



# INNOVATE RECONCILIATION ACTION PLAN

SEPTEMBER 2021 – SEPTEMBER 2023



# VISION

Our vision is for a Country that is restored to health, that is cared for in collaboration by First Nations, and non-Indigenous communities. A collaboration supported by strong relationships founded in mutual respect.

To support our vision, we will be utilising this Innovate RAP to further strengthen relationships between the Goulburn Broken Catchment Management Authority (GB CMA), and Traditional Owners in our community – Yorta Yorta Nations Aboriginal Corporation (YYNAC); Taungurung Land & Waters Council (TLaWC); and all Aboriginal and Torres Strait Islander peoples living and working across the Goulburn Broken Catchment.

We strive to be leaders in innovative and collaborative action to strengthen cultural respect, economy and employment for Traditional Owners, Aboriginal and Torres Strait Islander peoples as we return Country to health.

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# ACKNOWLEDGEMENT

The GB CMA acknowledges that Aboriginal and Torres Strait Islander peoples were the first peoples on this land.

GB CMA acknowledges the Yorta Yorta peoples and Taungurung peoples as the Traditional Owners of the lands where our business is conducted.

We pay respects to their Elders past and present, and recognise their continuing obligations, rights, and responsibilities to access and care for traditional lands and waters.

GB CMA has a long-standing relationship with the Corporations that represent Traditional Owners – Yorta Yorta Nation Aboriginal Corporation (YYNAC) and Taungurung Land and Waters Council (TLWC).

YYNAC represents 8 different clan groups, where the Yorta Yorta language is spoken by all the Yorta Yorta Clans, including the Kailtheban, Wollithiga, Moira, Ulupna, Bangarang, Kwat Kwat, Yalaba Yalaba and Ngurai-illiamwurrung clans. Yorta Yorta Country takes in towns from Cohuna to a point west of Albury/Wodonga and includes Echuca, Shepparton/Mooroopna, Murchison, Euroa, Benalla, Wangaratta, Rutherglen Corowa and extends north to near Deniliquin in NSW.

