



Innovate Reconciliation Action Plan

May 2018 – May 2020

About the artist

Corrina Eccles

Wadawurrung Woman / Wathaurong Community

I am a direct descendant of Queen Mary Robinson. I am the granddaughter of Aunty Joyce Eccles. My grandmother is 94 years of age. She is the eldest living Elder of the Wadawurrung people. I have a granddaughter and we have five generations living on Wadawurrung country. My Nan's connection to spirit and culture connected me to the Wathaurong community at a young age. My journey and connection continued with being guided by strong Elders and respected men and women in the community. I have an enormous spiritual passion for better outcomes for our people and to be part of a strong connected Aboriginal community. 'We are one and we are many'. Art is a personal connection I have with my culture and gives me the opportunity to embrace my identity.

Cover artwork

Ngubitj Murrup (Water spirit)

The three main colours of our traditional paint Paapul (ochre) has been used. Ochre is a traditional paint that reflects Aboriginal culture through ceremonies and art. It is spiritually and culturally significant.

The Paapul is connected to water, it is from special places on Wadawurrung country. The feather represents our Creation spirit Bunjil. The handprints symbolise our ancestors' connection to Country and caring for country. The gathering dots are our water places.

The artwork showcased in this document is two parts of a five piece artwork displayed at the Barwon Water Head Office, titled; *Paapul Ngubitj - Wadawurrung (Connection to ochre and water)*.

Artwork © Corrina Eccles, *Ngubitj Murrup (Water spirit)* 2018
Wadawurrung Woman/Wathaurong Community
Indigenous Arts Management by Dreamtime Art



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ART



Managing Director statement



On behalf of Barwon Water, I am proud to present our Innovate Reconciliation Action Plan (RAP) for May 2018 – May 2020.

We recognise Aboriginal and Torres Strait Islander peoples as the First Peoples of this nation. We proudly acknowledge the Traditional Custodians of the land on which we work and live, and pay respect to their Elders past and present. We recognise and value the continuing cultures and contributions of Aboriginal and Torres Strait Islander peoples to our community and their ongoing connection to the land over thousands of years.

We would also like to give a special thanks to Wadawurrung, Eastern Maar, Wathaurong, Kuuyang Maar and Guli Gad for helping guide us to see the land, water and environment around us through the eyes of an Aboriginal person. Their willingness to share knowledge and stories assists us to understand and support their cultures and histories, in turn helping us to Connect with Country. We will continue to work with local Aboriginal and Torres Strait Islander peoples to help us incorporate their knowledge and cultures into our business.

We are committed to building long-term and meaningful relationships with Aboriginal and Torres Strait Islander peoples within our region. The journey we have taken as an organisation to get to this point is symbolic of our deeper and more meaningful commitment to reconciliation.

Aboriginal and Torres Strait Islander peoples are the Traditional Owners of the land on which we live and work today. They have a strong connection to water as it forms a vital part of their life and culture. With our core business in water resources, this connection provides an ideal starting point for future interactions between the Aboriginal and Torres Strait Islander community and Barwon Water.

By engaging with and including the local Aboriginal and Torres Strait Islander community within our business, we promote recognition, respect, partnerships and opportunities. We are committed to working with Traditional Owners to incorporate aspects of their cultures and practices into the way we work and the services we provide to our customers.

This RAP provides an outline of the path we will follow on our journey to improve and enhance our relationships with the Aboriginal and Torres Strait Islander community and meet objectives of our Strategy 2030. We will continue to respect the knowledge and Connection to Country the Traditional Custodians of the land have developed over tens of thousands of years, and make a commitment to incorporate these values into our business.

Building on our core business success, we are shifting our mindset from water utility to being a leader of the region's prosperity. Our vision for regional prosperity not only encompasses economic, social and environmental elements, but also recreational and cultural elements, including enhancing Aboriginal values.

Our purpose as an organisation is to deliver outstanding value to the community by delivering high quality, affordable and reliable water services. In order to provide these services, we are continually trying to improve the way we engage with our customers and develop more meaningful partnerships with Aboriginal and Torres Strait Islander peoples in our region. Our contribution to current and future generations is driven by our commitment to playing a significant role in the prosperity of our region and the wellbeing of our community.

In preparing this RAP, we have reflected on our existing relationships and work practices and have challenged ourselves to make significant step changes over the next two years. We have identified many meaningful opportunities as a provider of essential services, an employer of choice and community partner.

I would like to thank the Barwon Water employees and local Aboriginal groups involved in developing our first RAP. Thanks to your hard work, Barwon Water is playing a leading role in taking a meaningful step towards reconciliation regionally.

Tracey Slatter
Managing Director
Barwon Water



Our vision for reconciliation

Barwon Water's vision for reconciliation is for all peoples to stand unified in an inclusive and connected community.

We have respectful and meaningful relationships with Traditional Owners and Aboriginal and Torres Strait Islander communities, which supports a shared commitment to Caring for Country.

We incorporate Aboriginal and Torres Strait Islander values into everything we do and the services we provide.

We commit to enhancing economic and employment opportunities for Aboriginal and Torres Strait Islander peoples and celebrating diversity.

Our business

Barwon Water is Victoria's largest regional urban water corporation, providing excellence in water, sewer and recycled water services to more than 300,000 residents across 8,100 square kilometres.

Our area of responsibility stretches from Little River and the Bellarine Peninsula in the east, to Colac in the west, and from Meredith and Cressy in the north, to Apollo Bay on Victoria's south-west coast.

The Barwon region's drinking water is predominantly sourced from forested catchments on the upper Barwon and Moorabool rivers. During periods of drought, additional water can be sourced from the Victorian water grid via Melbourne and underground aquifers in Barwon Downs and Anglesea.

Our operations have a significant impact on the region's economy and liveability. Our organisation has a turnover of \$200 million, \$2.6 billion in assets and spends \$100 million (on average) in capital and related infrastructure works a year.

