

Reconciliation Advisory Committee Minutes



Meeting held 10:00am Tuesday 7 of February 2017 at Phillip Island Nature Parks Boardroom

1	Welcome & Apologies		
1.1	<p>The Chair declared the meeting open. Steve Parker acknowledged the Traditional Custodians of this land and paid respect to the Elders past and present. Attendance / Apologies are listed below. In Attendance: Steve Davie (Chair), Sally O'Neill (<i>Minutes</i>) Leanne Renwick, Damian Prendergast, Roland Pick, Maddie Press, Shani Blythe, Peter Cleary, Graeme Burgan – <i>Phillip Island Nature Parks</i> Steve Parker, Samiro Douglas, Patrice Mahoney - <i>Aboriginal and Torres Strait Islander (ATSI) Community</i> Apologies/Absent: Safina Stewart (ATSI Community), Carolyn Briggs and Gheran Steel (Boon Wurrung Foundation), Dan Turnbull (Bunurong Foundation) The Chair welcomed everyone and acknowledged this as the first meeting as a Board Committee. The Chair acknowledged:</p> <ul style="list-style-type: none"> • Safina Stewart – A new member of the Committee representing the local wider ATSI Community. • Samiro Douglas – Representing the local wider ATSI Community and attending for the first time. A request to join the Committee was endorsed through the Chair. • Damian Prendergast - Representing the Nature Parks Management Team. 		
2	Minutes from Previous Meeting	ACTIONS	STATUS
2.1	<p>The minutes of the previous meeting of the former 'RAP Committee' meeting held 17 October 2017 were accepted. Moved: Peter Cleary Seconded: Delyce Colin</p>		
3	Community Matters Arising from Previous Minutes	ACTIONS	STATUS
3.1	<p><i>FROM OCTOBER 17 MEETING: Terms of Reference</i> Members felt that they needed more explanation of the 'Terms of Reference' as approved by the Board to establish the new Committee. Comment: <i>We need to be clear why we are giving to the committee if there is no power to make decisions. We need conflict of interest explained. How are decisions made, by a vote?</i></p>		
3.2	<p><i>FROM OCTOBER 17 MEETING: Meeting minutes (RAP Action 1.2)</i> Members expressed that they sometimes feel that the minutes did not adequately communicate to the Board what occurred in the meeting and their strong feelings about issues.</p>		

	<p>Comments: <i>We are wondering where our voice goes? Are communications saying what we are meaning with full understanding? What exactly is the understanding of consultation? What are the outcomes? It's confusing and we don't see what we talk about reflected. We would like to talk with the Board and have future meetings on country. Country has agency. If I'm sitting on Country I have reminders around me.</i></p> <p>Response from Chair: <i>We are on this journey as well. Now we are an Advisory Committee to the Board and high priority. We are always learning and at times we may appear ignorant. The Nature Parks wants to be a leader in the Reconciliation path, it's not just ticking boxes. We are at the beginning of our journey.</i></p> <p>Response from Delyce (management representative): <i>We are learning how much there is to learn, everyone is open to learning and being more authentic.</i></p>	before final. Steve D to arrange for Committee members to meet the Board and to have a future meeting "on country".	
3.3	<p><u>FROM OCTOBER 17 MEETING: Aboriginal Heritage Tour training (RAP Action 2.4)</u> The Aboriginal Heritage Tour was discussed with concerns raised about the Tour content and training protocols.</p> <p>Comments: <i>The current Tour is not what Boon Wurrung Foundation approved. It has changed and we were asked to train people in the inappropriate way. Promises have not been honoured.</i></p>	Month raised: May 2016 Delyce to review the current situation with the Aboriginal Heritage Tour as soon as possible.	
3.4	<p><u>FROM OCTOBER 17 MEETING: Meeting minutes Staff meetings, welcome to country protocols (RAP Action 2.2) and staff training and induction (RAP Action 2.4)</u> The Committee would like to ensure that members are given adequate time and respect to present at 'All Staff' and team meetings. The importance of the RAP to all staff members needs to be effectively communicated through staff training and induction.</p> <p>Comments: <i>There is a block. We keep coming up against barriers. That [not being acknowledged] culture needs to stop. They [reconciliation and respect] are core Nature Park values.</i></p> <p>Response from Damian (visiting management representative): <i>There are operational issues to work through – it's not one individual's responsibility. We can start embedding it into the organisation.</i></p>	Month raised: Oct 2016 Steve D to recommend: - A review of the current induction process - A review of process for all meetings. - Manager be briefed for a consistent approach. - Committee to come up with suggestions for training and awareness at next meeting.	
3.5	<p><u>FROM OCTOBER 17 MEETING: Signage protocols (RAP Action 1.2)</u> The Boon Wurrung Foundation has asked for the sign at the KCC to be updated. This action was approved by the CEO in 2016.</p> <p>A banner was produced in November and the Committee discussed developing more with key messages to use at key events and gatherings.</p>	Month raised: Oct 2016 - Steve P and Patrice to talk to Gheran who has offered to provide the new text. - Committee to discuss new banners ready for May 2017 events.	
3.6	<p><u>FROM OCTOBER 17 MEETING: Promoting the voice of Aboriginal and Torres Strait Islander peoples (RAP Action 1.8)</u> An information update for staff and stakeholders is prepared on an agreed template and distributed after each RAC meeting.</p>	Sally to prepare the next RAP update for staff and stakeholders including Open Day and upcoming events in consultation with Steve P and Patrice.	

