



# Conservation Volunteers Australia: Reconciliation Action Plan

May 2025 – May 2027



RECONCILIATION  
ACTION PLAN

INNOVATE

# Acknowledgement of Country

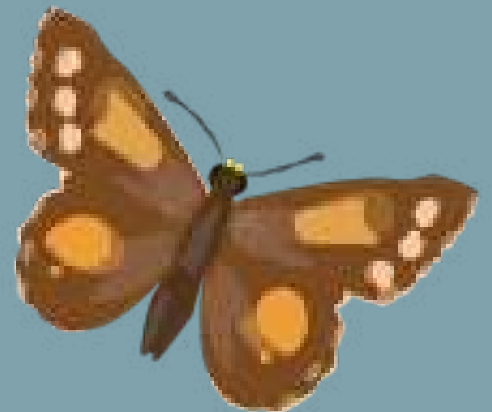
Conservation Volunteers Australia respectfully acknowledges the Traditional Owners of the land and sea Country on which we work, including their rich and dynamic cultures and their continuing unique affinity and cultural obligations to land and sea.

We pay respect to them and their Elders both past and present. The land on which we undertake our work is, was, and always will be, Aboriginal Land.



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# “Caring for Country”



**Title**

Caring for Country

**Artist Acknowledgement**

Bitja (Dixon Patten Jnr)

Bayila Creative

**Tribes:** Gunnai, Yorta Yorta, Gunditjmara, Dhudhuroa / Jaithmathang, Wiradjuri, Djab Wurrung, Wemba Wemba, Wadi Wadi, Barapa Barapa, Monero, Wadawurrung, Yuin, Dharawal (Gweagal)

# Artist Narrative

The Australian landscape has an abundance of diverse environments that have **endemic fauna and flora species** that have survived for many millennia in their respective ecosystems.

Each of these environments hold distinct resources and are influenced by **changing seasons** and shaped by elements from other environments. (eg. water flowing from mountains meanders to a beach; two totally different areas connected through the same water system).

For First Nations People, our Countries are our schools, libraries, supermarket and sacred spaces; providing everything needed to sustain and maintain our communities.

**Knowledge and wisdom** through observation allowed for mobs to live in harmony with **Country**. Providing understanding of resources, seasons and learning about when, where and how plants grow and thrive; which in turn shaped how animals reproduced, sheltered and navigated Country.

Survival on Country was dependant on this knowledge, which shaped language, informed our totems (animals and plants), created boundaries, determined relationships and created ceremony. **Ceremony** is essential to First Nations peoples; we honour Country, acknowledge Country, thank Country and remember Country.

In the modern world, colonial impacts has disrupted so much of the cultural practices of 'Caring for Country'. To a degree contemporary ideology focuses on **conquering** and **ownership**.



'Beauty of Lake Eildon' by Robert Lee.



# Artist Narrative

It is easy to forget we are of the environment, and not just in it. We forget to ask **'what can I do for Country?'** not: **'what can Country do for me?'**. We can forget we are part of a bigger ecosystem and don't think about our personal and collective habits that directly impact environments.



This artwork honours the work that Conservation Volunteers Australia does; **connecting people with nature** and their dedication to **restoring and safeguarding ecosystems**.

It was created also to encourage people to challenge their relationship to nature, inspire connection, promote learning and sharing of knowledge.

The **Flatback Sea Turtle, Platypus, Glossy Black Cockatoo, and Eastern Barred Bandicoot** are just some animals that Conservation Volunteers Australia have helped to safeguard, helped repopulate and raised awareness for why they have declined.

Plants provide environments with air to breathe, food to eat, and the materials used for shelter. They are a food source and have an important role that we might not always give them credit for; helping to germinate and pollinating plants, help to decompose organic matter and affects the growth and regrowth of environments.

Meeting circles are depicted to represent community living together, working together, sharing and learning from each other. The various 'sites' represent our connections and interconnections.

