

Reconciliation Recognition Respect



RECONCILIATION ACTION PLAN

Feb 2019 - Feb 2022



Cover artwork: Warreeny Nairm Ngargee Weelam
(Ocean Bay ceremony camp) by Steve Ulula Parker (Boonwurrung, Yorta Yorta, Erub)

The circles represent the six clans that make up the Boonwurrung and the water in
Nairm (Port Phillip Bay) and MirranBiik (Western Port)

*We acknowledge the
Traditional Custodians of the
land on which we live, work
and learn, the Bunurong
people. We pay our respects to
their Elders past and present.*



Phillip Island's (Mallow's) rugged southern coast.

Our shared reconciliation vision:

We walk together, side by side, respectfully caring for the Country, Waters and Sea of Millowl. We create a shared future of recognition, opportunity and true partnerships with Traditional Custodians and Aboriginal and Torres Strait Islander Peoples. We create opportunities for healing through responsible and respectful truth telling and knowledge sharing.

**OPPOSITE: 'PHILLIP ISLAND' BY
PATRICE MUTHAYMILES MAHONEY**

When we share our story out loud we can comprehend our place in it. When we listen to others stories we allow space for healing, respect and new learnings, these learnings create deeper understanding.

The Raven is a trickster, protector of the children, you can always tell when danger is near when your friend is the Raven. The Eel shows us the seasons, he tells us when food is plentiful, when water is fresh and when

the river systems are happy for the care we have given. Our mammals are active and playful with each other and their young. We know we have warm nights coming, families will gather to share stories, teach young ones and remember the Ancestors as we dance the stories, sing the Lore and share kinship systems.

When the gift of story is given we must respect the Lore, story and the people, this is when we start to build trust. Trust is the foundation of great friendships.



'Phillip Island' by Patrice Muthaymiles Mahoney

From the CEO

Welcome to our journey towards reconciliation and recognition.

We are delighted to present our organisation's third Reconciliation Action Plan 2019-2022. Our reconciliation journey so far has been a powerful one and we believe that this document demonstrates our commitment to authentically implementing reconciliation and recognition through strong, open and honest relationships, mutually desired opportunities and genuine respect for Aboriginal and Torres Strait Islander Peoples. I would like to take the opportunity to recognise all of those who have worked with us over many years to reach this point in our recognition journey and acknowledge their legacy.

We enter this third Reconciliation Action Plan (RAP) with determination and a clear organisational commitment through our Strategic Plan 2018-2023 which outlines our future vision. Central to this vision is a genuine desire for justice and reconciliation noted as the Key Aspiration of: We partner with Traditional Custodians and support our local Aboriginal and Torres Strait Islander Community in caring for the land and continuing our reconciliation journey.

We are proud of the achievements over our past two RAPs and look forward to making real change through this plan. We will work to integrate its principles across the organisation and embed it into the hearts and minds of our team, stakeholders, visitors and wider community.

We know there will be challenges, but we are determined to advocate for understanding, change and recognition. We see many opportunities to enrich our understanding and operations through continuing the process of listening, strong relationships, trust and sharing.

We embark on this journey in the spirit of partnership and developing opportunities for our team, visitors, Traditional Custodians and Aboriginal and Torres Strait Islander Community. This RAP marks our commitment to working towards building knowledge and capacity, developing strong partnerships, creating opportunities to walk and work together to Care for Country and right the wrongs of the past. There is an exciting future of opportunity and possibility ahead and we look forward to walking side by side to create meaningful change.

We are on the brink of a new era for our organisation. As managers of Crown Land, we acknowledge many opportunities for deep engagement with Aboriginal and Torres Strait Islander Peoples in managing Country, sharing knowledge and creating opportunities across the business including ecotourism, conservation, business, education and interpretation and retail services. I am certain that we will be in a very different place in three years and am looking forward to the journey.

*Catherine Basterfield
CEO, Phillip Island Nature Parks*



2018 NAIDOC Week celebrations
'Because of Her We Can'

Womin jeka

Womin jeka (welcome) to Millowl (Phillip Island) - this is Bunurong Country and part of Victoria's Kulin nation. Our Country is highly significant, every square inch, every rock, every leaf, every dune and every artefact. Our ancestors collected an ocean of information about the Island, on every living thing, every tree, every animal and the key to the complex balance of all things, which our people had managed to evolve and sustain. People today are still learning of the complexities of our ancestors.

The coastline of *Millowl* contains layers and layers of burnt shell (kitchen middens). Some of these layers have gaps of over 1,000 years between them, where our people eventually sat directly over the same place again, over 1,000 years later, to do the same thing; make fire, cook food, eat together and tell stories. The whole region is connected by thousands of generations worth of tradition, story and song.

Some of our sites were created at a time when our people could look back over *Nerm* (Port Phillip Bay) to see a grassy plain with the Yarra River winding its way out to sea over a beautiful waterfall.

The connection we have to this land as a result of this long history is not easy to quantify into words, which usually barely begin to scratch the surface, making all attempts to describe its significance to feel understated; this is no exception.

The Bunurong Land Council Aboriginal Corporation is a large and inclusive organisation that represents Bunurong/Boon Wurrung people, their culture and heritage. We provide a unified voice for our 200 members and support our people's cultural goals and aspirations. Over 2,000 generations of our people have been here before us.

Over the last 50,000 years our people have adapted to a range of significant changes within their Country. Our stories of the Bay flooding with water, asteroid impacts near Cranbourne, Arthurs Seat once being an Island, volcanic activity in the western suburbs, the great floods, fires and earthquakes all speak of such events. We continue to adapt today reaching high levels of corporate governance and expanding our enterprises.

We work with schools, universities, Government, Shire Councils, developers, archaeologists, friends groups, artists, filmmakers, the local community and others in a range of ways to ultimately protect and promote Bunurong/Boon Wurrung culture and heritage. We have a very special relationship with the good folks at Phillip Island Nature Parks, who have respectfully worked together with us for quite some time now. Their unrelenting support has been very humbling for our community. The BLCAC has been involved in and support the Nature Parks' Reconciliation Action Plan. We look forward to working with Phillip Island Nature Parks to achieve the positive and necessary goals within it.

*Dan Turnbull - Chief Executive Officer,
Bunurong Land Council Aboriginal Corporation*



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Section of carved map of Bunurong Country that supported and expresses the Bunurong Land Council's successful application for Registered Aboriginal Party status through art by Dan Turnbull

Welcome to Phillip Island Nature Parks

Phillip Island Nature Parks (the Nature Parks) is a unique not for profit conservation and ecotourism organisation located 90 minutes from Melbourne in Victoria. Our core business is funding conservation of the Crown Land we manage through ecotourism experiences.

We respectfully acknowledge that the Crown Land we are privileged to manage forms part of the traditional lands and waters of the Bunurong people and that the Land, Waters and Sea are of spiritual, cultural and economic importance to all Aboriginal and Torres Strait Islander Peoples.

The Nature Parks' key visitor attraction is the Penguin Parade - an important and iconic tourism attraction for Victoria and Australia. We deliver complementary



ecotourism experiences across Millowl (Phillip Island) with attractions and offices at the Nobbies Centre, Penguin Parade, Koala Centre and Churchill Island. We also care for bushland and coastal reserves providing conservation management and visitor facilities and access. Our world-renowned conservation and research programs guide our current and future management planning including incorporating Cultural Heritage Management Plans and integrating Traditional Ecological Knowledge into our conservation programs.

