



Artwork excerpt: Coastal Ecology of Millwul, 2019  
This artwork was created by Adam Magennis, Bunurong Traditional Owner

# RAP UPDATE OCTOBER 2025 - KIYANGANYIN (WE ARE ALL TALKING) RECONCILIATION

## RAP Impact Survey 2024-25

It's been another busy year for reconciliation action at the Nature Parks and we're pleased to share our major achievements for the year.

- Aboriginal and Torres Strait Islander Engagement Strategy was published.
- While developing a Writing Style Guide for the Nature Parks, a review of Boonwurrung language was completed in consultation with Bunurong Land Council Aboriginal Corporation (BLCAC) Nganggak Ngul Language Working Group to support the update.
- Service Level Agreement (SLA) developed with the BLCAC for self-determined works program at Swan Lake.
- Supported Stage 1 of the 'Barrithbarrith Gathering Place Project' as a member on the Yananhat Partnership Group.
- Hosted Reconciliation Australia's Board and Executive during August 2024 to share the success of the BCRN place-based reconciliation model.
- Spent over \$487,000 on goods and services in support of First Nations owned business.
- Over \$35,000 in sponsorship and donations provided to First Nations community and organisations.

## Working together on Country

The first ever Service Level Agreement with Bunurong Land Council Aboriginal Corporation was signed to support the Balirt Biik (Strong Country) team to undertake self-determined works on Milawul.

A cultural values assessment and on-ground works at Swan Lake and surrounding areas will be a foundational step in identifying, documenting and understanding the cultural and environmental significance of the site.



## Cultural experience program

The RAP Leadership Group organised the second cultural learning experience for staff in November.

Jessica Moulynox from Coastal Foraging Workshop and Sammy Trist from Taungurung Art & Education will deliver a two-hour workshop in Cape Woolamai.

Jess will share her extensive knowledge as a passionate botanist and Sammy will share her knowledge of cultural practice and use of traditional resources.



## Cultural Competence Training

The RAP Leadership Team will commence rolling out the Cultural Competence training across our organisation starting with the Board, Executive and Managers in early 2026.

The cultural learning element of our L&D program will now include mandatory cultural awareness training and cultural competence training.

The cultural competence training aims to develop a set of behaviours, attitudes and skills, policies and procedures to help staff work effectively and efficiently in cross-cultural communication, understanding and respectful engagement.

This training is one small step in contributing to one of the priority reforms in the National Closing the Gap Agreement focused on **'transforming government organisations.'**

'An organisation working towards Cultural Competence involves everyone, from the person who does the payroll, to the CEO and Board, working in partnership with Traditional Owners and Community, to genuinely listen to and learn from them, then to lead by example, this takes hard work and dedication to change, it does not finish, connection and greater understanding is the reward.' - Mandy Leggett WGCMA 2025





Artwork excerpt: Yarning Circle Project. Artists: Patrice Mahoney, Lenna Scholtmeyer, Rhylee Duell and Arieta Fergie

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## All Hands Together for Reconciliation

At the All Staff Meeting in July, we were Welcomed to Country with a Smoking Ceremony by Traditional Owners, Robert Ogden and Jarrod West.

Staff created four artworks using local ochre collected from Jam Jerrup.

The artworks are now proudly displayed in each of our offices as a symbol of our commitment as an ally to First Peoples.



## Treaty update

After nearly a decade walking the path to Treaty with Aboriginal communities, and generations of resistance and activism from First Peoples, Australia's first Treaty is here. This is a chance for all Victorians to acknowledge our past, heal and move forward together (Reference: <http://firstpeoplesvic.org.au/treaty>)

You can listen to and read the latest news and updates at:

- [First Peoples Assembly](#)
- [Treaty Victoria](#)
- [Victoria Aboriginal News](#)



## Looking for deadly gifts for Christmas?

The Specialty Store at the Penguin Parade offers a range of beautiful Indigenous products that would make excellent gifts for family and friends.

Your purchase will support Aboriginal and Torres Strait Islander artists. The Penguin Parade opens from 12.00 pm daily.



## Dates of Significance

### 20 January

Tunnerminnerwait Maulbouyheenner Commemoration

### 13 February

Anniversary of National Apology to the Stolen Generation

### 20 March

National Close the Gap Day

### 26 May

National Sorry Day

### 27 May to 3 June

National Reconciliation Week

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National Reconciliation Week

### 5 July to 12 July

NAIDOC

## Yani (come along) on a cultural learning journey

Jill and Alex from Indigenous Training, Consulting and Mentoring delivered cultural awareness training to 69 participants including new staff, volunteers and members of our Community Environment Advisory Committee in August and September.

Here are some suggestions for how you can learn more about Aboriginal and Torres Strait Islander culture and history.



**What to WATCH:** Keep it light-hearted and watch 'Top End Bub' on Netflix. A funny and heart-warming series starring Miranda Tapsell continues the story from Top End Wedding.



**What to READ:** Profoundly moving and exquisitely written, Tara June Winch's **The Yield** is the story of a people and a culture dispossessed. But it is as much a celebration of what was and what endures, and a powerful reclaiming of Indigenous language, storytelling and identity.



**What to COOK:** Roogenic have all three courses covered with their online bush tucker inspired recipes, check it out at [www.https://roogenic.com.au](http://www.https://roogenic.com.au)