The footprints and animal tracks acknowledge the imprints we leave behind, we have **inherited legacy of thinking, habits, beliefs and customs**. In turn, we will leave a legacy; and we should be asking ourselves what legacy we want to leave for the future to inherit?



# Statement from CEO of Reconciliation Australia

Reconciliation Australia commends Conservation Volunteers Australia on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Conservation Volunteers Australia to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Conservation Volunteers Australia will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Conservation Volunteers Australia is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Conservation Volunteers Australia's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Conservation Volunteers Australia on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

# Statement from CEO of Conservation Volunteers Australia

I am privileged to present Conservation Volunteers Australia's (CVA) Innovate Reconciliation Action Plan, and to continue our commitment to reconciliation with the Traditional Owners of the land and sea Country on which we operate.

Aboriginal and Torres Strait Islander peoples have an ancient and deep connection with the land, sea, and sky and everything these environments encompass.

This connection has been nurtured and sustained by First Nations peoples since time immemorial.

This stewardship acknowledges and demonstrates that everything in these environments is interconnected and is essential to the well-being of people, culture, and nature.

At CVA, we draw inspiration from this deep sense of connection, because it resonates with our organisational goal to place conservation in the hands of everyone and in so doing, to strengthen the health of communities and ecosystems for mutual benefit.

Through implementing our Reflect RAP, we have increased our awareness, appreciation, and connection to Australia's First Nations peoples and their rich and dynamic cultures and histories. This has enabled us to develop a framework for building meaningful opportunities to advance reconciliation through our work, and in our communities.

We are proud of the achievements over the past year, including working with more than 50 First Nations owned businesses to deliver the Revive our Wetlands Project. We also worked with Dharug Traditional Owners, Firesticks Alliance and Greater Sydney Local Land Services to reintroduce cultural fire to our high conservation value property, Londonderry Woodlands Reserve in Western Sydney, possibly for the first time since colonisation.

We recognise that we are still in the early stages of our reconciliation journey, however, I believe we have built a very solid foundation from which to grow. Over the last year, we've worked hard to nurture respectful relationships and build meaningful and genuine opportunities for First Nations individuals and communities to get involved with CVA, and us with them.

We are grateful for their support and engagement, and I look forward to expanding our networks and deepening our connections throughout the next 2 years, as we implement our Innovate RAP.

**Phil Harrison**  
Chief Executive Officer  
Conservation Volunteers Australia



# Our Vision for Reconciliation

Our vision for reconciliation is a world in which all peoples and nature flourish, together. We imagine an Australia where there is unity between Aboriginal and Torres Strait Islander peoples and other Australians, where nature in all its expressions is healed and sustainable, and where all Australians have a connection to and actively care for nature and Country.



# Our Business

CVA is Australia's leading conservation organisation, empowering people to take action for nature since 1982. We aim to have impact at scale by focussing on biodiversity restoration; the health of ocean, wetlands, and rivers; and on strengthening climate resilience.

We place conservation in the hands of everyone by using inclusive initiatives and digital strategies. We know that working in nature towards conservation goals improves your physical and mental wellbeing – you just feel good about it. That's why our goal is to foster a community of Nature Stewards who feel inspired to build back nature in their local areas and beyond. Our initiatives strive to improve the ecosystems in which we live and the wellbeing of participants and the planet. We aim to cultivate deep roots in Australia and its people to create lasting environmental change.

Our physical footprint includes Mackay, Gladstone, Brisbane, Ballina, Greater Sydney, Melbourne, Geelong, Hobart, Adelaide and Perth, however, our digital engagement activities mean that we are able to reach anyone, anywhere. We currently employ 36 staff, none of whom identify as Aboriginal and Torres Strait Islander peoples, however we do work with over 50 First Nations owned businesses through the delivery of our programs.



Uncle Ivan Tiwu Copley, leading an educational tour for school students during a NAIDOC Week tree planting event.