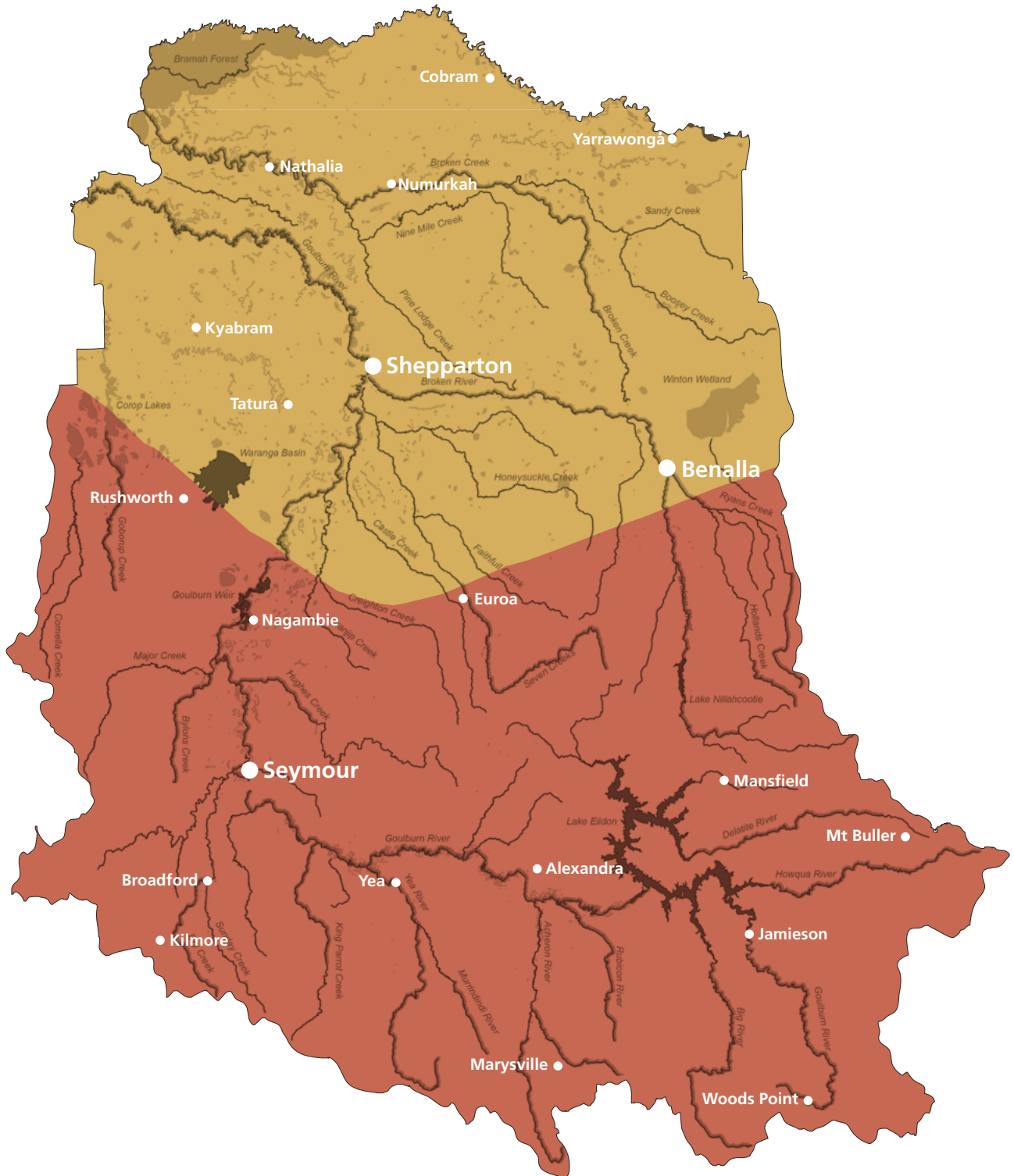
TLWC represents the interests of the 15 different clan groups of Taungurung; Budhera-Bulok, Leuk- Yilam, Mum-Mum-Yilam, NaterrakBulok, Nira-Bulok, Waring-Yilam-Bulok, Yaran-Yilam-Bulok, Yiran- Yilam-Bulok, Yawang-Yilam-Bulok, Benbendore- Balluk, Gunung-Yellam, Ngurai-Ilaam-Balluk, Tenbringnellams, Walledriggers, and Warrinillum.

The Taungurung (Daung wurrung) peoples occupy much of central Victoria. Taungurung Country encompasses the area between the upper reaches of the Goulburn River and its tributaries north of the Dividing Range. From the Campaspe River in the west, eastwards to the Great Dividing Range, the Ovens River in the north and south to the top of the Great Dividing Range. Boundaries with adjoining Aboriginal tribes are respected in accordance with traditional laws.

GB CMA also acknowledges Aboriginal peoples – who because of dispossession, protection, and assimilation policies of the day – were forcibly removed to missions and reserves on Yorta Yorta and Taungurung Country. Many of these people over generations have come to regard Yorta Yorta and Taungurung Country as home.

Today the lands on which our business is conducted are home to a diverse population of Aboriginal, Torres Strait Islander peoples and other Australians. This Reconciliation Action Plan is focused on building respect, relationships and opportunities within our organisation, and where we can influence more broadly.

# GOULBURN BROKEN CATCHMENT



- Yorta Yorta Nation  
Aboriginal Corporation
- Taungurung Land and  
Waters Council

# OUR COMMITMENT

This Reconciliation Action Plan expresses our continuing commitment to reconciliation including as leaders for increased cultural respect, engagement, equity and opportunity for employment and business on Country for Traditional Owners, and other Aboriginal and Torres Strait Islander peoples.

