

Working in Partnership

Mining and exploration industries, Indigenous communities and governments

Gippsland Regional Workshop Report

Quality Inn La Trobe Convention Centre, Traralgon 19 - 20 May 2009

Prepared for

Australian Department of Resources, Energy and Tourism

Level 8, 10 Binara Street

Canberra, ACT 2601

10 June 2009

Special thanks for their valuable guidance, experience and energy in the planning and facilitation of this workshop to:

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Grant Sarra

Grant Sarra Consultancy Services

Workshop presentations

Copies of most power point presentations from this workshop are available from IMC – Integrated Marketing Communications Pty Ltd by email from alison@imcanz.com.au

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Executive summary

A small regional working group has been established to discuss ways forward in building and supporting relationships between the GunaiKurnai Traditional Owners and Indigenous community members, minerals industry companies and government agencies in Gippsland, Victoria.

The Australian Department of Resources, Energy and Tourism in May 2009 hosted a two-day industry workshop at Traralgon under its national Working in Partnership (WIP) Program.

The WIP workshop was designed specifically to bring together all key stakeholders regionally from Indigenous groups, the resources industry and state and federal governments to discuss issues of mutual interest and forge new partnership arrangements that have mutual benefits.

The WIP program's primary themes include building relationships to help improve:

- Economic empowerment.
- Business opportunity.
- Education and training.
- Cultural awareness.
- Capacity building.
- Employment.

The Gippsland Region Workshop was held on 19 and 20 May at the Quality Inn La Trobe Convention Centre, Traralgon and is the second workshop in this national program to be held in the state of Victoria.

The workshop, originally scheduled for November 2008, had been postponed because of the non-availability of key stakeholders.

It was re-scheduled for February 2009 but was again postponed because of fatal bushfires which devastated areas of Gippsland and other parts of Victoria in early February.

The workshop followed an extensive research phase that had identified a range of current issues relevant in the social and economic climate of the region.

The 'Welcome to Country' was delivered by Traditional Owner and GunaiKurnai Land and Waters Aboriginal Corporation board member, Wayne Thorpe.

The two-day workshop agenda is included on pps 13 and 14 of this report.

Interactive breakout groups were a key feature of the relationship building process.

On day one, three groups, , one for each of the stakeholder groups - industry, Indigenous people and government - were invited to identify the key issues that they believed needed to be considered in the context of working together in the future.

Key issues identified were:

- For governments: Rationalisation and focus of regionally targeted service delivery

- For the GunaiKurnai people: Recognition and respect; resources
- For industry: Need to build dialogue and relationships
-

On day two, mixed stakeholder groups were invited to identify what steps were needed at the regional level to ensure that new partnership arrangements could be strategically planned, implemented and managed going forward.

Key steps identified were:

- Establish a working party to progress outcomes of the workshop
- Establish dialogue, e.g. by stakeholders 'having a yarn' about the issues in an informal, non-threatening environment.

Before the close of workshop business on day two, the meeting nominated delegates to work together to review this report and to discuss future actions.

It was agreed the new working group would aim to hold its inaugural meeting in the region in July or August 2009.

The meeting discussed the desirability of the major corporate players in exploration, mining and energy generation in the region being involved for any future initiatives arising from the WIP to have traction and sustainability in the region.

WIP overview

The Australian Government's Working in Partnership (WIP) Program, now in its seventh year, is delivering increasing benefits to the mining and other industry stakeholders and Indigenous communities.

Established in 2001, the Indigenous Communities/Mining Industry Regional Partnership Program, now known as WIP, aims to support and encourage cultural change in relations between Indigenous communities and the mining industry, and to promote long term, effective partnerships which benefit all stakeholders.

Building effective long-term relationships with Indigenous communities is now part of core business for the resources sector and other industry stakeholders.

WIP is part of the Australian Government's commitment to increase opportunities for Indigenous Australians, noting that the resources sector is one of the few providing employment and business development opportunities for remote communities.

Managed by the Commonwealth Department of Resources, Energy and Tourism (DRET), WIP consists of a number of key elements including:

- An information kit containing case studies on effective partnerships between the mineral exploration and mining industry and Indigenous communities.
- A series of regional workshops bringing stakeholders together to promote discussion of ways of developing better relations and outcomes and support for regional committees that have formed to take forward the issues raised during regional workshops; and a number of such committees are operating and continue to meet on a regular basis.
- Some discretionary support for projects that will deliver benefits commensurate with the program objectives.

The WIP regional workshops are the cornerstone of the program – they provide the opportunity for a wide range of stakeholders to come together in a neutral environment for two days to discuss issues that are important to, and possibly even inhibiting, partnership development between the industry and Indigenous communities. The workshops also provide the chance for new relationships to be developed and existing relationships to be enhanced.

Gippsland WIP workshop research program

In late June 2008, Integrated Marketing Communications Pty Limited (IMC) team met in Melbourne with David Abbott from DRET, Victorian Department of Primary Industries (DPI) Senior Indigenous Policy Advisor Gabrielle Brennan and Minerals Council of Australia Victorian Division (MCA) Executive Director Chris Fraser and Education Project Officer Clare Farrell. The meeting agreed in principle that a WIP workshop would be held in the region in 2008. Due to necessary postponement this workshop was finally carried out in May 2009.

MCA Victorian Division represents member companies operating in Victoria in regulatory and sovereign risk issues associated with exploration and mining licenses controlled at the Victorian State level, thus providing the confidence that issues raised regionally are consistent with the industry's broader strategic objectives and the national approach to economic, environmental and social stewardship.

The meeting discussed the outcomes of the previous year's WIP workshop at Horsham and discussed the opportunity to repeat that successful exercise elsewhere in the State.

Gippsland is an important economic region for the long-term mining of lignite (brown coal) for electrical energy production and distribution; offshore oil and natural gas production; and to a lesser extent minerals mining including gold.

The Victorian Department of Primary Industries (DPI) also describes Gippsland as an emerging region for mineral sands exploration and mining with large global corporations looking at the feasibility of operations in the area.

According to the Latrobe Local Government Council website, the Indigenous population of Latrobe City at the time of the 2001 Indigenous Census was 732 persons with a median age of 20 years and an average household size of 3.2 persons. The Indigenous population of Gippsland is estimated to be around 3000.

GunaiKurnai People are the predominant Indigenous group in Gippsland and are the Registered Aboriginal Party (RAP) for the region under the State's 2006 Aboriginal Heritage Act. The GunaiKurnai Land and Waters Aboriginal Corporation (GLWAC) was formed in 2008.

Research stage

In August 2008 David Abbott (DRET) and Gabrielle Brennan (DPI) held a preliminary meeting with Marjorie Thorpe from the Department of Sustainability and Environment (DSE) to introduce the WIP workshop concept and research initial regional issues and stakeholders. They also met with Grant Rathjen and Frank Miller from the Commonwealth Department of Education, Employment and Workplace Relations (DEEWR) who were able to provide a good overview of stakeholders in the region who could be part of a WIP workshop.

In October 2008, IMC was formally contracted by DRET to facilitate the Gippsland workshop. Working closely with DRET, DPI and MCA Victorian Division, IMC began work on establishing stakeholder databases and other research and audit activities relevant to the Gippsland workshop.

Once again, advice and assistance from MCA Victorian Division and the DPI proved to be invaluable in this work.

On 19 September 2008, DRET's David Abbott and IMC's Mike Cahill met in Traralgon for a discussion with La Trobe Council's Indigenous community relations manager Jo Brunt and then travelled to Lakes Entrance for a presentation to the GunaiKurnai Land and Waters Aboriginal Corporation Board of Directors and two officials from Native Title Services Victoria (NTSV).

Jo Brunt, who is also one of six DEEWR Indigenous economic development officers across Victoria, provided valuable insights into key players and activities related to Indigenous employment programs operating throughout the region.

At Lakes Entrance, following the DRET presentation, the GLWAC board agreed in principle to be involved in the workshop process and to be participants.

Principal of Grant Sarra Consulting Services, Grant Sarra, a national Indigenous relations specialist, was invited to join the IMC team with a brief to liaise closely with Indigenous stakeholders in the region.

On behalf of IMC, Grant Sarra conducted two visits to the Gippsland region to identify and consult with key Indigenous people from the region. Grant Sarra established contact also with key government and non-government agencies including Aboriginal Affairs Victoria (AAV), Latrobe City Council, Monash University and NTSV to inform them of the upcoming workshop and to consider and discuss any local issues of relevance.

Subsequent to these visits it was established that:

- The GunaiKurnai are in fact one group representing approximately five clans;
- The group has recently appointed a GLWAC board responsible for negotiating Cultural Heritage and other development activities on behalf of the entire group;
- The Board is overseen by an Elders Advisory Group and an Elders In Council; and
- The strategic affairs of the group are guided by NTSV.

