



Reconciliation
A U S T R A L I A
RECONCILIATION ACTION PLANS

NATIONAL TRUST OF AUSTRALIA (WA)

RECONCILIATION ACTION PLAN
2011-2012

Vision for Reconciliation

To enable and assist Aboriginal and Torres Strait Islander people to conserve and interpret their heritage for all National Trust of Australia (WA) places and programs and to make genuine partnerships in the care and management of those places and programs.'

Our Business

The National Trust of Australia (WA) works to raise knowledge, awareness, understanding and commitment to Western Australia's natural, Aboriginal and historic heritage. The Trust achieves this objective through the conservation and interpretation of heritage places it manages on behalf of the community and government of Western Australia, and through its education and learning programs.

The National Trust of Australia (W.A.) was established in Western Australia in 1959 by a group of concerned citizens who identified the need to promote heritage conservation. Today the Trust is established under an Act of Parliament as an independent community based organisation. The Trust is governed by the Council of the National Trust of Australia (WA), and reports directly to the Western Australian Parliament.

The work of the National Trust is supported by individual members, volunteers and a professional staff who have proven experience and expertise in all areas of heritage conservation and interpretation. Our membership and volunteers represent a broad cross section of the Western Australian community. We have 33 staff members which includes no Aboriginal and Torres Strait Islander people as at 2011. However the National Trust (WA) employs a variety of Aboriginal consultants on a project basis.

The National Trust of Australia (WA) is a statutory entity established under *National Trust of Australia (WA) Act 1964*. The National Trust is governed by a Council which is comprised of twenty five councillors; sixteen elected councillors from members of the Trust and nine appointed by the Trust from organisations defined by Section 10 of the Act.

The National Trust (WA) operates across the state of Western Australia.

Our Reconciliation Action Plan

Our plan identifies actions that the National Trust of Australia (WA) will undertake to ensure Aboriginal and Torres Strait Islander heritage values in Western Australia are incorporated into the Trusts programs, projects and places. It also promotes development of partnerships with Aboriginal and Torres Strait Islander people with regards to Trust programs for a wide range of purposes such as conservation and interpretation.

This RAP has been developed in consultation with members of the National Trust of Australia (WA) Reconciliation Action Plan Aboriginal Reference Panel. The Panel was assembled specifically to guide the development of the Trust's RAP. The Panel's contribution is underpinned by the guiding principles of respect, relationships and opportunities.

The process of developing this plan began with staff providing information on existing respect, relationships and opportunities the Trust has with Aboriginal and Torres Strait Islander peoples, heritage and processes. This information was collated to gain a snap shot of the existing situation and practices at the Trust.

An Aboriginal Reference Panel was assembled with an Aboriginal person from each of the six regions of Western Australia (Metro, Kimberley, Pilbara, Goldfields, Gascoyne and Mid-West, South West) invited to participate to comment on the snap shot of existing practices and provide reference and direction to future practice.

Members of the Reference Panel were invited based on their long-term commitment to cultural heritage knowledge and expertise.

The process the Panel undertook to do this was to examine the Trust's existing relationships, respect and opportunities with Aboriginal and Torres Strait Islander peoples and then to examine five case studies involving a relationship between the Trust and an Aboriginal heritage site or property. This process provided an opportunity for the Aboriginal Reference Panel to identify current good practice, policy and process, and provide direction for future development in these areas.

Opportunity for ongoing input into the Reconciliation Action Plan from the wider community will be undertaken as programs and projects are initiated.

This plan highlights the contributions the Trust can make to enrich Aboriginal and Torres Strait Islander people's lives and contribute to the achievement of reconciliation in Australia between Aboriginal and Torres Strait Islander people and other Australians.

Whilst the National Trust is absolutely committed to reconciliation, the Trust itself is a not for profit organisation and can only implement this plan as resources permit.

The National Trust (WA) Committee will act as the RAP Working Group for the implementation of the RAP. The Committee will appoint an Aboriginal Reference Group as an Aboriginal Committee of the Committee. This Aboriginal Committee will act as the mechanism to advise the National Trust Committee on all important aspects of relationships, partnerships and matters pertaining to Aboriginal peoples.

