

Balit Marra (Strong Mob)

CITY OF DAREBIN ABORIGINAL ACTION PLAN 2025 - 2029

JULY 2025

Acknowledgement of Country

This Aboriginal Action Plan has been written on the unceded lands of the Wurundjeri Woi-wurrung people – the Traditional Owners of the land, waters and multiple layers of Country we now call Darebin. Darebin Council affirms and acknowledges that Wurundjeri Woi-wurrung people have lived on this Country for millennia, practicing customs and ceremonies of celebration, initiation and renewal.

We recognise unreservedly that it is important to move beyond words of Acknowledgement, and to build relationships and connections with Traditional Owners. We will ensure that their wisdom, and holistic ways of understanding Country guide the actions in this Aboriginal Action Plan to support local Aboriginal people.

We thank the members of Darebin's Aboriginal Advisory Committee (DAAC) who gave up significant time to provide their wisdom, guidance and knowledge to work in partnership with Council each step of the way in the development of Balit marra.

We also thank the Wurundjeri Woi-wurrung people who provided valuable guidance and wisdom and thank the Elders for their generosity in allowing us to listen, understand and incorporate their priorities.

We pay our respects to all Elders past and present and we pay our respects to all Aboriginal and Torres Strait Islander people who have a connection to Darebin. We affirm our commitment to respectful collaboration, knowledge sharing and two-way learning.

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Balit marra is most strongly aligned with the values and commitments made in Council's renewed *Statement of Commitment* 2019.

Statement of Commitment 2019

Twenty years on from Darebin Council's initial "*Statement of Commitment to Aboriginal Australians*" (1998), this updated Statement of Commitment renews, strengthens and formalises Council's long-standing commitment and relationship with the diverse Aboriginal and Torres Strait Islander communities of Darebin.

1. Darebin City Council acknowledges the Wurundjeri Woi Wurrung people as the traditional owners and custodians of the land and waters we now call Darebin and affirms that Wurundjeri Woi Wurrung people have lived on this land for millennia, practising their customs and ceremonies of celebration, initiation and renewal. Council acknowledges that Elders past, present and emerging are central to the cohesion, intergenerational wellbeing and ongoing self-determination of Aboriginal communities. They have played and continue to play a pivotal role in maintaining and transmitting culture, history and language.
2. Council respects and recognises Aboriginal and Torres Strait Islander communities' values, living culture and practices, including their continuing spiritual connection to the land and waters and their right to self-determination. Council also recognises the diversity, including the diversity of views and opinions, within Aboriginal and Torres Strait Islander communities.
3. Aboriginal and Torres Strait Islander people and communities have had and continue to play a unique role in the life of the Darebin municipality. Council recognises and values this ongoing contribution and its significant value for our city and Australian society more broadly. Darebin is home to people from many of the 500+ clan groups that exist in Australia and is also home to Aboriginal and Torres Strait Islander peoples of many skin, moiety and language groups, genders, ages, abilities, sexualities and gender identities etc.
4. Council respects the human, cultural and spiritual rights of Aboriginal and Torres Strait Islander people and notably acknowledges their right to "enjoy their identity and culture, maintain and use their language, maintain their kinship ties and maintain their distinctive spiritual, material and economic relationship with the land and waters". Council also acknowledges the right of all Aboriginal and Torres Strait Islander people in Darebin to respect and equality and to live free from discrimination (first and foremost racism, but also sexism, ageism, ableism, homophobia, biphobia and transphobia...) and disadvantage.
5. Council acknowledges the powerful call contained in the Uluru Statement from the heart and its aspirations for justice, truth-telling, Makarrata (agreement-making) and a voice. Council hears this call and will continue to seek guidance from Traditional Owners and Aboriginal and Torres Strait Islander communities on, and respect their leadership towards, self-determination (as per the recommendations of United Nations Declaration on the rights of Indigenous people) and towards a fairer Australian society, and at our own, local level, a fairer Darebin.