Research workshop itinerary

The following itinerary was drawn up for a research and liaison visit to Melbourne and Gippsland by DRET's Ellen Butler and IMC's Mike Cahill in early October.

The objectives of this research trip were to:

- Create relationships with key stakeholders and win support for the workshop
- Identify critical issues and perceptions impacting on stakeholder relationships
- Identify candidates to deliver presentations to the workshop
- Identify a venue for the event that would be convenient to a majority of delegates and groups

WIP – Gippsland Government and Industry Stakeholder meetings

- Cemex Australia
- Dept of Education, Employment & Workplace Relations
- Department of Planning and Community Development (DPCD)
- DPI
- International Power Hazelwood
- Local Learning and Employment Network (LLEN)
- MCA
- Pacific Minerals
- Victorian Coal Resources
- Victorian Aboriginal Education Association Incorporated (VAEAI)

Key regional issues identified during this research process included:

Industry Representatives:

Explorers and miners expressed frustration at the prolonged timelines and processes required to establish an Indigenous Land Use Agreement (ILUA) for the region

Representatives described 'massive potential' in the region particularly in respect of mineral sands, coal seam gas and new technology value-adding processes for brown coal. There were exploration licences out or pending for 'around one million acres' of land in Gippsland.

It was estimated that approximately 30 explorers were waiting (at that time) on an ILUA to be signed and they feared that this might take 'another year'.

Under the Victorian Cultural Heritage Management Regulations which put into effect the Victorian Aboriginal Heritage Act 2006, explorers and miners in Victoria are required to lodge Cultural Heritage Management Plans where activity is in an area of Aboriginal cultural heritage sensitivity and all or part of the activity is high impact activity as defined under the Act. Many exploration activities are low impact activities.

Indigenous Representatives:

1. Indigenous education and employment brokers

The major concern of Indigenous education and employment brokers in the region was what they described as widespread cynicism among employers in the mining and exploration sector about Indigenous employment programs.

They noted that the head offices of these operations, in many cases, were 'based elsewhere' i.e., outside the Latrobe valley in State capitals.

Companies, particularly those in the coal-fired energy sector, in the region were well established ('mature') and had emerged as much leaner businesses following the wide-ranging privatisation of the former Victorian State Electricity Commission which began during the Kennett Government era around 16 years ago.

Many companies had reportedly ventured into setting up Indigenous employment programs during the past decade. With few exceptions, they said, these programs had failed.

The education and employment brokers felt many employers were unaware of positive advances in attitudes and programs in 2008 and might need to be convinced of the value of participating in future work generation initiatives.

The WIP workshop process could assist with this objective.

2. GunaiKurnai leadership

The GunaiKurnai People expressed a keen desire to participate in the WIP and consider it to be a valuable opportunity to:

- Listen to what industry and government have to say in relation to exploration, mining and associated land use activities in their region;
- Potential to heal some of the factional disputes and consider and discuss ways to unite and strategically move the group as a whole forward;
- Present their views, issues and aspirations relevant to exploration and mining activity in the region; and
- Consider and discuss the potential to develop mutual partnership arrangements with industry and government to advance their social and economic status and enhance their overall administrative capacity.

Government Representatives:

In a meeting with AAV and DPI a number of issues were discussed including:

- The GunaiKurnai community is the Registered Aboriginal Party for the region as they are the Traditional Owners.
- DPI to present a mining snapshot of the region and future mining and exploration activities along with a description of Victoria's Clean Coal initiative and its relevance to Gippsland.
- NTSV was the appropriate agency to discuss ILUA issues at the workshop.

- AAV to do a presentation on latest news concerning the Aboriginal Heritage Act 2006 with particular emphasis on new Cultural Heritage Plan regulations and their relevance to miners and explorers.

Following the decision to defer the November workshop, Ellen Butler - DRET, Mike Cahill – IMC and Grant Sarra used the time available to contact an extended range of stakeholders to secure support for the workshop. Meetings were organised in Melbourne and Morwell with:

- AAV
- DPI
- Department of Education and Early Childhood Development (DEECD)
- TRUenergy
- Loy Yang Power
- Sinclair Knight Mertz
- Monash University
- Gippsland Area Consultative Committee (GACC)
- Latrobe City Council
- DEEWR.

Workshop facilitation

The IMC team appointed to facilitate the workshop included:

- Mike Cahill – project manager/facilitator.
- Grant Sarra – senior consultant/facilitator.
- Alison Wright – event manager and secretariat.

The team was backed by the in-house administration resources at IMC.

The consultancy reviewed all major research material and developed a strategic plan, including a detailed timeline, for the workshop.

At all stages during the workshop development process, key stakeholders were involved in the planning and agenda development process to ensure that all parties built a sense of ownership of the program.

Stakeholder face-to-face meetings were supported by an extensive communication and stakeholder liaison program which included teleconferences and email correspondence to finalise the WIP workshop agenda and speaker list.

There were a number of last minute changes to the speaker list as various individuals became unavailable.

Workshop participation

A total of 36 delegates attended the Gippsland WIP workshop in Traralgon during the two days. On day one there were 31.

On day two, some of those who attended on day one were absent and there were 27 delegates present.

There were a total of 12 specialist speakers during the two days.

Personal invitations to the workshop were sent to a total of 119 stakeholders and relevant parties.

Spreadsheets containing invitation lists and the final delegate attendance are attached to this report.

Workshop structure

The WIP workshop was staged over two days and included an informal social function at the close of business on day one.

On each of the two days, specialist presenters spoke on areas that research had indicated to be of special interest to participants from mining, exploration and other industry stakeholders, Indigenous communities and government agencies.

On day one three breakout groups were formed, each representing one of the three key stakeholder groups (government, Indigenous and industry). Each of these breakout groups was invited to interactively identify key issues for each stakeholder group (industry, Indigenous, government) that need to be considered in the context of working together in the future.

The final business session on day two saw delegates separate into three mixed stakeholder groups to consider the potential benefits that could be gained from working together, and the priority actions to take forward.

Following this process, lists of major issues and aspirations were presented collectively to the workshop by spokespeople nominated by each breakout group.

These lists are contained in this report.

The Agenda

Gippsland Regional Workshop – Traralgon Victoria

Tuesday 19 and Wednesday 20 May 2009

Quality Inn Latrobe Convention Centre. 5601 Princes Highway, Traralgon.

Ph: (03) 51737500

WORKSHOP PROGRAM

Day 1 - Tuesday 19 May		
8.30 am		Registration and coffee/tea
9.00 am		Acknowledgements and introduction - Mike Cahill and Grant Sarra (Workshop Facilitators) Traditional welcome to country - Wayne Thorpe, GunaiKurnai Land & Waters Aboriginal Corporation
9.20 am	Session 1	Working in Partnership overview - David Abbott, Department of Resources Energy and Tourism
9.50 am	Session 2	Indigenous history, culture and archaeology of the Gippsland region - Ms Doris Paton, GunaiKurnai Land & Waters Aboriginal Corporation
10.20 am	Session 3	Structure and governance of the GunaiKurnai Land & Waters Aboriginal Corporation - Wayne Thorpe, GunaiKurnai Land & Waters Aboriginal Corporation
10.45 am		Morning tea
11.15 am	Session 4	Exploration and mining industry interests in the Gippsland - an industry overview - Chris Fraser, Minerals Council of Australia – Victorian Division
11.40 am	Session 5	Resources development in the Gippsland region - Bonnie Baird and Renee Kjar Department of Primary Industries
12.00 pm	Session 6	Cultural Heritage management planning and Aboriginal Heritage Act 2006 update and Community Engagement Plan regulations - Jamin Moon, Aboriginal Affairs Victoria
12.30 pm		Lunch
1.30 pm	Session 7	Why I want to work closely with industry leaders in Gippsland - Stephen Walsh Jnr, Victorian Aboriginal Education Association Incorporated
2.00pm	Session 8	Helping Indigenous kids into the workforce - Jo Brunt, Latrobe City Council and DEEWR employment ambassador
2.45 pm		Afternoon tea
3.15 pm	Session 9	Group Discussion: What are the key issues for each stakeholder group (industry, Indigenous, government) that need to be considered in the context of working together in the future? - Separate breakout groups
4.15 pm	Session 10	Feedback Session: Group reports to the workshop - Group leaders
5.00pm		Close of Day 1

