

BUNDANON TRUST



**RECONCILIATION
ACTION PLAN
2020-2022**

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VISION

**TO MAINTAIN AN ACTIVE
PARTNERSHIP WITH
LOCAL AND NATIONAL
INDIGENOUS COMMUNITIES
THAT FOSTERS RESPECT
AND UNDERSTANDING OF
INDIGENOUS CULTURAL
HERITAGE AND ENCOURAGES
ENGAGEMENT WITH
BUNDANON'S PROGRAMS**

2. OUR BUSINESS

Gifted to the nation in 1993 by Arthur and Yvonne Boyd, Bundanon is situated on 1,100 hectares of bushland along the Shoalhaven River, on the South Coast of NSW. The organisation operates on two sites: Riversdale (Arthur and Yvonne Boyd Education Centre) and Bundanon (artist in residence complex and Bundanon Homestead). Although based on the Shoalhaven, our reach is local, national and international.

Bundanon preserves the natural and cultural heritage of its sites and supports arts practice and engagement with the arts through its residency, education, research, and exhibition and performance programs.

Bundanon is committed to promoting reconciliation to staff, volunteers and visitors and to training its staff and volunteers in appropriate Indigenous protocols.

Bundanon is a small organisation (23 Equivalent FullTime staff members) which encourages applications for employment from Indigenous people. Every year the Trust employs artists and Aboriginal community members with Indigenous heritage in arts and education program delivery and provides residency opportunities for First Nations artists. Indigenous community members are employed to deliver Indigenous Cultural Awareness programs to school students and others



3. MISSION

Bundanon's Reconciliation Action Plan (RAP) acknowledges Bundanon sits on traditional lands and outlines actions to be taken by the Trust to engage with Indigenous artists, communities and organisations, both on the NSW South Coast and nationally.

The Trust is committed to raising staff and public awareness of Indigenous culture and protocols and in doing so, acknowledges the Wodi Wodi, Wandandian and Yuin – the traditional custodians of the land in the Shoalhaven where Bundanon, Riversdale and Earie Park are located.

Bundanon Trust has a strong track record of working with Indigenous artists from across Australia and Indigenous communities in the Shoalhaven. We have a commitment to sharing the Trust properties with Indigenous people and to removing barriers to their participation in our arts, education and land management programs.

Our Reconciliation Action Plan is directly championed by our CEO who will lead a Working Group of staff to meet every twelve months to refresh the plan, our achievements and develop future iterations.



Image: Poetry in First Languages
with Kirly Saunders & Ado Jacob

4. THE PLAN

4.1 RESPECT

Bundanon's work, as an arts and educational agency, is informed by respect for Indigenous heritage and the contribution of Indigenous people to Australia's cultural life. Such respect is important in recognising that Bundanon sits on traditional lands and many of its programs showcase these lands to the wider public.

OBJECTIVES:

1. Acknowledge prior custodianship of Bundanon Trust properties By paying respect to the traditional custodians of Bundanon Trust land
2. Raise staff and volunteer awareness of Indigenous Policies and Protocols and implement cultural awareness training

ACTION	PERFORMANCE INDICATOR	RESPONSIBILITY	TIMELINE
1. All new staff and volunteers are made aware of Indigenous Protocols and this plan during initial induction and orientation	<ul style="list-style-type: none">• Checked on the induction task list of all new employees and volunteers	Corp Services, Managers	At commencement of every contract
2. Conduct periodic refresher sessions on Indigenous Policies and Protocols with all staff	<ul style="list-style-type: none">• All staff files indicate completion of refresher	Corp Services, Managers	Every twelve months
3. Acknowledge prior Wodi Wodi, Wandandian and Yuin custodianship when welcoming visitors to the properties, general public, artists in residence and education, and at all public gatherings	<ul style="list-style-type: none">• Acknowledgements carried out• Part of induction for all staff and volunteers	Programs, Education, Corp Services	Implemented as custom and practice
4. With advice from Nowra Local Aboriginal Land Council, seek Elder/s to undertake Welcome to Country acknowledgement as a preface to large scale on-site activities and for groups of visiting Indigenous people	<ul style="list-style-type: none">• Formal Welcome to Country at large scale Concerts & Events and for all groups of Indigenous visitors	<ul style="list-style-type: none">• Programs	Implemented as custom and practice

WORKING IN PARTNERSHIP WITH COMMUNITY



Image: Firesticks at Bundanon, April 2018

4.2 RELATIONSHIPS

Bundanon recognises the important role local Indigenous people, and relevant Indigenous voices from outside of the Shoalhaven area, can play in assisting the Trust to shape arts and education programs. Strong relationships with the Indigenous community makes our programs more relevant to Aboriginal and Torres Strait Islander people and creates bridges to participation in Bundanon's programs. Relevant and strong programs with Indigenous content, better showcases Indigenous culture to the wider community that participate in or attend our programs.

