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| Symbol represents the coming together of Aboriginal and local government communities.  | **ABORIGINAL EMPLOYMENT****IN VICTORIAN LOCAL GOVERNMENT** |
|   |  Getting started | **Fact sheet 1** |

The MAV invites all councils and Aboriginal people to participate in this Victorian Local Government Aboriginal Employment Framework.

Developed as a result of our analysis of case studies in the public and private sectors, and discussions with a variety of councils and Aboriginal people, this framework has been designed to provide a tool for local government and Aboriginal communities. It is based on the structure for Reconciliation Action Plans established by Reconciliation Australia so that it can easily align with council Reconciliation Action Plans.

Understanding, acknowledgment, engagement and having better connections between councils and their local Aboriginal communities are regularly identified as vital ingredients to attracting Aboriginal people to work in local government.

If each of Victoria’s 79 councils undertook the top three actions in each of the three elements of the framework, our expectation is that employment of Aboriginal people in local government would increase strongly in a short space of time.

**Framework – “Koories in Victorian Councils”** 

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| Councils understanding and acknowledging the unique place of Aboriginal people in their local community is often the first step in councils becoming an employer of choice for Aboriginal people |  | Organisations which have recruited and retained Aboriginal employees all say that having meaningful relationships with Aboriginal people and their communities is vital to success |  | Sustained employment is key to the economic and social wellbeing of all Australians. For Aboriginal people to enjoy the benefits that flow from employment, they need to have jobs. There is a Victorian Aboriginal workforce ready and willing to work, but currently very few Aboriginal people are employed in local government |  | Council organis-ations which have work-places made up of a diverse range of employees are going to be better placed to meet the needs of the whole community  |

***For further details, visit* www.bit.ly/aboriginalemployment**

# Frequently Asked Questions

**Will participating in this framework cost councils money?**

In concept the main intention of this framework is for councils to undertake their everyday work thinking about how small adjustments they can take will make a difference. As a result, lack of a dedicated budget allocation does not have to be a reason for not participating in the framework.

There are some proposals, however, which will have a cost, such as providing cultural awareness training for staff which provides an understanding of Aboriginal people, their culture and history. Many councils that have Aboriginal employment strategies have found it useful to include budget allocations to cover production of materials and consultation sessions with their local Aboriginal community.

**Does participating in this framework mean that councils will be giving special treatment for Aboriginal people over other potential job candidates for local government?**

Potentially yes. At the moment there are very few Aboriginal people known to be working in local government, so unless current practices are adjusted, it is unlikely any improvements to Aboriginal employment in local government will happen. The Special Measures provisions of the Victorian Equal Opportunity Act 2010 enable organisations to take positive steps to help disadvantaged groups without the need to seek official exemption.

**To be involved, where should our council begin?**

Start with finding out who the Aboriginal people are in your community (see section below for ideas). Submit a report to council recommending it become involved in the Victorian Local Government Aboriginal Employment Framework. Consider letting the Aboriginal community know about the next jobs you need to fill.

**Should our Council set employment targets?**

There is no state-wide target for councils, so setting targets is a matter for councils to decide individually. Some organisations find the setting of targets a useful way tool to focus their attention because it involves analysis of the current status, reporting and organisational commitment over time. In its Karreeta Yirramboi Aboriginal Employment Strategy, the Victorian Government has set a target of achieving a one per cent Aboriginal employment target for the Victorian public sector to be achieved by 2015. This would bring the total number of Aboriginal employees in the Victorian public sector to approximately 2,700 by 2015. Some councils, particularly those for whom the number of Aboriginal people is so small because the wider community is so large, may wish to set higher targets. See the [Aboriginal Employment page](http://www.mav.asn.au/policy-services/social-community/indigenous/aboriginal-employment/Pages/default.aspx) on the MAV website for further examples of targets set by various organisations, including councils.

