

EIANZ Reconciliation Action Plan (RAP) Working Group

Call for Expressions of Interest



Environment Institute
of Australia and
New Zealand Inc.

EIANZ is calling for Expressions of Interest to join or contribute to our RAP Working Group in Australia in 2022, assisting the EIANZ Board to implement a range of initiatives towards reconciliation with Aboriginal and Torres Strait Islander peoples. This is an exciting step forward for the Institute and follows the 2021 changes to our Code of Ethics and Professional Conduct. The RAP Working Group will widen the circle of collaboration and listening to include Indigenous Peoples and practitioners with relevant experience, as well as EIANZ members.

The RAP Working Group will be chaired by Dr Alan Chenoweth LMEIANZ, supported by the Indigenous Engagement Working Group (IEWG) and Central Office, and will report to the Board. The first meeting is proposed for February 2022.

The workload and time commitments for Working Group members are likely to vary according to role requested, with options available for the degree of involvement and contribution.

Expressions of interest should be submitted to RAP Project Officer, EIANZ (office@eianz.org) by **5pm (AEDT) on Wednesday 22nd December 2021**, with the following details to help IEWG select and invite appropriate RAP Working Group members:

- Name, address and contact details
- EIANZ Membership OR qualifications and experience in relation to environmental management
- Whether or not you identify as an Aboriginal or Torres Strait Islander person
- Experience working, liaising or collaborating with Indigenous communities
- What can you bring to the RAP Working Group?
- Degree of involvement requested e.g., action item(s) you would prefer to contribute to?

Background:

During 2021, the Indigenous Engagement Working Group (IEWG) prepared the first stage RAP (a 'Reflect' RAP) which has now been approved by the EIANZ Board for submission to Reconciliation Australia. The RAP process is template-based and is staged - a 'Reflect' RAP set out steps to prepare an organisation for reconciliation initiatives in future RAPs, under several headings established in Reconciliation Australia's template. Committing to a 'Reflect' RAP means scoping and developing EIANZ's relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on our vision for reconciliation and exploring our sphere of influence. It should be noted that the various stages of a RAP only apply to Australia – the IEWG will continue to progress broader initiatives to build EIANZ's relationship with Indigenous Peoples across Australia and New Zealand.

Following endorsement, the 'Reflect' RAP will be released to EIANZ members in January 2022. It contains a number of commitments applicable in Australia over the first 18 months of 2022-23. Among the actions is the formation of a RAP Working Group to make recommendations to the EIANZ Board and Indigenous Engagement Working Group (IEWG) to meet our commitments in implementing the 'Reflect' RAP, as embodied in Action #13:

13. *Establish and maintain an effective RAP Working Group (RWG) to drive management of the RAP.*
 - *Form a RWG to coordinate RAP implementation and to oversee preparation of a next-stage RAP.*
 - *Draft a Terms of Reference for the RWG.*
 - *Establish Aboriginal and Torres Strait Islander representation on the RWG*

RAP Working Group Action Items:

Particular actions and commitments in the draft RAP, for which the Board and CO will seek assistance and advice from the RAP Working Group, are as follows:

Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

- *Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.*
- *Research best practice and principles that support partnerships between the environmental profession and Aboriginal and Torres Strait Islander stakeholders and organisations.*

Work to establish a process of truth-telling within the environment profession.

- *Investigate the process of truth-telling as it applies to the environment profession, including through consultation with Aboriginal and Torres Strait Islander stakeholders, and prepare recommendations for the EIANZ's Board's consideration.*

Facilitate interaction between Aboriginal and Torres Strait Islander practitioners and EIANZ members.

- *Investigate establishing an appropriate mechanism within EIANZ to facilitate interaction between First Nations Peoples and EIANZ members. Prepare recommendations for the EIANZ's Board's consideration.*
- *Develop guidance on how to promote good practice in incorporating First Nations knowledge and interests into environmental management.*

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.

- *Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation by investigating formal cultural learning opportunities and developing a cultural learning strategy.*

- *Scope a professional development program for environmental professionals aimed at cultural learning, Indigenous knowledge and the corresponding obligation on environmental professionals under the EIANZ Code of Ethics and Professional Practice.*

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

- *Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.*
- *Increase understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols, by staff, members and associated organisations and individuals.*
- *Consult with our Aboriginal and Torres Strait Islander stakeholders to develop a cultural protocols document, which will include protocols around Acknowledgment of Country and Welcome to Country.*
- *Educate staff and members about the significance of Acknowledging Traditional Owners and Country when referring to land or waters in environmental reports or documents.*

Support Aboriginal and Torres Strait Islander peoples to undertake tertiary environmental courses.

- *Investigate options for establishing a bursary or similar scheme and prepare a recommendation for the EIANZ's Board's consideration.*

It is not anticipated that all members of the Working Group will work on all the above actions, and it is likely that smaller sub-groups of perhaps 3-4 people may wish to develop options for one or more of the above commitments.