We are committed to these outcomes locally and through collaborative work with our Tri-State Alliance colleagues (7 Regional Natural Resource Management (NRM) bodies along the Murray River Corridor) to build capacity and capability for Aboriginal-led business, and employment. The Tri-State Alliance was formed in late 2015 when the 7 Regional NRM bodies (Goulburn Broken, North Central, North East and Mallee CMA's, Murray Local Land Services (NSW) and SA NRM) situated along the Murray Corridor agreed to collaborate and commit to grow economies, employment, and drive more efficient resource management through sharing of expertise and connections to local communities.

As the Tri-State Alliance lead facilitator, we have an opportunity with our Regional NRM colleagues to grow the economy and employment opportunities for Aboriginal and Torres Strait Islander peoples along the Murray Corridor encompassing (New South Wales, Victoria, and South Australia), while managing cultural and natural values.

GB CMA has a demonstrated commitment to building respect, recognition, relationships, and opportunities in partnership with Traditional Owners, and with relevant stakeholders such as Aboriginal and Torres Strait Islander community led organisations and other agencies focused on addressing disadvantage and creating opportunities across our catchment.

We understand there is much work to be done with Traditional Owners and the broader community to return Country to health, to protect cultural heritage, and to build relationships between Traditional Owners, the broader Aboriginal and Torres Strait Islander communities and other Australians who live and work in the region.

We believe this Reconciliation Action Plan will guide our own organisation, and those who do business with us about how we can work together to achieve significant outcomes locally, and more broadly for reconciliation.

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## **Chairperson**

Goulburn Broken Catchment  
Management Authority

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## **CEO**

Goulburn Broken Catchment  
Management Authority

# OUR BUSINESS

Our core business is land, water, and biodiversity management in the catchment.

The Goulburn Broken Catchment Management Authority (GB CMA) is a statutory Authority established by the Victorian Parliament in 1997 under the *Catchment and Land Protection Act 1994*. The GB CMA is accountable for its performance to the Minister for Water and the Minister for Environment and Climate Change. The Goulburn Broken Catchment covers 2.4 million hectares, extending north from near the outskirts of Melbourne to the Murray River on the border of NSW.

The Goulburn Broken Catchment has a rich and diverse community. The catchment has an estimated population of 205,000 people, which includes 6,000 Aboriginal and Torres Strait Islander people, many whom identify as the Traditional Owners of this area. There are approximately 55 staff working within the GB CMA, 3 staff support our Indigenous Natural Resource Management team including one Aboriginal staff member.

Our Head Office is based in Shepparton, and we have two other offices at Yea and Benalla, Victoria.

Our business is done with adherence to legislative and policy directions including the *Aboriginal Heritage Act 2006*, Traditional Owner agreements, Native Title, Aboriginal Heritage, the National Water Initiative, *Environment Protection and Biodiversity Conservation Act*, as well as the *Catchment and Land Protection Act*. Registered Aboriginal Parties have been appointed in Victoria to represent the interests and rights of Traditional Owners and the GB CMA works collaboratively with YYNAC and TLWC as Registered Aboriginal Parties.

Our work has included close collaboration in the development of Whole of Country Plans, Joint Management Plans, Regional Catchment Strategies, and a range of on-Country activities aimed at increasing the engagement of Traditional Owners as partners in environmental and cultural resource management.

The Goulburn Broken Regional Catchment Strategy 2021-2027 sets out the framework for coordinating land, water, and biodiversity management in our catchment.

GB CMA also strives to implement directions from the Council of Australian Governments' Closing the Gap in Indigenous disadvantage, the Indigenous Advancement Strategy (IAS) and Indigenous Opportunities Policy (IOP) alongside the Victorian Government's Aboriginal Affairs Framework and Aboriginal Economic Strategies.

## WHICH RECONCILIATION ACTION PLAN IS RIGHT FOR US?

Reconciliation Australia's Reconciliation Action Plan Framework provides organisations with a structured approach to advance reconciliation. There are four different types of Reconciliation Action Plans that an organisation can develop. These include: Reflect, Innovate, Stretch and Elevate. Each of these types is designed to suit an organisation at different stages of their reconciliation journey.