The Nature Parks provides over 1.2 million visitors each year (over 50% from overseas) with unique opportunities to interact with nature, wildlife, heritage and culture through education and interpretation programs for our visitors and students of all ages. Our key objective is to inspire action through immersive experiences.

We employ over 212 staff (162 FTE) including two Aboriginal and Torres Strait Islander team members and engage with over ten Aboriginal and Torres Strait Islander service providers. The Nature Parks offers a wide range of volunteer and academic opportunities and we work in partnership with Government and

Non-Government Organisations to assist in the delivery of key local and state initiatives. Our model of funding conservation through quality tourism and education experiences is precious, enabling us to invest in programs to ensure Millowl's (Phillip Island's) natural and cultural landscape, habitats and wildlife are protected for future generations.

Our little penguin, seabird, seal and environmental research programs are cutting edge and provide models for conservation excellence across the globe. Declaring Millowl (Phillip Island) fox-free in 2017 was monumental. We can now look towards a future where native wildlife and threatened species can once again live in balance within the island's ecosystem and re-establish Traditional Knowledge and Caring for Country practices.

In the 20 years since the Nature Parks was created by the State Government in 1996, Phillip Island's wildlife and environment have flourished. The Summerland Peninsula is restored, securing habitat for little penguins and creating a majestic canvas for a truly world-class visitor experience that includes offering visitors access to the deep cultural knowledge and connection of Aboriginal and Torres Strait Islander Peoples.

WESTERN PORT
(Warnmarin)
(RAMSAR WETLAND)

RHYLL INLET

MILLOWL
(Phillip Island)

CHURCHILL
ISLAND
MARINE
NATIONAL
PARK

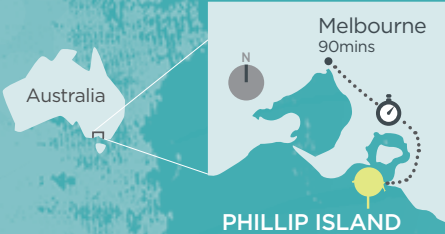
SUMMERLAND
PENINSULA

PYRAMID ROCK

CAPE WOOLAMAI

BASS STRAIT

- Phillip Island Nature Parks
 - Route from Melbourne
- Maps not to scale



PHILLIP ISLAND

For a more detailed map refer to map LEGL./10-005 via our website www.penguins.org.au



Our reconciliation journey so far

We started our Reconciliation journey in 2011 in response to a strong desire to connect, learn and partner with Aboriginal and Torres Strait Islander Peoples. Our first Reconciliation Action Plan was launched in 2012 and then we challenged ourselves to a -Stretch' RAP with our second Reconciliation Action Plan which was launched in 2015. This was a further public declaration of the Nature Parks' commitment to further genuine relationships, foster deeper respect and create opportunities for Aboriginal and Torres Strait Islander Communities.

We feel that we have grown through our reconciliation journey and this has generated a significant shift in our understanding and engagement with the area's Traditional Custodians and wider Aboriginal and Torres Strait Islander Community. This has been achieved through taking time to establish relationships, demonstrating genuine respect and creating opportunities together.

We are proud to say that being a part of the RAP process has generated a significant and evolving shift in the culture of our organisation. Reconciliation values are being woven into our strategic, conservation and business planning with increased engagement from our team and Aboriginal and Torres Strait Islander Community members. This is reflected in our RAP achievements below and will continue to evolve throughout the life of this RAP.



Patrice Mahoney and Aunty Marlene Fox during National Reconciliation Week.

We view our key achievements so far as:

Building relationships

- Maintaining and extending our RAP Working Group to the Reconciliation Advisory Committee with strong Aboriginal and Torres Strait Islander Community involvement and reporting directly to our Board.
- Developing Working Together protocols.
- Coming together to commemorate and celebrate National Reconciliation Week.
- Initiating the conversation to start a Regional Reconciliation Network to share resources and knowledge across the Bass Coast area.
- Supporting the annual Biyadin (Shearwater) Festival - the region's only cultural festival to celebrate the annual return of the short-tailed shearwaters through music, celebration and yarns.
- Hosting Aboriginal rangers from Martu Country in Western Australia and Gunai-Kurnai rangers from Gippsland.

Our reconciliation journey so far

We view key achievements in our reconciliation journey so far as:

Nature Parks staff at a Reconciliation Action Plan planning workshop during the process of developing this RAP.



Demonstrating respect

- Proudly flying the Aboriginal and Torres Strait Islander flags.
- Acknowledgement of Country stickers on public and staff doors.
- Welcome to Country by Traditional Custodians at all major events.
- Acknowledgement of Country at meetings, on tours, at attractions for visitors and on documents and website.
- Coming together to commemorate and celebrate Sorry Day and NAIDOC Week.
- Commitment to the authentic process of sourcing and delivering Aboriginal and Torres Strait Islander information through agreed Working Together protocols.
- Inclusion of our commitment to reconciliation in our staff induction process with an annual refresher of this information to 100% of staff through both online and face to face methods.
- Cultural awareness training delivered by Traditional Custodians and Aboriginal and Torres Strait Islander Community members for key staff, Board and management with a further roll out planned.
- Regular RAP information updates to Board, staff and Community stakeholders.
- Language workshop with Elders and commencing to incorporate approved language into communications.
- Achieving Respect Our Culture (ROC) Certification for our organisation through Ecotourism Australia.
- Working with Traditional Custodians and Community to be part of the release of critically endangered Eastern barred bandicoots onto Phillip Island.
- Conducting Cultural Heritage Management Plans and reviewing our compliance with Heritage legislation requirements.
- Holding our first Board meeting outdoors - 'On Country' to discuss our RAP achievements and objectives.
- Engaging Rueben Berg, Director of Indigenous Architecture and Design Victoria and involving the Community to incorporate, recognise and celebrate Aboriginal and Torres Strait Islander Cultures in planning for the design of the new Penguin Parade visitor centre and the displays within it.

Creating opportunities

- Employment of an Aboriginal trainee in our Conservation team who is now an Environment Ranger.
- Running an 'Aboriginal Heritage Tour' from November 2014 - September 2017 with portions of ticket sales going to an Aboriginal Foundation.
- Implementing a policy of offering free entry to visitor sites for Aboriginal and Torres Strait Islander visitors and groups.
- Providing Nature Parks meeting spaces for the Aboriginal and Torres Strait Islander Community to use for Community business.
- Increasing Aboriginal retail product lines and services in our gift shops that benefit Aboriginal communities.
- Inviting participation in the Nature Parks future strategic planning including Conservation and Threatened Species plans.

Sharing the journey of reconciliation and recognition across Bass Coast

In 2018, for the first time, reconciliation events were jointly organised and presented by Bass Coast Shire Council, Westernport Water, Phillip Island Nature Parks, Bunurong Land Council Aboriginal Corporation, Bass Coast South Gippsland Reconciliation Group and Aboriginal and Torres Strait Islander Community members.

“This acknowledges our birthright, our mothers, our grandmothers, our aunties and all women beyond connect each of us with our ancestral past, and our traditional lands, and the real connection remains with us today...”

