  Innovative Educational Opportunities: Exploring alternative educational formats, such as guided boat tours along the Birrarung River, can make cultural learning more accessible and engaging for a wider audience.

- One comment was made about Aboriginal health services:

Global Research Turning Information Into Insight

It is important to promote Aboriginal health services within Melbourne to help Close the Gap. This means bringing in Aboriginal Community Controlled Health Organisations to talk about important health issues and run health screenings. For example, the Dandenong and District Aboriginal Corporation put together a cartoon video game, about the importance about getting their screenings and getting their check-ups and this is used to educate all children. It is important to shed light on existing Aboriginal health services that provide a quality service and should be integrated into broader mainstream services.

CRITICAL AND DISMISSIVE COMMENTS 11 COMMENTS

– These respondents were generally opposed to the Reconciliation Action Plan, including efforts to support learning and understanding more about Aboriginal culture and identity.

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Pillar 4: Opportunities

Providing and maintaining Aboriginal cultural and social and economic development opportunities enables outcomes to be embedded within the community

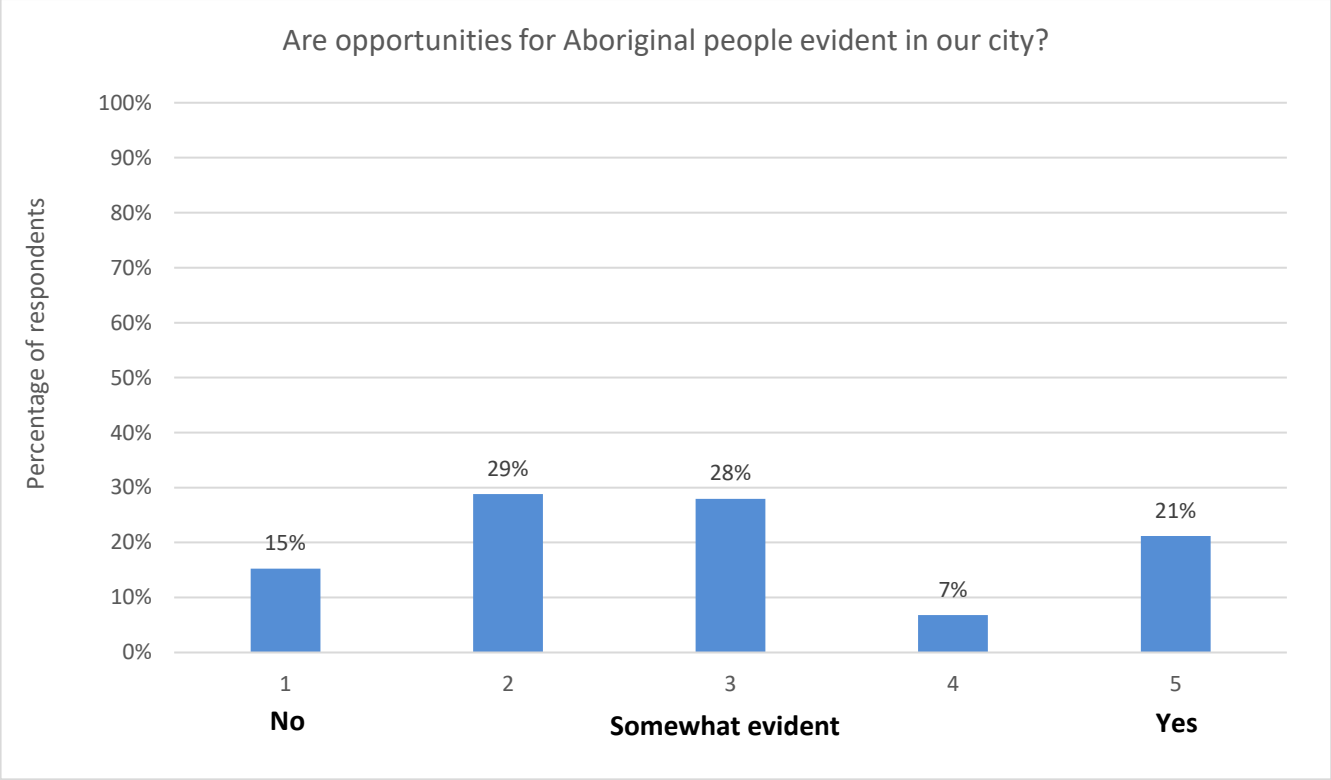
Evidence of opportunities for Aboriginal people

Respondents were asked: *"Are opportunities for Aboriginal people evident in our city?"*

Response options:

- Respondents were asked to select a number between 1 and 5 (1 = no; 2-4 = somewhat evident; and 5 = yes)

n=118



RESULT:

- Over two thirds of respondents (64%) indicated that they felt opportunities for Aboriginal people were *somewhat evident*—29% of respondents selected *3*; 28% selected *2*; and 7% selected *4*.
- 21% of respondents selected *yes* (21%).
- 15% of respondents selected *no* (15%).

What people said...

Survey respondents were asked to explain their answer for: "Are opportunities for Aboriginal people evident in our city?"

Interviewed respondents were asked: "Please share your observations and thoughts on how these opportunities can be further enhanced and integrated into our community."

Interviewed respondents were asked: "How important do you think it is for the Council and the community to establish a First Nations Committee with Aboriginal representatives?"

NOTE: prior to analysis, written responses were categorised based on respondents' answers to the previous question to assist with interpreting the sentiment of answers.

COMMENTS AGREEING THAT OPPORTUNITIES ARE EVIDENT FOR ABORIGINAL PEOPLE IN THE CITY — 21 COMMENTS

- Several comments focused on how to deliver opportunities.
- A small number of these discussed the diversity of opportunities available to First Nations people, with a couple worried that it seemed as though the types of opportunities and forms of engagement with Aboriginal culture were limited. One such comment read:

> *There is a pattern of opportunities and spaces created or allowed "for" Aboriginal social, cultural and economic development. This practice may lead to a feeling of alienation considering the extremely small population of aboriginal people in the country which may in turn cause hesitation amongst the members of the community for cultural expression. However, opportunities for elders and young adults in councils in the recent past have highlighted the social and ecological importance of working towards overcoming the social, cultural and economic challenges faced by the community. Empowering members of the community and encouraging decision making by aboriginal members helps build confidence across the rest of the community thus blurring the divide in equity of opportunities across various fields.*

- A couple of comments were specifically focused on leadership opportunities for Aboriginal people, especially within local government. One of these stated:

