

**North West
Local Land Services**

Reconciliation Action Plan

2018 - 2020

PROGRESS REPORT



**Local Land
Services**

www.northwest.lls.nsw.gov.au



Acknowledgement

North West LLS acknowledge the Traditional Custodians of the land and pays respect to Elders past, present and future.

North West LLS Reconciliation Action Plan

ENGAGEMENT OUTCOMES 2018 - 2020 (YTD)

- 105** Engagements with LALCs and Aboriginal organisations
- 24** Knowledge Sharing events
- 580** People Connected to Country
- 16** Sites protected and managed for environmental outcomes
- 17** On Country events supported by North West Local Land Services

BACKGROUND

The NSW Government developed the Local Land Services Innovate Reconciliation Action Plan in 2018, which formalised the shared vision and commitment to adopt guiding principles for reconciliation across all 11 regions in NSW.

The North West Local Land Services (LLS) developed and endorsed a Reconciliation Action Plan (RAP) outlining 25 key deliverables for the North West which was officially launched at a Board meeting held in Walgett on 31 July 2018.

Through the RAP, North West LLS have continued to enrich, enhance and foster respectful relationships that create opportunities for First Nations peoples and other Australians to work and walk together toward reconciled, resilient communities in productive, healthy landscapes.

North West LLS is committed to meaningful engagement with Aboriginal community members and building relationships with our customers and staff that are founded on mutual respect, trust and integrity.



ENRICHING RELATIONSHIPS

North West LLS is committed to and accountable for meaningful engagement with First Nations peoples across NSW. Relationships with our customers and staff are founded on mutual respect, trust and integrity. Through this RAP, we will continue to develop, strengthen and enhance our relationships to mutually achieve and celebrate cultural, social, economic and environmental outcomes.

| DELIVERABLE | ACTION |
|---|--|
| <p>2.2 Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles to support development and implementation of First Nations Community engagement and Participation Plans</p> | <p>An Aboriginal Engagement Plan was distributed to Local Aboriginal Lands Councils (LALCs) and other Aboriginal organisations for feedback in July 2019 and was endorsed by Tamworth LALC and Wee Waa LALC.</p> |
| <p>2.3 Investigate suitable opportunities to partner with our key stakeholders and First Nations peoples</p> | <p>We have developed and maintained mutually beneficial relationships with organisations and provided opportunities in partnership for the following projects:</p> <ul style="list-style-type: none"> • Mungindi LALC - Old Mungindi Mission project which involved clearing old debris, fencing and signs to raise awareness and protect the site. • Tamworth LALC – Aboriginal Cultural and Heritage assessments on TSRs. Consultation's on protecting Aboriginal cultural heritage on Borah Crossing TSR. Knowledge Sharing Events. • Walgett LALC – Knowledge Sharing Events, fencing around Gingie Reserve Burial Grounds and signage to raise awareness and protection of the site. • Wee Waa LALC – Tulladunna part 2 clearing of debris, installation of a yarnning circle and fire pit, knowledge-sharing events. • Yawiria Wiri Murri Ganuur Descendants Aboriginal Corporation – ‘Fit for Change’ connecting back to country program and cultural awareness training for North West LLS staff, Board and Community Advisory Group (CAG) members. • Dhabiyaanbaa Maraumali – Healing Women Healing Country event held at Wallabadah. • Collarenebri LALC – Protecting erosion on Colly Mongrel Burial Grounds. • Narrabri LALC – Fencing off scar trees and planting of native trees. <p>We continue to engage and identify new opportunities for knowledge sharing events in the North West region.</p> |
| <p>3.1 Annually, each region to organise an internal event to celebrate National Reconciliation Week</p> | <p>Tamworth Elder, Lenny Waters, conducted a cultural awareness training day on 30 May 2019 for staff, Board and CAG members. The day also incorporated our internal celebration of National Reconciliation Week.</p> |
| <p>3.4 Register all of our National Reconciliation Week events on Reconciliation Australia's National Reconciliation Week website</p> | <p>The internal event was registered through our Communications Officer and uploaded on the National Reconciliation Week website.</p> <p>Plans for the 2020 National Reconciliation Week will be uploaded on the website once confirmed.</p> |
| <p>4.1 Promote Local Land Services First Nations programs, reconciliation commitments and achievements at major regional events</p> | <p>All events and program achievements were shared through our external communication channels including social media, newspaper articles, flyers and other print media, and through our seasonal newsletter. Information is shared with our partners and stakeholders for increased promotion of events an programs through their networks.</p> <p>Internally our programs and events were promoted through Back Paddock Brief newsletter and Workplace For Facebook.</p> |
| <p>4.5 Promote reconciliation through ongoing active engagement with all stakeholders</p> | <p>North West LLS maintains ongoing engagement with LALCs and other key Aboriginal stakeholders and continues to promote LLS services and projects.</p> |
| <p>4.6 All staff to highlight in the Personal Development Plans how they intend to contribute to the implementation of the RAP</p> | <p>North West LLS Team Leaders have ensured that all staff have in their Personal Development Plans (PDPs) how they will contribute to implementing the RAP. All events that staff can participate in or help promote are advised through our internal network and all staff are encouraged to find opportunities for procurement from First Nations organisations or community groups wherever possible.</p> |



