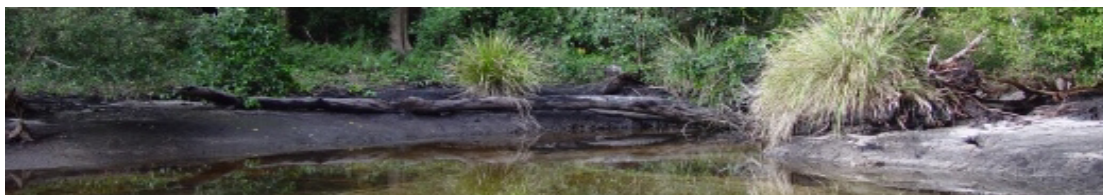


# Our Plan

*The South East Queensland  
Traditional Owner Cultural  
Resource Management Plan*



**Cover artwork:** Melinda Serico



## PREAMBLE AND ACKNOWLEDGEMENTS

As Aboriginal Traditional Owners it is important for us to recognise our history and continued connection to Country through the maintenance of our past, present and future. Helping and guiding us to do this we acknowledge and pay respects to our Elders. We also acknowledge and pay respects to our Ancestors who continue to exist in our country and guide us in our decisions as the current custodians of our water, sea, land and culture.

Our Plan has been prepared by:

- the Directors and staff of SEQTOLSMA in consultation with the Aboriginal Traditional Owners of South East Queensland including:
  - Northern - Gubbi Gubbi, Kabi Kabi, Jinibara, Dalungbara,
  - Southern - Yugambeh (eight tribes), Ngarang-Wal/Kombumerri, Mulinjarlie,
  - Central - Jagera, (Jagera, Yuggera, Ugarapul) Jinibara, and
  - Eastern - Quandamooka (Ngugi, Noonucle, Gorenpul)
- with facilitation and document development support from *interPART & Associates* with Alluvium Consulting,
- with guidance and financial support from SEQ Catchments, and
- with technical support from Queensland Parks and Wildlife Service, Southern region.

Our major groups have other clans that may not be currently named in this document but are acknowledged and will be included in future documentation.

We acknowledge the Aboriginal Traditional Owners of Turrbal and Eastern Yugambeh as part of the South East Queensland Region but have chosen not to be involved in the SEQTOLSMA planning process.

In preparing Our Plan, we have made a special effort to ensure that the content and language is easy to read and understand by a wide range of Aboriginal and other people. For this reason, some details that are required by agencies are included in Annexes. Our Plan is supported by Our Investment Strategy (i.e. funding plan).

### Referencing Our Plan

When citing this document please reference it as follows: "OUR PLAN, the South East Queensland Aboriginal Traditional Owner Cultural Resource Management Plan", (2008) SEQTOLSMA.

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- Preamble and acknowledgements top (photo: Quandamooka)
- Chapter 1 top: (photo: M Thomson)
- Chapter 2 top: (photo: M Thomson)
- Chapter 3 top: (photo: M Thomson)
- Chapter 4 top: (photo: M Thomson)
- Chapter 5 top: Guanaba Indigenous protected area (photo: T Dillon)
- Chapter 6 top: Stradbroke sunset (photo: N Burns)

All other photographs are credited in the text.



## A Message from the Chair of SEQTOLSMA

Our Plan is the culmination of more than seven years of effort by Traditional Owners to unite and address the issues of the degradation of our traditional countries and the continuing erosion of the values of our cultural heritage sites and landscapes.

Two of the elements that motivated and supported Traditional Owners to begin to unite were dissatisfaction in 2000 with State Traditional Owner consultation arrangements and the making available of NHT funds to support Traditional Owner consultations across the SEQ Region. Our efforts were supported by SEQ Catchments (incorporating SEQ Western Catchments Group and NRM SEQ), the Environmental Protection Agency and the Department of Natural Resources and Water.<sup>1</sup>

Negotiations between groups came to fruition in 2005 when a constitution was adopted and SEQTOLSMA, our Alliance, was incorporated. At that time, in order *'to establish more comprehensive and meaningful Traditional Owner involvement and ownership in improving the condition of the region's natural Resources'*, SEQ Western Catchments Group set aside funds for the development of a natural and cultural resource management plan by Traditional Owners. These funds supported two phases of work. An initial (Phase 1) scoping study was conducted by consultants, working with SEQTOLSMA Traditional Owners, and was completed in January 2006. Our Plan (Phase 2) has been developed in accordance with the Phase 1 report and is the substantive outcome.

Our Plan is broad ranging. It puts strategies in place to deal with our continuing need for organisational capability. It identifies the key concerns of Traditional Owners across the range of cultural (natural) resource management issues and provides targets, strategies and actions to address those concerns. It is supported by an Investment Strategy that quantifies the resources needed to support our planned actions. We believe that some of the concepts in Our Plan, if adopted by the Regional Body (SEQC Catchments) and other partners, will help to transform public perceptions and values and lead to a more concerted response to our major environmental challenges.

The major single purpose of Our Plan is to promote more comprehensive and effective engagement of Traditional Owners in cultural (natural) resource management. This starts with us engaging with a much wider range of NRM-involved organisations, ensuring appropriate Traditional Owner monitoring of the cultural heritage impacts of all on-ground works and promoting Traditional Owner involvement in a wide range of project planning. It includes the more extensive engagement of Indigenous people and businesses in on-ground works.

Our Plan has been prepared in tandem with, and cross-referenced to, a Cultural Heritage Information Plan recording our goals and strategies (at the regional level of

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<sup>1</sup> SEQ Catchments has continued to provide basic operational funding and support.

our Alliance) for conserving our cultural heritage values, including traditional knowledge, sites and landscapes.

It is important to remember how we got to our present position. Reflecting on our history will help some people to understand why we emphasise the need to invest now in building our capabilities. For 168 years, from the founding of the British penal colony on the site of the present Brisbane CBD until the Mabo Decision in 1992, the doctrine of *terra nullius* had prevailed and our cultural groups endured dispossession and disempowerment. That was until only 16 years ago. Numerous other issues of disadvantage, also hangovers from the colonial era, still interfere with our capabilities.

This year marks a new beginning for Traditional Owners. The Environmental Protection Agency has now provided significant recurrent funding that raises our capacity substantially. The largest part of the EPA's investment is to support new levels of traditional owner engagement, especially in regard to the Healthy Waterways Strategy. The remainder is specifically intended to promote our organisational development. We plan to leverage that investment further by taking on a range of new activities supported by a range of other programs. Our Plan shows how we propose to do that.

We are keen to meet and develop better understanding with our non-indigenous brothers and sisters in the many NRM-related groups who are making a valuable contribution to caring for country.

Our first priority, as Our Plan is implemented, is to reach out to all Traditional Owners and Indigenous people in South East Queensland and to involve all who are interested in our country and our culture to play a more active role in caring for our part of the Earth. The Earth is our mother. As she is healed we will also be healed.



Barney Mancktelow  
Chairperson SEQTOLSMA  
14th February 2008

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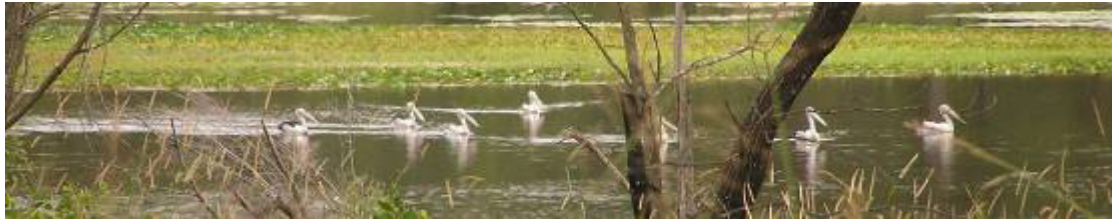
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## Chapter 1 OUR PLAN

This is "Our Plan" the South East Queensland Aboriginal Traditional Owner Cultural Resource Management (CRM) Plan. We have chosen to call it a Cultural Resource Management Plan rather than a Natural Resource Management (NRM) Plan in recognition of the deep and inherent connection that exists for Aboriginal Traditional Owners between country, spirit, culture and wellbeing. We do not split the management of natural resources from the other aspects of our lives... they are inseparable.

### "Our Vision"

Going forward to a future where our connection to SEQ country is widely recognised and Aboriginal Traditional Owners are fully engaged and involved in cultural resource management decision-making processes and actions on and about our country.

### What "Our Plan" aims to do

"Our Plan" sets out the cultural resource management issues and actions that are important to Aboriginal Traditional Owners in South East Queensland. It has been developed by, and in consultation with, Aboriginal Traditional Owners in each of the four sub-regional areas:

- North - Gubbi Gubbi, Kabi Kabi, Jinibara, Dalungbara
- South - Yugambeh (eight tribes), Ngarang-Wal/Kombumerri, Mulinjarlie
- Central - Jagera, (Jagera, Yuggera, Ugarapul) Jinibara and
- East - Quandamooka (Ngugi, Noonucle, Gorenpul)

We acknowledge the Aboriginal Traditional Owners of Turrbal and Eastern Yugambeh as part of the South East Queensland Region but have chosen not to be involved in the SEQTOLSMA planning process.

"Our Plan" sets out a plan of activities and actions to address those issues that are important to us. It is also supported by "Our Investment Strategy", a companion document that sets out the funding needs and opportunities to implement "Our Plan".

"Our Plan" is written so that it is easy to read and understand by a wide range of Aboriginal and other people, and "Our Investment Strategy" has been prepared in a way that provides direction but ensures it is flexible and responsive to unforeseen circumstances.

## The Role of SEQTOLSMA

### About SEQTOLSMA

The South East Queensland Traditional Owners Land & Sea Management Alliance Limited (SEQTOLSMA) is a not-for-profit public company incorporated in October 2005. Incorporation was the culmination of a process that commenced in 2001, was led by Aboriginal Traditional Owners and was supported by Natural Resource Management SEQ, SEQ Western Catchments Group, the Environmental Protection Agency, the Department of Natural Resources and the Healthy Waterways Partnership.



**SEQTOLSMA Directors and proxies at the 2007 Annual General Meeting:**

From top left to right: (Standing) Nurdon Serico, Ken Nuggin, Kamally Currie, Col Graham, Daniel Crouch, Caroline Bonner-Bray, Gavin Costelloe, Barney Mancktelow, Darren Burns (Seated) Tony Dillon, Tanya Oertel, Bonita Currie, Clarrina McDonald & Madonna Thomson).

We also acknowledge the following Directors and Alternate Directors who were not able to attend the AGM: Auntie Mulinjarlie (Phillys Dillon), Ross Anderson, Graham Dillon, Phillys Currie, Eve Fesl, Ian Delany, Ken Murphy, Eddie Ruska & Melinda Serico.

SEQTOLSMA is presently supported by the Queensland Government through the Environmental Protection Agency and the regional SEQ natural resource management body, SEQ Catchments, which incorporates the former Natural Resource Management SEQ and SEQ Western Catchments Group.



Auntie Mulinjarlie



Melinda Serico



Ian Delaney



Phyllis Currie



Graham Dillon OAM



Eddie Ruska



Michelle Thomson



Ken Murphy

SEQTOLSMA's region is the same as that of SEQ Catchments - the coastal strip from Noosa to the Tweed River and west to Toowoomba as shown in Figure 1.



- Legend**
- Watercourses
  - Highways
  - Lakes and dams
  - SECNRM Region



**SEQTOLSMA Sub-Regions**

\* Turrbal and Eastern Yugambeh are part of South East Queensland region but have chosen not to be involved in the SEQTOLSMA planning process.

Australian Government  
 Data sources:  
 Geosciences Australia  
 DNRW

Figure 1: SEQTOLSMA Sub-Regions

SEQTOLSMA's region is divided into four sub-regions: northern, central, eastern and southern, which are based on Aboriginal Traditional Owner cultural group areas. Cultural groups currently represented in SEQTOLSMA include: Ngarang-Wal, Yugambeh, Mulinjarlie, Quandamooka groups, Jagera, Yuggera, Ugarapul, Jinibara, Gubbi Gubbi and Kabi Kabi.

### **The Goori/Murri Nation**

The traditional people of South East Queensland referred to themselves as "Goori" or "Murri" and recognise themselves as the Goori or Murri Nation. We had strong inter-group ties in pre-colonial times. These were cemented by trading relationships, inter-group marriages and by our ceremonial and customary gatherings every year or two in bunya or mullet feasts when we shared our times of plenty with neighbours from near and far.

### **The History of SEQTOLSMA**

The impetus to the formation of SEQTOLSMA came in 2000, as a result of the selective way the Traditional Owner Advisory Board was being used within the Queensland Government. The Traditional Owner Advisory Board comprised representatives selected by Government who were consulted in relation to major planning documents from 1999 onwards. Many South East Queensland (SEQ) cultural groups were not represented and some groups were only nominally represented by people who were not authorised for that purpose by their cultural groups.

At the same time a Federation was being promoted as the answer to Traditional Owner problems in native title and other engagements in southern Queensland. Traditional Owner groups in SEQ lacked trust in the proposed body and it does not operate in this Region. The Traditional Owner groups in SEQ agreed that they needed their own engagement framework and a body that was built on the principles of Traditional Owners authorisation, respect for each others' customary decision-making/authorisation processes and support of each others' right to speak for their own country.

In the same year left-over money from NHT was made available to fund Traditional Owner consultation across the Region. The funding supported two people to consult with the traditional owner groups of SEQ to find out how they wished to be engaged and represented for the new regional arrangements under NHT1.

At first our reference group was known as the SEQ Traditional Owner Advisory Board, then, in 2002, it was renamed the SEQ Traditional Owner Consultative Committee.

Our biggest struggle throughout this time was to convince government and regional bodies that the new Traditional Owner arrangements (recorded by Madonna Thomson (*nee* William) as: *The Traditional Owner Regional Arrangements - Framework for Engagement*) were not only supported by an absolute majority of Traditional Owner groups but that a large number of Traditional Owners had been

involved in the consultation and that those who attended the meetings and agreed to the arrangements were duly sanctioned by their groups. The process had required extensive travel throughout the Region and within the State. It took considerable effort to bring other stakeholders to realise the importance of Traditional Owner perspectives on their own place within the Region.

The prevailing NRM arrangements then split the Region into two in accordance with the funding arrangements of SEQ Western Catchments Group and Natural Resource Management SEQ. Traditional Owners did not see their countries as being split and had to inform other stakeholders about their areas.

A major challenge for those involved was standing firm in the face of opposition and undermining tactics from Aboriginal persons who did not support or agree with the new arrangements. Those persons did not accept the decisions of their own groups

In a final round of consultations in 2005 it was agreed to incorporate as a public, not-for-profit company with the name of South East Queensland Traditional Owners Land & Sea Management Alliance Limited. The new Company was incorporated in October 2005.

The foundation Directors of the new Company were:

Tony Dillon, Aunty Mulinjarlie, Nanette Bene, Vanessa Hopkins, Darren Burns, Gavin Costelloe, Sylvan Borey, Cameron Costelloe, Caroline Bonner, Margaret McCleod, William Bonner, Eve Fesl, Nurdon Serico, Ken Murphy, Barney Mancktelow and Lurleen Henderson.

Others who had participated included Leisha Krause, Ken Dalton, Tony Dalton, the late John Jones and Bill and Mary Sandy.

### **The Role of SEQTOLSMA in developing "Our Plan"**

SEQTOLSMA is recognised by the State Government and SEQ Catchments as the peak body for Indigenous consultation in connection with Cultural Resource and Natural Resource Management planning in South East Queensland.

