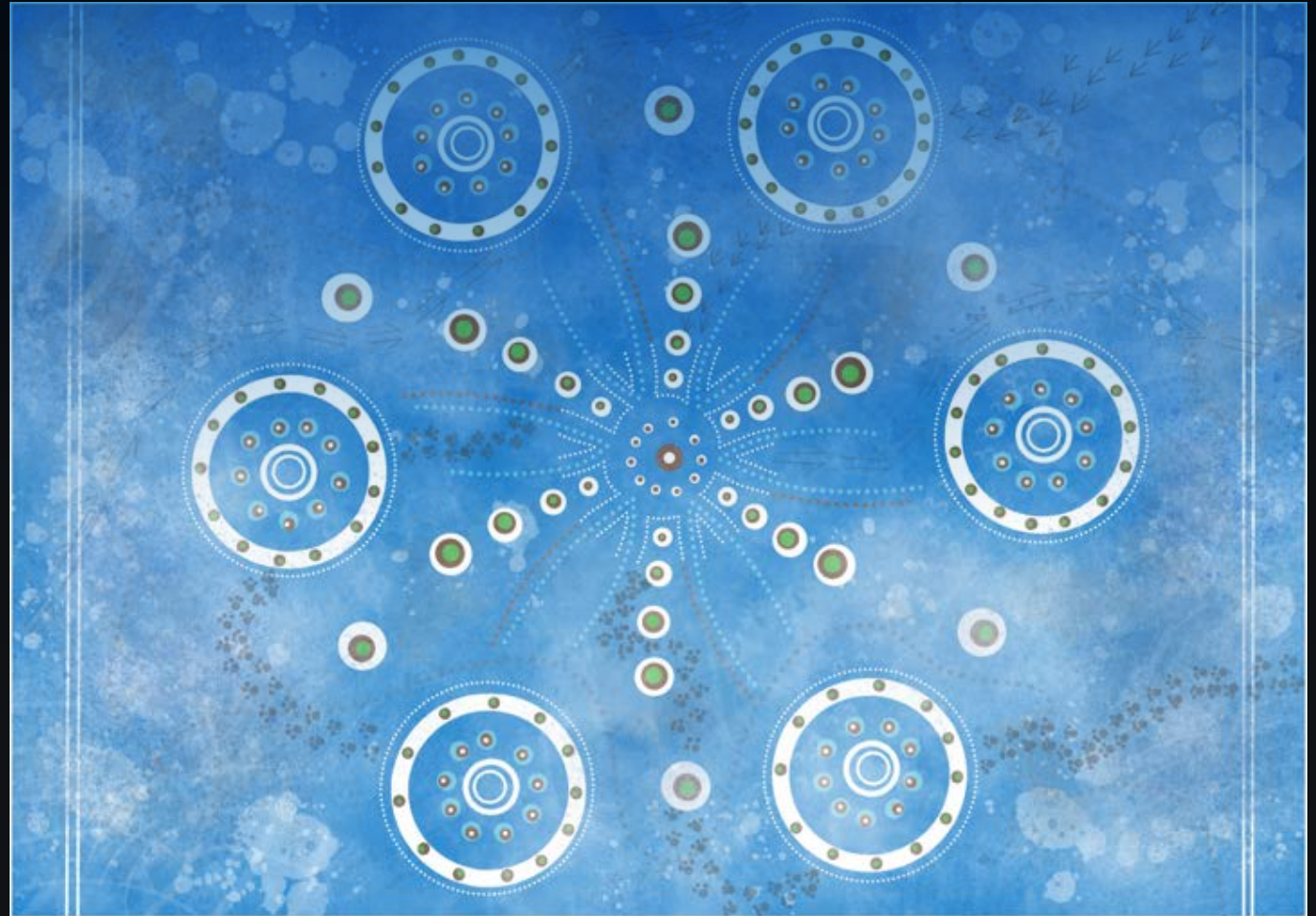


*Reconciliation
Recognition
Respect*



RECONCILIATION ACTION PLAN (STRETCH) June 2024–2027

NATURE'S CONNECTION

The cover artwork was created by Kobi Sainty, Bunurong Traditional Owner, and represents the Bunurong land, community, and nature:

This artwork, which I named 'Nature's Connection', was created with having nature and connections in mind, I have incorporated colours like blues, browns, whites, and greens to express that within the work.

I have focused with groups of six within this art piece, five is an association with Bunurong people and our five apical ancestors and adding one more symbol for our father Bunjil our great creator spirit and the land which is our mother. Nature's Connection. This artwork is a story of how Bunurong people connect and share with nature, how our community give and take with balance and the journey we all take in our lifetime.

The first ring is the Bunurong Country and the dots inside it represent the community of the people who walk the land. The next ring inside is to represent the nature, water, and animals within Bunurong Country and to finish off this is two rings to represent Bunjil and our apical ancestors. The dots in between the circles are to represent our ancestors, animals and nature that has moved onto our dreamtime, they are always with us and looking over us. The formation in the centre of the artwork represents the animal tracks and the paths that they leave behind, animals are a big part of our journey and are very important to everyone.

We acknowledge Bunurong as the Traditional Owners of the Country, Sea, Waters and Sky of Phillip Island (Milawul).

We pay our respects to their Elders, past, present and emerging and recognise their role in caring for Country over thousands of years.

We acknowledge the true history and their continued connection to place as we work and walk together.

Our shared vision for reconciliation

Our vision for reconciliation is one where the deep connection to country for all Aboriginal and Torres Strait Islander peoples is acknowledged.

We recognise that we have an important role as a land manager and local influencer to help create a better future for the Aboriginal and Torres Strait Islander community living on and around Milawul.

We acknowledge that the sovereignty of Milawul was never ceded, and we want to empower Bunurong to drive outcomes for the country on Milawul currently managed by the Nature Parks. Our goal is for the Bass Coast community to collectively understand, respect and celebrate Bunurong Country and culture through a shared responsibility.

We are committed to empowering the Nature Parks staff, volunteers, and partners to be truth-tellers and allies in fostering positive social change. Together, we aim to strengthen self-determination, voice, and treaty.

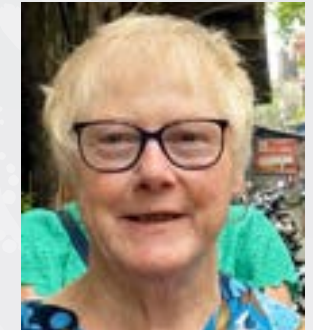
Our organisational values of Nature Conservation is Paramount, Engaging Experiences, Future-Focused, and Delivering Outcomes Together also reflect our commitment to reconciliation and recognition. These values are intrinsic to 'our vision for reconciliation'.



First Nations guest speakers at National Reconciliation Week Forum 2023

We walk together

As First Nations board members of the Phillip Island Nature Parks we are thrilled to be part of this fourth Reconciliation Action Plan. We have both been part of this journey, Patrice since 2011 and Bev since 2018. In that time, we have seen a willingness from all levels within the Nature Parks – the staff, management, and the board – to sit and talk with Aboriginal and Torres Strait Islander peoples, to hear our opinions, share our learnings and embrace our aspirations.



The Aboriginal and Torres Strait Islander community in and around Milawul is a diverse and talented population, and it is also a growing community. In addition to the Traditional Owners, the Bunurong, who have nurtured and protected these lands and waters for thousands of years, our community consists of people from over 200 different Aboriginal and Torres Strait Islander countries across Australia.

