

EIANZ Code of Ethics and Professional Conduct – changes to incorporate Indigenous knowledge, values and rights

Resources to help members and CEnvPs work within the revised Code

December 2021

ORGANISATIONS AND WEBSITES

Reconciliation Australia

Reconciliation Australia is a not-for-profit organisation that aims to facilitate reconciliation by developing relationships, respect and trust between Australian communities and Aboriginal and Torres Strait Islander peoples. They focus on five critical dimensions of reconciliation: race relations, equality and equity, institutional integrity, unity, and historical acceptance. Businesses and organisations can register to create a Reconciliation Action Plan (RAP) which gives them a framework to work towards reconciliation. EIANZ is in the process of finalising its first RAP which will provide the Institute with a roadmap to begin its reconciliation journey.

- [Read more>](#)

Indigenous Corporations

Under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006*, many Aboriginal and Torres Strait Islander groups run corporations that may provide services such as: cultural awareness training, cultural consultations, and bookings for events. Search the registry of corporations [here>](#)

Supply Nation

Supply Nation is a non-profit organisation that aims to grow the Aboriginal and Torres Strait Islander business sector through the promotion of supplier diversity in Australia. Companies, non-profit organisations, and government agencies can become members of Supply Nation to improve their supplier diversity.

- [Read more >](#)

Australian Institute of Aboriginal and Torres Strait Islander Studies

The Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATIS) is an organisation focused on communicating the diverse history, cultures, and heritage of Aboriginal and Torres Strait Islander peoples through research and education. Their website contains resources to better understand Aboriginal and Torres Strait Islander peoples' history and culture.

- [Read more>](#)

Diversity Council of Australia

Diversity Council of Australia (DCA) is the peak body for diversity and inclusion in the workplace. They provide programs and advice to their members across all dimensions of diversity, including Aboriginal and Torres Strait Islander peoples.

- [Read more>](#)

Commonwealth Department of the Environment

Engage early – guidance for proponents on best practice Indigenous engagement for environmental assessments under the *Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act)*, 2016

- [Read more>](#)

National Environmental Law Association

The National Environmental Law Association (NELA) website has resources to aid in using Indigenous knowledge in environmental decision-making.

- [Read more>](#)

Mirri Mirri

Mirri Mirri is an Aboriginal owned company that aims to improve Australian's understanding and awareness of Indigenous cultures and develop their professional skills in this area. They provide culturally focused services for organisations that build relationships and engagement with Aboriginal communities. These services include professional workshops and team-building activities.

- [Read more>](#)

Evolve Communities Cultural Awareness Training

Evolve specialise in cultural awareness training. They have multiple courses and workshops to help individuals become Allies, build cultural competency and can help organisations with making the most of their Reconciliation Action Plan.

- [Read more>](#)

Culture Resource Centre

Lead by experienced trainers and cross-cultural coaches Joost Thissen and Kees Hoefsloot, the Culture Resource Centre offers high quality intercultural learning and development interventions and solutions for Australian and overseas businesses. This training includes, but is not limited to, Indigenous engagement. They deliver learning and development interventions, providing organisations with the intercultural competence to improve the effectiveness of their intercultural interactions and achieve results across cultures.

- [Read more>](#)

Aboriginal Insights

Aboriginal Insights offers professional cultural learning that is in demand from all sectors, with a specific focus on Aboriginal Engagement and Building Relationships. They offer cultural e-learning workshops created by Jolleen Hicks. Jolleen is an advocate for Aboriginal People, teacher, former lawyer and businesswoman.

- [Read more>](#)

Culture Matters

Culture Matters is an initiative which considers the underlying principles that apply in relation to diversity based on any dimension of culture: age, gender, nationality, sexual orientation, religion, class, ethnicity. They offer a free introductory course designed to promote awareness of the complexity of culture and to explore strategies which support working in more inclusive ways. While this course focuses on all aspects of cultural awareness - it frequently discusses Māori examples, particular relating to the Treaty of Waitangi.

- [Read more>](#)

Aotearoa New Zealand | Iwi management plans

Find below a list of iwi management plans which are useful documents to consult prior to engaging with Iwi/hapū.

- [Otago Region: Kai Tahu ki Otago Natural Resource Management Plan](#)
- [Auckland Region: Iwi Management Plan for Ngāti Whātua Ōrākei](#)
- [Bay of Plenty Hapū/Iwi Resource Management Plan](#)
- [Waitkato Region Iwi Management Plan](#)
- [Wharerata Ranges \(Wairoa District\) Environment and Natural Resources Plan](#)
- [Canterbury Region: Iwi Management Plan](#)
- [Southland Region: Ngāi Tahu ki Murihiku Natural Resource and Environmental Iwi Management Plan](#)
- [Nelson Region: Iwi Environmental Management Plan](#)
- [Kaikoura: Iwi Environmental Management Plan](#)
- [Waitaki Region: Iwi Management Plan](#)

Te Puni Kōkiri: Ministry of Māori Development

The Ministry of Māori Development has a useful directory of iwi and Māori organisations, as well as a tool which can be used when discerning which iwi are affiliated with the land in different parts of Aotearoa New Zealand.

