

Munganin – Gadhaba 'Achieve Together'

DELWP Aboriginal Inclusion Plan 2016-2020



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Our vision for Aboriginal inclusion

Working in partnership with Aboriginal Victorians across landscapes, communities and natural resources, growing liveable, sustainable and inclusive communities, and sustainable natural environments.



Acknowledgment of Aboriginal Victorians

The Department of Environment, Land, Water and Planning (DELWP) proudly acknowledges Victoria's Aboriginal communities and their rich culture and pays respects to their Elders past and present.

We acknowledge Aboriginal people as Australia's first peoples, and as the Traditional Owners and custodians of the land on which we work and live. We recognise the strength of Aboriginal people despite the negative inter-generational impacts of past practices and policies, some of which continue to be experienced today.

We support the need for reconciliation and genuine partnerships to address the negative impacts of the past.

We recognise and value the ongoing contribution of Aboriginal people and communities to Victorian life, and how this enriches us all.

We recognise that Aboriginal cultures and communities are diverse, and the value we gain in celebrating these cultures and communities. We acknowledge that the land is of spiritual, cultural and economic importance to Aboriginal people. We also recognise the intrinsic connection of Traditional Owners to Country and acknowledge their contribution in the management of land, water, the natural landscape and our built environments.

We embrace the spirit of reconciliation, working towards the equality of outcomes and ensuring an equal voice.

We have distinct legislative obligations to Traditional Land Owner groups that are paramount in our responsibilities in managing Victoria's resources.

Explanation of the use of terms

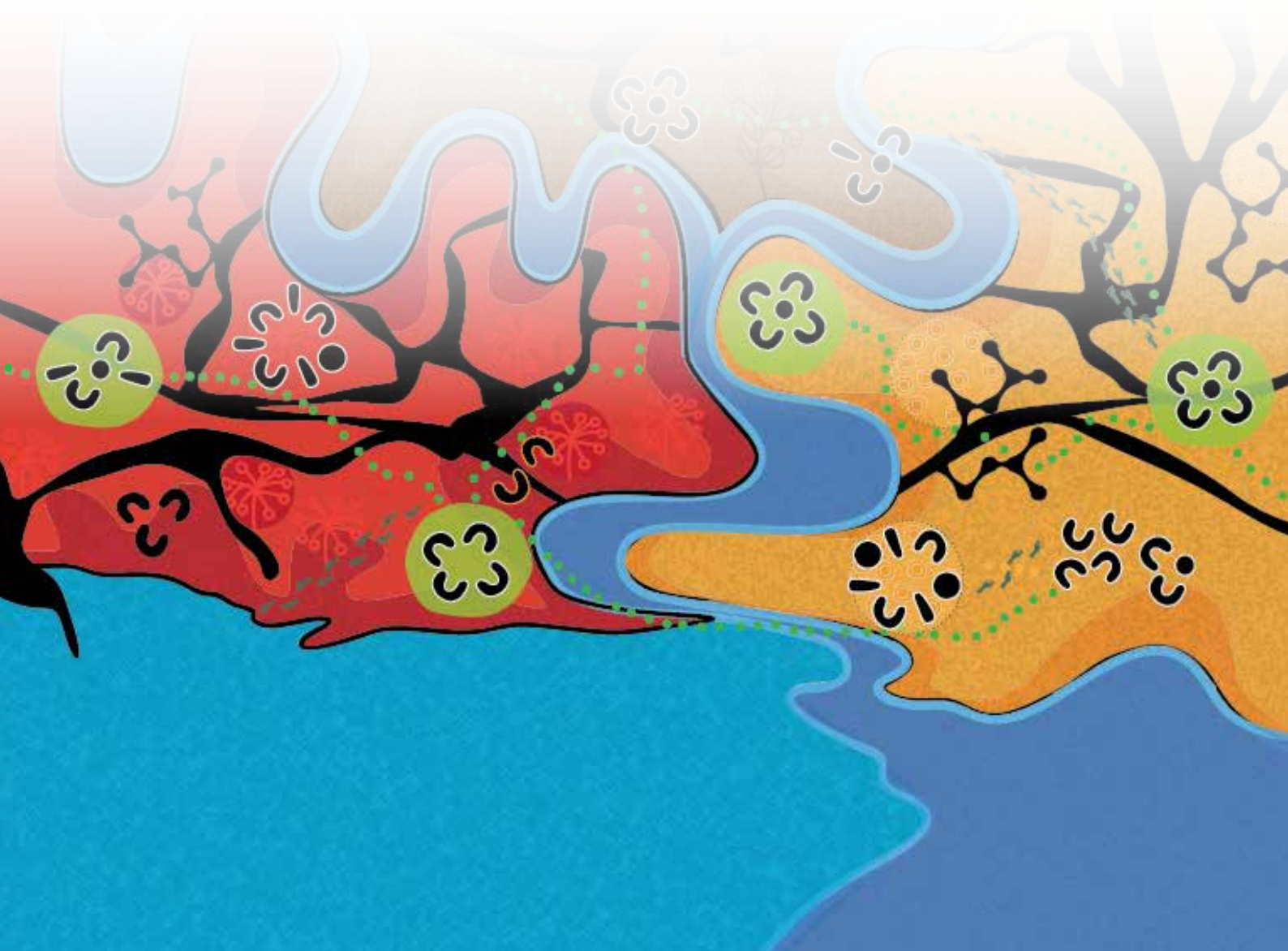
Throughout this document, Aboriginal is used to refer to both Aboriginal and Torres Strait Islander people. Use of Koori, Koorie and Indigenous are retained in the names of programs and initiatives, and, unless noted otherwise, include both Aboriginal and Torres Strait Islander peoples.