Reconciliation Action Plan 2011-2012 Implementation Program

Key Component 2011-2015 Strategic Plan

Focus area: Programs, Places and Projects

Relationships

Partnerships between the Trust and Aboriginal and Torres Strait Islander people will optimise opportunities for Aboriginal and non Aboriginal Australians to be involved with the programs of the National Trust for mutual benefit. These relationships and partnerships will be strengthened through increased opportunities for Aboriginal communities to educate the Trust on their cultural heritage.

1.

Action Items	Responsibility	Timeline	Measureable Target
<p>1.1</p> <p>Aboriginal Committee of the Council to be established for Aboriginal perspectives on programs, projects and place of the National Trust including reviewing the implementation of RAP.</p>	CEO	March 2011	<p>Reference panel terms of reference developed.</p> <p>Reference panel assembled.</p> <p>Committee to meet three times annually.</p> <p>Trusts Strategic Plan and Communication Plan to be reviewed by the Aboriginal Board of the Committee with a view to increase Aboriginal involvement and participation with all Trust activities.</p>
<p>1.2</p> <p>Trust to develop working relationships with Traditional Owners, custodians, Aboriginal and Torres Strait Islander peoples with historical links, and other knowledgeable people, when conducting interpretive and educational work on programs, projects and places.</p>	CEO	Nov 2011	<p>Code of ethics and policies developed with regards to Aboriginal heritage.</p> <p>Staff trained in policies.</p> <p>Code of ethics and policies published for distribution amongst Aboriginal community.</p> <p>Development of a brief for Aboriginal interpretation of places.</p>
<p>1.4</p> <p>The formation and implementation of local</p>	CEO	Dec 2011	<p>Develop terms of reference for current individual projects.</p> <p>Terms of reference regarding membership of local property groups to be developed by Dec 2011 in consultation with</p>

Aboriginal reference groups for key projects.			Aboriginal Committee.
1.5 Trust publically documents RAP ideals and processes. Including vision statement, code of ethics, and protocols for working with Aboriginal people, policies and procedures.	CEO	May 2011 June 2012	CEO presents workshop to other Trust CEOs on RAP process. RAP ideals and processes to be included in Aboriginal Interpretive Guidelines.
1.6 Conduct audit of existing properties and existing relationships with Aboriginal peoples.	CEO	30 December 2011	Audit of properties undertaken to see how many Aboriginal groups are housed or affiliated with Trust properties. Finalise the audit. Database results of audit.

Respect

Appreciation of and respect for Aboriginal and Torres Strait Islander cultural heritage values and relationships to Country are central to our vision for reconciliation. The pursuit of appreciation and respect will be to the mutual benefit of Aboriginal and Torres Strait Islander people and the National Trust (WA).

Action Items	Responsibility	Timeline	Measureable Target
<p>2.1</p> <p>Include a Welcome to Country by a locally recognised representative at major events hosted by the Trust</p>	<p>CEO</p>	<p>Statement written by Nov 2011</p>	<p>A Welcome to Country statement is developed by the Trust.</p> <p>Include a Welcome to Country at the launch of new programs and projects specific to Aboriginal and Torres Strait Islander peoples.</p> <p>CEO / Trust invites Traditional Owners to provide a Welcome to Country ceremony at all significant events.</p>
<p>2.2</p> <p>Due acknowledgments and respect given to Aboriginal peoples recognising the significant impacts of European and other colonization and settlement.</p>	<p>CEO</p>	<p>Reviewed annually first Review Nov 2011</p>	<p>Acknowledge the Traditional Owners of the land at significant gatherings hosted by the Trust.</p> <p>Acknowledgement evident in educational material.</p> <p>Acknowledgement evident in programs and projects.</p> <p>Acknowledgement included on Trust website.</p>
<p>2.3</p> <p>Identify opportunities to educate the local and wider community about Aboriginal and Torres Strait Islander heritage matters and knowledge</p>	<p>CEO</p>	<p>June 2012</p>	<p>Develop an Aboriginal protocols and engagement guide as part of the Guidelines for Aboriginal Interpretation and publish on the Trust's website and provide to all staff.</p> <p>Facts included in interpretive work.</p> <p>Opportunities provided for formal events to be held reconciling Aboriginal and Torres Strait Islander peoples with Trust properties- to re-new relationships to land, re-establish connection. E.g.: smoking ceremonies, dual name signage unveiled, open house etc. Events listed in the annual</p>

