


## Indigenous reconciliation

### Managing Director's Authorisation

### Effective Date

Patrick Hone



17 April 2024

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## 1. PURPOSE

To provide strategic guidance for 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 FRDC's sphere of influence; and to contribute to Indigenous reconciliation in Australia.

## 2. RESPONSIBILITY

Responsibility for this policy resides with the Managing Director.

## 3. DEFINITIONS, ACRONYMS AND ABBREVIATIONS

Definitions link [Definitions](#)

Acronyms Link [Acronyms and Abbreviations](#)

## 4. RISK CATEGORY

This policy covers the following risk categories.

Strategic	Governance	Service Delivery	Reputational	Financial	Operational	People
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## 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
<b>Internal</b>
<a href="#">Code of conduct policy</a>
<a href="#">FRDC Indigenous Reference Group Terms of Reference</a>
<a href="#">Risk policy</a>
<b>External</b>
<a href="#">National Indigenous Reform Agreement</a>
<a href="#">National Agreement on Closing the Gap 2020</a>
<a href="#">Public Governance, Performance and Accountability Act 1989</a>
<a href="#">Targets for Closing the Gap</a>
<a href="#">Uluru Statement from the Heart</a>
<a href="#">What is reconciliation?</a>

## 6. TRAINING

The training for the Policy will be delivered through staff meetings and inductions.

## 7. DOCUMENT MANAGEMENT

If any material resulting from this policy is to be filed to Nemo, see [Nemo Scenarios](#) or General Manager if unsure which metadata to use):

## 8. PUBLICATION

This policy is to be made available on the FRDC website.

This policy is to be made available on the directors' site.

## 9. 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 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, development and extension (RD&E) outcomes for Indigenous Australians:
  - by ensuring that RD&E 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, 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 obliges 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.

## 10. POLICY

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, 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 into research projects and delivery of outcomes.

### 10.1 Policy in Action

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

Further, FRDC acknowledges the traditional custodians of the land on which its staff are located and acknowledges and respects their culture and contribution they make to the life of these cities and regions. FRDC also acknowledges that RD&E activities funded or managed by FRDC are often undertaken in areas of cultural importance to Aboriginal and Torres Strait Islander people.

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.'

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"*.

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

## 11. ATTACHMENTS

#	Description
1	N/A




# Indigenous reconciliation policy - Board Policy

Final Audit Report

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