**What if we don’t know our local Aboriginal community?**

There are a number of ways to find out who your Aboriginal community members are. These include:

* Checking the [Victorian Government’s Aboriginal Affairs website](http://www.dpc.vic.gov.au/index.php/aboriginal-affairs/aboriginal-affairs-overview) for information
* Checking the [Victorian Aboriginal Heritage Council](http://www.dpc.vic.gov.au/index.php/aboriginal-affairs/victorian-aboriginal-heritage-council) website page to see if you have Registered Aboriginal Parties for your municipality
* Contacting local Aboriginal organisations who may be offering services in your area. [Victorian Aboriginal Community Controlled Health Organisation](http://www.vaccho.org.au/om/our-membership/members/) is a good place to start
* Contacting the [Local Indigenous Network](http://www.dpc.vic.gov.au/index.php/aboriginal-affairs/aboriginal-community-development) brokers employed through Aboriginal Affairs Victoria.

**How do we avoid giving offence?**

Talk with your local Aboriginal communities – ask them if there are sensitivities about particular council proposals, activities or programs.

# Number of Aboriginal people living in Victoria, by municipality

**ABS Estimates of Aboriginal & Torres Strait Islander Australians, June 2011**

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| --- | --- | --- | --- | --- | --- | --- |
| **Council** | **Number of ATSI people** | **% of total population** |   | **Council** | **Number of ATSI people** | **% of total population** |
| Alpine  | 104 | 0.86% |  | Maribyrnong  | 431 | 0.57% |
| Ararat  | 132 | 1.17% |  | Maroondah  | 502 | 0.47% |
| Ballarat  | 1,401 | 1.47% |  | Melbourne  | 367 | 0.37% |
| Banyule  | 786 | 0.64% |  | Melton  | 1,002 | 0.89% |
| Bass Coast  | 259 | 0.86% |  | Mildura  | 2,291 | 4.42% |
| Baw Baw  | 504 | 1.16% |  | Mitchell  | 506 | 1.44% |
| Bayside | 198 | 0.21% |  | Moira  | 485 | 1.71% |
| Benalla  | 200 | 1.45% |  | Monash  | 449 | 0.25% |
| Boroondara  | 285 | 0.17% |  | Moonee Valley  | 412 | 0.37% |
| Brimbank  | 913 | 0.48% |  | Moorabool  | 316 | 1.10% |
| Buloke  | 44 | 0.68% |  | Moreland  | 919 | 0.60% |
| Campaspe  | 1,012 | 2.75% |  | Mornington Peninsula  | 1,235 | 0.83% |
| Cardinia  | 524 | 0.69% |  | Mount Alexander  | 214 | 1.20% |
| Casey  | 1,758 | 0.67% |  | Moyne  | 227 | 1.40% |
| Central Goldfields  | 172 | 1.37% |  | Murrindindi | 128 | 0.96% |
| Colac-Otway  | 230 | 1.11% |  | Nillumbik  | 242 | 0.39% |
| Corangamite  | 151 | 0.91% |  | Northern Grampians  | 179 | 1.48% |
| Darebin  | 1,504 | 1.05% |  | Port Phillip  | 394 | 0.41% |
| East Gippsland  | 1,662 | 3.88% |  | Pyrenees  | 85 | 1.26% |
| Frankston  | 1,272 | 0.98% |  | Queenscliffe  | 16 | 0.52% |
| Gannawarra  | 202 | 1.93% |  | South Gippsland  | 250 | 0.91% |
| Glen Eira  | 295 | 0.22% |  | Southern Grampians  | 224 | 1.35% |
| Glenelg  | 494 | 2.49% |  | Stonnington  | 243 | 0.25% |
| Golden Plains  | 160 | 0.84% |  | Strathbogie  | 109 | 1.14% |
| Greater Bendigo  | 1,775 | 1.74% |  | Surf Coast  | 173 | 0.65% |
| Greater Dandenong  | 632 | 0.44% |  | Swan Hill  | 1,119 | 5.36% |
| Greater Geelong  | 2,204 | 1.02% |  | Towong  | 103 | 1.74% |
| Greater Shepparton  | 2,611 | 4.23% |  | Wangaratta  | 313 | 1.15% |
| Hepburn  | 114 | 0.78% |  | Warrnambool | 618 | 1.89% |
| Hindmarsh  | 109 | 1.86% |  | Wellington | 715 | 1.70% |
| Hobsons Bay  | 511 | 0.58% |  | West Wimmera  | 36 | 0.84% |
| Horsham  | 345 | 1.77% |  | Whitehorse  | 389 | 0.25% |
| Hume  | 1,341 | 0.77% |  | Whittlesea  | 1,429 | 0.89% |
| Indigo  | 176 | 1.15% |  | Wodonga  | 861 | 2.39% |
| Kingston | 476 | 0.32% |  | Wyndham  | 1,449 | 0.87% |
| Knox  | 665 | 0.43% |  | Yarra  | 439 | 0.56% |
| Latrobe  | 1,301 | 1.76% |  | Yarra Ranges  | 1,206 | 0.81% |
| Loddon  | 132 | 1.75% |  | Yarriambiack  | 92 | 1.28% |
| Macedon Ranges  | 246 | 0.57% |  | Unincorporated Vic | 4 | 0.52% |
| Manningham  | 193 | 0.17% |  | **Total** | **47,333** | **0.90%** |
| Mansfield  | 68 | 0.86% |  |  |  |  |