- [Read more>](#)

Te Kāhui Tūroa (Wellington Region)

Taranaki Whānui, as mana whenua of the Whanganui-a-Tara rohe provide cultural services to individuals and organisations through Te Kāhui Tūroa.

- [Read more>](#)

Aukaha (Otago Region)

Aukaha are a Rūnaka based consultancy service with Governance from five Rūnaka owners. They offer a range of services including working with Kāi Tahu as the Treaty Partner, advocating for rūnaka goals in the natural, rural and urban environments, and engaging

with Kāi Tahu on the development of plans, strategies and policies under a number of pieces of legislation. Aukaha also provide cultural training and workshops.

- [Read more>](#)

Mahaanui Kurataiao (Canterbury Region)

Mahaanui Kurataiao is a charitable resources and environmental management advisory company that aims to increase recognition and protection of tāngata whenua values in their takiwā. They provide values-based advice on resource and environmental activities, as well as facilitating consultations with ngā rūnanga for individuals, companies and organisations.

Kāhui Tautoko Consulting (Aotearoa New Zealand)

Kāhui Tautoko Consulting (Aotearoa New Zealand) specialise in Indigenous community development. They work with a variety of Indigenous organisations and Government agencies to deliver Indigenous-focused programs and services.

- [Read more>](#)

STYLE GUIDES AND ENGAGEMENT TOOLS

The EIANZ recommends referring to the following resources for culturally appropriate and respectful language to use when writing or communicating with, for or about Aboriginal and Torres Strait Islander peoples (note: there is no equivalent resource for Aotearoa New Zealand).

- [Australian Government | Style Manual](#)
- [Reconciliation Australia | Demonstrating inclusive and respectful language](#)

The Australian and New Zealand School of Government publication 'Respect for Indigenous peoples and cultures' is relevant

- [ANZSOG | 'Respect for Indigenous peoples and cultures'](#)

These guidelines have been prepared by the University of Canterbury to ensure the use of te reo Māori across all UC publications, social media and marketing is accurate and consistent. They are a useful guide beyond the UoC setting.

- [University of Canterbury guidelines](#)

Karaitiana Taiuru has been involved with Māori Cultural rights, Indigenous and Traditional Knowledge and assisting brands both in New Zealand and internationally for over 25 years. These high-level guidelines provide an introduction to Māori cultural appropriation and give useful tips in relating to marketing and communications.

- [Karaitiana Taiuru guidelines](#)

EIANZ FREE WEBINARS

EIANZ Annual Conference 2021 | Keynote: Indigenous Knowledge in Science

Keynote presentation from Barry J Hunter and Billy van Uitregt.

Barry J Hunter is a descendant from the Djabugay speaking people of Cairns hinterland. Barry has over 30 years' experience in Aboriginal affairs particularly in areas of land, natural and cultural resource management. He is the Chairperson for the Aboriginal Carbon Foundation, a Board member of Terrain NRM and the Lead Author, Indigenous Lands, for the Australian State of the Environment Report 2021

Billy van Uitregt has Ngaa Rauru, Whanganui, Tūhoe, and Nederlander tribal and cultural affiliations. He lectures in Environment and Earth Sciences at Victoria University, Wellington. In Australia he worked with the Anindilyakwa Land and Sea Rangers in Northern Territory and then with First Nations communities in the South Australian Murray-Darling Basin on water policy. He is currently researching indigenous worldviews and knowledge, particularly around environmental conservation.

- [Watch now>](#) (password Keynote1)

EIANZ Virtual Annual Conference 2020 | Heritage webinar

Afzal Khan from the Bandjalang Native Title Corporation and Charlie Ord from the Githabul Corporation discuss the impacts of the 2019 Bushfires on cultural heritage and how we can protect Country through future fire seasons.

- [Watch now>](#)

New Zealand Virtual Symposium 2020 | Day 1

On day 1 of the 2020 New Zealand Virtual Symposium, Mike Smith, Chair of Iwi Chairs Climate Change Rōpū, gave an insight into the Māori perspective on Aotearoa New Zealand's climate change response.

- [Watch now>](#)

Bruce Pascoe: Re-examining the history of Aboriginal land management – Why this is important for environmental professionals.

Author of *Dark Emu*, Bruce Pascoe explains why the environment profession needs to better understand and draw on 65,000 years of Aboriginal knowledge on land management if we are to restore our environment and set Australia on a sustainable path.

- [Watch now>](#)

Environmental Defenders Office: Exploring current state legislation reforms in Indigenous heritage.

EIANZ and the EDO presented a webinar focusing on legislation concerning Indigenous heritage and the current reforms that are taking place in state-based mechanisms around Australia.

- [Watch now>](#)

Wayne Davis: Traditional Indigenous methods used in land management, including fire.

Wayne Davis is a Kaitij man from the Northern Territory with extensive on ground experience in Managing Land Management Programs on the APY Lands. In this webinar he talks about his almost 40 years of on ground practical experience in "Caring for Country" and how those experiences are applied.