“I stand with much pride whilst I acknowledge my Traditional Owners...”

said Aunty Dyan, Bunurong Elder

Following the welcome, the group experienced a symbolic flag raising ceremony where representatives of the Aboriginal and Torres Strait Islander Community were supported by Bass Coast female leaders to raise the Australian, Aboriginal and Torres Strait Islander flags.

During the ceremony, Patrice Mahoney local Aboriginal identity and NAIDOC event MC said



Aunty Dyan - Bunurong Elder at NAIDOC Week 2018

“When all the flags fly side by side that means a lot to us. It means we are standing together.”

Patrice Mahoney

These events were a triumph for reconciliation across Bass Coast and demonstrate the power of working together. Bass Coast Shire Council has now committed to developing their first Reconciliation Action Plan and the parties will form a Bass Coast Reconciliation Network over the life of this RAP.



Safina Stewart raising the Torres Strait Islander flag with Lette Brooke and MC Patrice Mahoney during NAIDOC Week 2018.

Our first Board meeting on Country

Our RAC members asked to hold more meetings outdoors on Country. We held an historic Board meeting on Country in April. Board members heard from Reconciliation Advisory Committee members as they sat around the camp fire in bushland at the Koala Centre. This meeting on Country will now become an annual event for our Board along with ongoing cultural awareness training and RAP updates.



Part of the team - Shani Blyth, Environment Ranger

Shani was born in Launceston, Tasmania and grew up on Flinders Island where she recalls muttonbirding as a highlight of her childhood. Shani has always celebrated her Torres Strait Islander heritage, often incorporating it into her art, which she studied at school. After leaving school, she took up a traineeship at a bank and quickly realised it wasn't for her. She jumped at the chance to undertake a traineeship as part of the Nature Parks' RAP and to learn more about her Culture and to work on Country.

Shani completed a Certificate III in Conservation and Land Management throughout her traineeship graduating in the top 20 students. At the completion of the traineeship, Shani was promoted to a full time Environment Ranger and continues to be a valuable member



of the Conservation Team and the Nature Parks' Reconciliation Advisory Committee. She is looking forward to further developing in her role.

"I love working in the outdoors and broadening my cultural knowledge. Reconciliation to me is about sharing equally," says Shani. "In the morning I wake up and I'm excited to go to work. I'm glad that I took up the opportunity to work at the Nature Parks, I could have ended up just working in the bank."

Why are we creating this Reconciliation Action Plan?

In 2017, we talked to RAC members including Traditional Custodians and Aboriginal and Torres Strait Islander Community members about the way forward. Everyone agreed that we need a RAP to form the - 'backbone' of our reconciliation activities. This plan gives us all - 'security' that our business will not falter in its commitment to reconciliation.



Shani Blyth, Paul Sandells and Adam Magennis talking about our RAP.

This RAP also has a deeper significance for us. The Nature Parks' Strategic Plan 2018-2023 sets reconciliation as a core value for our organisation for the first time and this is a tribute to previous RAPs and the work of many people along our journey and we are indebted to them all.

The Reconciliation Advisory Committee wants people to know that through this plan, we are now ready to move towards true recognition of our relationships, commitment and the strength and resilience and self-determination of Aboriginal and Torres Strait Islander Peoples. We will do this through partnerships, employment and agreed ways of working together to manage Country and share knowledge and successes.

To demonstrate the importance of reconciliation, our RAP working group has been elevated to a Board Advisory Committee and is called the Reconciliation Advisory Committee (RAC).

Our organisation's RAP champions are part of the Committee established to implement our RAP and

promote reconciliation. The RAC includes Board member and Chair, Kevin Love and management representatives Kate Adams and Paul Sandells. This support from Board and management is valued by our other RAC members made up of five representatives from our staff and six Traditional Custodian and Aboriginal and Torres Strait Islander Community representatives.

Our RAC members will see this plan through. This is definitely not just a 'tick the box' exercise. We also acknowledge that this will not be our only reconciliation document. We are excited for the possibilities of partnerships and integrating recognition across all of our documents and them becoming integral in what we do.

We developed the draft plan over six months through workshops and meetings with Traditional Custodians and Aboriginal and Torres Strait Islander Community members, our Board and team. Through this process, we have agreed on ways of working together and to support each other to achieve mutually desired outcomes.

*We rejoice together on the Lands
Bunurong Boon Wurrung where we
are lifted*

*A place of beauty, trees scent which
gives us a memory of time well spent*

*And yet somehow so old so new we
have an ocean of blue, surrounded by
birds sands sea*

Which makes it so grand for me

*Our home our place we love Our Bass
Coast, Lets keep up being her bestest host!*

Anthony Egan
Traditional Custodian
Bunurong Boon Wurrung

Why are we creating this Reconciliation Action Plan?

Artwork by Shani Blyth

This is more than a document - it is our expression of friendships, respect, relationships, hopes and possibilities. We see a future of cultural change within the Nature Parks.

We view our plan as having two areas of action to create change:

- Internal - within our organisation. This involves training, cultural protocols, opportunities, policies and protocols to support both 'law and lore'.
- External - how we express our respect to the wider Community and our visitors. This includes signage, interpretation, education, acknowledgements and more.

These all require strong, respectful relationships - both formal and informal - with all stakeholders.

We are looking forward to establishing ways to champion reconciliation at a regional level within the life of this plan. Through leading by example, respectful relationships and working together, we believe we can elevate reconciliation and recognition across our region of Bass Coast to enable us to share resources, enhance opportunities and achieve meaningful results. There is so much good will, we are ready to learn and to talk.

Over one million visitors from around the world experience the Nature Parks each year. Our position as a renowned conservation and ecotourism destination ensures we can authentically present and celebrate Aboriginal and Torres Strait Islander cultures with a wide audience to greatly enhance the visitor experience and create opportunities. The power of this RAP is to help change our thinking and recognise our shared history and future.

We recognise that connecting with Aboriginal and Torres Strait Islander cultures and heritage invests deeper meaning in the work we do, and we welcome Aboriginal and Torres Strait Islander Peoples to share in the opportunities of our organisation for the mutual strengthening of our communities. Let's go!



Why are we creating this Reconciliation Action Plan?

Key lessons so far

- **RESPECT, RELATIONSHIPS, LISTENING AND BEING TOGETHER ON COUNTRY IS KEY.** This means that we take the time to ensure meetings are long enough to provide a forum for everyone to be heard in a supportive way. We meet outdoors, around the campfire, on Country whenever we can.
- **WE NEED TO SET ACHIEVABLE GOALS, BUT WE ALSO NEED TO CHALLENGE OURSELVES.** We know we can't do everything, but we know that as a team we can take the challenge to do something we have always dreamed of.
- **WE NEED TO WORK TOGETHER AND HAVE THE SUPPORT OF OUR WHOLE ORGANISATION TO ACHIEVE OUR GOALS.** We all need to be champions for reconciliation in our organisation and Community to bring about real change. This needs to be supported by training, opportunities and commitment from our Board and management team.
- **RECONCILIATION TAKES TIME.** It is about establishing relationships, trust, clear communication and working to flexible timelines. We are patient and prepared to listen and work together. We create Working Together protocols to ensure everyone knows how we work together.
- **TO BE SUCCESSFUL, ACTIONS SHOULD HAVE A FOCUS 'INWARD' TOWARDS OURSELVES AND OUR ORGANISATION AND 'OUTWARD' TO OUR TEAM, COMMUNITY AND VISITORS.** We work towards cultural change across our organisation and share our reconciliation commitment with our visitors and Community.
- **WE CAN FAIL FROM TIME TO TIME, WE WILL WORK TOGETHER TO UNDERSTAND THE REASONS WHY.** We will learn from our mistakes and work together to create pathways for doing it better next time.
- **WE ARE NOT AFRAID TO SAY SORRY OR CHANGE THE WAY WE DO THINGS.** Through strong relationships and trust, we can understand each other's perspective and know mistakes are not deliberate and help each other to learn from these situations.