	<p><u>FROM OCTOBER 17 MEETING: Shearwater Festival (RAP Action 1.10)</u> Graeme gave a summary of the 2016 Festival saying that there were many positive comments and that the Fun Run component was very positive, the music section was a little long, the street parade was fantastic as was the opportunity to camp on Churchill Island. He expressed gratitude to the Committee for the stall and the Nature Parks and Board for the ongoing support. Planning for next year has commenced. The Committee has offered to assist where needed.</p>	Graeme and Patrice to keep the Committee briefed and to advise where their assistance is required.	
	<p><u>FROM OCTOBER 17 MEETING: Authentic Aboriginal content in retail areas. (RAP Action 3.3)</u> Delyce and Brian went to Morwell to source new, authentic product and this is selling well. This process will continue including working with the local Community to identify opportunities.</p>	Delyce to meet with Safina to discuss opportunities.	
	<p><u>FROM OCTOBER 17 MEETING: RAP Action 2.5 – Acknowledgement sign</u> The CEO has approved acknowledgement signs for entry points to be developed and displayed.</p>	Patrice and Steve to provide sign content to Sally for design, approval, production and installation.	
	<p><u>FROM OCTOBER 17 MEETING: RAP Action 2.3 Open Day & Action 1.4 –National Reconciliation Week, Sorry Day and NAIDOC.</u> The Committee did not have time to discuss these upcoming events. A sub-committee meeting will be held for members who are able attend to finalise planning for the Open Day and commence discussions for future ATSI and RAP events as shown below:</p> <ul style="list-style-type: none"> ▪ Phillip Island Nature Parks Community Open Day Sunday 5 March 2017: ‘Sprit of the Land’: 3pm - 5pm ▪ 26 May: National Sorry Day On our pathway towards reconciliation, Sorry Day on 26 May is an important moment to remember the past policies of forced child removal ▪ 27 May - 3 June: National Reconciliation Week These dates mark the anniversaries of the 1967 referendum and the Mabo decision, respectively. 2017 marks the 50th and 25th anniversaries of these historic milestones in reconciliation. ▪ 2 – 9 July: 2017 National NAIDOC Week Theme - Our Languages Matter NAIDOC Week celebrates the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. 	<p>- The Committee requests that the Board note these dates and hopes that members will be able to attend the planned activities.</p> <p>- Committee members to attend planning meeting to be held at 10am on Monday 20 February at the Chisholm Centre, Koala Conservation Centre.</p>	
4	Phillip Island Nature Parks - Update	ACTIONS	
4.1	<p><u>New Penguin Parade Visitor Centre (RAP Action 3.4)</u> Community members attended a session with Damian Prendergast and Indigenous Architect Rueben Berg to contribute to the Penguin Parade Visitor Centre planning including the Keeping Place concept. Comment: We need to ensue that legality [getting appropriate permits etc] and honour [consultation and acknowledging requests and protocols] go together. It’s about communication, trust and [cultural] perspective. Response from Damian (visiting management representative): This is a learning process on both parts and we will continue to try to get to a common place. It’s about communication and trust and perspective. Penguins Plus was an example of how things were done in the past and consequently we are doing the best we can with the new building. It is the Nature</p>	Community to continue the process and report back to the Committee.	

