



**GOULBURN
BROKEN**

CATCHMENT
MANAGEMENT
AUTHORITY



INNOVATE RECONCILIATION ACTION PLAN

JUNE 2019 – JUNE 2021



VISION

To further strengthen relationships with Traditional Owners, and Aboriginal and Torres Strait Islander peoples living and working across the Goulburn Broken CMA catchment.

To be leaders in innovative and collaborative action to strengthen cultural respect, economy and employment for Aboriginal and Torres Strait peoples as we return Country to health.

ACKNOWLEDGEMENT

The GB CMA acknowledges that Aboriginal and Torres Strait Islander were the first people on this land.

GB CMA acknowledges the Yorta Yorta peoples and Taungurung peoples as the Traditional Owners of the lands where our business is conducted.

We pay respects to their Elders past and present, and recognise their continuing obligations, rights and responsibilities to access and care for traditional lands and waters.

GB CMA has a long-standing relationship with the Corporations that represent Traditional Owners - Yorta Yorta Nation Aboriginal Corporation (YYNAC) and Taungurung Land and Waters Council (TLWC).

YYNAC represents 8 different clan groups, where the Yorta Yorta language is spoken by all the Yorta Yorta Clans, including the Kailtheban, Wollithiga, Moira, Ulupna, Bangerang, Kwat Kwat, Yalaba Yalaba and Ngurai-illiamwurrung clans. Yorta Yorta Country takes in towns from Cohuna to a point west of Albury/ Wodonga and includes Echuca, Shepparton/ Mooroopna, Murchison, Euroa, Benalla Wangaratta, Rutherglen Corowa and extends north to near Deniliquin in NSW.

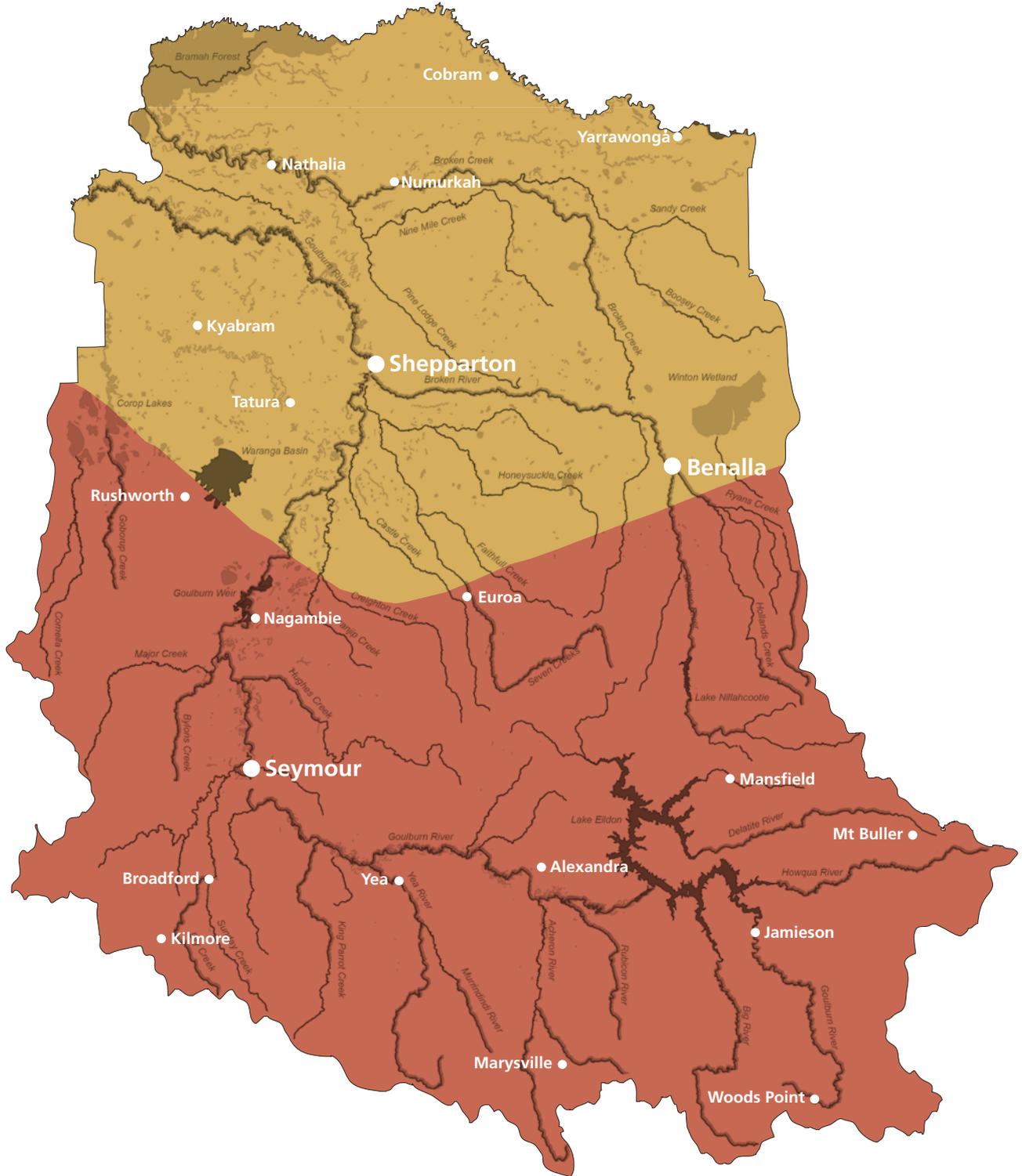
TLWC represents the interests of the 15 different clan groups of Taungurung; Budhera-Bulok, Leuk-Yilam, Mum-Mum-Yilam, NaterrakBulok, Nira-Bulok, Waring-Yilam-Bulok, Yaran-Yilam-Bulok, Yiran-Yilam-Bulok, Yawang-Yilam-Bulok, Benbendore-Balluk, Gunung-Yellam, Ngurai-Ilaam-Balluk, Tenbringnellams, Walledriggers, and Warrinillum.