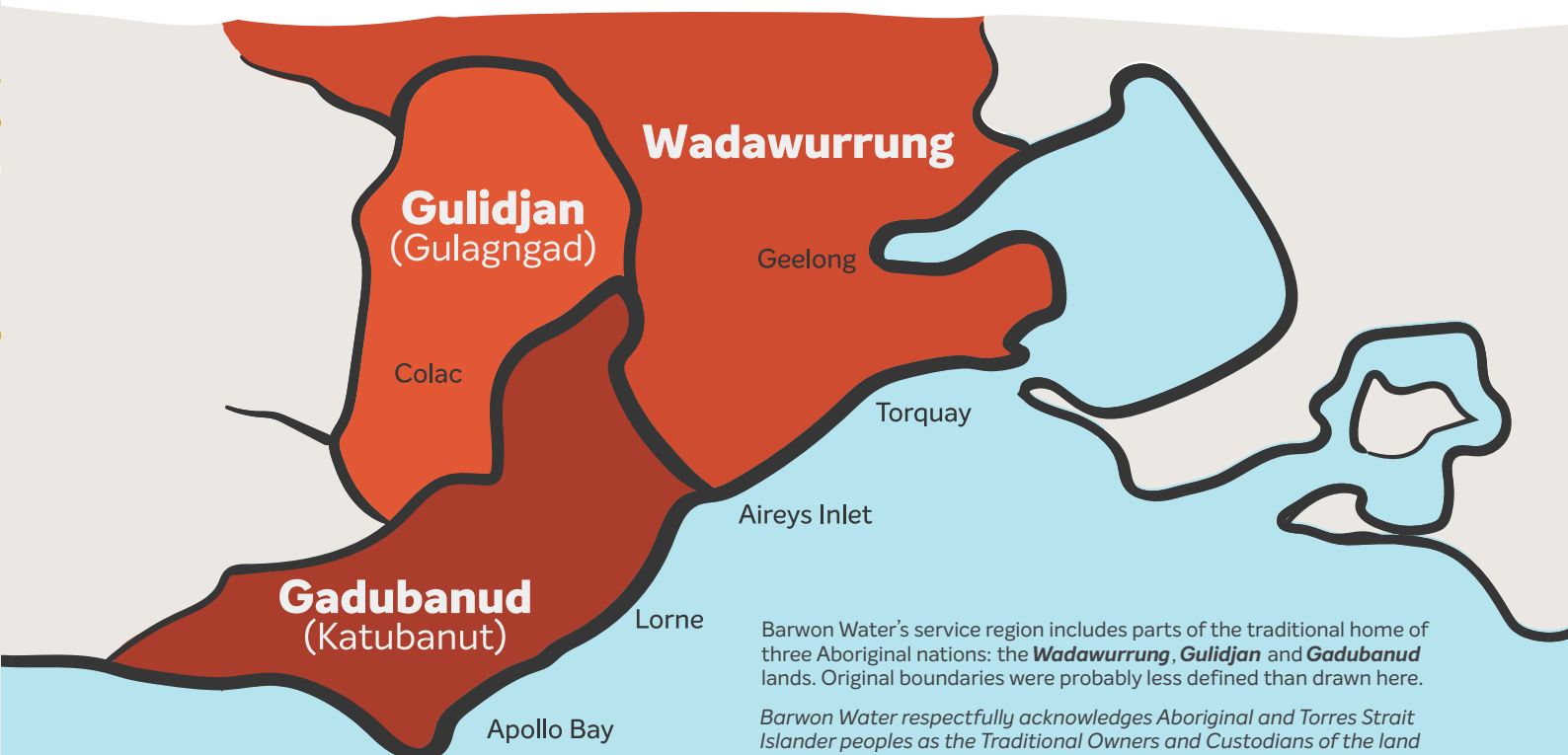
Building on our core business success, we have now entered a new phase. Recognising the challenges of climate change, population growth, rapid technology

advancement and economic transition, we are shifting our mindset from water utility to being a leader of the region's prosperity.

We are a statutory corporation and our activities are overseen by an independent Board of Directors, appointed by the State Government of Victoria.

As a major employer in the region, we have more than 300 highly skilled employees from a diverse range of disciplines, including operations, engineering, strategic planning, finance and administration, of which 10 identify as Aboriginal and/or Torres Strait Islander peoples. This includes two full time staff and eight trainees who commenced in April, 2018.

Most of our employees are based at our headquarters in Geelong, with the remainder working at water treatment and water reclamation plants across the region or out in the community. We also have a small office in Colac.



Barwon Water's service region includes parts of the traditional home of three Aboriginal nations: the **Wadawurrung**, **Gulidjan** and **Gadubanud** lands. Original boundaries were probably less defined than drawn here.

Barwon Water respectfully acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of the land and water on which we rely.

Our Reconciliation Action Plan

Our first Reconciliation Action Plan outlines the path we will follow on our journey to improve and enhance our relationship with the Aboriginal and Torres Strait Islander community.

Barwon Water respectfully acknowledges Aboriginal peoples as the Traditional Owners and Custodians of the land and water on which we rely. Until now, engagement with Aboriginal and Torres Strait Islander peoples has been focused on activities required to protect cultural heritage during projects and community support initiatives, including Barwon Water's water bottle program and providing a Hydration Station for community events.

Barwon Water is embracing a new direction in acknowledging and appreciating Aboriginal values.

We are continuing to respect the knowledge and Connection to Country the Traditional Custodians of the land have developed over tens of thousands of years, and have made a commitment to incorporate these values into our business.

We are now looking at ways to link the work we undertake with Aboriginal and Torres Strait Islander communities. Our first RAP demonstrates our commitment to reconciliation and determines how we will achieve our objectives in enhancing engagement and recognition of Aboriginal values as detailed in our Strategy 2030.

These include:

- Building capacity within our organisation to facilitate increased Aboriginal and Torres Strait Islander participation in water resource management.
- Including Aboriginal and Torres Strait Islander water values and water resource uses in all water planning and management.
- Fostering strong relationships with local Aboriginal and Torres Strait Islander communities by working together on strategic projects. This includes enabling a strong and diverse business sector through support, partnerships and entrepreneurship, to create new models for commercial ventures with Aboriginal and Torres Strait Islander and other community groups, as well as small and large businesses.





Our measures of success will show we have developed meaningful relationships with Aboriginal and Torres Strait Islander partners, a strong employee understanding of Aboriginal and Torres Strait Islander values and cultures, and delivered several economic partnership opportunities with Aboriginal and Torres Strait Islander communities.