5.00 pm - 7.00 pm		Social function
Day 2 – Wednesday 20 May		
8.30 am		Coffee/tea
9.00 am		Summary of Day 1 - Mike Cahill and Grant Sarra
9.05 am	Session 11	The benefits of developing industry/Indigenous working relationships - <i>Working in Partnership</i> in the Upper Hunter Valley - Cate Sims, Coal and Allied
9.25 am	Session 12	Parks Victoria Indigenous traineeship program - Wendy Berick, Parks Vic
10.00 am	Session 13	Working with Indigenous communities - Grant Sarra, Grant Sarra Consultancy Services
10.30 am		Morning tea
11.00 am	Session 14	Group Discussion: Pathways to improved understanding and cooperation What steps are now needed at the regional level to ensure that a new partnership arrangement, as it relates to mining, can be successfully planned, managed and implemented? Who needs to be involved from government, industry and community? What actions need to be taken? - Mixed stakeholder groups
12.30 pm		Lunch
1.30 pm	Session 15	Feedback Session: Presentation of group outcomes - Group leaders
2.15 pm	Session 16	Workshop Summary: Common themes from each group to be identified and discussed, including any resolutions to move forward. Wrap-up and agreement on next steps. - Mike Cahill and Grant Sarra
2.45pm		Closing remarks, thanks - Mike Cahill, Grant Sarra and David Abbott.
3.00 pm		Workshop close and afternoon tea

Summary of proceedings

Tuesday 19 May

09:00 am – Mike Cahill – welcome – opening comments - respects and appreciation

09:15 am – Wayne Thorpe – traditional Welcome to Country

- Wayne, in the absence of Uncle Albert Mullet and on the behalf of the GunaiKurnai People welcomed participants to the workshop and encouraged all to contribute positively over the coming two days.
- He explained that the GunaiKurnai People were one group consisting of approximately five clans.
- He explained that the name evolved out of discussions among the clans over time. For a period of time some members referred to themselves as Gunai while others referred to themselves as Kurnai. In the interest of creating solidarity and to move forward the entire group agreed to amalgamate the two to become the GunaiKurnai People.
- He briefly mentioned that the group had formed a GunaiKurnai Land and Waters Aboriginal Corporation board which was overseen by an Elders Advisory Group and an Elders In Council.

09:20 am – Session 1 David Abbott, DRET

- Respects and appreciation to local Traditional Owners.
- WIP Program outline – established in 2001 with the objective of fostering mutually beneficial working relationships between industry, Indigenous and government stakeholders.
- We are well aware that this is a sensitive area and are fully respectful to all parties.
- Case studies are enlightening with good things happening, handbooks and workshop feedback/evaluation forms.
- Indigenous Business Services Directory for Northern Territory and reference to the availability of a Koorie business network directory for Victoria.
- Handbook on Working with Indigenous Communities available.
- A DVD was shown to give a flavour for what people might get out of the workshop; do not want to push topics and discussions.
- The film also outlines spin off businesses and not just those directly related to the mining industry i.e., dry cleaning, coffee shops etc.

09:50 am – Session 2 – Doris Paton, GLWAC

- A central focus for all parties.
- Overview of family history generating back to great grandparents and the long history in the region.
- Employment: TAFE team leader for Koorie unit.
- Tindale's map – the most famous and comprehensive map of tribal boundaries.
- Reference to the Bataluk trail (video to be shown) showing sites of significance across Gippsland; sites for sharing with the community.
- Provided information on archaeological influence.

- Detail on the five major clans in Gippsland.
- Prior to invasion, Gippsland was not closely settled by Europeans until the late 1800s.
- In 1800s the displacement of the Aborigine people and the move to missions.
- 1850s – the churches had the responsibility of looking after the missions.
- Overview of missions: Ramchyuck, and Lake Tyers. Lake Tyers became a 'compulsory resettlement camp' for Aboriginal People from across Victoria. People were brought in also from beyond Victoria's borders (NSW, upper Murray region).
- Showed video of the Bataluk Cultural Trail: Living Aboriginal history of Victoria about the life stories of the people of Gippsland.
 - East Gippsland - the routes that the local Koorie people have been travelling along for over 18,000 years. With the mountains a two or three day walk to the north and the lakes and ocean one or two days' walk to the south, the path which is now the Princes Highway formed the backbone of the network of trails and trading routes which spanned the region.
 - Demonstrating how the community were hunter gatherers and lived on the land for 1,000s of years.
 - River/pelican – ancestral feather and the protector for GunaiKurnai People.
 - The respect for anything and everything that moves.
 - Aboriginal cooperative – means of learning, purchase.
 - Animals – source of Indigenous food.
 - Storytelling to the young to protect them in their site and give them an understanding of the importance of not wandering from the sites.
 - Bairnsdale – the keeping place to share culture and heritage. A place of learning, people and their struggle.
 - Story of the three rocks – one rock remains.
 - Buchan Caves – 12,500 years old.
 - Significance of the shellfish sites.

10:20 am – Session 3 – Wayne Thorpe and Marjorie Thorpe, GLWAC:

- Structure and governance of the GunaiKurnai Land and Waters Aboriginal Corporation
 - 25 'Apical' Ancestor groups.
 - Elders in Council.
 - Elders Advisory Group.
 - Governing Committee.
 - Membership.
 - Negotiating teams and sub committees.
- Traditionally ceremonies were with neighbouring clan groups for reasons of trade, ceremony and marriage.
- To become a member of the GLWAC you must be a descendent of one of the 25 Apical ancestor groups.
- In 1920s there were 600 Aboriginal people surviving in Victoria, with 80 in Gippsland and this is from where the 25 Apical Ancestors originated.

- They comply with Native Title and have two representatives who sit on the Elders in Council.
- The Elders elect the board (maximum of 12 directors) and elect the Elders Advisory Group.
- Greatest dilemma is the lack of financial resources to create local infrastructure for the GunaiKurnai and Indigenous community.
- Obligations for RAP (Registered Aboriginal Party for land use negotiations and agreements) but they do not have the resources.
- Question from Chris Fraser, MCA: Which of those groups is the negotiating party for Native Title matters?

Answer: The whole community with lawyers in federal court and a selected negotiating team. The structure can change to suit the Elders Council and is made up of the 'best for the purpose of the task' to make a 13 member team.

Ongoing discussions from the floor:

- When talking about land and water you must always talk to the Traditional Owners first.
- Problems have arisen regularly over the years by just talking to Aboriginal people and not talking to the actual Traditional Land owners.

11:15 am – Session 4 – Chris Fraser, MCA

- Respects and appreciation for local Traditional Owners.
- Provided an industry overview in order to link the model to our discussions today.
- Thank you to David Abbott and DRET – WIP is an important part of building relationships.
- Reference to Doris' presentation and explanation of cultural history, clan structure and disposition of people as they moved around the country.
- Stated that it was a pity that people learnt about the Kings and Queens of the United Kingdom but didn't learn about the joint history of Australia.
- The minerals industry approach to these issues:
 - Access to land.
 - Working at trying to establish sustainable communities.
- MCA is the peak industry body representing mining companies nationally and internationally.
- Boom industry during the past five years – created immense wealth for companies and the nation.
- Committed to environmental care and responsibility.
- Actively working to meet mutually beneficial agreements.
- 'Engage, listen and learn' – the MCA's social licence to operate and the licence our communities give us to operate – not the licence from the Government.
- Operates under the Native Title Act but play no part in Native Title determination; interest is in future act agreements.
- MCA works in the area of securing access to land for explorers and miners; have two registered ILUAs between industry association and the Indigenous community for exploration.
- There have been additional funds in the latest budget allocated to representative Indigenous bodies.

- Victoria was one of the first states to have one of these MCA pro forma ILUAs.
- Two significant advances in Victoria will continue to develop relationships:
 - Aboriginal Heritage Act.
 - Alternative Native Title framework ILUA – as an alternative to solving Native Title. Status: currently sits with government (since December) and a response is expected shortly. This agreement will offer great opportunity to solve the backlog of Native Title claims and a good solution going forward.
- The MCA and Australian government have a memorandum of understanding for improvement in employment outcomes. Currently eight sites in WA, NT and Qld promote strong regional communities with local employment.
- Exploration – the lifeblood of the minerals industry and to explore it is fundamental that we have access to the land. Only one in a 1000 exploration projects will result in a mine.
- Gippsland region – the mining of lignite (brown coal); reasonable gold exploration and operations and some base metal exploration. Also, there are companies looking to extract methane out of the coal.

