



March 2022 – September 2023

REFLECT

RECONCILIATION ACTION PLAN



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ACTION PLAN

REFLECT



Environment Institute
of Australia and
New Zealand Inc.

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We acknowledge and value the rights and interests of Aboriginal and Torres Strait Islander peoples in the protection and management of environmental values through their involvement in decisions and processes, and the application of traditional Indigenous knowledge.





A MESSAGE FROM OUR PRESIDENT

The Environment Institute of Australia and New Zealand (EIANZ) is committed to reconciliation with Aboriginal and Torres Strait Islander Australians, through a range of initiatives including this 'Reflect' Reconciliation Action Plan (RAP). Representing environmental practitioners engaged in a wide variety of roles and disciplines, all with a common theme of protecting and managing environmental values, the EIANZ respects and values the tens of thousands of years of Aboriginal and Torres Strait Islander custodianship of Australia, and the Traditional Knowledge embedded in these extraordinary cultures.

The EIANZ recognises that the RAP process is a journey of engagement and reconciliation over many years, starting with this first stage 'Reflect' RAP that encourages environmental practitioners to reflect on the current situation and engage with various groups and individuals over an 18-month period during 2022-23. This stage allows the EIANZ to use its influence in the environmental profession, industry and governments, to engage with Aboriginal and Torres Strait Islander environmental management practices and practitioners.

As EIANZ President, I am proud to see this Action Plan emerge from a two-year process of reflecting on the national importance of Aboriginal and Torres Strait Islander knowledge and values; opportunities for EIANZ members to learn, teach and share

information; and the changing of the EIANZ Code of Ethics and Professional Conduct. Particular credit goes to the EIANZ Indigenous Engagement Working Group for its role as change-agents, and to our colleagues in Aotearoa / New Zealand who have encouraged us to proceed boldly down this path.

Environmental practitioners; as scientists, managers, educators, consultants and policy-makers, can foster the role of Aboriginal and Torres Strait Islander peoples and their Traditional Knowledge in environmental management. They can use their professional influence to encourage environmental career pathways and networking Aboriginal and Torres Strait Islander practitioners.

I strongly encourage EIANZ members and Certified Environmental Practitioners to reflect on the implications and opportunities this RAP presents. It is a call to action for all of us individually, as well as through the organisations in which we work, and our engagement as environmental practitioners with the EIANZ. I invite environmental practitioners across Australia to come on this exciting journey.

Vicki Brady FEIANZ CEnvP
EIANZ President



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REFLECT RAP CEO STATEMENT

REFLECT RAP

Reconciliation Australia welcomes Environment Institute of Australia and New Zealand to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Environment Institute of Australia and New Zealand joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes. These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Environment Institute of Australia and New Zealand to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Environment Institute of Australia and New Zealand, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine



EIANZ REFLECT RECONCILIATION ACTION PLAN

MARCH 2022 – SEPTEMBER 2023

OUR BUSINESS

The Environment Institute of Australia and New Zealand (EIANZ) is a professional association for environmental practitioners. EIANZ supports environmental practitioners and promotes independent and interdisciplinary discussion on environmental issues. EIANZ also advocates environmental knowledge and awareness, advancing ethical and competent environmental practice, and adopts a Code of Ethics and Professional Conduct which is binding on members and Certified Environmental Practitioners in their professional practice.

EIANZ provides membership opportunities that are open to environmental practitioners at all stages of their career – from students to established experts. Our members come from all areas of environmental practice and are at the forefront of challenging and complex issues such as climate change, sustainability and preserving biodiversity.

EIANZ employs nine staff within Australia, none of whom identify as Aboriginal or Torres Strait Islander people. Our current membership is over 2000 people in total, with approximately 90% residing in Australia. EIANZ does not currently collect information on whether members identify as Aboriginal and/or Torres Strait Islander people.

EIANZ is a single business entity comprising an Australian Chapter and New Zealand Chapter. The Australian Chapter has divisions in each state and territory, with Queensland divided into South East Queensland and Far North Queensland. EIANZ is governed by an elected Board and an Advisory Council. Each Australian division and the New Zealand chapter have their own elected committees responsible for the day to day running of operations. EIANZ has one office location in Balwyn, Victoria, on the lands of the Wurundjeri People of the Kulin Nation. However, much of the activity of the Australian EIANZ Chapter is undertaken by volunteers in various divisions, committees, sections and panels who work from various locations on the lands of many First Nations people across Australia.