Reconciliation Action Plan Working Group

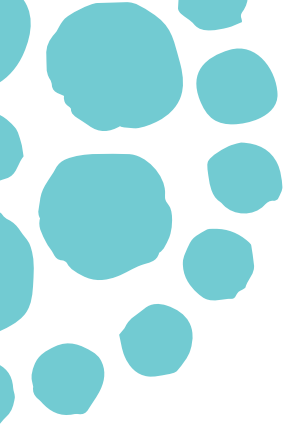
Our commitment to reconciliation is championed by Barwon Water's first Reconciliation Action Plan Working Group.

The group was established in mid-2017 to assist with the development and implementation of this plan, and is made up of people from across our entire organisation. The group includes members of our senior management team, Barwon Water Board Directors and five Aboriginal and Torres Strait Islander people from local Aboriginal groups (Eastern Maar Aboriginal Corporation, Kuuyang Maar Aboriginal Corporation, Wathaurong Aboriginal Co-operative, Guli Gad Aboriginal Corporation and Wadawurrung).

The Reconciliation Working Group is chaired by David McKinnis, Environmental Management Systems Coordinator, and represented by the following Barwon Water staff:

Jo Plummer Barwon Water Chairman	Julia Stanley Senior Planner Climate Change
Tracey Slatter Managing Director	Chris Kangars Management Accountant
Kate Sullivan General Manager Strategy and Partnerships	Rebecca Failla Information Management Coordinator
Kate Vallence Strategic Engagement Adviser	Dom Kelly Records Management Officer
Michelle Fahey SQE Training Facilitator	Eloise Iacono Community Relations Adviser
Lisa Loney Diversity and Inclusiveness Adviser	Mathew Grove Construction Coordinator
Leoni Foley Talent Acquisition Adviser	Amber Adams Reclaimed Water Quality Engineer
Doug Halloran Coordinator Water Resource Planning	Simon McCracken Geelong Water Treatment Team Leader
Michael Ambrus Coordinator Billing and Credit	Alison Bridger Business Analyst
Brooke Camden Assistant Billing Systems Administrator	Giles Flower Environmental Advisor
Jeanine Leonard Technology Senior Project Manager	Catherine McMahon Business Improvement Engineer

Our external members include representatives from local Aboriginal group Eastern Maar Aboriginal Corporation and Kuuyang Maar Aboriginal Corporation, as well as two facilitators from Wan Yaari Aboriginal Consultancy Services. Representatives from Wathaurong Aboriginal Co-operative, Guli Gad Aboriginal Corporation and Wadawurrung were unable to attend the initial meetings, but will continue to be involved in the working group.



Prior to developing the RAP, the group attended Cultural Awareness Training facilitated by Wan-Yaari Aboriginal Consultancy Services. Wan-Yaari is an Aboriginal owned and operated business providing professional and empowering services to the Aboriginal and Torres Strait Islander Community and non-Aboriginal organisations in the Geelong region.

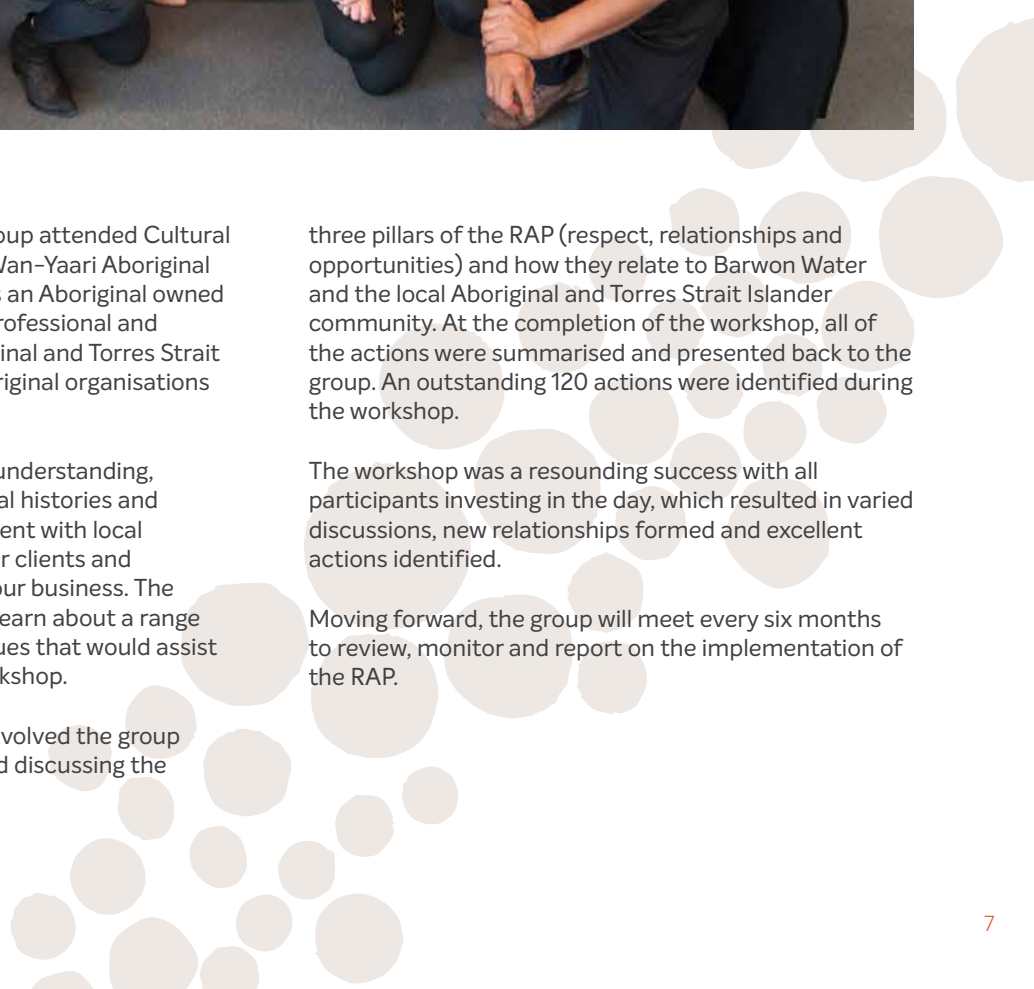
The training improved the group's understanding, awareness and respect of Aboriginal histories and cultures, enhancing their engagement with local Aboriginal and Torres Strait Islander clients and communities and adding value to our business. The training also enabled the group to learn about a range of cultural and Aboriginal value issues that would assist them to contribute to the RAP workshop.