The title *Munganin – Gadhaba* is a Taungurung phrase meaning 'Achieve Together'. We gratefully use this with the permission of the Taungurung Clans Aboriginal Corporation representing Taungurung language speaking Traditional Owners. The assistance of the Victorian Aboriginal Language Corporation is also acknowledged.



Contents

Secretary's foreword	4
Introduction	5
<i>Achieve Together</i> - Aboriginal inclusion at DELWP	6
About <i>Munganin – Gadhaba</i>	7
Our obligations, Our goals, Our approach	8
Our outcomes	9
Implementing and managing <i>Munganin – Gadhaba</i>	15
Governance	16



Secretary's foreword

At the Department of Environment, Land, Water and Planning (DELWP), we care for the landscapes, environments and heritage that make Victoria a special place, and this gives us a unique shared purpose with Traditional Owners and Aboriginal communities across the state. Working in partnership with these communities to achieve our shared purpose is a core priority for me as Secretary of DELWP, and is at the heart of our *Aboriginal Inclusion Plan 2016-2020*.

We are all enriched by diversity and, as we develop partnerships under this plan, we will seek to share in the cultural and local knowledge of our Traditional Owners and Aboriginal communities while bringing all our expertise and experience to the partnership. We will be increasing our understanding and recognition of Aboriginal culture around us, and respecting and celebrating how we Care for Country.

Importantly, we will also develop a better understanding of the needs and aspirations of Aboriginal communities and how their land is of spiritual, cultural and economic importance.

Our inclusion plan identifies partnership opportunities in all aspects of our work. This ranges from land use, water, planning and policy-making to service delivery, governance and representation on boards and committees, and our work with external providers and partner agencies.

These partnerships will increase opportunities for Aboriginal employment, cultural wellbeing and economic prosperity, while bringing deep knowledge of country to the management of land, water, the natural landscape and our built environments.

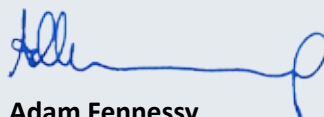
This approach builds on earlier success - our Indigenous Partnerships Facilitators are already working together with Traditional Owners and achieving improved outcomes in our land governance arrangements following native title settlement.

This work demonstrates the collaborative spirit behind our inclusion plan, which is underpinned by four guiding principles:

- We respect and acknowledge Aboriginal culture.
- We reject all forms of racism and intolerance.
- We recognise Aboriginal peoples' right to access and role in Caring for Country.
- We work together to improve Aboriginal participation.

The Victorian Government has committed to closing the gap between Aboriginal and non-Aboriginal people in jobs, family harmony, health and education, and our plan supports and delivers on the *Victorian Aboriginal Affairs Framework 2013-18*. This is the Victorian Government's response to the National Aboriginal Affairs Reform Agreement, *Closing the Gap*, the initiative to make real and tangible improvements in the lives of Aboriginal people and communities.

As a government department, we are proud to contribute to these initiatives. We are also committed to measure and hold ourselves accountable to achieving change for Aboriginal communities across Victoria. Aboriginal inclusion is an important part of Victoria's future and, as we embrace diversity across our organisation, this plan will open up exciting and rewarding opportunities for Aboriginal communities, the department and other communities across Victoria.



Adam Fennessy
Secretary

Introduction

Aboriginal cultural and economic wellbeing is a Victorian Government priority and a priority for DELWP.

The launch of our Aboriginal Inclusion Plan, *Munganin – Gadhaba* (pronounced Mun-ga-nin Ga-da-ba), builds on the national policy reform agenda of State and Federal initiatives focussed on Aboriginal Australians.

The *Victorian Aboriginal Affairs Framework 2013-18* (VAAF), originally released in November 2012, is the overarching Aboriginal policy framework for the Victorian Government. The VAAF aligns with Federal Government commitments and has the primary goal of improving whole of life outcomes for Aboriginal Victorians through priority Government action.

In March 2015, Premier Daniel Andrews committed the Victorian Government to the Council of Australian Governments (COAG) National Indigenous Reform Agreement (*Closing the Gap on Indigenous Disadvantage*). This bipartisan agreement aims to close the gap in key health, social and economic outcomes between Aboriginal and non-Aboriginal Australians.

Our plan commits to activities that will contribute towards the outcomes identified in the VAAF and *Closing the Gap*.

The plan has been developed in alignment with other state level strategies, including the:

- *Victorian Aboriginal Economic Strategy 2013-20* (Department of Economic Development, Jobs, Transport and Resources).
- *Victorian Aboriginal Inclusion Framework* (Department of Premier and Cabinet).
- *Karreeta Yirramboi-Aboriginal Public Sector Employment and Career Development Action Plan 2010-15* (Victorian Public Sector Commission).
- *Victorian Charter of Human Rights and Responsibilities Act 2006* (Equal Opportunity and Human Rights Commission).