The Taungurung (Daung wurrung) peoples occupy much of central Victoria. Taungurung Country encompasses the area between the upper reaches of the Goulburn River and its tributaries north of the Dividing Range. From the Campaspe River in the west, eastwards to the Great Dividing Range, the Ovens River in the north and south to the top of the Great Dividing Range. Boundaries with adjoining Aboriginal tribes are respected in accordance with traditional laws.

GB CMA also acknowledges Aboriginal peoples - who because of dispossession, protection and assimilation policies of the day - were forcibly removed to missions and reserves on Yorta Yorta and Taungurung Country. Many of these people over generations have come to regard Yorta Yorta and Taungurung Country as home.

Today the lands on which our business is conducted are home to a diverse population of Aboriginal, Torres Strait Islanders and other Australians. This Reconciliation Action Plan is focused on building respect, relationships and opportunities within our organisation, and where we can influence more broadly.

GOULBURN BROKEN CATCHMENT



- Yorta Yorta Nation
Aboriginal Corporation
- Taungurung Land and
Waters Council

OUR COMMITMENT

This Reconciliation Action Plan expresses our continuing commitment to reconciliation including as leaders for increased cultural respect, engagement, equity and opportunity for employment and business on Country for Traditional Owners, and other Aboriginal and Torres Strait Islander people.

We are committed to these outcomes locally and through collaborative work with our Tri-State Alliance colleagues (7 Regional Natural Resource Management (NRM) bodies along the Murray River Corridor) to build capacity and capability for Aboriginal-led business, and employment. The Tri-State Alliance was formed in late 2015 when the 7 Regional NRM bodies (Goulburn Broken, North Central, North East and Mallee CMA's, Murray Local Land Services (NSW) and SA NRM) situated along the Murray Corridor agreed to collaborate and commit to grow economies, employment and drive more efficient resource management through sharing of expertise and connections to local communities.

As the Tri-State Alliance lead facilitator, we have an opportunity with our Regional NRM colleagues to grow the economy and employment opportunity for Aboriginal and Torres Strait Islander peoples along the Murray Corridor encompassing (New South Wales, Victoria and South Australia), while managing cultural and natural values.

GB CMA has a demonstrated commitment to building respect, recognition, relationships and opportunities in partnership with Traditional Owners, and with relevant stakeholders such as Aboriginal and Torres Strait Islander community led organisations and other agencies focused on addressing disadvantage and creating opportunities across our catchment.