1



2



3



4

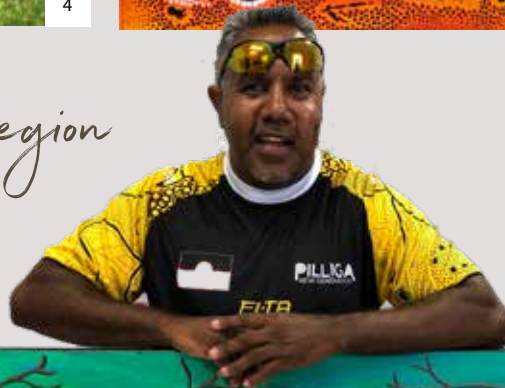


5

Artworks displayed in the region

North West LLS offices

1. Moree, Chris Roberts
2. Walgett, Frank Wright
3. Tamworth, Gomeroi Gaaynggal
4. Warialda, Terrance Allen
5. Gunnedah, Anthony Conlan
6. Narrabri, Cliff Toomey



6

ENHANCING RESPECT

At North West LLS, we are committed to a workplace culture that embraces and promotes mutual respect. We recognise First Nations peoples have the oldest continuous living culture and respect their cultural, spiritual, physical and emotional connection with the land.

Local Land Services will continue to collaborate with First Nations communities to garner a broader respect for Aboriginal and Torres Strait Islander cultures through the sharing of Traditional knowledge to enhance contemporary land management practices in sustainable productive landscapes.

