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|  | **ABORIGINAL EMPLOYMENT****IN VICTORIAN LOCAL GOVERNMENT** |
|  |  Respect | **Fact Sheet 3**  |

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



The MAV has invited all councils and Aboriginal people to participate in a Victorian Local Government Aboriginal Employment Framework. Developed through the MAV Aboriginal Employment project, 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.

Councils understanding and acknowledging the unique place of Aboriginal people in their community is often the first step in councils becoming an employer of choice for Aboriginal people. Having an informed understanding of the local Aboriginal community will better enable councils to take the actions that will result in Aboriginal people wanting to work in local government.

The Victorian Aboriginal community is also expected to grow significantly from the current base of over 47,000 people to nearly 70,000 people by 2026.

**Population projections for Aboriginal people living in Victoria**

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| Currently there are 47,327 Aboriginal people living in Victoria, with the number expected to grow significantly Number of peopleto nearly 70,000 by 2026.Source: ABS Estimates & Projections, Aboriginal & Torres Strait Islander Australians, 2001 to 2026, Publication No 3238.0 | Year of census / estimate |

**Download Mav Fact Sheets: No 1 getting started**

**No 2 resources guide for aboriginal employment in local government**

**No 4 Relationships**

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|  |  **KOORIES IN VICTORIAN COUNCILS:****ABORIGINAL EMPLOYMENT IN VICTORIAN LOCAL GOVERNMENT** |

# Context

By offering employment to Aboriginal people, Victorian councils can make an important difference for Aboriginal people and their communities.

Building a modern-day Australia with values of tolerance and respect for all relies on the reconciliation journey which started with the legacies of Aboriginal people who first lived here and those who have migrated here since British settlers first arrived on Victorian shores and lands in the early 1800s. While this migration resulted in huge disruption and dispossession for Aboriginal people, it also led to the institutions and conventions that underpin our system of government today, and make Australia a country in which many people around the world aspire to live.

We should all be proud of celebrating these legacies alongside Aboriginal and Torres Strait Islander culture which is one of the oldest continuous living cultures in the world – Aboriginal people’s presence on these lands go back at least 50,000 years and possibly closer to 65,000 years.

As a result, there is a rich seam of local knowledge and history and connection with community that is available to local government through engagement and employment of Aboriginal people.

Being able to consider the legacies of the past, both positive and negative, taking action, and finding room to truly understand and acknowledge Aboriginal people as the first Australians are important features of the modern reconciliation movement and are vital ingredients for a just society.

There are many remarkable stories from Aboriginal people – from the ancient traditions of family kinship and connection to land, to the struggles and hardships endured since European settlement of Victoria from the 1820s onwards. Dispossession of Aboriginal Victorians involved, among other things, relocation to missions and reserves, removal from traditional lands and separation of families. In fact, family break-up through forced removals of Aboriginal children from their families was more prevalent in Victoria through the 19th and 20th centuries than in other parts of Australia.

Throughout these times, many Aboriginal people have shown great leadership and diplomacy and continued working towards reconciliation. The Victorian Government’s [Indigenous Honour Roll](http://www.proudrace.org.au/victorian-indigenous-honor-roll) honours some of these notable people.

Many more stories from south-eastern Australia have been generously shared by people who have had to deal with extraordinary life events – visit the [Banjilaka First Peoples Permanent Exhibition](http://museumvictoria.com.au/bunjilaka/) to access these. There are also important art and heritage collections from southern Australia on display at the [Koorie Heritage Trust](http://www.koorieheritagetrust.com/about_us).

Despite all of this activism and effort, Aboriginal Victorians living in our midst continue to experience very different life outcomes than the general population, including lower life expectancy, poorer health and less likelihood of sustained employment. Councils can take practical steps to acknowledge the unique place of Indigenous people in our local communities by attracting and retaining Aboriginal staff as part of their workforces.

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| **acknowledgement of aboriginal people in the victorian constitution**The preamble of the Victorian Constitution recognises in section 1A(2): “… that Victoria’s Aboriginal people, as the original custodians of the land on which the Colony of Victoria was established – 1. Have a unique status as the descendants of Australia’s first people; and
2. Have a spiritual, social, cultural and economic relationship with their traditional lands and waters within Victoria; and
3. Have made a unique and irreplaceable contribution to the identity and well-being of Victoria”
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# Further information

**Visit the aboriginal employment page of the mav website** [**www.mav.asn.au**](http://www.mav.asn.au/) **or get there directly via** [**www.bit.ly/aboriginalemployment**](http://www.bit.ly/aboriginalemployment)