- [Watch now>](#)

FREE WEBINARS AND TALKS FROM OTHER ORGANISATIONS

ABC: Songlines presents: What can we learn from indigenous Australians and their 60,000 years caring for country?

Visit remote parts of Northern Territory to see the catastrophic impact of climate change and how we can work together to protect it.

- [Watch now>](#)

Australian Story: How Indigenous fire management practices could protect bushland

Passed on through the generations, could Indigenous cultural burning save Australia's landscape from another catastrophic bushfire season?

- [Watch now>](#)

Tedx Talks: The case to recognise Indigenous knowledge as science | Albert Wiggan

In this passionate talk, Albert Wiggan calls for better recognition from the scientific community arguing that Indigenous knowledge is science and that's what we should call it. Albert Wiggan is a Bardi-Kija-Nyul Nyul man from the beautiful waters of Boddergron (Cygnets Bay) on the Dampier Peninsula, who is passionate about culture, country and Indigenous science.

- [Watch now>](#)

CSIRO: Australia's biodiversity: Indigenous perspectives

Aboriginal concepts connecting people to 'Country' and living things through a web of relationships have a lot in common with the English term 'biodiversity'. Aboriginal and Torres Strait Islander peoples have a unique perspective on Australia's biodiversity and its management, which stems from their long-term observations, sustained residence and oral histories. Dr Fiona Walsh talks about some of the knowledge and perspectives that have been shared with her.

- [Watch now>](#)

Better Futures: Heal Country

Indigenous Peoples' Organisation Australia and Better Futures Australia's free webinar series — Heal Country, Heal Climate. Join this critical dialogue among Aboriginal and Torres Strait Islander peoples to explore climate change impacts and solutions. The discussion explores ways of collectively looking after country and taking ownership of our collective futures. Speakers share insights to the national treasure we share in the world's oldest living Indigenous culture, and facilitate the exchange of unique Indigenous land and water knowledge systems to inform Australia's climate change response.

- [Watch now>](#)

Threatened Species Hub: Research partnerships for management of Country and species

Taking care of Country is a cornerstone of the lives of Indigenous people of Australia. The deep understanding Traditional Owners have of Country, seasonality, fire, water, plants and animals is critical to managing Australia's biodiverse ecosystems. Join as Indigenous leaders and partners of the TSR Hub discuss the work they are doing caring for species and places, and together with their research partners, highlight the lessons learned in building effective two-way research collaborations.

- [Watch now>](#)

Growing respect for culture and significant species in schools

This webinar discusses the importance of opportunities for Indigenous-led learning about nature in schools, and showcases an exciting new project bringing culturally significant species into school grounds, and knowledge about those species into the classroom.

- [Watch now>](#)

PAID WEBINARS FROM OTHER ORGANISATIONS

Adam Davids Webinar

Adam Davids is the director of learning at CareerTrackers and board member at Social Ventures Australia. He is a proud Aboriginal Australian and descendant of the Wiradjuri people. Watch his masterclass on building sustainable and high impact programs for First Nations and other historically marginalised communities.

- [Watch now>](#)

SBS Indigenous Awareness Training Course

Produced by the SBS, this is a short online training course that offers a cost-effective way for any workplace to increase awareness of Aboriginal and Torres Strait Islander cultures. The course tells real stories, creates empathy, and makes complex information digestible through high quality animations, interviews and activities. Aimed at businesses and organisations, this course aims to foster a fairer, safer, and more respectful environment for Aboriginal and Torres Strait Islander peoples in your own workplace or in the community.

- [Watch now>](#)

Institute of Community Directors Webinar | Aboriginal Cultural Awareness and Engagement

This webinar will provide guidance for boards and organisational leaders wishing to open a respectful dialogue with First Nations peoples and communities, helping you learn how to foster authentic participation and establish effective partnerships with Aboriginal and Torres Strait Islander communities.

- [Watch now>](#)

ACADEMIC PAPERS

Helen Ross, Elspeth Young and Lynette Liddle (1994) Mabo: An Inspiration for Australian Land Management, Australian Journal of Environmental Management, 1:1, 24-41, DOI: 10.1080/13221698.1994.11978478 (To link to this article:

- [Read paper>](#)

te ao Māori – The Māori worldview

- [Read paper>](#)

Alexander Gillespie Māori, Biodiversity and International Law –

- [Read paper>](#)

Michael Davis (1998) Biological Diversity and Indigenous Knowledge, Parliamentary Library Research Paper 17 (1997-98)

- [Read paper>](#)

Fulvio Mazzocchi (2006) Western science and traditional knowledge, EMBO Reports Vol 7 | No 5 | 2006

- [Reap paper>](#)

Living Knowledge – Indigenous knowledge in science education, Common Questions (2008) ARC Research Project

- [Read paper>](#)

Helen Ross and Melissa Nursey-Bray (2020) Acknowledging Country properly, Australasian Journal of Environmental Management, 27:3, 245-248, DOI

- [Read paper>](#)