11:40 am – Session 5 – Bonnie Baird and Renee Kjar, DPI

- **Bonnie Baird**
- Respects and appreciation for local Traditional Owners.
- Bonnie Baird's role - Community Engagement Program Manager in the Earth Resources Division of the DPI.
- DPI is responsible for supporting Victoria's agriculture, fisheries, energy and earth resources industries.
- Earth resources (ER) includes minerals (including coal), extractive industries such as quarries, petroleum, geothermal (heat from the earth) gas and pipeline operations and geo-sequestration (capturing carbon dioxide and storing it in the earth's crust - CCS).
- The ER Division of the Department's roles include: providing geo-science information: the creation of investment opportunities; project facilitation and regulation.
- The Department administers the Mineral Resources Sustainable Development Act (MRSDA). Amended in 2006 to include the principles of sustainable development.
- The Act: to encourage an economically viable industry which makes the best use of mineral resources in a way that is compatible with the economic, social and environmental objectives of the State.
- The MRSDA lists all the requirements for mining and exploration operations in Victoria. All mining operations are regulated against this act and supporting regulations.
- Community engagement (CE) requirement – strongly supported by the Department encouraging any company to operate in a manner that respects the communities of the area which they are operating; including:
 - Industry to consult with their community.
 - To complete a community engagement plan as part of their work plan.
- There are a number of exploration and mining licence holders in the Gippsland region due to its rich coal resources.
- Mining does require a planning permit or EES.

- There are about 400 Mining licences and 300 Exploration licences throughout Victoria.
- **Renee Kjar**
- Respects and appreciation to local Traditional Owners.
- Victoria's coal resource:
 - One of the world's largest brown coal endowments.
 - Current production is only 67 Mt per annum.
 - The Victorian coal - low in ash, sulphur, heavy metals and nitrogen (very clean), 55-70% water.
 - Currently used only for electricity = 90% of State's electricity.
 - Without a major electricity intensive industry, growth in coal consumption based on electricity will be modest at 1.5%.
 - Commodities can be produced from brown coal.
- Why coal?
 - Coal - abundant, affordable, available and reliable - vital to the world's sustainable energy needs.
 - World energy consumption and prices are increasing.
 - Coal is integral to the production of steel.
 - The world's largest exporters of coal are Australia, Indonesia, China, South Africa.
 - Victoria's brown coal can replace oil, gas and black coal.
- Coal use for power generation in 2006 (Source: US EIA, IEA, Pennwell Global Power Review).
- Australia's outlook in coal trade – ABARE – presentation Aust-Indon Joint Working Group.
- Overview of opportunities from coal resources.
- Range of products from coal:
 - Non power uses of coal can transform the coal industry and provide significant economic growth.
 - Low grade coal path to development for Victoria.
- Current coal projects:
 - Monash Energy.
 - TRUenergy.
 - Loy Yang.
 - Hazelwood West Field extension.
 - HRL.
 - Ignite Energy Resources.
- Government support:
 - Coal Trade Initiative.
 - ETIS.
 - Clean Coal Victoria.
 - Freely-available coal resource information.
- Key messages:

- Brown coal can compete with oil, gas and black coal.
- Protect coal for energy security.
- Pursue large scale non-power investment.
- Opportunities through unallocated coal or through existing miners.

12:00 pm – Session 6 – Jamin Moon, AAV

- Respects and appreciation to local Traditional Owners.
- Aboriginal Heritage Act 2006 aims to:
 - Recognise, protect and conserve Aboriginal Cultural Heritage in Victoria.
 - Recognise Aboriginal people as the primary guardians of their Cultural Heritage.
 - Manage Aboriginal Cultural Heritage as an integral part of land and natural resource management.

Role of Registered Aboriginal Parties:

- Approve (or not approve) Cultural Heritage management plans.
- Endorse or reject permit applications.
- Enter into Cultural Heritage agreements.
- Advise on repatriation of remains and secret sacred objects.

Registered Aboriginal Parties can charge fees for:

- Evaluation of Cultural Heritage management plans (fees prescribed in regulations).
- Consultation with a sponsor on a proposed Cultural Heritage assessment and management plan.
- Participation in a Cultural Heritage assessment.
- Cultural Heritage management plans.
- Cultural Heritage management plans and statutory authorisation.
- Cultural Heritage Management Plans and Earth Resource Authorisations.
- Definitions.
- Exempt activities.
- High impact activities.
- Areas of Cultural Heritage sensitivity.
- Transitional Provisions.
- Cultural Heritage Permits.
- Stop Orders.
- Fees.
- Further Information
 - AAV has a planning tool on its website
<http://www.aav.nrms.net.au/aavQuestion1.aspx>
 Tel: 1800 762 003 / www1.dvc.vic.gov.au/aav
Aboriginal.heritage@dpcd.vic.gov.au

01:30 pm – Session 7 – Stephen Walsh Jnr, VAEAI

- Respects and appreciation to local Traditional Owners.

- Stephen's role: Gippsland Wurreker Broker for the Koorie Community and Victorian Government in Equal Partnership in Victoria.
- VAEAI is the peak education body in Victoria responsible for the provision of policy advice and the promotion of access and equity for Koories through the development of education strategies.
- VAEAI is a statewide Koorie community organisation consisting of eight regions.
- Philosophy on education:
 - VAEAI has a holistic philosophy on education and firmly believes that education is a lifelong process that begins with birth and ends with death.
- Wurreker strategy:
 - An equal partnership between the Koorie community and the vocation education and training system in Victoria.
 - Supports innovative partnerships and pathways that lead to positive training and employment outcomes for Koories.
 - The central strategy for Koorie vocation education and training policy development and service delivery in Victoria.
 - Focus on facilitating Koorie people to successfully step up to the employment and industry challenges in this State.
- Why Wurreker?
 - In 2000, the Wurreker Strategy was formulated in recognition that Vocation Education and Training (VET) sector was not effectively addressing the training needs and aspirations of Koories.
 - Poor outcomes and high unemployment rates indicated there were no clear pathways from training to employment.
- Community:
 - Wurreker recognises the Koorie community of Victoria as being best placed to provide advice on its training needs and priorities.
 - Wurreker Regional Committee's role is to identify Koorie vocational and education training priorities and provide advice to the State Government.
 - Local Aboriginal Education Consultative Groups (LAECGs) represent their Koorie communities by chairing and participating in these committees together with representatives from TAFE Institutes, other training providers, employers and industry.
- Government:
 - The Victorian State Government through Skills Victoria is an equal partner in the Wurreker Strategy.
 - The Access and Equity Branch, Skills Victoria is responsible for facilitating the changes needed in the structures, systems and processes of the vocational education and training system to bring about improved participation and outcomes for Koorie students.
- Training providers:
 - TAFE Institutes, Adult and Community Education Providers and other Registered Training Organisations.
 - Training Providers work with the community and other key stakeholders to develop plans that will address Koorie vocational education and training needs.

- Innovative partnerships and pathways are critical to improving outcomes for Koorie students.
- Planning process:
 - The Wurreker Regional Training Profile process requires:
 - Regional Key Stakeholder Forums.
 - Local forums.
 - Regional Training Profile.
 - Koorie Statewide Training Plan.
- Key stakeholders:
 - Job network agencies.
 - Education providers.
 - Community based service providers.
- Koorie organisations:
 - Local Government.
 - LLEN.
 - TAFE.
 - Group Training Providers.
- Working locally in Gippsland:
 - Gippsland Group Training.
 - Employment Brokerage.
 - Training and Engagement Brokerage..
- A question from Stephen “who are our local industries and do we have them here today?”
 - “How effective can we be if we don’t have our industries here?”
 - “Who are our group leaders locally?”

02:00 pm – Session 8 - Joanne Brunt, Latrobe Council and DEEWR employment ambassador

- Respects and appreciation for local Traditional Owners.
- Steps to the future – pathway to employment.
 - Overview of Latrobe City’s Indigenous employment program.
- What and who is the Braiakaulung Committee?
 - Est 1998 - the Braiakaulung Advisory Committee following a period of extensive discussion and consultation with members of the local community.
 - The partnership established through the formation of the committee was in part recognition of the need for Council to acknowledge and openly embrace the Traditional Owners of the land.
- Statement of Commitment and Reconciliation:
 - Statement of Commitment and Reconciliation was adopted March 2000.
 - Developed through a consultative process between Council’s Braiakaulung Advisory Committee and Latrobe City Council.
 - The statement includes a wide range of commitments and recommendations related to a variety of areas including advocacy, Cultural Heritage, Indigenous

- Latrobe City's commitment:
 - To increase numbers in employment, expand occupational skills.
 - To support the Indigenous community within Latrobe City Council by providing employment, work experience and educational opportunities within Government agencies and private sector.
- Role of Indigenous Employment Development Co-ordinator.
- Structured Training and Employment Related Services Program (STEPERS) Contract 3844 - funded by DEEWR:
 - Accredited Pre-employment Training (Life Skills Training and Work skills training; mentoring; referrals/job network; cultural respect training; wage subsidies.
- Achievement to date:
 - Pre-employment Training has commenced and 37 participants have successfully completed the training.
 - Cultural Respect Training has been undertaken with up to 26 employers.
 - 17 participants who have completed the training have been employed.
- Workforce Participation Program (WPP) - Funded by Department of Innovation, Industry and Regional Development (DIIRD):
 - Placements of 30 participants over a 12 months period with an employment outcome of 20 participants successfully employed for a 16 week period.
 - Includes mentoring; paid work trials/ workplace inductions; accredited training; uniforms and clothing; post placement support; cultural respect training.
- Achievements to date:
 - Placements of 42 participants.
 - Employment outcome of 35 people into employment for a period of 16 weeks.
 - Additional five participants into further training.
 - Five part time employment.
 - Mid audit report score was 4.8 (Highest in State so far).