We understand there is much work to be done with Traditional Owners and the broader community to return Country to health, to protect cultural heritage, and to build relationships between Traditional Owners, the broader Aboriginal and Torres Strait Islander community and other Australians who live and work in the region.

We believe this Reconciliation Action Plan will guide our own organisation, and those who do business with us about how we can work together to achieve significant outcomes locally, and more broadly for reconciliation.

Chairperson

Goulburn Broken Catchment
Management Authority

CEO

Goulburn Broken Catchment
Management Authority

OUR BUSINESS

Our core business is land, water and biodiversity management in the catchment.

The Goulburn Broken CMA (GB CMA) is a statutory Authority established by the Victorian Parliament in 1997 under the *Catchment and Land Protection Act 1994*. The GB CMA is accountable for its performance to the Minister for Water and the Minister for Environment and Climate Change. The Goulburn Broken Catchment covers 2.4 million hectares, extending north from near the outskirts of Melbourne to the Murray River on the border of NSW.

The Goulburn Broken Catchment has a rich and diverse community. The catchment has an estimated population of 205,000 people, which includes 6,000 Indigenous Australians, many whom identify as the Traditional Owners of this area. There are approximately 55 staff working within the GB CMA, 3 staff support our Indigenous Natural Resource Management team including one Aboriginal staff member.

Our Head Office is based in Shepparton, and we have two other offices at Yea and Benalla, Victoria.

Our business is done with adherence to legislative and policy directions including the *Aboriginal Heritage Act 2006*, Traditional Owner agreements, Native Title, Aboriginal Heritage, the National Water Initiative, *Environment Protection and Biodiversity Conservation Act*, as well as the *Catchment and Land Protection Act*. Registered Aboriginal Parties have been appointed in Victoria to represent the interests and rights of Traditional Owners and the GB CMA works collaboratively with YYNAC and TLWC as Registered Aboriginal Parties.

Our work has included close collaboration in the development of Whole of Country Plans, Joint Management Plans, Regional Catchment Strategies and a range of on-Country activities aimed at increasing the engagement of Traditional Owners as partners in environmental and cultural resource management.

The Goulburn Broken Regional Catchment Strategy 2013-19 sets out the framework for coordinating land, water and biodiversity management in our catchment.

GB CMA also strives to implement directions from the Council of Australian Governments' Closing the Gap in Indigenous disadvantage, the Indigenous Advancement Strategy (IAS) and Indigenous Opportunities Policy (IOP) alongside the Victorian Government's Aboriginal Affairs Framework and Aboriginal Economic Strategies.

WHICH RECONCILIATION ACTION PLAN IS RIGHT FOR US?

Reconciliation Australia's Reconciliation Action Plan Framework provides organisations with a structured approach to advance reconciliation. There are four different types of Reconciliation Action Plans that an organisation can develop. These include: Reflect, Innovate, Stretch and Elevate. Each of these types is designed to suit an organisation at different stages of their reconciliation journey.

The GB CMA feels an Innovate Reconciliation Action Plan reflects where we are as an organisation at the present time. An Innovate approach focuses on developing and strengthening relationships with all Indigenous, Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, developing and piloting innovative strategies to empower Indigenous, Aboriginal and Torres Strait Islander peoples.

WHY WE HAVE DEVELOPED OUR RECONCILIATION ACTION PLAN?

We are intent on accelerating action and outcomes for growing the economy and employment of Aboriginal people while healing and caring for Country.

Our Reconciliation Action Plan was developed to capture and communicate the range of activities already in place to support reconciliation with our partners and stakeholders, and to prioritise the most effective action for future engagement and partnership.

The Reconciliation Action Plan development process was particularly focused on strengthening the effectiveness and impact of our partnerships and engagement with Traditional Owners, and the broader Aboriginal and Torres Strait Islander community.

We are acutely mindful of the continuing disadvantage Aboriginal people living across our catchment experience, including in relation to health and wellbeing, education and employment. We acknowledge that there have been inter-generational impacts from past government policies and practices on families, and communities.