The GB CMA feels an Innovate Reconciliation Action Plan reflects where we are as an organisation at the present time. An Innovate approach focuses on developing and strengthening relationships with all Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders

in reconciliation, developing and piloting innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

## WHY WE HAVE DEVELOPED OUR RECONCILIATION ACTION PLAN?

We are intent on accelerating action and outcomes for growing the economy and employment of Aboriginal and Torres Strait Islander peoples while healing and caring for Country.

This is our second Reconciliation Action Plan, it was developed to capture and communicate the range of activities already in place to support reconciliation with our partners and stakeholders, and to prioritise the most effective action for future engagement and partnership.

The Reconciliation Action Plan development process was particularly focused on strengthening the effectiveness and impact of our partnerships and engagement with Traditional Owners, and the broader Aboriginal and Torres Strait Islander communities.

We are acutely mindful of the continuing need to build equitable solutions for Aboriginal and Torres Strait Islander peoples living across our catchment, particularly in relation to health and wellbeing, education, and employment. We acknowledge that there have been inter-generational impacts from past government policies and practices on families, and communities.

We have a long-standing and demonstrated commitment to reconciliation, particularly through increased engagement as partners with Traditional Owners in natural and cultural resource management and employment. However, we believe we can achieve more through identifying and focusing on priority actions internally, and through the advice and input of our partners and stakeholders to increase respect, recognition and opportunity linked to our business.

Our CEO champions our Reconciliation Action Plan, supported by the Working Group which includes our Business Development Manager (our only Aboriginal employee), Land, Biodiversity and Indigenous Program Manager (Chair), Cultural Heritage & NRM Manager, Landscape Restoration Officer, Communications Officer, People, Safety & Wellbeing Manager, Environmental Water & Wetlands Manager, Municipal Catchment Coordinator and Business Support Officer.

Additionally, we have Yorta Yorta Nations Aboriginal Corporation (YYNAC) and Taungurung Land & Waters Council (TLaWC) Participation Groups (who each meet 3-4 times annually), we have standard agenda items of RAP updates/actions, liaise and seek input with these groups, also through our projects we are in constant contact with both YYNAC and TLaWC, and other Aboriginal and Torres Strait Islander stakeholders.

Externally our CEO, Chairperson, and Land, Biodiversity and Indigenous Program Manager champion our Reconciliation Action Plan with partners and stakeholders.

The GB CMA also hosts the Goulburn Broken Indigenous Consultation Group comprised of the Traditional Owner Corporations and CMAs who work with other partner agencies and groups across the catchment.

We have also commenced consulting with the Shepparton Region Reconciliation Group.

Over the past two years, COVID-19 really slowed us down as did declining budgets, however we did achieve some good outcomes, we are very resource constrained being a project-based organisation and don't receive specific resources to undertake reconciliation work, we try and retrofit opportunities where we can.

The following provides a summary of our key achievements to date. These experiences have enabled us to learn and refine approaches to reconciliation and partnership. They have also guided us in the development of this Reconciliation Action Plan.



# KEY ACHIEVEMENTS TO DATE

- Initiated and developed the second Goulburn Broken Reconciliation Action Plan (2021-2023)
- Revision and update of the Goulburn Broken Indigenous Participation Plan (2021)
- Providing the Indigenous project lead for the Tri State Alliance – 7 Regional NRM bodies across the Murray River Corridor committed to growing the economy, employment, and more efficient, effective cultural and resource management
- Contribution towards and adoption of Victorian CMA Indigenous Guidelines
- GB CMA were key drivers and supporters in the development of both Yorta Yorta and Taungurung Whole of Country Plans
- Established the Goulburn Broken Traditional Owners Consultation Group (2016)
- Ongoing support and integration of both Yorta Yorta (Woka Wolla) and Taungurung works crews into our Catchment management role (since 2010)
- Ongoing cross-cultural training with Yorta Yorta and Taungurung people for all and CMA staff
- Capacity and capability building of Yorta Yorta and Taungurung people for works on country including first aid training, fire training with DELWP, contract management training, Traditional Owner fire management with CFA (ongoing)
- Cultural awareness project development and support across the Catchment. Example projects include Rock Correa Walk (Dookie), Yea Wetlands & Mansfield Secondary College Indigenous Gardens and Mount Major Walking Trail.
- Strong CMA culture of supporting First Nations advancement, for example, the GB CMA supports the development of a Jobs for Aboriginal People project aiming to improve employment opportunities across our region
- Established the Wayne Tennant Indigenous Cadetship Program to provide vocational and higher education pathways for a local
- Aboriginal representation (Yorta Yorta) on the GB CMA Board
- Taungurung contributing to environmental water decision making as part of working group
- Partnering with Outback Academy Australia and Tri-State Alliance to support the 'Follow the Flowers' project assisting Indigenous business development along the Murray Corridor