6. Council acknowledges that Aboriginal people are Australia's first peoples and that January 26 marks the beginning of the British invasion of their lands. Aboriginal people never ceded sovereignty of the land and have continuously cared for their country for over 60,000 years as the world's oldest living culture. Theirs are rich and varied heritages and histories, both pre- and post-invasion.
7. Council acknowledges that present disadvantage stems from past injustice, dispossession, oppression, colonisation, forced removal and the crime of genocide inflicted on Aboriginal and Torres Strait Islander people of this country, the ongoing effects of which still affect Aboriginal and Torres Strait Islander people today. While devastating on the traditional life of Aboriginal nations, these have not diminished Aboriginal and Torres Strait Islander people's connection to country, culture or community, their resilience and their strength.
8. In partnership with Aboriginal and Torres Strait Islander people, communities and organisations, Darebin City Council is committed to working towards a future based on justice, respect, understanding and the elimination of disadvantages and barriers to equality, notably in health, education, housing and employment, in the spirit of the Close the Gap Statement of Intent 2008.
9. Darebin is a significant gathering place for Aboriginal and Torres Strait Islander people and the homeland of a number of significant Aboriginal peak bodies, organisations and businesses. It has also been a site for significant events in post-contact history such as the 'signing' of the 'Batman Treaty'. Council acknowledges and values the opportunities this association brings for listening, learning, understanding and relationship-building and for genuine collaboration on issues of shared concern.
10. Council affirms the positive forward movement towards equality and equity, race relations, institutional integrity, historical acceptance through truth-telling and unity. Council acknowledges its educational role and its responsibility to take deliberate action to ensure that the broader community more fully understands the experiences and stories of Aboriginal and Torres Strait people and the true account of our nation's history.

Introduction

Darebin Council is committed to strengthening our relationship with the Aboriginal community as we continue to support self-determination. In this we recognise Aboriginal and Torres Strait Islander people have maintained a strong physical and cultural presence in Darebin in the face of displacement, disenfranchisement and policies of assimilation.

At the 2021 Census, Darebin had a census population count of 1,444 Aboriginal and Torres Strait Islander people (one of the largest proportions of Aboriginal residents of the 31 municipalities in Greater Melbourne). This is a 25% increase from the 2016 Census and demonstrates the growth in the municipality of Aboriginal residents, who have played a prominent role in the national struggle for Aboriginal rights and social justice since the mid-20th Century.

With a median age of 29 years (nearly a decade lower than Australia's median age), Darebin has a young Aboriginal population. Further, the majority of Victorian Aboriginal Community Controlled Organisations (ACCOs) are located within Darebin.

Within the *Darebin Plan 2025-2029*, that sets the priorities for the next four years for Council, one of our key strategic directions is to be:

“A City that celebrates Aboriginal and Torres Strait Islander culture, values, knowledge and traditions, respects the rights for self-determination and takes deliberate action toward truth-telling”.

In meeting our commitments and ensuring we are focused on our strategic direction, we are guided by the Darebin Aboriginal Advisory Committee (DAAC). The DAAC is a collective representation of Aboriginal and Torres Strait Islander people from the Darebin Aboriginal and Torres Strait Islander community with each member representing a significant Aboriginal and Torres Strait Islander or mainstream organisation.

The role of the DAAC is to bring the collective views and knowledge of both Aboriginal and Council representatives together to develop and implement key strategies and policies that will provide and account for sustainable economic outcomes for Aboriginal and Torres Strait Islander people and their communities.

Balit marra 2025-2029 formalises Council's long-standing commitment and relationship with the Darebin Aboriginal and Torres Strait Islander community. The Plan maps Council's future directions, strengthening Council's partnerships in facilitating a more inclusive and equitable society through a range of actions and commitments that respect the principles and philosophies of community control, self-determination and truth-telling.

These principles value Aboriginal people's right to full and equal participation in community life as a priority in achieving Council's 2041 vision whereby:

- Darebin is an equitable, vibrant, healthy and connected community where all residents and businesses experience safety, fulfillment and prosperity.
- Darebin respects and celebrates Aboriginal and Torres Strait Islander people, and our diverse communities.
- Darebin has responded effectively to the climate emergency by implementing a circular economy and creating a sustainable, green and liveable environment.

- Darebin is renowned for its collaborative engagement, integrity, transparency and commitment to financial sustainability.

Balit marra Naming

Balit marra is a name gifted to us by Wurundjeri Woi-wurrung Elder, Aunty Gail Smith. It means strong mob in Woi-wurrung. Aunty Gail felt this was a fitting name to describe Darebin's Aboriginal community and the Darebin Aboriginal Action Plan.

Balit marra Policy and Strategy Alignment

Balit marra not only ensures we have a whole-of-organisation commitment to local Aboriginal and Torres Strait Islander people that call Darebin home, but it is also aligned with State and Commonwealth government policy and seeks to celebrate the oldest living culture in the world, play a role in Truth Telling and seeks to address the disparities between Aboriginal and Torres Strait Islander people and other Australians.