> *I think it would be awesome to see - what is going on at the moment is role creation, diversification of roles that aren't necessarily within the traditional structures at the moment in local government. They've got their organisational charts, but they don't necessarily fit to or talk to the roles that community can lead and take leadership of. And so I think leadership pathways and greater role diversification in local government is the way to go.*
> *That's in a nutshell. I'd love to see more of those Aboriginal leadership roles that are embedded. They're valued and respected then all the accountability pieces and all the other measures that councils have previous taken and have been unsuccessful in the past are overseen (by that leader). And there is a greater carriage of work, not just one Aboriginal leader but an Aboriginal leadership pathways that create multiple leaders, multiple roles, and multiple supports. At the moment we're only just starting to see that in some councils. Only a handful out of the 79.*

- A small number of comments communicated the importance of respectfully encouraging Aboriginal businesses and entrepreneurship. A few of these comments were:

> *We can't always rely on things like you have to be a part of XX or you have to be a part of Supply Nation. Not everybody aligns with some of their values. Important to recognise that some Aboriginal businesses are stand alone. So you can't push a business, and then expect them to be a part of something.*

> *There needs to be more promoting of Aboriginal businesses in the City of Melbourne.*
> *Encourage integration and collaboration.*
> *CITY OF MELBOURNE should run a campaign to do business with First Nation businesses.*
> *For example -For NAIDOC week CITY OF MELBOURNE should do a campaign about all the businesses and share/promote all the businesses.*

Whilst I see the government and other organisations making space for First Nations people and First Nation specific roles, I see comparatively few opportunities for Aboriginal led business and entrepreneurship. A couple of ideas to support Aboriginal-led operation include: grants for young Aboriginal business owners, entrepreneurs, creatives, and innovators to get their ideas off the ground and financially supported; community workshops providing education and information on entrepreneurship and starting businesses; scholarships for Aboriginal people of all ages to train or retrain into specific fields of interest. Important to educate the public.

- A couple of comments supportive of volunteer groups and community action/events were received. The following comment was part of a longer description of the actions taken by one group:

  [Group] members would also like to start unpacking the local Kensington settle history, currently only recorded as a white history through the exploring the historical documents to imagine what existed before white settlement in Flemington in 1839. There are no entries for Kensington on the Mapping Aboriginal Melbourne resource.

- A small number of comments discussed challenges relating to business development and employment, with affordability of the inner city being recognised as a barrier to Aboriginal visibility. A couple of these comments read:

  ...the city seems very expensive and corporate - limited community- or socially-oriented spaces where these opportunities might exist.

  Maybe a little but not enough, coming into the City if I was walking down a main street it isn't visible. You can't see it. But then if I went to places like KHT or Melbourne Museum or State Lib there is visibility – it's not everywhere, it's a real shame that Aboriginal Store like Kinya Lerk whether they considered doing it in the City of Melbourne – why they chose economics, whether the City of Melbourne supports their Economic Viability. What would entice them towards the city?... Providing opportunities for people to come in. Housing issues and affordability – it's why people are having to live outer suburbs. We have many people who need to be close to hospitals etc but can't afford to live nearby. Otherwise there may be good reasons for people to be in the city.
  How do you reverse the impacts, to bring people back in so even services can return to provide support.

- A small number of comments made other points. A couple of these expressed that there was little evidence of opportunities for Aboriginal people in the city, or that opportunities and recognition were restricted to certain spaces:

  The post referendum period, living with the 'no' vote victory does seem to have induced a lack of civic action from corporations for recognition and voice for first nations people nationally.

  There is still not enough emphasis on how the landscape looked like before colonialisation.

  Evident in the arts and events sector, in some public-facing areas, room for extensions on engagement.

- The following was a unique suggestion for showcasing Aboriginal talent:

  Opportunities across different age groups and sectors, including small business support and increased visibility, can be enhanced through initiatives like pop-ups that are used to showcase the talent and passion of Aboriginal people.

- A moderate number of respondents stated that the same opportunities are evident for everyone. The comment below is representative of this view:

  All cultures that have built our great country need to be promoted, nurtured used to keep making our city and country better.

COMMENTS DISAGREEING THAT OPPORTUNITIES ARE EVIDENT FOR ABORIGINAL PEOPLE — 19 COMMENTS

– A small number of respondents made the point that if opportunities exist, they aren't easily seen. The following is a typical comment:

I am unfamiliar with any opportunities aboriginal people have in the city. Those that exist are not well publicised.

– A small number of respondents identified barriers that exist for Aboriginal people. While the majority of these comments were short statements, the following comment elaborated on this point:

It really depends on what you mean by 'opportunities' but from what I see when I'm in the city, there's souvenir shops selling aboriginal art and paraphernalia and limited First Nations people themselves in the city - what are we doing to make their lives better and integrated into our spaces? It can't simply be lip service. It should be knowledge sharing, insightful and empowering. Not just a statue that makes us look like we care, but a learning opportunity to involve 'us'. We have wonderful interactive museums and art centres why can't we take the same type of approach to learning about our city in and on the streets??? Make it impactful.

– A couple of people stated that there need to be more employment opportunities for Aboriginal people.

OTHER COMMENTS RECEIVED — 19 COMMENTS

– A small number of comments were made which simply recognised specific businesses, place names, or arts/cultural exhibits in the city. Others stated that while they were aware of some opportunities, there was generally a need for more. The following comment sought to broaden involvement of First Nations people:

To foster genuine inclusivity and equitable representation, it is crucial to broaden the participation base beyond a select few. Diverse voices from within the First Nations community and other stakeholders should be welcomed and encouraged to contribute meaningfully to these events. By promoting transparency, diversity, and fair representation, we can address the concerns of the public and ensure that reconciliation efforts are truly inclusive and reflective of the broader community's aspirations.

– One respondent described how business opportunities can be fostered:

Creating Aboriginal-Run Businesses: Establishing Aboriginal-run shops and cafes, offering Indigenous foods and products, provides both a platform for cultural expression and education, as well as a safe gathering space for the community.
Exploring alternative educational formats, such as guided boat tours along the Birrarung River, can make cultural learning more accessible and engaging for a wider audience

– Several respondents were unaware of opportunities because they either hadn't taken notice, or felt that they simply didn't have the knowledge to answer. A few expressed hopes or a desire for more opportunities. The comment below supported actions that have been taken, and sought more:

I'm not an Indigenous person and don't seek out these opportunities, but the creation of libraries etc with indigenous language on them is a great first step. we must do more.