▼ Yorta Yorta stone artifacts from the Devenish region (image by Gaye Sutherland).



# ACTION PLAN



## RELATIONSHIPS

We acknowledge the lands on which our business is conducted are home to a diverse population of Aboriginal and Torres Strait Islander peoples and other Australians. Our Innovate Reconciliation Action Plan is focused to further strengthen relationships with Aboriginal and Torres Strait Islander peoples living and working across the Goulburn Broken Catchment so that we might continue to restore our country to health. We will continue to be leaders in innovative and collaborative action, connecting people, sharing experiences, delivering good governance, communication, engagement and partnerships so that we can achieve this. Aboriginal and Torres Strait Islander peoples are significant friends, collaborators, partners and business operators who we work with often on a daily basis, so there is strong ties and recognition of Country across our organisation and extended business connections. Through our renewed RAP actions, we strive to maintain these crucial partnerships for the benefit of the entire community.

Essential Action	Deliverable	Timeline	Responsibility	
1	Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations	Meet with Aboriginal and Torres Strait Islander stakeholders and organisations, to develop guiding principles for future engagement, including YYNAC and TLaWC	Sept 2021, March, June, Sept & Nov 2022	Land, Biodiversity & Indigenous Program Manager
		Review and update Indigenous Participation Plan and Indigenous Engagement Guide annually	Review December 2021 & 2022	Land, Biodiversity & Indigenous Program Manager
2	Build relationships through celebrating National Reconciliation Week (NRW)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to staff	May 2022, 2023	Communications Officer
		RAP Working Group members to participate in an external NRW event	27 May - 3rd June 2022 & 2023	Land, Biodiversity & Indigenous Program Manager
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May - 3rd June 2022 & 2023	CEO GB CMA
		Organise at least one NRW event each year, register all our NRW events on Reconciliation Australia's NRW website	27 May - 3rd June 2022 & 2023	Cultural Heritage & NRM Manager
		Register all our NRW events on Reconciliation Australia's NRW website	May 2022 & 2023	Land, Biodiversity & Indigenous Program Manager



▲ River Red Gums at Doctor's Swamp, Murchison (image by Steve Wilson).

Essential Action	Deliverable	Timeline	Responsibility
3 Promote reconciliation through our sphere of influence	Implement strategies to engage our staff in reconciliation, including an overview of the RAP as part of staff induction	Review December 2022 & 2023	People Safety and Well-Being Manager
	Communicate our commitment to reconciliation publicly e.g. annual report	July 2022 & July 2023	Communications Officer
	Host a lunch and learn session to educate staff on the aims of the Uluru Statement from the Heart	December 2022	Cultural Heritage & NRM Manager
	Review and explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes	Review December 2021 & 2022	Cultural Heritage & NRM Manager
	Review and collaborate with Registered Aboriginal Parties and other like-minded organisations to develop ways to advance reconciliation	Review December 2021 & 2022	River Health Program Manager
4 Promote positive race relations through anti-discrimination strategies	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	September 2022 & 2023	People Safety and Well-Being Manager
	Host a screening of the 'Final Quarter' for staff and facilitate a discussion following the film utilising the associated resources	December 2022	Cultural Heritage & NRM Manager
	Communicate organisational policy and procedure re prevention of discrimination	September 2021, June 2022	People Safety and Well-Being Manager
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy	September 2022	People Safety and Well-Being Manager

The Goulburn Broken Catchment Management Authority acknowledges Aboriginal and Torres Strait Islander peoples and the importance of strengthening cultural respect and understanding so that we can continue to offer a culturally safe workplace for First Nations staff and volunteers to thrive. We will work to increase our knowledge of Aboriginal and Torres Strait Islander peoples' pride in their cultures and respective histories and acknowledge Aboriginal and Torres Strait Islander peoples are significant friends, knowledge holders, collaborators, show appreciation, acknowledgement, share learning and importantly acknowledge success through celebration.

