



Reconciliation Action Plan

National Trust Property Mount Sugarloaf, Camperdown

Background

The National Trust's vision is for the Australian community to understand, value, and enjoy the built, natural and cultural heritage that creates our national identity. The Trust is committed to realising this vision by embracing a cross-cultural understanding of identity that encompasses both Indigenous and non-Indigenous peoples and our mutual responsibilities in building a shared sense of place. In this Reconciliation Action Plan (RAP) we wish to recognise the importance of working collaboratively to achieve this.

Mission

To inspire the community to appreciate, conserve and celebrate its built, natural and cultural heritage.

Our Strategic Direction

This plan highlights the key focus areas and activities for the National Trust of Australia (Vic). These areas link to the National Trust Strategic Plan 2009-2013.

This RAP demonstrates strong commitment by the National Trust of Australia (Vic) to the reconciliation process through active engagement with Aboriginal peoples and the recognition, recording and interpretation of Aboriginal heritage.

Vision for Reconciliation

To facilitate the involvement of Aboriginal peoples in the custodianship and interpretation of their heritage at National Trust of Australia (Vic) places and in our heritage programs and projects in order to:

- **Recognise and respect Aboriginal culture and heritage**
- **Build a mutual understanding of our shared heritage**
- **Work towards reconciliation.**

In consultation with Aboriginal Peoples, the National Trust will endeavour to:

- **Incorporate Aboriginal heritage values into strategic planning for all places, programs, and projects**
- **Develop protocols for Aboriginal involvement in all National Trust places, programs and projects, including employment**
- **Incorporate Aboriginal heritage values into interpretation, conservation, and education programs**

Guiding Principles

The RAP development process is underpinned by the National Trust of Australia (Vic) core values as reflected in the Strategic Plan 2009-2013 and those outlined by the Australian Council of National Trusts Aboriginal and Torres Strait Islander Heritage Policy:

- **Celebration and Enjoyment of our Natural and Cultural Heritage**
- **Identity and Creativity**
- **Trust**
- **Innovation and Learning**
- **Accountability**
- **Resourcefulness**

It is also underpinned by:

Respect

Appreciation of and respect for Aboriginal cultural heritage values which are central to the reconciliation process.

Relationships

Develop partnerships between the Trust and Aboriginal peoples at both the state and local level to optimise opportunities for all Australians to be involved with the programs of the National Trust.

Opportunities

Promote opportunities for Aboriginal cultural interpretation and participation at all levels of the Trust.

Our Reconciliation Action Plan

Our plan identifies actions that the National Trust of Australia (Vic) will undertake to ensure Aboriginal heritage values are incorporated into programs, projects and places. It also promotes partnerships with Aboriginal peoples in development of Trust programs and broad cultural heritage advocacy and education.

It is our intention that this RAP will be developed in consultation with Aboriginal peoples through the constitution of a National Trust of Australia (Vic) Aboriginal Advisory Committee. The Committee will be assembled with membership from a range of organisations and Aboriginal peak bodies, including those that represent the Victorian Registered Aboriginal Parties, Traditional and Native Title Owner communities.

The Committee will guide the implementation of the Trust's RAP, oversee Memorandums of Understanding between the Trust and Aboriginal groups and advise on Aboriginal cultural heritage advocacy.

Opportunity for ongoing input into this RAP from the wider community will be undertaken as programs and projects are initiated.

This RAP includes an Implementation Program that details the actions the Trust can take to further the reconciliation process.

Corporate Communication of the Reconciliation Action Plan

The following activities will be undertaken to ensure everyone in the National Trust of Australia (Vic) are aware of the RAP and actively work towards its implementation and achievement. The Trust will:

- **Promote the reconciliation process to all staff, members and stakeholders**
- **Develop partnerships with Aboriginal individuals and organisations in its places, programs and projects**
- **Be a role model for heritage reconciliation**
- **Identify and develop education, training and employment opportunities for Aboriginal people**
- **Convene an Aboriginal Advisory Committee to report directly to the Board on implementation of the RAP and Aboriginal cultural heritage advocacy**
- **Make the RAP available through the Trust's website as well as through Reconciliation Australia**
- **Include the RAP in all staff, volunteer and Board induction programs and packages**
- **Implement a tracking and reporting system and ensure annual review of the RAP**
- **Acknowledge best practice with regard to copyright of Aboriginal intellectual property and traditional knowledge and management of information**