The above gives a flavour for the work being carried out by Joanne – for a full overview of all programs please request a copy of the full presentation delivered at the WIP Workshop, Traralgon. Subjects include:

- Koorie Career Club.
- Overview of projects currently in development and their benefits.
- Information packs available (distributed by Joanne on day 2 of the workshop).

Statement made by Stephen Walsh Jnr:

- Some of the people doing the apprenticeships are able to meet the skills shortages. They want to stay close to home and support their community.

Question:

- Chris Fraser, MCA: What about the issues raised by Stephen and needing employers in the stakeholder group? Mining doesn't supply pre-employment training and an outcome of this workshop could be to explore those two gaps.
- Grant Sarra: We should clearly define issues vs problems and move beyond the problems to start to find actual solutions

03:15 pm – Session 9 – Group Discussion: What are the key issues for each stakeholder group (industry, Indigenous, government) that need to be considered in the context of working together in the future?

- Brainstorming and creating ideas to strengthen the relationship.
- A chance to talk about these things in an open and honest way.
- Negative comments, problems or ideas for change welcomed.

**04:15 pm – Session 10 – Breakout group key issues and aspirations summary
Indigenous group – Robert Thorpe and Stephen Walsh Jnr**

- “The Land is our mother, the Water is our giver of life” – you need to understand this culture.
- Engagement.
- Sustainability.
- Lack of understanding.
- Relationships.
- What are the industry getting?
 - Resources – informed consent
 - Land
 - Money.
- Investment in community – employment.
- Skills foundation/trust.
- Economic development.
- Site destruction / rehabilitation.
- Recognition.
- Royalties – show us the money equity.
- Land rehabilitation.
- Restoration of past activities.
- Land use agreement.
- Local partnerships with local industries.
- Validation of past acts.
- Too much government red tape.
- No access of cultural practices – land/water.
- Be seen as a key stakeholder regarding government initiatives i.e., carbon scheme.
- Acknowledge the people from the area as the Traditional Owners.
- Air rights.
- Pollution – health and wellbeing.
- Cultural behaviour – racism.
- Access to shares.
- Would we need a mining licence?
- Where now?
- Environment impacts.
- Informed practices of mining to community/monitoring.

Industry group – Chris Fraser

- Crossed a line through all issues/problems and stated that the group unanimously agreed that there is an urgent need to build relationships. This can best be achieved through a joint activity or project, for example: agreement making; Indigenous company formation or development of employment pathways. Such activities will help to address current perceived issues, including:
 - knowledge and understanding of culture,
 - Dealing remotely and not having face time,
 - Tailoring job programs,
 - Differing cultures – industry and Indigenous peoples,
 - Industry should not become a surrogate for government in regard to resourcing:
 - Community expectations,
 - How do we help ethically?

Government group – Craig Hardy

- Reliability:
 - From industry (funding/interest/commitment).
 - From participants (attendance at work).
- Cultural awareness:
 - Industry of Indigenous community.
 - Indigenous community of industry expectations.
- Lack of past experience in successful initiatives (in mining industry):
 - Big marketing (high unemployment).
 - Size/structure of the workforce – small and automated.
 - Therefore not many jobs available.
- Several programs running at the same time that overlap = confusion:
 - Indigenous Coordination Centre is a possible solution.
- Industry recruitment does not align with Indigenous employment programs.
- Government often adopts a 'one size fits all' solution.
- Lack of understanding about process/negotiations:
 - What is involved?
 - How long does it take?
 - How are decisions made?
- State and federal agencies running programs separately and communities become weary if constant government interaction: lack of coordination.
- Lots of money going in to programs but no real changes yet in employment or capacity to make change within community.
- Service providers not held responsible for constant failures.
- Difficulty setting up programs.
- Pre-employment programs required i.e., discovering interest and work skills.
- Resources – mentors; time; supports.
- External supports – health and community services.

- Sustainability of employment and programs.
- Meaningful employment required if jobs are to be held for a long time.
- Stereotype/assuming interests in some industries/jobs.
- Pathways planning from a younger age.
- Literacy/numeracy skills poor – support people writing applications for them not different applications/procedures required.
- Empowering/teaching to do themselves.
- Changes in application procedures to enable all people to display skills.
- Several organisations competing for same resource and outcome:
 - Coordination required by government agencies/organisations.
 - ie stakeholders groups locally. Identify issues and work together to resolve (East Gippsland).
- Reactive not pro-active.
- Local consultation from federal government departments is required.
- Transport problems.

Wednesday 20 May 2009

09:00 – Mike Cahill – Good morning and welcome

- Summary of the focus of yesterday's breakout groups:
 - Indigenous community: 'The earth is our mother'. Recognition and respect and resources needed to support Gunaikurnai community.
 - Industry: Relationships and dialogue. The urgent need to build relationships with traditional owners and this requires actually 'doing something'.
 - Government: Rationalisation and focus of regionally targeted service delivery.

09:05 am – Session 11 – Cate Sims, Coal and Allied/Rio Tinto

- Respects and appreciation for local Traditional Owners.
- Cate's role as Aboriginal Senior Advisor is to implement Aboriginal engagement strategy for three mines.
- A principle driver for the three stakeholder groups and it takes time but for Cate it's shown real benefits to get involved with WIP.
- Rio Tinto is the only company in the upper Hunter Valley who has a dedicated Aboriginal Liaison Officer.
- WIP has been a mechanism to show how to work with others; how to adapt to your environment and if you're patient you will achieve critically important change.
- WIP workshop: in one area alone Cate has made significant improvement with Cultural Heritage and savings from consultants (archaeologists) and is putting the money back into the community strategy.
- Newsletter – a conscious decision was made not to have an individual organisation name. It represents cross industry groups, includes Aboriginal news stories and, subsequently, Aboriginal stakeholders are happy to read it. The Upper Hunter Valley has 32 Indigenous groups fighting over Cultural Heritage clearance work and WIP

- Don't assume that they want to work in mining as money may not be a motivator.
- See each other as potential resources.
- Rio Tinto developed a community commitment fund and this wouldn't have been achieved without WIP – see copy of their annual report for more info.
- Outback program is an example of dealing with the issue of under 10's not attending school. They enlisted an Indigenous player from the Newcastle Knights Rugby League team who was out of action due to injury and got him involved in the school/program. This was successful in getting the children back to school.
- Sense of possibility and optimism that can come out of collaboration. There has to be a local champion to drive this through.

09:25 am – Session 12 – Wendy Berick, Parks Victoria

- Respects and appreciation for local Traditional Owners.
- In 1994 Wendy joined Parks Victoria as Indigenous Human Resources Officer to lead and coordinate recruitment, training and development and to provide support and act as a contact person for its Indigenous workforce and their line managers.
- A large part of Wendy's role is to support and implement Parks Victoria's Indigenous Partnership Strategy and Action Plan and achieve the target of 7% employment.
- 7% has been achieved and currently at 6% with 55 Indigenous employees.
- Primary purpose of the plan:
 - Provide opportunities for Traditional Owner communities to have their rights and aspirations incorporated into all aspects of park management and to ensure other Indigenous communities can be involved.
 - Sets strategic directions and support for staff and Traditional Owners and other Indigenous communities to build capacity, skills and confidence to work together.
- Key programs/components:
 - Relationships and partnerships with Indigenous communities.
 - Cross-Cultural awareness and learning exchange.
 - Indigenous employment and training.
 - Managing Indigenous Cultural Heritage and environmental values.
 - Tourism, information, interpretation and education.
 - Indigenous business enterprises.
 - Native Title.
 - Internal coordination.
- Overview of relationships and partnerships with Indigenous communities:
 - Wurundjeri Woman Delivering Welcome to Country.
 - Victorian Alps Traditional Owner and government agency gathering.
 - Jaara Jaara Corroboree at Leanganook (Mt Alexander).
 - Victorian Alps Traditional Owner and government agency gathering.
- Overview of Cross - Cultural awareness and learning exchange program:
 - Wotjobaluk Elder talking on country.
 - Cross Cultural program Lake Merrin.

- Indigenous ranger delivering site tour.