The alignment with other Darebin strategies and State and Commonwealth policy initiatives are set out in Table 1

Table 1: Strategy / Policy Alignment

Darebin Council	Victorian State Government	Commonwealth Government
Darebin Council Plan (2025-2029)	Yoorook Justice Commission	Wiyi U I Thangani Implementation Framework
Our Black Lives Matter Statement (DAAC)	Marrung Victorian Aboriginal Education Plan 2021-26	
Statement of Commitment (2019)	Victorian Aboriginal and Local Government Strategy	
Darebin Advocacy Strategy (2022-26)		
Aboriginal and Torres Strait Islander Employment Strategy and Action Plan (2017 – 2027)		
Inclusive Employment Framework		

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Pillars of Action

Balit marra is structured under five (5) main priority areas that are aligned with our own key strategies, as well as State and Commonwealth Government policies, strategies and initiatives (Table 1).

The five pillars of action are:

1. **Truth-telling:** Truth-telling is the foundation of justice for Aboriginal people. Council is committed to standing alongside Aboriginal people as they speak their truth and amplifying Aboriginal voices within our community.
2. **A Culturally Safe Organisation:** Council is committed to making the internal Council organisation safe for Aboriginal people to work in and interact with. We want all of Council to be a culturally safe place for Aboriginal people. We take leadership as a local government organisation in making our community a better place for Aboriginal people.
3. **Aboriginal Culture and Wellbeing:** Council is committed to celebrating Aboriginal culture and hosting events which foster greater community connection. We stand against racism.
4. **Economic Opportunity:** Council are committed to helping Aboriginal people achieve economic wellbeing. We recognise economic wellbeing is part of overall wellbeing. This means employment, fundings through grants and community partnerships.
5. **Partnership and Collaboration:** Council recognise that Aboriginal community are best placed to help and support mob. We want to support organisations that do this work through partnerships and collaborations.

Actions

Truth-telling and Justice

Truth-telling is the foundation of justice for Aboriginal people. Council is committed to standing alongside Aboriginal people as they speak their truth and amplifying Aboriginal voices within our community.

1. Under the guidance of DAAC and WWCHAC advocate where relevant for justice issues and follow and action the 'Recognition of, and justice for, Aboriginal people' section of the *Darebin Advocacy Strategy 2022-26*.
2. Council formally releases a position of support on the Statewide Treaty and deliver community education events on the Statewide Treaty, in collaboration with First Peoples' Assembly
3. Ensure the preparations for development of the 2030-2034 Council, and its ongoing implementation are informed by the values, themes and commitments to self-determination, truth-telling and justice held in Balit marra.
4. Raise awareness and understanding of Council's January 26 position and support for 'Change the Date' and its links to truth-telling.
5. Citizenship ceremonies continue to start with a *Welcome to Country* to raise awareness of Aboriginal sovereignty and Australian history and as an opportunity for truth-telling and community education
6. Mayor or Councillors speeches for Citizenship ceremonies acknowledge truth-telling as a critical part of the process to securing equity and justice for local Aboriginal and Torres Strait Islander people and as a means to raising awareness and understanding of Aboriginal history.
7. Develop a welcome to new citizens booklet (provided at all Citizenship ceremonies), including translation in relevant community languages, to raise awareness of January 26, Aboriginal sovereignty and dispossession and the importance of truth-telling.
8. Utilise Council's January 26 stance as a platform to recognise Aboriginal communities and support truth-telling through arts, culture and events (e.g. continue to deliver Ganbu Gulin event and promote recognition of Aboriginal and Torres Strait Islander people and their achievements through the Darebin Community Awards)
9. Support truth-telling and community education with and for schools and young people in Darebin through the annual Darebin Schools' Yarning Conference.
10. Support truth-telling and community education with and for schools and young people in Darebin through the development of a *Darebin Aboriginal Curriculum* as requested by the Darebin Education Network