– A small number of comments were generally dismissive of opportunities for Aboriginal people, and opposed the Reconciliation Action Plan.

Pillar 5: Governance

Aboriginal voices and interests are protected within the organisation and always maintained as priority

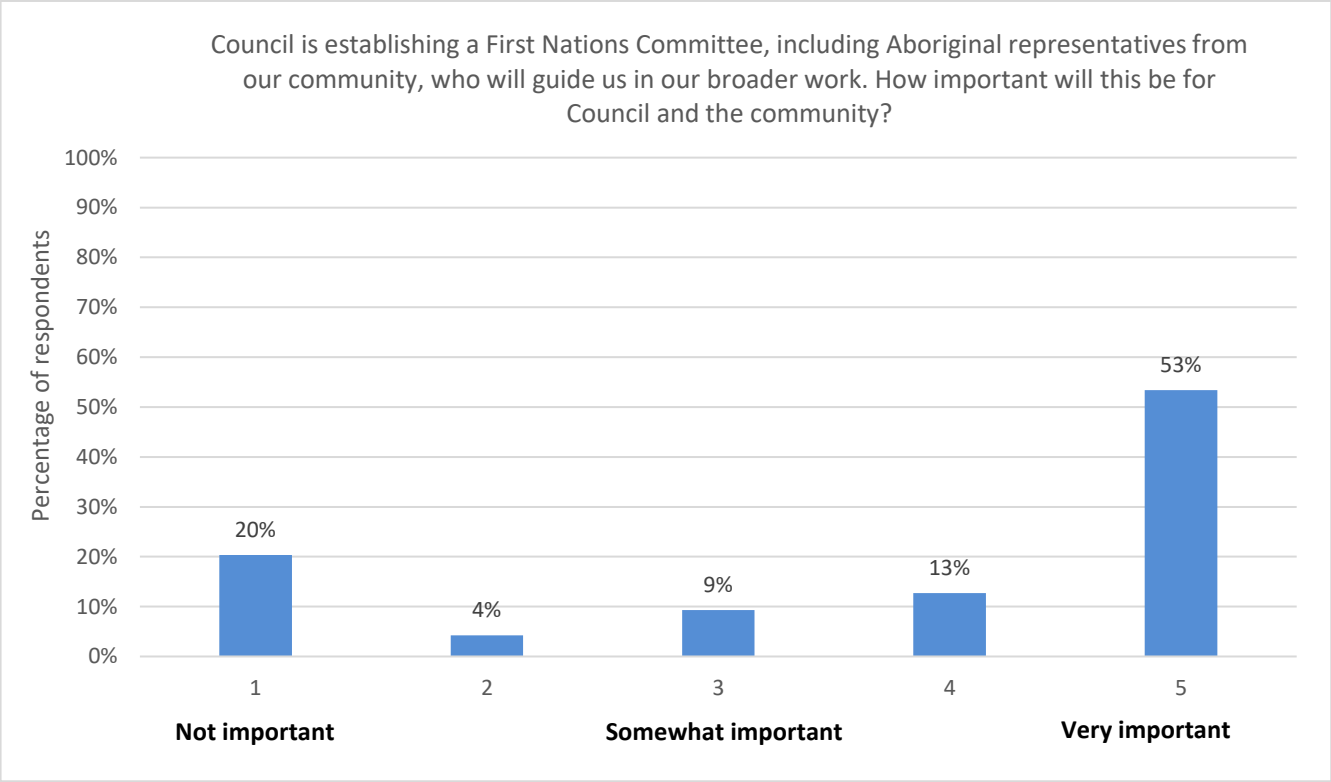
First Nations Committee

Respondents were asked: "Council is establishing a First Nations Committee, including Aboriginal representatives from our community, who will guide us in our broader work. How important will this be for Council and the community?"

Response options:

- Respondents were asked to select a number between 1 and 5 (1 = not important; 2-4 = somewhat important; and 5 = very important)

n=118



RESULT:

- Just over half of the respondents selected *5/very important* (53%).
- The next most selected option was *1/not important* (20%).
- Slightly more than a quarter of respondents (26%) indicated that establishing a First Nations Committee was *somewhat important,* by selecting *2*, *3,* or *4.*

What people said...

Survey respondents were asked to explain their answer for: "Council is establishing a First Nations Committee, including Aboriginal representatives from our community, who will guide us in our broader work. How important will this be for Council and the community?"

Interview respondents were asked: "How important do you think it is for the Council and the community to establish a First Nations Committee with Aboriginal representatives?"

COMMENTS AGREEING THAT A FIRST NATIONS COMMITTEE IS IMPORTANT 48 COMMENTS

- A considerable number of respondents agreed there should be a First Nations Committee or similar. This was one of the most consistently discussed topic across all topics.
- A moderate number of these comments argued that it is important to have First Nations voices in decision making to ensure that their views are heard and understood. This, respondents argued, leads to greater understanding. Below are a couple of these comments:

One has to engage with first nations community, getting them involved either at all levels or at specific ones where they can be partnered with as active members, not called upon here-and-there.

Time to stop learning about and start learning with and recognising the importance of Aboriginal voices and knowledges.

- A small number of comments stated that establishing a First Nations Committee is a good way to respond to the Voice referendum being unsuccessful. The following was one such comment:

This acknowledgement will be essential to heal after the Voice Referendum outcome. Will be great to include Aboriginal voices in our city if not our nation.

- A couple of comments argued that there will be benefits to the whole community from this approach and that these should be promoted.
- Other points made in support of the approach included:
  - A couple of respondents stated that this would support Aboriginal self-determination.
  - A couple of respondents stated that the Committee should be established and led by the Aboriginal representatives.
  - One respondent stated it would be an example of the application of the United Nations Declaration on the Rights of Indigenous People (UNDRIP) in Australia.
  - Self-determination is a basic human right.
  - The Committee should report to the Lord Mayor so recommendations can be prioritised.
  - The Committee needs to speak for all Aboriginal groups including women, people with disabilities, Rainbow Mob etc. This was considered especially important following the outcome of the Voice referendum.

The following was one succinct comment:

Simply respectful, healing comes with being openly inclusive.

- Several respondents made points on how the Committee should be delivered. These comments included:
  - It is important that the Committee is respected and can have clear expectations about structure and consultation.
  - Membership diversity is important, including ethnicity.
  - A First Nations Youth Committee should also be established – young people have great ideas but they need to be given a voice for these to be heard.
  - There could be more collaboration across groups such as Creative Victoria.