The above is a snap shot of the work being carried out by Wendy Berick and Parks Victoria. For a full overview of all programs please refer to the Strategy and Action Plan which can be accessed on the PV Info Web - <http://www.parkweb.vic.gov.au>

10:00 am – Session 13 – Grant Sarra

- Respects and appreciation for local Traditional Owners.
- Recognition of Cate Sim's presentation on how WIP can work above and beyond mining.
- Humanising our understanding - respect for Traditional Lore and Custom:
 - As one Aboriginal man I do not have the right or responsibility and nor am I obligated to speak for all Aboriginal Australians.
 - As industry representatives no one individual company or employee in this room has the right or responsibility and nor are they obligated to speak for all of industry in Victoria or Australia.
 - As government representatives no one individual department or employee in this room has the right or responsibility and nor are they obligated to speak for all levels of government in Victoria or Australia.
- Referral to the valuable and insightful information held in the workshop literature 'Working with Indigenous communities'.
- History of relationships between industry and Indigenous communities:
 - Change over the past two decades from one mutual of antagonism to one of increasing cooperation and collaboration.
 - Shared goals.
- Factors contributing to improved relationships:
 - Legislation changes.
 - Industry responsibility.
 - Development of economic linkages.
 - Understanding of local and national history.
- Working in Partnership principles:
 - Be open, honest and respectful toward each other.
 - Develop and maintain a mutual commitment, honest values and a dedicated and a meaningful, consistent and coordinated partnership approach.
 - Move beyond racism - people, organisations and companies who display racist attitudes and behaviours are reflecting their insecurity, ignorance and fear.
 - Astute individuals, organisations and companies have integrity and dignity and know that racism does not correlate with quality relationships, high productivity and future success.
- Know yourself and your Indigenous neighbours.
- Map of Aboriginal Australia showing many different groups/clans.
- The term Aborigine is a pseudo scientific latinised term that was introduced to define all of the original inhabitant groups of this land as one homogenous group – we are extremely diverse people.

- Our story is in the land... it is written in those sacred places. My children will look after those places, that is law.
- Images of the land, historic Aboriginal sites of significance to the community.
- History perspective – settlement, colonisation or invasion.
- Unconditional exemption from the provisions of the Aborigines Act 1934 – 1939.
- Engaging with Indigenous People:
 - Don't patronise or exploit people.
 - Maintain respect, integrity and dignity.
 - Recognise Indigenous people's ancient history in Australia and respect their presence.
 - Acknowledge their traditional land, people, lores and customs.
 - Recognise that there is not one homogenous Indigenous group and engage with Indigenous people at the local community and project level.
 - Heal your hurt and stand united as a people.
 - Establish a clear Vision and purpose for the future of the *GunaiKurnai People*.
 - Establish clearly defined goals, objectives and priorities.
- Live scenario using the delegates to demonstrate the possible lifecycle of an Aboriginal boy and their capacity to achieve:
 - What job will he get.
 - What will he be like as a father.
 - The cycle continues; how can we break the cycle?
- Self esteem is low causing confidence to fluctuate.
- Recommendation from Grant Sarra – if we do not know who the local Aboriginal people are and if mining organisations want to engage with Aboriginal people you need to get yourself a team to drive:
 - They will respect and they won't judge.

11:00 am – Session 14 – Group Discussion: Pathways to improved understanding and cooperation

- Three groups of mixed delegates put together to discuss and develop:
 - What steps are now needed at the regional level to ensure that a new partnership arrangement, as it relates to mining, can be successfully planned, managed and implemented?
 - Who needs to be involved from government, industry and community?
 - What actions need to be taken?

01:30 pm – Session 15 – Feedback Sessions: Presentation of group outcomes

Group one report back Alan Scarlett

- What steps to extend relationships; who needs to be involved?
- Align aims of education and industry to build capacity.
- Koorie people re-engage with their own culture.
- Vision and action plan for industry.
- Join the dots – audit of programs.

- Break down silos of programs.
- Core business vs long term consequences of not acting.
- Respecting culture:
 - Two way/understanding of each other's culture.
- Incorporate commitment to cultural partnerships into senior management performance KPI's.
- Preferred tending to Aboriginal businesses and to contractors.
- Resource GKLWC.
- Indigenous workers need to be paid 'real' money.
- Industry to fund pilot projects and employment to prove viability to government.
- Must link training to real jobs.
- State owned licences vs private companies.
- Partnerships / mutual support
 - We all benefit from community success stories.
- Sign up to Gippsland youth commitment (Indigenous education).
- Build links to community workers.
- Business and industry needs a consistent message.
- Local government reconciliation action plan.
- Support community grant writing.
 - Business and marketing plans.
- Small companies need to work through MCA.
- Indigenous rep on sustainable skills strategy.
- Pass on the requests and help to build the network.
- Lost in translation – ask the right questions.
- Fund:
 - Regional community development officer.
 - Regional economic development officer.

Group two report back – Stephen Walsh

- Identify who the stakeholders are:
 - Why are they stakeholders; what do stakeholders have to contribute?
- Cultural awareness and understanding.
- Establish what both/all parties want to achieve.
- Mining – Land access:
 - Social license to operate?
 - Honest, transparent, reputable.
- Traditional Owners – recognition.
- Government agencies/programs ie Stephen Walsh Jnr and Joanne Brunt's work.
- Stakeholders:
 - GunaiKurnai Community
 - GLWAC.
- Mining industry and contractors/supporting industries.

- Government:
 - Local; State; Federal.
- Wants:
 - GunaiKurnai “education and training strategy”.
- Stakeholders:
 - Specific working party and drivers.
- How?
 - Plan eg finances; structure; governance; robust; principles of engagement.
- Drivers?
 - MCA; Wurreker broker/GunaiKurnai person (Stephen Walsh Jnr).
- Open communication – ongoing.

Group three report back – Robert Thorpe

- Pathways – what steps are needed for improved understanding and cooperation?
- Making the commitment to understand the stories i.e.: Indigenous; industry; government and community.
- Recognition of Traditional Owners.
- How?
 - Having ‘yarns’ on country.
- Who?
 - Elders In Council; industry decision makers.
- Why?
 - Transparency; statement of expect; action; contact lists; literature; website.
- Clear understanding of the procedures.
- Investing in the engagement process.
- Working In Partnership.
- Follow up meetings to learn about country people.
- When?
 - Elders In Council to discuss times/place for meeting.

GROUP DISCUSSION THEMES

It was evident from the separate group discussions that there were some common themes and goals that could be a focus for future Working Group discussions:

- Improved engagement with different stakeholder groups and each other – Working In Partnership.
- The importance of education and understanding each other’s activity and culture.
- Identification of stakeholders, goals, programs, etc. Development of a plan for progressing.

02:15 pm – Session 16 – Mike Cahill, Grant Sarra and David Abbott workshop summary and plans for the future

Open discussion: pathways in going forward

- Commitment by GunaiKurnai to meet and go forward by July/August 2009.
- Marjorie Thorpe, GunaiKurnai: Indigenous people are upset by people representing them without their awareness/input.
- Mike Cahill: request for resolution from the floor – to set up a working group with the first meeting on Country with the second meeting by December 2009 to set up objectives/strategy.
- Marjorie Thorpe, GunaiKurnai: We're setting ourselves up for a process that requires our resources and time. More work for us and who is going to pay for it? Please be mindful of this – this is not being cynical.
- Mike Cahill: DRET may pay for basic costs of meeting but there is a broader issue of ongoing resources for the GunaiKurnai Board
- Marjorie Thorpe: Everyone else is within the terms of their paid employment and you need to include in the plan a way that allows appropriate Indigenous representation at these meetings.
- Jabiru spokesperson: The way forward may depend on whether the big industry players, who aren't here today, can join the working group. We can't speak for everyone else but we support the principle of further meetings.
- Cate Sims, Rio Tinto: Big employers in this region may already have programs/allocated funds in place but they're not here. They may be prepared to fund some of this. Talk to local government's economic development officer for answers.
- Maree McPherson, GACC: There will be an entity named Regional Development Australia but regarding the question of funding that is unknown at this stage. If I'm part of that I'll commit to looking into it.
- Mick Murphy, LLEN: Beneficiaries are our local communities. There is a need to put a small group together to investigate outside of this forum. But we need to establish a way to achieve this.
- Marjorie Thorpe: We need to find a solution to who is going to fund our attendance to workshops.
- Alan Scarlett, Monash University: We need to have a dialogue with those industry players. We hit a problem of resource and commitment is being asked of the small players. Follow up with them, are they committed and from their answer we'll know how to move forward.
- Rosemary Waghorne, MCA: We're making an assumption that they don't have a commitment and as Mick said, people need to get around the table – a small working group.
- Mike Cahill: I think we are agreed with Rosemary that a small working group should meet to identify key issues and consider what any available funding could be used for. It's a matter of setting up this group and assuming that they have some sense of social responsibility and commitment.
- The motion: We set up a small working group charged with identifying what key workshops outcomes could be pursued and where funding might be available to support this work.