The RAP development workshop involved the group breaking up into smaller groups and discussing the

three pillars of the RAP (respect, relationships and opportunities) and how they relate to Barwon Water and the local Aboriginal and Torres Strait Islander community. At the completion of the workshop, all of the actions were summarised and presented back to the group. An outstanding 120 actions were identified during the workshop.

The workshop was a resounding success with all participants investing in the day, which resulted in varied discussions, new relationships formed and excellent actions identified.

Moving forward, the group will meet every six months to review, monitor and report on the implementation of the RAP.





Ryrie HQ and Wadawurrung

Barwon Water's refurbished headquarters (Ryrie HQ) was officially opened on July 12, 2017. To celebrate the occasion, Wadawurrung Elder Uncle Bryon Powell performed a Welcome to Country and smoking ceremony. In his welcome, Uncle Bryon spoke of the journey that Wadawurrung and Barwon Water had commenced and highlighted the commitment both organisations had made to creating a long lasting and meaningful partnership.

Cherry Ballart (*Exocarpus cupressiformis*) was used in the smoking ceremony during the opening of the building. The Cherry Ballart, which can only grow in cooperation with another native tree, symbolises the ongoing partnership between Barwon Water and the region's Aboriginal and Torres Strait Islander peoples.


Uncle Bryon was also involved in the early stages of the building refurbishment when it was identified that local Wadawurrung language, history and culture could be used for naming the meeting rooms and spaces at Ryrie HQ. During initial meetings with Wadawurrung, it was clear that the project would be a meaningful way to develop a new relationship, while creating a lasting connection between our new building and the history of our land.

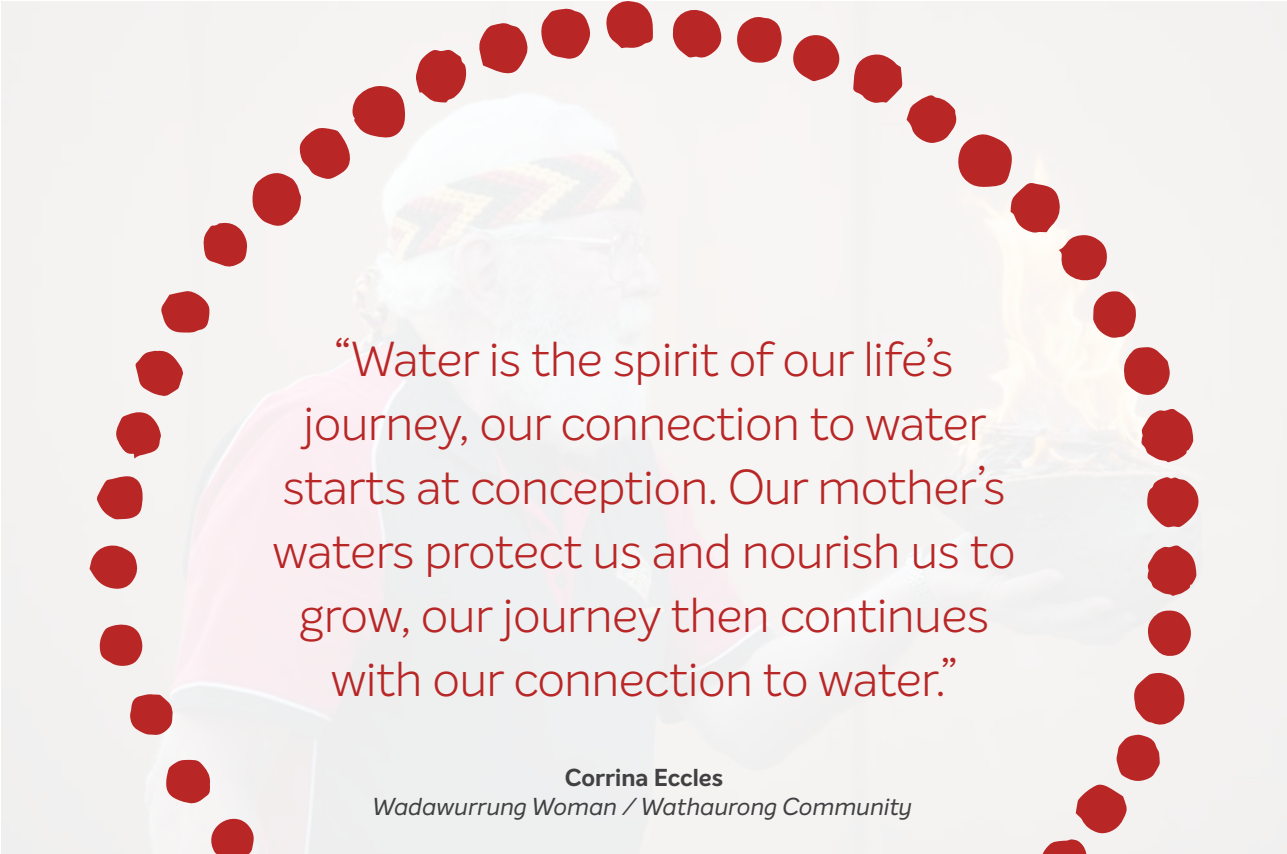
Through numerous meetings and storytelling sessions, we developed names for all rooms and spaces with a story to accompany each one. The names were chosen with hopes to make a connection between what the room or meeting space would be used for and a similar word or story in Wadawurrung culture.

Uncle Bryon and Wadawurrung were proud of the project and pleased with the end result. Using Wadawurrung words ensures that their stories and history is shared and their language becomes a part of our culture and continues to live on. Some examples of the room names and their meanings are included below:

Kuarka Dorla

Kuarka Dorla was the name used for one of our informal meeting areas. Kuarka Dorla is an informal meeting area that is open to the environment. The area includes spotted gum decking and sections of native grasses and shrubs. The layout is modelled from the shapes of rock and sand formations. Kuarka Dorla means fishing place for mullet and was the original name for Anglesea. Limpets and molluscs were gathered out of the rock pools and reefs here. There are huge shell middens around these areas showing evidence of thousands of years of fishing and hunting. The trees would help tell people when to go fishing. When different plants were flowering, they knew that different fish would be running through the rivers.





“Water is the spirit of our life’s journey, our connection to water starts at conception. Our mother’s waters protect us and nourish us to grow, our journey then continues with our connection to water.”