COMMENTS DISAGREEING THAT A FIRST NATIONS COMMITTEE IS IMPORTANT 24 COMMENTS

– A considerable number of respondents opposed the approach. The overall sentiment in these comments was that all people in the community should be treated equally. They also questioned *who* would be members of the Committee and what impact it will have. The following was a typical comment:

> *I don't think we need to pay more people to focus on what Melbourne has done a fantastic job on already. WHY PLEASE EXPLAIN? I feel it's people wanting to feel good about themselves. EXPLAIN the benefits please? What will we all get out of it?*

– One alternative suggestion was:

> *Decision making for self determination and sovereignty more important than advisory to colonial council.*

OTHER COMMENTS DISCUSSING A FIRST NATIONS COMMITTEE 6 COMMENTS

– A small number of respondents generally questioned the approach. The comment below expressed a unique opinion:

> *I didn't grow in Australia and this is really a tough question, we can't share the feeling with non Aboriginal native Australians.*
> *Like... We we're welcomed by traditional owners on events But my visa was very likely to be granted by a white person, that's strange if I really want to think about that.*
> *And... As visitor I am happy to be accepted.... Okay that's too hard to talk about.*
> *But yes I really want to see more faces and voices of them on news. Otherwise it is really confusing to do acknowledge of country while.... The first people seems to be absent.*

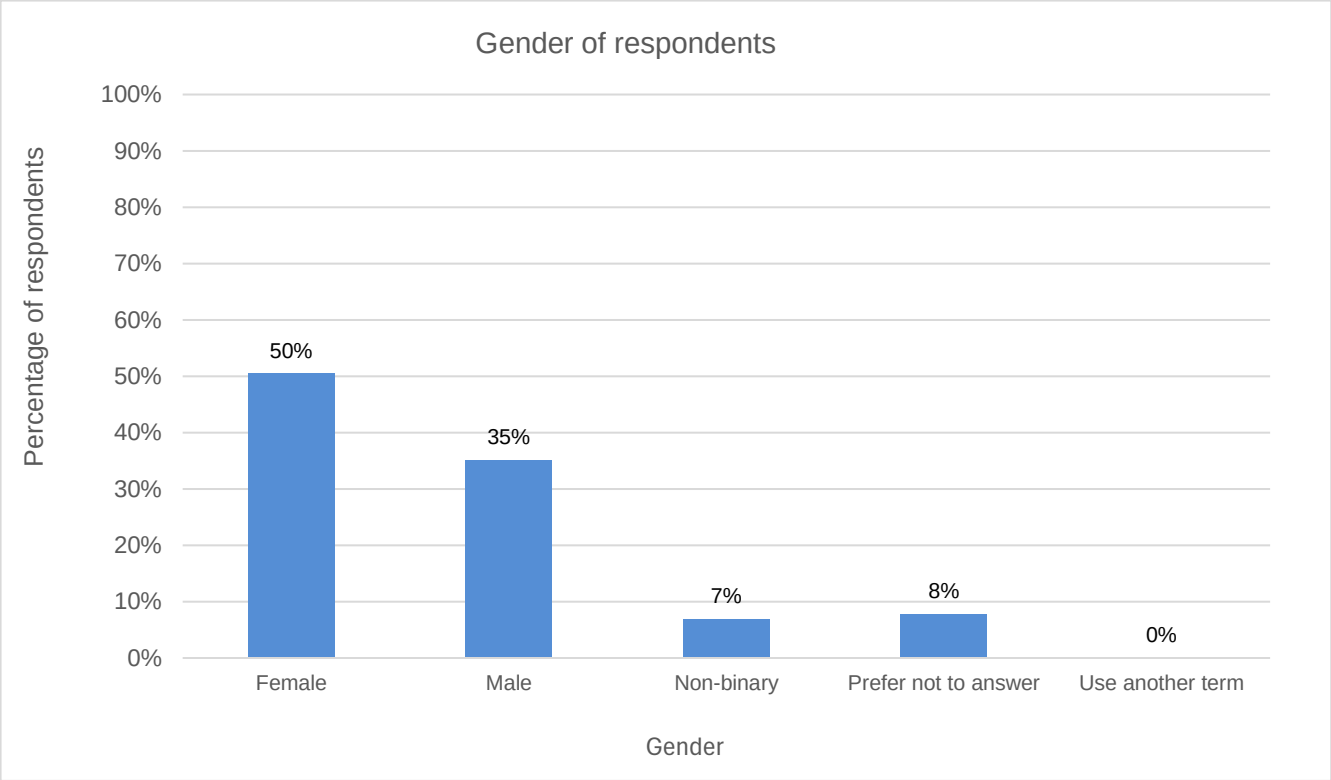
Respondent demographic descriptions

Gender

Respondents were asked: "How do you describe your gender?"

Response options: Female, Male, Non-binary/gender diverse, Prefer not to say, I use a different term (please specify)

n=117



RESULT:

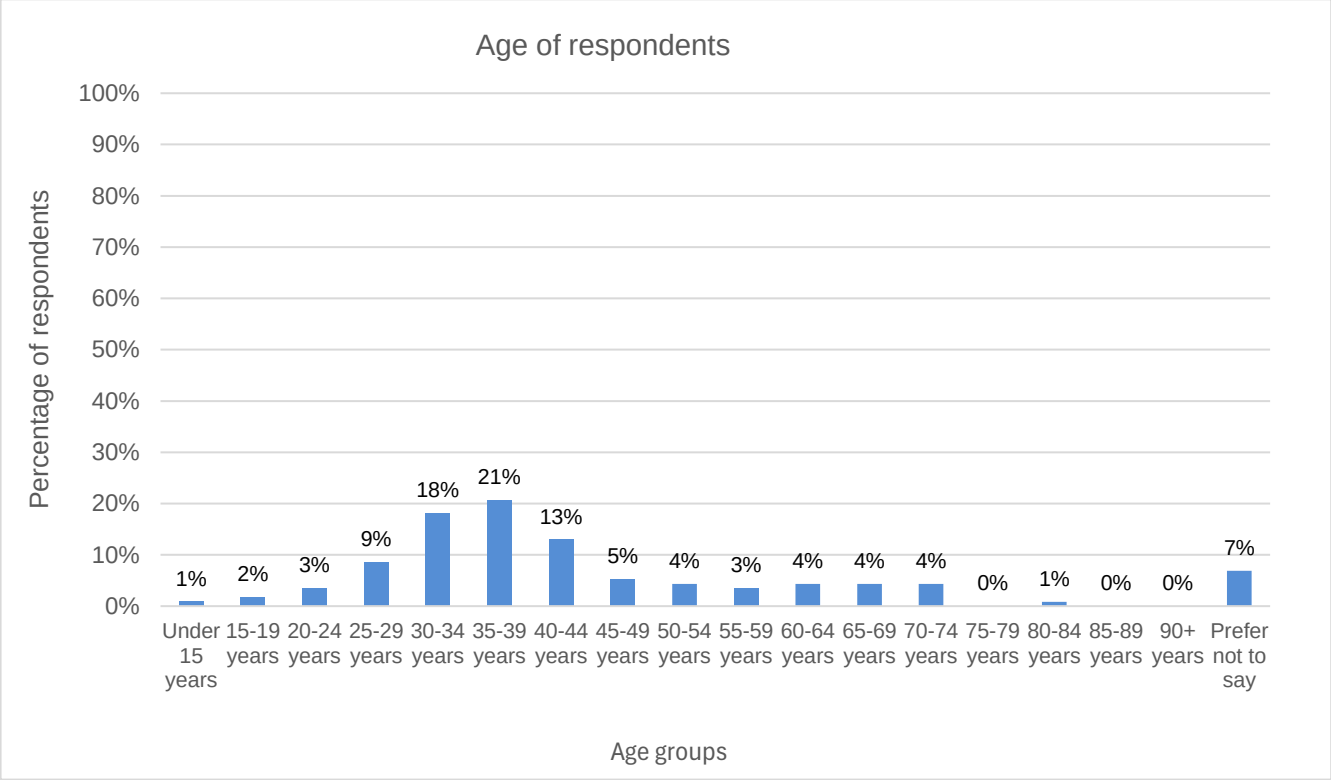
- Half of the respondents were female (50%, 59).
- Males accounted for just over a third of respondents (35%, 41).
- 7% of respondents identified as non-binary.
- 8% of respondents preferred not to answer.

Age

Respondents were asked: "What is your age?"

Response options: Age - Under 15 years, Age - 15-19 years, Age - 20-24 years, Age - 25-29 years, Age - 30-34 years, Age - 35-39 years, Age - 40-44 years, Age - 45-49 years, Age - 50-54 years, Age - 55-59 years, Age - 60-64 years, Age - 65-69 years, Age - 70-74 years, Age - 75-79 years, Age - 80-84 years, Age - 85-89 years, Age - 90+ years, Prefer not to say

n=116



RESULT:

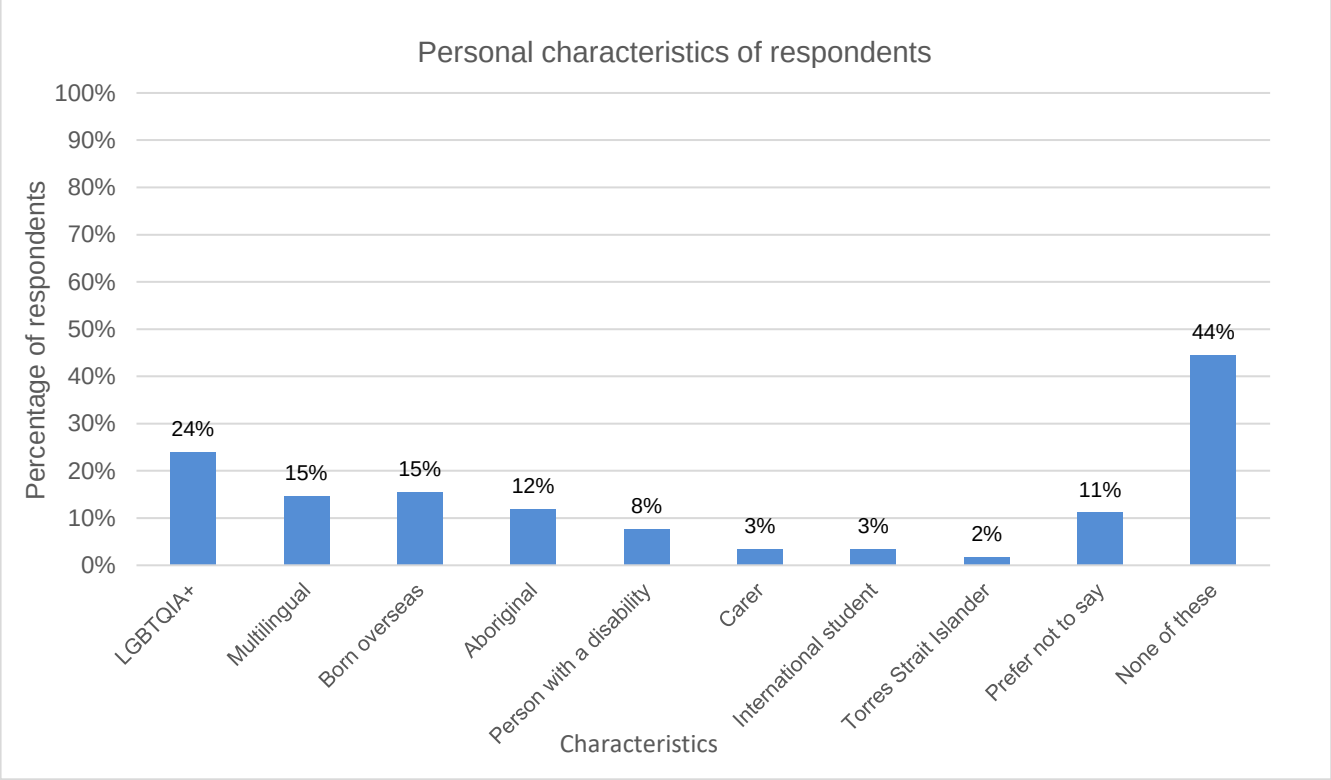
- Just over half of respondents were those aged 30-44 years (52%, 60).
- 15% (17) of respondents were age 29 and under.
- Slightly more than a quarter of respondents were spread relatively evenly between the ages 45-74.
- 7% of respondents preferred not to say their age.

Personal characteristics

Respondents were asked: "Do you identify with any of the following?"