The *Victorian Aboriginal Inclusion Framework* - an initiative of Victoria's Secretaries Leadership Group for Aboriginal Affairs - emphasises the need to embed inclusive, consistent and accessible services to Aboriginal people within government processes.

The framework outlines that 'a socially inclusive society is defined as one where all people feel valued, their differences are respected and their basic needs are met so they can live in dignity.'¹

Munganin – Gadhaba is a vital next step towards building this inclusiveness into all aspects of our work and culture. This will improve recruitment and retention of Aboriginal staff and more effectively engage Aboriginal people and communities in the design and delivery of our work.



¹ Victorian Government Aboriginal Inclusion Framework (November 2011)

Achieve Together – Aboriginal inclusion at DELWP

DELWP brings together the portfolios of Environment, Climate Change and Water, Planning and Local Government.

Our partnerships with Aboriginal communities are vital to our work for all Victorians in achieving:

- Our mandate of creating liveable, inclusive and sustainable communities and natural environments that are resilient in meeting the challenges of climate change.
- Our mission of protecting, enhancing and strengthening the resilience of our built and natural environments, assets and resources.

The name of our plan, *Munganin – Gadhaba* (meaning 'Achieve Together'), brings to life the intention and purpose of our plan.

This plan builds on the former Department of Environment and Primary Industries' Aboriginal Inclusion Plan (*Meerreeng Wanga*, meaning 'Understand Country') with greater emphasis on relationships and collaboration. It also builds on and brings forward the work established by the former Department of Transport, Planning and Local Infrastructure within the areas of the built environment and local government.

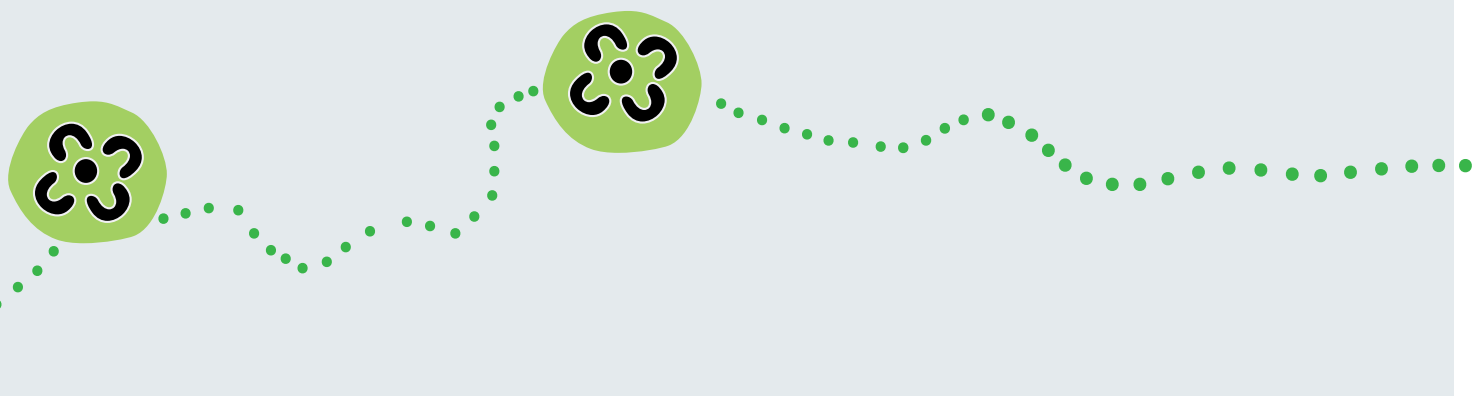
Our plan's key opportunities for Aboriginal communities and DELWP

Aboriginal communities

- Employment.
- Cultural wellbeing.
- Economic prosperity.
- Experience working on department initiatives.
- Direct influence on the department's work across landscapes, environment and communities.
- Enhanced understanding of government and department goals and operations.

DELWP

- Creating a more diverse work force which is more creative and can engage more effectively with diverse communities.
- Decreasing Aboriginal disadvantage makes all of the community stronger, more prosperous and more liveable and more sustainable.
- Integrating Aboriginal traditional ecological knowledge with contemporary western ecological knowledge can deliver better environmental management outcomes.



About *Munganin – Gadhaba*

Our inclusion plan principles

- 1. We respect and acknowledge Aboriginal culture:** Aboriginal communities have cultural connections to land and resources through their associations, spiritual relationships to particular places and historical and ancestral descent groups. DELWP recognises its role in enabling and supporting Aboriginal communities to continually strengthen their cultural connections.
- 2. We reject all forms of racism and intolerance:** We acknowledge the fundamental human right of Aboriginal people to maintain their identity and culture. We are committed to supporting a deeper appreciation of Aboriginal culture not only as our responsibility but as an important way of reducing and mitigating against the impact of racism that may be experienced by Aboriginal people.
- 3. We recognise Aboriginal peoples' right to access and role in Caring for Country:** Caring for Country is a cultural responsibility for Traditional Owners that involves protecting land, waterways and natural resources from harm. Caring for Country is a fundamental expression of Aboriginal culture as a consciousness that defines a clan's wellbeing. Accessing country and its resources is a form of cultural connectedness, relating to traditional custom and knowledge and economic pursuits. DELWP recognises its role in assisting Traditional Owners to care for and access country.
- 4. We work together to improve Aboriginal participation:** DELWP acknowledges that past injustices and continuing inequalities experienced by Aboriginal people have limited, and continue to limit, their participation in land, water and natural resource management for cultural and economic purposes. To contribute to improved participation, DELWP will collaborate with Aboriginal communities and other stakeholders, in ways that embrace the values of Aboriginal communities. DELWP is committed to building open and honest relationships and sustaining effective working partnerships with Aboriginal communities.