The Nature Parks has worked hard to make sure that all feel welcome and safe. Welcoming environments such as the Yarning Circle at the Koala Conservation Reserve includes Aboriginal and Torres Strait Islander artwork to educate visitors about Aboriginal and Torres Strait Islander art and culture while also depicting plants and animals indigenous to the Milawul

environment. This project embraced our community through the engagement of young Aboriginal and Torres Strait Islander artists and by providing a visual acknowledgement of our presence in this community.

The Nature Parks has embedded reconciliation into the organisation, and we have continued to honour our commitment to reconciliation through the difficulties thrown at us during Covid-19 restrictions which impacted massively on our ability to operate. Despite these challenges, the Nature Parks has also engaged with other organisations within our sphere of influence to advance reconciliation and self-determination for Aboriginal and Torres Strait Islander peoples.

As a key partner in the Bass Coast Reconciliation Network, we have helped facilitate a series of major events including the 2022 Reconciliation Bridge Walk which saw over 1,300 people walk across the San Remo Bridge, and the National Reconciliation Week forum in 2023.

In 2023, we were shocked and saddened by the failure of the referendum on the Aboriginal Voice to Parliament. In 2024, the National Reconciliation Week's theme will be 'Now More Than Ever', and indeed we believe that reconciliation strategies such as this are needed now more than ever.

Patrice Mahoney OAM

Bev Munro

On behalf of Reconciliation Australia, I congratulate Phillip Island Nature Parks on its formal commitment to reconciliation, as it implements its third Stretch Reconciliation Action Plan (RAP), its fourth RAP overall.

Formed around the pillars of relationships, respect, and opportunities, the RAP program helps organisations realise the critical role they can play in driving reconciliation across their work and area of expertise. As a conservation organisation that provides nature-based tourism experiences, Phillip Island Nature Parks is uniquely positioned to advance reconciliation alongside traditional owners and through on-Country experiences.

A desire to connect, learn and partner with Aboriginal and Torres Strait Islander peoples led Phillip Island Nature Parks to embark on their RAP journey in 2011. Since then, it has experienced a range of successes and learnings. Notably, it appointed its first two First Nations board members, increasing capacity to drive change for community and by community. At the same time, challenges with resource availability and unpredictability of funding prompted the Nature Parks to refocus on its strengths, leveraging its sphere of influence and fostering connection to Country. This led to the establishment and growth of the Bass Coast Reconciliation Network, culturally safe spaces in reserves, and planting days with the First Nations community.

Phillip Island Nature Parks enters its renewed commitment to reconciliation with these lessons in mind and a maintained focus on collaboration with First Nations people and communities. It continues to respectfully work with Bunurong Land Council Aboriginal Corporation (BLCAC) who was involved in the drafting of this RAP. By collaborating with traditional owners to identify its reconciliation commitments, Phillip Island Nature Parks not only exemplifies the relationship pillar of the program but the race relations and equality and equity dimensions of reconciliation. This spirit of collaboration endures in the Nature Parks mutually agreed upon methods of working together to manage Country. This collaborative and inclusive approach indicates a deep understanding that connection to and caring for Country is not only a right of Aboriginal and Torres Strait Islander peoples but central to their wellbeing. To this end, the Nature Parks are committing to establish an agreement with Bunurong Land Council Aboriginal Corporation to outline working on Country opportunities for the Strong Country team and to



explore opportunities to support capacity building and self-determination with Bunurong Land Council Aboriginal Corporation in the co-management of reserves.

By approaching reconciliation as a shared responsibility and by placing self-determination and two-way relationships at the heart of its RAP commitments, Phillip Island Nature Parks has the potential to drive considerable reconciliation outcomes across its sphere of influence. On behalf of Reconciliation Australia, I commend Phillip Island Nature Parks on this Stretch RAP and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

We work together

From the Nature Parks CEO

We are proud to present our organisation's fourth Reconciliation Action Plan (RAP) June 2024 – 27 and would like to take the opportunity to recognise everyone who has worked with us over many years to reach this point in our recognition journey and acknowledge their legacy.

As we embarked on our last RAP journey, I anticipated that we would find ourselves in a significantly different place in three years. Now, three years later, we have witnessed remarkable transformation and accomplishments through our RAP initiatives. These include truth-telling and knowledge sharing, increased employment opportunities, the appointment of two First Nations board members, and the commendable efforts of the Bunurong Land Council Aboriginal Corporation Strong Country team in land management, conservation, and research projects.

Having worked hard on embedding the three pillars of reconciliation into our business, we are now excited about the next phase where we truly cement this foundation and values in all aspects of our operations. I take particular pride in our Aboriginal and/or Torres Strait Islander Employment Strategy, which deepens our respect for culture, diversity, and inclusion in the

workplace. It strengthens cultural safety and ensures a voice for First Nations peoples on the development, decision-making, progress and success of our initiatives.

As we unveil our next *Reconciliation Action Plan*, I believe it's imperative to reaffirm our unwavering commitment to reconciliation. Following the recent unsuccessful referendum on the Aboriginal Voice to Parliament in Australia, we acknowledge the hurt and disappointment felt by our colleagues and friends in the local First Nations community.

The Nature Parks has played a significant role in reconciliation within the Bass Coast community in recent years. We believe we now have a greater responsibility to our First Nations community to educate our broader community about the importance of recognising and respecting Aboriginal and Torres Strait Islander peoples, and to take proactive

steps towards achieving equality. Our First Nations community cannot accomplish this alone.

This *Reconciliation Action Plan* reflects our commitment and determination. We will work on integrating its principles across the organisation and instilling them in the hearts and minds of our team, stakeholders, visitors and wider community.

We know there will be challenges but remain resolute in our commitment to advocate for understanding, change and recognition. We recognise numerous opportunities to enrich our appreciation and operations through continuing the process of listening, building strong relationships, fostering trust and promoting sharing.

Catherine Basterfield
CEO, Phillip Island Nature Parks





The Nature Parks RAP Leadership Group 2024.



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Kitty Miller bay.

Womin jeka to Milawul and Phillip Island Nature Parks

Our business

Phillip Island Nature Parks (the Nature Parks) is a unique conservation organisation that provides nature-based tourism experiences on Milawul, located just 90 minutes from Naarm (Melbourne) in Victoria.

The Nature Parks was created by the State Government in 1996 for the conservation of areas of natural interest or beauty or of scientific, historic, or archaeological interest. The land we are privileged to manage forms part of the traditional lands of the Bunurong of the Kulin nation. We are an organisation committed to reconciliation and we recognise that the land, waters, sea and sky are of spiritual, cultural, and economic importance to Aboriginal and Torres Strait Islander peoples.

Our visitor experiences are designed to echo our conservation messages, encouraging environmental change and action. Our little penguin, seabird and seal research informs our extensive conservation programs on Milawul, setting a benchmark for conservation excellence and contributing to our knowledge of critical global issues like climate change.

Our conservation efforts and research are funded through our nature-based tourism experiences, in addition to the financial support from the Victorian

State Government. This funding model has been instrumental in our success, allowing us to invest in programs aimed at safeguarding the environment and wildlife of Milawul for future generations.

Our conservation and research programs guide our current and future management planning including collaborating with Bunurong Land Council Aboriginal Corporation (BLCAC) to develop Cultural Heritage Management Plans. The Strong Country team, a dedicated unit within the Bunurong Land Council Aboriginal Corporation, focuses on healing Country initiatives. As a member of the Strong Country team Stakeholder Group, we offer opportunities for the Strong Country team to integrate knowledge and caring for Country into our conservation and research programs.