Response options: Aboriginal, Torres Strait Islander, Person with a disability, Carer, LGBTQIA+, Speak a language other than English at home, Born overseas, International student, Prefer not to say, None of these

n=117



NOTE: in the chart: "Speak a language other than English at home" is shortened to Multilingual.

RESULT:

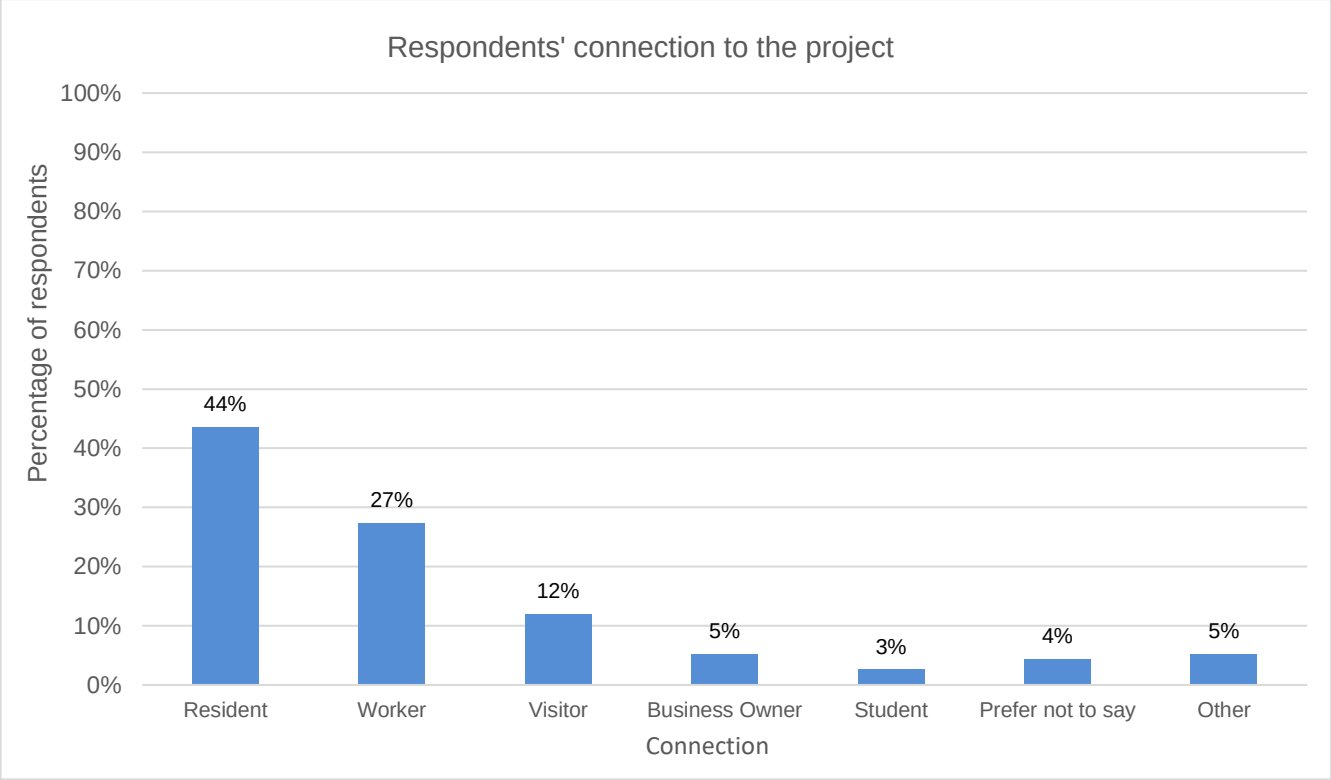
- Slightly less than a quarter of respondents identified as LGBTQIA+ (24%, 28).
- Both "Speak a language other than English at home" and "Born overseas" were identified with by 15% of respondents (17 and 18 respectively).
- 12% (14) of respondents identified as Aboriginal.
- People with disabilities comprised 8% of respondents.
- Carers and international students accounted for 3% of respondents each.
- Torres Strait Islanders made up 2% of respondents.
- 11% of respondents preferred not to share their personal characteristics, while 44% (52) of respondents did not identify with any of the included characteristics.

Connection to project

Respondents were asked: "Which of the following best describes your connection to this City of Melbourne project?"

Response options: I am a resident, I am a worker, I own a business, I am a student, am a visitor, Prefer not to say

n=117



RESULT:

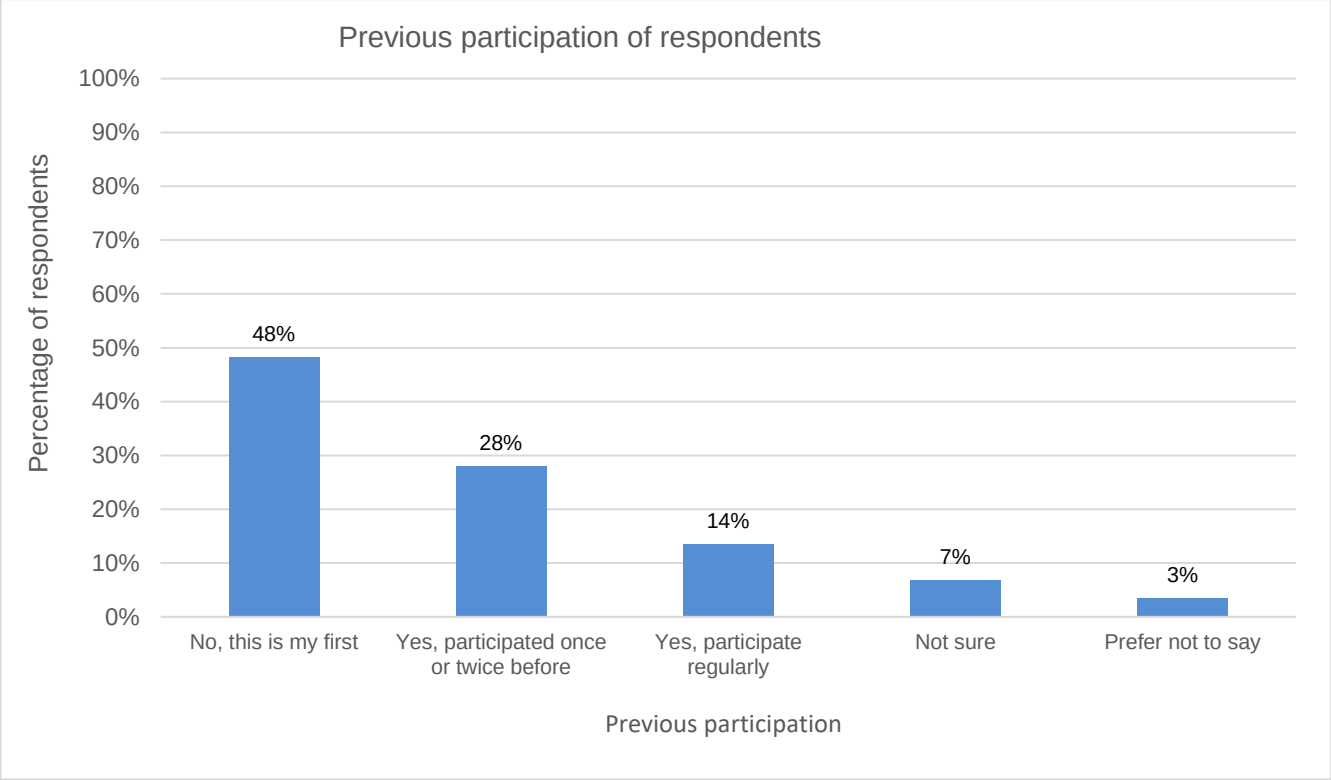
- Just under half of respondents (44%, 51) stated that they were residents.
- Slightly more than a quarter of respondents (27%, 32) were workers.
- 12% of respondents were visitors.
- 5% of respondents were business owners.
- 3% of respondents were students.
- 4% of respondents preferred not to say what their connection to the project was, while a further 5% were connected in a way not included.

