



Aboriginal Communities Engagement Program Action Plan 2020-21

“We can’t afford Landcare not to be engaged with Aboriginal people doing things on our country. We are in there no matter what! This dictates that we should be in there!”

[Source: Aboriginal Partnership Meeting and Guiding Strategic Principles for Landcare NSW - Report from Workshop held in June 2018, Dubbo NSW]

Background & Context

The development and implementation of actions to build engagement between the Landcare movement and Aboriginal people as been an ongoing priority at the grass-roots level over the last 10 years or more.

This new and innovative component of the NSW Landcare Program, will build relationships, set the groundwork, develop principles and install an advocacy role at Landcare Executive and Landcare Council Level.

[Source: NSW Landcare Program 2019 – 2023 Business Case, September 2018]

This component of the NSW Landcare Program will increase opportunities to consciously develop stronger connections and partnerships between Landcare groups and Aboriginal Communities practicing Traditional Land Management practices. A full time Aboriginal Communities Engagement Coordinator will be employed by Landcare NSW Inc. This officer will work with a Steering Committee to identify the most effective approaches in supporting Aboriginal People to have a voice within Landcare, to connect them with local Landcare Communities and to help share Traditional Land Management approaches.

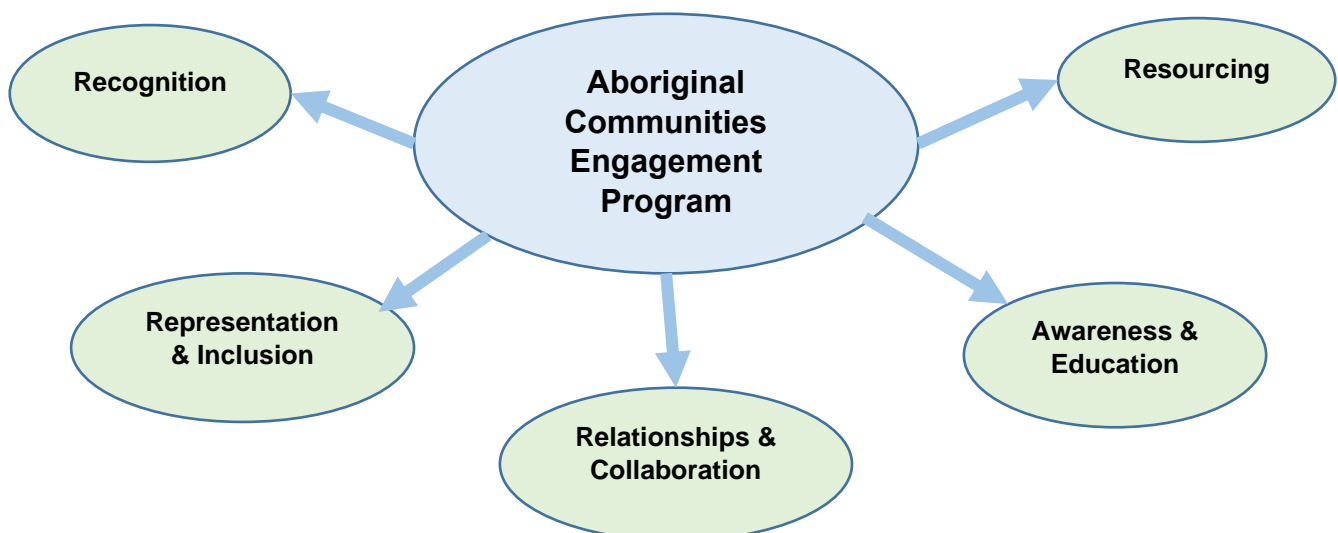
[Source: NSW Landcare Program Implementation Plan 2019 – 2023]

Key Result

Reduced barriers to Landcare and Aboriginal Communities collaborating.

[Source: NSW Landcare Program Strategic Plan 2019 – 2023]

Key Theme Areas



Key Outcomes & Deliverables

A number of meetings, workshops, planning and documentation has occurred since 2017 to identify the problem or need and to secure funding for the Aboriginal Communities Engagement Program. Many of the priorities, outcomes and deliverables are similar in nature but expressed in different ways. The following [source documents](#) and plans were used in the development of this Action Plan to ensure alignment and consistency with the desired outcomes of all parties:

- NSW Landcare Program 2019-2023 Business Case, September 2018
- Workshop Report: Aboriginal Partnership Meeting and Guiding Strategic Principles for Landcare NSW - June 2018, Dubbo NSW
- NSW Landcare Program Strategic Plan 2019 – 2023
- NSW Landcare Program Implementation Plan 2019 – 2023
- Landcare NSW Strategic Plan 2021-2022

The following table provides an overview of the outcomes that have informed the Key Theme Areas and Actions, leading to the [Key Result](#) identified in the NSW Landcare Program Implementation Plan 2019-2023: *Reduced barriers to Landcare and Aboriginal Communities collaborating.*