Our team of 225 staff (132 FTE), including four Aboriginal and Torres Strait Islander team members, is integral to our success. We provide ongoing cultural competency and safety training and engage with

various First Nations service providers. Additionally, we contribute to economic and social outcomes through direct procurement, commercial opportunities, and collaboration on projects and grants.

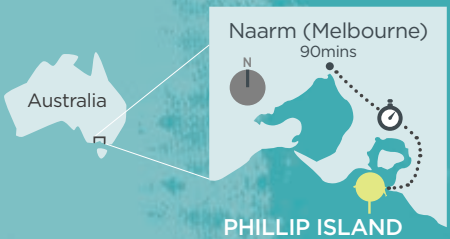
The Nature Parks offers thousands of visitors each year unique opportunities to engage with nature, wildlife, heritage and culture through our education and interpretation programs. Our impact also extends to the broader Victorian and Australian conservation and tourism sectors, as well as the local Milawul community.

The Nature Parks provides volunteer and internship opportunities, collaborating with both government and non-government organisations to support the implementation of key local and state initiatives.

We are committed to cultivating a future where native wildlife and threatened species thrive within healthy ecological systems, guided by Traditional Knowledge and Caring for Country practices.



- Phillip Island Nature Parks
 - Route from Naarm (Melbourne)
- Maps not to scale*



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

BASS STRAIT



TESTIMONIAL

Uncle Anthony Egan, Senior Elder, Bunurong/Trawlwoolway, South Dudley Toombara by (talks about) working and walking together:

I feel privileged to have been a Reconciliation Advisory Committee member for the past three years.

Phillip Island Nature Parks is not only an organisation that cares for Country as mob does, it is a group of carers, sharers who make everyone feel safe and entices people to work with too.

As a Senior Elder man and 'Traditional Owner' it is my birth rite to be Owned by Mother Earth; Bunurong.

To protect, work on all that the eye shall see and that it cannot. Paying respect to Elders past, present and emerging is our way.

Working side by side with the Nature Parks, with the governance of building, sharing a *Reconciliation Action Plan* in togetherness walking, talking up all creatures great and small. No, this is not an advertisement as heard before.

Yes, we can laugh and cry, learning our ways to action sustainable, responsible planning, cultural practices and more so protection for all with our history in where it is hidden under our feet.

One of the many reasons we walk softly on Country, but it is done together and documenting a *Reconciliation Action Plan* also pays homage to the very joining of our cultural practices and clearly set out by all of us.



Uncle Anthony speaks at National Sorry Day.

It has and always will be my pleasure to be part of changes within the Aboriginal communities and acknowledge Bunurong Traditional way and Phillip Island Nature Parks joint commitment is a joyous relationship.

Looking forward to what the future holds.

As time is the greatest gift, I thank you all for yours.

Be well be happy, Uncle.

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 inaugural Reconciliation Action Plan was introduced in 2012, followed by ambitious 'Stretch' RAPs, with the second launched in 2015 and the third, also a Stretch, in 2019.

Each plan is a public declaration of the Nature Parks commitment to nurturing genuine relationships, cultivating deeper respect and creating opportunities for First Nations communities. With each new plan, we take pride in collectively driving significant change.

Throughout our reconciliation journey, we've experienced notable growth, witnessing a significant shift in our understanding and engagement with the Traditional Owners of Milwul and wider First Nations community. By prioritising relationship-building, demonstrating genuine respect, and seizing collaborative opportunities, we have fostered a substantial and evolving transformation within our organisational culture. Reconciliation values are now deeply integrated into our strategic, conservation and business planning, with increased involvement from both our team and First Nations community members. This evolution is evident in the achievements outlined in our RAP below and will continue to progress as we address the five dimensions of reconciliation in our next RAP.



Reconciliation Bridge Walk 2022.

RACE RELATIONS – through our relationships and opportunities we will learn, listen and understand more about culture, experience and rights and create a safe and respectful workplace that demonstrates trust and respect between Aboriginal and Torres Strait Islander people and non-Indigenous people.

EQUALITY AND EQUITY – we recognise and uphold Aboriginal and Torres Strait Islander knowledge and experience in our decision-making and support access, involvement, and participation by Aboriginal and Torres Strait Islander peoples in what we do.

INSTITUTIONAL INTEGRITY – our business structure actively supports reconciliation through our sphere of influence to foster and drive greater involvement in reconciliation across the Bass Coast region.

UNITY – we acknowledge, respect, and promote the voice of Aboriginal and Torres Strait Islander peoples through business activities and events and commit to moving towards a shared national identity.

HISTORICAL ACCEPTANCE – we create opportunities for truth-telling and acknowledge the continuous impacts on Aboriginal and Torres Strait Islander peoples to foster widespread acceptance.



Sorry Day 2023.

Our reconciliation journey so far...

Key learnings

- Establishing relationships with Traditional Owners and First Nations communities requires truth-telling and deep listening and consideration of cultural protocols, safety and cultural load on First Nations people is integral when creating space and time to come together. To support our team in this endeavour, we have incorporated cultural awareness and cultural safety modules into our Learning and Development program for both staff and volunteers.
- To ensure we respect and value the contributions made by Aboriginal and Torres Strait Islander peoples through appropriate recognition and remuneration, our procurement practices now include social procurement considerations.
- To embed reconciliation into all areas of our business we have reviewed the structure of the Reconciliation Advisory Committee to support more effective implementation of reconciliation activities.
- To ensure greater accountability and empower our leaders to take action, we are integrating reconciliation commitments into budget and business planning. This will strengthen our monitoring and reporting capabilities and facilitate the measurement of our success.
- We must align our focus areas with those shared by our business, Traditional Owners, and Aboriginal and Torres Strait Islander peoples. It's crucial to manage our expectations while considering potential impacts.
- We must be flexible and adaptive in our approach, considering changes in social, cultural, environmental, political, and economic factors.

Central Desert Women Rangers visit 2023.



Challenges

- Since the COVID-19 restrictions, the success of some programs and major projects now heavily depends on resource availability, capacity limits, and securing funding through grants.
- We will accept the need to be flexible in response to changing demands for the business, the First Nations community and Bunurong Land Council Aboriginal Corporation when navigating competing priorities.
- We aim to manage our level of commitment and participation, ensuring we consistently achieve positive change for a better future while maintaining focus on priorities relevant to the Nature Parks objectives.

Our reconciliation journey so far...