			<p>RAP Report.</p> <p>Education materials, created through interpretation and education, included on the Trust's website and printed material.</p> <p>Acknowledgement about prior use and occupation of land is made as common practice. Including the contribution Aboriginal peoples made towards the building, property and management of property.</p>
<p>2.4</p> <p>Ensure all researchers employed by Trust have knowledge, links and skills suitable to work with Aboriginal and Torres Strait Islander peoples.</p>	CEO	<p>December 2011</p> <p>Sept 2011</p>	<p>Policy developed related to researchers working with Aboriginal and Torres Strait Islander peoples as part of the Aboriginal Interpretive Guidelines.</p> <p>All researchers have completed cultural awareness training.</p> <p>All researchers have benefited from localized cultural awareness training. Target for 2011-12 is 50% of researchers.</p>
<p>2.5</p> <p>Opportunities are given to staff and volunteers to develop a high level of cultural competency so that all staff and volunteers understand the RAP, the RAP process of learning through relationships and working together, and how to work well with Aboriginal peoples.</p>	CEO	June 2012	<p>Baseline cultural competencies are developed as part of the Aboriginal Interpretive Guidelines</p> <p>A cultural competency toolkit is developed for use with staff and volunteers. This includes cultural awareness training, mentoring, experiences etc.</p> <p>Cultural awareness training and cultural competency training conducted for staff by the Aboriginal Committee.</p>
<p>2.6</p> <p>Trust to assist on Aboriginal cultural heritage protection, as requested by Aboriginal and Torres Strait Islander people</p> <p>This includes the development of wide</p>	CEO	May 2012	<p>National Trust to facilitate a workshop between Department of Indigenous Affairs, Museums, ALT, other bodies and National Trust with regards to the management of Aboriginal heritage places, content determined by National Trust Aboriginal Committee, with a view to on-going workshops.</p> <p>Information provided as requested by customers, with the</p>

<p>reaching relationships with departments, agencies and bodies whose mandate crosses Aboriginal cultural heritage matters.</p>			<p>view to supporting local Aboriginal heritage matters as they arise.</p> <p>Action taken on immediate threats to places which are classified by The National Trust.</p> <p>Trust staff met with Department of Indigenous Affairs, Indigenous Co-ordination Centres and native title bodies to discuss National Trust RAP and Aboriginal interpretive guidelines as part of the workshop.</p> <p>Aboriginal Committee of the Council to initiate and foster the relationships between the National Trust and above industry bodies.</p>
<p>2.7</p> <p>An Aboriginal flag to be raised at the Trust Headquarters at the signing of the RAP as a sign of the Trusts commitment to reconciliation. National Trust to develop a protocol with relation to the flying an Aboriginal flag at Trust properties.</p>	<p>CEO</p>	<p>March 2012</p>	<p>Development of an Aboriginal flag flying protocol by the Aboriginal Committee.</p> <p>Aboriginal flags will be flown according to protocol.</p> <p>Flag raised at signing of the RAP as part of the ceremony.</p>

Opportunities

Identification and development of; education, training and employment opportunities with Aboriginal and Torres Strait Islander people and mutually beneficial partnerships between Aboriginal and Torres Strait Islander individuals and organisations supports the work of the Trust and its programs.