SEQTOLSMA is the organisation through which all Aboriginal Traditional Owner engagement has occurred in the development of "Our Plan" and "Our Investment Strategy".

## Aboriginal Traditional Owners

SEQ is home to almost one third of Queensland's Aboriginal and Torres Strait Islander population. They consist of those who identify as descendants of the original inhabitants of the region (Aboriginal Traditional Owners) and those who have moved to the region and made it their home (historical and contemporary residents)<sup>1</sup>.

Our Plan is an 'Aboriginal Traditional Owner' Plan rather than an 'Indigenous' Plan. However, it acknowledges that Aboriginal Traditional Owners historical and contemporary residents are important stakeholders with differing needs and aspirations.

Regardless of origin, all Aboriginal and Torres Strait Islander peoples should be able to enjoy a high standard of living and participate fully as residents of the region. "The challenge is to identify ways to involve Aboriginal and Torres Strait Islander peoples effectively in planning for the future of SEQ".

SEQTOLSMA is primarily focussed upon promoting the interests of Aboriginal Traditional Owners as key players in cultural resource management and in addressing the capability to care for Country but encourages all indigenous people to become involved in cultural resource management.

To find out more about how to become involved contact:

SEQTOLSMA

**Postal address:**

PO Box 796

Ashgrove Qld 4060

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Fax: (07) 3366 1115

E-mail: [info@seqtolsma.com.au](mailto:info@seqtolsma.com.au)

**Street address:**

71 Frasers Road

Ashgrove Qld 4060

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<sup>1</sup> Queensland Government (June 2005) *South East Queensland Regional Plan 2005 - 2026*, Queensland Government, Office of Urban Management, Department of Local Government, Planning, Sport and Recreation.



## Chapter 2 Aboriginal Traditional Owners Responsibility for Caring for Country

As the current Aboriginal Traditional Owners in South East Queensland we have inherited a responsibility to look after our country. This responsibility has been handed to us by our ancestors, whose spirits continue to guide our decisions. We in turn have a responsibility to manage our country to the best of our abilities and to teach our youth the values and skills and provide them with the knowledge that they will need to manage our country with and after us.

Aboriginal Traditional Owners have been involved in Cultural Resource Management planning and action for many years and we are seeking to expand our involvement through the actions set out in Our Plan.

### **What are Cultural Resources?**

Cultural resources are all the tangible and intangible things in our land and sea country that are essential to our wellbeing: land, water, plants and animals (biodiversity), coastal and marine elements, the air (atmosphere), and community. As Aboriginal people, we have such a deep and integral connection and set of relationships with these 'natural' elements that we consider them as cultural entities. Our identity as well as our cultural, spiritual and material wellbeing is entwined with the country and its health; without strong and healthy country, our people cannot be strong and healthy.

For the purposes of this Plan, we are referring to these things as cultural resources. These are the things that we want to protect and look after, and for which we have custodial obligations and responsibilities. We also look to protect and value our knowledge, our "intellectual property", which is an integral part of cultural resources.

What we call cultural resources includes things that are referred to by others as natural resources. We choose not to refer to cultural resources as natural resources because of the implication that natural resources are things that can be assigned a monetary value and consumed.

### **Cultural Resource Management and Caring for Country**

'Caring for country' is how we understand cultural resource management and is what guides the way in which we look after country, culture and people in an integrated and culturally appropriate way.

Cultural resource management is thus much more than 'natural resource management' and incorporates 'caring for country' concepts and approaches.

Cultural resource management further extends to and integrates a range of activities that are important to a sustainable and prosperous future given our current situation - things like recognition and empowerment, health, education and employment.

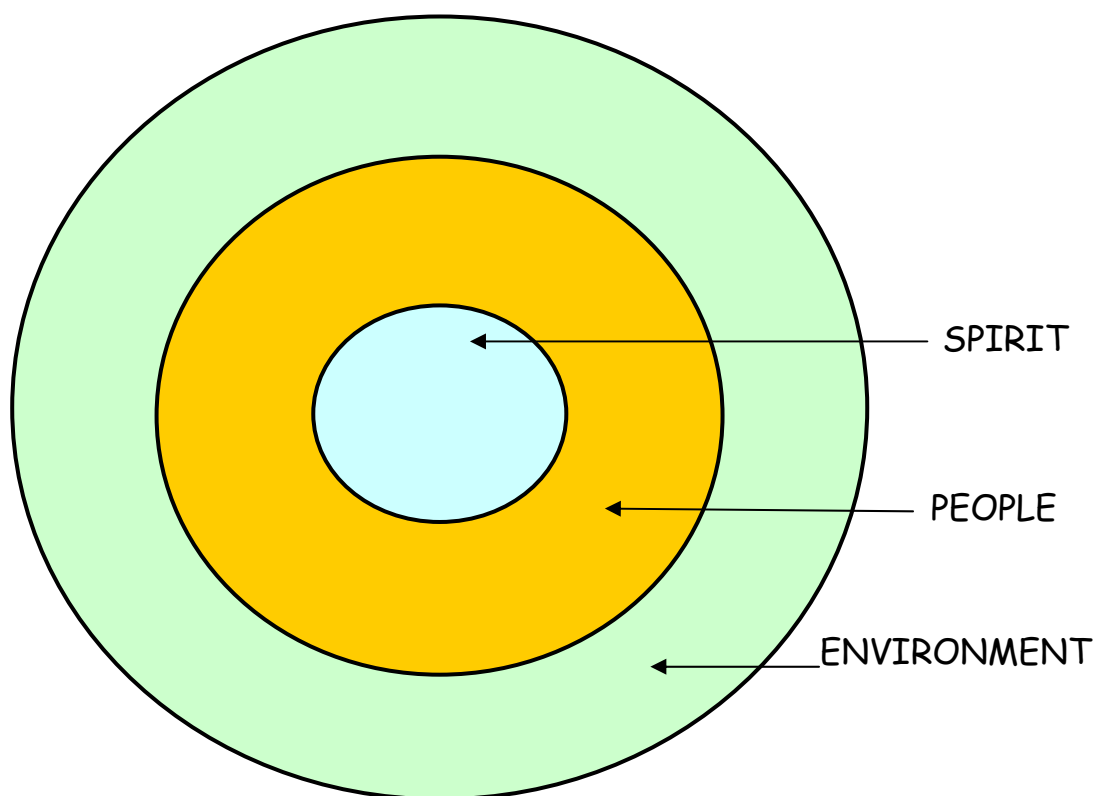
### **Mutual responsibilities, needs and aspirations**

Because Traditional Owners have unique obligations and responsibilities, as well as knowledge and aspirations, in caring for country and culture, we have the central role in how cultural resource management occurs. We must be actively and directly recognised, and for this to be shown through Aboriginal Traditional Owners being fully engaged in planning and management processes that affect our country.

We acknowledge that we are now living within a changed place, where our country is used by others, and that as such our collective future and wellbeing - Aboriginal and non-Aboriginal people alike - is dependent upon having a healthy country. We need to work together to achieve this.

### **How we apply our beliefs today**

The way in which we apply our beliefs today can be visualised in terms of three aspects of our lives: spirit, people and the environment, which are inseparable. This is shown in **Figure 2**:



**Figure 2:** The three aspects of our lives: Spirit, People and Environment

### **The First Aspect**

#### **Spirit (Dreaming)**

- The supreme creator beings & ancestral spirits;
- The stories regarding the creation of all things;
- The principles of human life;

- The principles underline the systems through which the spirit life flows and connects all things

#### The Lore

- The Lore enshrines the principles;
- The Lore is articulated through narrative & enforced through the Law;
- The Lore establishes significance by establishing reason and purpose;
- Is not confined to space and time;
- Connects the past, present & future;

### **The Second Aspect**

#### People & Society

- The establishment of systems are the processes through which the aspects of the Dreaming & Lore as it applies to people is preserved and maintained;

#### The Law

- The Law is the highest system;
- The Law provides the rules and guiding principles that direct and regulate how people interact with each other, the environment, and how they acknowledge the spirit beings;
- The Law addresses breaches.

Other systems were created to administer different functions. This resulted in the creation of significant landscapes & sites:

- Education (some Bora rings & initiations);
- Medicinal (birthing areas & midwifery);
- Mens' business and womens' business;
- Religious (deity sites & landscapes);
- Political (some Bora's & initiation levels);
- Economic (rules of trade & sustainable harvesting);
- Social (protocols for communication & access). Different rules created on basis of sex and class
- The religious aspect of the Lore is vital and is maintained even through songs sung whilst harvesting plants, stone knapping, preparing food, etc.
- Applies to how, why and where a child is conceived;
- Determines the practises surrounding deaths & burials

This is a fundamental reason why Aboriginal People have different perspectives and cultural values.

### **The Third Aspect**

#### Environment

- Incorporates the flora, fauna, land, water (both fresh & salt) and natural resources (includes cultural resources).
- Three predominate layers:
  - Those needed for survival;
  - Those cultivated or relied on for ceremonial & religious purposes; &
  - Those utilised for practical purposes, such as tools.

Four Classifications for flora and fauna: Totemic, Medicinal, Ceremonial & Food

- Totemic: Cannot be eaten. Connection between Tribe/Clan/Individual and animal;
- Medicinal: utilised only for the purpose it serves (e.g. fertility);
- Ceremonial: aspects of plant and animal used. Some can only be used for this purpose;
- Staple Foods: Subject to seasonal indicators and supply.

### ***Case studies of Cultural Resource Management in Action***

We are proud of the Cultural Resource Management activities of many of our people. To showcase some of those activities here are some case studies.

**CASE STUDY 1 - Midden Protection:** Ngarang-Wal people have protected middens in Pine Ridge Conservation Park, Coombabah. Archaeological excavation has been undertaken to determine the age of the middens and Elders have recalled their traditional knowledge to help record the history of the site. A retaining wall has been built to protect the middens and the project has provided employment opportunities for 6 young Ngarang-Wal people.



**Midden protection in Pine Ridge Conservation Park, Coombabah**  
(Photos: T Dillon)

**CASE STUDY 2 - Guanaba Indigenous Protected Area:** The Ngarang-Wal Gold Coast Aboriginal Association Incorporation holds the title to Guanaba Indigenous Protected Area (GIPA). The IPA is approximately 100ha in size composed of largely native vegetation of significant biological value, and was declared in November 2000 under World Conservation Union (IUCN) Category IV - Habitat/Species Management Area: Protected Area managed mainly for conservation through management intervention.

The program has been funded since its inception by the Department of Environment, Water, Heritage & Arts. The scope of works include weed eradication, feral pest management, water quality, fire management, erosion control & cultural awareness. Furthermore, the program has been fundamental in training opportunities for Ngarang-Wal people and the Indigenous community and fostering networks with both Federal, State and Local agencies. The GIPA program has assisted in promoting Indigenous values, Research and Educational outcomes for the wider community.



**Guanaba Indigenous protected area** (Photo: T Dillon)

**CASE STUDY 3 - Estuary Management:** In the estuary of the Maroochy River is an island that is known by the local Kabi Kabi people as "The Old Place". Here, the young people are getting involved in managing the estuary, and learning from elders about the plants, animals and their heritage. With a long-term lease a Restoration Plan has been developed and if funding can be secured the health of the Old Place will be improved and the cultural heritage and values will continue to be passed down the generations.



*From left to right - Tony Dalton, Genevieve Jones, Anthony Beezley, Torrie Currie (Project Officer), Kerry Jones and Arnold Jones (Photo: J Carter)*

**CASE STUDY 4 - Traditional Hunting Guidelines:** The Quandamooka people of the Moreton Bay area are continuing their ages old traditional hunting, which provides an important part of their diet and social and spiritual wellbeing. Working with the Queensland Environmental Protection Agency (EPA), the Quandamooka people have developed Traditional Hunting Guidelines to ensure that hunting practices are sustainable. With the new zoning plan in Moreton Bay Marine Park the Quandamooka people are looking to progress the Traditional Hunting Guidelines into a Traditional Use of Marine Resources Agreement (TUMRA), which will be the new best practice. Quandamooka people have demonstrated their commitment to making the Agreement work through six years of sound management since the establishment of the Traditional Hunting Guidelines.



**Releasing a turtle (Photo: Quandamooka)**

**CASE STUDY 5 Environmental Health:** The Quandamooka people of North Stradbroke Island have been working with the University of Queensland, the National Research Centre for Environmental Toxicology and Queensland Parks and Wildlife Service to investigate risk and exposure to persistent organic pollutants through consumption of contemporary and traditional seafood. Exposure is being measured through dietary surveys and sampling and analysis of locally sourced seafood. The information being obtained will help to inform decisions and manage risks.



Lots of helping hands for research on turtles (Photo: Quandamooka)

**CASE STUDY 6 - Cultural Tours:** Gubbi Gubbi people have been running Cultural Tours through their country for a number of years. The tours have been run for many people including Primary School groups and include visits to Diamond Valley, 350 Ha of Gubbi Gubbi land at the headwaters of the Mooloolah River. On the tours groups learn about Traditional Owner perspectives of the landscape, plants and animals and visit some special cultural sites including stone fish traps.



Yuggera dance troupe (Photo: Yuggera)



A Gubbi Gubbi cultural tour (Photo: Gubbi Gubbi)

### **CASE STUDY 7 - Nudgee Waterholes**

Is an ongoing project in which Jagera people maintain the Bora area and Bush Tucker Garden.

We worked with Brisbane City Council to establish the Native Bush Tucker Garden, which includes edible fruit bearing plants from SEQ and Qld.

We have been involved in increasing the cultural integrity of the reserve with the aim of encouraging schools, universities and the public for tours around the reserve as part of a cultural education service.



Nudgee waterholes (photo: Jagera)

### **CASE STUDY 8 - Cultural Heritage Inductions**

Jagera people provide regular cultural heritage inductions to contractors and sub-contractors undertaking construction activities within our homelands.

We provide information about our culture and people. We promote the need to preserve sites, objects and landscapes not only for our continued practise of custodianship and responsibility but for the enjoyment of all Australians.

We are currently seeking to further develop this induction into a non-accredited training package.

We have also started discussions with TAFE's and Government Agencies to develop a tailored cultural training package for our younger generations to undertake to prepare for involvement in cultural heritage identification, recording and monitoring.



**Scar tree** (photo: Jagera)

### **CASE STUDY 9 - Language and Dance**

The Yuggera have a dance troupe that includes members of each tribe who continue to foster and impart cultural learning and understanding to our younger generations through language and dance in order to maintain the culture for successive generations.

Together we have begun working with a local government within our homelands to identify the feasibility of a cultural learning centre.

**CASE STUDY 10 - Keeping Place**

The Ugarapul have the responsibility of managing and maintaining the storage and protection of our cultural heritage objects, items and sacred information.

Each of our tribes (Jagera, Yuggera and Ugarapul) are working together with a local government within our homelands to identify potential keeping place locations and buildings.

This project is important as it also provides the opportunity for discussion with the Queensland Museum to assist in addressing storage requirements and potential handing back of objects and items from our homelands.



