



## Action Plan 2021-22

***“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 has 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.

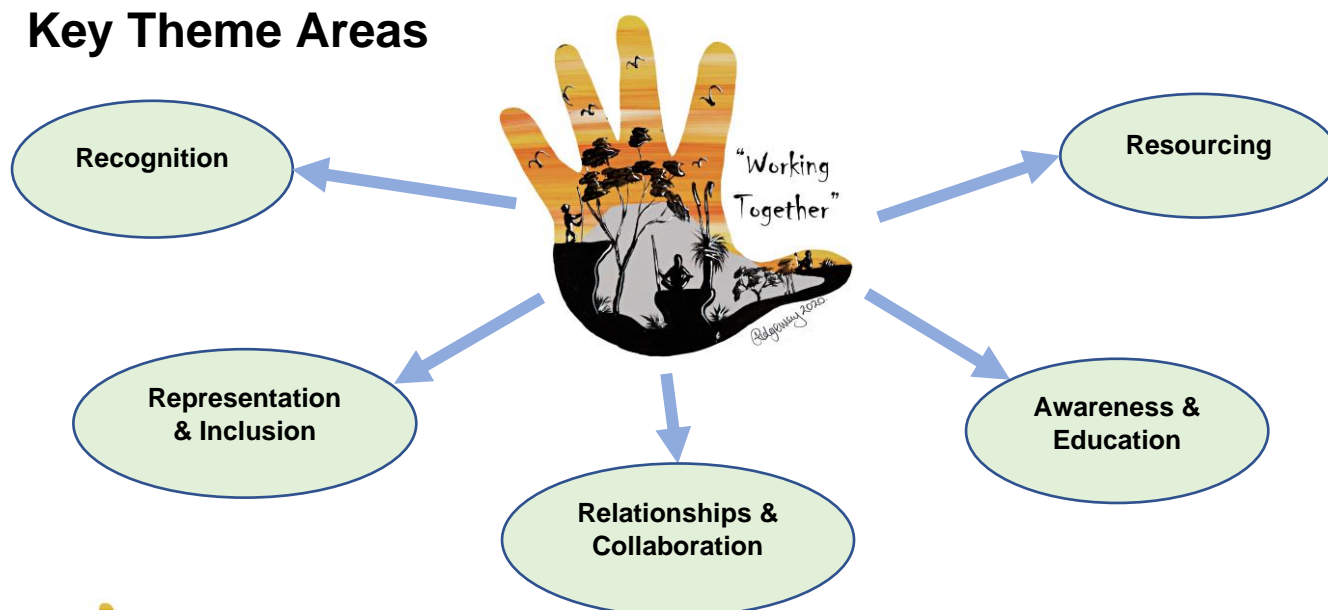
*[Source: NSW Landcare Program Implementation Plan 2019 – 2023]*

### Key Result

Reduced barriers to Landcare and Aboriginal Communities collaborating.

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

### Key Theme Areas



Local Land  
Services

This initiative made possible by the NSW Landcare Program.  
A collaboration of Local Land Services and Landcare NSW Inc.  
supported by the NSW Government.



## 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	
Outcome	Source
10% of all member Landcare groups identify themselves as Aboriginal	Landcare NSW Strategic Plan 2021-2022

Table 1: Desired outcomes of the program from various sources

## Actions for 2021-2022

### Theme 1: Aboriginal Recognition

Actions	Budget	Key Outputs/Products
1.1 - Landcare NSW, RLCs, LLCs, Local and Regional Landcare entities incorporate statements and protocols into business activities that recognise Aboriginal people as the original custodians of the land on which Landcare activities are being conducted. Examples include Acknowledgement of Country and Welcome to Country.	Operations	<i>NSW Landcare Program Implementation Plan 2019 – 2023</i> <b>OKR 2:</b> Support the network of Local and Regional Coordinators <b>OKR 2.5:</b> Provide tools, communications, factsheets and skills to support participation in Landcare
1.2 – Consciously integrate the <i>Working Together</i> Program into the mainstream NSW Landcare Program 2019-23 through leadership and informal 'mentoring' support to ensure Landcare NSW, LLCs and RLCs become strong advocates for Aboriginal engagement in Landcare activities.		<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 – <i>Working Together</i> program branding is used for promotion and marketing in documents, reports, name badges, apparel, collateral, etc. to create interest, start conversations, encourage collaboration and instil a sense of pride within Aboriginal and Landcare communities.	\$4,000	<i>NSW Landcare Program Implementation Plan 2019 – 2023</i> <b>OKR 9:</b> Program Communications and Engagement <b>OKR 9.3:</b> Develop program branding guidelines