Action Items	Responsibility	Timeline	Measureable Target
<p>3.1</p> <p>An Aboriginal cultural heritage survey to be conducted on Trust places. Items to be surveyed include land use, occupation, employment, bush foods, artifacts, migration patterns, sites, land management practices-traditional and current, dreaming, songs, stories, oral histories, contemporary affiliations and history etc.</p>	<p>Directors</p> <p>CEO</p>	<p>June 2012</p> <p>June 2012</p>	<p>A timetable is developed for the survey of all properties. Subject to resources. The process for surveying properties to be developed as part of the Aboriginal Interpretive Guidelines.</p> <p>Guidelines for Aboriginal interpretation will ensure that oral histories are used as well as written material as sources for interpretive and historical material.</p> <p>Oral histories and information collected, as needed, for interpretive works with Aboriginal and Torres Strait islander people.</p>
<p>3.2</p> <p>Aboriginal peoples are encouraged to get involved with the Trust through membership, and as elected members of the Council and Committees</p>	<p>CEO</p>	<p>June 2012</p>	<p>Trust promotes membership with Aboriginal communities through a membership drive results in 20 Aboriginal members.</p> <p>Trust Council includes 2 Aboriginal members as of June 2012</p>
<p>3.3</p> <p>Promoting opportunities for Aboriginal and Torres Strait Islander employment and training are made i.e.: cadets, trainees, gardeners, researchers, conservators, interpreters, partnerships with external agencies etc.</p>	<p>CEO</p>	<p>June 2012</p>	<p>Places and opportunities for Aboriginal and Torres Strait Islander employment with the Trust is explored</p> <p>Aboriginal and Torres Strait Islander employment targets are made by June 2012 and filled on a project-by-project basis.</p>

<p>3.4</p> <p>The Trust provides opportunities for Aboriginal and Torres Strait Islander businesses</p>	<p>CEO</p>	<p>June 2012</p>	<p>The Trust provides six opportunities for Aboriginal and Torres Strait Islander businesses.</p>
<p>3.5</p> <p>The Trust acknowledges Aboriginal relationships to land by continuing to explore joint opportunities and partnerships with local Aboriginal peoples.</p>	<p>CEO</p>	<p>June 2012</p>	<p>Trust develops three partnerships with local Aboriginal reference groups for the purpose of heritage matters. The Aboriginal Interpretive guidelines will include process and criteria for establishing local Aboriginal reference groups.</p>
<p>3.6</p> <p>Ownership of material- The Trust to identify exemplary practice with regards to copyright of Aboriginal and Torres Strait Islander intellectual property and traditional knowledge and management of information.</p>	<p>CEO</p>	<p>June 2012</p>	<p>Development of best practice policy and processes for intellectual property and traditional knowledge is undertaken as part of the Aboriginal Interpretive Guidelines. Development of policies related to management of information whilst at the Trust's office is undertaken as part of the Aboriginal Interpretive Guidelines.</p>
<p>4.5</p> <p>Deposit of material- all records related to Aboriginal interpretive material to be deposited at Battye and Australian Institute of Aboriginal and Torres Strait Islander Studies as a matter of policy.</p>	<p>CEO</p>	<p>June 2012</p>	<p>Deposit processes and protocols are developed as part of the Aboriginal Interpretive Guidelines.</p> <p>Existing Trust records related to Aboriginal people are identified and deposited.</p> <p>Material deposited at local history collection, on advice from local Aboriginal peoples and Aboriginal and Torres Strait Islander people.</p>

4. Tracking and Reporting			
Action Items	Responsibility	Timeline	Measureable Target
<p>4.1 Trust Council monitors implementation of RAP as a commitment to Aboriginal and Torres Strait Islander peoples.</p>	CEO	First review Nov 2011	<p>RAP and achievements is included in National Trust annual report.</p> <p>Board supports annual review of RAP.</p> <p>Trust Council includes both Aboriginal and Torres Strait Islander people and other Western Australians.</p> <p>Trust Council meets at least 4 times a year.</p>
<p>4.2 Trust council oversees the annual RAP reporting and refreshing process.</p>	CEO	June 2012	<p>RAP Report presented to Reconciliation Australia for placement on its website.</p> <p>Refreshed RAP endorsed by Reconciliation Australia.</p> <p>RAP placed on Trust website annually</p>