**Artifacts** (photo: Jagera)





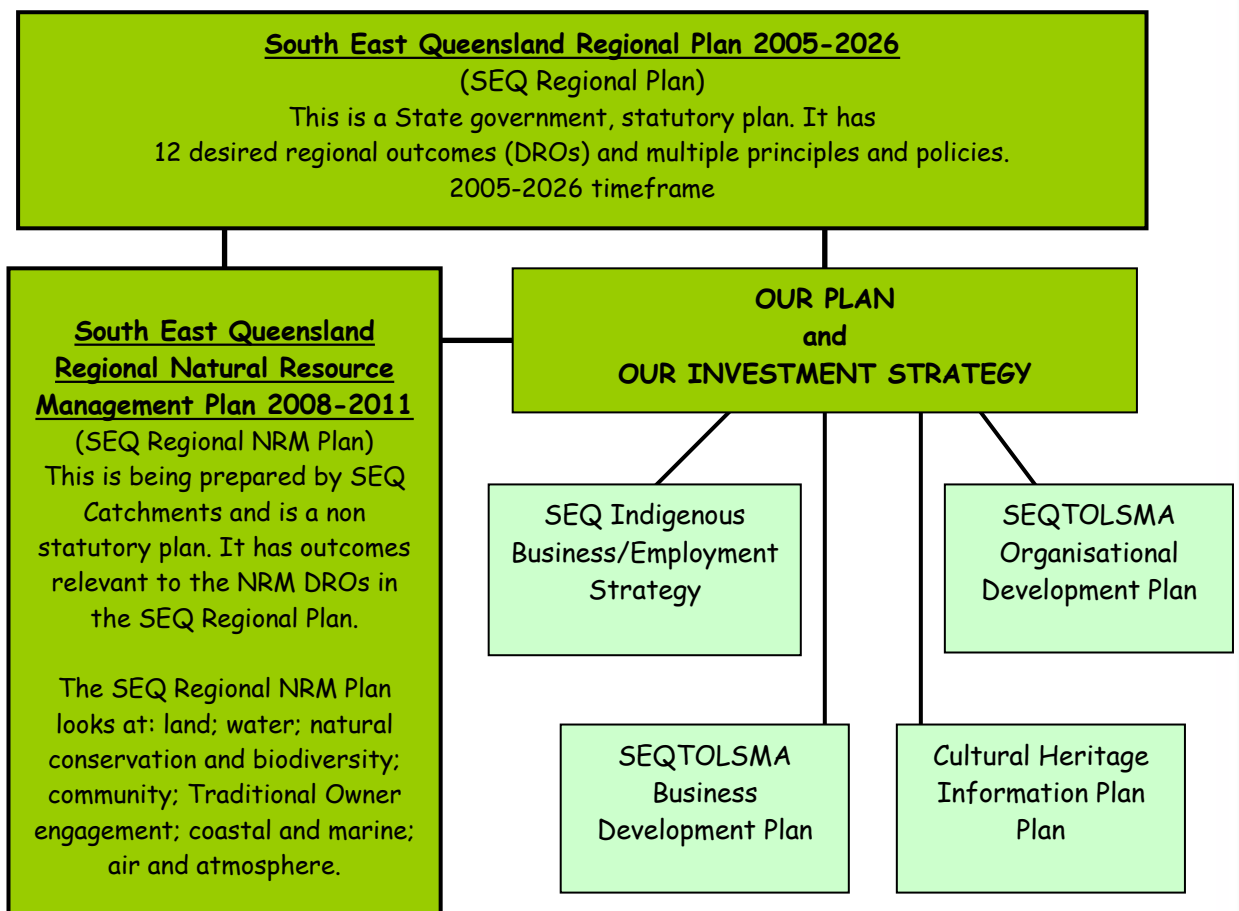
## Chapter 3 How Our Plan fits into the Queensland Natural Resource Management process

### The Big Picture

To manage cultural resources, a system of planning has been established at national, state and local levels to make sure that everyone is working together to make the best use of available funding and effort. The full picture is extensive with many layers of government and non-government agencies and organisations seeking to work together to make best use of resources and effort. For those readers wanting to understand more about this big picture and how Our Plan fits in, details are provided in Annex 1.

The main plans that Our Plan will work with in cooperation are shown in Figure 3.

**Figure 3:** Summary of main plans that Our Plan links to





## Chapter 4 The Issues that are Important to us

The issues that are important to us and how we are going to manage our cultural resources were identified through a consultation process in each of the sub-regions and with all sub-regions together through SEQTOLSMA. Details of the consultation process are provided as Annex 1. Through that process Aboriginal Traditional Owners have identified a range of issues and management actions that are common to all Aboriginal Traditional Owners throughout the region. Issues and management actions have also been identified that are important to Aboriginal Traditional Owners in each of the four sub-regions: north; south; central and eastern.

Here are main issues that are important to us and the thoughts of some of our people. We have grouped the issues into six Themes:

### **Theme 1: Recognition (Theme R)**

Prior to 1824, South East Queensland was occupied and skilfully managed for tens of thousands of years by our Aboriginal forebears. Non-aboriginal occupation commenced in 1824 with the establishment of a British penal colony in Brisbane. Over the remainder of the 19<sup>th</sup> Century the Aboriginal Traditional Owners were displaced from their "countries" and confined to reserves, removed to other places or severely restricted in access and movement and prohibited to carry on with cultural practices.

The current issues addressed by cultural resource management have arisen as a result of the changed land use practices of the new, non-aboriginal settlers. It is important to us that this fact is recognised up-front and more widely in the relevant SEQ plans: the SEQ Regional Plan and the SEQ Regional NRM Plan. This recognition needs to be expressed through effective engagement with our expert knowledge. We regard the inclusion of an understanding of the dimensions of the pristine condition of the region in 1824 as an essential part of a valid regional "baseline" assessment in those plans. This will promote more ambitious targets.

Such recognition is an important objective in the wider reconciliation process that is sought by Aboriginal and Torres Strait Islander people and promoted by government through various COAG and Queensland policies (*e.g. Partnerships Queensland*).

### **Theme 2: Genuine Consultation and Engagement (Theme CE)**

Without doubt, the most important issue for all Aboriginal Traditional Owners is that we are not yet fully engaged and involved in business about our country. We need greater engagement in Government and development planning processes.

Aboriginal Traditional Owners need a system where we have genuine input into all plans and development that involve CRM issues in their Country.

To be genuinely involved we must have strong organisations and develop partnerships at all levels of government and with the wider community.

We aim to negotiate Memoranda of Agreement with SEQ Catchments and other NRM organisations to ensure that Aboriginal recognition and Cultural Heritage Duty of Care considerations are satisfied in the development of all Plans associated with country and culture.

"We don't just want to be consulted; we want to be listened to" (Gavin Costello)

"Traditional Owner consultation should be more than a tick in a box on a form so that someone can say they've consulted with us" (Darren Burns)

"We black people and you white people of this country need to be united, and the quicker we do it the better"  
(Aunty Mulanjali)

In implementing engagement and project processes, protocols need to be more widely recognised and/or developed and then adhered to by everyone. Most of the protocols we want to see being

used are already documented in various guidelines for Aboriginal engagement (e.g. *Partnerships Queensland, Engaging Queenslanders: Introduction to working with Aboriginal and Torres Strait Islander communities, and Guidelines for involving Aboriginal and Torres Strait Islander peoples in the establishment of Natural Resource Management Bodies & Plans; see Section 7 References*).

### Theme 3: Capability<sup>2</sup> (Theme CA)

The capability of Aboriginal Traditional Owners to be effectively involved in cultural resource management issues is severely limited by the historical results of the colonial process. Low socio-economic status, low levels of education, training and land ownership, high mortality rates in our leadership age groups and the administrative burdens of our Native Title and Aboriginal Cultural Heritage Act responsibilities limit the availability of people to fill the crucial roles. An effective level of engagement can only be achieved by recruiting more Aboriginal Traditional Owners into the process and supporting them with adequate resources.

### Theme 4: Our People (Theme P)

Our people are our future, without whom we cannot care for country and culture. We are a resilient people but to protect and strengthen our future, our people need to have equal access to a high standard of living, good economic prospects

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<sup>2</sup> The term "capacity" is often used in other documents. Capacity in this context means the development or acquisition of the skills, competencies, tools and resources needed to be successful in endeavours. By "capability" we mean more than just capacity, we also need the financial resources, institutional arrangements and political will and support that will enable Aboriginal Traditional Owners to successfully implement Our Plan. We therefore choose to use the term capability in Our Plan.

and general wellbeing as other residents of the region. This is supported by SEQ Regional Plan DRO7, Principle and policies 7.3 (see Section 3, page 15 for details). Increased opportunities for employment, business development, training and cadetships are part of this, and are being looked at through the draft SEQ Catchments Indigenous Employment Strategy.

The wellbeing of our people and our ability to participate effectively in the management of cultural resources is also linked with our access to health and education. Opportunities exist for integrated, cross-sector activities.

And, as identified in other Themes, attention needs to be given to strengthening our capacity as individuals, as Aboriginal groups and as a Traditional Owner peak organisation, and through this, our relationships and engagement with partners at all levels. This will include information exchange, networking and advocacy activity.

In thinking about how our people can best be involved, we need to appreciate and respect the unique roles and relationships that different Aboriginal people have with country; some people are Traditional Owners while others have historical connections.

The actual capacity of our people to become involved in caring for country is severely handicapped at present by issues of capacity and empowerment. We intend to develop an Advocacy Project to foster the engagement of many more Traditional Owner people cultural resource management.

### **Theme 5: Our Culture (Theme C)**

As Aboriginal Traditional Owners we are proud of our culture and heritage. Many of our young people too want to learn more about their culture. Sharing our culture and teaching others is also important to us.

We need to make sure that Our Plan considers ways of strengthening our cultural heritage with all our people and that our Traditional Knowledge is recorded so it is not lost. The high rate of mortality among Aboriginal Traditional Owners elders makes it urgent that traditional knowledge is gathered without delay. The loss of knowledge in recent decades has been tragically high.

We also need to protect our Intellectual Property, the knowledge that has been handed down to us through generations.

"We have lost a lot of culture and some is not going to come back (such as language). In the next twenty years we want to see our culture continue and strengthen through functions and activities. We need to emphasise the importance of education and ensure that well educated people continue to reach high positions. We need good qualifications but must not forget our culture". (Nurdon Serico)

## Theme 6: Our Land and Sea Country (Biodiversity) (Theme CO)

It's difficult for non-Aboriginal peoples to understand the connection between Aboriginal Traditional Owners and their country. The wellbeing of our people is linked to the health

"Our people are in damage control. The land and sea country is being damaged by development and we are chasing to repair the damage". (Graham Dillon)

and care of our country. We need to be involved in the assessment of the condition of our country and to be involved in its management.

We have seen substantial changes to our country such as: Creeks becoming choked because they are not managed any more; poor water quality and less water because it's being taken out for use by people; less fish because of overfishing and damage to habitat from development, pollution and boats. Everything is interconnected. It's not just the creeks of course: the land and sea have also been changed and we need to be involved in future management. This was recognised early because of our close connection with country and conservation approach.

"In the old days, our people used to clear creeks and burn the edges so that water kept flowing. There was taro grown on the banks and yams, and freshwater prawns could be grabbed from the water. People upstream would tell the people downstream when it was River Time - time to clear the creek and burn the banks. There was no washing of hair in the water - we respected it. The creeks used to be clean and deep and always flowing - a lot of freshwater running into the sea. There is a natural spring upstream that in the old days used to bubble high out for the ground. Nowadays it bubbles less and lower to the ground". (Coleen Costello)

Having our own land and access to country is essential for our future wellbeing so that we can be self-sufficient and have places where we can teach the young people how to look after country. We also need to be involved in the management of public lands.

One of the most important ways in which we will be seeking to achieve our desired outcomes for country will be through the RNCS.

## Theme 7: Making sure Our Plan is working (Monitoring, Evaluation, Reporting and Improvement) (Theme ME)

Being involved in monitoring the health of our land and sea country is important. We also need to know if we are achieving our targets and Our Plan is working - that we are achieving the things we set out to do, and in the way we want them to happen.

And then we need to make sure that what we're seeing and learning is

"Nobody knows the land or water better than us" (Graham Dillon)

being applied to make the plans, the processes and our understanding even better.

"With our practical knowledge we can offer a different perspective from the scientific view, e.g. We were told recently that clear water in our rivers meant improving water quality, which had encouraged dolphins to move higher up the river. Our view is that in drought the water is saline (and therefore clear), mullet move further up river and the dolphins follow. It's a different way of looking at things. We have a lot to offer". (Nurdon Serico)





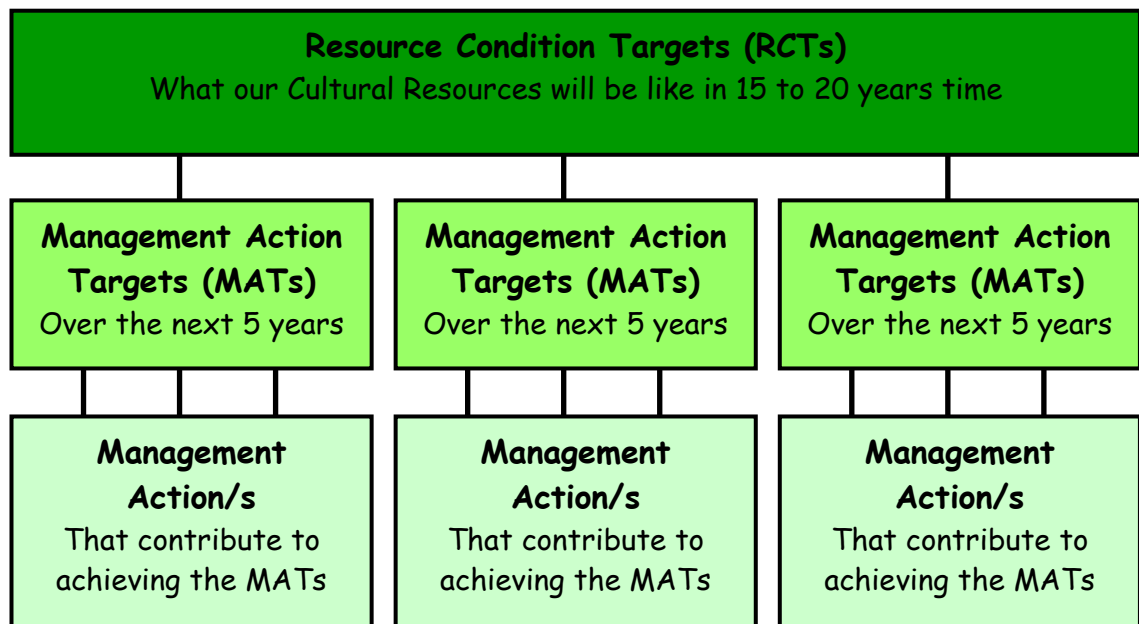
## Chapter 5 How we Want to Manage the Issues

### Actions for the whole region priority outcomes and management targets

To achieve the overarching goal of Our Plan, we have identified a range of outcomes and actions we want to achieve.

As discussed in Annex 1, one way of working towards achieving Resource Condition Targets or outcomes (which have a 15 to 20 year timeframe) is to have Management Action Targets (MATs). MATs identify the priority actions that we want to see accomplished over the next five years or less; collectively our management actions should go a long way to achieving our resource condition objectives. In Our Plan we have identified seven 'themes' which provide strategic direction for the Management Action Targets.

**Figure 4:** How Management Action Targets (MATs) and Management Actions lead to achieving Resource Condition Targets (RCTs)



Here are the Management Action Targets and the Management Actions that will address our thematic interests and in so doing, contribute to the achievement of desired resource condition outcomes for all four sub-regions:

## Theme 1: Recognition (Action R)

The recognition of ancient Aboriginal use and stewardship of South East Queensland and the high standard of the cultural resources through to the time of non-aboriginal occupation which started only 184 years ago will reflect a mature historical understanding. Knowledge of the cultural resource conditions at that point will provide more meaningful baseline concepts.