Reconciliation Advisory Committee members Roland Pick, Brian Beardwood and Leanne Renwick at the Nature Parks' annual Community Open Day with surf and skate boards painted by Steve Ulula Parker.

Welcome to Country with Bunurong Elder, Uncle Shane Clarke and Nature Parks staff.



We Walk Together, We Work Together

Our Community is vibrant, resilient and diverse. We acknowledge that the Aboriginal Community in Victoria includes the descendants of Victoria's various Traditional Owner groups, who at the time of colonisation in 1835 maintained complex societies with languages, laws and customs, and a connection to their land as the basis of their existence and identity. Traditional Custodians today continue to assert their identity and connection to their Country.

We have developed a policy of how we will work together to deliver the actions in this RAP. This statement, along with our Working Together Protocols show how we will make decisions and consult with our Traditional Custodians and Community. The statement and protocols are available to view on our reconciliation page at www.penguins.org.au

National Reconciliation Week 2018 gathering.



Growing Relationships



Our cultural relationships are critical and we will ensure that our relationships grow to enhance our shared knowledge of managing Country together. Managing Country through our relationships enables the protection, conservation and education of Millowl's rich culture, heritage and landscapes.

FOCUS AREA: STRATEGIC PLAN KEY ASPIRATION: Reconciliation with Aboriginal and Torres Strait Islander Peoples is embedded in our values and daily action.

STRATEGIC PLAN ONGOING COMMITMENT: We will continue developing respectful partnerships with Phillip Island's Traditional Custodians and wider Aboriginal and Torres Strait Islander Community.

STRATEGIC PLAN FIVE YEAR STRATEGY: Partnership agreements with recognised Traditional Custodians and local Community Aboriginal Corporations

STRATEGIC PLAN FIVE YEAR MEASURE: 90% of actions in our Reconciliation Action Plan 2019-2022 achieved.

PLANNING REFERENCES: 30-year Conservation Plan, Five-year Conservation Plan, Interpretation Plan and Threatened Species Plan and Ongoing Cultural Heritage Management Plans.



RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
1. Nature Parks' Reconciliation Advisory Committee (RAC) actively monitors our RAP development and implementation	● Oversee the development, endorsement and launch of the RAP.	Feb 2019	RAC Management Rep RAC
	● Ensure Aboriginal and Torres Strait Islander Community members are equally represented on the RAC	Feb 2019 Annually	RAC Chair, RAC
	● Meet at least four times per year to monitor and report on RAP implementation and support staff with time to participate. Work in line with Working Together Protocols and Reconciliation Engagement Policy.	Feb, May, August and Oct 2019 and annually	RAC Chair, RAC
	● Meet informally at least two times a year to get to know each other further and share stories and information e.g. BBQ and walk - all welcome!	Apr and Dec 2019 and annually	RAC Management Rep RAC
	● Appoint at least four internal RAP Champions - Board representative, CEO, management and team leader representatives.	Feb 2019 for life of RAP	RAC Chair, RAC
	● Review the RAC Terms of Reference, membership and Working Together Protocols to maximise opportunity for staff and community involvement.	Feb 2020 and annually	RAC Chair, RAC
	● Allocate an annual budget for RAP activities and implementation.	April 2019 and annually	RAC Management Rep



We Walk Together, We Work Together

Growing Relationships

RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
2. Reconciliation principles and resources are shared and celebrated across our region of Bass Coast.	<ul style="list-style-type: none"> Assist in the launch and running of the Bass Coast Reconciliation Network to provide cultural advice and guidance to progress reconciliation on a Shire-wide level. Key Stakeholders to include Bass Coast Shire, Westernport Water, Nature Parks, Bass Coast Health and Bass Coast/South Gippsland Reconciliation Group and include Bunurong Land Council together with Aboriginal and Torres Strait Islander Community organisations. 	April 2019 and annually	RAC Management Rep
	<ul style="list-style-type: none"> Support Bass Coast Shire Council in developing and launching their first RAP. 	Feb 2020	RAC Management Rep Bass Coast Reconciliation Network
2. Commemorate Sorry Day and celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between Aboriginal and Torres Strait Islander staff and other staff	<ul style="list-style-type: none"> Educate all Board, managers and staff to know dates and significance of Sorry Day and NRW through newsletters, key meetings and calendars. 	26 May 2019 - 27 May - 3 June annually	RAC Management Rep Bass Coast Reconciliation Network
	<ul style="list-style-type: none"> Support staff to attend at least one event. 	26 May 2019, 27 May - 3 June annually	RAC Management Rep
	<ul style="list-style-type: none"> Collaborate with Bass Coast Reconciliation Network to organise minimum of three public NRW events across Bass Coast each year to share resources and champion reconciliation. Invite Aboriginal and Torres Strait Islander Community members to connect and share experiences. Promote through Communications Plan including networks and media and gather feedback and attendance for further planning. 	27 May - 3 June annually	RAC Management Rep RAC, Bass Coast Reconciliation Network
	<ul style="list-style-type: none"> Organise two internal NRW events each year as well as public events e.g. guest presenter and daily 'Lunch Bytes' films. 	27 May - 3 June 2019 and annually	RAC Management Rep RAC
	<ul style="list-style-type: none"> Register all NRW events via Reconciliation Australia's NRW website. 	27 May - 3 June 2019 and annually	RAC Administration Officer
	<ul style="list-style-type: none"> Ensure Board, managers, staff and senior leaders are represented at two external events to recognise and celebrate NRW. 	27 May - 3 June 2019 and annually	RAC Management Rep Managers
	<ul style="list-style-type: none"> Publicly acknowledge Sorry Day and NRW through a culturally appropriate communications plan including email footers, media reports, newsletters and groups, website, social media and signage. Promote through Community networks, social media and media 	26 May and 27 May - 3 Jun 2019 and annually	RAC Administration Officer RAC Communications Executive

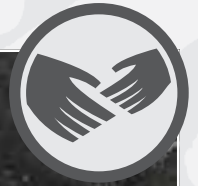
We Walk Together, We Work Together

Growing Relationships

Deciding to venture into the Aboriginal space is a life changing experience. Aboriginal ways of looking at the world around us are eye opening but more importantly it allows you to look inward to the things that you value in your own life and how we could be living side by side into the future.