Achievements

- Achieved over 80% of deliverables in our last RAP.
- Assisted in the establishment of the Bass Coast Reconciliation Network to promote reconciliation in our region and work towards collective impacts.
- Collaborated with the Bass Coast Reconciliation Network partners to deliver the first ever Bridge Walk from San Remo to Milawul in 2022 with over 1,300 school students and community members taking collective action for reconciliation.
- With the Bass Coast Reconciliation Network successfully delivered an annual program of major reconciliation events including the Tunnerminnerwait and Maulboyheenner commemoration, National Sorry Day, National Reconciliation Week, NAIDOC Week, Aboriginal and Torres Strait Islander Children's Day, Indigenous Literacy Day and more.
- Contributed over \$500,000 to First Nations-owned suppliers over the life of the RAP, including \$377,000 in 2022-23.
- Completed annual cultural awareness training for staff, board members, managers and leaders, including engagement of a Bunurong training provider to deliver sessions to 129 people in 2022-23.
- Partnered with Bunurong Land Council Aboriginal Corporation Strong Country team to deliver three major conservation projects, wildlife restoration and survey work for shearwaters and bandicoots.
- Engaged Bunurong Land Council Aboriginal Corporation to provide training for twenty staff in undertaking cultural field inductions.
- Engaged Bunurong Land Council Aboriginal Corporation for Cultural Heritage Management Plans on two major infrastructure projects.
- A research project into the impacts on Australian fur seal population incorporated cultural information provided by Traditional Owners, leading to scientific papers and the 'Bins on Boats' citizen science project.
- Created culturally safe spaces in reserves and held planting days with the First Nations community.
- Developed our first formal Aboriginal and/or Torres Strait Islander Employment Strategy with a First Nations consultant.
- Improved business processes to consider cultural heritage legislation and Aboriginal science in decision-making and planning for conservation and research programs.
- Strengthened the focus on socially responsible procurement with support from Kinaway Chamber of Commerce.
- Our board now includes two representatives from the First Nations community.
- Sponsored two cultural exchange opportunities with Central Desert Women Rangers and the Island Ark Symposium.

Deepening cultural understanding

I facilitated Indigenous cultural awareness training for the Nature Parks in 2023. As a Bunurong Traditional Custodian it is an honour to be asked to facilitate training on Country. Kate Adams engaged my services after meeting with me. Kate and the CEO Catherine Basterfield made this happen with their passion for First Nations peoples and culture.

The Nature Parks staff has been absolutely amazing, each and every one of them from staff working on the ground to the executive level and, the CEO. We shared stories, laughed, cried, and connected in our training days. I facilitated training for over 120 staff. What a commitment from the Nature Parks. I did not have one staff member who didn't thank me or engage with me in the most respectful and sensitive way.

We all walked out on a continuous journey together and I will always be supportive of the Nature Parks and all they do on Bunurong Country and for Bunurong Country. I fully support their RAP and their continuous journey and commitment to achieving reconciliation.

Jillian West, Nomuckerlener Indigenous Consulting & Mentoring

Our reconciliation journey so far...

YOORROOK JUSTICE COMMISSION

- The Yoorrook Justice Commission is the first formal truth-telling process into injustices experienced by First Nations peoples in Victoria. With an aim to address systemic injustice experienced by Traditional Owners and Aboriginal and Torres Strait Islander peoples, truth-telling, deep listening, and meaningful commitments for reform are important. The Nature Parks is committed to responding to requests for information and Notices to Produce, aligning with the objectives of Yoorrook as the formal truth-telling body in Victoria.



Strong Country team undertaking revegetation work on Country.



SELF-DETERMINATION

- The Victorian Government is dedicated to the concept of treaty as an essential step towards self-determination for First Nations communities. Future treaties may offer a framework for the state to delegate decision-making authority and allocate resources to Aboriginal and Torres Strait Islander communities.
- The Nature Parks fully supports creating a better future and enabling self-determination for First Nations peoples on Bass Coast, and recognises treaty as an opportunity to acknowledge, share and celebrate the unique rights, cultures, histories, and positions of Bunurong and Aboriginal and Torres Strait Islander peoples.
- The Department of Energy, Environment and Climate Action (DEECA) has committed to strengthening partnerships with Traditional Owners through the development of Whole-of-Country Plans to support self-determination for Aboriginal Victorians and Traditional Owners.

Healing Country

The partnership with the Phillip Island Nature Parks is very important to the Bunurong Land Council as they are supportive of building up the Bunurong community through their conservation and visitor engagement. They care for an important place on Bunurong Country and we are always happy to partner or collaborate with them.

The Bunurong Land Council has the Strong Country team to facilitate healing country works. This is such an important role for the Bunurong Land Council as we need to care for our Country and establish better connections to Country. The Nature Parks is supportive of helping with training and experience to give our Strong Country team a great set of skills to use not only on Phillip Island but throughout Bunurong Country.

Continuing to utilise our Strong Country team for on Country works, providing opportunities for Bunurong artists and establishing language where possible to support a connection to Country are opportunities, we see to support self-determination.

Shani Blyth, Land, Water and Environment Manager, Bunurong Land Council Aboriginal Corporation

Why are we creating this Reconciliation Action Plan?

Our fourth RAP holds even greater significance for us. Our business underwent significant transformation during and post-Covid-19 restrictions. In our previous RAP, we proudly highlighted that the Nature Parks Strategic Plan 2018-2023 identified reconciliation as a core priority for our organisation for the first time. This milestone was a tribute to previous RAPs and the dedication of many people along our journey.



This painting was created in 2019 when we signed an MOU with Bunurong Land Council Aboriginal Corporation and the thumb prints were added to signify our commitment to working together.

'We walk together side by side respectfully caring for the Country, Waters and Sea of Milawul. We create a shared future of recognition, opportunity and true partnerships with Traditional Owners and Aboriginal and Torres Strait Islander peoples.'

Artist: Patrice Muthaymiles Mahoney and the Nature Parks staff

Our commitment to reconciliation and self-determination remains a key priority, integral to the ongoing development of strategies and management plans. The board has committed to developing a ten-year strategic plan in 2024, informed by existing management plans and strategies, including this *Reconciliation Action Plan*.

Our board wants to emphasise that through this plan, we reaffirm our unwavering commitment to true recognition of our relationships, dedication, and the remarkable strength, resilience, and self-determination of Aboriginal and Torres Strait Islander peoples.

We will achieve this through collaborative partnerships, inclusive employment practices, and mutually agreed upon methods of working together to manage country and share knowledge and accomplishments. To demonstrate the importance of reconciliation, our RAP working group is a sub-committee to the board and is called the Reconciliation Advisory Committee (RAC).

The RAC includes board members, Traditional Owner representatives and representatives from the First Nations community, the Nature Parks CEO and the Community Impact Manager. The RAC is supported by an internal RAP Leadership Group with staff representatives from key departments across the business. The RAP Leadership Group will be the driving force behind achieving the deliverables in this RAP.

BOARD MEMBERS:

Patrice Mahoney OAM, First Nations community, Board Member and Chair

Bev Munro, First Nations community, Board Member and Co-Chair

Kevin Love, Board Chair

Jane Jobe, Board Member

RAP LEADERSHIP GROUP:

Chief Executive Officer

Community Impact Manager

Community Engagement Officer

Senior Ranger (Reserves)

Field Services Officer

Senior People and Culture Business Partner

People and Culture Officer

Senior Buyer

Content Coordinator

The Nature Parks is a founding member of the Bass Coast Reconciliation Network, a regional network of organisations working together for reconciliation. This network informs the RAC on broader community issues, with an update provided at each meeting.

Why are we creating this Reconciliation Action Plan?



Commitment plaque created at the signing of MOU with Bunurong Land Council Aboriginal Corporation in 2019.

Our RAC members are committed to seeing this plan through. This is not merely a 'tick the box' exercise. We also acknowledge that this will not be our only document on reconciliation. We are excited about the potential partnerships that will help integrate recognition across other plans and strategies, as well as embedding the use of cultural knowledge and language in all that we do through our RAP Language Style Guide.

