



REFLECT

RECONCILIATION ACTION PLAN

JULY 2021 – DECEMBER 2022



RECONCILIATION
ACTION PLAN
REFLECT



TRUST FOR
NATURE



Trust for Nature has protected 100,000 ha of habitat across Victoria, including 30,000 ha Neds Corner Station (above) on Ngintait Country in the north west of the state.

OUR BUSINESS

In Victoria, 62% of land is privately owned. This means many thousands of hectares of native vegetation are lost each and every year to clearing and the impacts of climate change. Long-term protection remaining habitat is critical to the future of ecosystems and species.

As one of Australia's oldest conservation organisations, Trust for Nature works closely with private landowners, government, organisations, Traditional Owners, and businesses, to help restore, protect and manage biodiversity on private land.

Our goal is to protect and restore places where wildlife and native plants can thrive. We do this for the benefit of future generations by working now with private landholders, volunteers, government agencies and others with similar vision.

Over the last 45 years, we have secured 100,000 hectares of habitat on private land forever – places that are home to some of our rarest species such as the Helmeted Honeyeater, Victoria's critically endangered bird emblem.

Trust for Nature was established in 1972 through the Victorian Conservation Trust Act. This enabled people to contribute permanently to nature conservation by donating land or money to a not-for-profit organisation with a specific focus on private land.

In 1978, Trust for Nature developed 'on title agreements' known as conservation covenants as a way to protect native plants and wildlife. These legally binding agreements allow private landowners to conserve natural habitat on their properties in perpetuity. This is a unique power that Trust for Nature holds in Victoria.

Since then, we have negotiated more than 1,380 covenants and so protected more than 62,000 hectares.

In addition, government funding and public donations have enabled Trust for Nature to purchase more than 40 properties which we have converted to conservation reserves covering more than 35,000 hectares. Among them is the iconic Neds Corner Station, once part of the Kidman cattle empire. This beautiful place in the Mallee is Victoria's largest private conservation property.

The Revolving Fund program has allowed us to purchase and protect more than 60 properties rich in native habitat. We sell these on to conservation-minded buyers, and recycle the money back into the Revolving Fund to purchase more properties.

As Victoria's dedicated private land conservation body, our key focus is on achieving strategic conservation with partners – this sits at the centre of what we do. Five supporting focus areas provide the foundation and enabling actions to achieve strategic conservation: conservation innovation and leadership, engagement for greater outcomes, sustainable finance, our people and strong corporate capability.

To achieve the goals in our Strategic Plan we need to find new ways of achieving conservation at scale, such as by working with large institutional landowners, and engaging with a whole-of-government approach that supports private land conservation.

We are based in Victoria and employ 60 staff who are located throughout. Our six offices are based in Melbourne, Bairnsdale, Wangaratta, Castlemaine, Horsham and Anakie. We do not currently collect information regarding the cultural background of our staff, and do not have information regarding how many Aboriginal and Torres Strait Islander staff we employ.

OUR RAP

Trust for Nature is developing this Reflect Reconciliation Action Plan (RAP) to demonstrate its commitment towards contributing to the reconciliation of Australia. We share Reconciliation Australia's vision for a just, equitable and reconciled Australia.

We intend to approach implementing this Reflect RAP by forming a RAP Working Group, with oversight from the Executive Leadership Team. Our Reflect RAP will commence on July 2021 and be implemented to December 2022.

Our workplace's reconciliation journey was formalised in 2017, when Trust for Nature's Board adopted a Statement of Intent and Commitment to Victorian Traditional Owner Groups. The policy formally restates Trust for Nature's ongoing commitment to meaningful engagement and partnership approaches to working with Victorian Traditional Owner groups. It is guided by four key principles:

- Recognition and respect
- Cultural learning and development
- Healthy natural environments and ecosystems
- Capacity building and economic opportunities

As part of our approach, Trust for Nature recognises the continuing spiritual and cultural connection of Traditional Owners to Victoria's land, wildlife, freshwater and saltwater environments.

Trust for Nature also shares with Victorian Traditional Owners a deep appreciation for native wildlife and habitats on both public and private land and in aquatic environments.

Trust for Nature is committed to assisting Traditional Owners to conserve, restore where possible and protect natural environments, wildlife and cultural heritage values.

Developing a Reflect RAP will build on this previous commitment.

The North East Area Manager, will champion the implementation of this reflect RAP.



OUR PARTNERSHIPS/CURRENT ACTIVITIES

Trust for Nature recognises Victoria's Traditional Owners' past and continuing spiritual and cultural connection to this wonderful land, wildlife, fresh water and salt water environments. We share with Victorian Traditional Owners, a deep appreciation for native wildlife and habitats on both public and private land and in aquatic environments. We recognise that all Victorians share in the benefits of the custodianship and caring for Country that Traditional Owners have practised for centuries.