Our obligations

DELWP recognises the need to continually develop our understanding of the diversity of Aboriginal culture and customs.

We recognise that we have two distinct obligations to Aboriginal people living in Victoria:

- Our obligation to the Traditional Land Owners of Country as determined by several pieces of legislation.
- Our obligation to provide employment, training and business opportunities for Victoria's Aboriginal people.

As part of our broader commitment to diversity, we recognise our responsibilities to be a culturally safe, inclusive and diverse workplace and to develop the cultural competency of our staff through appropriate training and support.

Our goals

Building collaborative relationships and working partnerships with Victorian Traditional Land Owner Groups: Increasing the involvement of Traditional Owner groups in the management of country to better achieve our mandate and mission.

Delivering opportunities to Aboriginal Victorians: Contributing to closing the economic gap between Aboriginal and non-Aboriginal people by creating employment and business participation opportunities across the department.

Creating a culturally competent DELWP: Developing a culturally safe, inclusive and diverse workplace.

Our approach

DELWP understands that decisions in Aboriginal communities are not made by individuals and that in most cases they are made by a committee or council.

Therefore, we recognise the need to work with Aboriginal groups to identify how decisions are made and who has the responsibility and/or authority to make decisions on participation.

In acknowledging Traditional Land Owner groups as the custodians of the land and valuing their knowledge, we are embedding traditional customary and cultural practices into DELWP policy.

Reconnecting Aboriginal communities to water for cultural, economic, customary and spiritual practices will contribute to the wellbeing and an improved sense of identity for Aboriginal communities. It will also aid in the sustainable management of water.

We aim to:

- Provide Victoria's Traditional Owners access to water.
- Involve Traditional Owners in water management and planning decisions.
- Increase Aboriginal employment and business opportunities in water management.



Our outcomes

OUTCOME 1: Recognition and respect

Recognition and respect for Aboriginal peoples' rights, cultural and customary interests incorporated into DELWP's integrated planning and management for land, water and the built environment.

To achieve this, we will:

- Acknowledge and celebrate the diversity of Aboriginal culture across Victoria.
- Embed respectful relationships within DELWP's business.
- Work with relevant department/agencies, Department of Economic Development, Jobs, Transport and Resources (DEDJTR) and Traditional Owners to establish best practice in the recognition and protection of Aboriginal customary knowledge.
- Ensure the right people for country are actively involved in management and protection of Aboriginal cultural heritage on land and sea.
- Develop an integrated Aboriginal water use policy.

Celebrating National Aboriginal and Islander Day Observance Committee (NAIDOC) Week is a key event for Victoria's Aboriginal people, bringing a sense of unity and community and recognising the achievements of many Aboriginal people throughout Victoria and across the nation. DELWP will continue to encourage and support NAIDOC Week as part of celebrating the diverse cultures within the organisation.

Building on the outcomes of native title settlements and the need to integrate Aboriginal cultural knowledge within land management practices brings an increased need to understand Aboriginal peoples' perspectives in Caring for Country. Building recognition and protection of Aboriginal customary knowledge is at the heart of partnering with Victoria's Traditional Owners in managing land, water and natural resources.

Aboriginal Australians have managed land and water sustainably over many thousands of generations. Incorporating this knowledge into Victoria's water management approach represents an opportunity for all governments to recognise Aboriginal water issues and improve the sustainable management of our water systems.

Victoria's Aboriginal people have strong cultural obligations to manage waterways on country. DELWP will investigate the best way to implement policies, actions and agreements around Victoria's water entitlements and planning frameworks to recognise Aboriginal access and management. This approach will help develop an evidence-based approach to understanding Aboriginal cultural, spiritual, economic and custom objectives which together define 'Aboriginal water use'.

Traditional Owner recognition

Land and natural resource agreements under the *Traditional Owners Settlement Act 2010* facilitate the formal involvement of Traditional Owners in land management, planning, access to and use of natural resources.

DELWP contributes to the Department of Justice and Regulation's negotiation program under the Act and has a range of responsibilities in implementing land and natural resource management agreements.

The Act provides a framework for formally involving Traditional Owners in making strategic decisions about how areas of Aboriginal titled and/or public land are managed. This involvement occurs through joint management mechanisms which, under the Act, are referred to as Traditional Owner Land Management Boards. The Act allows for areas of public land to be transferred in Aboriginal title to a Traditional Owner group.

Responsibility for managing Aboriginal title land stays with the State, with boards developing joint management plans that inform management decisions for the land. Natural resource agreements allow Traditional Owners to hunt, fish, gather, access water and camp in accordance with terms and conditions specified in authorisation orders. Natural resource agreements also allow for participation strategies that set out the circumstances for engagement with Traditional Owner groups on natural resource matters of mutual interest.

As Victoria's manager of Crown land, DELWP must comply with the future act regime of the federal *Native Title Act 1993* and Land Use Activity Agreements negotiated with Traditional Owners under the *Traditional Owner Settlement Act 2010*.