We developed the draft plan over a year through external consultation via workshops with Traditional Owners and Aboriginal and Torres Strait Islander community members, our board members and team. Internal consultation was undertaken with the RAC, board members, managers, and staff, and one meeting was held with the Bunurong Land Council Aboriginal Corporation. Updates were given at each quarterly RAC meeting.

Throughout this process, we have established collaborative approaches and committed to supporting one another to achieve mutually desired outcomes. RAC members including Traditional Owners and Aboriginal and Torres Strait Islander community members agree that we need a RAP to form the 'backbone' of our reconciliation activities. This plan provides assurance that our business remains steadfast in its commitment to reconciliation.

This is more than a document – it is our expression of friendship, respectful relationships, hopes and possibilities, and self-determination.

We walk together, we work together

CREATING CONNECTION THROUGH ART

The Yarning Circle project came about through discussions between Bunurong Traditional Owners, Aboriginal and Torres Strait Islander community members, and the Nature Parks Reconciliation Advisory Committee as part of its commitment to support the development of cultural spaces on Milawul.

The project was supported by a Volunteering Innovation Fund grant aimed at encouraging young people to volunteer with the Nature Parks. Our goal was to establish a versatile learning and recreational space that ensures cultural safety for all. Three First Nations artists – Arieta Fergie, Lenna Scholtmeyer, and Rhylee Duell – designed and created a series of artworks, with guidance from local Aboriginal artist Patrice Mahoney OAM, visual artist Lizzy Rich, and mosaic artist Heather Fahnle.

The artworks encapsulate the natural and cultural heritage of Milawul, featuring themes centred around native and threatened animals and plants. Surrounded by the oldest manna gums on Milawul, the Yarning Circle serves as a culturally safe haven aimed at educating visitors about Aboriginal and Torres Strait Islander art and culture, the diverse plant and animals of a woodland environment, and Milawul's multi-cultural community.



The beautiful creations at the Yarning Circle.

We walk together, we work together

COMMITTED TO COLLECTIVE ACTION

In October 2022, the Bass Coast Reconciliation Network organised the first ever Bridge Walk for reconciliation and over a thousand school students and community members joined together to walk across the bridge to Milawul in support of reconciliation.

This powerful statement was one of many events facilitated by a unique network of Bass Coast organisations, united in reconciliation.

Formed in early 2017, two RAP organisations – Phillip Island Nature Parks and Westernport Water – came together with local government, Bunurong Land Council, established reconciliation organisations and community to form the Bass Coast Reconciliation Network.

Today, the network has grown to nine organisations, with five completed RAPs, two under 'Stretch and Innovate', and three new organisations developing their inaugural RAPs.

To date, the network has produced a Welcome to Country video, created three cultural spaces, commissioned five artworks and a logo, delivered cultural awareness workshops, and implemented Welcome to Country signage.

Our shared impact is measured against a set of common *Reconciliation Action Plan* commitments. Tracking our progress and effectiveness allows for continuous learning and serves to demonstrate the success of our regional reconciliation approach.



National Reconciliation Week Forum 2023.

10 community engagements annually

6 joint initiatives

12 locations across region have **flags proudly displayed**

34 community events with average 100+ attendees

41 workplace events and initiatives

1,100 employees engaged in **cultural learning**

10 First Nations **employees**

\$10k pro bono activities

\$1.4m procurement with certified suppliers

WORKING TOGETHER ON HEALING COUNTRY

Fairy terns are tiny, delicate beach nesting birds that are critically endangered in Victoria. In 2020, a colony of fairy terns returned to nest in an isolated area of Milawul for the first time in over 20 years.

The Nature Parks and Bunurong Land Council Aboriginal Corporation are now working together to create a safe haven for fairy terns on Milawul, ensuring these birds have a safe place for nesting and breeding.

Since 2022, the Bunurong Land Council's Strong Country team and the Nature Parks Rangers have been actively sharing knowledge, removing weeds, replacing them with native plants, and monitoring and removing feral cats – now the major predator of the birds since Milawul has become fox-free.

The team also worked with BirdLife Australia to learn more about the terns and how to interpret their behaviours.

It is really good to be able to work on Country with the Bunurong crew. It's an opportunity to learn from each other and work together to share management of the area,

My vision is to create a place for shore-nesting birds, so we can help with the long-term breeding success of this species while collaborating with the Bunurong Land Council Aboriginal Corporation and giving back to their Country.'

Brandan Zerafa, Reserves Ranger, Phillip Island Nature Parks.



HEALING NATURE FOR WILDLIFE

Meet **Andrea Love**, Field Services Officer,
Phillip Island Nature Parks

I am a descendant of the Gunai/Kurnai, Gunditjmara and Ngarigo people of Victoria. I grew up in Morwell-Gippsland and have worked in various roles in many different organisations doing work such as hospitality, cleaning and administration. My work history started with the LaTrobe Shire Council and from there I went onto working at the Morwell Aboriginal Co-operative for many years. I then moved to Perth for two years and worked at the National Native Title Tribunal as a receptionist.

When I eventually moved back to Victoria, I was fortunate to find a position with Parks Victoria working at Wilsons Promontory National Park, it was on this very

spiritual country that I found a love of working in nature. While working there, I undertook study in Conservation and Land Management and got experience in cultural heritage site assessments on Gunai/Kurnai country.

I am currently working as a Field Services Officer at Phillip Island Nature Parks, and I am learning many new skills as well as learning about beautiful Milawul. I am grateful to be given the opportunity to work on Bunurong Country and be a part of the healing of nature and wildlife here. I find that being in nature is very healing for the soul.

A Reconciliation Action Plan is about having a connection with Aboriginal and Torres Strait Islander people and sharing and celebrating our ancient culture.



Andrea Love.

ENSURING DIVERSITY AND INCLUSION

Meet **Dion Tripptree**, People and Culture Officer,
Phillip Island Nature Parks

I grew up on Wiradjuri Country in Albury. My Mother's Country is in Arnhem Land, yet I feel connected to the Wiradjuri community as it is where I grew up.

I started out working on my partner's parents farm and then I worked at a fuel station in Kyabram.

I joined the Nature Parks in the retail and admissions department. I am now a People and Culture Officer and really enjoy the people and the challenge. I'm learning about the process and gaining more skills for the role and have had a lot of support from my team and everyone.

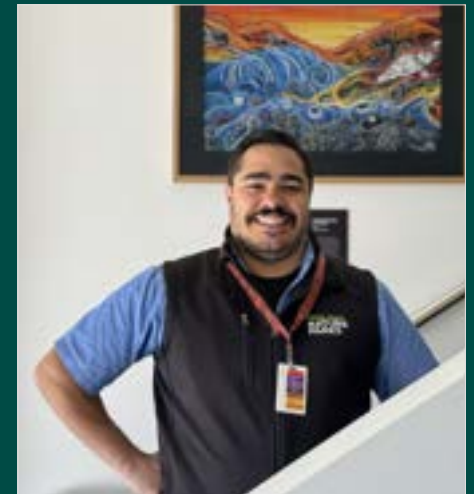
With my background, I hadn't had the opportunity to be challenged in my life. Being given this opportunity is really good for my brain - it's sure getting a workout! I now have the opportunity to think about what my future might look like, rather than feeling like I don't have a future.

I'm very grateful to the Nature Parks RAP Manager - she was like a little 'angel' in my ear. She wasn't pushy but kept giving me a little nudge and saying, 'Hey you might be a good fit for this job', and then kept on it.