Prior to 1824 the landscape of south-east Queensland (as elsewhere in Australia) was influenced by millennia of Aboriginal stewardship. Aboriginal activities such as fire management and the management of creeks and foreshores had maintained the landscape and biodiversity in a state of balance. Achieving understanding and recognition of that pre-European settlement condition is important to Aboriginal Traditional Owners.

We aim to negotiate protocols with SEQ Catchments and other NRM organisations to ensure that Cultural Heritage Duty of Care considerations are satisfied for all on-ground projects.

**MAT-R1: In 2008, the pristine, pre-European settlement condition of the SEQ landscape and biodiversity is formally recognised in the SEQ Regional Plan and SEQC NRM Plan.**

**Action R1: Negotiate for explicit recognition in the SEQ Regional Plan and SEQC NRM Plan of the pristine, pre-European-settlement condition of the SEQ landscape and biodiversity. Also develop scope of works to undertake Actions R2a and R2b.** - The aim of this is to achieve recognition of the millennia of Aboriginal stewardship and to acquire/document knowledge of the cultural resource conditions prior to European settlement to provide more meaningful baseline concepts.

**MAT-R2: By 2012, document the pre-1824 condition of the SEQ cultural landscape and biodiversity and publish and promote use of appropriate and accurate wording in all resource management to better reflect recognition of that condition.**

**Action R2a: Promote historical research into the pre-colonial cultural resource condition** - understanding the 1824 condition of resources will guide the setting of more challenging and appropriate NRM targets.

**Action R2b: Collate, publish and promote use of appropriate and accurate wording in all resources to better reflect recognition (see also C1).**

## Theme 2: Genuine Consultation and Engagement (Action CE)

Without doubt, the most important action for all Aboriginal Traditional Owners is to be fully engaged and involved in business about their country as supported by DRO 7 in the statutory SEQ Regional Plan 2005-2026. To do this we need **alliances and partnerships** at all levels of government and with the wider community and this is how we want to achieve it.

**MAT-CE1: By 2010 Aboriginal Traditional Owners have become fully engaged in planning and decision making at all levels of government and have established alliances and partnerships with government and the wider community.**

**Action CE1a: Develop a Memorandum of Agreement (MoA) with SEQ Catchments Ltd.** - As our key partner in the management of cultural resources, we aim to negotiate a MoA with SEQ Catchments to ensure that Aboriginal recognition and Cultural Heritage Duty of Care considerations are satisfied in the development and implementation of the SEQ Regional NRM Plan and other related Plans associated with country and culture.

**Action CE1b: Develop alliances and partnerships** - This is essential if we are to make real progress. We need to develop alliances and partnerships at all levels of government and with the wider community. This will occur in part through the negotiation of Memoranda of Agreement and protocols with government agencies, community organisations and industry groups e.g. ensuring the implementation of DRO 7. To gain full engagement in cultural resource management, Aboriginal Traditional Owners need to participate in planning with the full range of integrated catchment management/landcare organisations and local governments as well as State and Regional agencies.

**Action CE1c: Become fully engaged in planning, decision-making and delivery of on-ground works** - Achieving Action CE1b will help us to become engaged in planning and decision-making at all levels of government but this needs to be actively pursued. Being actively engaged can only be achieved by recruiting more Aboriginal Traditional Owners into these processes and by resourcing them with appropriate training, briefing and remuneration. Through this Action, appropriate Aboriginal Traditional Owners will be identified and trained in the NRM working environment to develop their capability to represent the policies and goals of SEQTOLSMA to other stakeholders. This "Advocacy Project" will be undertaken in two stages. The first stage will be to link with the Non-Urban Diffuse Sediment Project being developed as a Healthy Waterways initiative. Engagement of additional Traditional Owners in NRM planning and Indigenous people in on-ground works in each catchment targeted by the Non-Urban Diffuse Sediments Pollution Regional Committee (NUDSPRC) under the Healthy Waterways Strategy. Aboriginal Traditional Owners not presently engaged in NRM will be recruited and trained as "Advocates" to represent and promote SEQTOLSMA policies and goals to the NUDSPRC Local Committees and to the Local Government, Industry, ICM and landholder participants in those committees.

Upon successful completion of the Stage One Project a much broader project covering all SEQ Catchments region will be developed and will apply the knowledge gained through Stage One.

**Action CE1d: Engage with local governments in land use planning** - developing Traditional Owner input to Planning Schemes and processes and to local government mapping of sites and landscapes of cultural heritage significance is to be achieved in accordance with Policy 7.1.1 under the SEQ Regional Plan, which states:

*"Engage Aboriginal Traditional Owners in land use planning processes through a current and culturally appropriate engagement framework."*

Only when Traditional Owners gain input to the approval process for the range of regular, relatively small developments that councils approve will it be possible for some influence to be exerted on what is, in sum, the largest form of development. At present Traditional Owners only have input, reliably, to projects which have State significance (either being the work of a State agency or subject to State level approval processes).

**MAT-CE2: By 2009 engagement protocols have been developed and agreed between Aboriginal Traditional Owners and partnership organisations, and are being applied.**

**Action CE2: Develop and/or implement Aboriginal Traditional Owner engagement protocols (also linked to Action C1b)-** to be negotiated in cooperation with partnership organisations. This will give us the opportunity to say how we want to be consulted and engaged in a way that recognises our culture and customs and provides the highest standard of input to our partners. These protocols will draw on existing agreed protocols as outlined in documents such as *Partnerships Queensland* and various Aboriginal engagement guidelines as noted earlier.

**Some examples of the reasons why developing engagement protocols is so important.**

"Government need to ensure that the person responsible for engaging with Traditional Owners is someone who has the authority to sign-off on what is agreed - otherwise it is a waste of our time". (Darren Burns)

"Early consultation is essential and should not be a last minute request. We must be properly informed and have the opportunity to study information provided to us before we are asked for our advice". (Nurdon Serico)

### **Theme 3: Capability (Action CA)**

Aboriginal Traditional Owners are heavily outnumbered (both individually and by organisations) and seriously under resourced in the cultural resource management environment. We have only a very brief and under-resourced history in organisational management and in dialogue with non-aboriginal organisations. We must have much stronger capacity to function effectively. We need better financial resources, training, a stronger organisation, and sustainability.

**MAT-CA1: From 2008 SEQTOLSMA is a strong organisation with sufficient human and financial resources to enable it to support the implementation of the Actions of Our Plan on a sustainable basis into the future.**

**Action CA1a: Secure funding and other resources** - Without increased resources (including both funding and human resources) we won't be able to do all the Actions we want to. We intend to be able to deliver Our Plan by accessing funding resources through Our Investment Strategy utilising many different government and industry programs.

**Action CA1b: Develop a strong organisation through support of the SEQTOLSMA Organisational Development Plan.** We must be united with one voice and to do this SEQTOLSMA needs to be a strong organisation. We must develop and implement our Organisational Development Plan. Developing the organisation includes recruiting more Aboriginal Traditional Owners into its activities, engaging in on-going training and professional development, continually improving governance and developing staff and knowledge resources.

**Action CA1c: Develop organisational sustainability including support of the development and implementation of a SEQTOLSMA Business Development Plan and establishing enterprises.** Government funding cannot be relied upon in the long term. We need to develop independent sources of revenue from enterprises and consultancies. We need to negotiate the payment of fee for service for the consultation we give to a wide range of bodies. At the time of preparing Our Plan, SEQTOLSMA had commenced preparation of a Business Development Plan. This needs to be supported through to fruition.

**Action CA1d: Develop a website with appropriate links to and from other Traditional Owner, Indigenous, NRM, industry and government sites** - We will use the site to promote Our Plan, SEQTOLSMA enterprises and partnerships.

**MAT-CA2: By 2010 Aboriginal Traditional Owners are participating in State and national alliances and partnerships.**

**Action CA2: Participate in State and National Alliances and networks** - Land and Sea management activities are being undertaken successfully in other regions. Developing networks with these organisations to learn and exchange ideas is an important action.

#### **Theme 4: Our People (Action P)**

Our people are our future and to protect and strengthen our future, our people need to have equal access to a high standard of living, good economic prospects and general wellbeing as other residents of the region. Related to this is a need to promote a more integrated approach to cultural resource management and Aboriginal wellbeing that recognises the inherent interconnectedness of these things for Aboriginal people. This is consistent with the Council of Australian Governments (COAG) 'whole of government' approach that aims to improve coordination between and across Aboriginal services and support.

The actions under this theme support and link with the other themes. This includes a range of reconciliation and development objectives such as building better capacity, sharing information, advocacy work, and ensuring our inclusion in wider NRM planning and decision-making processes.

**MAT-P1: By 2009 SEQTOLSMA is engaged in activities to achieve SEQ Regional Plan DRO7, Principles and policies 7.1, 7.2 and 7.3. (see Annex 1), for details)**

**Action P1: SEQTOLSMA and other individual Aboriginal Traditional Owners to work with State government agencies to identify ways for Aboriginal Traditional Owners to become engaged in activities that will achieve SEQ Regional Plan DRO7, Principles and policies 7.1, 7.2 and 7.3 and to commence that process.** Central to this action is the negotiation and development of partnership and protocol agreements with those agencies of priority interest to Aboriginal people and the achievement of Our Plan. Our active inclusion in planning and decision-making processes is a necessary first step, and we need to be organised and supported in doing this.

**MAT-P2: By 2009 SEQTOLSMA is engaged in cross-sector activities that enable cultural resource management needs to be addressed in an integrated way.**

**Action P2: SEQTOLSMA and other individual Aboriginal Traditional Owners are engaged in health, education and income generation activities that collectively promote cultural resource management and Aboriginal wellbeing.** This could include language, culture and outdoor projects with schools and our kids, as well as things to improve Aboriginal health that link healthy lifestyles with stronger engagement in promoting culture and caring for country (e.g. story circles and publications, bush tucker and medicine gardens, arts activities). Supporting these kinds of activities could provide opportunities to generate income through, for example, casual work and small business initiatives. Such projects would be developed, funded and managed through partnership agreements.

**MAT-P3: By 2012 SEQTOLSMA has engaged 12 additional Traditional Owners as Advocates and 100 additional Indigenous people as on-ground workers or contractors in regional and local cultural resource management roles involving planning and project engagements with State, regional and local agencies and governments, NRM organisations, industry organisations and landholders**

**Action P3: SEQTOLSMA, through its Partnership Coordinator, engages widely with the Traditional Owner community and with other sectors, recruits and trains Advocates and on-ground project workers/contractors who are widely engaged in planning and project delivery.** This will be a key component of the 'Advocacy Project', linked directly to Action CE1c.

### **Theme 5: Our Culture (Action C)**

We want to protect and share our culture with our youth. It's important to us that our culture and customs be respected by everyone. To achieve this we need to promote understanding of our traditional culture. The first step will be to develop

a Cultural Heritage Information Plan that will set out our cultural heritage goals and actions. All of the following Actions will be included in that Plan.

**MAT-C1: By 2010 SEQTOLSMA has reviewed and developed its Cultural Heritage Information Plan and Traditional Owner groups have determined strategies and protocols for: the collection and management of (including the storage of and access to) traditional knowledge; and enhanced access to, preservation and management of significant sites and landscapes.**

**Action C1a** Develop and implement a Cultural Heritage Information Plan This will include review annually and then biennially on the basis of Aboriginal Traditional Owner Workshops as per Action C1b.

**Action C1b** Workshop with Traditional Owner groups to determine strategies and protocols for:

- The collection and management of (including the storage of and access to) traditional knowledge;
- Enhanced access to, preservation and management of significant sites and landscapes.

**MAT-C2: By 2012 in all four sub-regions, all known cultural heritage sites with cultural heritage value are documented and protected appropriately and protocols developed and established for the identification and protection of sites identified in the future.**

**Action C2a: Identify, protect and preserve cultural heritage** - landscapes and places. The protection of heritage sites is a high priority. We need to achieve protection for known sites using the protocols developed in Action C1b to ensure that sites identified in the future are quickly assessed, documented and protected as appropriate.

**Action C2b: Develop a cultural heritage database and mapping.**

Building upon Action C3, and as appropriate for each sub-region and group, we need to establish a database of our cultural heritage and produce maps of our heritage to be available to present and future generations.

**MAT-C3: By 2010 Aboriginal Traditional Owners have developed and established agreed protocols for the protection of Intellectual Property Rights**

**Action C3: Identify and protect Intellectual Property Rights** - This will require the development of protocols for the acquisition, use and storage of knowledge. The activities that will need to be undertaken include: securing professional advice and undertaking workshops with Traditional Owner groups to develop a protocol for the protection of Traditional Owner intellectual property rights; and negotiating with agencies active in or influential in relation to the cultural heritage involvements of SEQTOLSMA and cultural group organisations and seek adoption by them of the Protocol developed.

**MAT-C4: By 2010, all Aboriginal Traditional Owner groups have commenced recording their traditional knowledge as appropriate for their group and are undertaking activities to revive that knowledge.**

**Action C4: Record Traditional Knowledge, stories and histories within the Region** - Elders are passing quickly and it is important to act now to avoid more loss of knowledge.

**MAT-C5: By 2010 Aboriginal Traditional Owners have established a Cultural Awareness and Cross-cultural Communication Training Enterprise and are providing at least two cross-cultural awareness training programs annually.**

**Action C5: Achieve recognition of traditional customs, beliefs and values** - at all levels of government and with the wider community. We will achieve this through inputs to our partner organisations and by conducting effective cross cultural awareness training programs for government, industry and in schools.

**MAT-C6: By 2012 Aboriginal Traditional Owners have established a Language Resource Kit providing resources for language teaching and identifying traditional language place names in each of the sub-regions.**

**Action C6: Compile language teaching resources** - Language is one of the key areas where loss of culture is occurring. This project is strongly linked with project C7 Teach traditional knowledge and cultural values to our youth.

**MAT-C7: By 2012 Aboriginal Traditional Owners have established and are operating traditional knowledge teaching programs for Aboriginal youth in all four sub-regions.**

**Action C7: Teach traditional knowledge and cultural values to our youth** - we need to establish programs that enable us to continue the transmission of traditional knowledge and values within our own communities. An important component of this will be the development of a Language Resource Kit.

### **Theme 6: Our Land and Sea Country (Biodiversity) (Action CO)**

Managing our land and sea country is the keystone of our future wellbeing. A number of actions have been agreed by all sub-regions as essential.

**MAT-CO1: By 2009 have established the capability to facilitate and coordinate on-ground projects.**

"We belong to the land, the land is our nourishment" - Aunty Mulinjarlie

**Action CO1: Develop the capacity to facilitate/coordinate on-ground Projects:** This capacity is presently funded by NHT under the management of SEQ Catchments. We need to engage facilitation staff under the management of SEQTOLSMA and to actively promote on-ground projects planned and managed by Aboriginal Traditional Owners, employing Aboriginal and Torres Strait Island people. This will be a key component of the SEQTOLSMA Organisational Development Plan.

**MAT-CO2: From 2008 Traditional Owners are involved in biodiversity mapping and culturally significant species and landscapes are recognised in the SEQ Regional Plan, SEQ NRM Plan and local government planning schemes.**

**Action CO2: Be involved in biodiversity mapping;** identifying species, landscapes and sites of importance of high cultural significance. We see this as a good opportunity to establish partnerships with government agencies and research organisations. We will seek recognition of the culturally significant species and landscapes in high-level Regional plans.