Increasing Aboriginal representation on Victoria's catchment management authorities and water corporation boards



To recognise the value of traditional knowledge in managing water and natural resources, DELWP introduced an initiative to extend Aboriginal involvement at the highest level.

The initiative sought to raise awareness among Victorian Aboriginal communities of the opportunities to apply for board positions on Catchment Management Authorities (CMA) and water corporation boards, and to demystify the role of board members.

The Victorian Aboriginal community responded enthusiastically to the campaign with increased nominations for CMA boards and water corporations. Two new Aboriginal members were appointed to water corporation boards. Rueben Berg has been appointed to the Westernport Water Corporation and Jason Mifsud has been appointed to the Barwon Water Corporation.

Lifting representation of Aboriginal people on boards and committees is a Victorian Government priority, and DELWP sees its vision for natural resource management as a logical focus for increased participation.

The communications campaign shared targeted information through Victorian Aboriginal networks, including highlighting governance training opportunities before the board appointment process, producing fact sheets highlighting the department's commitment to increasing Aboriginal involvement in natural resource management, and a video *Having a voice*² featuring Native Title Services board members Aunty Di Kerr, Darren Perry and Mick Harding talking about their experiences of being on boards and the challenges and satisfaction of their service.

To support the campaign, DELWP spoke with CMA board chairs before the interview process, outlining DELWP's vision, the Victorian Government policy, and what involvement in natural resource management means for Victorian Aboriginals.

² https://www.youtube.com/watch?feature=player_detailpage&v=cvpJ7Pima2A

OUTCOME 2: Opportunity and prosperity

Improved access for Aboriginal people to employment and capability building opportunities and strengthened Aboriginal prosperity through improved economic participation.

To achieve this, we will:

- Develop a DELWP Aboriginal Employment Plan which grows Aboriginal employment across DELWP to 3% of our workforce by 2020.
- Implement a place based approach to close the participation gap.
- Establish a DELWP workforce development strategy that business groups and portfolio agencies can use to target Aboriginal people for positions and board appointments.
- Through employment, procurement and partnership, support Aboriginal skills and capability development in all aspects (including influencing university course development).
- Ensure DELWP is a culturally safe and inclusive employer, championing work and life skills.
- Contribute to the Victorian Aboriginal Economic Participation strategy.
- Review DELWP's procurement and financial policies, guidelines and practices to encourage procurement from Aboriginal service providers and businesses.
- Develop capability learning and development tools to assess and analyse pre-qualification.

DELWP will continue to improve its procurement processes towards facilitating opportunities for Aboriginal businesses. The *Victorian Aboriginal Economic Strategy 2013-2020 – Building Opportunities for Economic Prosperity for all Aboriginal Victorians* identifies DELWP as one of the lead departments (in conjunction with Department of Economic Development, Jobs, Transport and Resources) in supporting the development of Aboriginal businesses.

The Victorian Government is reviewing procurement policies to improve access to procurement opportunities for Aboriginal businesses. Outcomes should help DELWP efforts in reviewing existing policies and identifying short-term goals to engage Aboriginal businesses.

The Victorian Aboriginal unemployment rate is around three times the non-Aboriginal rate - 14.1% compared to 5.4% - despite a lower participation rate of 53.4% compared to 64.0% (2011 Census). There is a clear need to help Aboriginal people transition from education to employment. This is a priority and will be supported by the department's commitment to the whole of government initiative.

Creating base level skills is a priority area and is a key part of the overall approach. A workforce development strategy will help the department identify the skills base requirements and place-based approaches in projects or programs that can increase education based pathways or recruitment opportunities into DELWP.

DELWP has successfully delivered dedicated Aboriginal employment outcomes in several areas. In the next five years, DELWP will continue to successfully support skills development for Aboriginal job seekers who have interests in 'working on country'.

DELWP recognises that appropriate training is fundamental to Aboriginal people in being successful in the workforce, along with working in a culturally safe environment.

Under the Victorian Government's *Karreeta Yirramboi: Victorian Aboriginal Public Sector Employment and Career Development Action Plan*, the government is aiming to increase employment of Aboriginal people in the public service to more than 1% by 2018. As DELWP has achieved that target already, we commit to adopt a stretch target of 3% by 2020.

This employment and career plan will continue to be an important reference for DELWP as we develop and implement an Aboriginal Employment Plan.

DELWP Aboriginal Staff Network – a professional forum for Aboriginal staff



A DELWP Aboriginal Staff Network gives our Aboriginal staff and those working in identified positions a voice in the development of Aboriginal Inclusion Policy and the Aboriginal Employment Plan.

The creation of the DELWP Aboriginal Staff Network in June was an agreed action from the DEPI Meerreeng Wanga Aboriginal Inclusion Plan. The network supports DELWP's commitment to create a more inclusive and culturally safe workplace.

At the first meeting in Ballarat in June 2015, guest speakers included Local Infrastructure Deputy Secretary Terry Garwood and Grampians Regional Director Brendan Roughead. They talked about their careers and their current roles, and contributions they had been able to make. They encouraged network members to continue developing their careers and use the network as a support mechanism.

A workshop gave members the opportunity to feed into the development of the two plans and discuss ideas about what they were looking for from the network and how it could contribute to developing Aboriginal policy and projects in DELWP.