11. As part of the Victorian Treaty process, advocate to Department of Education, Koorie Youth Council and other relevant stakeholders to share the learnings of the Darebin Schools' Yarning Conference.
12. Aboriginal dates of significance are incorporated into Creative Culture programming and hubs (Intercultural Centre, Bundoora Homestead, Darebin Arts Centre, Libraries etc.) through events, displays or other appropriate means (e.g. purple lighting for Apology to Stolen Generations and Sorry Day).
13. Develop arts or community-based programs that offer opportunities for truth-telling to and with multicultural and multifaith community members, notably refugees and migrants.
14. A 'First Nations Gender Justice lens' is applied across Council's work with Aboriginal organisations, following the Wiyi Yani U Thangani (Women's Voices) framework 2022. For example, invite Aboriginal community-controlled organisations that have programs addressing DFV to join the Darebin Family Violence Network.
15. Continue to work with the WWCHAC on the decolonising of Bundoora Park, including the farm and homestead by:
 - Continuing to celebrate NAIDOC week on Country annually at part of the Bundoora Homestead programming
 - Work with Wurundjeri Woi-wurrung Elders to build on the permanent truth-telling displays as a part of awareness-raising and educational programs for visitors, notably children
 - Continue to work on the restoration of the Wurundjeri gardens at Bundoora Park and coordinate landscaping through the Narrap Team to protect Bundoora Park (including Homestead and Farm) sites of cultural significance (e.g. Silcrete Quarry/Scar Tree)
 - In partnership with Wurundjeri Woi-wurrung Elders, develop an oral history project and self-guided tour that highlights their songlines.

A Culturally Safe Organisation

Council is committed to making the internal Council organisation safe for Aboriginal people to work in and interact with. We want all of Council to be a culturally safe place for Aboriginal people. We take leadership as a local government organisation in making our community a better place for Aboriginal people.

16. Acknowledge Aboriginal sovereignty over the Darebin municipality through the implementation of the (draft) Darebin Flag Policy – including the lowering of the Aboriginal and Torres Strait Islander flags to half-mast for key dates of mourning (e.g. January 26th).
17. Raise awareness and promote the Darebin Aboriginal Cultural Protocols to:
 - Build knowledge and understanding of what an Acknowledgement of Country is, when it is to take place and its importance through inclusion of the protocols in mandatory induction training
 - Build knowledge and capability for inclusive engagement with Aboriginal people, families, organisations and communities, including booking Welcoming Ceremonies and Smoking Ceremonies through the WWCHAC for appropriate Council events
 - Ensure staff seek advice and guidance from WWCHAC when working on issues related to land or waters (Country) and Wurundjeri Woi-wurrung culture, language and knowledge, and DAAC when working on issues affecting Aboriginal people and communities
 - Involve and consult WWCHAC in major or culturally significant capital works projects to ensure culturally meaningful principles and values are embedded in the design
18. Review and update the Darebin Aboriginal Cultural Protocols every other year to maintain current and respond to internal needs and external evolutions.
19. Make Aboriginal cultural-awareness training part of the mandatory induction training and develop and scaffold Aboriginal and Torres Strait Islander Cultural Awareness Training across the years so staff across Council have opportunities for continual learning and deepening of knowledge – building towards cultural competency.
20. Engage an external Aboriginal consultancy to conduct a Cultural Safety Audit to establish a baseline audit of the organisation's cultural competence capability, identify issues and areas for improvement and develop a Cultural Safety Improvement Plan to address them that is implemented. Evaluate progress compared to baseline annually.
21. Ensure 'Indigenous Cultural and Intellectual Property' (ICIP) principles are understood and respected by developing and implementing Creative Culture guidelines across Council on applying ICIP principles and respecting cultural permissions.
22. Maximise opportunities for naming places (streets, Council-owned buildings, etc) across Darebin (and rooms within Council buildings) in Woi-wurrung language.
23. Review, audit and install signs (notably Acknowledgement plaques) on and in Council buildings that visibly acknowledge Wurundjeri woi-wurrung people as Traditional

Owners further, develop an education and communications campaign to signal plaques and explain their meaning.

