

Indigenous reconciliation policy



Authorised by board on: 25 November 2020

Managing Director's authorisation: *Patrick W Dae*

Effective date: 26 November 2020

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1. PURPOSE

To provide strategic guidance for the Fisheries Research and Development Corporation (FRDC) on creating and maintaining meaningful Indigenous relationships; to enhance respectful Indigenous engagement; to promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians within the FRDC's sphere of influence; and to contribute to Indigenous reconciliation in Australia.

2. RESPONSIBILITY AND SCOPE

Responsibility Managing Director

Scope: All employees

3. DEFINITIONS AND ACRONYMS

[Definitions](#) and [Acronyms and Abbreviations](#)

4. RISK CATEGORY

This policy covers the following risk categories:

Strategic	Reputational	Financial	Service Delivery	Operational	People	Governance
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5. RELEVANT DOCUMENTATION

This section contains links to internally and externally facing documents – access to internally facing documents is restricted to FRDC employees.

Relevant documentation
Internal
Code of conduct policy
FRDC Indigenous Reference Group Terms of Reference
Risk policy
External
COAG National Indigenous Reform Agreement 2008
National Agreement on Closing the Gap 2020
Public Governance, Performance and Accountability (Consequential and Transitional Provisions) Bill 2014
Targets for Closing the Gap
Uluru Statement from the Heart
What is reconciliation?

6. PUBLICATION

FRDC Website	Yes	Directors' website	Yes
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7. BACKGROUND

The [COAG National Indigenous Reform Agreement 2008](#) set out COAG's initial Closing the Gap strategy. The strategy set out a National Indigenous Reform Agenda that aims to reduce the differences between Indigenous and non-Indigenous Australians in the areas of life

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expectancy, health, education, and employment. In July 2020 a new bipartisan National Agreement on Closing the Gap was launched with 16 revised Targets for Closing the Gap. Australian Governments have agreed to support reconciliation to promote a unified Australia that recognises and incorporates our Indigenous people and their culture. Reconciliation Australia was established in 2001 as the national body on reconciliation in Australia.

Reconciliation has been shown to deliver a range of benefits to organisations. Reconciliation actions are expected to deliver benefits for and through the FRDC by:

- Improved research and development (R&D) outcomes for Indigenous Australians:
 - by ensuring that R&D investments are planned and delivered with appropriate consideration to cultural protocols, and that wherever possible Indigenous Peoples are included as research partners, and Indigenous knowledge is incorporated in RD&E delivery, research projects are more likely to lead to the achievement of planned outcomes;
 - through effective engagement and advice, identify the priorities of Aboriginal and Torres Strait Islander Peoples and communities;
 - by sharing outputs in a format and manner that encourages Indigenous Peoples to access and adopt the R&D findings and outputs.
- Enhanced effectiveness:
 - create an inclusive environment to enhance two-way interactions and learning, and work to empower Aboriginal and Torres Strait Islander Peoples to engage with government organisations with confidence and trust;
 - informed and culturally aware employees and directors will be respectful and comfortable in engaging with Aboriginal and Torres Strait Islander Peoples, and will be empowered to demonstrate respectful behaviours, and operate in accordance with cultural protocols.
- Opportunities for growth:
 - organisations build respect by increasing the cultural awareness and competency of their employees, and by promoting and celebrating Aboriginal and Torres Strait Islander Peoples culture and knowledge;
 - by having good relationships with Aboriginal and Torres Strait Islander Peoples, the FRDC will increasingly be seen as an appropriate vehicle for managing third party investment focused on Indigenous fishing and aquaculture development, and opportunities to engage in appropriate cultural practices.

International, Commonwealth and State legislation oblige organisations to protect the rights of Aboriginal and Torres Strait Islander Peoples. Legislation includes a requirement to consider human rights, discrimination, equal opportunities and the protection of Aboriginal culture and heritage.

8. POLICY

The FRDC will:

- acknowledge the special relationship that Aboriginal and Torres Strait Islander people have with their traditional lands and waters
- value the experiences, knowledge, perspectives and cultures of Aboriginal and Torres Strait islander peoples, including in a formal sense within projects where appropriate,

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- and protect these as we would any other intellectual property elements
- consistently seek to demonstrate informed respect for Indigenous Australians and work with our partners to achieve the same in developing research, development and extension projects and realising their outcomes
- incorporate Indigenous knowledge where relevant in to research projects and delivery of outcomes.

8.1 Policy in Action

The FRDC has established the FRDC Reconciliation Statement of Intent and Actions as a means to implement this policy.

Further, the FRDC acknowledges the traditional custodians of the land on which its offices are situated (Canberra – Ngunnawal, Adelaide – Kurna), and acknowledges and respects their culture and the contribution they make to the life of each city and its region. The FRDC also acknowledges that RD&E activities funded or managed by the FRDC frequently are undertaken in areas of cultural importance to Aboriginal and Torres Strait Islander people.

The FRDC shares the vision expressed by Reconciliation Australia: ‘A united Australia which respects this land of ours, values the Aboriginal and Torres Strait Island heritage and provides justice and equity for all.’

The FRDC will invest to achieve “*the shared vision of Australia’s fishing and aquaculture sectors of building collaborative, vibrant fishing and aquaculture, creating diverse benefits from aquatic resources, and celebrated by the community*”.

FRDC’s vision recognises the many social and environmental values related to the commercial, recreational and Indigenous sectors.

9. ATTACHMENTS

#	Description
1	n/a






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Final Audit Report

2021-02-24

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