That's a big thing for me - and our culture in general - we don't like to be told what to do or be pushed around. But, when people are persistent and always there, it really lifts you up and gives you confidence to think about those harder things in life. Just having people who will not walk over you but walk with you and lift you up.

Coming into the role, I thought I was more of a 'token', so I was very cautious of anything Indigenous. I have my views and they are not going to be the same as others, but I'm taking a community and business-related approach in my role.

A Reconciliation Action Plan to me is about bridging the gap, giving someone like me - who didn't have an academic background - a go. It's just about giving us Mob a go. Now I'm here, I'm like, 'Let's go, let's do it!'



Dion Tripptree.

Growing relationships



Our cultural relationships are critical, and we are committed to fostering their growth to deepen our shared knowledge of managing Country together.

By managing Country through our relationships, we facilitate the protection and conservation of Milawul's rich culture, heritage, and landscapes while fostering educational initiatives to raise awareness about their significance.

Strategic references: MOU, Working Together Protocols, Welcome to Country Protocols, RAC Terms of Reference, Respect at Work Policy, Fair Treatment Procedure, and Code of Conduct



RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	● Review and update the Nature Parks engagement plans to work with Aboriginal and Torres Strait Islander stakeholders: Reconciliation Advisory Committee Terms of Reference, Working Together Protocols and Welcome to Country Protocols.	Sep annually	Community Impact Manager
	● Develop a Memorandum of Understanding with Bunurong Land Council Aboriginal Corporation including a list of mutually beneficial commitments.	Dec 2024	CEO and Community Impact Manager
	● Establish an agreement with Bunurong Land Council Aboriginal Corporation to outline working on Country opportunities for the Strong Country team.	Jan 2025	General Manager Conservation
	● Explore opportunities and funding to support capacity building and self-determination with Bunurong Land Council Aboriginal Corporation in the co-management of reserves and in conservation and research programs.	Jan 2026	General Manager Conservation
	● Undertake voluntary cultural heritage assessments for areas identified as significant to support future work and projects.	Jan 2026	General Manager Projects and Infrastructure
	● Continue to meet with Traditional Owner groups at least twice per year (or as required) to monitor and report on RAP progress.	Jun and Dec annually	Community Impact Manager
	● Continue to foster and maintain a minimum of two formal two-way partnerships with Aboriginal and Torres Strait Islander communities or organisations including the Bunurong Land Council Aboriginal Corporation as the Registered Aboriginal Party for Milawul.	Dec 2024	Community Impact Manager and General Manager Conservation



Moonah trees.

RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Collaborate with reconciliation partners of the Bass Coast Reconciliation Network to support one public reconciliation event each year. 	Jun annually	Community Impact Manager
	<ul style="list-style-type: none"> Continue to respectfully promote events through established networks and media and evaluate impact. 	May-Jun annually	Community Engagement Officer
	<ul style="list-style-type: none"> Plan two reconciliation events each year for our organisation. 	May-Jun annually	Community Engagement Officer
	<ul style="list-style-type: none"> Register National Reconciliation Week events on Reconciliation Australia's and Reconciliation Victoria's website. 	May annually	Community Impact Manager
	<ul style="list-style-type: none"> Ensure board, executive and RAC members are represented at least two reconciliation events each year. 	May-Jun annually	Community Impact Manager
	<ul style="list-style-type: none"> Build relationships through recognising and supporting reconciliation events/activities each year (regional and internal). 	May annually	Community Impact Manager
	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff, board members and leaders via RAP updates, calendar entries and news posts. 	May annually	Community Engagement Officer

RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
	<ul style="list-style-type: none"> ● Within our <i>Community Impact Plan</i>, develop, implement and track opportunities for staff to engage in activities to raise awareness of and participate in reconciliation across our workforce. 	Mar 2025	Community Impact Manager
	<ul style="list-style-type: none"> ● Continue to highlight RAP achievements in Annual Report. 	Jul annually	Marketing Manager
	<ul style="list-style-type: none"> ● Ensure the Grants, Sponsorship and Donations procedure includes an annual allocation of complimentary tickets for Bunurong and First Nations service groups and community members to provide free entry to our attractions. 	Jun 2024	Finance Manager
	<ul style="list-style-type: none"> ● Continue to positively influence our external stakeholders to drive reconciliation outcomes by encouraging and supporting three other organisations to develop RAPs. 	Sep annually	Community Impact Manager
	<ul style="list-style-type: none"> ● Continue to positively influence our external stakeholders to drive reconciliation outcomes by ensuring appropriate cultural activities are included in events that are sponsored by the Nature Parks. 	Sep annually	Community Impact Manager
	<ul style="list-style-type: none"> ● Continue to positively influence our external stakeholders to drive reconciliation outcomes by developing a cultural education program for Community Open Day. 	Apr annually	Community Impact Manager
	<ul style="list-style-type: none"> ● Continue to positively influence our external stakeholders to drive reconciliation outcomes by sharing cultural protocols and knowledge with regional tourism industry organisations through established networks. 	Sep annually	General Manager Tourism
	<ul style="list-style-type: none"> ● Commemorate National Sorry Day by educating our board members, leaders, staff, and volunteers about its significance. 	May annually	Community Impact Manager
	<ul style="list-style-type: none"> ● Collaborate with six RAP and other like-minded organisations to implement innovative approaches to advance reconciliation, including members of the Bass Coast Reconciliation Network. 	Feb, May, Aug, Nov annually	Community Impact Manager
	<ul style="list-style-type: none"> ● Collaborate with Bunurong Land Council Aboriginal Corporation to explore opportunities for integrating cultural knowledge and language into tourism experiences and interps. 	Feb 2025	General Manager Tourism
Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> ● Engage with Aboriginal and Torres Strait Islander staff and Aboriginal and Torres Strait Islander advisors to continuously improve anti-discrimination by integrating actions into Respect at Work Procedure, Fair Treatment Procedure, and Code of Conduct; as well as implement and communicate these effectively. 	Sep annually	People and Culture Manager
	<ul style="list-style-type: none"> ● Develop, implement, and communicate the Respect at Work Procedure, Fair Treatment Procedure, and Code of Conduct for our organisation to ensure anti-discrimination actions are effective. 	Dec 2024	People and Culture Manager
	<ul style="list-style-type: none"> ● Provide ongoing education to leaders on the effects of racism through activities, for example, cultural safety training. 	Jun annually	Community Impact Manager
	<ul style="list-style-type: none"> ● Empower leaders to support anti-discrimination initiatives and stances against racism in line with government guidelines. 	Dec 2024	Chief Executive Officer
	<ul style="list-style-type: none"> ● Seek feedback from Aboriginal and Torres Strait Islander staff to inform review of policies and future planning. 	Oct 2025	People and Culture Manager

Deep respect for Australia's First Peoples




We will demonstrate deep respect for Australia's First Peoples through the implementation of our RAP. In our role in caring for Milawul we will respect the culture and heritage of Traditional Owners.