Previous participation

Respondents were asked: "Have you participated in a consultation with City of Melbourne before?"

Response options: No, this is my first City of Melbourne consultation; Yes, I have participated in a City of Melbourne consultation once or twice before today; Yes, and I participate in City of Melbourne regularly; Not sure; Prefer not to *say*

n=118



RESULT:

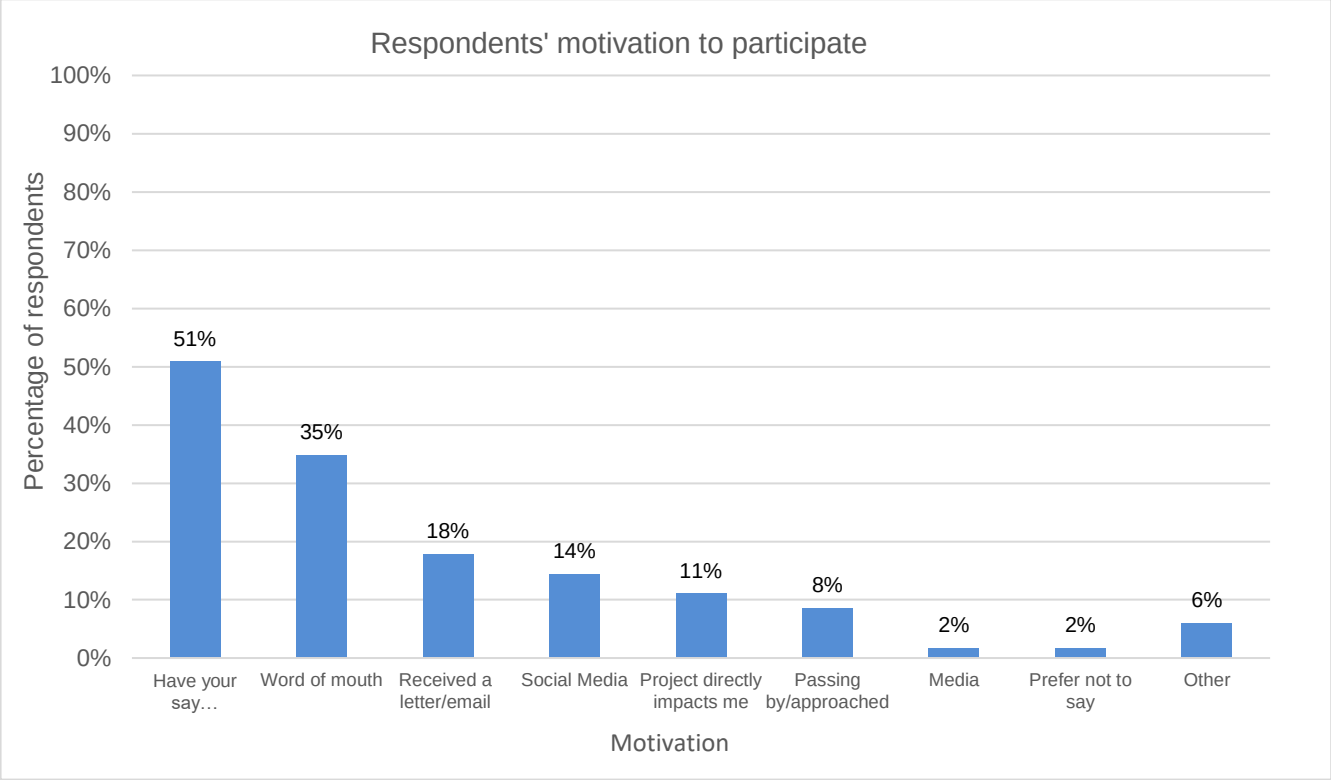
- Slightly fewer than half of respondents (48%, 57) were participating in a City of Melbourne consultation for the first time.
- Just over a quarter of respondents (28%, 33) had participated in a City of Melbourne consultation once or twice before.
- 14% of respondents indicated that they regularly participated in City of Melbourne consultations.
- 7% of respondents were not sure if they had participated in City of Melbourne consultation before, while 3% of respondents preferred not to say whether they had or not.

Motivation to participate

Respondents were asked: "What motivated you to participate in this consultation today?"