# Definitions

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| **Who can identify as Aboriginal?**There have been various definitions of who is considered to be an Aboriginal person over the years, with at times quite strict interpretations of full and half caste people.The definition currently used by Australian Government agencies for determining eligibility to certain services and benefits has three conditions, which are **descent**, **identification** and **acceptance by the local Aboriginal community**: “An Aboriginal or Torres Strait Islander is a person of Aboriginal or Torres Strait Islander descent who identifies as an Aboriginal or Torres Strait Islander and is accepted as such by the community in which he [or she] lives”.*Reference: Australian Bureau of Statistics “*[*Commonwealth definition of Aboriginal and Torres Strait Islander people”*](http://www.abs.gov.au/websitedbs/cashome.nsf/4a256353001af3ed4b2562bb00121564/7464946b3f41b282ca25759f00202502%21OpenDocument) |

# Next steps

The MAV is keen for all councils to ultimately sign up to the framework. As a result, the framework needs to be relevant for all councils. To achieve this, a consultation and outreach program is planned, with the following timelines:

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| --- | --- |
| March 2015 | The framework incorporating feedback from consultations undertaken with councils in 2014 presented to the MAV Board  |
| April to December 2015 | Communication and outreach activities with councils and Aboriginal communities |
| February 2016 | Framework review  |
| March – June 2016 | Recommendations developed and way-forward planned and implemented |

# Further information

**Visit the** [**aboriginal employment page**](http://www.mav.asn.au/policy-services/social-community/indigenous/aboriginal-employment/Pages/default.aspx) **of the mav website or get there directly via** [**www.bit.ly/aboriginalemployment**](http://www.bit.ly/aboriginalemployment)

 **Download MAV Fact Sheet on Aboriginal Employment in Local Government**

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| See Issue 6 (2014) of CiVic magazine for the centrepiece article on Reconciliation [Read CiVic online](https://mobile.mav.asn.au/owa/redir.aspx?C=iv1XGl2CEUuoKWqq2GCJ0VE6rybrpNEIK4py9DP426Z1yyihQdTFq4d_NZZSVULkSYIJn6SfUeg.&URL=http%3a%2f%2fissuu.com%2fcivic-magazine)**|**[Download the iPad app](https://mobile.mav.asn.au/owa/redir.aspx?C=iv1XGl2CEUuoKWqq2GCJ0VE6rybrpNEIK4py9DP426Z1yyihQdTFq4d_NZZSVULkSYIJn6SfUeg.&URL=https%3a%2f%2fitunes.apple.com%2fau%2fapp%2fcivic%2fid576216073%3fmt%3d8) | CiVic magazine. |