# Who We Work With

CVA has a decades-long history of building and nurturing effective and mutually beneficial partnerships with all sectors of the community including Traditional Owners, community groups, schools, individuals, the corporate sector, universities, research organisations, and all levels of government.

In 2024, we welcomed close to 8,000 volunteers to our projects and events and our collective impact saw more than 50,000 native plants installed, over 350,000m<sup>2</sup> of invasive weeds removed, and more than 4 tonnes of litter removed from our waterways and beaches, and 600 people took up our challenge to build back biodiversity, by planting a Nature Block in their backyards or balconies.



Urban Shade Forest Project planting event, Dandenong, VIC.

## Partnership Case Studies

### Deepening Cultural Fire Learning on Dharug Ngurra (Country)

In 2016, CVA purchased a parcel of land within the Cumberland Plain Conservation Corridor and called it Londonderry Reserve. The Reserve is a vital remnant of mature native vegetation and includes a riparian corridor, the alluvial woodlands of Rickaby's Creek, which allows fauna to move through the landscape. The Creek links pockets of Cumberland Plain Woodland from the north-east through to its termination at Wianamatta Nature Reserve in the south-west.

# Partnership Case Studies

As with much of the Cumberland Plain, cultural fire management has been absent from Londonderry Reserve since colonisation. Recognising that fire was an important tool for managing and recovering the land a group of partners began making plans to reintroduce cultural fire to the Reserve, and in 2022 the first small burn took place.

In July 2023, Dharug Traditional Owners returned to Londonderry Woodlands Reserve in Burubiranggal Dharug Country with their families to deepen Cultural Fire knowledge. This was a continuation of the previous year's workshop, which saw Cultural Fire return to this part of Dharug Ngurra for the first time in 200 years or more. Learning about Cultural Fire supports the health and balance of Country and strengthens the identity and wellbeing of the community.

The Londonderry Woodlands Reserve lies within the clan area of the Burubiranggal Dharug Traditional Owners. It adjoins the freshwater Rickerby's Creek that nourishes the surrounding Country and flows northward to the culturally significant Hawkesbury River. It is important to the Dharug people to keep this area in good health.

Dan Morgan from Firesticks Alliance led the workshop with Dharug Traditional Owners and support from Brad Moore of Greater Sydney Local Land Services (GSLLS). Also, in attendance were connected First Nations people working with the Dharug on the journey to reclaim Cultural Fire, representatives of Conservation Volunteers Australia (CVA), GSLLS, land managers from around the region and the local Rural Fire Service (RFS).

When the first fire was lit around mid-morning, the group experienced the way that the cool, trickling Cultural Fire gently moves through Country. The site had good coverage of native grasses, trees and shrubs and was in relatively good health. However, it's important to use the right Cultural Fire to continue maintaining healthy Country and restoring balance.



As the day warmed and the fire gradually spread, Dan guided Dharug and other First Nations peoples to light more fire. The slow-moving Cultural Fire created a mosaic of black and green across the landscape, to a soundtrack of crackling burning grass, visiting birds and Dharug children eating bush foods they'd been taught about earlier in the day.

Many community members were experiencing Cultural Fire for the first time. Dharug and other First Nations people who were further along in their Cultural Fire journey supported the newer participants in their learning. The RFS participants recognised the cultural authority of Dharug and Firesticks to care for Country through Cultural Fire without their ongoing presence.

In the afternoon, as the sun started to drop and shade crept over the landscape, the fire slowed and went out in many areas. As Dan and Brad were speaking with the group, a small whirlwind appeared in the nearby smoke. It lingered for several minutes and then disappeared around a gum tree, a clear indicator that Country and the old people were pleased with the activities of the day.