| DELIVERABLE | ACTION |
|--|--|
| <p>5.2 Investigate opportunities to work with local Traditional Owners and/or First Nations consultants to develop cultural awareness training</p> | <p>We have provided opportunities to learn more about Aboriginal culture. In May 2019 Tamworth elder, Lenny Waters, conducted Cultural Awareness training for North West LLS staff, Board and CAG members at Terry Hie Hie Aboriginal area.</p> <p>In March 2020 Cultural Awareness training will be facilitated by Yawiria Wiri Murri Ganuur Descendant Aboriginal Corporation at Gunnedah for all staff and our advisory groups.</p> |
| <p>6.1 Provide opportunities for our staff to participate in NAIDOC Week to recognise and celebrate the achievements of local First Nations peoples and communities</p> | <p>NAIDOC Week events are shared with staff, Board and CAG members and all are encouraged to attend celebrations within their local communities.</p> <p>Staff, Board and CAG members celebrated 2019 NAIDOC Week internally by hosting a BBQ lunch and inviting local Aboriginal elder Donny Fermor to speak about what NAIDOC week means to him.</p> |
| <p>6.2 Provide opportunities for Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week</p> | <p>The Aboriginal Community Officer has encouraged staff to join in NAIDOC Week celebrations within their local community and events were attended throughout the region including Tamworth, Gunnedah, Quirindi and Moree.</p> |
| <p>7.2 Create and display prominently an Acknowledgement of Country plaque at all Local Land Services offices</p> | <p>Acknowledgement of Country plaques have been displayed prominently in all of our offices.</p> |
| <p>7.5 Include an Acknowledgement of Country at the commencement of all important internal and external meetings</p> | <p>A protocol for Welcome to Country and Acknowledgement of Country has been developed and implemented. An Acknowledgement of Country is conducted at the commencement of all internal and external meetings.</p> <p>Traditional Owners are invited to provide Welcome to Country at all important meetings and significant events.</p> |
| <p>7.6 Encourage staff to include an acknowledgement of Country at the commencement of meetings</p> | <p>All staff include an Acknowledgement of Country at the commencement of all meetings. We encourage this through email reminders, meeting memorandums and internal newsletters sent to staff.</p> |
| <p>7.7 Review key contacts within Community Engagement and Participation Plan on an annual basis to maintain currency</p> | <p>Key Aboriginal stakeholders are updated annually through the North West LLS Community Engagement and Participation Plan and are distributed to all staff.</p> |
| <p>8.2 Regions to display cultural works of art that are significant to the local First Nations peoples</p> | <p>Culturally significant artworks are on display in all of our offices. Each artwork was created by a local Aboriginal artist for each location.</p> |

CREATING OPPORTUNITIES

Local Land Services is committed to providing an equitable work environment that reflects and celebrates diversity and inclusion. By providing internal and external employment and procurement opportunities, Local Land Services can support First Nations peoples and businesses to encourage, local, regional and remote opportunities across New South Wales.

This objective aims to develop Local Land Services cultural capacity to respectfully engage with First Nations governance structures and ways of working. We aim to support First Nations communities in pursuing their aspirations in agri-business and natural resource management and beyond.

| DELIVERABLE | ACTION |
|--|---|
| 9.2 Promote and support First Nations staff to attend and participate in the Department of Industry Aboriginal Support Network | The North West LLS Aboriginal Community Officer joined the Department of Industry Aboriginal Support Network and attended and participated in all of the activities offered by the department. |
| 9.3 Support and encourage First Nations staff, supervisors and managers to join the Department of Industry mentoring program | The Industry Mentoring Program is open to all staff, and is a voluntary program. Team Leader and Manager of Aboriginal Communities are both participating in the 2020 program. |
| 9.5 Engage with existing First Nations staff to investigate options to develop and implement employment pathways including traineeships and cadetships across our key program areas | In 2018, North West LLS employed a Client Services Officer trainee at our Walgett office and we continue to investigate other opportunities. |
| 10.3 Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services | A list of Aboriginal procurement businesses was distributed in 2018/19 to North West LLS staff. We are working with the Indigenous Chamber of Commerce (ICC) and Supply Nation to further build our contacts and grow our spend locally. |
| 11.1 Identify opportunities for First Nations peoples and other land managers to promote, showcase and share traditional and contemporary land management knowledge and practices | The following projects were developed to showcase land management knowledge and practices: <ul style="list-style-type: none"> • Tamworth Boundary Rock and Botanical Gardens Knowledge Sharing events. • Tulladunna and Gingie Reserve Knowledge Sharing events. • Supported Kids on Country event at Walgett and Gunnedah, which showcased traditional dancing, medicine, language and stories. • Supported Healing Women Healing Country gathering held at the Art Shack Wallabadah by Dhabiyaaanbaa Maraumali. |
| 11.2 Investigate opportunities to increase collaboration with First Nations peoples in the management of Travelling Stock Reserves (TSRs) | Aboriginal stakeholders are encourage to give their input on how Aboriginal Culture and Heritage is managed on TSRs. North West LLS collaborated with Tamworth LALC to identify Aboriginal sites on TSRs in the region and they participated in a workshop aimed at shared management opportunities at Bora Crossing TSR in August 2019. North West LLS supported Wee Waa, Moree and Narrabri LALC application for a proportion of Jews Lagoon TSR R40660 to be listed as the Waterloo Aboriginal massacre site, State Heritage memorial site. |
| 11.4 Identify opportunities to showcase examples of where cultural heritage management and productive healthy landscapes co-exist | In 2018/2019 North West LLS hosted various Knowledge Sharing events in the North West and in 2019/2020 are looking at funding On Country events and camps as well as further investigating opportunities to share and promote cultural heritage. |
| 12.1 Provide advice and access to programs on sustainable agribusiness practices to First Nations peoples | Staff from North West LLS Agricultural Advisory team provided Tamworth LALC with advice on stock management on their property, Trelawney and the Natural Resource Management team provided advice to Mungindi LALC on their property, Munwonga. |
| 13.1 Provide advice and access to programs on sustainable land management practices to First Nations peoples | North West LLS staff provided advice to Tamworth LALC about erosion measures and stock grazing on their property, Trelawney. Grant opportunities distributed to LALCs and support offered including support letters and assistance to complete grant application forms. |