The network aims include:

- Building linkages, encouraging mentor relationships.
- Identifying support and capability and career development opportunities.
- Reviewing and sharing information on the work of network members.
- Reviewing and contributing to the Aboriginal Inclusion Plan, Aboriginal Employment Plan and associated actions.
- Planning the ongoing development of the network, including possible expansion to connect with portfolio agencies such as Parks Victoria.



OUTCOME 3: Participation and collaboration

Increased participation of Aboriginal communities in the planning and delivery of DELWP policies, services and projects and improved collaboration with DELWP's external service providers in creating new opportunities for participation.

To achieve this, we will:

- Increase the capability of DELWP's portfolio agencies and local government to fully participate with Aboriginal people across the state.
- Ensure targeted Aboriginal recruitment to boards and committees.
- Prioritise participation in areas with high Aboriginal population in key area demographics.
- Build and implement participation strategies under the *Traditional Owner Settlement Act 2010*.
- Establish a clear and meaningful *Aboriginal Engagement Framework* for clear and responsive relationships with Victoria's Traditional Owner and Aboriginal community groups.
- Determine the level of responsibility in delivery of outcomes under native title settlements by all external service providers within land management and administration.
- Work with local councils to identify opportunities for place-based projects.
- Coordinate on cross-program approaches on Aboriginal programs and services delivery.

Our external service providers contribute to the operational and strategic management of Victoria's public land. Collaboration between agencies can help broker relationships that provide better support, greater understanding and a collaborative approach to addressing the issues and complexities faced with Traditional Owners and Aboriginal groups.

Sound engagement skills will be required, along with collective knowledge of Aboriginal culture and the role of Traditional Owners and Aboriginal communities in environment, land, water and planning. These will be essential capabilities for many DELWP roles.

Establishing an engagement framework will help define how our relationships need to work across a broad section of the Aboriginal community. Importantly, developing partnerships with Traditional Owner groups with native title settlements is a priority and a necessity in determining our relationship with Traditional Owners as 'partners' with DELWP in our role as land managers and administrators.

Coordinating native title settlement policy within DELWP will require us to be responsible about our 'due diligence' and 'duty of care' in implementation. Our external service providers can play a big part in delivering on the plan's outcomes.

Placed-based approaches to addressing social and economic policy issues with Aboriginal communities will be important when creating opportunities for integrated planning and local government initiatives towards strengthening culture, building inclusion and opportunities for economic participation.

Understanding the issues and being sensitive to local context in all communities will enable collaboration between government and non-government agencies and the Aboriginal community.

Coordinating native title settlement policy within DELWP will require us to be responsible about our 'due diligence' and 'duty of care' in implementation. Our external service providers will play a big part in delivering on the plan's outcomes as they will assist us in working with and recognising Traditional Owners as partners.

Placed-based approaches to addressing social and economic policy issues with Aboriginal communities will be important when creating opportunities for integrated planning and local government initiatives towards strengthening culture, building inclusion and opportunities for economic participation.

Understanding the issues and being sensitive to local context in all communities will enable collaboration between government and non-government agencies and the Aboriginal community.



Participating in natural resource management - Dja Dja Wurrung Traditional Owners



Dja Dja Wurrung Clans Aboriginal Corporation Rangers Boadan Kerr and Ron Kerr use the flower stem of a grass tree at a ceremonial lighting of a fuel reduction burn in the Whipstick forest outside Bendigo.

Land or 'Country' is central to Aboriginal peoples' sense of identity and culture. The Victorian Government has embraced a shared approach to land management with Victoria's Native Title holders and recognised Traditional Owners.

Since 2004, the State has negotiated settlements with five Traditional Owner groups, recognising those groups as the Traditional Owners of their Country, and enabling their involvement in public land planning and management.

The *Traditional Owner Settlement Act 2010* introduces a new avenue for resolving Native Title claims lodged under the federal *Native Title Act 1993*. This offers more ownership, participation and acknowledgement of Traditional Owners in natural resource management on their Country.

The Dja Dja Wurrung agreement - signed in 2013 - is the first comprehensive settlement to be reached in Victoria. The settlement comprises a suite of agreements including a Natural Resources Agreement, a Land Use Activity Agreement and a Traditional Owner Land Management Agreement. Other agreements will enable the Dja Dja Wurrung Corporation to meet its settlement obligations and participate in economic development opportunities.

Under the agreement, the Dhelkunya Dja Land Management Board was established in 2014 to jointly manage, with Parks Victoria, six parks and reserves across North Central Victoria granted

as Aboriginal title. The agreement has provided funding to establish a Dja Dja Wurrung Aboriginal ranger team within the Parks Victoria service.

The Dja Dja Wurrung Natural Resources Agreement includes a list of agreed Participation Strategies, or explicit examples of processes, relationships, consultation, and opportunities significant to fulfilling the agreement. DELWP is committed to engaging with our Dja Dja Wurrung partners to regularly refresh the list of strategic opportunities and attain the spirit and objectives of the agreement and strategies.

Planning together

In August 2015, the first annual planning meeting for Dja Dja Wurrung Natural Resource Management Participation Strategies saw the Dja Dja Wurrung Clans Aboriginal Corporation (DDWCAC) join with key decision-makers from DELWP, Parks Victoria, North Central Catchment Management Authority, DELWP Regional Services Group Leadership Team, and other group representatives.

The meeting produced a draft action plan to guide the collaboration between the State and the DDWCAC on priority natural resource management (NRM) initiatives over the next year.