Corrina Eccles

Wadawurrung Woman / Wathaurong Community

Wurdee Youang

Located on the ground floor, Wurdee Youang is a large meeting hub for staff to gather for important events. Wurdee Youang is the name for the “You Yangs”. It means big hill in the middle of the plain. Lowan, one of the creation beings, rested here as he travelled across country. Everywhere he rested he turned the stone into granite. Wadawurrung people went to Wurdee Youang for special celebrations and as part of their initiation journey.

Worrowing Willa

This is a significant space outside of the building, connecting Myrtle Street to the cultural arts precinct to the north, as well as Johnstone Park. The space provides a new public pedestrian link through Geelong. The name embodies the connection of the old creek that now runs beneath Geelong, and the connection that Barwon Water has with the waterways of Geelong. The building now sits on what was the banks of the old creek that ran down through Johnstone Park and into the bay.



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Staff cultural awareness training

In early 2017, a group of Barwon Water employees undertook a cultural site tour with Wadawurrung staff and Elders, visiting a number of sites within our catchment that lie within Wadawurrung country.

The day started with a morning visit to Big Rock in the You Yangs. As the group left the carpark and headed towards Big Rock, Wadawurrung Elder Uncle Bryon Powell asked them to look at the world through Wadawurrung eyes for the day, to gain a perspective that they may not have seen before. Uncle Bryon helped the group to do this by explaining the history and importance of country to the Wadawurrung people.

As the group reached Big Rock, they were in awe of the amazing views and spirituality that the site held. They listened to how the site was used by the Wadawurrung people, how it was created in the dreamtime, how the surrounding area was used to hunt and gather and then the conflicts that ensued following the arrival of Europeans. The group learned so much through the knowledge, stories and wisdom that was shared with them.

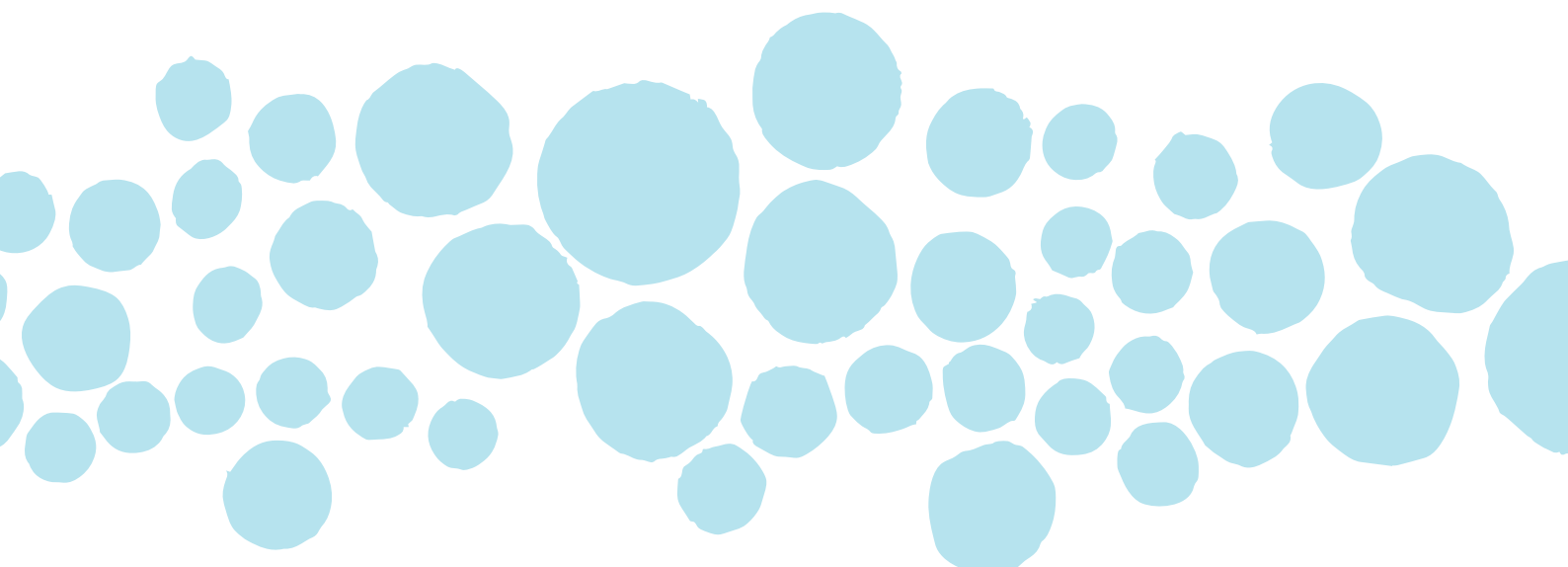




One of the issues that became apparent throughout the day was that in order for Barwon Water to achieve the objectives of the Reconciliation Action Plan, an important part of the journey would be for all employees to understand the importance of country and history of local Aboriginal and Torres Strait Islander peoples.

Cultural Awareness Training was then scheduled for all employees to gain a better understanding of the world through the eyes of a Wadawurrung person. The structure of the training is very organic, with no two sessions the same.

Barwon Water engaged Wadawurrung as the Traditional Owner and Registered Aboriginal Party for much of our service area to provide the training, which covered Aboriginal and Torres Strait Islander history, life as a contemporary Aboriginal and Torres Strait Islander person, challenges faced by Aboriginal and Torres Strait Islander peoples, casual racism, cultural heritage and a visit to a culturally significant site around Geelong. The on-site visit helped employees to make a connection between what they learned in the office and the connection Aboriginal and Torres Strait Islander peoples have with country.





Closing the Gap

Barwon Water was a proud sponsor of the Cats in the Community 'Closing the Gap' program in 2017.


For many years we have supported the Geelong Football Club through the President's Club functions at Geelong games. In early 2017, we reviewed how we might continue our support in a way that was more meaningful for our customers and the community.

As a result, we proudly sponsored the Cats in the Community 'Closing the Gap' program, which encourages cultural connection with the aim of empowering young Aboriginal and Torres Strait Islander people from the Barwon region. As part of this, the Wada Nyooroo (Come to Paint) program was held. More than a dozen young Aboriginal and/or Torres Strait

Islander peoples signed up to paint art on bollards that are now displayed in the new public Indigenous garden at Simonds Stadium.