We concluded the workshop with an open discussion about the community's aspirations for continuing this project. We discussed ways to deepen the cultural mentoring of the Dharug and First Nations peoples while connecting to culture through other Caring for Country activities. Everyone agreed that enhancing the health, balance and abundance of Dharug Ngurra and strengthening the identity of Country and the people is of utmost importance. Plans are also in development for dedicated Firesticks training in 2024, facilitated by GSLLS and hosted in this part of Country by CVA. This will support Dharug and connected First Nations community members in their journey towards becoming Cultural Fire Practitioners.



This project was developed as part of the Cumberland Plain Restoration Project instigated by Greater Sydney Landcare Network in partnership with the NSW National Park and Wildlife Service Cumberland Area with collaboration from Land Managers across the Cumberland Plain and supported by GSLLS.

# Partnership Case Studies

## InTravel Group

InTravel Group was Australia's first 100% Indigenous owned and managed corporate travel company, founded in 2005 by Bundjalung man Dwayne Good. In 2015, CVA engaged InTravel as our sole corporate travel partner and in the almost 10 years since, has made thousands of flight and accommodation bookings using their friendly expertise.

As part of our National Reconciliation Week activities in 2022, Dwayne was invited to speak to our staff group about his views on reconciliation and the importance of empathy and understanding in building momentum for inclusion.



# Our RAP

We know that at the heart of everything we do at CVA is the notion of caring for Country – our land, seas, and communities – and our strength lies in our ability to activate the community to do this. However, we recognise that we lack the rich cultural knowledge that comes from caring for nature since time immemorial and we know that this wisdom cannot be excluded from our work.

CVA is committed to making First Nations relationships, respect, and opportunities part of our organisational DNA by centering First Nations knowledge and experiences in our work and creating effective partnerships to promote economic empowerment within First Nations communities.



palawa/pakana woman, Aunty Trish Hodge, co-founder of Nita Education, one of the businesses we work with in nipaluna/Hobart, Tasmania. Image: Nita Education



Bailai Traditional Owners planting during NAIDOC Week in Gladstone, QLD

Our RAP is our ongoing public commitment to reconciliation, including open dialogue and a willingness to learn and grow, so that achieving our vision includes First Nations communities and experiences. Through the implementation of our Innovate RAP and beyond, we are committed to working with Traditional Owners to harness our collective knowledge, and our passion to co-design projects that make a meaningful impact on a large scale.

CVA's RAP is championed both internally and externally by our RAP Champion Team comprising; the CEO, Executive Manager, Projects and Engagement, and the RAP Working Group which consists of; Executive Manager, Projects and Engagement, Director People and Culture, Systems Support Coordinator, Management Accountant, Project Manager and Project Officer.

# Our RAP

Mark Koolmartie a Ngarrindjeri/Ramindjeri Elder from South Australia has been advising our RAP working group since December 2024.

Mark is a proud Tribal Man from Southern South Australia, Munkanboli and Kool Tours Founder. A member of the Ngarrindjeri, his people comprise 18 distinct Lakinyeri (clans). His heritage is deeply rooted in the Ramindjeri, Yaralde, Meintangk, Warki, and Tangani Kukabrak Tribes. His families are custodians of the Coorong region, the lower lakes of southern South Australia, the Fleurieu Peninsula, Kangaroo Island, and all their encompassing lands, waters, and cosmology.

Born in Meningie by Lake Albert, Mark relocated to Gum Park and Block K on Raukkan land in 1968 and his foundational years were spent at Raukkan Aboriginal School, nestled by Lake Alexandrina — the heart of the Ngarrindjeri Nation. His pride in his heritage and the Raukkan Community has never wavered.

Though Mark pursued postgraduate studies, he holds his cultural standing above any academic achievement.



Ngarrindjeri/Ramindjeri Elder, Mark Koolmatie. Supplied by Mark



Coorong Region, SA. Image credit: traciouise



Native cherries seen on a kipli takara (bush tucker) tour led by palawa kipli, nipaluna/Hobart, TAS.