Outcome	Source
Build engagement between the Landcare movement and Aboriginal People	NSW Landcare Program 2019-2023 Business Case
Work collaboratively to identify opportunities to improve and increase Landcare engagement with Aboriginal People	
Support the network of Coordinators to better link with Aboriginal Communities in their areas	
Support the capability of the Local and Regional Coordinators and other district and network Landcare staff to work with Aboriginal Communities and Agency staff in more appropriate and effective ways.	
Improved and sustained interactions with Aboriginal Communities specifically those with a focused interest in Natural Resource Management and Traditional Land Management Practices.	
Increased participation by Aboriginal People in Landcare	
Increased adoption of traditional practices in Landcare	
Outcome	Source
Explainer about why we use the term 'Aboriginal' in NSW	Workshop Report: Aboriginal Partnership Meeting and Guiding Strategic Principles for Landcare NSW - June 2018, Dubbo NSW
Recognition and inclusion of Aboriginal peoples in Landcare NSW business and practice	
Partnership and interaction between Aboriginal peoples and Landcare NSW	
Education of community members, stakeholder groups and Landcare membership.	
Marketing and communications (increase awareness of Landcare NSW).	
Actions and activities on-ground and on-country.	
Funding supports local and regional on-ground projects	Landcare NSW Strategic Plan 2021-2022
Outcome	
10% of all member Landcare groups identify themselves as Aboriginal	

Table 1: Desired outcomes of the program from various sources

Actions

Theme 1: Aboriginal Recognition

Actions	Timeframe	Reference
1.1 - Landcare NSW includes statements and protocols that recognise Aboriginal people as the original custodians of the land on which Landcare activities are being conducted.	COMPLETED	<i>NSW Landcare Program Implementation Plan 2019 – 2023</i> OKR 2.5: Provide tools, communications, factsheets and skills to support participation in Landcare
1.2 - Provide information, support and guidance to RLCs, LLCs and the general Landcare community on Aboriginal recognition and other protocols.	Protocols and Fact Sheets developed June 2020 Ongoing	<i>NSW Landcare Program Implementation Plan 2019 – 2023</i> OKR 2: Support the network of Local and Regional Coordinators OKR 2.5: Provide tools, communications, factsheets and skills to support participation in Landcare <i>NSW Landcare Program 2019-2023 Business Case</i> Support the capability of the Local and Regional Coordinators and other district and network Landcare staff to work with Aboriginal Communities and Agency staff in more appropriate and effective ways.
1.3 - Aboriginal program component of NSW Landcare Program 2019-2023 is re-branded using Aboriginal language name and artwork - to be used for documents, reports, name badges, apparel, collateral, etc	Official launch during rescheduled NAIDOC Week (8 – 15 November 2020)	<i>NSW Landcare Program Implementation Plan 2019 – 2023</i> OKR 9: Program Communications and Engagement OKR 9.3: Develop program branding guidelines

Theme 2: Aboriginal Representation & Inclusion

Actions	Timeframe	Reference
2.1 - Steering Committee formed to oversee and guide Aboriginal Communities Engagement Program.	July 2020	<i>NSW Landcare Program Implementation Plan 2019 – 2023</i> Work with a Steering Committee to identify the most effective approaches in supporting Aboriginal People to have a voice within Landcare, to connect them with local Landcare Communities and to help share Traditional Land Management approaches.
2.2 - Database developed and maintained of local and regional contacts and networks	July 2020	<i>NSW Landcare Program 2019-2023 Business Case</i>

to ensure inclusion and engagement with Aboriginal Elders, community members and organisations in Landcare activities and information.	Ongoing	Increased participation by Aboriginal People in Landcare
2.3 - Propose options for incorporating Aboriginal perspectives at Regional, Council and Executive levels of Landcare NSW.	December 2020	<u><i>NSW Landcare Program Implementation Plan 2019 – 2023</i></u> OKR 3: Support the capacity of Landcare organisations to improve
2.4 - Investigate ways in which Aboriginal leadership can be integrated within existing Landcare NSW governance and planning structures.	December 2020	OKR 3.1: Focus on supporting improved Governance in Landcare organisations
2.5- Provide advice to Landcare NSW on the constitution and membership criteria to minimise existing barriers for Aboriginal groups and organisations to join.	June 2021	<u><i>NSW Landcare Program 2019-2023 Business Case</i></u> Increased participation by Aboriginal People in Landcare