As part of the partnership, Barwon Water was the official match day sponsor of the Geelong vs Port Adelaide game, which kicked off the 2017 Sir Doug Nicholls Indigenous Round of the AFL. The program was celebrated at the match with the young people taking their bollards onto the ground to form a guard of honour. Barwon Water's first Aboriginal trainee Kirk Atkinson, who is based at Colac Water Treatment Plant, also performed the coin toss before the game.





“Our waterways connect us to our stories, it was our cultural way of travel and connection to other tribes. The diverse waters on country; rivers, creeks, waterholes and ocean all provide us with food sources and nourish the wellbeing of all life.”

Corrina Eccles

Wadawurrung Woman / Wathaurong Community

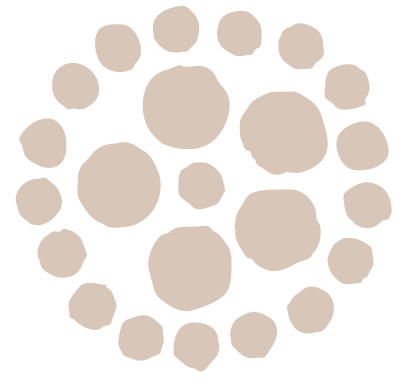
Barwon Water's Hydration Station set up outside the Players Stand on the night, which also presented our free limited edition 'Closing the Gap' drink. We had giveaways. The fountain was re-branded with artwork from the Cats Indigenous Guernsey, designed by local Aboriginal artist Nathan Patterson. The artwork featured the You Yangs, Barwon River and a rising sun. Kardina (as in Kardinia Park) means 'sunrise' in Wadawurrung language and the circle and U shapes represented coming together at a meeting place.

Our Chair Jo Plummer was keynote speaker at the President's Club and Pivot's Club functions. Jo outlined Barwon Water's commitment to the community and recognised Aboriginal values in water planning. We were

also delighted to host Wadawurrung Elder Uncle Bryon Powell as our guest. Uncle Bryon helped us develop a 30 second video to be shown on the big screens at the stadium, telling the story of Bunjil (the Wedge-tailed Eagle) and the Moorabool River.

Finally, in what was a first for Barwon Water, our logo and Nathan's artwork was front and centre on the Cats banner. We were incredibly proud as the players ran through this banner, as it was a great symbol of our shift towards being more community minded and supporting our focus on Aboriginal values.

Barwon Water is proud to support the program again in 2018.



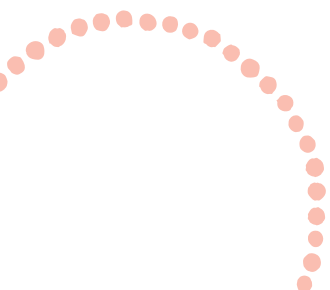
Barwon Water's Hydration Station was set up outside the Players Stand on the night, which complemented our free limited edition 'Closing the Gap' drink bottle giveaways. The fountain was re-branded with artwork from the Cats Indigenous Guernsey, designed by local Aboriginal artist Nathan Patterson. The artwork featured the You Yangs, Barwon River and a rising sun. Kardina (as in Kardinia Park) means 'sunrise' in Wadawurrung language and the circle and U shapes represented coming together at a meeting place.

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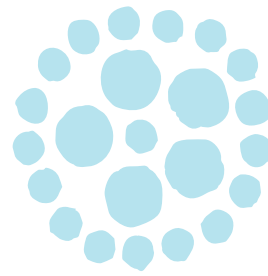
Relationships

Barwon Water is looking to develop long lasting and meaningful relationships with our local Aboriginal and Torres Strait Islander community. Our relationships with local Aboriginal and Torres Strait Islander groups has historically been operational. Through the development of this RAP, and a proactive approach on a range of important issues and projects, we are looking to transition our relationship with local Aboriginal and

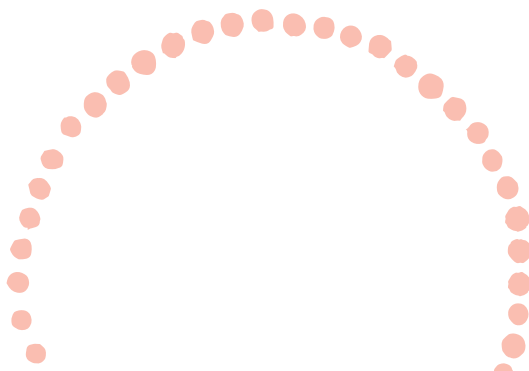
Torres Strait Islander groups from transactional to partnerships. This means we are committed to working in partnership with local Aboriginal and Torres Strait Islander groups to develop opportunities and incorporate their values into our core business, and no longer only communicating when required for operational matters.

Focus area: Build genuine partnerships with Traditional Owners and Custodians and Aboriginal and Torres Strait Islander peoples to incorporate their values in our water management practices.

Action	Deliverable	Timeline	Responsibility
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting.	RWG oversees the development, endorsement and launch of the RAP.	May 2018	EM Coordinator
	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG.	June 2018, 2019	EM Coordinator
	Meet at least twice a year to monitor and report on RAP implementation.	December 2018, 2019 and June 2018, 2019	EM Coordinator
	Establish Terms of Reference for the RWG.	December 2018	EM Coordinator
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	Organise at least one internal event for NRW every year.	May 27–June 3 2018 and May 27–June 3 2019	Aboriginal Partnerships Advisor
	Register all NRW events via Reconciliation Australia's NRW website.	May 2018 and May 2019	Aboriginal Partnerships Advisor
	Support an external NRW event.	May/June 2019	Aboriginal Partnerships Advisor
	Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.	May/June 2018, 2019	Aboriginal Partnerships Advisor
	Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their reconciliation experiences or stories.	May 2019	Aboriginal Partnerships Advisor



3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.	June 2019	Aboriginal Partnerships Advisor
	Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.	December 2018	Aboriginal Partnerships Advisor
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	Develop and implement a strategy to communicate and implement our RAP to all internal and external stakeholders:	March 2019	Manager C&E
	<ul style="list-style-type: none"> Integrate Reconciliation Action Plan into Department Plans. 	June 2019	Manager SPP
	<ul style="list-style-type: none"> Investigate a message on water bills in relation to working with Traditional Owners to care for country. 	December 2018	Community Relations Adviser
	<ul style="list-style-type: none"> Work with Traditional Owners to incorporate aspects of traditional cultures and practices into the way we work and the services we provide to our customers through the development of a Caring for Country plan and Aboriginal Engagement Plan. 	February 2020	Manager P&C
	<ul style="list-style-type: none"> Executive Leadership Team and board to provide leadership to Barwon Water on Cultural Heritage/Aboriginal Values by contributing to the implementation of the RAP. 	June 2018, 2019	ELT
	Promote reconciliation through ongoing active engagement with all stakeholders.	December 2019	Aboriginal Partnerships Advisor