The RAP only applies to the activities of EIANZ's Australian Chapter. EIANZ members in Aotearoa New Zealand are separately accountable to other advanced engagement and settlement arrangements with Māori organisations and peoples.

OUR RECONCILIATION ACTION PLAN

As the organisation representing environmental practitioners, EIANZ acknowledges that current environmental assets in Australia are a legacy of stewardship by Aboriginal and Torres Strait Islander peoples. EIANZ appreciates the long prior histories of their land, water and sea management, and respects the traditional knowledge and connection to Country embodied in those histories.

The environment profession recognises the importance of a healthy environment and respects the Aboriginal and Torres Strait Islander peoples' concepts of 'caring for Country'. In recognition of the close association between the natural environment, cultural values and Aboriginal and Torres Strait Islander peoples, and the importance of these links to current society and future generations, EIANZ seeks closer engagement with the Traditional Custodians of the land in Australia.

Accordingly, during National Reconciliation Week 2020, the EIANZ Board resolved to develop an Indigenous Engagement Plan, with a long-term goal of an inclusive profession that, through collaboration, mutual learning and partnerships, seeks to achieve better environmental management. A more immediate objective is the encouragement of environmental practitioners in a process of respectful listening and developing our understanding of the role of Aboriginal and Torres Strait Islander peoples' values and environmental management practices, integrated in the work of the environment profession. One consequence of this engagement will be enhanced career opportunities in the environment profession for First Nations Peoples. As part of this plan and with these goals in mind, EIANZ moved to create its first Reconciliation Action Plan.

EIANZ's reconciliation journey to date has included establishing an Indigenous Engagement Working Group (IEWG) to develop and oversee implementation of the Indigenous Engagement Plan. Through the IEWG, EIANZ will be establishing a formal RAP Working Group responsible for implementing the Reflect RAP and continuing EIANZ's reconciliation journey through preparing an Innovate RAP and other RAP stages. The RAP Working Group Chair will be volunteer role that may be subject to rotation. The Chair for the first term will be Alan Chenoweth. The EIANZ President is the RAP Champion responsible for driving and championing internal engagement and awareness of the RAP. The position of RAP Project Officer will be incorporated into the existing paid position of Project Officer within Central Office.

OUR PARTNERSHIPS/CURRENT ACTIVITIES

Our partnerships/current activities

EIANZ has sought to engage with and listen to Aboriginal and Torres Strait Islander peoples' stories about culture, place and management of natural resources through annual conferences, seminars and workshops. For example, events in 2020 addressed:

- Traditional Indigenous methods used in land management, including fire
- Exploring current state legislation reforms of Aboriginal and Torres Strait Islander cultural heritage
- Re-examining the histories of Aboriginal land management
- EPBC Act Review submission regarding Aboriginal and Torres Strait Islander cultural heritage as well as environmental issues

EIANZ ensures there is respectful acknowledgement of Aboriginal and Torres Strait Islander peoples and country at its Australian events and in its public communications. It has begun conversations with leaders of Aboriginal and Torres Strait Islander peoples about the way forward so that the environment profession can have a respectful engagement with Aboriginal and Torres Strait Islander peoples in implementing environmental policy and practice that recognises and draws upon their prior existential interests and stewardship of country.

As noted above, EIANZ has also established the IEWG to develop an Indigenous Engagement Plan.

In May 2021 EIANZ members voted at a Special General Meeting to change the Institute's Code of Ethics and Professional Conduct (Code) to recognise First Nations knowledge, values and rights. The changes will come into effect on 1 December 2021. The changes reflect an ethical obligation and professional practice requirement to recognise and value the rights and interests of First Nations Peoples in the management of environmental values, and for environmental practitioners to acknowledge and where appropriate incorporate these in the work they undertake. By making the changes, EIANZ is laying the foundation for long-term engagement with First Nations Peoples within the environmental profession. It demonstrates the Institute's belief that the rights, values, knowledge and interests of First Nations Peoples are inseparable from good practice environmental management.