Trust for Nature is committed to assisting Traditional Owner aspirations; to conserve, restore where possible, protect natural environments, wildlife and cultural heritage values.

Trust for Nature is committed to meaningful engagement and partnership approaches to working with Victorian Traditional Owner groups, now and in the future, while recognising Trust for Nature's focus on private land conservation as well as any legislative or economic limits we may have. We know our collaboration will need regular review, learning and ongoing dialogue.

We partner with many Traditional Owner groups, such as Gunaikurnai Land and Waters Aboriginal Corporation, Bunurong Land Council Aboriginal Corporation, Barapa Barapa Traditional Owners, Barengi Gadjin Land Council, Wathaurong Aboriginal Co-operative, First Peoples of the Millewa

Mallee Aboriginal Corporation (FPMAC), Yorta Yorta National Aboriginal Corporation, and Bangerang Traditional Owners, to deliver projects on private land in Victoria, and implementing this Reflect RAP, TfN will ensure its commitment to reconciliation continues.

For example, Trust for Nature and FPMAC meet regularly to agree on a memorandum of understanding about developing a shared vision for the short and long term management of Neds Corner. The FPMAC includes Latji Latji, Nyeri Nyeri and Ngintait (Nintay) Traditional Owners of Country.

Trust for Nature partners with the Bunurong Land Council Aboriginal Corporation and Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation to support Traditional Owners to gain a formal accreditation in land management through a Certificate III in Conservation and Land Management with Holmesglen.

Trust for Nature also partners with the Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation (Wurundjeri) and their Naarap team to complete works on Trust for Nature reserves.

In Gippsland, Trust for Nature works with the Gunaikurnai Land and Waters Aboriginal Corporation's On Country works crew to assist with on-ground delivery of projects.

In the North East, the Woka Walla work crew from the Yorta Yorta nation was employed to carry out woody weed control on covenanted properties, and we have been on cultural burning journey with the Bangerang Traditional Owners.





Students and teachers from the Certificate III in Conservation and Land Management Course for Traditional Owners run by Trust for Nature with the Bunurong Land Council Aboriginal Corporation, the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation and Holmesglen.



RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September 2021	Area Manager, North East
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2021	Area Manager, North East
Build relationships through celebrating National Reconciliation Week.	Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff.	May 2022	Area Manager, North East
	RAP Working Group members to participate in an external National Reconciliation Week event.	May – June 2022	RAP Working Group
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.	May – June 2022	CEO
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	September 2021	Area Manager, North East
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2021	RAP Working Group
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2022	CEO
Promote positive race relations through anti-discrimination strategies	Research best practice and policies in areas of race relations and anti-discrimination.	September 2021	HR Business Partner
	Conduct a review of Human Resource policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2021	HR Business Partner

RELATIONSHIPS (CONT)

Action	Deliverable	Timeline	Responsibility
Promote opportunities for Traditional Owners to Care for Country.	Develop relationships with local Traditional Custodians to ensure future conservation methods include their aspirations in caring for Country.	September 2021	Regional Operations Manager
	Strengthen relationship with the FPMMAC at Ned's Corner Station, and undertake activities referred to in line with the Memorandum of Understanding.	December 2021	Regional Operations Manager
	Continue partnerships to support Traditional Owners to gain a formal accreditation in land management through a Certificate III in Conservation and Land Management.	March 2022	Area Manager, Port Phillip
	Continue existing partnerships with Traditional Owner Groups to manage land management, fire assessments, cultural actions and habitat improvements on Trust for Nature-reserves.	June 2022	Area Managers



< CHELSEA AND RENEE COMPLETED THE CERTIFICATE III IN CONSERVATION AND LAND MANAGEMENT FOR TRADITIONAL OWNERS.

> BANGERANG TRADITIONAL OWNERS, TRUST FOR NATURE STAFF AND LANDHOLDERS UNDERTAKING A COOL SEASON BURN ON A CONSERVATION COVENANT AT DOCKERS PLAINS, NORTH EAST VICTORIA.