24. Regularly maintain Council owned Aboriginal places of significance across Darebin, notably the Stolen Generations marker and the Spiritual Healing trail in the Darebin Parklands, particularly around dates of significance.
25. In collaboration with WWCHAC, create a process guide for embedding WWCHAC values in all new major works and acknowledge WWCHAC contribution in communication at every significant stage and highlight Wurundjeri Woi-wurrung living culture.
26. Continue to review, refresh and provide up to date information, notably on Council's website and in customer queries, about Wurundjeri Woi-wurrung Country and Aboriginal Darebin
27. Ensure (e.g. through Aboriginal staff network) that Aboriginal and Torres Strait Islander employees are aware of, and actively invited to, participate in new Enterprise Agreement negotiations.
28. Ensure the clauses in the Enterprise Agreement 2022-2025 that show understanding of, and contribute to, Aboriginal cultural safety are implemented and monitored.
29. Implement the Cultural Leave policy as one way to strengthen Aboriginal cultural safety - and ensure other P&C policies consider Aboriginal cultural safety as they are being reviewed.
30. Working in consultation with the Aboriginal Staff network, determine how they would best be engaged and supported to participate in the development of, or give feedback on, policies, projects and programs (internal and external) that have an impact on Aboriginal communities.
31. Work with sporting and recreation clubs, as well as Council-owned leisure and sport facilities and identify opportunities, gaps and barriers (e.g. not feeling culturally safe, cost, access) to Aboriginal and Torres Strait Islander people's participation.
32. Ensure review of Equity Impact Assessments (EIA) includes embedding a consistent approach with a First Nations lens for all projects, activities, plans and strategies.

Aboriginal Culture and Wellbeing

Council is committed to celebrating Aboriginal culture and hosting events which foster greater community connection. We stand against racism.

33. In partnership with Aboriginal organisations and communities, promote or host Aboriginal community-led events that mark key dates important to Aboriginal and Torres Strait Islander healing including but not limited to:
- Anniversary of the Apology to the Stolen Generations
 - Anniversary of the Royal Commission into Aboriginal Deaths in Custody
 - National Sorry Day
 - Reconciliation Week
 - Mabo Day
 - NAIDOC Week
 - Wurundjeri Woi-wurrung Week
 - International Day of the World's Indigenous Peoples
- Support may be offered through in-kind or financial contributions.
34. Maintain a focus on anti-racism in Council's ongoing and future work and ensure Aboriginal people and communities are included and represented in this work and actions.
35. Building on Child Safe Standard 2022 #1, ensure a focus on Aboriginal and Torres Strait Islander children and young people in Council's anti-racism work (and beyond) and ensure Aboriginal children experiences are included in Council's advocacy to DET on the middle years anti-racism program.
36. Integrate the specific experiences of racism and sexism for Aboriginal women and girls in Council's work.
37. Work with relevant leagues, clubs and stakeholders (including contractors) to address racism against Aboriginal people in sports and recreation settings in Darebin.
38. Through Council's work in Family, Children and Youth Services, engage and support the needs of Aboriginal and Torres Strait Islander children and young people and their families (e.g. continued support for the Best Start Program) and report initiatives and outcomes annually.
39. Support the human rights and wellbeing of Aboriginal Elders through Darebin's Age-Friendly City work by:
- Inviting and supporting Elders to attend and participate in age-friendly community events.
 - Develop connections with various Elders groups across Darebin/regional area (e.g. ACES, Link Up/Connecting Home, AAL Elders lunch group, Dardi Elders group to offer support through in-kind and / or financial contributions [...]
 - Explore the possibility of targeted, small-scale grants for Elders as part of the Aboriginal community grants.

40. Work with the Victorian Aboriginal Health Service (VAHS), other Aboriginal Community Controlled Organisations and local community health organisations to support physical, social, cultural and spiritual health and wellbeing, within the priorities defined in the Health and Wellbeing Plan 2025-2029.

Economic Opportunity

We are committed to helping Aboriginal people achieve economic wellbeing. We recognise economic wellbeing is part of overall wellbeing. This means employment, fundings through grants and community partnerships.

41. Continue implementation of the *Aboriginal and Torres Strait Islander Employment Strategy 2017-2027* and meet the following targets contained in the strategy:
- Review the revised recruitment policy, including all aspects of recruitment and selection, with involvement from Aboriginal staff to ensure interest from, and safety for, Aboriginal and Torres Strait Islander people
 - Proactively seek retention and career progression of Aboriginal and Torres Strait Islander employees, notably through the development of a culturally safe workplace, provision of robust learning and development opportunities for Aboriginal staff and expansion of employment opportunities and career progression.
 - Evaluate the strategy late 2026 as a means to informing the development of the *Aboriginal and Torres Strait Islander Employment Strategy 2027-2037*
42. Ensure review of Equity Impact Assessments (EIA) includes embedding a consistent approach with a First Nations lens for app projects, activities, plans and strategies.
43. Develop resources around truth-telling and cultural protocols for cultural safety in the Business Education section on Council's website to enable non-Aboriginal businesses to better understand truth-telling and learn how they can enhance cultural safety for Aboriginal people.
44. As part of Social and Sustainable Procurement policy review, set procurement targets for Council's spending on Aboriginal and Torres Strait Islander owned businesses and upskill Council's departments on available procurement resources and directories (e.g. Kinaway, Supply Nation) that support and list Aboriginal and Torres Strait Islander owned businesses.
45. As part of Economic Development Framework and strategy, assist Aboriginal suppliers and other local Aboriginal and Torres Strait Islander businesses in achieving better economic outcomes.
46. Support local Aboriginal employment (in and outside of Aboriginal-owned businesses) through EcoDev-run and supported events, forums and programs as well as implement the Aboriginal priority of the Inclusive Employment Framework.