Graeme Burgan
Education and Interpretation Ranger

Steve Ulula Parker presenting a 'Spirit of the Land' walk at Swan Lake for the Nature Parks' annual Community Open Day



RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
3. Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	<ul style="list-style-type: none"> Develop a Memorandum of Understanding with Bunurong Land Council. Investigate the development of an Aboriginal Cultural Heritage Land Management Agreement. 	Jul 2019 Jul 2022	Chief Operating Officer Bunurong Land Council
	<ul style="list-style-type: none"> Support established local Aboriginal and Torres Strait Islander organisations through involvement in the RAC and working together to identify aspirations and projects we can work together on e.g joint events. 	Feb 2019 and quarterly	RAC Management Rep, Bass Coast Reconciliation network RAC
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders. 	May 2019 Jul 2022	RAC Administration Officer, RAC, Communications Executive
	<ul style="list-style-type: none"> Work towards establishing at least one formal two-way partnership to build capacity in Aboriginal and Torres Strait Islander organisations e.g. develop one Aboriginal-led tour for the Nature Parks delivered by Traditional Custodians. 	May 2021	Manager, Visitor Experience



We Walk Together, We Work Together

Growing Relationships

RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	● Promote reconciliation through ongoing active and culturally appropriate engagement with all stakeholders at least four times each year.	Feb, May, August and Oct 2019 and annually	RAC Administration Officer, RAC Communications Executive
	● Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.	May 2019	RAC Administration Officer Communications Executive
	● Have a RAP-themed All Staff meeting and produce quarterly newsletter and regular updates, all staff emails, website and social media themed around reconciliation.	Feb 2019 and quarterly	RAC Administration Officer Communications Executive
	● Create one new reconciliation event to increase staff engagement such as guest speaker and add a reconciliation theme to an existing staff event e.g. bush foods category for bake off at annual Biggest Morning Tea.	May 2019 and annually	RAC Management Rep RAC
	● Engage our Community's senior leaders such as Mayor, CEOs and decision makers in the delivery of RAP outcomes for the Nature Parks and Bass Coast region through invitations to events, feedback and requests for support to work together.	May 2019	RAC Management Rep, RAC and Bass Coast Reconciliation Network
	● Host a minimum of two Community social gatherings per year	April 2019, Dec 2019 and annually	RAC Administration Officer, RAC
	● Engage with Elders and host one Elders visit per year.	Dec 2019 and annually	RAC Administration Officer, RAC
	● Support one regional Community gathering per year to provide a Community update on a relevant issue e.g. Treaty to raise awareness of what issues the Community is currently engaging in and how we can assist.	Oct 2019 and annually	RAC Management Rep, RAC and Bass Coast Reconciliation Network
	● Ensure all managers understand the importance of embedding reconciliation into their team.	Feb 2019 and quarterly	Chief Operating Officer
5. Share and build relationships to incorporate the use of Traditional Ecological Knowledge and to Work together to Care for Country	● Build relationships with Traditional Custodians through involvement in on-Country management	Feb 2019 and quarterly	Manager, Conservation
	● Develop a Cultural Ecological Procedure to embed cultural knowledge into daily operations through site mapping, Cultural Heritage Management Plans, and ongoing training	Draft Jul 2020, Final Dec 2020	Manager, Conservation
	● Traditional Custodians run at least one session per year outdoors on Country for the Visitor Experience and Conservation teams.	July 2019 and annually	RAC Management Rep Manager, Conservation

Deep Respect for Australia's First Peoples



We will show respect through the actions of our RAP. Our role in caring for Country across Phillip Island will respect the culture and heritage of Traditional Custodians.

- **FOCUS AREA: STRATEGIC PLAN KEY ASPIRATION:** Reconciliation with Aboriginal and Torres Strait Islander Peoples is embedded in our values and daily action.
- **STRATEGIC PLAN FIVE YEAR STRATEGY:** Embed a deep respect and understanding of Aboriginal and Torres Strait Islander Peoples' cultural values and protocols across our organisation.

Manger, Conservation Jessica McKelson, Adam Magennis and Threatened Species Officer Richard Faulkner on Country at Cape Woolamai



RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
6. Respectfully increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements to gain a deeper understanding of the Country we are privileged to manage.	<ul style="list-style-type: none"> ● Review, update and implement our Aboriginal and Torres Strait Islander Cultural Awareness Training Strategy to ensure all staff receive training for the life of this RAP. This will define the continuous cultural learning needs of employees across all areas of our business and consider various ways of how cultural learning can be improved in line with our heightened reconciliation focus. (E.g. online, face to face, cultural immersion). Include this in the Nature Parks' Learning and Development Plan. 	Jun 2019 and review annually	Manager, People and Culture RAC Management Rep
	<ul style="list-style-type: none"> ● 100% staff to undertake online cultural learning activities as part of induction and annual update. 	Dec 2019 and annually	Manager, People and Culture
	<ul style="list-style-type: none"> ● 100% staff to undertake face to face cultural workshop learning activities as part of ongoing training (on Country where possible). 	Jun 2019 and Jun 2021	Manager, People and Culture
	<ul style="list-style-type: none"> ● 100% of Conservation team to undertake cultural learning activities on Country. First year to be delivered by Traditional Custodians about Bunurong Country and culture. 	Dec 2019 and every second year	Manager, Conservation
	<ul style="list-style-type: none"> ● New members of the Conservation team to undertake a cultural induction conducted by Traditional Custodians within 6 months of commencement. 	As required from May 2019	Manager, Conservation
	<ul style="list-style-type: none"> ● All Nature Parks RAC members to undertake at least two cultural learning activities on Country to support their teams. 	Dec 2019 and annually	RAC Management Rep with RAC
	<ul style="list-style-type: none"> ● Board and managers to undertake one immersive cultural learning activity on Country per year and participate in other training as recognised above. 	Dec 2019 and annually	CEO
	<ul style="list-style-type: none"> ● Embed cultural awareness into Key Performance Indicators in all staff performance plans to attend minimum of one (paid) reconciliation activity per year. 	May 2020	Manager, People and Culture



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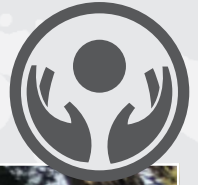
RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>7. Demonstrate respect to Aboriginal and Torres Strait Islander Peoples and Communities by embedding cultural protocols as an 'every day' way of demonstrating our organisation's commitment to embed a deep respect and understanding of Aboriginal and Torres Strait Islander Peoples' cultural values and protocols across our organisation.</p>	<ul style="list-style-type: none"> Review and update the Cultural Protocol Documents for Working Together, Welcome to Country and Acknowledgement of Country. 	Feb 2020 and annually	Management Team
	<ul style="list-style-type: none"> Maintain and review a list of key contacts for organising a Welcome to Country and review annually 	May 2019 and annually	RAC Management Rep with RAC
	<ul style="list-style-type: none"> Empower staff to Include an Acknowledgement of Country at the commencement of internal meetings through training and understanding of protocols. 	May 2019 and annually	RAC Management Rep RAC
	<ul style="list-style-type: none"> Invite a local Traditional Custodian to provide a Welcome to Country, at no less than three significant events each year, including Community Open Day, Sorry Day, NRW and NAIDOC Week events. 	Feb 2019, May 2019, July 2019 and annually	RAC Management Rep with RAC
	<ul style="list-style-type: none"> Staff and Senior Leadership to provide an Acknowledgement of Country at all other events and meetings. 	Feb 2019	CEO and RAC Management Rep
	<ul style="list-style-type: none"> Maintain Acknowledgment of Country stickers on doors for staff and visitors in all public and office entries. Develop new stickers/messages for any new sites opening in 2019. 	Nov 2019	RAC Administration Officer
	<ul style="list-style-type: none"> Develop a Welcome to Country video with Bunurong Land Council and Bass Coast Reconciliation Network. 	Feb 2019	Manager Visitor Experience Bunurong Land Council Bass Coast Reconciliation Network
	<ul style="list-style-type: none"> Work with Bunurong Land Council and Traditional Custodians to prepare dual naming of all major natural reserves and inclusion in documents and interpretation. 	Feb 2019 and ongoing	Manager, Visitor Experience with RAC, Manager, Operations and Chief Operating Officer
	<ul style="list-style-type: none"> Acknowledgement of Country on meeting agenda and minute templates and make templates available to the team. 	Feb 2019	Executive Assistant
	<ul style="list-style-type: none"> Include Acknowledgement of Country on public documents e.g. brochures for visitors, Annual Report and Strategic Plan. 	Feb 2019 and ongoing	Communications Executive
	<ul style="list-style-type: none"> Maintain display of Aboriginal and Torres Strait Islander flags at entry to all visitor attractions. 	Feb 2019 and ongoing	Manager, Operations
	<ul style="list-style-type: none"> Develop a strong Welcome to Country display at the entry to the Nature Parks e.g. a sign/sculpture at the Summerland Peninsula to welcome visitors to Bunurong Country. 	Nov 2021	Manager, Visitor Experience with RAC, Manager, Operations and Chief Operating Officer
<ul style="list-style-type: none"> Support the implementation of Welcome to Country and acknowledgement of Traditional Custodians on signage across Phillip Island and Bass Coast and on the Phillip Island bridge during national events. 	May 2021 and annually	COO, Bass Coast Reconciliation Network	