We have a long-standing and demonstrated commitment to reconciliation, particularly through increased engagement as partners with Traditional Owners in natural and cultural resource management and employment. However, we believe we can achieve more through identifying and focusing on priority actions internally, and through the advice and input of our partners and stakeholders to increase respect, recognition and opportunity linked to our business.

Our CEO champions our Reconciliation Action Plan, supported by the Working Group which includes our Indigenous Natural Resource Management Facilitator (our only Aboriginal employee), the GB CMA Land, Biodiversity and Indigenous Program Manager, and the Indigenous Natural Resource Management (Cultural Heritage) Co-ordinator.

Externally our CEO, Chairperson and Indigenous Natural Resource Management Facilitator champion our Reconciliation Action Plan with partners and stakeholders.

The GB CMA also hosts the Goulburn Broken Indigenous Consultation Group comprised of the Traditional Owner Corporations and CMAs who work with other partner agencies and groups across the catchment.

We have also commenced consulting with the Shepparton Region Reconciliation Group.

The following provides a summary of our key achievements to date. These experiences have enabled us to learn and refine approaches to reconciliation and partnership. They have also guided us in the development of this Reconciliation Action Plan.

KEY ACHIEVEMENTS TO DATE

- Initiated and developed the Goulburn Broken Reconciliation Action Plan (2017-2018)
- Development of the Goulburn Broken Indigenous Participation Plan (2017)
- Providing the Indigenous project lead for the Tri State Alliance – 7 Regional NRM bodies across the Murray River Corridor committed to growing the economy, employment and more efficient, effective cultural and resource management
- Contribution towards and adoption of Victorian CMA Indigenous Guidelines
- GB CMA were key drivers and supporters in the development of both Yorta Yorta and Taungurung Whole of Country Plans
- Established the Goulburn Broken Traditional Owners Consultation Group 2016
- Ongoing support and integration of both Yorta Yorta (Woka Wolla) and Taungurung works crews into our Catchment management role (since 2010)
- Cross cultural training with Yorta Yorta and Taungurung people for all and CMA staff
- Capacity and capability building of Yorta Yorta and Taungurung people for works on country including first aid training, fire training with DELWP, contract management training, Traditional Owner fire management with CFA (ongoing)
- Cultural awareness project development and support across the Catchment. Example projects include Rock Correa Walk (Dookie), Yea Wetlands Indigenous Garden, Mount Major Walking Trail and Gowrie Street Primary School Indigenous Garden (under development).
- Strong CMA culture of supporting Indigenous advancement, for example, the GB CMA is leading and developing a Jobs for Aboriginal People project aiming to improve employment opportunities across our region
- Established the Wayne Tennant Indigenous Cadetship Program to provide vocational and higher education pathways for a local Aboriginal person in cultural and natural resource management (2016)

ACTION PLAN



RELATIONSHIPS

We acknowledge that the Traditional Owners of the land and waters we work on have an unbroken and continuing obligation, rights and interests in healing, protecting and working on country. It is critical that our organisation builds and maintains strong relationships with Traditional Owners so we can do better work on country together as partners. It is also critical that we build relationships with the broader Aboriginal community as we strive to grow business, education and employment opportunities to redress long-standing disadvantage for Traditional Owners, and other Aboriginal people living across our catchment.

Essential Action	Deliverable	Timeline	Responsibility
1 Working Group (WG) of CMA staff and reps from our YY/TLWC staff established and actively monitoring and reporting progress for Reconciliation Action Plan Actions	<ul style="list-style-type: none"> – Terms of Reference in place for WG – Terms of Reference will be reviewed annually 	Review December annually	Land, Biodiversity & Indigenous Program Manager
	Maintain Aboriginal and/or Torres Strait Islander representation on the WG	Review September annually	Indigenous Coordinator
	WG to oversee the development, endorsement and launch of the Plan	Launch September 2019	Land, Biodiversity & Indigenous Program Manager
	Meetings occur 2-3 times per year to monitor and report outcomes	March and October annually	Land, Biodiversity & Indigenous Program Manager
	Reporting process on the Plan's progress established for Traditional Owners, and local Reconciliation Group	September 2019	Indigenous Coordinator
2 Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships, and knowledge sharing between Aboriginal and other Australians	<ul style="list-style-type: none"> – WG to organise an internal event for NRW – Register NRW events on the RA website – Collaborate and/or co-invest on an external event to mark NRW – Ensure our WG participates in an external event to recognise and celebrate NRW 	27th May to 3rd June annually	CEO GB CMA
3 Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, organisations to support positive outcomes	<ul style="list-style-type: none"> – Continue to build as a primary relationship for business our relationship and project agreements with YYNAC and TLWC 	June 2020	CEO GB CMA
	<ul style="list-style-type: none"> – Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders 	June 2020	Communications & Marketing Manager
	<ul style="list-style-type: none"> – Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement 	June 2020	Indigenous Coordinator