- Moved by Stephen Walsh Jnr and seconded by Mick Murphy. A small majority of delegates voted for the resolution and there were no hands against.
- Robbie Thorpe, GunaiKurnai: There needs to be a negotiation fee or bond?
- Grant Sarra: A small group can meet again and see how this might present itself. Is this worthwhile going forward? Grant gave the example of the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) funding a group in WA to take a similar path.
- Rosemary Waghorne, MCA: We should get together and 'have a yarn'.
- Gabrielle Brennan, DPI: People may just continue yarning and nothing may come out of it. In terms of priority setting we should do this now in the room or ask the GunaiKurnai People to give us areas of focus. There's a danger we'll continue to talk and won't deliver anything
- David Boothroyd, DPI: 'A yarn' is an important start to the process. Following that the working group is better informed to move forward.
- Craig Hardy, Education Centre Gippsland: Governments have been telling Koorie people for years how to spend funding and I'd like the working group to dictate some of that for the community.
- Marjorie Thorpe: Sounds lovely but what are we going to get out of it?
- Mike Cahill: As suggested by one of the groups, put together a statement of expectation from GunaiKurnai – this is a good place to start and it may take time for the industry to accept this.
- David Abbott, DRET: There are other places including Hunter where it hasn't cost too much to form a working group and I am happy to support people coming together every quarter on three or five key issues and as you progress you will find out about various funding programs that could assist.
- Cate Simms, Rio Tinto: Can I make an observation I think it's been very specific already. The job now is to have MCA do a piece of work. Invite industry to the process to introduce them to the Country but don't limit this to mining.
- Can DRET fund Grant Sarra to be there? What have we achieved now and what do we think we can do for the next step. Work on building a capacity – the working group needs to have a purpose.
- Jo Brunt, Latrobe City Council: This two day workshop was supposed to do that but we don't know what industry thinks.
- Cate Simms, Rio Tinto: The most important thing to come out of the WIP approach is industry working together more effectively and Indigenous people not seeing this as a threat and work together with them. In the Hunter they didn't get paid to come because we didn't have the funding.
- Grant Sarra: The general consensus is that people are prepared to Work In Partnership but the partnership is yet to be defined.
- The report will recommend that a group get together to investigate sources of funding for an Indigenous community representative consultancy and this should be the resolution.

Key business outcome

A majority at the workshop agreed that a small group of people come together to review this workshop report and make decisions on what, how and when any WIP initiative arising from the workshop might go forward.

The delegates/representative groups are:

- Stephen Walsh Jnr
- Joanne Brunt
- Robert Thorpe
- MCA and/or Industry representative?
- Rebecca Lannen, FaHCSIA
- Gabrielle Brennan, DPI
- Representative from Dept of Education, Employment & Workplace Relations
- Grant Sarra – pending approval by DRET

02:45pm – Closing remarks and thanks – Mike Cahill, Grant Sarra and David Abbott

03:00 pm – Wayne Thorpe – Official close

- We are run down by the number of processes and issues we have had to deal with and wonder where things are at and if people are really genuine.
- What are the issues and the stories?
- For me it's about education and there hasn't been a good education so far
- Cultural awareness – it's good to see our Elders need our support. They are the authority on Country; we are the sovereignty.

Workshop evaluation - WIP Gippsland 19 & 20 May

PARTICIPANT COMMENTS

For you, and/or your organisation, what was the 'take home message'?

- Build relationships.
- Continuing dialogue and fostering of mutual respect.
- A framework for agreement, respect, engagement, transparency.
- Better understanding between both parties.
- Need for better communication with, and knowledge of, traditional owners.
- Have a plan and listen and learn.
- Importance of learning about cultural factors of community and recognising these when establishing relationships and programs.
- Talk to the "right" people!
- Racism is still a major issue.
- Industry + Education + Community need to work together.
- Talk!
- We all must recognise the role of the GunaiKurnai in the management of their land and waters.

Do you think there would be benefits to run this workshop in other regions in the future?

- Yes.
- Definitely.
- Yes.
- Yes.
- Yes.
- Yes.
- Yes.
- Yes. Each region will have its own needs and set of players but it is a good way to start a dialogue.
- Yes.

Any other comments?

- Most valuable workshop/conference I have ever attended. Grant Sarra was outstanding.
- A great session, very informative.
- Thank you.
- Get technology right: lapses are distracting! Lost focus at the end, needed to close on momentum – people got weary and disengaged. Thanks!
- Was very disappointed the major mining companies didn't attend???
- Broader representation from large local industry players would have been desirable.
- Room full of good intentions, trouble seeing how to turn good intentions into good outcomes.
- Thank you.

Appendix A – Participant evaluation

The following is a table of results from participants' evaluation sheets about the workshop. There were 20 respondents.

		Strongly Agree	%	Agree	%	> Neutral	Neutral	%	Disagree	%	Strongly Disagree	%
Workshop Objectives	The objectives of the workshop were clear to me and relevant to my role in my organisation	7	35%	12	60%	95%	1	5%	0	0%	0	0%
	The structure and format of the workshop allowed the objectives to be achieved	6	30%	13	65%	95%	1	5%	0	0%	0	0%
Working with others	As a result of the workshop, I have a better understanding of the things other groups see as important in developing partnerships	12	60%	6	30%	90%	2	10%	0	0%	0	0%
	I met a number of people at the workshop that I will probably contact or deal with again	5	25%	13	65%	90%	2	10%	0	0%	0	0%
	The information kit (case studies) provided will be useful in demonstrating to others some of the examples of mining companies working in partnership with Indigenous communities	7	35%	8	40%	75%	3	15%	1	5%	0	0%
Organisation & format	The workshop was well organised and the time spent on each session/topic was about right.	6	30%	14	70%	100%	0	0%	0	0%	0	0%
	The time allowed for meeting with and talking to others was about right	3	15%	16	80%	95%	1	5%	0	0%	0	0%
	The facilitators (Mike and Grant) encouraged discussion and the sharing of ideas	13	65%	5	25%	90%	2	10%	0	0%	0	0%
	The social function was worthwhile and a good chance to network with others	0	0%	16	80%	80%	3	15%	0	0%	0	0%
Workshop conclusions	The results of the workshop are something I will be able to talk to others about and use to build partnerships in the future	8	40%	10	50%	90%	0	0%	0	0%	0	0%
	Total	67		113			15		1		0	

Appendix B – work shop participants

Final Tally
Total attendees on 19th = 31
Total attendees on 20th = 28
Total attendees on both days = 23
Total number contacts attending = 36
Total number of contacts invited = 107

Name	Organisation
Attended 19th	
Jamin Moon	Aboriginal Affairs Victoria
Margaret Oates	Dept of Human Services
Frank Miller	Dept of Education, Employment & Workplace Relations
Bonnie Baird	Dept of Primary Industries
Renee Kjar	Dept of Primary Industries
Jon McNaught	GHD Engineering & Mining Project Management
Doris Paton	Gipps TAFE
Chris Fraser	Minerals Council of Australia
Attended 20th	
Anne Bignell	Dept of Primary Industries
David Boothroyd	Dept of Primary Industries
Zuzanna Lelito	Dept of Primary Industries
Donna Bell	Dept of Education, Employment & Workplace Relations
Cate Sims	RioTinto
Attended 19th & 20th	
Gabrielle Brennan	Dept of Primary Industries
Marjorie Thorpe	Dept of Sustainability and Environment
Craig Hardy	Education Centre Gippsland
Julie Mongta	GunaiKurnai Land and Waters Aboriginal Corporation
Olive Tregonning	GunaiKurnai Land and Waters Aboriginal Corporation
Robert Thorpe	GunaiKurnai Land and Waters Aboriginal Corporation
Maree McPherson	Gippsland Area Consultative Committee
David Mawer	Gippsland water
Bruce Kendall	Jabiru Metals Limited
Ian Blucher	Jabiru Metals Limited
Joanne Brunt	Latrobe City Council
Mick Murphy	Local Learning and Employment Network
Nicole Skinner	Local Learning and Employment Network

Name	Organisation
Rosemary Waghorne	Minerals Council of Australia
Scott Hargreaves	Monash Energy Coal Ltd
Alan Scarlett	Monash University
Wayne Thorpe	Monash University / Elders Advisory Group
Charmaine Singleton	Native Title Services Victoria
Peter Cuthbert	Pacific Minerals
Wendy Berick	Parks Victoria
Stephen Walsh Jnr	Victorian Aboriginal Education Association Incorporated
Rebecca Lannen	Dept of Families, Housing, Community Services and Indigenous Affairs
Damien Challinor	Dept of Families, Housing, Community Services and Indigenous Affairs