Theme 3: Aboriginal Relationships & Collaboration

Actions	Timeframe	Reference
3.1 - Engage with LLS Aboriginal Officers, Regional Agriculture Landcare Facilitators (RALFs), NSW Environmental Trust Aboriginal Program Officers and other relevant stakeholders to introduce the Aboriginal component of the NSW Landcare Program 2019-2023, to identify opportunities for Aboriginal involvement and participation in Landcare activities.	Ongoing	<u><i>NSW Landcare Program 2019-2023 Business Case</i></u> Increased participation by Aboriginal People in Landcare
3.2 - Develop case studies and models of 'best practice' by seeking input from Aboriginal communities and local Landcare groups with established relationships on ways to commence or improve collaboration at a local and regional level.	March 2021 (to align with National Landcare Conference)	<u><i>NSW Landcare Program 2019-2023 Business Case</i></u> Increased adoption of traditional practices in Landcare
3.3 - Participate in 'On-Country' Landcare activities to provide advice on, and identify opportunities for, Aboriginal collaboration, protocols education and awareness of traditional knowledge and practices.	Ongoing	<u><i>NSW Landcare Program 2019-2023 Business Case</i></u> Support the capability of the Local and Regional Coordinators and other district and network Landcare staff to work with Aboriginal Communities and Agency staff in more appropriate and effective ways.
3.4 - Participate in, and facilitate, meetings, conferences and key events (including NAIDOC Week, Reconciliation Week, National Sorry Day etc.) to provide advice on, and identify opportunities for, Aboriginal collaboration, protocols education and awareness of traditional knowledge and practices.	Ongoing	

Theme 4: Aboriginal Awareness & Education

Actions	Timeframe	Outcome
4.1 - Develop educational materials to explain Aboriginal protocols, perspectives and involvement in cultural land management.	August 2020	<u>NSW Landcare Program Implementation Plan 2019 – 2023</u> OKR 2.5: Provide tools, communications, factsheets and skills to support participation in Landcare
4.2 - Utilise various communication channels to promote and incorporate Aboriginal cultural perspectives into Landcare activities.	Ongoing	
4.3 - Utilise various communication channels to promote good news and success stories, highlighting successful partnerships and engagement with Aboriginal communities.	Ongoing	
4.4 - Facilitate the delivery of Aboriginal cultural awareness and education activities to the broader Landcare community	Ongoing	<u>NSW Landcare Program Implementation Plan 2019 – 2023</u> OKR 4: Professional development opportunities for Coordinators OKR 4.1: Coordinate state level training and development initiatives. <u>NSW Landcare Program 2019-2023 Business Case</u> Support the capability of the Local and Regional Coordinators and other district and network Landcare staff to work with Aboriginal Communities and Agency staff in more appropriate and effective ways.

Theme 5: Aboriginal Resourcing











Actions	Timeframe	Outcome
5.1 - Investigate and identify potential sources of funding and resourcing to increase Aboriginal employment and involvement in Landcare activities, networks and projects.	Ongoing	<u>NSW Landcare Program Implementation Plan 2019 – 2023</u> OKR 5: Support opportunities for grant funding or partnerships OKR 5.2: Identify and communicate funding/partnerships opportunities and support development of applications
5.2 – Develop and deliver a devolved grants program to support Aboriginal engagement in Landcare.	Ready for official launch of program in November 2020 Ongoing	



Aboriginal Communities Engagement Program Implementation Plan 2020-21

Frequency in 2020/21

Recognition, Representation & Relationships

Deliverables	Jul-Sep 2020	Oct-Dec 2020	Jan-Mar 2021	Apr-Jun 2021	Total effort / year
1. Steering Committee established & meeting 	◇	◇	◇	◇	4 meetings facilitated
2. Landcare NSW Council & NLP JMC 	◇	◇	◇	◇	4 meetings attended
3. LNSW Membership & Inclusion 		◇	◇	◇	New Aboriginal members
4. Landcare Newsletter 	◇	◇	◇	◇	4 newsletter stories
5. Social media 	2 Aboriginal-related posts per quarter				8 social media posts
6. Branding & Profile 	Merchandise distributed across 12 regions				Polo's, hats, caps, beanies
7. Events, Conferences, Roadshows 	Conferences, Musters etc				Events attended
8. Formal Presentations & Briefings 	Once a year for 12 regions				12 presentations delivered
9. Collaborating with RLCs & LLCs 	Once a year for 12 regions				12 RLC/LLC meetings
10. Collaborating with Aboriginal communities 	Ongoing				12 Aboriginal meetings

Links to Awareness, Education & Resourcing

Legends

Attendance in person - travel may be required

Can be conducted electronically

Aboriginal Communities Engagement Program Implementation Plan 2020-21

Frequency in 2020/21

Awareness, Education & Resourcing

Deliverables		Jul-Sep 2020	Oct-Dec 2020	Jan-Mar 2021	Apr-Jun 2021	Total effort / year	
1. Cultural Protocols & Awareness Raising		◇ ◇	◇ ◇ ◇	◇ ◇ ◇	◇ ◇	10 Activities provided	
2. Theme Weeks (NAIDOC, Reconciliation Week)			◇		◇	Theme Weeks celebrated	
3. Reconciliation Action Plans (RAPs)		Ongoing					RAPs reviewed for relevance
4. On-Ground Activities		◇	◇	◇	◇	4 On-Ground Site Visits	
5. Key Contacts		◇	◇	◇	◇	Database maintained	
6. Launch, Recognition & Celebration			◇		◇	Events conducted	
7. Funding & Grants		Ongoing					Income generated

Legends

Attendance in person -
travel may be required

Can be conducted
electronically