OBJECTIVES:

1. Develop partnerships with local communities and organisations representing Indigenous people from the Shoalhaven
2. Maintain and develop links to national networks, peak bodies and organisations which support Indigenous people
3. Work with professional Indigenous arts and cultural organisations within Bundanon's diverse programs

	ACTION	PERFORMANCE INDICATOR	RESPONSIBILITY	TIMELINE
1.	Build on Bundanon's existing Indigenous network through liaison with local community groups and organisations, including introducing Indigenous artists in residence to local Indigenous communities	• Checked on the induction task list of all new employees and volunteers	Arts Programs, Operations	At commencement of every contract
2.	By maintaining relationships with Indigenous representatives across the education sector, provide Outreach programs to Indigenous school age students and community members and target high Indigenous population schools in all programs, including the Adopt a School program	• Minimum of two programs per year	Education	Implemented & Ongoing
3.	By maintaining relationships with the Indigenous representatives in Local, State and Federal Government (ie Arts and Cultural Development Managers and Aboriginal Liaison Officers etc.) and seeking funding support, maintain and increase participation by Indigenous artists and thinkers across Bundanon's residency, education and public programs	• Ongoing liaison	Head of Arts Programs	Implemented & Ongoing

4.3 OPPORTUNITIES

Active involvement by Indigenous Australians in all aspects of Bundanon’s programs and activities allows us to reflect our heritage and the wider community in which we are placed. Our arts and education programs are enriched by the embedding of Indigenous artists and culture into the mix.

OBJECTIVES:

1. Provide opportunities for Aboriginal and Torres Strait Islander employment and participation in our organisation and programs
2. Provide opportunities for Aboriginal and Torres Strait Islander to supply goods/services to Bundanon Trust
3. Support Indigenous communities and organisations to realise their own objectives and build capacity
4. Celebrate Indigenous culture through NAIDOC and National Reconciliation Weeks

ACTION	PERFORMANCE INDICATOR	RESPONSIBILITY	TIMELINE
1. Provide opportunities for local Indigenous community members and school children to engage with Indigenous artists in residence and encourage their attendance at public events featuring Indigenous artists	• A minimum of one engagement opportunity and one performance opportunity provided p.a.	Programs	Annual
2. In partnership with other organisations, develop opportunities for professional Indigenous artists from across Australia to participate in our Artist in Residence programs	• One partnership with outcomes for professional artists per annum	Programs	Annual
3. Investigate and involve Indigenous goods and services providers in procurement processes such as land management	• Include Indigenous enterprises in calls for services and tendering processes	Corp Services	Annual
4. Promote NAIDOC and NRW weeks internally to staff and customers and support local celebrations externally where possible	• A staff celebration/ training session during NAIDOC and NRW weeks • Social media posts during NAIDOC and NRW	Corp Services, Head of Marketing	Annually

4.4 EVALUATION

Bundanon Trust will regularly review its commitment to Indigenous arts and community through this Reconciliation Action Plan, refresh the Plan annually and report on its challenges and achievements.

OBJECTIVES:

1. Annual review, refreshment and update of this RAP
2. Report RAP achievements, challenges and learnings internally and externally
3. Reference Corporate Plan / Annual Report

ACTION	PERFORMANCE INDICATOR	RESPONSIBILITY	TIMELINE
1. Annual formal review, refreshment and update of RAP	<ul style="list-style-type: none">• New RAP drafted and distributed by Action Group by May each year, finalised and published by 30 June	RAP Action Group	By 30 June each year
2. Report RAP achievements, challenges and learnings each year in the Annual Report and on website. Regular reporting against the RAP at quarterly staff meetings	<ul style="list-style-type: none">• One partnership with outcomes for professional artists per annum	Corp Services, Marketing	Annual for Annual Report Quarterly for staff meetings



INDIGENOUS PARTNERSHIPS

Firesticks – National Indigenous Fire Workshop

Galamban

Koorimunication

Moogahlin Performing Arts Inc

Mudjingaalbarraga Firesticks

Mulong

NAISDA

Ngundahmurra

Nowra Local Aboriginal Land Council

Oolong House

Playwriting Australia – First Nations Playwrights’ Retreat

Red Room Company – Poetry in First Languages, Kirli Saunders

TAFE Nowra – Aboriginal Cultural Art Program

Vincentia High School – Indigenous Rangers Program

Waminda – South Coast Women’s Health and Welfare Aboriginal Corporation

Wreck Bay Aboriginal Community Council



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