Respect

For Barwon Water to succeed in our core business of providing water services, we must understand and respect Aboriginal and Torres Strait Islander peoples and their cultures. Waterways are the lifeblood of our land and Aboriginal and Torres Strait Islander peoples have been managing the waterways we all have relied upon for thousands of years. By respecting and understanding

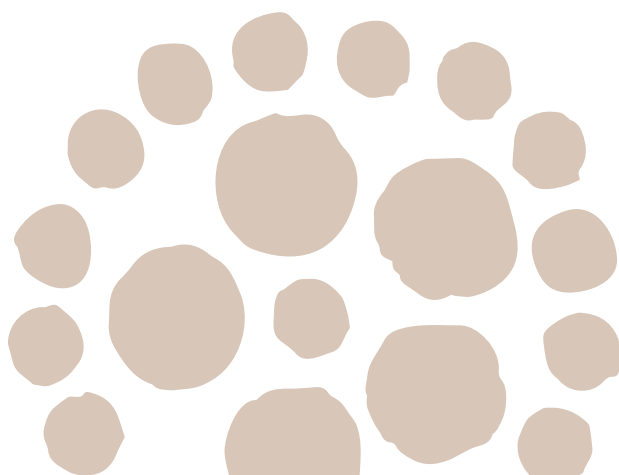
the cultures and histories of Aboriginal and Torres Strait Islander peoples within our region, we can learn to look at the environment through the eyes of an Aboriginal and Torres Strait Islander person. In the words of Uncle Bryon Powell (Wadawurrung Elder), “When we don’t see Bunjil, we know the rivers are sick and we need to heal country. We can only do that together”.

Focus area: Aboriginal and Torres Strait Islander water values and water resource uses are included in all water planning and management.

Action	Deliverable	Timeline	Responsibility
1. Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	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 our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).	December 2018	SQE Training Facilitator
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.	December 2018	SQE Training Facilitator
	Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training:	June 2019	SQE Training Facilitator
	<ul style="list-style-type: none"> Engage Traditional Owners, local Aboriginal and Torres Strait Islander groups or consultants to deliver lunch and learn sessions to Barwon Water staff on relevant Cultural Heritage/Cultural Awareness topics. 	December 2018, 2019	Aboriginal Partnerships Advisor
	<ul style="list-style-type: none"> Investigate opportunities to develop and display Aboriginal history and stories at Barwon Water sites. This could include interpretative signage, wall projections or videos. 	December 2019	Aboriginal Partnerships Advisor



2. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.	Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country.	December 2018	Aboriginal Partnerships Advisor
	Develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.	August 2018	Aboriginal Partnerships Advisor
	Invite a Traditional Owner to provide a Welcome to Country at significant events, including a values award presentation and official facility openings.	June 2019	Community Relations Adviser
	Include an Acknowledgement of Country at the commencement of all important internal and external meetings.	December 2018	Aboriginal Partnerships Advisor
	Encourage staff to include an Acknowledgement of Country at the commencement of all meetings.	December 2018	Aboriginal Partnerships Advisor
	Organise and display an Acknowledgment of Country plaque in our office building.	December 2018	Manager Risk and Compliance
	Investigate the inclusion of an Acknowledgement of Country on lanyards, corporate templates, and publications.	March 2019	Manager C&E
3. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week.	Review P&C policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week.	June 2019	Manager P&C
	Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week.	June 2019	Manager P&C
	Celebrate NAIDOC week in line with yearly theme by attending and representing Barwon Water at local community events.	July 2018, 2019	Aboriginal Partnerships Advisor





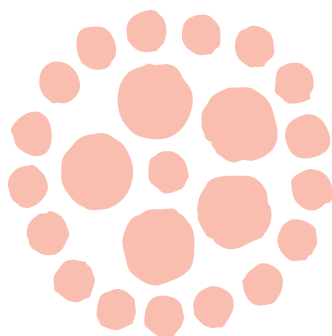
Opportunities

Through the development and implementation of opportunities for individual Aboriginal and Torres Strait Islander peoples and local Aboriginal groups, both Barwon Water and the community will benefit. These benefits include the strengthening of partnerships, better environmental and social outcomes and building

capacity within Barwon Water to facilitate increased Aboriginal and Torres Strait Islander participation in water resource management. This plan will commence our journey into becoming an employer of choice for the Aboriginal and Torres Strait Islander community.

Focus area: Build capacity in Barwon Water to facilitate increased Aboriginal and Torres Strait Islander participation in water resource management.

Action	Deliverable	Timeline	Responsibility
1. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	Actively support employment of Aboriginal and Torres Strait Islander peoples within Barwon Water through our High Performance Strategy which will include the following Actions:		
	<ul style="list-style-type: none"> Collect information on our current Aboriginal and Torres Strait Islander staff to inform future employment opportunities. 	December 2018	Talent Acquisition Advisor
	<ul style="list-style-type: none"> Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development. 	June 2019	Talent Acquisition Advisor
	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy. 	September 2019	Talent Acquisition Advisor
	<ul style="list-style-type: none"> Advertise all vacancies in Aboriginal and Torres Strait Islander media. 	December 2019	Talent Acquisition Advisor
	<ul style="list-style-type: none"> Review P&C 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. 	March 2020	Talent Acquisition Advisor