Response options: I was passing by/approached by City of Melbourne, The project directly impacts me, I think it's important to have your say and contribute to the future of the city, I received a letter/email from City of Melbourne, I saw the project on social media, I saw the project on media (TV, radio, newspaper etc.), Word of mouth

n=118



NOTE: in the chart, "I think it's important to have your say and contribute to the future of the city" has been shortened to "Have your say…"

RESULT:

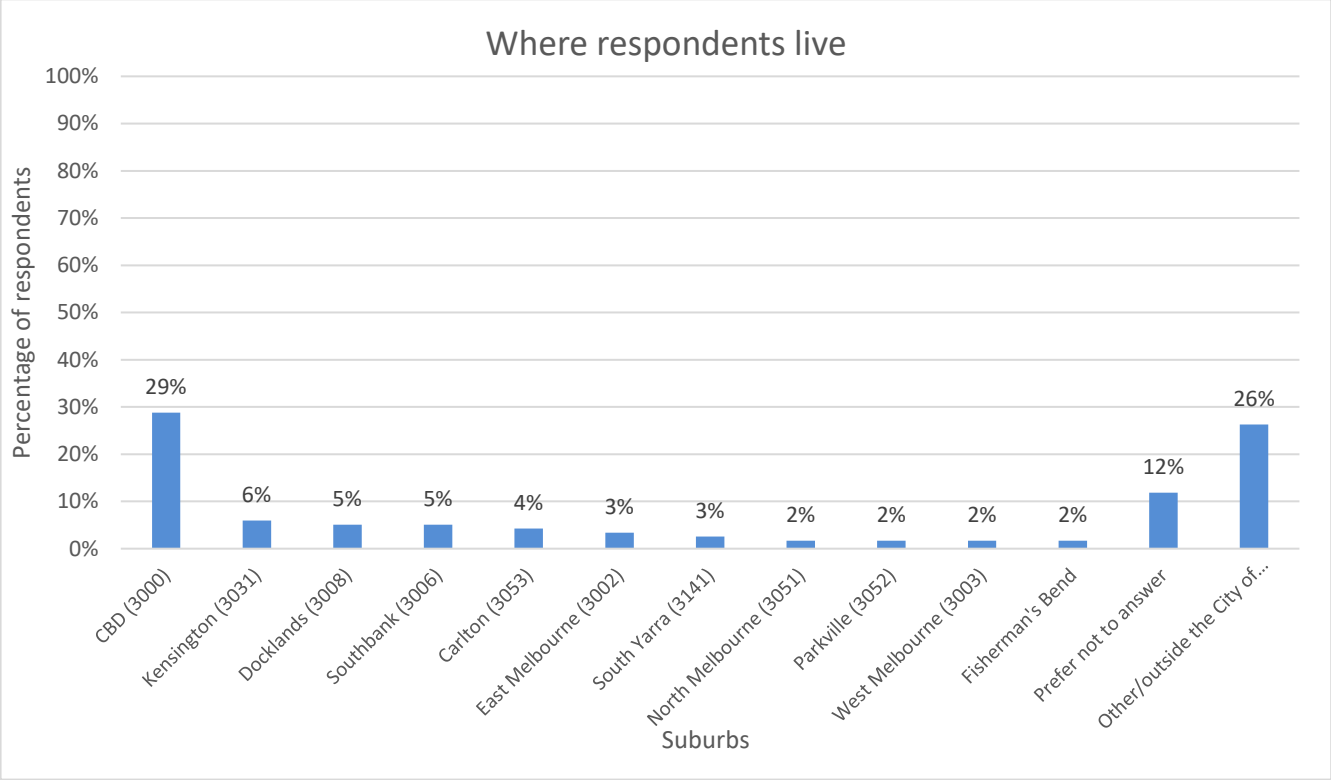
- Slightly more than half of respondents (51%, 60) were motivated to participate because they think it's important to have your say and contribute to the future of the city.
- Just over a third of respondents (35%, 41) were motivated to participate by word of mouth.
- 18% of respondents were motivated to participate because they received a letter or email from City of Melbourne.
- 14% of respondents were motivated to participate because they saw the project on social media.
- 11% of respondents were motivated to participate because they felt that the project directly impacts them.
- 8% of respondents participated because they were passing by or approached by City of Melbourne staff.
- 2% of respondents were motivated to participate because they saw the project in the media.
- 2% of respondents preferred not to share why they were motivated to participate, while 6% of respondents were motivated by other reasons not included.

Where respondents live

Respondents were asked: "Based on your connection to this project, where do you live/work/own a business/study/visit?"

Response options: Carlton (3053), CBD (3000), Docklands (3008), East Melbourne (3002), Kensington (3031), North Melbourne (3051), Parkville (3052), Southbank (3006), South Yarra (3141), West Melbourne (3003) Fisherman's Bend, Prefer not to answer, Other/outside the City of Melbourne

n=118



RESULT:

- Almost a third of respondents (29%, 34) lived in the CBD.
- A small number of respondents lived in each of the other included suburbs.
- Over a quarter of respondents (26%, 31) lived in other suburbs not included in the response options or outside of the City of Melbourne, while 12% of respondents preferred not to say where they lived.

Appendix

Participate Melbourne Survey Text

1. If there is one thing you would like Council to achieve towards reconciliation, what would it be? Required
    - Five selection options
    - Other, please specify

Pillar 1 Truth-telling

2. What will help you participate in and learn about Aboriginal history and experience in our city? Required
    - Four selection options (multi)
    - Other, please specify
3. Please explain
    - Free-text comment

Pillar 2 Relationships

4. Have you participated in any of our NAIDOC / Reconciliation Week activities? Required
    - Five selection options (multi)
    - Other, please specify
5. Thinking about your answer above, which activities did you enjoy or what should we be doing more of?
    - Free-text comment

Pillar 3 Respect

6. What would help you learn and understand more about Aboriginal culture and identity? Required
    - Four selection options (multi)
    - Other, please specify
7. Please explain
    - Free-text comment

Pillar 4 Opportunities

8. Are opportunities for Aboriginal people evident in our city? Required
    - Five selection options (multi)

9 Please explain

- Free-text comment

Pillar 5 Governance

10. Council is establishing a First Nations Committee, including Aboriginal representatives from our community, who will guide us in our broader work. How important will this be for Council and the community? Required
    - Five selection options (multi)
11. Please explain
    - Free-text comment

A bit about you

12. How do you describe your gender?
    - Four selection options (multi)
    - Other, please specify

13. What is your age?

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- Eighteen selection options (multi)

14. Do you identify with any of the following?
    - Ten selection options (multi)
15. Which of the following best described your connection to this City of Melbourne project?
    - Six selection options (multi)
    - Other, please specify
16. Based on your connection to this project, where do you live/work/own a business/study/visit?
    - Twelve selection options (multi)
    - Other, please specify
17. Have you participated in a consultation with City of Melbourne before?
    - Five selection options (multi)
18. What motivated you to participate in this consultation today?
    - Eight selection options (multi)
    - Other, please specify

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