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Deep Respect for Australia's First Peoples



The Nobbies at the western end of Phillip Island

RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
8. Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff to engage with culture and community during NAIDOC Week	● Support staff to participate in NAIDOC Week activities.	Jul 2019 and annually	Chief Operating Officer
	● Review Nature Parks' procedures in advance to ensure there are no barriers to staff participating in NAIDOC Week.	Jul 2019 and annually	Manager, People and Culture Manager Visitor Experience and RAC
	● Provide paid opportunities for all Aboriginal and Torres Strait Islander staff to participate in community NAIDOC Week events.	Jul 2019 and annually	Manager, People and Culture
	● Work with Bass Coast Reconciliation Network to develop a shared program of supported NAIDOC Week events in consultation with Traditional Custodians and Aboriginal and Torres Strait Islander Community.	Jul 2019 and annually	RAC Management Rep and Bass Coast Reconciliation Network
	● All Board, staff and managers to know and acknowledge dates and significance of NAIDOC Week through information updates, inclusion in calendars and cultural awareness training.	Jul 2019	People and Culture Manager, Executive Assistant and RAC Management Rep
	● Publicly acknowledge NAIDOC Week through a communications plan including email footers, media, newsletters, social media and signage.	Jul 2019	RAC Administration Officer, Communications Executive
	● Acknowledge NAIDOC Week at visitor sites, especially at the Penguin Parade.	Jul 2019 and annually	Manager, Visitor Experience
9. Ensure events we are aligned with demonstrate appropriate respect for Aboriginal and Torres Strait Islander Peoples	● Review event applications and requests for funding and support to ensure they align with RAP values. Promote our reconciliation values for shared learnings.	Jul 2019 and as received	Chief Operating Officer with RAC Management Rep
	● Support the Aboriginal and Torres Strait Islander Community through sensitivity and awareness of 26 January by supporting the Community on that day.	Jan 2019 and annually	Chief Operating Officer with RAC Management Rep



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RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
10. Maintain our commitment to delivering Aboriginal and Torres Strait Islander information in an authentic, approved and respectful way.	● Develop agreed protocols to involve Traditional Custodians and Aboriginal and Torres Strait Islander Community members in authentically implementing the Nature Parks' Interpretation Strategy e.g. providing information in displays at Penguin Parade visitor centre, signage, tours, website, Apps and formal education programs for students and public.	Jun 2019 and ongoing	Manager, Visitor Experience
	● Engage at least one Aboriginal position to assist in the delivery of education and interpretation programs or tours.	Jun 2020	Manager Visitor Experience
11. Support Community celebrations of Aboriginal and Torres Strait Islander cultures.	● Provide venues, promotion and support to proposed Community events and celebrations.	Nov 2019	RAC Management Rep
12. Maintain formal cultural accreditation through the Respecting Our Culture (ROC) program.	● Maintain and renew Nature Parks' ROC accreditation with Ecotourism Australia to complement our Ecotourism certifications for environmental sustainability and to demonstrate respect for First Nations' cultural heritage and the ongoing living cultures in our tourism operations.	Dec 2019 and annually	Manager, Visitor Experience

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RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
13. Respect and integrate Traditional Ecological Knowledge into managing Country.	<ul style="list-style-type: none"> Develop protocols for inviting Traditional Custodians from Bunurong and other clans to share knowledge with our Conservation Team. Engage in at least one conservation knowledge sharing activity with Traditional Custodians annually. 	May 2019 and yearly	Manager, Conservation
	<ul style="list-style-type: none"> Involve Traditional Custodians and the Aboriginal and Torres Strait Islander Community in the decision of and re-introduction of at least one Threatened Species to Phillip Island through ongoing relationships. 	Dec 2020	Manager, Conservation and RAC
	<ul style="list-style-type: none"> Develop procedures to support ensuring that obligations to Country under the relevant legislations and to Traditional Custodians are met. 	May 2019	Manager, Conservation and Manager, Operations
	<ul style="list-style-type: none"> Update mapping of Nature Parks to create cultural overlays to inform Cultural Heritage Management Plans and works plans. 	Start May 2019 and annually	Manager, Conservation and Manager, Operations
	<ul style="list-style-type: none"> Train Conservation and Operations teams in their responsibilities under current legislation and update annually. 	Start May 2019 and annually	Manager, Conservation and Manager, Operations
	<ul style="list-style-type: none"> Identify and implement one test site to pilot a joint project to integrate Traditional Ecological Knowledge for managing Country, e.g. Cape Woolamai. 	Dec 2020	Manager, Conservation

Creating Opportunities Together



The Nature Parks is privileged to manage environmental and cultural landscapes of high significance. Working together we create opportunities to manage a shared landscape that Cares for Country and generate social, environmental and economic outcomes for Aboriginal and Torres Strait Islander Peoples.

- **FOCUS AREA: FOCUS AREA: STRATEGIC PLAN KEY ASPIRATION:** Reconciliation with Aboriginal and Torres Strait Islander Peoples is embedded in our values and daily action.
- **STRATEGIC PLAN FIVE YEAR STRATEGY:** Embed a deep respect and understanding of Aboriginal and Torres Strait Islander Peoples' cultural values and protocols across our organisation.
- **STRATEGIC PLAN FIVE YEAR MEASURE:** At least three dedicated Aboriginal and Torres Strait Islander positions established and maintained.