# Implementing our Reflect RAP

## Key learnings and challenges

In National Reconciliation Week in 2022, we invited Dr. Cally Jetta to give a presentation to our staff group about what reconciliation means to her. Cally is a Senior Lecturer (First Nations studies) at the University of Southern Queensland, and she spoke about her belief that Makarrata – the coming together after a struggle – is a more appropriate term than reconciliation. She challenged our staff to be genuine allies and advocates and to embrace the invitation in Makarrata, to walk with First Nations people in a movement for a better future. Her presentation is now included in our staff induction program.

In implementing our Reflect RAP, we identified that we needed to do more to make our projects accessible to First Nations people, so in April 2024, as a first step to understanding the best approach to doing this, we invited a small and diverse reference group of Kurna, Peramangk and Ngarrindjeri representatives to help us understand barriers to participation.

Together, we discussed what opportunities would be beneficial to First Nations communities, including young people and people dealing with health issues, and the results of this meeting are informing our strategy for engaging with Aboriginal and Torres Strait Islander people.

We have updated our Procurement Procedure to help develop and implement an Aboriginal and Torres Strait Islander procurement strategy. As a part of Conservation Volunteers Australia (CVA) Procurement Procedure section 5.10 Sustainable Procurement.

CVA recognises and encourages staff to support and engage with culturally diverse suppliers to ensure local economic outcomes for communities whilst continuing positive social outcomes.

# Relationships



Conservation Volunteers Australia has been privileged to work on Country across Australia for more than 40 years. Over this time, we have involved thousands of volunteers in actions to heal and restore land and waterways. We acknowledge that this is only part of what is required. The Traditional Custodians of the lands on which we work have over 65,000 years of connection to their Country and hold sacred knowledge of the land, systems and cycles, and plants and animals.

Through respectful, ongoing working relationships between CVA and Aboriginal and Torres Strait Islander peoples, we can work together to learn better ways of healing our environment, provide safe spaces for First Nations Communities to reconnect with their Country, and build a rich experience where all Australians can have a connection to and actively care for nature and country.

Action	Deliverable	Timeline	Responsibility
<b>Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	May 2025	Executive Manager, Project and Engagement
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2025	Executive Manager, Project and Engagement, Project Manager (SA)
<b>Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2026 April 2027	Systems Support Coordinator
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2025, 2026 & 2027	RAP Working Group
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2025, 2026 & 2027	Executive Manager, Project and Engagement
	Organise at least one NRW event each year.	27 May- 3 June, 2025, 2026 & 2027	Executive Manager, Project and Engagement
	Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a> .	May 2025, 2026 and 2027	Executive Manager, Project and Engagement



# Relationships

Action	Deliverable	Timeline	Responsibility
<b>Promote reconciliation through our sphere of influence.</b>	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	May 2025 Review Dec 2026	People and Culture Director
	Communicate our commitment to reconciliation publicly.	September 2025	Executive Manager, Project and Engagement,
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	July 2026	LEAD: Executive Manager, Project and Engagement. Support: Project manager (SA)
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	July 2026	LEAD: Executive Manager, Projects and Engagement, Support: Project manager (SA)
<b>Promote positive race relations through anti-discrimination strategies.</b>	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2025	People and Culture Director
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	May 2025	People and Culture Director
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	May 2025	LEAD: People and Culture Director, Support: Executive Manager, Project and Engagement
	Educate senior leaders on the effects of racism.	May 2025	LEAD: People and Culture Director, Support: Executive Manager, Projects and Engagement