Essential Action	Deliverable	Timeline	Responsibility	
4	Raise internal and external awareness of our RAP Plan to promote reconciliation across the business	– Embed RAP Plan awareness into GB CMA cultural awareness training	By September 2019	CEO GB CMA
		– Develop and implement a strategy to communicate our RAP to all internal and external stakeholders	By September 2019	Communications & Marketing Manager
		– Promote reconciliation through ongoing active engagement with all stakeholders	Track and review each May and September annually	Land, Biodiversity & Indigenous Program Manager
		– Brief Board members about Reconciliation Action Plan progress and outcomes, as a standard item on Board meeting agenda	Track and review June annually	Land, Biodiversity & Indigenous Program Manager
5	Investigate relationship building and shared activity with agency peers also committed to addressing health and wellbeing, education and employment opportunities for Aboriginal people through their core business	– Embed RAP Plan awareness into CMA school-based activities	By December 2019	Land care & Communities Manager
		– Influence partner organisations e.g. Department Health & Human Services, Department of Justice to discuss Aboriginal and Torres Strait Islander business procurement and employment process learnings	Track and review September annually	Land, Biodiversity & Indigenous Program Manager
		– Develop opportunities to share resources e.g. a joint traineeship to assist vulnerable youth regarding connection to country and culture	Track and review September annually	River Health Program Manager



Before dispossession and colonisation, Aboriginal people effectively managed the land, waters, cultural and natural resources of Australia over thousands of years. We respect the vast and deep knowledge, referred to today as Traditional Ecological Knowledge (TEK) that Aboriginal people applied to keeping country and people healthy. We respect that today it is in the best interests of country and people that we work as partners to heal the extensive damage to country, and disadvantage to Aboriginal people that has resulted from dispossession and colonisation.

It is critical to our business as managers of land and waters today that we find ways of respecting and working in partnership with traditional knowledge holders alongside contemporary knowledge holders. We firmly believe through this knowledge sharing that we will achieve our shared interest in seeing country and people healthy again.

Essential Action		Deliverable	Timeline	Responsibility
1	GB CMA staff and Board continue to undertake cross-cultural education as part of induction, and professional development employees and CMA business leaders	– Develop and implement an Aboriginal and Torres Strait Islander cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of the business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).	By June 2019	Communications & Marketing Manager
		– Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.	Review May annually for opportunities	Indigenous Coordinator
		– Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training	Review each May annually for opportunities	Land, Biodiversity & Indigenous Program Manager
2	Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week	– Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	Track and review July 2019, 2020 annually	Corporate Program Manager
		– Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	Track and review July 2019, 2020 annually	Indigenous Coordinator





Essential Action	Deliverable	Timeline	Responsibility	
3	GB CMA will as part of their core cultural education program, including for induction, be supported to explore and understand all Aboriginal and Torres Strait Islander the significance of Welcome to Country and Acknowledgement of Country protocols	– Develop, implement and communicate overarching cultural protocol/ procedure document and process for engaging for Welcome to Country and Acknowledgement of Country, agreed with the Traditional Owner Corporations	By June 2019	Communications & Marketing Manager
		– Protocol to include approved wording and guideline for use in internal & external meetings	By June 2019	Communications & Marketing Manager
		– Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships	By June 2019, update annually	Indigenous Coordinator
		– Invite a Traditional Owner to provide a Welcome to Country at significant events, including the GB CMA AGM annually	By 30th June 2019, then same date annually	Indigenous Coordinator
		– Include an Acknowledgement of Country at the commencement of all important internal and external meetings	By 1st October 2019, then same date annually	CEO GB CMA
		– Encourage staff to include an Acknowledgement of Country at the commencement of all meetings	By 1st October 2019, then review same date annually	CEO GB CMA
4	Provide opportunities for Aboriginal staff and Torres Strait Islander people to engage with their culture and communities	– Maintain an internal opportunity for celebrating culture with GB CMA peers	Review each May and September annually	Land, Biodiversity & Indigenous Program Manager
		– Facilitate release for Aboriginal staff and Torres Strait Islander people for community and cultural events	Track and review September annually	Land, Biodiversity & Indigenous Program Manager