A framework to strengthen opportunities for participation in NRM will be developed in partnership with the DDWCAC.



DELWP's engagement with the Traditional Owners is guided by the Dhelkunya Dja Country Plan. The plan articulates the Dja Dja Wurrung's management aspirations and is the centrepiece of our ongoing dialogue and collaboration. The plan focuses on eight themes:

- Jaara (our people).
- Cultural Practices and Customs.
- Cultural Heritage.
- Bush Tucker (edible and medicinal plants and animals).
- Rivers and Waterways.
- Land.
- Self-determination.
- Enterprises.

Engaging with Traditional Owners to develop strategies for participation in natural resource management is a new space in which DELWP is playing a leading role. The Dja Dja Wurrung agreement is launching a new kind of partnership with government agencies to identify and deliver real opportunities for Traditional Owner participation across our agencies, from policy development to business opportunities.



At the 2015 Indigenous Fire Workshop (from left): Angela Jeffery, CCMA; Suzie Coates, DELWP; Bryon Powell and Tammy Gilson, Wadawurrung Aboriginal Corporation; Ian Morrison, CFA; Dale Smithyman, Golden Plains Shire Council.

Building on cultural collaboration through customary inclusion

Wiy-n-murup yangarramela in Wadawurrung language means 'bring the fire spirit back'. It is also the title of an emerging joint fire project between Corangamite Catchment Management Authority (CCMA), Wadawurrung Aboriginal Corporation, CFA, DELWP, Parks Victoria, Golden Plains Shire Council and Aboriginal community organisations within the Corangamite catchment.

CCMA has been an early project sponsor in sending Wadawurrung Traditional Owners, NRM and fire agency staff to Cape York to attend the 2015 Indigenous Fire Workshop.

This Aboriginal fire practice development opportunity was seen as a vital step in building the relationships between Aboriginal community and agencies in developing a cultural burning project in Victoria. In among the agency staff were Aboriginal staff also looking for ways to incorporate Aboriginal science in fire practice in Victoria.

Implementing and managing *Munganin – Gadhaba*

We will establish an executive steering committee which will be responsible for overseeing, implementing and reviewing *Munganin – Gadhaba*.

The plan will remain current from 2016 to 2020. We will develop an annual work plan setting out the program of activity for each financial year.

The executive steering committee will monitor progress through quarterly reports on implementation, with an evaluation plan to identify areas of progress, achievements, key learnings and future priorities, and determine any gaps.

We will use this information to assess and refresh the overall inclusion plan and annual work plans.

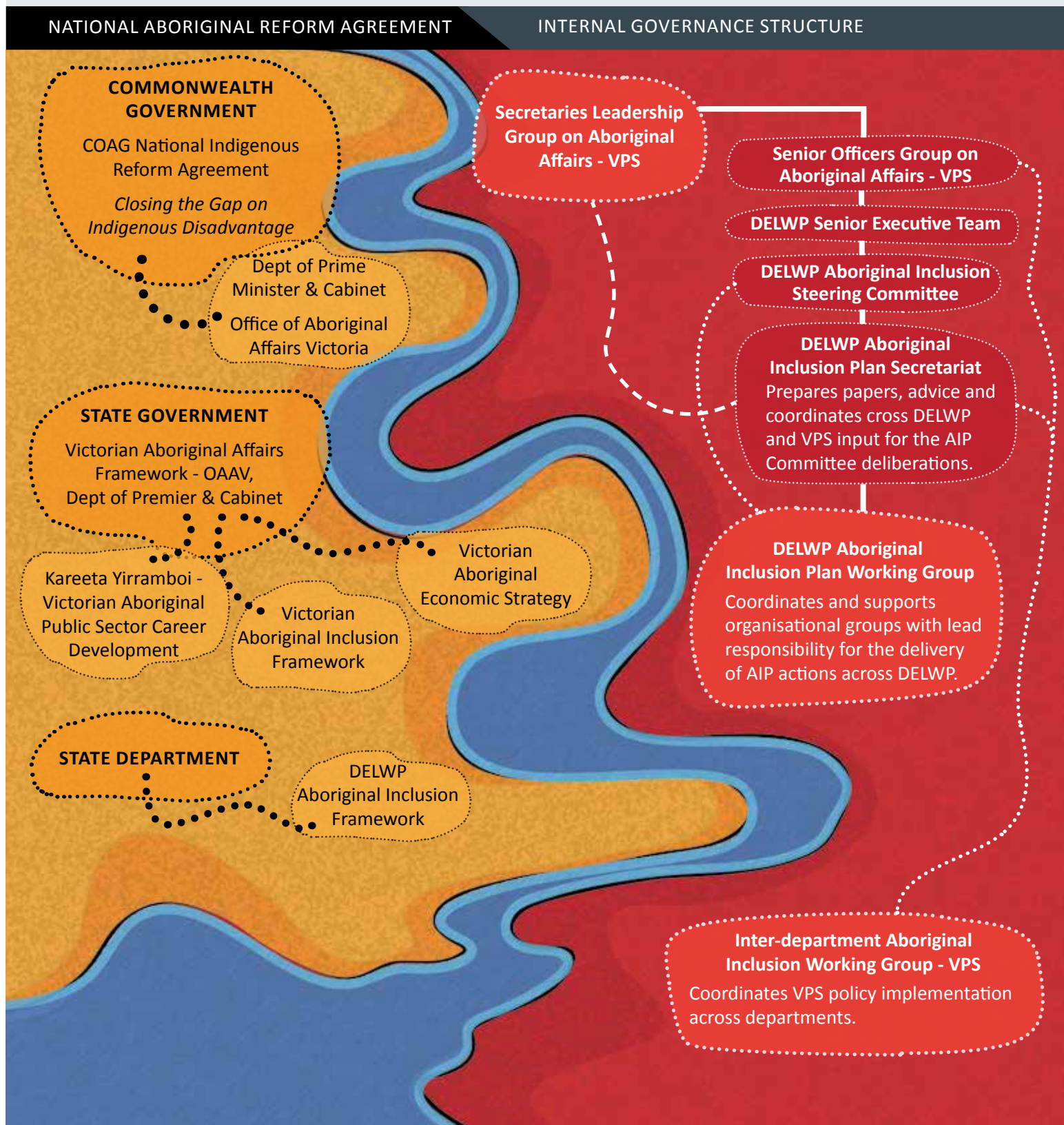
We will publish annual reporting on progress against our goals under *Munganin – Gadhaba*.