Essential Action	Deliverable	Timeline	Responsibility
5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	Develop, implement and communicate a cultural learning strategy for staff	August 2022	Cultural Heritage & NRM Manager
	Consult local First Nations advisors on the development and implementation of a cultural learning strategy	October 2022	Cultural Heritage & NRM Manager
	Implement and communicate an approved continuous First Nations cultural learning strategy for our staff	February 2023	Land Biodiversity & Indigenous Program Manager
	Once the cultural learning strategy is developed, promote and actively share the cultural learning strategy with our partners and key networks	May 2023	Cultural Heritage & NRM Manager
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning	June 2022 & June 2023	Cultural Heritage & NRM Manager

▼ Yorta Yorta people and local community attending NAIDOC Week event at Barmah National Park on Yorta Yorta Country (Image by GBCMA).





▲ Shane Monk (Taungurung) and Jim Begley (GB CMA) at a habitat site on Taungurung Country (Image by GB CMA).

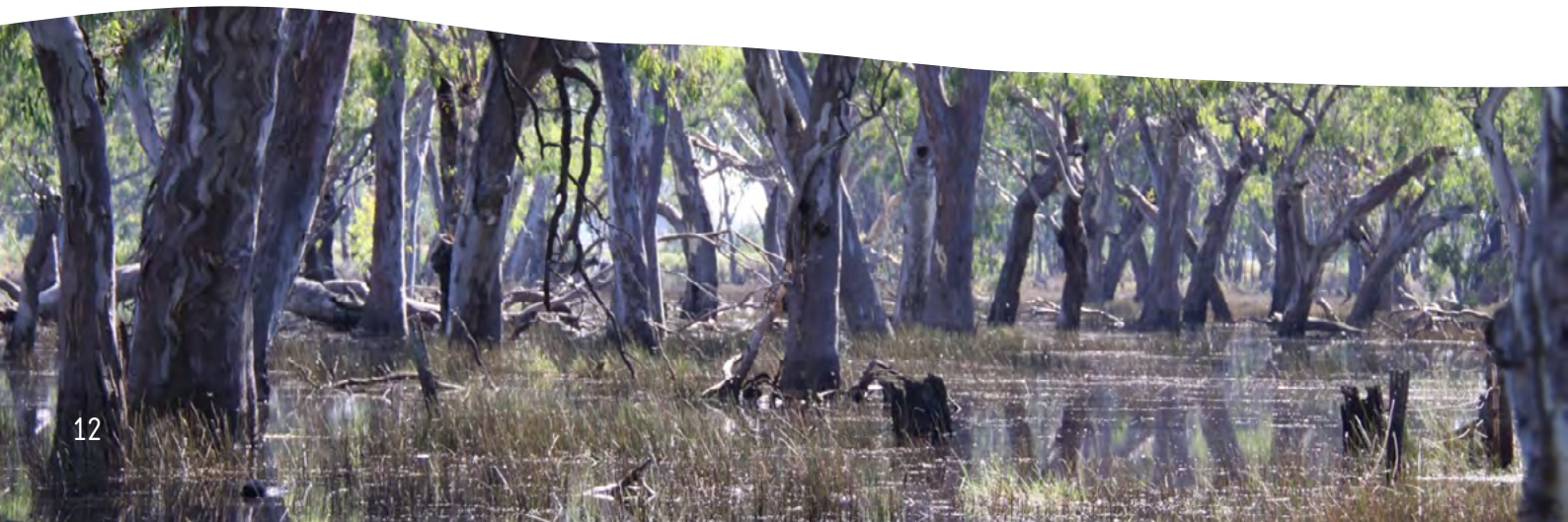
Essential Action	Deliverable	Timeline	Responsibility
6 Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	Continue to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	Ongoing, September 2021, June 2022 & 2023	Cultural Heritage & NRM Manager
	Review our cultural protocol documents, including protocols for Welcome to Country and Acknowledgement of Country	Review September 2021, June 2022 & 2023	Cultural Heritage & NRM Manager
	Continue to include and invite Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at two significant events each year	September 2021, March 2022 & 2023	Cultural Heritage & NRM Manager
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of stakeholder meetings	Ongoing - September 2021, March 2022 & 2023	CEO GB CMA
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	RAP Working Group to participate in an external NAIDOC Week event	First week of July 2022 & July 2023	Land, Biodiversity & Indigenous Program Manager
	Promote awareness of NAIDOC week to all staff	June 2022	People Safety and Well-Being Manager
	Continue to promote and encourage participation in external NAIDOC events to all staff and partners	First week of July 2022, July 2023	CEO GB CMA