OPPORTUNITIES

The GB CMA maintains a significant commitment to increasing employment, procurement and Aboriginal-led business as part of our core business activities. This has been evidenced in our early investment and collaboration to assist the establishment of the YYNAC (Woka Walla – Country and Water) and TLWC contract works enterprises. It is our commitment to, and central to our core business to see far greater engagement of Aboriginal people in the business of managing country, and related industries such as tourism and sustainable agriculture.

We have a significant initiative in place – the Tri-State Alliance – that is providing an emerging connected leadership across the Murray Corridor to accelerate and build Aboriginal-led business and employment. Our commitment to this initiative will include being clear about the capacity and capabilities of Aboriginal land-based businesses, and where we are best placed in our role as CMAs to assist Aboriginal people.

Essential Action		Deliverable	Timeline	Responsibility
1	Continue to lead the Tri-State Alliance Indigenous project	– Gather information about capacity and capability needs and interests of Traditional Owners and Aboriginal landholders for procurement and other business, such as sustainable agriculture and tourism	By September 2019	Corporate Program Manager
		– Identify and collaborate with relevant investors to assist capacity and capability building needs, such as government, the business and philanthropic communities	By December 2019	Land, Biodiversity & Indigenous Program Manager
		– Investigate the knowledge and awareness levels amongst Tri-State Alliance partners about government policy such as the Indigenous Opportunities Policy, and how these incentives could be applied to increasing employment and business opportunities	By December 2019	Land, Biodiversity & Indigenous Program Manager
2	Continue to support YYNAC and TLWC for Works on Country and more broadly for engagement in natural and cultural resource management	– Employment allocated to the Corporations (0.6-0.8 FTE) for partnership activity with GB CMA	Review each May and September annually	Coordinator Business Support
		– Investigate how collaborative activity with peer agencies could increase the procurement offers to YYNAC and TLWC	Review each May and September annually	Coordinator Business Support
		– Promote capabilities of Traditional Owner work teams to partner agencies and community	Review each May and September annually	River Health Program Manager

Essential Action		Deliverable	Timeline	Responsibility
3	Investigate a GB CMA Education and Employment Aboriginal and Torres Strait Islander Pathways Program	– Continue the Wayne Tennant Scholarship to promote a tertiary pathway for a young Aboriginal person to cultural and natural resource management	Review each May and September annually	Sustainable Irrigation Program Manager
		– Collaborate with Traditional Owners and relevant other organisations for vocational training opportunities for young people	By September 2019	Indigenous Coordinator
		– Promote with partners vacancies/ opportunities for employment such as DELWP Project Fire Fighters, Parks Victoria positions	Review each March and September annually	Sustainable Irrigation Program Manager
4	Liaise with YYNAC and TLWC regarding further employment and business initiatives that could be supported from the CMA, such as cultural tourism	– Investigate as part of Whole of Country plans and relevant other directions, and forums such as the YYNAC and TLWC Consultation Groups, where collaborative action could progress Traditional Owner led business on Country	By September 2019	Land, Biodiversity & Indigenous Program Manager
5	Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	– Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities	By September 2019	People Safety and Well-being Manager
		– Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy	By March 2020	Corporate Program Manager
		– Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development	By September 2019	Indigenous Coordinator
		– Advertise all vacancies in all vacancies in Aboriginal and Torres Strait Islander media	By September 2019	Corporate Program Manager
		– Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace	Track and review each March and September annually	People Safety and Well-being Manager