Appendix C – workshop invitations

NAME	COMPANY	TOWN	STATE
Elley, Joy	Aboriginal Affairs Victoria	Melbourne	VIC
Moon, Jamin	Aboriginal Affairs Victoria	Melbourne	VIC
Banks, David	BHP Billiton	Melbourne	VIC
Shinners, Matthew	Cemex	Morwell	VIC
Rathjen, Grant	Dept of Education, Employment & Workplace Relations	Morwell	VIC
Cowan, Andrew	Dept of Education, Employment & Workplace Relations		VIC
Gibb, Jennifer	Dept of Education, Employment & Workplace Relations		VIC
Miller, Frank	Dept of Education, Employment & Workplace Relations	Morwell	VIC
Phillips, Dick	Department of Education & Early Development	Moe	VIC
Baird, Bonnie	Dept of Primary Industries	Melbourne	VIC
Bignell, Anne	Dept of Primary Industries	Melbourne	VIC
Boothroyd, David	Dept of Primary Industries	Melbourne	VIC
Brennan, Gabrielle	Dept of Primary Industries	Melbourne	VIC
Kjar, Renee	Dept of Primary Industries	Melbourne	VIC
Lelito, Zuzanna	Dept of Primary Industries	Melbourne	VIC
Sceney, Doug	Dept of Primary Industries	Melbourne	VIC
Cowdery, Clare	Department of Sustainability and Environment	Traralgon	VIC
McDonald, Paul	Dept of Planning & Community Development	Bairnsdale	VIC
Solomon Green Leonie,	Dept of Planning & Community Development	Traralgon	VIC
Timpano, Mike	Department of Sustainability and Environment		VIC
Thorpe, Marjorie	Department of Sustainability and Environment	Bairnsdale	VIC
Curran, Margaret	East Gippsland TAFE Bairnsdale	Bairnsdale	VIC
Tellefson, Jeff	Education Centre Gippsland	Warragul	VIC
Hardy, Craig	Education Centre Gippsland (ECG)	Morwell	VIC
Atkinson, Gwen	GunaiKurnai Land and Waters Aboriginal Corporation	Tatura	VIC

NAME	COMPANY	TOWN	STATE
Baksh, Sheila	GunaiKurnai Land and Waters Aboriginal Corporation	Mooroopna	VIC
Booth, Beryl	GunaiKurnai Land and Waters Aboriginal Corporation	Northcote	VIC
Donnelly, Margaret	GunaiKurnai Land and Waters Aboriginal Corporation	Mill Park	VIC
Foster, Shirley	GunaiKurnai Land and Waters Aboriginal Corporation	Wallaga Lake	NSW
Harrison, Max	GunaiKurnai Land and Waters Aboriginal Corporation	Woronora	NSW
Hood, Joyce (Noelene)	GunaiKurnai Land and Waters Aboriginal Corporation	Moe	VIC
Mullett, Uncle Albert	GunaiKurnai Land and Waters Aboriginal Corporation		VIC
Thorpe, Robert	GunaiKurnai Land and Waters Aboriginal Corporation	Richmond	VIC
Voss, Fay	GunaiKurnai Land and Waters Aboriginal Corporation	Mooroopna	VIC
Watkins, Rita	GunaiKurnai Land and Waters Aboriginal Corporation	Mooroopna	VIC
White, Peter	Employment Innovations Victoria	Morwell	VIC
Kirsteff, Jim	Esso Longford Plants Management		VIC
McNaught, Jon	GHD Engineering & Mining Project Management	Morwell	VIC
King, Jason	Gippsland and East Gippsland Aboriginal Coop	Bairnsdale	VIC
McPherson, Maree	Gippsland Area Consultative Committee Inc	Traralgon	VIC
Roach, David	Gippsland LLEN (South Gippsland)	Wonthaggi	VIC
Paton, Doris	Gippsland TAFE	Morwell	VIC
Mawer, David	Gippsland Water	Traralgon	VIC
Briggs, Vera	Gippsland Youth Commitment DEECD	Moe	VIC
Haddock, Zack	Gippsland Youth Commitment DEECD	Moe	VIC
Smith, Michael	Gippsland Youth Commitment DEECD	Moe	VIC
Hughes, Alice	Gipps TAFE		
Baksh, Tom	GunaiKurnai Land and Waters Aboriginal Corporation	Shepparton	VIC
Harrison, Faye	GunaiKurnai Land and Waters Aboriginal Corporation	Moe	VIC
Hood, Lloyd	GunaiKurnai Land and Waters Aboriginal Corporation	Churchill	VIC
Kenny, Barry	GunaiKurnai Land and Waters Aboriginal Corporation	Orbost	VIC
Mongta, Julie	GunaiKurnai Land and Waters Aboriginal Corporation	Heywood	VIC

NAME	COMPANY	TOWN	STATE
Mullett, Russell	GunaiKurnai Land and Waters Aboriginal Corporation	Anglers Rest	VIC
Patten, Sandra	GunaiKurnai Land and Waters Aboriginal Corporation	Lakes Entrance	VIC
Siely, Mal	GunaiKurnai Land and Waters Aboriginal Corporation	Bairnsdale	VIC
Tegonning, Olive	GunaiKurnai Land and Waters Aboriginal Corporation	Epping	VIC
Thorpe, Alister	GunaiKurnai Land and Waters Aboriginal Corporation	Preston	VIC
Watts, Glenys	GunaiKurnai Land and Waters Aboriginal Corporation	Frankston South	VIC
Thorpe, Wayne	GunaiKurnai Land and Waters Aboriginal Corporation / Monash University	Morwell	VIC
Harte, Shane	Goldstar Resources NL	Melbourne	VIC
Leviston, Wayne	HRL	Mulgrave	VIC
Blutcher, Ian	Jabiru Metals Limited	Perth	WA
Kendal, Bruce	Jabiru Metals Limited	Perth	WA
Stevens, Brian	Koorie Business Network		VIC
Murphy, Mick	Latrobe LLEN	Trafalgar	VIC
Brunt, Joanne	Latrobe City Council		
Skinner, Nicole	Latrobe Valley LCP		
May, Gerald	Loy Yang Power		VIC
Missen, Jon	Loy Yang Power		VIC
Spiers, Charlie	Loy Yang Power		
Gabril, Antwanit	Mecrus		
Richards, Barry	Mecrus		
Iskander, Jo	Minerals and Petroleum Division	Melbourne	VIC
Fraser, Chris	Minerals Council of Australia	Melbourne	VIC
Waghorne, Rosemary	Minerals Council of Australia	Melbourne	VIC
Hargreaves, Scott	Monash Energy Coal Ltd	Melbourne	VIC
Heckenberg, Robyn	Monash University	Churchill	VIC
Bartlett, Helen	Monash University	Churchill	VIC
Clarke, Kylie	Monash University	Churchill	VIC

NAME	COMPANY	TOWN	STATE
Scarlett, Alan	Monash University	Churchill	VIC
Smith, Michelle	Moogji Aboriginal Council	Orbost	VIC
O'Connor, Ju-Lin	Native Title Services Victoria	Melbourne	VIC
Simmons, Paul	Native Title Services Victoria	Melbourne	VIC
Singleton, Chairmaine	Native Title Services Victoria		VIC
Cuthbert, Peter	Pacific Minerals Pty Ltd	Cheltenham	VIC
Berick, Wendy	Parks Victoria	Melbourne	VIC
Marks, Laurie	Victorian Police Service	-	VIC
Khan, Dr. Ali	Ramahyuck District Aboriginal Corporation	Sale	
Moore, Clive	Silcar	Melbourne	VIC
Clayson, Greg	Sinclair Knight Mertz	Morwell	VIC
Pickering, Kylie	Skill invest		
Evans, Steve	South Gippsland Water	Foster	
Monaghan, Sarah	SP Ausnet	Southbank	VIC
Mether, Ron	TRUenergy Yallourn	Yallourn	VIC
Marvin, Jeffrey	Victoria Coal Resources P/L	Melbourne	VIC
Cuthbertson, Nerrilee	Victoria Indigenous Coordination Centre		VIC
Lannen, Rebecca	Victoria Indigenous Coordination Centre		
Pitcher, Brian	Victoria Indigenous Coordination Centre		
Walsh, Stephen Jnr	Victorian Aboriginal Education Assoc.Inc	Trafalgar	VIC
Ager, Norm	Workforce - East VIC		VIC
Cupples, Heather	Workforce - East VIC		VIC
Morgan, Joanne	Workforce - East VIC		VIC
Ward, Stephen	Workforce - Victoria		VIC
Faulkner, Bob	Workforce Extension	Traralgon	VIC
Carter, Wilfred	Workways	Bairnsdale	VIC
Mullett, Ricky			VIC
Wandin, Cliff			