# OPPORTUNITIES

Our Innovate Reconciliation Action Plan focusses on building opportunities within our organisation in support of the broader community and our partnership connections. We can influence and support the aspirations of Aboriginal and Torres Strait Islander peoples to improve their employment opportunities, further understand our procurement practices to strengthen support for First Nations-owned businesses where possible, provide professional development support, retention and enable access to a diversity of working systems and processes. By strengthening these opportunities, we will see a whole-of community benefit for both Aboriginal and Torres Strait Islander peoples and non-Indigenous people.

Essential Action	Deliverable	Timeline	Responsibility
8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	Review September 2021, June 2022 & June 2023	People Safety and Well-Being Manager
	Continue to engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy, including establishing a cadetship or trainee position	Ongoing September 2021, March 2022, September 2022 & March 2023	Cultural Heritage & NRM Manager
	Consider Aboriginal and Torres Strait Islander recruitment and professional development in review of this policy and procedure	June 2023	People Safety and Well-Being Manager
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders	Ongoing September 2021, June 2022 & 2023	People Safety and Well-Being Manager
	Review HR and recruitment procedures for Aboriginal and Torres Strait Islander staff employed in our workforce and undertake and annual review to increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce	June 2022 & June 2023	People Safety and Well-being Manager

▼ River Red Gums at Doctor's Swamp, Murchison (image by Steve Wilson).





▲ Taungurung Elders Aunty Bernadette Franklin and Angela TenBuuren (Franklin) and school community at smoking ceremony for the opening of the Mansfield Secondary College Indigenous Garden (image by Gaye Sutherland).

Essential Action	Deliverable	Timeline	Responsibility
9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Develop and implement an Aboriginal and Torres Strait Islander social procurement strategy to optimise opportunities	September 2022	Corporate Program Manager
	Investigate Supply Nation membership	June 2022	Corporate Program Manager
	Develop and communicate opportunities and awareness to all staff for procurement of goods and services from Aboriginal and Torres Strait Islander businesses	March, June, September & November 2022, March, June 2023	Corporate Program Manager
	Review and update procurement practices for procuring goods and services from Aboriginal and Torres Strait Islander businesses	November 2021 & 2022	Corporate Program Manager
	Capture within the social procurement metrics, the number of Aboriginal and Torres Strait Islander businesses engaged	June 2022	Land, Biodiversity & Indigenous Program Manager
	GB CMA Chair and RAP Chair to meet annually to discuss procurement opportunities (e.g. works teams for on-ground delivery, cultural services) from First Nations, Aboriginal and Torres Strait Islander business	December 2021 & 2022	CEO GB CMA
10 Support local Aboriginal and Torres Strait Islander business development to enable improved economic and social outcomes in the community	Support the Rumbalara Aboriginal Co-operative in Shepparton, to develop their proposed bee/honey and native flower business	March, June 2023	Land, Biodiversity & Indigenous Program Manager, supported by SIP program
	Provide technical and business development advice and support to Rumbalara Aboriginal Co-operative's intent to develop a viable business	March, June 2023	Land, Biodiversity & Indigenous Program Manager, supported by SIP program

# GOVERNANCE AND MONITORING

The GB CMA believes a short (2021-2023) timeline of achievable actions followed by a review period is the best way forward in driving the Reconciliation Action Plan process.