Essential Action	Deliverable	Timeline	Responsibility	
6	Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	– Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Track and review by September annually	Corporate Program Manager
		– Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	Track and review by September annually	Land, Biodiversity & Indigenous Program Manager
		– Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	By March 2020	Indigenous Coordinator
		– Investigate Supply Nation membership	By March 2020	Corporate Program Manager
7	Provide Aboriginal and other young Australians with an opportunity to work together to learn about, and to protect cultural and natural resources	– Investigate broadening our schools-based programs for bush foods gardens development, and cultural and natural resource management education	Track and review by September annually	Communications & Marketing Manager
		– Integrate health and nutrition in cultural education and interpretation programs for youth, to assist with region/ catchment wide challenges linked to poor health and obesity for young people	Track and review by September annually	People Safety and Well-being Manager
8	Support Aboriginal Cultural Strengthening and respect for Country for young Aboriginal people living across the catchment in partnership with Traditional Owners, and relevant stakeholders through activities such that engage young people with Traditional Owners	– Investigate a cross-agency investment into 2 camps per year for young people with Traditional Owners and relevant other organisations interested in supporting young people	Review each May and September annually	Indigenous Coordinator
		– Investigate how camps could include information about education and careers in cultural and natural resource management, and related industries	Track and review each May and September annually	Indigenous Coordinator
9	Working Group to clarify the GB CMA role and potential activity in relation to existing regional and other policy and program initiatives aimed at Closing the Gap (COAG linked activity)	– Map all existing regional strategies and determine GB CMA potential role and activities to support each	By September 2019	Land, Biodiversity & Indigenous Program Manager
		– Target the Closing the Gap ‘improving employment opportunities’ activity area, using CMA networks to influence outcomes	Track and review each May and September annually	Land, Biodiversity & Indigenous Program Manager

GOVERNANCE AND MONITORING

The GB CMA believes a short (2019-2021) timeline of achievable actions followed by a review period is the best way forward in driving the Reconciliation Action Plan process.

Essential Action	Deliverable	Timeline	Responsibility
Complete and submit RAP Impact Measurement Questionnaire to Reconciliation Australia annually	RWG to collect data for the RAP Impact Measurement Questionnaire	By 30th September 2019 annually	Land, Biodiversity & Indigenous Program Manager
	RWG to seek internal approval to submit the RAP Impact Measurement Questionnaire to Reconciliation Australia	By 30th August annually	Land, Biodiversity & Indigenous Program Manager
Report RAP achievements, challenges and learnings to Reconciliation Australia	Share the Plan's achievements, challenges and findings with GB CMA partners and stakeholders, community- wide	By 30th December annually	CEO GB CMA
	Report internally to the CMA on the RAP	By 30th December annually	Land, Biodiversity & Indigenous Program Manager
Review, refresh and update the Plan	Conduct annual reviews of the Plan for lessons and refinement of actions	By June annually	Land, Biodiversity & Indigenous Program Manager
	Liaise with Reconciliation Australia to develop a new Plan, based on the findings, challenges and achievements of our Innovate Plan	By 30th January 2021	Land, Biodiversity & Indigenous Program Manager
	Send draft RAP to Reconciliation Australia for review and feedback	By April 2021	Land, Biodiversity & Indigenous Program Manager
	Submit draft RAP to Reconciliation Australia for formal endorsement	By 30th May 2021	Land, Biodiversity & Indigenous Program Manager

REFERENCES

- Aboriginal Participation Guidelines for Victorian Catchment Management Authorities (Victorian - 2016)
- Goulburn Broken Regional Catchment Management Strategy (2013-2019)
- Goulburn Broken Regional Biodiversity Strategy (2016-2021)
- Memorandum of Understanding YYNAC and Goulburn Broken CMA (2014-2017)
- Taungurung Clans Aboriginal Corporation Whole of Country Plan (2017)
- Tri-State Alliance Project Prospectus
- Yorta Yorta Nation Aboriginal Corporation Whole of Country Plan (2012-2017)
- Wayne Tennant Cadetship Pilot Program (Goulburn Broken CMA)
- GB CMA Diversity and Inclusion Plan (2017-2022)
- Goulburn Broken Indigenous Participation Plan (2018)
- Guidance Notes for Engaging with Aboriginal Groups in the Goulburn Broken Catchment (2018)



GOULBURN BROKEN CATCHMENT MANAGEMENT AUTHORITY

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