OPPORTUNITY ACTION

DELIVERABLES

TIMELINE

RESPONSIBILITY

14. Increase Aboriginal and Torres Strait Islander recruitment and retention

- Engage with existing Aboriginal and Torres Strait Islander staff and employment agencies to develop an Aboriginal and Torres Strait Islander Employment Strategy to respect cultural difference, provide appropriate support, e.g. holding interviews on Country.
- Increase Aboriginal and Torres Strait Islander employment by at least three positions with priority on Conservation and Visitor Experience to ensure authentic visitor experiences and incorporating Traditional Ecological Knowledge into works programs.
- Expand our Aboriginal and Torres Strait Islander Employment Strategy to include research and proactive ways to demonstrate that we are seen as an 'organisation of choice' to encourage Aboriginal and Torres Strait Islander Peoples to be supported in seeking employment, volunteering roles, traineeships, Committee and Board positions.

Aug 2019	Manager, People and Culture
Jul 2021	Manager, Conservation and Manager, Visitor Experience and Manager, People and Culture
Dec 2020	Manager, People and Culture



Meet Jim Eagles Visitor Engagement Ranger, Phillip Island Nature Parks

Jim Eagles was born in Horsham, Victoria. His father was in the railways so at the age of 5 moved to St Albans. From a very early age he used to do camping trips with his father learning about different bush tucker and how to live off the land.

Jim recalls catching snakes and lizards with his older brothers and taking them down to the CSIRO so they could milk them and make anti-venom.

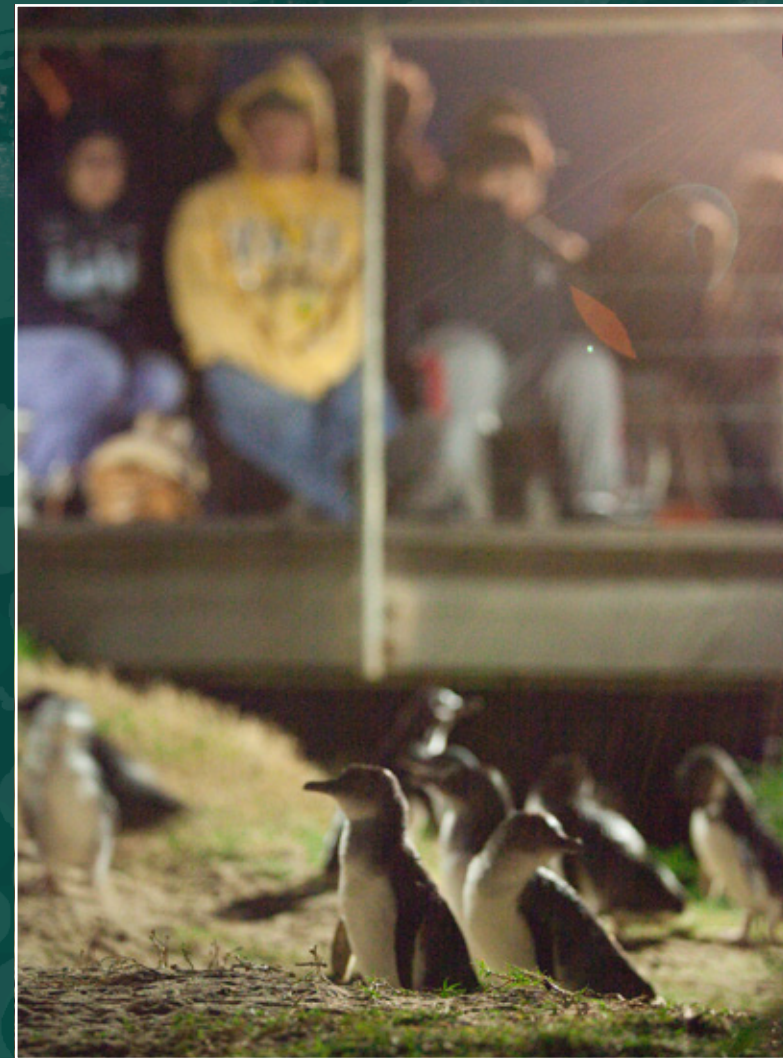
In the early days Jim's parents kept their culture secret due to the fear surrounding stolen generation. It wasn't until Jim was 16 years old that he started asking his parents questions about this culture and his parents explained about the "mob" they were from. Jim learnt that some of his relatives were not only from Victoria but also South Australia.

At the age of 17 Jim joined the Air Force as an adult trainee, he did his 3 months basic training then off he went for a 6 month cooking course and became a qualified chef.

In the late 1970s Jim was deployed to Sinai for seven months. Jim was in the Air Force for 15 years as a cook.

Since then Jim had done many jobs including farming, cooking, security work and 20 years in the CFA.

Jim joined the Phillip Island Nature Parks through our partnership with Delaware North in November 2017 and in April 2018 came onboard as Visitor Engagement Ranger.



"I love seeing the Little Penguins come home each night they are all so individual and all have their own personalities. It is great to be able to chat to the visitors and answer their questions about the penguins."

Creating Opportunities Together

“Shani very quickly became a valuable member of our team. The traineeship offered Shani an opportunity to be trained in conservation work on Country, but it also created an opportunity for the rest of our team to learn from Shani through her passion for her work and her culture.”

(Catherine Basterfield, CEO - Phillip Island Nature Parks and RAP Champion)



OPPORTUNITY ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
15. Increase Aboriginal and Torres Strait Islander supplier diversity	<ul style="list-style-type: none"> Work with stakeholders to review and strengthen our Aboriginal and Torres Strait Islander business contact listing and procurement strategy to ensure they are directly notified of contract opportunities with the Nature Parks. 	July 2020 and annually	Commercial Manager with Project and Procurement Officer
	<ul style="list-style-type: none"> Achieve target of 1% of retail inventory sourced for Aboriginal and Torres Strait Islander businesses. 	July 2020 and annually	Commercial Manager
	<ul style="list-style-type: none"> Develop at least one new commercial relationship with Aboriginal and/or Torres Strait Islander businesses with a preference for local Bunurong and Kulin Nation businesses each year. 	Dec 2020 and annually	Commercial Manager Manager, Operations
16. Promote authentic Aboriginal and Torres Strait Islander art/crafts in the Nature Parks' retail business	<ul style="list-style-type: none"> Facilitate opportunities with local Aboriginal artists to further opportunities to showcase and exhibit work through exhibitions and artist in residence programs. 	July 2019 and each year	Commercial Manager Manager, Visitor Experience
	<ul style="list-style-type: none"> Work with stakeholders to introduce additional quality authentic and wherever possible, Bunurong or Kulin Aboriginal and local Community, product lines into the Nature Parks' retail business. 	Dec 2020	Commercial Manager RAC
	<ul style="list-style-type: none"> Highlight Aboriginal and Torres Strait Islander products in new Penguin Parade visitor centre and during NRW and NAIDOC Week. 	Jul 2019, Dec 2019 and annually	Commercial Manager with Manager, Visitor Experience and RAC
17. Promote reconciliation and recognition opportunities across Bass Coast	<ul style="list-style-type: none"> Develop one shared employment opportunity for a Reconciliation Officer with regional reconciliation partners Bass Coast Shire Council and Westernport Water. 	July 2021	Chief Operating Officer RAC Management Rep with RAC Bass Coast Reconciliation Network