**MAT-CO3: By 2012 an Information Management System and Traditional Knowledge Database is established and information recorded for each sub-region and local group as appropriate for those sub-regions and local groups.**

**Action CO3: Establish an Information Management System and Traditional Knowledge Database.** Linked to Action C1, we see a need to record information and make it available to others. This would have to be managed carefully to make sure that our Intellectual Property is protected and that sensitive knowledge is only available to appropriate people. Good models for the management of traditional knowledge databases already exist.

**MAT-CO4: By 2012 Aboriginal Traditional Owners are involved in the joint-management of land and marine parks and at least 10% of the Rangers are Aboriginal Traditional Owners employed as land and marine Rangers.**

**Action CO4a: Joint-manage land and marine parks.** We have a wealth of knowledge about plants, animals and landscapes and how to manage them. We still have traditional knowledge of practices like fire management and looking after creeks. joint-managing land and marine parks would be a way of protecting country, passing on knowledge, teaching our youth and providing employment opportunities.

"Whatever gets taken away from the land needs to be put back" - Levina Page

**Action CO4b: Employ Aboriginal Traditional Owner land and marine Rangers.** We see this as important to protect our cultural resources including sites of significance, which are being damaged. Rangers should have statutory powers to protect plants, animals and cultural sites. A ranger program could also provide education about Aboriginal Traditional Owner culture and customs.

**MAT-CO5: By 2012 Traditional Cultural Heritage Values in country are recognised as assets eligible for environmental offsets and agencies and developers impacting Traditional Cultural Heritage Values in country may be required to make appropriate offsets such as investing in the protection and conservation of similar values.**

**Action CO5: Negotiate the inclusion of Traditional Cultural Heritage in Environmental Offsets Policies.** Cultural Heritage Values are excluded from the current proposals for environmental offsets. We need to negotiate change in those proposals.

**Theme 7: Making sure Our Plan is working (Monitoring, Evaluation, Reporting and Improvement) (Action ME)**

We want to make sure that the actions we undertake are achieving the things we want them to and in ways that are appropriate. To do this we need to know where we are starting from and then check in the future to see how things have changed. For example we want to see Land and Sea Indigenous Rangers employed. Numbers employed now in 2008 need to be compared in the future to check to how many there are and what kind of actions they have been able to take (such as protecting cultural sites). It is important to know how we are doing so that we can adapt our plans and make the best use of our resources.

We need to know if the projects that we undertake such as those in our case studies (Chapter 2) are successful. What lessons can we learn to improve the way we do things in the future? Monitoring, Evaluation, Reporting and Improvement will help us to do this.

**MAT-ME1: By 2009 a Monitoring, Evaluation, Reporting and Improvement (MERI) Plan has been developed and is being implemented.**

**Action ME1a: Develop and implement a MERI plan.** The plan will provide us with guidance in monitoring, assessing and revising progress against (a) the actions and targets set out in Our Plan, and (b) the engagement and management processes by which Our Plan is being implemented. It will also highlight how we and our partners want to learn from our experience, and use that learning to improve what we are doing. The MERI plan will promote participatory processes and methods that are appropriate to both Aboriginal contexts and funding requirements, including for example Performance Story Reporting processes.

**Action ME1b: Aboriginal Traditional Owners to undertake monitoring and evaluation of the uptake of Our Plan in other agency actions.** Through SEQTOLSMA, Traditional Owners will agree on how this should occur and who should be involved. We need to have some support in doing this (e.g. SEQTOLSMA personnel, capacity building for TOs).

**Action ME1c: Aboriginal Traditional Owners to undertake relevant monitoring and evaluation activities for the SEQ Regional Plan, SEQ NRM Plan and Our Plan.** As with Action 1b, this is a key role for SEQTOLSMA. Part of the action is to agree how this occur and who should be involved.

**MAT-ME2: By 2009, learning from M&E is being documented and used to improve our planning and work and that of other partners.**

**Action ME2a: Regular review, learning and forward planning activities are being undertaken,** with both Aboriginal and partner organisations. We intend to conduct annual review and planning workshops to assess progress against the Plan and to modify it in accordance with learning and/or changing circumstances, in order that the best use of resources and the best outcomes can be achieved over the coming years.

**Action ME2b: Learning and experience is being documented and shared -** with Aboriginal and partner organisations and other stakeholders in a range of different ways and media, such that it informs ongoing improvement and learning.

### ***Actions for sub-regions***

All sub-regions have agreed that some Actions need to be undertaken for the whole region as talked about above, with all sub-regions taking part. But in addition to those Actions with a whole region focus each sub-region has identified the actions that are most important to them. Some of these sub-region Actions are common to more than one sub-region whilst others are of importance within just one sub-region.

Our Plan aims to identify ways that resources could become available for: the whole region Actions; and for each sub-region to enable those sub-regions to implement the Actions that are important to them.

A summary of the whole region priority Actions and sub-region priority Actions is shown in Figure 5 and the links between Our Plan and the SEQTOLSMA Organisational Development Plan are shown in Table 4. The priority actions for each sub-region are shown in more detail in Figures 6 to 9.

These are the Actions for which Our Investment Strategy will be seeking funding and other resources.

Figure 5: Whole region priority Actions and sub-region priority Actions

PRIORITY ACTIONS FOR THE WHOLE REGION	
<b>RECOGNITION</b>	
<i>Action R1</i>	Negotiate for explicit recognition in the SEQ Regional Plan and SEQC NRM Plan of the pristine, pre-European settlement condition of the SEQ landscape and biodiversity
<i>Action R2</i>	Promote historical research into the pre-colonial natural resource condition.
<i>Action R2b</i>	Collate, publish and promote use of appropriate and accurate wording in all resources to better reflect recognition.
<b>CONSULTATION AND ENGAGEMENT</b>	
<i>Action CE1a</i>	Develop a Memorandum of Agreement with SEQ Catchments Ltd
<i>Action CE1b</i>	Develop alliances and partnerships - at all levels of government and with the wider community.
<i>Action CE1c</i>	Become fully engaged in planning, decision-making and delivery of on-ground works.
<i>Action CE1d</i>	Engage with State and local governments in land use planning.
<i>Action CE2</i>	Develop and/or Implement Aboriginal Traditional Owner engagement protocols (This Action will include the development of an Advocacy Project (also linked to Action C1b).
<b>CAPABILITY</b>	
<i>Action CA1a</i>	Secure funding and other resources.
<i>Action CA1b</i>	Develop a strong organisation through support of the SEQTOLSMA Organisational Development Plan. (The links between Our Plan and the SEQTOLSMA Organisational Development Plan are shown in Table 4)
<i>Action CA1c</i>	Develop organisational sustainability including support of the development and implementation of SEQTOLSMA Business Development Plan.
<i>Action CA1d</i>	Develop a website with appropriate links to and from other Traditional Owner, Indigenous, NRM, industry and government sites
<i>Action CA2</i>	Participate in State and National Alliances and networks.
<b>PEOPLE</b>	
<i>Action P1</i>	SEQTOLSMA and other individual Aboriginal Traditional Owners to work with State government agencies to identify ways for Aboriginal Traditional Owners to become engaged in activities that will achieve <u>SEQ Regional Plan DRO7, Principles and policies 7.1, 7.2 and 7.3 and to commence that process.</u>
<i>Action P2</i>	SEQTOLSMA and other individual Aboriginal Traditional Owners are engaged in health, education and income generation activities that collectively promote cultural resource management and Aboriginal wellbeing.
<i>Action P3:</i>	SEQTOLSMA, through its Partnership Coordinator, engages widely with the Traditional Owner community includes Advocacy Project and with other sectors, recruits and trains Advocates and on-ground project workers/contractors who are widely engaged in planning and project delivery. This will be a key component of the 'Advocacy Project' (Linked to Action CE1c).
<b>CULTURE</b>	
<i>Action C1a</i>	Review and implement a Cultural Heritage Information Plan (CHIP) (including review annually and then biennially on the basis of Aboriginal Traditional Owner Workshops as per Action C1b)
<i>Action C1b</i>	Workshop with Traditional Owner groups to determine strategies and protocols for: <ul style="list-style-type: none"> <li>• The collection and management of (including the storage of and access to) traditional knowledge;</li> <li>• Enhanced access to, preservation and management of significant sites and landscapes.</li> </ul>
<i>Action C2a</i>	Identify, protect and preserve cultural heritage. (Theme 3 CHIP)
<i>Action C2b</i>	Develop a cultural heritage database and mapping. (Theme 3 CHIP)
<i>Action C3</i>	Identify and protect Intellectual Property Rights. (Theme 2 CHIP)
<i>Action C4</i>	Record Traditional Knowledge, stories and histories within the Region. (Theme 3 CHIP)
<i>Action C5</i>	Achieve recognition of traditional customs, beliefs and values. Link back to Advocacy Project
<i>Action C6</i>	Compile language teaching resources.
<i>Action C7</i>	Teach traditional knowledge and cultural values to our youth.

PRIORITY ACTIONS FOR THE WHOLE REGION (continued)

**COUNTRY**

- Action CO1* Develop the capability to facilitate/coordinate on-ground Projects. Link to Organisational Development Plan.
- Action CO2* Be involved in biodiversity mapping; identifying species, landscapes and sites of importance.
- Action CO3* Establish an Information Management System and Traditional Knowledge Database. CHIP.
- Action CO4a* Joint-manage land and marine parks.
- Action CO4b* Employ Aboriginal Traditional Owner land and marine Rangers.
- Action CO5:* Negotiate the inclusion of Traditional Cultural Heritage in Environmental Offsets Policies. Cultural Heritage Values are excluded from the current proposals for environmental offsets. We need to negotiate change in those proposals.

**Monitoring, Evaluation, Reporting and Improvement (MERI)**

- Action ME1a* Develop and implement a Monitoring and Evaluation, Reporting and Improvement Plan.
- Action ME1b* Aboriginal Traditional Owners to undertake monitoring and evaluation of the uptake of Our Plan in other agency actions.
- Action ME1c* Aboriginal Traditional Owners to undertake relevant monitoring and evaluation activities for SEQC NRM Plan and Our Plan.
- Action ME2a* Regular review, learning and forward planning activities are being undertaken.
- Action ME2b* Learning and experience is being documented and shared.

**Northern sub-region**  
*Action PC-N1* Acquire land and buildings and achieve economic independence.  
*ACTION C-N1* Support on-country traditional owners.  
*Action PC-N2* Provide education opportunities for youth.  
*Action CE-N1* Develop an alliance of coastal and island traditional owners.  
*Action PC-N3* Seek business development opportunities.

**Eastern sub-region**  
*Action C-E1* Manage cultural heritage sites and landscapes.  
*Action PC-E1* Achieve recognition of ongoing traditional harvesting and hunting.  
*Action CE-E1* Develop an alliance of coastal and island traditional owners.  
*Action C-E2* Protect coastal and marine values.  
*Action C-E3* Support on-country Traditional Owners.  
*Action PC-E2* Gain access to country.  
*Action PC-E3* Establish interpretation signage on country.

**Southern sub-region**  
*Action PC-S1* Have more indigenous people employed in Local Government.  
*Action PC-S2* Develop employment and education opportunities for youth.  
*Action PC-S3* Develop business opportunities.  
*Action PC-S4* Foster cultural awareness in the wider community.  
*Action C-S1* Protect coastal and marine values.  
*Action C-S2* Become involved in fire management planning and action.  
*Action C-S3* Become involved in management of water quality and healthy rivers.

**Central sub-region**  
*Action PC-C1* Acquire land and buildings.  
*Action PC-C2* Develop business opportunities.  
*Action C-C1* Protect coastal and marine values.  
*Action PC-C3* Develop education, business and cultural awareness opportunities for youth.

**Table 1:** Links between Our Plan and the SEQTOLSMA Organisational Development Plan

<b>Our Plan - Priority Actions</b>	<b>Organisational Development Plan - Current Priorities</b>
Negotiate for explicit recognition in Regional plans	
Undertake traditional knowledge recording projects	Proposed Cultural Mapping and Aboriginal Traditional Owner Knowledge of Country Projects
Promote historical research into the pre-colonial cultural resource condition	
Develop alliances and partnerships	SEQ Healthy Waterways Project - Partnerships Coordinator
Become fully engaged in planning and decision-making	Advocacy Projects
Develop Traditional Owner engagement Protocols	MoA negotiation with SEQ Catchments
Secure funding and other resources	Fund Raising Strategy and Project Funding Applications
Develop a strong organisation	Policies, Procedures, Codes of Conduct, Director Training, Staffing
Develop organisational sustainability	Cultural Awareness Training Project
Achieve recognition of traditional customs and values	Cultural Awareness Training Project
Teach traditional knowledge and cultural values to our youth	Traditional Owner Awareness - Schools Project
Develop the capacity to facilitate Indigenous on-ground Projects	Negotiations with SEQ Catchments
Be involved in biodiversity mapping: identifying species, landscapes and sites of importance.	
Establish a Traditional Knowledge Database	Proposed Cultural Mapping and Aboriginal Traditional Owner Knowledge of Country Projects
Co-manage land and marine parks	
Employ Indigenous land and marine Rangers	
Develop and implement a Monitoring and Evaluation Plan	

**Figure 6: Priority Actions and Potential Partners for the Northern Region**

ACTIONS	Potential Partners and links to other plans
<p><b>Theme 1: Recognition (Action R)</b> To be undertaken through whole region Action R1.</p>	
<p><b>Theme 2: Genuine Consultation and Engagement (Action CE)</b>  <b>Action CE-N1:</b> Develop an alliance of coastal and island traditional owners.                      Other Actions to be undertaken through whole region Action ME1.</p>	<p>Other Traditional Owner groups within the State.</p>
<p><b>Theme 3: Capability (Action CA)</b> To be undertaken through whole region Action CA1.</p>	
<p><b>Theme 4: Our People (Action P)</b>  <b>Action P-N1:</b> Acquire land and buildings and achieve economic independence.  <b>Action P-N2:</b> Provide education opportunities for youth.  <b>Action P-N3:</b> Seek business development opportunities.</p>	<p>Indigenous Land Corporation                      Local government, TAFE                      Education DOCs</p>
<p><b>Theme 5: Our Culture (Action C)</b> To be undertaken through whole region Action CA1.</p>	
<p><b>Theme 6: Our Land and Sea Country (biodiversity) (Action CO)</b>  <b>Action CO-N1:</b> Support on-country traditional owners.</p>	<p>Healthy Waterways Program</p>
<p><b>Theme 7: Making sure Our Plan is working (Monitoring &amp; Evaluation, Reporting and Improvement) (Action ME)</b>                      To be undertaken through whole region Action ME1.</p>	<p>SEQ Catchments                      Office of Urban Development,                      Infrastructure and Planning                      EPA, DNRW</p>

Who we are

**Northern**

**Sub -Region**

Noosa River - Pine River

**Gubbi Gubbi/Kabi Kabi**  
 (including Undambeh)

Jinibara

Turrbal

Dalungbara

Noosa River (Photo: J Carter)