	Park's intention to listen and implement.		
4.2	<p><u>Volunteer training and staff recruitment (RAP Action 2.4)</u></p> <p>- There is a new volunteer coordinator for the Nature Parks. The Committee would like to ensure that there is a consistent message being communicated in training and information provided for volunteers.</p>	- Graeme to talk to new volunteer coordinator, Rachel, and Christine Grayden for Churchill Island volunteers.	
	- The Committee asked that the understanding of Aboriginal and Torres Strait Islander values, reconciliation and the RAP 2015-18 will be part of the criteria when questioning the Nature Parks CEO candidate.	Steve D to ask Board Chair for this to be considered.	
5	Matters arising and advice from ATSI Community and committee members	ACTIONS	
5.1	<p><u>Community Update</u></p> <p>Steve P advised that Ramahyuck District Aboriginal Corporation (RDAC) in Wonthaggi has closed. "The ATSI community is a bit scattered as a result" and is in the process of trying to bring the community together such and looking for a space to meet and use. RDAC was a Government Health Service that delivered primary health services and support and the ATSI community used it as a base for meeting and activities. "It was a satellite and reference point for the ATSI Community. How to create an identity for the community is now an issue the Community is dealing with eg. do we start our own Foundation or Association? We are looking at what model we can take and are talking to Gheran Steel, CEO of the Boon Wurrung Foundation." There is now a lot of pressure on Steve and Patrice as there is no central reference point in the area and it is often being directed to them.</p>	Steve P and Patrice to provide an update to the Committee at the May meeting.	
5.2	<p><u>Developing protocols and opportunity for cultural positions within the organisations (RAP Actions 2.2 & 3.6)</u></p> <p>The Committee discussed the opportunity for the employment of an ATSI team member who can work through many of the RAP actions including developing protocols, staff training and awareness, education programs, interpretation, signage etc.</p> <p>Comment: Steve P said that this would enhance the organisation. Someone in a higher position than a ranger who works in community engagement and education would allow the Nature Parks to become a leading organisation in Victoria for reconciliation and rangers on country."</p> <p>Graeme B said that this is a topic that is now on the national curriculum and some of the costs of the position could be re-couped though education program income.</p>	Steve D to recommend that the Board investigate a position along the lines of an Indigenous Liaison Officer.	
5.3	<p><u>26th January (Australia Day) acknowledgement</u></p> <p>Roland asked for some clarification around the Nature Parks' position on Australia Day. It was unclear what to do this year and Committee members would like the Board to state their position on this topic so that staff and managers are aware of the day and how to approach it along with addressing its sensitivities for the ATSI Community. They are happy to provide information as required. This year, the Nature Parks fulfilled a request for Patrice to hold gathering at Churchill Island and entry for Community members.</p>	Steve D to ask the Board for a response.	
6	Other Business		
6.1	Kyle Vander-Kuyp from AFL SportsReady was going to attend but has just taken up a new position.	Shani to contact the new representative and advise the Committee.	
7	Next Meeting		
7.1	<p>The meeting was closed at 12:40pm. The planning sub-committee meeting for events will be held at 10am on Mon 20 Feb at the Chisholm Centre, Koala Conservation Centre.</p> <p>The next Committee meeting will be on •Tuesday 9 May 2017: 10am-12.30pm - Chisholm Centre, KCC.</p>		