2. 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.	June 2019	Procurement Officer
	Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	June 2019	Procurement Officer
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	December 2019	Procurement Officer
	Investigate Supply Nation membership.	February 2020	Procurement Officer
3. Investigate strategic projects with Traditional Owner groups to incorporate traditional land management practices into revegetation projects, understand, recognise and accept history, and create economic opportunities for Aboriginal and Torres Strait Islander people.	Investigate the use of Barwon Water land holdings for Aboriginal Values/Cultural Heritage purposes and economic opportunities.	February 2020	Aboriginal Partnerships Advisor
	<ul style="list-style-type: none">Investigate opportunities to undertake licenced Aboriginal Tours at Painkalac Reservoir.	February 2020	Aboriginal Partnerships Advisor
	<ul style="list-style-type: none">Develop a Stakeholder Committee to investigate the development of an “Understand and Accept History” park at Duneed Reserve.	June 2019	Environmental Officer
	<ul style="list-style-type: none">Engage Wadawurrung knowledge and methodologies in the redevelopment of Aqueduct Park.	February 2020	Senior Environmental Planner
	<ul style="list-style-type: none">Develop a “Caring for Country” and Environmental Improvement Program that includes focus on the inclusion of Aboriginal Values into planning processes, projects and system operations.	February 2020	Senior Planner Climate Change Strategy, Policy and Planning
4. Investigate the incorporation of Aboriginal History/ Cultural Heritage into our schools education program.	Develop content in consultation with Traditional Owner groups. Content to be delivered to school groups when undertaking tours of our sites.	March 2019	Education Adviser






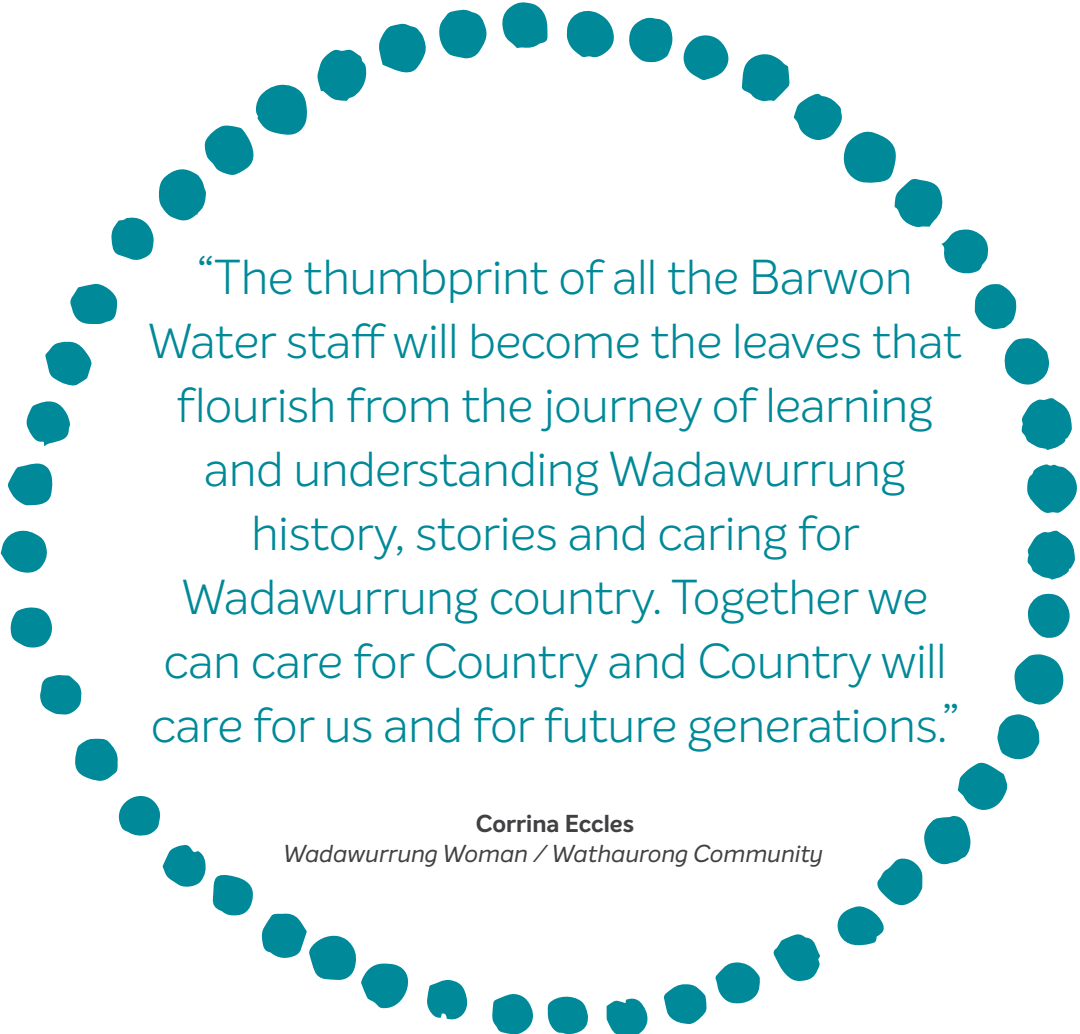
Governance, tracking progress and reporting



Action	Deliverable	Timeline	Responsibility
1. Report RAP achievements, challenges and learnings to Reconciliation Australia.	Reconciliation Working Group to collect data for the RAP Impact Measurement Questionnaire.	August 2018, 2019, 2020	Environmental Coordinator
	Reconciliation Working Group to seek internal approval to submit the RAP Impact Measurement Questionnaire to Reconciliation Australia.	August 2018, 2019, 2020	Environmental Coordinator
	Investigate participating in the RAP Barometer.	May 2018, 2019, 2020	Aboriginal Partnerships Advisor
	Complete and submit the RAP Impact Measurement Questionnaire.	September 2018, 2019, 2020	Environmental Coordinator
2. Report RAP achievements, challenges and learnings internally and externally.	Publicly report our RAP achievements, challenges and learnings.	September 2018, 2019	EM Coordinator
	Internally report our RAP achievements, challenges and learnings.	September 2018, 2019	EM Coordinator
3. Review, refresh and update RAP.	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	December 2019	Aboriginal Partnerships Advisor
	Send draft RAP to Reconciliation Australia for review and feedback.	December 2019	Aboriginal Partnerships Advisor
	Submit draft RAP to Reconciliation Australia for formal endorsement.	April 2020	Aboriginal Partnerships Advisor



“Let’s walk together with cultural understanding and respect so all people can be connected to our country, our stories and the oldest living Culture.”



“The thumbprint of all the Barwon Water staff will become the leaves that flourish from the journey of learning and understanding Wadawurrung history, stories and caring for Wadawurrung country. Together we can care for Country and Country will care for us and for future generations.”

Corrina Eccles

Wadawurrung Woman / Wathaurong Community