### Theme 2: Aboriginal Representation & Inclusion

Actions	Budget	Key Outputs/Products
2.1 - Steering Committee conducts a minimum of 3 meetings to oversee and guide Working Together program, including at least one face-to-face meeting.	\$2,000	<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 – List of key contacts maintained to ensure inclusion and engagement with Aboriginal Elders, community members and organisations in Landcare activities and information.	Operations	<i>NSW Landcare Program 2019-2023 Business Case</i> Increased participation by Aboriginal People in Landcare

2.3 - Provide support and advice to Landcare NSW on proposed new governance structures, including inclusion and implementation of an Aboriginal targeted skills-based Board member.	Operations	<u>NSW Landcare Program Implementation Plan 2019 – 2023</u> <b>OKR 3:</b> Support the capacity of Landcare organisations to improve <b>OKR 3.1:</b> Focus on supporting improved Governance in Landcare organisations  <u>NSW Landcare Program 2019-2023 Business Case</u> Increased participation by Aboriginal People in Landcare
2.4 - Provide advice to Landcare NSW on membership initiatives to minimise existing barriers and provide incentives for Aboriginal groups and organisations to join.	Operations	
2.5 - Investigate ways in which broader Aboriginal perspectives and advisory bodies can be integrated into proposed new Landcare NSW governance and committee structures.	Operations	

## Theme 3: Aboriginal Relationships & Collaboration

Actions	Budget	Key Outputs/Products
3.1 - Engage with LLS Aboriginal Officers, Regional Agriculture Landcare Facilitators (RALFs), NSW Environmental Trust Aboriginal Program Officers, NSW Biodiversity Conservation Trust Aboriginal Officers and other relevant stakeholders to support the Working Together program and to identify opportunities for Aboriginal involvement and participation in Landcare activities.	Operations	<u>NSW Landcare Program 2019-2023 Business Case</u> Increased participation by Aboriginal People in Landcare
3.2 - Collate 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.	Operations	<u>NSW Landcare Program 2019-2023 Business Case</u> Increased adoption of traditional practices in Landcare  <u>NSW Landcare Program 2019-2023 Business Case</u>
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.	Operations	<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.
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.	Operations	

## Theme 4: Aboriginal Awareness & Education

Actions	Budget	Key Outputs/Products
4.1 - Utilise educational materials to explain Aboriginal protocols, perspectives and involvement in cultural land management.	Operations	<u>NSW Landcare Program Implementation Plan 2019 – 2023</u> <b>OKR 2.5:</b> 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.	Operations	
4.3 - Utilise various communication channels to promote good news and success stories, highlighting successful partnerships and engagement with Aboriginal communities.	Operations	<u>NSW Landcare Program Implementation Plan 2019 – 2023</u> <b>OKR 4:</b> Professional development opportunities for Coordinators <b>OKR 4.1:</b> 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.
4.4 - Facilitate the delivery of Aboriginal cultural awareness and education activities to the broader Landcare community	\$4,000	

## Theme 5: Aboriginal Resourcing

Actions	Budget	Key Outputs/Products
5.1 - Investigate and identify potential sources of funding and resourcing to increase Aboriginal employment and involvement in Landcare activities, networks and projects.	Operations	<u>NSW Landcare Program Implementation Plan 2019 – 2023</u> <b>OKR 5:</b> Support opportunities for grant funding or partnerships <b>OKR 5.2:</b> Identify and communicate funding/partnerships opportunities and support development of applications
5.2 – Sponsor a “Connecting to Country & Culture” program for Aboriginal youth (16-25 years) to support long-term engagement in Landcare.	\$32,000	
5.3 – Provide a large grant (<\$40,000 each) to up to 2 x Landcare Regions to support the delivery of Regional level Aboriginal engagement initiatives.	\$80,000	
5.4 – Provide a bursary (>\$5,000 each) to the remaining 10 x Landcare regions, via the RLC or other mechanism, to support Local level Aboriginal engagement activities in the region.	\$50,000	
5.5 – Support Aboriginal involvement and attendance at the 2022 State LLS/Landcare Conference in Tweed Heads, 15-17 March 2022.	\$10,000	