**Figure 7: Priority Actions and Potential Partners for the Eastern Region**

ACTIONS	Potential Partners and links to other plans
<p><b>Theme 1: Recognition (Action R)</b> To be undertaken through whole region Action R1.</p>	
<p><b>Theme 2: Genuine Consultation and Engagement (Action CE)</b>  <b>Action CE-E1:</b> Develop an alliance of coastal and island traditional owners.                      Other Actions to be undertaken through whole region Action ME1.</p>	<p>Other Traditional Owner groups in the State.</p>
<p><b>Theme 3: Capability (Action CA)</b> To be undertaken through whole region Action CA1.</p>	
<p><b>Theme 4: People (Action P)</b>  <b>Action P-E1:</b> Achieve recognition of ongoing traditional harvesting and hunting.  <b>Action P-E2:</b> Gain access to country.  <b>Action P-E3:</b> Establish interpretation signage on country.</p>	<p>Local government, Mining companies, EPA, other State Government agencies, Federal Government, DEWR, researchers, commercial fishing, private developers</p>
<p><b>Theme 5: Our Culture (Action C)</b> To be undertaken through whole region Action CA1.</p>	
<p><b>Theme 6: Our Land and Sea Country (biodiversity) (Action CO)</b>  <b>Action CO-E1:</b> Manage cultural heritage sites and landscapes.  <b>Action CO-E2:</b> Protect coastal and marine values.  <b>Action CO-E3:</b> Support on-country traditional owners.</p>	<p>EPA, DNRW, Local government, QNPWS, Healthy Waterways Program</p>
<p><b>Theme 7: Making sure Our Plan is working (Monitoring &amp; Evaluation, Reporting and Improvement) (Action ME)</b>                      To be undertaken through whole region Action ME1.</p>	<p>SEQ Catchments                      Office of Urban Development, Infrastructure and Planning, EPA, DNRW</p>

**Who we are**  
**Eastern Sub-Region**

Moreton Bay, Islands and adjacent mainland  
**Quandamooka**  
 (Ngugi, Noonucle, Gorenpul)

**North Stradbroke Island**  
 (Photo: Quandamooka)

**Figure 8: Priority Actions and Potential Partners for the Southern Region**

ACTIONS	Potential Partners and links to other plans
<p><b>Theme 1: Recognition (Action R)</b> To be undertaken through whole region Action R1.</p>	
<p><b>Theme 2: Genuine Consultation and Engagement (Action CE)</b> To be undertaken through whole region Action ME1.</p>	
<p><b>Theme 3: Capability (Action CA)</b> To be undertaken through whole region Action CA1.</p>	
<p><b>Theme 4: People (Action P)</b> <i>Action P-S1:</i> Have more indigenous people employed in Local Government. <i>Action P-S2:</i> Develop employment and education opportunities for youth. <i>Action P-S3:</i> Develop business opportunities.</p>	Local government
<p><b>Theme 5: Our Culture (Action C)</b> To be undertaken through whole region Action CA1.</p>	
<p><b>Theme 6: Our Land and Sea Country (biodiversity) (Action CO)</b> <i>Action CO-S1</i> Protect coastal and marine values. <i>Action CO-S2:</i> Become involved in fire management planning and action. <i>Action CO-S3:</i> Become involved in management of water quality and healthy rivers.</p>	Local government, EPA, NPWS Healthy Waterways program
<p><b>Theme 7: Making sure Our Plan is working (Monitoring &amp; Evaluation, Reporting and Improvement) (Action ME)</b> To be undertaken through whole region Action ME1.</p>	SEQ Catchments Office of Urban Development, Infrastructure and Planning EPA, DNRW

Who we are  
Southern  
Sub-Region

Logan River to NSW  
Border

Yugambah (eight tribes),  
Ngarang - Wal/Kombumerri,  
Mulinjarlie

Guanaba Indigenous protected  
area (photo: T Dillon)

**Figure 9:** Priority Actions and Potential Partners for the Central Region

ACTIONS	Potential Partners and links to other plans
<p><b>Theme 1: Recognition (Action R)</b> To be undertaken through whole region Action R1.</p>	
<p><b>Theme 2: Genuine Consultation and Engagement (Action CE)</b> To be undertaken through whole region Action ME1.</p>	
<p><b>Theme 3: Capability (Action CA)</b> To be undertaken through whole region Action CA1.</p>	
<p><b>Theme 4: People (Action P)</b> <i>Action P-C1:</i> Acquire land and buildings. <i>Action P-C2:</i> Develop business opportunities. <i>Action P-C3:</i> Develop education, business and cultural awareness opportunities for youth.</p>	<p>Land Council, Universities, QNPWS, Federal Government, Dept EHWA, ILC TAFE</p>
<p><b>Theme 5: Our Culture (Action C)</b> To be undertaken through whole region Action CA1.</p>	
<p><b>Theme 6: Our Land and Sea Country (biodiversity) (Action CO)</b> <i>Action CO-C1:</i> Protect coastal and marine values.</p>	<p>Local government, EPA, NPWS Healthy Waterways program</p>
<p><b>Theme 7: Making sure Our Plan is working (Monitoring &amp; Evaluation, Reporting and Improvement) (Action ME)</b> To be undertaken through whole region Action ME1.</p>	<p>SEQ Catchments Office of Urban Development, Infrastructure and Planning EPA, DNRW</p>

Who we are  
Central  
Sub-Region

Pine River – Logan River  
Jagera  
(Jagera, Yuggera,  
Ugarapu)  
Jinibara

Table Top Mountain  
(Photo: M Thomson)



## Chapter 6 Where to From Here

The development of 'Our Plan' is a major achievement in its own right, but it is only the beginning. The challenge now is to ensure that it is implemented.

As the Traditional Owners in this South East region of Queensland, we have both a right and a responsibility to be actively engaged in the processes and activities that affect the wellbeing of our country, and through this, our people.

But we cannot do this alone. We need the active support of organisations like SEQ Catchments, government agencies and the wider community. And to achieve this, we need to strengthen mutual learning, understandings and relationships with one another.

We all have to work together - and this will take commitment by us all.

Our Plan maps out how we can achieve this, and the proposed Annual Review and Planning workshop will be a key tool in assessing how we are going and what needs to change if we are to achieve our vision and desired outcomes.

## Annex 1 How Our Plan fits into the Queensland Natural Resource Management process

### The Big Picture

To manage natural (cultural) resources, a system of planning has been established at national, state and local levels to make sure that everyone is working together to make the best use of available funding and effort.

There are a large number of organisations with roles and responsibilities in that system of planning. The ones that have alignments with Our Plan are shown in **Error! Reference source not found.** and **Error! Reference source not found.**

**Table 2: Other organisations and alignments with Our Plan<sup>3</sup>**

ORGANISATIONS	ALIGNMENTS WITH OUR PLAN
<b>Commonwealth Government</b>	
<b>Department of Environment and Heritage (DEH)</b> <ul style="list-style-type: none"> <li>Indigenous Land Management Facilitator</li> <li>Australia Heritage Council</li> <li>National Oceans Office</li> <li>Indigenous Policy and Coordination Section</li> </ul>	<ul style="list-style-type: none"> <li>Incorporation of Aboriginal interests and priorities in NRM policy planning and management</li> <li>Education, training and employment</li> <li>Natural and cultural heritage management</li> <li>Aboriginal governance structures for caring for Country</li> <li>Traditional Use Marine Resource Agreements</li> <li>Indigenous protected areas</li> <li>Sea rights and fisheries</li> <li>Economic development</li> </ul>
<b>Department of Agriculture Fisheries and Forestry (DAFF)</b>	<ul style="list-style-type: none"> <li>Economic development</li> <li>Education, training and employment</li> <li>Incorporation of Aboriginal interests in NRM policy, planning and management</li> </ul>
<b>Attorney-General's Department (AGD)</b> National Native Title Tribunal Australian Law Reform Commission	<ul style="list-style-type: none"> <li>Native title and ILUAs</li> <li>Policy and legislation</li> <li>Cultural awareness</li> </ul>
<b>Department of Education, Science and Training (DEST)</b> Australian Institute of Aboriginal and Torres Strait Islander Studies	<ul style="list-style-type: none"> <li>Education, training, employment, research and policy</li> </ul>
<b>Department of Communications, Information Technology and the Arts (DCITA)</b>	<ul style="list-style-type: none"> <li>Intellectual property policy</li> <li>Arts development and policy</li> <li>Economic development</li> </ul>

<sup>3</sup> Table developed after Wet Tropics Aboriginal Plan Project Team. 2005, Caring for Country and Culture - The Wet Tropics Aboriginal Cultural and Natural Resource Management Plan. Rainforest CRC and FNQ NRM Ltd. Cairns.

ORGANISATIONS	ALIGNMENTS WITH OUR PLAN
<b>Department of Employment and Workplace Relations (DEWR)</b> Community Development and Employment Program	<ul style="list-style-type: none"> <li>• Employment, education and training</li> </ul>
<b>Department of Industry, Tourism and Resources (DITR)</b>	<ul style="list-style-type: none"> <li>• Tourism development</li> <li>• Policy</li> </ul>
<b>Department of Immigration and Multicultural and Indigenous Affairs (DIMIA)</b> Office of Indigenous Policy Coordination Indigenous Coordination Centers Indigenous Land Corporation	<ul style="list-style-type: none"> <li>• Policy coordination</li> <li>• Education and training</li> <li>• Land acquisition</li> <li>• Employment</li> <li>• Natural and cultural heritage</li> </ul>
<b>State Government</b>	
<b>Department of Aboriginal and Torres Strait Islander Policy (DATSIP)</b>	<ul style="list-style-type: none"> <li>• Implementing Ten Year Partnerships</li> <li>• Economic development and governance</li> <li>• Education and Training</li> <li>• Youth programs</li> <li>• Community development</li> </ul>
<b>Department of Primary Industries &amp; Fisheries (DPI&amp;F)</b>	<ul style="list-style-type: none"> <li>• Aquaculture and commercial fisheries development</li> <li>• Development of and involvement in commercial forestry initiatives</li> <li>• Employment and training</li> <li>• Involvement of Aboriginal peoples priorities in research</li> <li>• Incorporation of Aboriginal interests in fisheries and forestry policy, planning and management</li> <li>• Partnership initiatives</li> </ul>
<b>Environmental Protection Agency (EPA)</b> Queensland Parks and Wildlife Service Indigenous Engagement Unit	<ul style="list-style-type: none"> <li>• Implementing the Wet Tropics Regional Agreement</li> <li>• Support and development of cooperative management of protected areas</li> <li>• Employment and training</li> <li>• Involvement of Aboriginal peoples' priorities in research</li> <li>• Incorporation of Aboriginal interests in environmental policy, planning and management</li> </ul>
<b>Department of Natural Resources and Water (DNRW)</b> Cultural Heritage Unit	<ul style="list-style-type: none"> <li>• Implementing Wet Tropics Regional Agreement</li> <li>• Cultural heritage protection</li> <li>• Employment, training and education</li> <li>• Incorporation of Aboriginal interests in NRM policy, planning and management arrangements</li> <li>• Involvement in native title and ILUAs</li> </ul>
<b>Department of Premier and Cabinet (DPC)</b>	<ul style="list-style-type: none"> <li>• Community and economic development and policy</li> </ul>
<b>Department of Local Government, Planning Sport and Recreation (DLGPSR)</b>	<ul style="list-style-type: none"> <li>• Supporting Councils</li> <li>• Cultural heritage protection</li> <li>• Aboriginal issues in Local Government planning schemes</li> </ul>

ORGANISATIONS	ALIGNMENTS WITH OUR PLAN
	<ul style="list-style-type: none"> <li>• Employment</li> <li>• Programs for women</li> </ul>
<p><b>Department of Communities (DoC)</b>  <b>Department of Education and the Arts (DEA)</b>            Queensland Museum</p>	<ul style="list-style-type: none"> <li>• Youth programs (crime prevention etc.)</li> <li>• Arts development</li> <li>• Education and training, employment</li> <li>• Cross cultural awareness</li> <li>• Repatriation of cultural materials</li> <li>• Storage and management of material culture</li> </ul>
<p><b>Department of Employment and Training (DET)</b></p>	<ul style="list-style-type: none"> <li>• Indigenous employment and training support program</li> <li>• Apprenticeships/traineeships, employment</li> </ul>
<p><b>Department of Tourism, Regional Development and Industry (DTRDI)</b></p>	<ul style="list-style-type: none"> <li>• Economic development</li> <li>• Training education and employment</li> <li>• Tourism development</li> <li>• Training, education and employment</li> <li>• Cultural tourism</li> </ul>
<p><b>Local Government</b></p>	
<p>At the time of preparing Our Plan local government amalgamations were in progress but developing partnerships with the newly formed councils will be a priority.</p>	<ul style="list-style-type: none"> <li>• The incorporation of Aboriginal interests in Local Government planning schemes;</li> <li>• Protection of cultural heritage and native title in Local Government planning schemes and works programs;</li> <li>• Developing principles and protocols for working with Traditional Owners;</li> <li>• Involvement of Aboriginal people in planning and implementation of pest management strategies;</li> <li>• and Increased employment of Aboriginal people.</li> </ul>
<p><b>Other organisations and groups</b></p>	
<p>Traditional Owner organizations and support agencies</p>	<p>There are a number of organisations that can play a key role in implementing Our Plan including Land Councils.</p>
<p>SEQ Catchments</p>	<p>SEQ Catchments provides South East Queensland with a single, recognised NRM regional body with a focused, coordinated and integrated approach to managing and preserving the region's natural resources. To coordinate the management of natural resources in the region, SEQ Catchments are preparing a "South East Queensland Regional Natural Resource Management Plan" (SEQ Regional NRM Plan).</p>
<p>Healthy Waterways Partnership</p>	<p>The SEQ Healthy Waterways Partnership is collaboration between government, industry, researchers and the community. These Partners work together to improve catchment management and waterway health in the rivers of South East Queensland (between Noosa and the Queensland-New South Wales border) and Moreton Bay. The Partners and supporting organisations were responsible for developing and implementing the South East Queensland Regional Water Quality Management Strategy (SEQRWQMS 2001) and have developed its successor, the SEQ Healthy</p>

ORGANISATIONS	ALIGNMENTS WITH OUR PLAN
	Waterways Strategy 2007-2012.
Community NRM groups	<p>Community NRM groups including conservation groups, Coastcare and Landcare groups, River Improvement Trusts and Bushcare groups are encouraged to develop equitable partnerships with Traditional Owners in all aspects of their operations. There is now a much stronger emphasis on these groups being able to demonstrate a commitment to work in conjunction with Traditional Owners to be eligible for funding through sources such as NHT. Strategies and actions identified in this plan that community NRM groups can support relate to the:</p> <ul style="list-style-type: none"> <li>• Involvement of Traditional Owners in planning and implementation of ground conservation works;</li> <li>• Incorporation of Traditional Owners' interests in catchment management plans and their implementation; and</li> <li>• Protection of cultural values in on-ground programs.</li> </ul>
Research and Education	<p>Research and educational organisations such as the Sustainable Tourism CRC, CSIRO, TAFE and Queensland Universities can support Traditional Owners to implement many of the strategies and actions in the plan. In particular, the involvement of Traditional Owners in research projects, supporting and resourcing Traditional Owner research initiatives and in ensuring the protection of intellectual and cultural property in all research. These organisations are also encouraged to resource and support training and employment initiatives for Traditional Owners as identified in Our Plan.</p>
Industry and the private sector	<p>The development of cooperative projects and partnerships with both industry groups and the private sector are necessary to implement many of the strategies and actions in Our Plan that relate to the development of commercial enterprises and initiatives, employment, education and training, and in providing technical support and advice to Traditional Owners.</p>
Landholders	<p>Graziers and farmers are encouraged to develop cooperative agreements with Traditional Owners regarding access to their traditional Country and to ensure that they protect and repatriate Aboriginal material culture that is located on their properties.</p>

### ***Relationship between the Federal Government and the State Government***

Within Queensland, government leadership of natural resource management (NRM) actions is regulated under the Bi-Lateral (Commonwealth/State) Agreement to deliver the extension of the Natural Heritage Trust (2004).