ABOUT THE ART

Liz Clarke is a Gunggari woman whose Country is in the Maranoa region in south-west Queensland. Liz's grandparents were members of the Stolen Generation; painting has been a meaningful way for Liz to connect with her culture and as a way of healing. Liz has spent most of her career in environmental regulation and has an interest in traditional ecological knowledge. Liz is a member of EIANZ, a Certified Environmental Practitioner (CEnvP), and is a member of EIANZ's Indigenous Engagement Working Group. Liz is passionate about truth telling, and creating and maintaining an inclusive work environment for Aboriginal and Torres Strait Islander peoples. The artwork is titled Amu yulu, amu mugaru. This means 'Water today, water tomorrow' in Gunggari language.

ARTIST'S STATEMENT

"This painting represents connection to Country and caring for Country. It also provides homage to displaced Aboriginal peoples who yearn for their Country."

As environmental managers, the water cycle underpins much of our work. In the painting water is depicted as the lifeblood of Country; from Creation stories to essential ecosystem functions. The flowing water also symbolises the continual flowing knowledge of the world's oldest living culture.

This knowledge includes traditional ecological knowledge, which has enabled Aboriginal peoples to care for Country and vice versa for tens of thousands of years. It is our responsibility as not only environmental managers, but as Australians, to pay respect to this knowledge and to the custodians of it.

In order to reach a place of true reconciliation, or conciliation, it is crucial that value, respect and understanding is provided toward Aboriginal and Torres Strait Islander peoples. In the spirit of this goal, this painting also represents all cultures coming together as one through a shared vision of looking after people and our environment."

RELATIONSHIPS



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	November 2022	Lead EIANZ President with EIANZ Division Presidents Support RAP Project Officer, RAP Working Group (RWG) Chair.
	Research best practice and principles that support partnerships between the environmental profession and Aboriginal and Torres Strait Islander stakeholders and organisations	April 2023	Lead RAP Project Officer Support RWG Chair.
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our members, staff and associated organisations and individuals.	May 2022, 2023	RAP Project Officer.
	RAP Working Group and IEWG members to participate in an external NRW event	27 May- 3 June, 2022, 2023	RWG Chair and IEWG Australian Co-Chair.
	Encourage and support members, staff and associated organisations and individuals to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2022, 2023	Lead RAP Project Officer Support EIANZ Board and President and EIANZ Division Presidents.
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff, members, and associated organisations and individuals.	November 2022	Lead EIANZ President Support EIANZ Division Presidents, Special Interest Section Chairs and CEnvP Board Chair
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2022	Lead RAP Project Officer Support EIANZ Executive Officer.
	Identify other professional institutions with established RAPs that we could approach to collaborate with on our reconciliation journey.	September 2023	RAP Project Officer.
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	April 2023	Lead RAP Project Officer Support EIANZ Executive Officer.
	Conduct a review of membership policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2023	Lead EIANZ Executive Officer Support EIANZ President
	Include recognition of First Nations Peoples and respect for First Nations knowledge in the EIANZ Code of Ethics and Professional Practice.	March 2022	EIANZ President.
5. Work to establish a process of truth-telling within the environment profession.	Investigate the process of truth-telling as it applies to the environment profession, including through consultation with Aboriginal and Torres Strait Islander stakeholders.	April 2023	RWG Chair.
	Prepare truth-telling recommendations for the EIANZ's Board's consideration of future organisational initiatives.	April 2023	RWG Chair
6. Facilitate mutual relationships between Aboriginal and Torres Strait Islander practitioners and EIANZ members	Investigate establishing an appropriate mechanism within EIANZ to facilitate interaction between First Nations Peoples and EIANZ members. Prepare recommendations for the EIANZ's Board's consideration.	September 2023	RWG Chair.
	Develop guidance on how to promote good practice in incorporating First Nations knowledge and interests into environmental management.	April 2023	Lead RWG Chair Support RAP Project Officer