Essential Action		Deliverable	Timeline	Responsibility
11	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group	Review September 2021, June 2022 & June 2023	Land, Biodiversity & Indigenous Program Manager
		Review and update our Terms of Reference for the RAP Working Group	September 2021 & 2022	Land, Biodiversity & Indigenous Program Manager
		Meet at least four times per year to drive and monitor RAP implementation	September 2021, February, April, July, October 2022, February, April, June 2023	Land, Biodiversity & Indigenous Program Manager
12	Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation	September 2021	Land, Biodiversity & Indigenous Program Manager
		Engage our executive and senior management teams in the delivery of RAP commitments	September 2021, March, June, September 2022, March 2023	CEO GB CMA
		Define and maintain appropriate systems to track, measure and report on RAP commitments with executive and senior management teams	September 2021, March, June, September 2022, March 2023	CEO GB CMA
		Maintain an internal RAP Champion from senior management	Review December 2021 & 2022	CEO GB CMA

▼ Black swans on Yorta Yorta County at Reedy Swamp, Shepparton (image by Steve Wilson).





Essential Action	Deliverable	Timeline	Responsibility	
13	Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	30th September 2021 & 2022	Land, Biodiversity & Indigenous Program Manager
		Report RAP progress to all staff and senior leaders quarterly	September 2021, February, April, July, October 2022, February, April, June 2023	Land, Biodiversity & Indigenous Program Manager
		Publicly report our RAP achievements, challenges and learnings annually. Including updates and promote awareness and opportunities at partnership team meetings and key forums and brief the GB CMA Board on a regular basis	September 2021 & 2022	Land, Biodiversity & Indigenous Program Manager
14	Continue our next reconciliation journey by developing our next RAP	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer	May 2022	Land, Biodiversity & Indigenous Program Manager
		Register via Reconciliation Australia's website to begin developing our next RAP	March 2023	Land, Biodiversity & Indigenous Program Manager

## REFERENCES

- Aboriginal Participation Guidelines for Victorian Catchment Management Authorities (Victorian - 2016)
- Goulburn Broken Regional Catchment Management Strategy (2021-2027)
- Goulburn Broken Regional Biodiversity Strategy (2016- 2021)
- Memorandum of Understanding YYNAC and Goulburn Broken CMA (2014-2017)
- Taungurung Clans Aboriginal Corporation Whole of Country Plan (2017)
- Goulburn Broken Reconciliation Action Plan (2021-2023)
- Tri-State Alliance Project Prospectus
- Yorta Yorta Nation Aboriginal Corporation Whole of Country Plan (2012-2017)
- Wayne Tennant Cadetship Pilot Program (Goulburn Broken CMA)
- GB CMA Diversity and Inclusion Plan (2017-2022)
- Goulburn Broken Indigenous Participation Plan (2021)
- Guidance Notes for Engaging with Aboriginal Groups in the Goulburn Broken Catchment (2018)



## GOULBURN BROKEN CATCHMENT MANAGEMENT AUTHORITY

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### Front page photos

Yorta Yorta interpretive signage at Mt Major, Dookie (image by Gaye Sutherland).

Yorta Yorta Elder Uncle Col Walker at smoking ceremony (image by Gaye Sutherland).

Taungurung Elder Mick Harding doing artefact carving.

### Back page photos (L-R)

Taungurung Elders Mick Harding, Auntie Bernadette Franklin and Angela TenBuuren (Franklin)  
opening the Indigenous Garden at Yea Wetlands Interpretive Centre.

Interpretive signage at the Mansfield Secondary College, Indigenous Garden.