Partnerships and Collaboration

Everything we do and everything we achieve can only be done in partnership with Aboriginal community-controlled organisations and we are guided by their priorities, aspirations, wisdom and knowledge.

47. Build a clear approach or framework for working alongside ACCO's and community groups that supports self-determination and ensures they are active participants in decision-making processes.
48. Build other staff and teams' (outside of Equity and Diversity) capability internally to guide them in, and build their relationship with, relevant Aboriginal organisations and groups.
49. Continue to implement and continuously improve the dedicated Aboriginal and Torres Strait Islander funding stream in the Community Grants program.
50. Promote the dedicated Community Grants program funding stream to all local Aboriginal and Torres Strait Islander organisations and groups.
51. Assess WWCHAC appetite, and preferred format, for a potential formal partnership agreement in a co-design process with a set of mutually beneficial actions, roles and responsibilities and process for partnership review included in the agreement.
52. Continue to work with WWCHAC on Caring for Country through Council's Climate Emergency and biodiversity work and partnership with the Narrap team and implement the Caring for Country pillar included in the Climate Emergency Plan, with tangible actions and adequate resourcing attached.
53. Continue and increase collaboration with the Narrap team, as well as collaborations with other Aboriginal organisations involved in land management (e.g. Dardi Munwurro)
54. Reach out to First Peoples' Assembly of Victoria and the Yoorook Justice Commission to advocate on changes needed to establish a best practice 'land hand back protocol' for local Councils to follow, as part of the State-wide Treaty Process.
55. Continue to implement the Memorandum of Understanding (MoU) between Aboriginal Housing Victoria (AHV) and Council to improve housing outcomes for Aboriginal residents.

Accountability and Reporting

56. Explore and implement actions to uplift the voices of Aboriginal and Torres Strait Islander people and community, including staff, into places of influence and decision making as a means of self-determination.
57. Conduct workshops with DAAC members to define DAAC's purpose and status within Council.
58. Update Governance rules to ensure mandatory consultation (including a right to refuse or defer consultation) of DAAC before Councillors' decision-making (including NOMs) involving Aboriginal communities
59. In support of the Cultural Safety audit and improvement plan, explore mechanisms to tangibly demonstrate respect for cultural authority so Darebin's Aboriginal and Torres Strait Islander staff in advisory roles may provide direct, high-level advice to senior decision makers, without going through multiple managers.
60. Establish an internal working group to coordinate, evaluate, troubleshoot and support delivery of this plan over its lifecycle.
61. Integrate actions in this plan to Council's reporting systems and mechanisms to ensure implementation.
62. Support and enhance delivery of this plan through clear allocation of responsibility and reporting duties, aligned with corporate reporting systems (Pulse).
63. Report back to Council and the DAAC on implementation of this action plan by gathering regular reports on progress of this action plan via the internal working group and internal reporting systems and report back to DAAC quarterly.
64. Provide a 2nd year (midpoint) report on implementation and outcomes of this Plan.
65. Provide Council and DAAC with a final report evaluating the successes and challenges of this plan, with ongoing actions and learnings feeding into development of a new plan.

Glossary of Terms

To be added to ...

DAAC – Darebin Aboriginal Advisory Committee

OBMLS – Our Black Lives Matter Statement

SoC – Statement of Commitment

Wiyi U I Thangani Framework: In Bunuba language Wiyi U I Thangani means women's voices, and the Framework activates a multiyear systemic change project that sets out to capture and respond to the strengths, aspirations and challenges of First Nations women and girls. The vision is for First Nations gender justice and equality in Australia.

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