RESPECT



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
7. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation by investigating formal cultural learning opportunities and developing a cultural learning strategy.	November 2022	Lead RAP Working Group Chair Support EIANZ President, EIANZ Division Presidents and Special Interest Section Chairs.
	Conduct a review of cultural learning needs within our organisation.	April 2023	Lead EIANZ Executive Officer Support RAP Project Officer and RWG Chair.
	Scope a professional development program for environmental professionals aimed at cultural learning, First Nations knowledge sharing and the corresponding obligation on environmental professionals under the EIANZ Code of Ethics and Professional Practice.	September 2023	Lead EIANZ Professional Development Officer Support RWG Chair and Professional Development Committee Chair.
8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Review EIANZ's Qualifications Accreditation Scheme criteria, CEnvP certification criteria and STEPs program, with respect to cultural awareness.	April 2023	Lead EIANZ Professional Development Officer Support Chair, Qualifications Accreditation Scheme Board, RWG Chair, Professional Development Committee Chair and CEnvP Board Chair.
	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	November 2022	Lead RAP Project Officer Support EIANZ Division Presidents
	Increase understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols, by staff, members and associated organisations and individuals.	November 2022	Lead RAP Project Officer Support EIANZ Executive Officer
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Consult with our Aboriginal and Torres Strait Islander stakeholders to develop a cultural protocols document, which will include protocols around Acknowledgment of Country and Welcome to Country.	November 2022	Lead RWG Chair Support EIANZ President and IEWG Australian Co-Chair.
	Educate staff and members about the significance of Acknowledging Traditional Owners and Country when referring to land or waters in environmental reports or documents.	November 2022	Lead RWG Chair Support EIANZ President.
	Raise awareness and share information amongst our staff and members about the meaning of NAIDOC Week.	June/July 2022, 2023	Lead RAP Project Officer Support EIANZ Executive Officer.
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Introduce our staff and members to NAIDOC Week by promoting external events in our local area.	June/July 2022, 2023	Lead RAP Project Officer Support EIANZ Division Presidents.
	RAP Working Group and EIANZ Australian Divisions to participate in an external NAIDOC Week event.	First week in July, 2022, 2023	RWG Chair.

OPPORTUNITIES



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Improve employment outcomes and increase Aboriginal and Torres Strait Islander representation through increased membership, recruitment, retention, and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation, including addressing any barriers to employment.	September 2023	Lead EIANZ Executive Officer Support EIANZ President.
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2022	Lead EIANZ Executive Officer Support EIANZ President.
11. Build and strengthen engagement of Aboriginal and Torres Strait Islander members in the EIANZ membership base.	Consider initiatives to increase membership of Aboriginal and Torres Strait Islander peoples in EIANZ.	April 2023	Lead RWG Chair Support EIANZ President
	Build a stronger understanding of current Aboriginal and Torres Strait Islander membership numbers	April 2023	Lead EIANZ Executive Officer Support EIANZ President
12. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Consider opportunities for procurement from Aboriginal and Torres Strait Islander owned businesses.	April 2023	EIANZ Executive Officer.
	Investigate Supply Nation membership.	September 2023	EIANZ Executive Officer.
13. Build Aboriginal and Torres Strait Islander peoples professional development pathways into the environmental sector.	Investigate options for establishing a bursary or similar scheme to support Aboriginal and Torres Strait Islander peoples to undertake tertiary environmental courses and prepare a recommendation for the EIANZ's Board's consideration.	April 2023	IEWG Australian Co-Chair.
	Investigate the potential benefits of establishing an ongoing work placement experience to support Aboriginal and Torres Strait Islander students studying environment related tertiary studies for consideration of future student pathway initiatives	April 2023	IEWG Australian Co-Chair

GOVERNANCE



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
14. Establish and maintain an effective RAP Working Group (RWG) to drive management of the RAP.	Form a RWG to coordinate RAP implementation and to oversee preparation of a next-stage RAP.	April 2022	Lead IEWG Australian Co-Chair Support EIANZ President
	Draft a Terms of Reference for the RWG.	April 2022	IEWG Australian Co-Chair
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2022	IEWG Australian Co-Chair
15. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	November 2022	Lead RWG Chair Support EIANZ President
	Engage senior leaders in the delivery of RAP commitments.	November 2022	Lead RWG Chair Support EIANZ President, EIANZ Division Presidents
	Define appropriate systems and capability to track, measure and report on RAP commitments.	November 2022	Lead EIANZ Executive Officer Support EIANZ President and RWG Chair.
16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to ensure that our primary and secondary contact are up-to-date to ensure we are receiving important correspondence.	June 2022 and annually	Lead RAP Project Officer Support RWG Chair
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire	August 2022 and annually	Lead RAP Project Officer Support RWG Chair
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2022 and annually	Lead RAP Project Officer Support RWG Chair
17. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2023	RAP Project Officer



Nicole Brown EIANZ Executive Officer

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