# Relationships



<b>Develop increased opportunities for First Nations peoples to share their knowledge of land management.</b>	Include knowledge sharing opportunities in new funding proposals	September 2025	LEAD: Executive Manager, Projects and Engagement Supports: Project Officers – all & Project Managers – all
	Continue to invite Traditional Owners to share knowledge at Revive our Wetlands events	July 2026	Executive Manager, Projects and Engagement
	Provide further opportunities for cultural burns at Londonderry Reserve	July 2026	LEAD: Executive Manager, Projects and Engagement Supports: Project Managers – Sydney
<b>Celebrate our achievements and review our learnings with our stakeholders</b>	Communicate our RAP achievements with our partners and stakeholders	July 2026	LEAD: Executive Manager, Projects and Engagement Supports: Project Managers – all
	Have open dialogues on achievements and challenges with stakeholders who are also implementing RAP to share insights and assist in continuous improvement.	December 2026	LEAD: Executive Manager, Projects and Engagement, Supports: Project Managers – all.
	Have open dialogues with stakeholders who don't have a RAP about the benefits of starting a journey towards reconciliation.	December 2026	LEAD: Executive Manager, Projects and Engagement, Supports: Project Managers – all.



Basket weaving workshop, held at piyura kitina, in nipaluna/Hobart



# Respect

As an organisation that is driven by empowering people in all their rich diversity to connect to and take action for nature for over 40 years, it is incumbent upon us to commit to respecting, celebrating and shining a light on the unique cultures of First Nations peoples, who have cared for the lands and waterways in which we work since time immemorial.

Action	Deliverable	Timeline	Responsibility
<b>Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Conduct a review of cultural learning needs within our organisation.	May 2025 Review Dec 2026	People and Culture Director
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	May 2025	LEAD: People and Culture Director, Support: Executive Manager, Project and Engagement
	Develop, implement, and communicate a cultural learning strategy document for our staff.	May 2025	LEAD: People and Culture Director, Support: Executive Manager, Project and Engagement
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	May 2025 Review Dec 2025 & 2026	LEAD: People and Culture Director, Support: Executive Manager, Project and Engagement
<b>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2025 Review Dec 2025 & 2026	LEAD: People and Culture Director, Support: Executive Manager, Project and Engagement
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	May 2025	LEAD: Project Manager SA, Support: Executive Manager, Projects and Engagement
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Review March 2026	LEAD: Executive Manager, Projects Engagement Supports: Project Officers – all, Project Managers – all
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Ongoing	Executive Manager, Project and Engagement



# Respect

Action	Deliverable	Timeline	Responsibility
	Develop, implement, and communicate a cultural learning strategy document for our staff.	May 2025 Review Dec 2025 & 2026	LEAD: Project Manager – SA, Support, Systems Support Coordinator
<b>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2025, 2026 & 2027	LEAD: Systems Support Coordinator Support: RAP WG – all
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	May 2025	People and Culture Director
	Promote and encourage participation in external NAIDOC events to all staff	First week in July, 2025, 2026 & 2027	LEAD: Systems Support Coordinator Support: RAP WG – all
<b>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating and sharing Traditional Owner knowledge.</b>	Use traditional place names when promoting events, including on our website and social media (when supported by Traditional Owners to do so)	Review Dec 2026 & 2026	LEAD: National Projects Director Support: Projects Officers – all Project Managers – all Content Production Specialist
	Share traditional species names at events, where known.	Review Dec 2026 & 2026	LEAD: National Projects Director Support: Projects Officers – all Project Managers – all Content Production Specialist
	Share stories, videos, and information from knowledge-sharing and cultural burning events on our website and social media (when approved by Traditional Owners to do so)	Review Dec 2026 & 2026	LEAD: National Projects Director Support: Projects Officers – all Project Managers – all Content Production Specialist



# Opportunities

Our efforts may have contributed to biodiversity conservation and community engagement in many places, but they have often lacked insights, practices and wisdom of the very cultures that have shaped the land we work on. We are committed to changing that, and to ensuring that the “people” part of our work is more than CVA providing a mere 40 years’ worth of guidance to people.

The collective experience of Aboriginal and Torres Strait Islander peoples, and their living relationship with the land, is built on a time-scale thousands of generations longer and deeper than ours. As an organisation that works in and for nature, we must actively seek out whatever wisdom and practice is appropriate for us to access, to help shift all Australians’ relationships with nature into a deeper, more sustainable place by improving employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development throughout our organisation.