The Agreement identifies three overarching objectives:

- a) biodiversity conservation - the conservation of Australia's biodiversity through the protection and restoration of terrestrial, freshwater, estuarine and marine ecosystems and habitat for native plants and animals;*
- b) sustainable use of natural resources - the sustainable use and management of Australia's land, water and marine resources to maintain and improve the productivity and profitability of resource based industries; and*
- c) community capacity building and institutional change - support for individuals, landholders, communities, industry and organisations with skills, knowledge, information and institutional frameworks to increase capacity to implement biodiversity conservation, and sustainable resource use and management.*

The Agreement governs the institutional arrangements under which Commonwealth, State and joint Commonwealth/State action is taken.

In Queensland the Department of Natural Resources and Water is the lead agency for NRM and the Environmental Protection Agency plays a major role. Local government is also an important partner.

The Bi-Lateral Agreement provides for the establishment of Regional bodies within each State through which natural resource management is carried on and provides for the processes under which regional natural resource management plans and investment strategies are to be devised and accredited.

Regional bodies receive their funding under Natural Heritage Trust (NHT) and National Action Plan for Salinity and Water Quality (NAP) arrangements. 1

#### ***Where we fit in***

The Bi-Lateral Agreement specifically recognises Indigenous interests in NRM in regard to the following:

- a) Implementation of the policies and strategies of the COAG Indigenous Reconciliation Action Plan and associated Primary Industry and Natural Resource Management plans;
- b) Implementation of Australia's international obligations in regard to World Heritage specifically by identifying opportunities to engage local indigenous people with rights and interests in the property;
- c) Ensuring each Regional Body seeks effective participation and representation by relevant stakeholders including Indigenous interests;
- d) Engaging Indigenous people in each Region to ensure the use of their traditional biological knowledge (with their cooperation and control of that

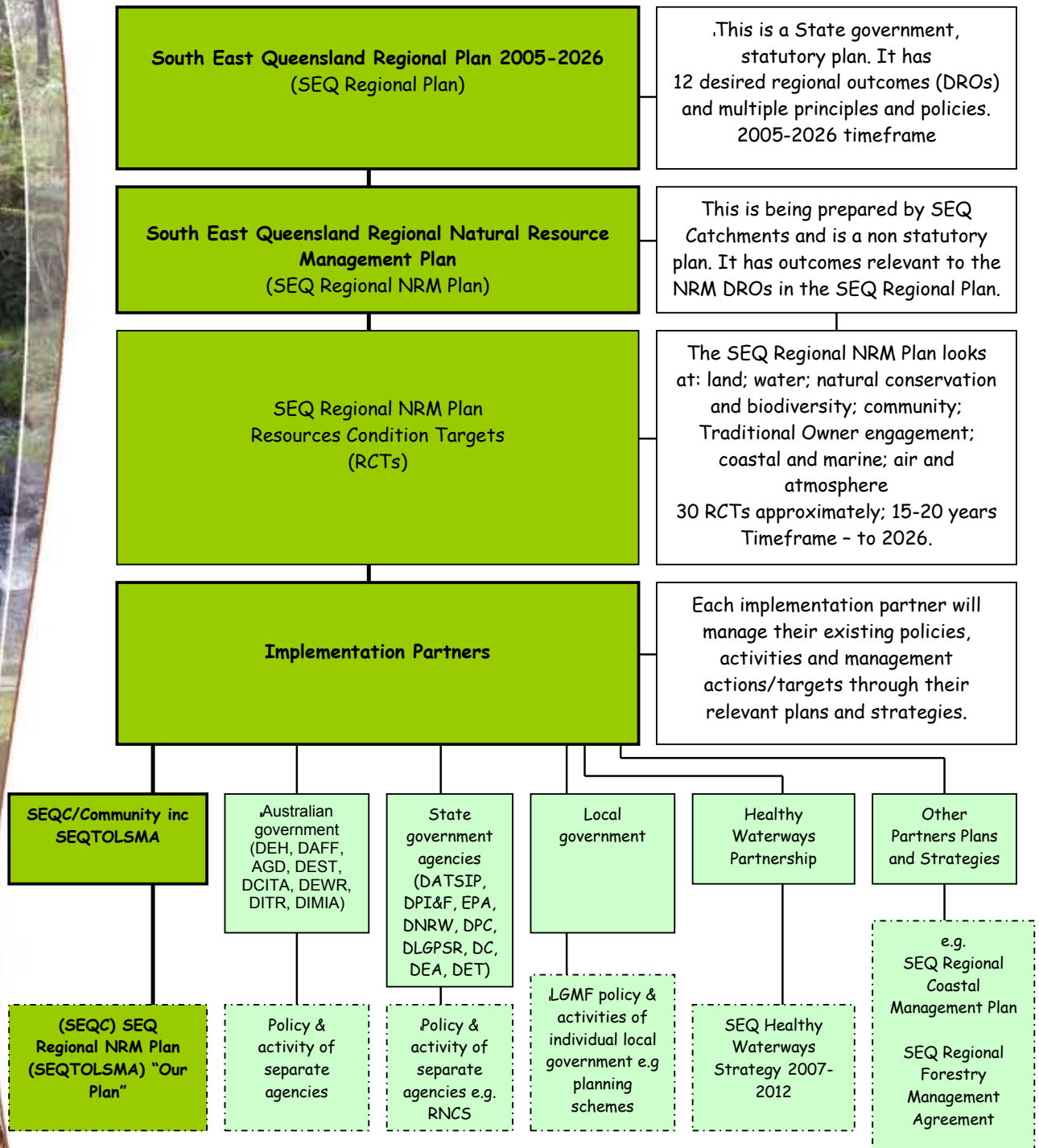
knowledge), ensuring that the collection and use of that knowledge results in social and economic benefits to the Traditional Owners;

- e) Specific recognition of Indigenous communities as among the 'target audiences' for capacity building through the Trust;
- f) Definition of "indigenous significance" as meaning "any natural resource, area, place, or thing (tangible or intangible) which is of physical, economic, social, cultural, historic, and/or spiritual significance to Aboriginal and Torres Strait Islander people".

## The Regional Planning Process

As shown in Table 1, there are many organisations and plans that Our Plan seeks links with. Figure 2 shows how Our Plan fits into the SEQ Regional Planning Process. Details of each of the key organizations, plans and strategies follow.

Figure 10: How "Our Plan" fits in the SEQ Regional Planning Process



## How "Our Plan" fits in and is supported by Regional planning processes

As Figure 2 shows, there are two main Plans with which Our Plan links: The SEQ Regional Plan 2005-2026 and the SEQ NRM Plan 2008-2011. And then there are important strategies such as the state government Regional Nature Conservation Strategy (RNCS), and the regional Healthy Waterways Partnership 2007-2017. Key extracts as they relate to Our Plan are outlined here. Finally there are plans that, through SEQTOLSMA and our own Aboriginal organisations, contribute to Our Plan.

### **SEQ Regional Plan 2005-2026**

Planning for NRM and cultural resource management occurs within a wider, overarching framework.

The main planning document for all of South East Queensland is the "South East Queensland Regional Plan 2005-2026". This is a State government, statutory plan, which aims to manage growth and associated change in a sustainable way and to protect and enhance the quality of life in the region. The SEQ Regional Plan has 12 desired regional outcomes (DROs) and multiple principles and policies. One of the key DROs for Aboriginal Traditional Owners is DRO 7, which is:

"Aboriginal and Torres Strait Islander peoples are actively involved in community planning and decision-making processes and Aboriginal Traditional Owners are engaged in business about their country".

We see the application of DRO7 by State and local government as essential to achieving broad scale and genuine engagement of Aboriginal Traditional Owners in business about their country. Our Plan supports the intent of DRO7 and its accompanying principles and policies and seeks, through management actions, the practical implementation of those principals and policies (as shown Table 3).

**Table 3: SEQ Regional Plan DRO7 Principles and Policies**

#### **7.1 Traditional Owner Engagement**

##### **Principle:**

Recognise Aboriginal Traditional stakeholders in land use planning process and understand and respect their relationship with land, sea and natural resources.

##### **Policies:**

7.1.1 Engage Aboriginal Traditional Owners in land use planning processes through a current and culturally appropriate engagement framework.

7.1.2 Consider Aboriginal Traditional Owner issues in relation to land, water and natural resources in a comprehensive and coordinated way that complements other Traditional Owner land use processes and allows for recognition of their social, environmental and economic aspirations.

## 7.2 Community Engagement

### Principle:

Provide Aboriginal and Torres Strait Islander peoples with historically and contemporary connections to SEQ with the opportunity for active involvement in planning processes.

### Policies:

7.2.1 Inform planning processes through localised, place-based partnerships that actively engage the diverse range of interests existing in the Aboriginal and Torres Strait Islander community.

7.2.2 Ensure agencies responsible for planning and land management understand and meet the needs of Aboriginal and Torres Strait Islander peoples.

7.2.3 Enhance the opportunities for Aboriginal and Torres Strait Islander peoples to play an active role in planning and land management processes.

## 7.3 Social and Economic Equity

### Principle:

Assist Aboriginal and Torres Strait Islander peoples living in SEQ to have equal access to a high standard of living, good economic prospects and general wellbeing as other residents of the region.

### Policies:

7.3.1 Improve Aboriginal and Torres Strait Islander peoples' access to community services and facilities.

7.3.2 Improve the quality of data relating to Aboriginal and Torres Strait Islander peoples and use this information to inform and guide local and regional planning processes, infrastructure and services planning, decision making and reporting.

7.3.3 Identify and manage the social impacts which development and growth has upon Aboriginal and Torres Strait Islander peoples living in both urban and regional areas.

7.3.4 Address the housing needs of Aboriginal and Torres Strait Islander peoples by using regional and local housing strategies.

## 7.4 Cultural Heritage

### Principle:

Recognise, protect and conserve Aboriginal cultural values in land, water and natural resources.

### Policies:

7.4.1 Recognise and acknowledge Aboriginal cultural values in regional and local planning processes.

7.4.2 Protect and maintain Aboriginal cultural landscapes and culturally significant places in land use policy, planning and management arrangements.

7.4.3 Manage areas of high cultural significance for Aboriginal and Torres Strait Islander communities appropriately.

### ***Regional natural resource management (NRM) planning***

All over Australia, through Bi-lateral Agreement, cultural resource management is being coordinated at a regional level through Natural Resource Management (NRM) organisations.

The primary aim of the regional NRM organisations is to have a healthy region where the environment, society and the economy are all in good condition and all work together. Everything is connected. What we do to the land, we also do to the air, the water, plants, other animals and ourselves. When we alter the land's natural balance we affect the plants, the air and the other animals. People are also part of the landscape, not separate from it. We change the land, and the land changes us. The landscape is our life-support system, and when we change it we alter its ability to support the rich diversity of all life. If we look after the landscape it will look after us.

The Queensland Government, through the Departments of Natural Resources and Water (DNRW), Department of Primary Industries and Fisheries (DPI&F) and the Environmental Protection Agency (EPA), works with regional NRM groups, local authorities and the Australian Government to manage natural resources wisely, address environmental problems and build healthy regions through the National Action Plan for Salinity and Water Quality, the Natural Heritage Trust and the National Landcare Program.

Regional NRM is a partnership between government, industry and the community with each having roles, responsibilities, and a part to play in protecting healthy regions for current and future generations.

In Queensland there are 15 Regional NRM organisations and in South East Queensland the regional NRM organisation is SEQ Catchments Ltd.

#### ***About SEQ Catchments Ltd***

SEQ Catchments Ltd provides South East Queensland with a single, recognised NRM regional body with a focused, coordinated and integrated approach to managing and preserving the region's valuable natural resources.

SEQ Catchments works closely with local governments, urban and rural industries, community groups, Landcare groups, environmental groups, landowners and Aboriginal Traditional Owners to develop and implement on-ground projects. This regional body have been strong supporters in the development of SEQTOLSMA, and 'Our Plan'.

SEQ Catchments is endorsed under NAP and NHT and is jointly owned by the two former regional NRM bodies in South East Queensland, Natural Resource Management SEQ Inc (NRMSEQ) and SEQ Western Catchments Group Inc (SEQWCG), who agreed in 2007 to form a single recognised regional body, SEQ Catchments Ltd.

To coordinate the management of natural resources in the region, SEQ Catchments are preparing a "South East Queensland Regional Natural Resource Management Plan" (SEQ Regional NRM Plan).

Our Plan and Our Investment Strategy are being prepared as components of the SEQ Regional NRM Plan and Investment Strategy and to express our strategies and priorities for our own cultural resource management action.

### ***SEQ Regional NRM Plan, 2008-2011***

The SEQ Regional NRM Plan is a non statutory plan, which has outcomes relevant to the NRM DROs in the SEQ Regional Plan. The SEQ Regional NRM Plan looks at: land; water; natural conservation and biodiversity; community; Aboriginal Traditional Owner engagement; coastal and marine areas; air and atmosphere.

A way of planning that has been adopted nationally is to set what are called "Resource Condition Targets" (RCTs). These targets are designed to let people know exactly what the Plan is aiming to achieve in the next 15 to 20 years.

The RCT's for the SEQ Regional NRM Plan that are of direct interest to Aboriginal Traditional Owners were revised (April 2008) . They are:

TO1 - By 2031, Traditional Owners and Aboriginal people are resourced and working together with natural resource managers, government and non government organisations to implement the SEQ NRM Plan.

#### ***Intermediate Outcomes***

TO 1.1 - By 2012, effective regional and sub regional Traditional Owner Groups and Indigenous organisations coordinate involvement & investment to implement the SEQ NRM Plan.

TO 1.2 - By 2012:

- 20% of SEQ Traditional Owners are engaged in natural resource management policy, planning, education, training and working on country.
- 10% of the Indigenous workforce is employed in natural resource management policy, planning, education, training and working on country.

TO 1.3 - By 2012, all cultural heritage sites and landscapes are managed by enforceable cultural heritage plans negotiated with the relevant Traditional Owners.

TO 1.4 - By 2012, all culturally significant animal and plant species are identified, recorded, classified according to risk and incorporated in local, regional and state planning & policy.

These are ambitious targets and a lot will need to be done to achieve them. One way of doing this is to undertake smaller steps (Management Action Targets (MAT's)) that combined together will achieve those RCT's. These are discussed some more in Chapter 5.

### **Other Regional Plans and links with Our Plan**

There are several other regional plans with which "Our Plan" has links. The main ones include:

***(a) The SEQ Regional Nature Conservation Strategy (RCNS)***

The Regional Nature Conservation Strategy (RCNS) is a key planning process that Traditional Owners have contributed to and will be seeking to be engaged with.

The RNCS sets the regional framework for nature conservation. The strategy has been endorsed by State and local governments and establishes agreed processes for assessing, protecting and managing nature conservation and biodiversity values in SEQ (our land and sea country). The RNCS is the way by which the SEQ Regional Plan will meet its Desired Regional Outcome 2, which states:

***"A healthy natural environment supports the region's rich biodiversity, clean air and water; and is sustainably managed to support economic development, outdoor lifestyles and community needs".***

The RNCS aims to identify and conserve the region's very high biodiversity values, increase levels of awareness and commitment and involve all stakeholders in the conservation and management of the region's biodiversity.

The "Vision" for the strategy is:

***"South East Queensland's rich biodiversity is better understood, valued and conserved through co-operative processes, so that it thrives and continues to underpin improved ecological, economic, social and cultural well-being, and allows the Indigenous Traditional Owners to continue their living culture until the end of time".***

The Strategy's objectives are to:

- a) identify and conserve areas of nature conservation significance within the region, using a consistent methodology;
- b) raise levels of awareness, understanding and commitment to conserving the region's biodiversity; and
- c) involve all stakeholders and Indigenous Traditional Owners in coordinating, implementing and monitoring the conservation and management of the biodiversity values in areas of nature conservation significance.