RESPECT

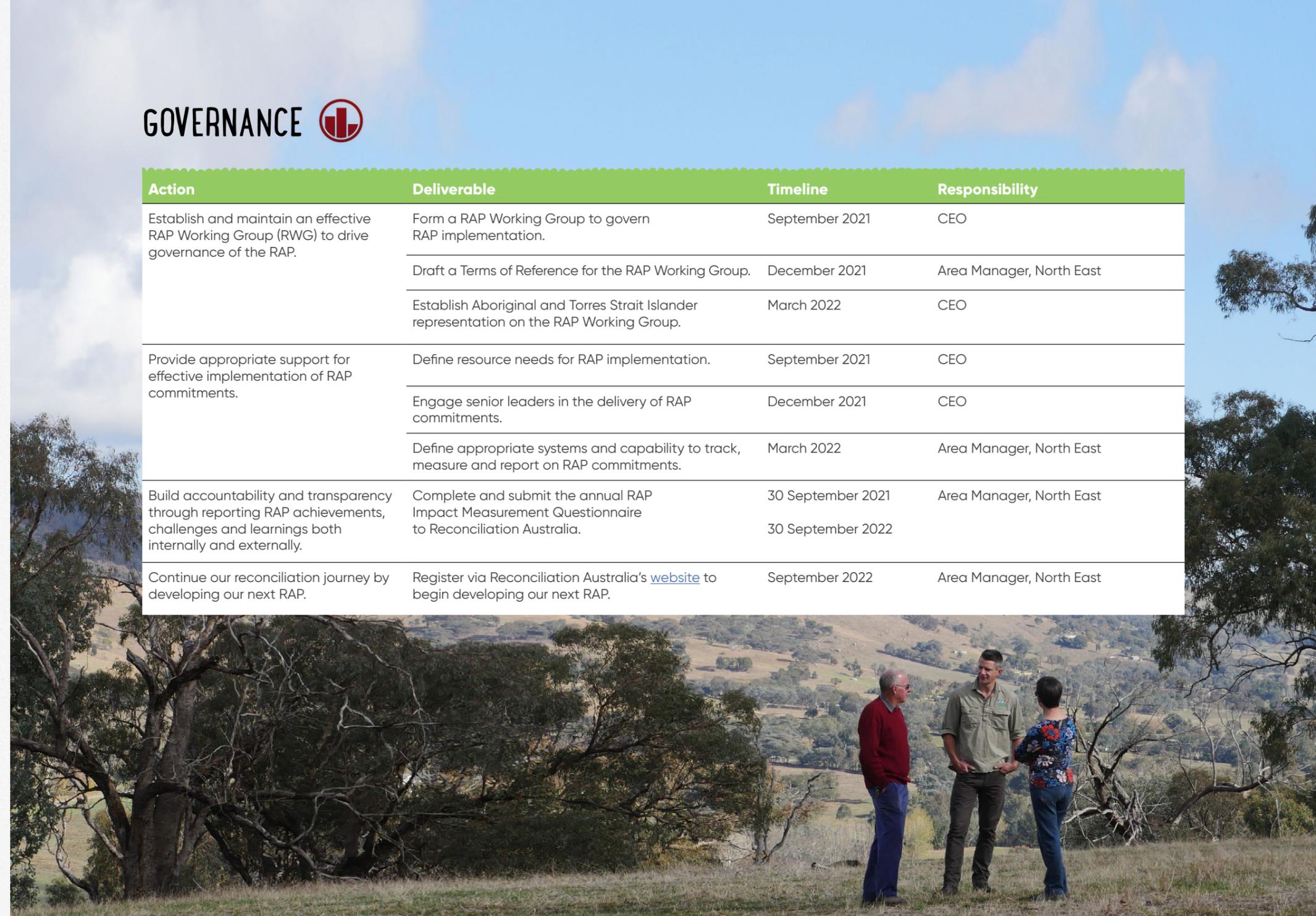
Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2022	Chief Operating Officer
	Conduct a review of cultural learning needs within our organisation.	June 2022	HR Business Partner
	Better understand Aboriginal and Torres Strait Islander ways of caring for Country through information sessions and on-ground knowledge sharing.	September 2022	Policy Advisor
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	September 2021	Chief Operating Officer
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2021	Regional Operations Manager
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. (4 - 11 July 2021).	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2021	Area Manager, North East
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2021	Area Manager, North East
	RAP Working Group to participate in an external NAIDOC Week event.	July 2021	Area Manager, North East

OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March 2022	HR Business Partner
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2022	HR Business Partner
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2022	Area Manager, North East
	Investigate Kinaway Chamber of Commerce membership.	June 2022	Policy Advisor
Support opportunities to embed cultural land management practices into Trust for Nature.	Support knowledge sharing at meetings, community events, workshops and presentations.	September 2021	All staff
	Develop new partnership projects and spend time together on Country.	December 2021	Area Managers
	In consultation with Traditional Owner groups, develop and potentially implement cultural covenants on private land, which would protect cultural assets and may also embed cultural land management practices.	March 2022	Policy Advisor
	Provide opportunities to showcase cool season burning to protect conservation areas.	June 2022	Area Managers

GOVERNANCE

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RAP Working Group to govern RAP implementation.	September 2021	CEO
	Draft a Terms of Reference for the RAP Working Group.	December 2021	Area Manager, North East
	Establish Aboriginal and Torres Strait Islander representation on the RAP Working Group.	March 2022	CEO
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	September 2021	CEO
	Engage senior leaders in the delivery of RAP commitments.	December 2021	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2022	Area Manager, North East
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2021	Area Manager, North East
		30 September 2022	
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2022	Area Manager, North East





Contact:
Amelia Houghton
North East Area Manager
0477 299 848
ameliah@tfn.org.au

