



Meeting held at 1pm
 Wednesday 6 December
 2023 at the Penguin Parade
 Visitor Centre

Reconciliation Advisory Committee Minutes

1	Welcome & Apologies	
1.1	<p>The Chair declared the meeting open at 1.09pm</p> <p>Attendance: Patrice Mahoney OAM (Chair), Kevin Love (Nature Parks Board), Jane Jobe, (Nature Parks Board), Michaela Salvato (Nature Parks Board), Kate Adams, Uncle Anthony Egan (<i>Traditional Owner Bunurong / Trawlwoolway</i>), Ashley Reed, Anna Eggleton, Rosanna Martino and Sarah Hain (minutes).</p> <p>Apologies: Paul Patten, Sally O’Neill, Lyndon Firmin, Bev Munro (Nature Parks Board), Catherine Basterfield, Ewan Macleod, Dion Triptree., Steve Sippel, Sharni Blyth</p> <p><i>Announcement/Farewell: Rosanna advised that she will be taking up a secondment with Westernport Water, she hopes to continue to champion reconciliation in her new workplace and would like to say thank you to the committee and say farewell for now. The committee wished Rosanna all the best in her new role.</i></p>	
2	Acknowledgement of Country and Introductions	
2.1	The Chair welcomed everyone, and Patrice Mahoney acknowledged Traditional Owners, Elders and Community members in the room.	
3	Minutes from Previous meeting	ACTIONS
3.1	Minutes from the August 2023 meeting were adopted as a true and correct record of the previous meeting.	<i>Upload to website</i>
4	Board Update - Chair	
4.1	<p>The Co-Chair Kevin Love provided the following update:</p> <p>TOURISM</p> <ul style="list-style-type: none"> The Nature Parks received the Silver (second place) award for Major Attraction at the Victorian Tourism Awards. We were proud of the outcome given the number of significant attractions listed as finalists – Melbourne Zoo got the top prize. Visitation growth over the past 5 months has exceeded expectations to the point that visitor numbers (year to date) are now exceeding 2019. China is the biggest international market once again, but internationals overall make up a much smaller proportion of visitor numbers than previously (circa 40% now compared to 60% in 2019). 	

	<ul style="list-style-type: none"> Set for a very strong summer with domestic visitor numbers still holding strong and international visitor numbers growing very quickly. <p>STRATEGIC PLANNING</p> <ul style="list-style-type: none"> Over the next 6 months the Nature Parks will be working on its future strategy and will lock in some time at an upcoming CEAC and RAC meetings to gather some insights as to what this group would like to see the Nature Parks doing more/less of in all aspects of our business. Nature Parks have contributed to the Destination Management Plan for Phillip Island and San Remo. <p>MAJOR PROJECTS</p> <ul style="list-style-type: none"> Stage 1 of the Penguin Parade Boardwalks Redevelopment project commenced in 2022 with \$5M in funding secured from the Victorian Government’s Regional Tourism Investment Fund, after this group spoke about the project, it then met with some delays. Contractors are now being re-engaged to do the work in 2024. Nature Parks is seeking financial support for future stages of this project to replace existing boardwalks that have reached end of life. <p>TEAM</p> <ul style="list-style-type: none"> We have been supporting the 16 Days of Activism to raise awareness of violence against women and children. This is well supported in the Bass Coast and major employers participating in an event on the 5th of December in Wonthaggi. Organisation Structure implementation has been progressing and some new roles have been recruited. Hitting pause ready for summer. 		
5	Committee Updates	ACTIONS	STATUS
5.1	<p>Nature Parks - Kate Adams</p> <ul style="list-style-type: none"> Kate recently made an introduction to the Vic Aboriginal News Home - Victorian Aboriginal News (vicaboriginalnews.com.au), meeting with Charles Pakana. We are hoping to work with him to share stories about our projects and achievements. Reconciliation Australia have sent out the 50th edition of Reconciliation News, this will be shared with all staff and the committee. The Nature Parks are working with BLCAC on our Language Style Guide, aiming to use more language and to share this with all staff, making it easier for staff to access this information. This will be an attachment to an organisation wide Style Guide that is currently under development. Nature Parks is running diversity and inclusion training for all staff, linking in reconciliation, and aiming to connect staff to PINP values and work on unconscious bias in how we undertake recruitment, train and ensuring its embedded in daily work. It was noted that this is not easy to achieve, there are gaps, and one example is not having an Aboriginal person sitting on interview panels and hence not being able to identify things we need to be aware of. 	<p><i>Kate to share 50th edition of Reconciliation News with Staff and Committee</i></p> <p><i>Anna to share concerns relating to “gaps” in the recruitment process with the P & C team.</i></p>	

	<p>Bunurong Land Council – Uncle Anthony Egan</p> <ul style="list-style-type: none"> The CEO announcement is now imminent, Uncle Anthony has been appointed to a Community Advisor Group (CAG) for the organisation. It is hoped that this group will support the organisation’s stability and growth. Demand for services provided by the land council is growing so there is a large need to recruit more people over coming months. <p>Community – Patrice Mahoney</p> <ul style="list-style-type: none"> BCRN have a meeting next week. A commitment has been made by the CEO’s of all participating organisations to meet quarterly to ensure connection and engagement with the Aboriginal and Torres Strait Islander Community. A Steering Committee for the Gathering Place Project has formed, to support a strategic approach. A possum skin workshop was held in November at KCR and was supported by Headspace Wonthaggi. We are planning another session in early 2024 and the aim is to have a cloak finished for NAIDOC. Our local MP offered some spaces at mental health first aid training, Patrice attended. 16 Days of Activism is currently happening throughout the shire, a few events have been held that included some community members. Sad news for the community with the loss of a community member while in custody. It’s been very hard for family and community. Financial support by way of vouchers has been given to the family who are going back to WA for Sorry business. Following the Referendum, the community has decided to gather more regularly, this is being supported by PINP and BCH, it’s not a formal process or event but gives people an opportunity to come together, yarn and feel supported. <p>Uncle Anthony Egan</p> <ul style="list-style-type: none"> Uncle Anthony announced that this will be his last meeting with the RAC, he has important obligations over the coming months with the BLCAC and needs to reduce his workload overall. His door will always be open, and he is of course available if anyone needs his help, but he wants to focus on the Land Council, BCRN and the community. 		
6	Draft Reconciliation Action Plan		
6.1	<ul style="list-style-type: none"> The first draft of our plan is almost ready, a lot of work has been undertaken. Some great new additions will include some staff profiles, a case study and testimonials. We are due to submit a draft to RA by 10 December. Kate presented the draft deliverables to the Committee and feedback was provided. Kate noted that we have time to review and make further comment. Committee members are asked to review and send questions or feedback to Kate by 15 January 2024. 	<i>All members to provide further questions or comments to Kate by 15/01/2024</i>	
10	General Business		
10.1	Yarning Circle opening event will be taking place on Saturday 9 December		

	Next Meeting – 7 February 2024		
	Meeting closed at 3.00pm		