**Key relevant extracts**

**Actions**

The Strategy contains a series of Actions, a number of which are directly relevant to Our Plan. The key actions are those under Theme 5:

**Indigenous Involvement**, which states:

"To maintain sufficient biodiversity within each Indigenous Traditional Owner ancestral homeland estate and ensure Indigenous Traditional Owners are effectively involved in the management of their biodiversity and in developing ongoing long-term Indigenous Traditional Owner partnerships with relevant stakeholders".

Our Plan supports the Actions of Theme 5 as shown in Table 4

**Table 4:** Regional Nature Conservation Strategy, Theme 5 - Indigenous Involvement: Actions

<p><b>Involvement Mechanisms</b></p> <p>5.1 Use the Moreton Bay Waterways and Catchments Partnership SEQ Traditional Owner Advisory Group, Indigenous Traditional Owners and Native Title representative bodies to provide information and ongoing feedback on Indigenous Traditional Owners cultural resources and biodiversity within the region.</p>	
<p><b>Regional Partnerships</b></p> <p>5.2 Develop Indigenous Traditional Owner partnership agreements between governments, individuals, environmental groups, industry and community to facilitate management of biodiversity on country.</p> <p>5.3 Use existing regional forums to identify appropriate and effective implementation strategies.</p> <p>5.4 Encourage new and existing industries that positively impact on country (e.g. private nature reserves and cultural and eco-tourism).</p>	
<p><b>Biodiversity Management</b></p> <p>5.5 Develop and implement healing plans and protection plans for each Indigenous Traditional Owner ancestral homeland estate. This may include:</p> <p>(a) recognising Indigenous Traditional Owners holistic biodiversity plans for their ancestral homeland estates;</p> <p>(b) incorporating management of threatened ecosystems and species into Aboriginal law according to the particular Indigenous Traditional Owners customary practices and decision making;</p> <p>(c) identifying priority areas for rehabilitating habitat providing Traditional Owner cultural resources using appropriate methods and protocols; and</p> <p>(d) encouraging government policies developed for the region to take account of Aboriginal law and Indigenous Traditional Owners planning and management of their regional biodiversity.</p>	

**Education**

- 5.6 Provide resources for endorsed training of Indigenous Traditional Owners, especially younger men and women, in Aboriginal lore/law relevant to their biodiversity values. Training is to be provided by appropriate Elders using effective training mechanisms.
- 5.7 Provide an education and cultural awareness program for professionals and the broader community about Indigenous Traditional Owner perspectives on biodiversity and its management.
- 5.8 Investigate the establishment of training for para-professionals and Elders to assist Indigenous Traditional Owners in participating in biodiversity management and planning.

**Research**

- 5.9 Establish a collaborative research program that is appropriate for Indigenous Traditional Owners and identify and implement research priorities.

Areas of research may include:

- (a) identifying Indigenous Traditional Owners biodiversity knowledge base and developing protocols for accessing this knowledge for planning for nature conservation purposes;
- b) identifying Indigenous Traditional Owners cultural resource requirements to continue and preserve the living culture and biodiversity; and
- (c) conducting sufficient research to allow the development of Indigenous Traditional Owners biodiversity management plans for appropriate management and impact assessment.

**Monitoring**

- 5.10 Develop coordinated structures among Indigenous Traditional Owners to provide information and processes for monitoring and providing feedback on Traditional Owner biodiversity values in their ancestral homeland estates. This may include:
  - (a) establishing an Indigenous Traditional Owners reporting structure and database to identify current conditions and trends; and
  - (b) monitoring and evaluating the impact of activities and/or development that may affect Indigenous Traditional Owner ancestral homeland estates.

We see the RCNS as one of the most important ways through which Indigenous Traditional Owners will be involved in the assessment and management of country. The role of SEQTOLSMA will be to facilitate the development of protocol/s for the engagement of Aboriginal Traditional Owners in the RCNS process and to promote the protocols through education and assistance to sub-region groups to develop local protocols.

We also see the opportunity for Aboriginal Traditional Owners to be engaged in all of the Action of the RCNS.

### ***(b) Healthy Waterways Partnership***

The SEQ Healthy Waterways Partnership (formerly the Moreton Bay Waterways and Catchments Partnership) was established in July 2001 and is a collaboration between government, industry, researchers and the community.

These Partners work together to improve catchment management and waterway health in the rivers of South East Queensland (between Noosa and the Queensland-New South Wales border) and Moreton Bay. The Partners and supporting organisations were responsible for developing and implementing the South East Queensland Regional Water Quality Management Strategy (SEQRWQMS 2001) and have developed its successor, the SEQ Healthy Waterways Strategy 2007-2012.

The SEQ Healthy Waterways Strategy 2007-2012 deals with aquatic ecosystem health and water quality issues, and contains measures by which the impacts of human activities on our waterways and catchments can be avoided or ameliorated.

The Strategy recognises the growing significance of long-term security of water supplies in SEQ and improving overall water quality. The Strategy also supports key elements of State and regional strategies.

SEQTOLSMA receives significant financial support under the strategy including funds for the employment and activities of a Partnerships Coordinator. Action by SEQTOLSMA will focus on initially improving Traditional Owner engagement and Indigenous on-ground employment in the focus areas of the Non-Urban Diffuse Source Pollution element of the Strategy.

### ***(c) Other Plans***

As outlined in **Error! Reference source not found.**, page 49, other "Implementation Partner" organisations and plans that are linked with the Regional NRM Plan and with "Our Plan" include:

- Australian Government - Natural Heritage Trust and National Action Plan for Water Quality & Salinity (e.g. Coast Care)
- State Government:
  - SEQ Regional Plan
    - SEQ Infrastructure Plan
    - SEQ Regional NRM Plan - which is informed by:
      - SEQ Regional Nature Conservation Strategy
      - Healthy Waterways Strategy 2007-2012
      - SEQ Regional Coastal Management Plan
      - SEQ Regional Forestry Management Agreement
      - Our Plan
- Local Government - Local planning schemes and other instruments

- and others e.g. universities, research institutions and non-government organisation projects.

Links to further details of these Plans are provided in Section 7 - References and Resources.

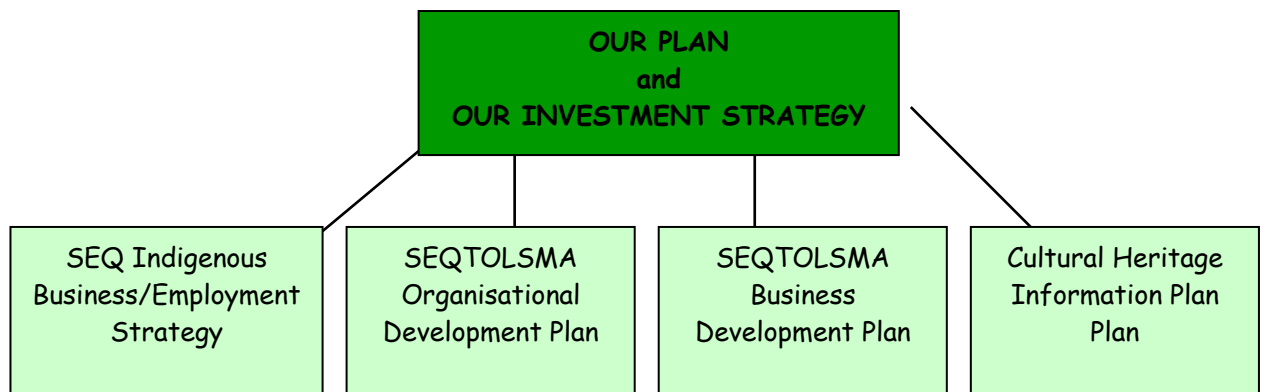
**Case Example: SEQ Indigenous Landscape Values Project**

This project aims to identify and incorporate Indigenous Landscapes Values into future regional planning processes in SEQ. Specifically it is addressing the following research question: *Can Indigenous landscape values be identified and represented in ways that respect Indigenous culture and represent their interest in conventional regional planning processes?* This project is being undertaken by Griffith University in Partnership with OUM, SEQ Catchments and SEQTOLSMA.

**SEQTOLSMA Plans**

Under the umbrella of Our Plan, SEQTOLSMA is developing plans that will be used to guide some of its priority work. These are the "SEQTOLSMA Organisational Development Plan", the "SEQTOLSMA Business Development Plan" and the "Cultural Heritage Information Management Plan". The SEQ Indigenous Business/Employment Strategy also has strong links to Our Plan. Details of these plans follow.

**Figure 11:** Guiding Plans that Link to Our Plan and Our Investment Strategy



(a) **SEQ Indigenous Business/Employment Strategy** which aims to strategise for the improved engagement of Indigenous people in NRM through business or employment. Our Plan endorses the value of the Strategy. Many of the strategies included in Our Plan align with the recommendations of the Strategy (Section 5: Recommendations). The key Goals and Targets are:

GOAL	TARGET
Increase Indigenous employment in NRM projects within Councils, in partnership with DEIR, DEWR and SEQC.	40 traineeship positions created for indigenous people in NRM projects across 5 Councils.
Increase financial viability of indigenous organisations involved in NRM projects identified by Traditional Owners in Employment & Economic Development in partnership with SEQC and DETA.	Support on-ground projects sponsored by SEQC in partnership with indigenous organizations such as QBAC, Quandamooka Land Council.
Increase education and training skills in NRM through School based and Mature Age Trainees of Traditional Owner Groups supported by DEIR, DETA and SEQC.	10 students sponsored to achieve entry level skills training (including Numeracy & Literacy) 10 students sponsored to achieve training from Certificate III to Diploma level through accredited training from TAFE.
Increase SEQTOLSMA financial support for operational costs for development of the organization towards autonomy.	For SEQTOLSMA to identify, coordinate, and support Indigenous NRM Plans in SEQ region for Traditional Owner Groups and cultural awareness training.

**(b) SEQTOLSMA Organisational Development Plan**, which provides direction in strengthening the capability of our organisation. The plan has nine major components:

- i. Governance improvement within SEQTOLSMA through the implementation of a Governance Training Plan, improved meeting procedures, regular meeting dates, more appropriate support for Directors, improved delegations to the Executive Committee and staff, the appointment of an interim CEO;
- ii. The development of Strategic Knowledge Resources to support SEQTOLSMA's management including this Cultural Resource Management Plan, a Cultural Awareness & Cross-Cultural Communication Training Package, SEQ Traditional Owner Cultural Mapping, a Traditional Cultural Knowledge of Country Recording Project, a Language Resource Kit and a School & Community (Traditional Owner Awareness) Education Resource Kit
- iii. Implementation of a Fund-Raising Strategy to gain medium term investment by Government agencies to support organisational development in the medium term.

- iv. The establishment of a Technical Advisory Panel (comprising senior personnel of the investing and partner agencies) to assist the management of the development phase:
- v. The completion of a long-term Business Plan providing for business initiatives that will provide revenue to sustain operation of the Company on a long-term basis:
- vi. The negotiation of memoranda of agreement and protocols supporting the on-going role and status of SEQTOLSMA in the Integrated Catchment Management (ICM) and Natural Heritage Trust operating environment.
- vii. The establishment of an independent office, allowing SEQTOLSMA to take on additional staff.
- viii. Strengthened Relationships with Key Stakeholders and development of a Promotion & Communication Plan
- ix. Recruitment of an adequate Staff & Consultants.

**(c) SEQTOLSMA Business Development Plan**

This SEQTOLSMA Business Development Plan will continue the development of SEQTOLSMA's core organisational capacity (especially in relation particularly to business planning, financial management, analysis and reporting) and also to provide the resources necessary to lead and manage the development of specific enterprises.

Business opportunities identified by SEQTOLSMA include:

1. The provision of Cultural Awareness & Cross-Cultural Communication Training to industry, government, landholders, community groups and schools;
2. The provision of consultancy services and fee-for-service inputs to government and community organisations;
3. The facilitation (on a fee-for-service basis) of government engagement and consultation with Traditional Owners and the Indigenous community generally;
4. The facilitation, on-ground coordination or contract provision of natural and cultural resource management services and projects;
5. The provision of training in NRM-related skills and competencies to traditional owner and Indigenous people - training may include work readiness, rural industry skills, forestry, site induction, bio-diversity and water quality monitoring.

**(d) SEQTOLSMA Cultural Heritage Information Management Plan**

Aboriginal Traditional Owners have been involved in Cultural Heritage Management since time immemorial. That involvement was severely curtailed during the colonial era. Our management opportunities were initially increased by the Mabo Decision and the Native Title Act. The planning and actions we are now undertaking will again expand our effective involvement.

In order to achieve our aims The Cultural Heritage Information Plan identifies goals, strategies and actions that SEQTOLSMA will pursue. It is the Cultural Heritage Bodies and Aboriginal Parties who have rights under the Aboriginal Cultural Heritage Act 2003. SEQTOLSMA aims to support but not interfere with these rights. Accordingly, action in every cultural group estate will be carried on cooperatively with and through the appropriate cultural group organisation.

The Cultural Heritage Information Plan identifies goals and actions for each of 4 Themes that link directly to Our Plan. They are:

Theme 1: Engagement and Validation

Theme 2: Preserving Our Intellectual Property

Theme 3: Preserving & Promoting Traditional Cultural Knowledge & Heritage

Theme 4: Capacity Building

## Annex 2 The Aboriginal Traditional Owner Consultation and Engagement Process

SEQTOLSMA is recognised by the State Government and SEQ Catchments as the peak body for Indigenous consultation in connection with Cultural Resource and Natural Resource Management planning in South East Queensland.

SEQTOLSMA is the organisation through which all Aboriginal Traditional Owner engagement has occurred in the development of "Our Plan" and "Our Investment Strategy".

- Development of the Plan was initiated at a meeting of SEQTOLSMA Directors on 7 July 2007. The meeting was attended by *interPART* team members, and representatives from Environmental Protection Agency, Natural Resources and Water and South East Queensland Catchments.
- Sub-regional meetings and discussions were held as follows:
  - Northern Sub-region workshop (Kabi Kabi) 17 August 2007.
  - Discussions and feedback from Northern sub-region (Gubbi Gubbi) 26 October 2007.
  - Southern sub-region workshop (Koomberri / Ngarang-Wal, Minjarlie / Yugambah) 16 August 2007.
  - Discussions with Central sub-region (Jagera) 8 August 2007 and feedback from Central sub-region 15 October 2007.
- Priority setting workshop with SEQTOLSMA 18 October 2007.
- Review of the Draft Plan by SEQTOLSMA on 22 November 2007.
- Review of revised Draft Plan by SEQTOLSMA on 14 February 2008.
- The Final Plan was then prepared based on the editorial comments from SEQTOLSMA and the Final Plan approved by SEQTOLSMA on 17 April 2008.

We would also like to acknowledge again the following Aboriginal Traditional Owners:

- Northern - Gubbi Gubbi, Kabi Kabi, Jinibara, Dalungbara, Western Waka Waka,
- Southern - Yugambah (eight tribes), Ngarang-Wal/Kombumerri, Mulinjarlie
- Central - Jagera, (Jagera, Yuggera, Ugarapul) Jinibara and
- Eastern - Quandamooka (Ngugi, Noonucle, Gorenpul)

We also acknowledge the Aboriginal Traditional Owners of Turrbal and Eastern Yugambah as part of the South East Queensland Region but have chosen not to be involved in the SEQTOLSMA planning process.

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