OPPORTUNITY ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
18. Implement employment pathways and skills development opportunities.	<ul style="list-style-type: none"> Develop opportunities for two trainees/apprentices across the Nature Parks' departments e.g. conservation, visitor experience, operations, finance, food and beverage etc. ensure employment pathways are developed and maintained. 	Aug 2021	Manager, People and Culture
	<ul style="list-style-type: none"> Support at least one Aboriginal and Torres Strait Islander Tertiary Internship per year. 	Aug 2020 and annually	Manager, People and Culture
	<ul style="list-style-type: none"> Assist in the establishment of a minimum of one formal two-way partnership to build capacity in the Aboriginal and Torres Strait Islander Community e.g. support one student to complete the required studies and work experience for conservation programs On Country such as BLCAC's Cultural Resource Management Team (Green Team) 	Dec 2021	Manager, People and Culture with RAC and Bass Coast Reconciliation Network
	<ul style="list-style-type: none"> Create opportunities to host at least two Aboriginal Torres Strait Islander work experience and/or volunteer placements per year. 	Jul 2019 and ongoing	Manager, Visitor Experience
19. Establish work-exchange programs and shared funding opportunities.	<ul style="list-style-type: none"> Work with partners to offer opportunities for one cross exchange program with an agency with strong Aboriginal and Torres Strait Islander cultural management. 	Feb 2020	Manager, Visitor Experience, Manager Conservation, Manager People and Culture
	<ul style="list-style-type: none"> Work with key partners to realise funding opportunities for one major joint regional project within life of plan. e.g. art, employment, cultural management. 	Dec 2022	RAC Management Rep with RAC and Bass Coast Reconciliation Network
21. Offer complimentary entry tickets and use of meeting spaces to Aboriginal and Torres Strait Islander Community members	<ul style="list-style-type: none"> Provide all groups on RAC database with a letter advising them that their group is entitled to 4 Parks Pass general admission entry tickets and use of meeting facilities (subject to availability). 	Feb 2019 and each year	Marketing Manager with RAC

Keeping track of our progress, governance and reporting



The Nature Parks is privileged to manage environmental and cultural landscapes of high significance. Working together we create opportunities to manage a shared landscape that Cares for Country and generate social, environmental economic outcomes for Aboriginal and Torres Strait Islander Peoples.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
22. Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report	<ul style="list-style-type: none"> Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia. 	Sept 2019 and annually	RAC Administration Officer
	<ul style="list-style-type: none"> Investigate participation in the RAP Barometer. 	May 2020	RAC Management Rep
	<ul style="list-style-type: none"> Develop and implement systems and capability needs to track, measure and report on RAP activities. 	Sept 2019	RAC Management Rep
	<ul style="list-style-type: none"> Share results with Board, managers and RAC members. 	Oct 2019 and annually	RAC Management Rep
23. Report RAP achievements, challenges and learnings internally and externally	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings in Annual Report and with Board, managers and RAC members. 	Sept 2019 and annually	RAC Administration Officer Communications Executive
	<ul style="list-style-type: none"> Communicate quarterly RAP update newsletter to all staff, Community and stakeholders. 	Feb 2019 and quarterly	Communications Executive
	<ul style="list-style-type: none"> Maintain RAP page on www.penguins.org.au. 	Feb 2019 and quarterly	RAC Administration Officer Communications Executive
	<ul style="list-style-type: none"> Share information in most appropriate way e.g. Facebook, meetings, email. 	Feb 2019 and quarterly	RAC Administration Officer Communications Executive
	<ul style="list-style-type: none"> Share results with Board, managers and RAC members. 	Oct 2019 and annually	RAC Management Rep
24. Review, refresh and update RAP	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. 	Feb 2021	RAC Administration Officer with RAC
	<ul style="list-style-type: none"> Send draft RAP to Reconciliation Australia for feedback. 	Jun 2021	RAC Administration Officer
	<ul style="list-style-type: none"> Submit draft RAP to Reconciliation Australia for formal endorsement. 	Nov 2021	RAC Management Rep
25. Share reconciliation journey with Board	<ul style="list-style-type: none"> Host a Board meeting outdoors on Country with a focus on reconciliation updates and planning. 	Apr 2019 and annually	CEO
	<ul style="list-style-type: none"> Provide quarterly updates for each Board meeting 	Apr 2019 and quarterly	RAC Chair

Our RAP Calendar

MONTH	MAJOR RAP ACTIVITY	EVENT DATES TO NOTE
January	Support Community	Community gathering - 26 January
February	Event planning begins RAC Meeting	RAC meeting Event planning meeting - book presenters & venues
March	Community Open Day Event planning continues	Open Day - First Sunday in March Event planning finalise draft programs
April	Event planning	Board meeting on Country
May	Event planning RAC Meeting Sorry Day, National Reconciliation Week	RAC Meeting Sorry Day 26 May National Reconciliation Week 27 May - 3 June
June	NAIDOC Week Planning	Meeting/s to discuss NAIDOC Week
July	NAIDOC Week events	First Sunday - Second Sunday in July
August	RAC Meeting Training	RAC meeting Staff and group training
September	RAP Impact measurement	Community gathering event
October	Planning Community forum	Event and planning Host Community event to discuss issue
November	RAC Meeting Festival support	RAC Meeting Cultural Festival
December	End of year	Community gathering end of year.



Aboriginal and Torres Strait Islander Community members with Bass Coast Mayor Pamela Rothfield and our RAC Chair, Steve Davie during National Reconciliation Week 2018.

Acknowledgements

We acknowledge the following people for their wisdom and guidance through this process and assisting us on our reconciliation journey:

- Aboriginal and Torres Strait Islander Community members of Bass Coast and beyond
- Adam Magennis
- Anthony Egan
- Bass Coast South Gippsland Reconciliation Group
- Bass Coast Shire Council
- Reconciliation Australia
- Rueben Berg
- Yowengarra Bun Wurrung Balug Clans Aboriginal Corporation
- Westernport Water

● **Reconciliation Advisory Committee members for the development of this RAP:**

- Kevin Love - *Phillip Island Nature Parks Board + Chair & Steve Davie - (Past Chair, Retired 30 June 2018)*
- Brian Beardwood *Phillip Island Nature Parks- Retail*
- Dan Turnbull, Robert Ogden and Fiona Wilson - *Bunurong Land Council Aboriginal Corporation*
- Gheran Steel *Boon Wurrung Foundation*
- Graeme Burgan - *Phillip Island Nature Parks- Education*
- Kate Adams *Phillip Island Nature Parks - Visitor Experience*
- Maddie Press *Phillip Island Nature Parks - Ranger*
- Michaela Salvato - *Phillip Island Nature Parks Board*
- Patrice Mahoney *Patrice Mahoney Consulting - ATSI Community, Aboriginal and Torres Strait Islander Community*
- Roland Pick *Phillip Island Nature Parks- Marketing*
- Safina Stewart *Torres Strait Islander Community Member*
- Sally O'Neill *Phillip Island Nature Parks - Administration*
- Samiro Douglas *Wider community member*
- Shani Blyth *Phillip Island Nature Parks - Conservation*
- Shelley Lavender - *Phillip Island Nature Parks Board*
- Steve Parker *Millowl Dreaming - Community*

RAP Contact: Kate Adams, Manager Visitor Experience
reconciliation@penguins.org.au www.penguins.org.au



Add Caption: Artefacts at a Community Cultural Walk
Photo: Sally O'Neill



The majestic Cape Woolamai Cultural Landscape Photo: Brian Thorne

Phillip Island
**NATURE
PARKS**

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