A secretariat to the steering committee will coordinate and monitor the progress of annual work plans. This will include preparing quarterly reports and annual budgets and coordinating an officer level working group.

Munganin – Gadhaba is a living document, and we will update the plan continuously, at least every six months, to improve the department's organisational culture.

Governance

The governance arrangements to deliver and manage our progress towards delivering against our plan are:



Acknowledge and celebrate the diversity of Aboriginal cultural heritage across Victoria.

Work with relevant departments, agencies, DEDJTR and Traditional Owners to establish best practice in the recognition and protection of Aboriginal customary knowledge.

Ensure the right people for country are actively involved in management and protection of Aboriginal cultural heritage on land and sea.

Develop an integrated Aboriginal water use policy.

ACTIONS

RECOGNITION AND RESPECT.

Recognition and respect for Aboriginal peoples' rights, cultural and customary interests incorporated into DELWP's integrated planning and management for land, water and the built environment.

PARTICIPATION AND COLLABORATION.

Increased participation of Aboriginal communities in the planning and delivery of DELWP policies, services and projects and improved collaboration with DELWP's external service providers in creating new opportunities for participation.

Establish a clear and meaningful Aboriginal Engagement Framework for clear and responsive relationships with Victoria's Traditional Owners and Aboriginal community groups.

Increase the levels of engagement and capability of DELWP's portfolio agencies and local government to fully participate with Aboriginal people across the state.

Develop a DELWP Aboriginal Employment Plan.

Establish a DELWP workforce development strategy that business groups and portfolios can use to target aboriginal people for positions and board appointments.

Contribute to the Victorian Aboriginal Economic Development Strategy.

Support ongoing employment through procurement and partnerships within communities, particularly through education to develop skills and ensure ongoing review of relevance to different career pathways.

Through employment, procurement and partnerships, support Aboriginal skills and capability development in all aspects, including influence university course development.

Ensure DELWP is a culturally safe and inclusive employer, champion work and life skills.

Develop capability learning and development tools to assess and analyse pre-qualifications.

ACTIONS

OPPORTUNITY AND PROSPERITY.

Improved access for Aboriginal people to employment and capability building opportunities and strengthened Aboriginal prosperity through improved economic participation.

Build and implement participation strategies under the *Traditional Owner Settlement Act 2010*.

Work with local council to identify opportunities for place-based projects.

Prioritise participation in areas with high Aboriginal population in key areas demographics.

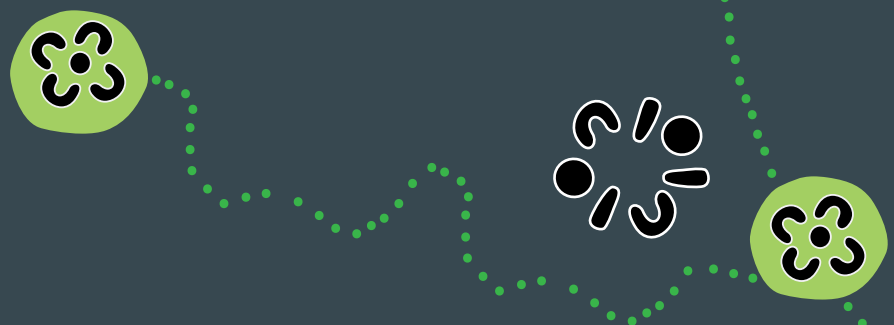
Determine the level of responsibility in delivery of outcomes under native title settlement.

Coordinate on cross-program approaches on Aboriginal programs and service delivery.

VISION

Working in partnership with Aboriginal Victorians across landscapes, communities and natural resources to grow liveable, sustainable and inclusive communities.

ACTIONS



2016 Significant dates

13 February National Apology to the Stolen Generations

24 March National Close the Gap Day

26 May National Sorry Day

27 May–3 June Reconciliation Week

3 June Mabo Day

3 July NAIDOC (National Aboriginal and Islander Day Observance Committee) Week
– The general use term for National Aboriginal Week

4 August National Aboriginal and Torres Strait Islander Children's Day

9 August United Nations International Day of the World's Indigenous People

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