Strategic references: Aboriginal and Torres Strait Islander Employment Strategy, Working Together Protocols, Welcome to Country Protocols, 30-Year Conservation Vision



RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Continue to review and strengthen cultural learning within our organisation through ensuring cultural awareness training is maintained as part of the Learning and Development program. 	Jan 2026	People and Culture Manager
	<ul style="list-style-type: none"> Consult local Traditional Owners and Aboriginal and Torres Strait Islander advisors on planning and delivery of cultural learning activities. 	Mar annually	Senior People and Culture Business Partner
	<ul style="list-style-type: none"> Provide cultural learning: <ul style="list-style-type: none"> Ensure that all staff and volunteers of the Nature Parks complete a comprehensive induction and on-boarding program with a cultural awareness component and deliver face to face cultural awareness training to 80% of new staff annually. 	May-Jun annually	People and Culture Manager
	<ul style="list-style-type: none"> Ensure that the Nature Parks team undertakes formal and structured cultural learning by delivering in-person cultural safety training to all our board members, executives, leaders, and RAC members every two years. 	May-Jun bi-annually	People and Culture Manager
	<ul style="list-style-type: none"> Facilitate formal and structured cultural learning for the Nature Parks board by hosting one 'On Country' board meeting annually. 	Mar annually	Business Support Manager
	<ul style="list-style-type: none"> Provide self-learning opportunities through RAP updates, news posts and Yammer. 	Feb, May, Aug, Nov annually	Community Impact Manager

RELATIONSHIPS ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. 	<ul style="list-style-type: none"> Increase staff understanding of the purpose and significance of cultural protocols, including Acknowledgement of Country and Welcome to Country through sharing the Working Together Protocols and RAP Style Guide as part of planned communication activities. 	Jan 2025	Community Impact Manager
	<ul style="list-style-type: none"> Review and update cultural protocol documents (tailored for all local communities we operate in), including RAP Language Style Guide and Working Together Protocols to uphold relevant and appropriate practices for Welcome to Country and Acknowledgement of Country. 	Sep annually	Community Impact Manager
	<ul style="list-style-type: none"> Invite a Traditional Owner to provide a Welcome to Country at four significant events each year, including: <ul style="list-style-type: none"> - Tunnerminnerwait & Maulboyheenner Commemoration - National Sorry Day - National Reconciliation Week - NAIDOC Week 	May, Jun, Jul and Jan annually	Community Impact Manager
	<ul style="list-style-type: none"> Staff and leaders to include an Acknowledgement of Country at the commencement of important meetings and at all public events. 	Jan-Dec annually	Chief Executive Officer
	<ul style="list-style-type: none"> Support the First Nations community through sensitivity and awareness of 26 January by not having any formal celebrations or events at the Nature Parks on that date. Provide advice and information to other organisations, broader community, and visitors in conversations to educate others. 	Jan annually	Community Impact Manager
	<ul style="list-style-type: none"> Continue to display Acknowledgment of Country plaques in offices or on buildings and look for other opportunities to acknowledge and celebrate Bunurong Country across the Nature Parks premises or reserves. 	Feb 2025	Community Impact Manager
	<ul style="list-style-type: none"> Explore development of commissioned statement piece acknowledging Bunurong Country at entry to Summerland Peninsula in partnership with Bunurong Land Council Aboriginal Corporation. 	Feb 2025	General Manager Infrastructure and Planning
	<ul style="list-style-type: none"> Work with Destination Phillip Island to explore ideas for development of artwork, infrastructure and language use to acknowledge Bunurong Country as part of the <i>Destination Management Plan</i>. 	Sep 2024	General Manager Tourism
Engage with Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Reconciliation Advisory Committee and staff to participate in at least one NAIDOC Week event. 	Jul annually	Community Impact Manager
	<ul style="list-style-type: none"> Continue the commitment from leaders to support all staff participation and attendance to events, while ensuring operational needs are met. 	Jul annually	Chief Executive Officer
	<ul style="list-style-type: none"> Support one major NAIDOC Week event in the region. 	Jul annually	Community Impact Manager
	<ul style="list-style-type: none"> Host one internal event/activity. 	Jul annually	Community Impact Manager

Creating opportunities together



The Nature Parks is privileged to manage environmental and cultural landscapes of high significance. By working together we create opportunities to manage a shared landscape that cares for country and generates social, environmental and economic outcomes for Aboriginal and Torres Strait Islander peoples.

Strategic references: Aboriginal and/or Torres Strait Islander Employment Strategy, Respect at Work Policy, Fair Treatment Procedure, Code of Conduct, Procurement Purchasing Policy, 30-Year Conservation Vision



Eastern barred bandicoot.

OPPORTUNITY ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Continue to engage with Aboriginal and Torres Strait Islander staff on the effectiveness of our Aboriginal and/or Torres Strait Islander Employment Strategy. 	Jun annually	People and Culture Manager
	<ul style="list-style-type: none"> Provide quarterly progress updates on employment initiatives relevant to the Aboriginal and/or Torres Strait Islander Employment Strategy to the Performance and Culture sub-committee to the board. 	Feb, May, Aug, Nov annually	People and Culture Manager
	<ul style="list-style-type: none"> Support the community-led initiative of establishing a regional First Nations staff network once the concept is developed and needs identified. 	Jan 2025	Senior People and Culture Business Partner
	<ul style="list-style-type: none"> Support First Nations employees to attend meetings of First Nations staff network once established. 	Jun 2025	Senior People and Culture Business Partner
	<ul style="list-style-type: none"> Create and advertise job vacancies that effectively reach Aboriginal and Torres Strait Islander peoples as outlined in the Aboriginal and/or Torres Strait Islander Employment Strategy by: <ul style="list-style-type: none"> - crafting culturally friendly and inviting position descriptions and advertisements to attract prospective applicants. - ensuring the employment page on the Nature Parks website promotes opportunities to prospective First Nations employees. 	Jan 2025	People and Culture Manager



Penguin Parade Visitor Centre.

OPPORTUNITY ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p><i>Continued...</i></p> <p>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	<ul style="list-style-type: none"> ● Remove barriers to Aboriginal and Torres Strait Islander participation in our workplace in line with the three Action Areas outlined in our Aboriginal and/or Torres Strait Islander Employment Strategy by: <ul style="list-style-type: none"> - enhancing workplace capabilities and competence. - creating pathways and career development. - offering workplace support, such as mentoring and networking. 	Jun 2026	People and Culture Manager
	<ul style="list-style-type: none"> ● Support Aboriginal and Torres Strait Islander employees in their professional development through the implementation of career development plans that identify clear pathways to progression internally, in line with the Aboriginal and Torres Strait Islander Employment Strategy. 	Oct annually	People and Culture Manager
	<ul style="list-style-type: none"> ● Work towards employment targets outlined in the Aboriginal and/or Torres Strait Islander Employment Strategy, including four dedicated positions across the organisation in the form of either: <ul style="list-style-type: none"> - direct permanent employment, - traineeship, apprenticeship and /or cadetship, or - partnership/host employer. 	Jul annually	People and Culture Manager
	<ul style="list-style-type: none"> ● Explore potential job share/secondment opportunity with Bunurong Land Council Aboriginal Corporation in conservation, land management and other fields within the Nature Parks business. 	Jan 2025	Senior People and Culture Business Partner
	<ul style="list-style-type: none"> ● Collaborate with universities to facilitate at least one internship opportunity for First Nations students (which includes financial support for living expenses). 	Nov 2024	Volunteer Coordinator
	<ul style="list-style-type: none"> ● Promote existing Year 10 Work Experience program to First Nations students through established networks. 	Mar 2025	Volunteer Coordinator