| | |
|---|---|
| <p>13.2 In partnership with local First Nations peoples, identify opportunities to promote the use of traditional land management approaches in the recovery and rehabilitation of degraded lands in NSW</p> | <p>Cultural burns were not able to take place in the current climate, however investigating opportunities in partnership with Tamworth LALC and Wee Waa LALC to conduct cultural burning workshops for community members.</p> |
| <p>14.3 Conduct at least one learning circle to support RAP Impact reporting process</p> | <p>Learning circles were conducted by the Aboriginal Community Officer with various senior staff members in 2019 to report on progress and with LLS Aboriginal Programs Co-ordinator, Amanda McCarthy.</p> |

Knowledge Sharing Events held in the region

Tamworth LALC held nine Knowledge Sharing events between 2018 -2019 at Boundary Rock and the Botanic Gardens in Tamworth, an area which has a rich history of Aboriginal occupation.

Tulladunna is located on the outskirts of Wee Waa on the Namoi River and between 2018 and 2019 Wee Waa LALC held five Knowledge Sharing events here with many Elders telling their stories about their struggles and growing up at Tulladunna.

Walgett LALC held six workshops at Gingie Burial Grounds between 2018 and 2019. These workshops gave the opportunity to Walgett LALC to share and record the history of Gingie Burial Grounds and the cultural significance of the site to the Walgett community.



Opportunities to get involved in 2020

KNOWLEDGE SHARING EVENTS, CULTURAL AWARENESS TRAINING, RECONCILIATION AND NAIDOC WEEK EVENTS PLANNED FOR 2020

- Cultural Awareness training planned for Gunnedah
- Narrabri LALC will host a community knowledge sharing day after the completion of projects in March
- Internal reconciliation celebrations will be conducted in May
- Terry Hie Hie Aboriginal area Knowledge Sharing Event in June
- Walhallow LALC Knowledge Sharing Event in June
- Tamworth LALC Borah Crossing Knowledge Sharing Event in June
- Internal NAIDOC week celebrations July - staff will be provided with activities to participate in NAIDOC events within their local area
- Walgett LALC will host an event to celebrate the completion of the Gingie Reserve project funded by North West LLS

If you or your organisation have any on country events that North West LLS can be involved in, please contact our Aboriginal Communities Officer, Luke Raveneau on 0439 523 735



NORTH WEST LLS

1300 795 299 | admin.northwest@lls.nsw.gov.au
www.northwest.lls.nsw.gov.au

© State of New South Wales through Local Land Services, 2020.

Disclaimer: The information contained in this publication is based on knowledge and understanding at the time of writing January 2020. However, because of advances in knowledge, users are reminded of the need to ensure that information upon which they rely is up to date and to check currency of the information with the appropriate officer of Local Land Services or the user's independent adviser.