Action	Deliverable	Timeline	Responsibility
<b>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</b>	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	May 2025 Review Dec 2025	People and Culture Director
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	May 2025	LEAD: Executive Manager Projects and Engagement Support: People and Culture Director
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Review Dec 2025	LEAD: Executive Manager Projects and Engagement Support: People and Culture Director
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	July 2026	People and Culture Director
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Review Dec 2025	People and Culture Director
<b>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Review Dec 2025	Management Accountant
	Investigate Supply Nation membership	May 2025	Management Accountant

# Opportunities



Action	Deliverable	Timeline	Responsibility
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	October 2025	LEAD: Management Accountant, Support: Project Manager (SA), Project Officer (QLD)
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Review Dec 2025	LEAD: Management Accountant, Support: Chief Financial Officer
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Review March 2027	LEAD: Project Manager – SA, Support, Project Officer (QLD)
	Renewing the visual workflow of Procurement Procedure to include the Supply Nation website where staff are encouraged to take first steps of searching local areas to find suppliers.	May 2025	Management Accountant
<b>Increase opportunities for Aboriginal and Torres Strait Islander people to be involved in project design</b>	Maintain ongoing relationships with First Nations communities in which we work to ensure we know where our conservation priorities intersect.	Review March 2027	LEAD: National Projects Director Support: Projects Officers – all Project Managers – all
	Engage with First Nations communities early when scoping a potential project	Review March 2027	LEAD: National Projects Director Support: Projects Officers – all Project Managers – all Content Production Specialist

# Governance



Action	Deliverable	Timeline	Responsibility
<b>Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b>	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	August 2025	LEAD: Executive Manager Projects and Engagement Support: People and Culture Director
		October 2025	
		Jan 2026	
		April 2026	
		July 2026	
		October 2026	
		January 2027	
		April 2027	
	Apply and Maintain Terms of Reference for the RWG.	Review Dec 2025	Executive Manager Projects and Engagement
	Meet at least four times per year to drive and monitor RAP implementation.	August 2025	LEAD: National Projects Support: Director All RAP WG
		October 2025	
		Jan 2026	
		April 2026	
		July 2026	
		October 2026	
		January 2027	
		April 2027	
<b>Provide appropriate support for effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation.	Review Dec 2025 & 2026	Executive Manager, Projects and Engagement
	Engage our senior leaders and other staff in the delivery of RAP commitments.	May 2025 – July 2026	LEAD: Executive Manager Projects and Engagement, Support: Chief Executive Officer
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Review Dec 2025	Systems Support Coordinator
	Maintain internal RAP Champions from senior management and provide support for them to energise momentum for the RAP across the organisation	Review Dec 2025	Executive Manager, Projects and Engagement

# Governance



Action	Deliverable	Timeline	Responsibility
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually	Executive Manager, Projects and Engagement
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 September, annually	Executive Manager, Projects and Engagement
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Executive Manager, Projects and Engagement
	Report RAP progress to all staff and senior leaders quarterly.	July 2025 October 2025 Jan 2026 April 2026 July 2026 October 2026 January 2027 April 2027	Executive Manager, Projects and Engagement
	Publicly report our RAP achievements, challenges and learnings, annually.	June 2025 June 2026 June 2027	LEAD: Executive Manager Community and Corporate Engagement Support: Systems Support: Coordinator Project Manager SA Project Officer - QLD
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026	LEAD: People and Culture Director, Supports: Chief Executive Officer, Executive Manager, Projects and Engagement
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	July 2026	Executive Manager, Projects and Engagement

# Governance



Action	Deliverable	Timeline	Responsibility
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	December 2026	Executive Manager, Projects and Engagement



Quandamooka man, Matt Burns, leading a knowledge sharing session on Coochiemudlo Island (QLD) for NAIDOC Week.

# Contact details

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