OPPORTUNITY ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> ● Maintain Procurement Purchasing Policy, procedure and methods to include Aboriginal and Torres Strait Islander goods and services. 	Jul annually	Contract and Procurement Coordinator
	<ul style="list-style-type: none"> ● Increase visibility of social procurement considerations through promoting resources and registers for First Nations suppliers for purchase of goods and services. 	Jul annually	Contract and Procurement Coordinator
	<ul style="list-style-type: none"> ● Continue to work with First Nations suppliers to support promotion opportunities. 	Jul annually	Contract and Procurement Coordinator
	<ul style="list-style-type: none"> ● Review annual activity plan to identify activities and areas that could be more likely suited to First Nations business to support opportunities. 	Jul annually	Contract and Procurement Coordinator
	<ul style="list-style-type: none"> ● Maintain connection with Kinaway Chamber of Commerce to facilitate the Nature Parks access to First Nations suppliers, providing an equivalent to Supply Nation membership. 	Jul annually	Contract and Procurement Coordinator
	<ul style="list-style-type: none"> ● Provide accessible resources to the Nature Parks staff to engage with First Nations suppliers by leveraging connections with Kinaway Chamber of Commerce. 	Dec 2024	Contract and Procurement Coordinator
	<ul style="list-style-type: none"> ● Investigate integration of Bass Coast Reconciliation Network Supplier list into internal procurement processes. 	Jul 2024	Contract and Procurement Coordinator
	<ul style="list-style-type: none"> ● Explore development of Aboriginal cultural experiences by collaborating with Bunurong and First Nations community, aligning with our new product development objectives that will form part of the next tourism strategy planned for development in 2025. 	Jan 2026	General Manager Tourism
	<ul style="list-style-type: none"> ● Explore avenues for First Nations artists to showcase and market their artworks, by integrating them into our ongoing commercial operations or specific events and/or campaigns. 	Jan 2026	General Manager Tourism
	<ul style="list-style-type: none"> ● Consistently maintain and develop relationships with First Nations artists and suppliers, particularly from Bunurong or Kulin nation, to design and create retail strategies. 	Dec 2024	General Manager Tourism
	<ul style="list-style-type: none"> ● Explore opportunities to incorporate Milawul themed design and elements of Aboriginal and Torres Strait Islander cultures into staff uniform. 	Jan 2026	Business Support Manager
	<ul style="list-style-type: none"> ● Explore opportunities to invite Bunurong to provide guidance on naming reserves and language use, such as names for animals and plants. 	Dec 2024 and ongoing	Community Impact Manager
<ul style="list-style-type: none"> ● Maintain commercial relationships with eight Aboriginal and Torres Strait Islander businesses for the supply of goods and services. 	Jun annually	Contract and Procurement Coordinator	

Keeping track of our progress, governance and reporting



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 generates social, environmental and economic outcomes for Aboriginal and Torres Strait Islander peoples.

OPPORTUNITY ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
Establish and maintain an effective Reconciliation Advisory Committee (equivalent RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Continue to communicate to First Nations staff the open invitation to all meetings and the choice to be representatives if they wish to do so, though this is not mandatory. 	Jun annually	Community Engagement Officer
	<ul style="list-style-type: none"> Review and update the Terms of Reference for our Reconciliation Advisory Committee (equivalent RWG). 	Jun 2024	Community Impact Manager
	<ul style="list-style-type: none"> Review structure and function of RAC to improve consultation with Bunurong and First Nations community and implement changes to develop RAP champions in our business. 	Jun 2024	Community Impact Manager
	<ul style="list-style-type: none"> Meet at least four times per year to drive and monitor RAP implementation. 	Feb, May, Aug, Nov annually	Community Impact Manager
	<ul style="list-style-type: none"> Provide quarterly reports to the Board on RAP implementation progress. 	Feb, May, Aug, Nov annually	Community Impact Manager
	<ul style="list-style-type: none"> Embed resource needs for RAP implementation including coordination of the launch and internal communications plan for <i>RAP (Stretch) June 2024-2027</i>. 	Oct 2024	Community Impact Manager
	<ul style="list-style-type: none"> Embed resource needs for RAP implementation including annual budget allocation to support planned activities. 	Feb annually	Community Impact Manager
	<ul style="list-style-type: none"> Embed resource needs for RAP implementation including adequate resource allocation for its delivery and administration. 	Feb annually	Community Impact Manager
	<ul style="list-style-type: none"> Incorporate key RAP actions into the performance expectations of leaders and all staff. 	Feb 2025	Chief Executive Officer
	<ul style="list-style-type: none"> Embed appropriate systems and capability to track, measure and report on RAP commitments. 	Dec 2024	Community Impact Manager
	<ul style="list-style-type: none"> Maintain at least two internal RAP champions amongst the leaders. 	Jun annually	Chief Executive Officer
	<ul style="list-style-type: none"> Include RAP update for Executive team at least quarterly. 	Feb, May, Aug, Nov annually	General Manager Conservation



The Nobbies.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.</p>	<ul style="list-style-type: none"> ● Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. 	Jun annually	Community Engagement Officer
	<ul style="list-style-type: none"> ● Complete and submit the annual RAP Impact Survey to Reconciliation Australia. 	Sep annually	Community Impact Manager
	<ul style="list-style-type: none"> ● Publicly report against our RAP commitments annually, outlining achievements, challenges, and learnings. For example, in the Annual Report and All Staff Meeting. 	Jul annually	Marketing and Communications Manager
	<ul style="list-style-type: none"> ● Contribute to the Bass Coast Reconciliation Network Collective Impact Report to demonstrate collective achievements and outcomes across the region. 	Dec 2024	Community Impact Manager
	<ul style="list-style-type: none"> ● Investigate participation requirements in the Reconciliation Australia biennial Workplace RAP Barometer. 	Mar 2026	Community Impact Manager
	<ul style="list-style-type: none"> ● Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	Jun 2027	Community Impact Manager
<p>Continue our reconciliation journey by developing our next RAP.</p>	<ul style="list-style-type: none"> ● Register via the Reconciliation Australia website to begin developing our next RAP. 	Dec 2026	Community Impact Manager

Acknowledgements

We acknowledge many people for their wisdom and guidance through this process and assisting us on our reconciliation journey over our past three RAPs.

First Nations community:

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- Bev Munro
- Brian Stevens
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- Dr Aunty Doseena Fergie
- Jill West
- Joel Wright
- Patrice Mahoney OAM
- Paul Patten
- Rueben Berg
- Safina Stewart
- Shani Blyth
- Steve Parker

Organisations and Individuals:

- Bass Coast Health
- Bass Coast Shire Council
- Bass Coast South Gippsland Reconciliation Group
- Bunurong Land Council Aboriginal Corporation
- Mob Jobs
- My Community Libraries
- Nomuckerlener Indigenous Consulting & Mentoring
- Reconciliation Australia
- Reconciliation Victoria
- Westernport Water
- Sally O'Neill

Reconciliation Advisory Committee:

- Bev Munro, Board Member
- Catherine Basterfield, CEO
- Jane Jobe, Board Member
- Kate Adams, Community Impact Manager
- Kevin Love, Board Chair
- Patrice Mahoney OAM, Board Member

RAP Leadership Group:

- Andrea Love, Field Services Officer
- Deanne Lecher, Senior People and Culture Business Partner
- Dion Tripptree, People and Culture Officer
- Ewan Macleod, Content Coordinator
- Marlee Durdin, Senior Buyer
- Jodi Bellett, Senior Ranger Reserves
- Les Briggs, Field Services Officer
- Andrea Cleland, Community Engagement Officer

RAP Contact and further information:

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Swan Lake.

Phillip Island
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