

# BUNDANON TRUST

## RECONCILIATION ACTION PLAN 2015-18



*Tia Peters and Kaitlyn Locke, Bomaderry High School, Bundanon Blak 2000; Dancers, Siteworks 2014*

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## 1. VISION

***“To maintain an active partnership with local and national Indigenous communities that fosters respect and understanding of Indigenous cultural heritage and encourages engagement with Bundanon’s programs.”***

## 2. INTRODUCTION

Bundanon’s Reconciliation Action Plan (RAP) outlines actions to be taken by the Trust to engage with Indigenous communities and organisations, both on the NSW South Coast and nationally.

The Trust is committed to raising staff awareness of Indigenous culture and protocols and in doing so, acknowledges the Wodi Wodi of the Yuin nation, the traditional custodians of the land in Illaroo where Bundanon, Earie Park, and Riversdale are situated.

Bundanon Trust has a strong track record of working with Indigenous artists from across Australia and Indigenous communities in the Shoalhaven. We have a commitment to sharing the Trust properties with Indigenous people and to removing barriers to their participation in our arts, education and land management programs.

In order to effectively monitor the RAP’s implementation, measurable performance indicators are specified against all initiatives. The RAP will be reviewed annually to monitor its ongoing relevance.

## 3. OUR BUSINESS

Gifted to the nation in 1993 by Arthur and Yvonne Boyd, Bundanon is situated on 1,100 hectares of bushland along the Shoalhaven River, on the South Coast of NSW. The organisation operates on two sites: Riversdale (Arthur and Yvonne Boyd Education Centre) and Bundanon (artist in residence complex and Bundanon Homestead).

Bundanon preserves the natural and cultural heritage of its sites and supports arts practice and engagement with the arts through its residency, education, research, exhibition and performance programs.

## 4. THE PLAN

### 1. Acknowledgement and Respect

Bundanon's work, as an arts and educational agency, is informed by respect for Indigenous heritage and the contribution of Indigenous people to Australia's cultural life.

#### Objectives:

1. Acknowledge prior custodianship of Bundanon Trust properties
2. Pay respect to the traditional custodians of Bundanon Trust land

Objective	Action	Timeline	Performance Indicator
1.	Acknowledge prior Wodi Wodi custodianship when welcoming visitors to the properties and at all public gatherings.	Implemented as custom and practice	Ceremonies carried out
2.	With advice from Nowra Local Aboriginal Land Council seek Elder/s to undertake <i>Welcome to Country</i> acknowledgement as a preface to large scale on-site activities and for groups of visiting Indigenous people.	Implemented as custom and practice	Ceremonies carried out
3.	Be guided by the findings of Bundanon's <i>Indigenous Heritage Management Plan</i> (2011) and make the report available to the public through the Trust's website.	Ongoing	<i>Indigenous Heritage Management Plan</i> on website.

### 2. Employment and Staff Development

Bundanon is committed to promoting reconciliation to staff, volunteers and visitors and to training its staff and volunteers in appropriate Indigenous protocols.

Bundanon is a small organisation (22 Equivalent Full Time staff members) which encourages applications for employment from Indigenous people. The Trust will pursue funding opportunities to employ Indigenous staff where appropriate. Every year the Trust employs artists with Indigenous heritage in arts and education program delivery.

Indigenous staff have been engaged in the past, including a Property Assistant under the Australian Business Limited New Apprenticeships Centre (2005-07) and a Finance Officer (2006-08). At the moment Bundanon Trust has no staff of Aboriginal or Torres Strait Islander heritage or background.

#### Objectives:

Raise staff and volunteer awareness of Indigenous Protocols and Policies.

Objective	Action	Timeline	Performance Indicator
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1.	Develop in-house <i>Indigenous Protocols and Policies</i> .	June 2015	Policy completed and included in internal policies and procedures manual.
2.	All new staff and volunteers are made aware of <i>Indigenous Protocols and Policies</i> during initial induction and orientation.	Ongoing	Implemented
3.	Conduct periodic refresher sessions on <i>Indigenous Protocols and Policies</i> with all staff.	Every twelve months, or as required	Implemented

### 3. Community Partnerships

Bundanon recognises the role local Aboriginal people, and relevant interest groups and agencies, can play in assisting the Trust to shape arts and education programs of relevance to the Indigenous community and in creating bridges to participation in Bundanon's programs.

#### Objectives:

1. Develop partnerships with local communities and organisations representing Indigenous people from the Wodi Wodi, Dharwal and Wandandian clans of the Yuin nation.
2. Develop links to agencies which support professional Indigenous arts practice through Bundanon's diverse programs.

Objective	Action	Timeline	Performance Indicator
1.	Include Aboriginal representation on committees guiding local arts programming to provide input into program development and evaluation.	Implemented & Ongoing	Representation on Bundanon Local Steering Group
2.	Build on Bundanon's existing Indigenous network through liaison with local community groups and organisations.	Ongoing	I n c r e a s e d contacts available to Bundanon
3.	Introduce Indigenous artists in residence to local Indigenous community representatives.	Implemented & Ongoing	I n t r o d u c t i o n s initiated.
4.	Provide Outreach programs to Indigenous school age students and community members.	Implemented & Ongoing	Minimum of two programs developed per year
5.	Target high Indigenous population schools in the Adopt a School and Outreach programs.	Implemented & Ongoing	One visit per year
6.	Maintain relationships with the Aboriginal Education Officers and Indigenous representatives across the education sector.	Implemented & Ongoing	Ongoing liaison

7.	Maintain relationships with the Indigenous representatives in Local, State and Federal Government (ie Arts and Cultural Development Managers and Aboriginal Liaison Officers etc.)	Implemented & Ongoing	Ongoing liaison
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#### 4.4 Arts development

Bundanon has the potential to become pro-active in Indigenous arts activity in the region, as well as provide development opportunities for professional artists on a national and international level.

##### Objectives:

1. Develop initiatives in collaboration with other arts organisations, Indigenous artists and community groups to deliver a cohesive and sustainable Indigenous arts program
2. Support arts skills development in the Indigenous community and provide a venue for workshops and delivery of Indigenous arts programs
3. Develop an Indigenous audience base for Bundanon

Objective	Action	Timeline	Performance Indicator
1.	Establish an Indigenous Arts Reference Group to provide input into arts program development	Implemented & Ongoing	Group convened once per year
2.	In partnership with Indigenous arts organisations, and organisations with Indigenous programming streams, develop opportunities for Indigenous artist participation.	Implemented & Ongoing	One partnership with outcomes for professional artists per annum.
3.	Engage local Indigenous artists in residency, teaching and performance opportunities where appropriate.	Ongoing	Paid engagement of artists
4.	Raise the profile of Indigenous involvement in the Residency program by inviting the participation of high profile Indigenous artists and thinkers.	Implemented & Ongoing	Two Residencies annually
5.	Seek funding to support participation by Indigenous artists and thinkers across Bundanon's residency, education and public programs.	Funding sought annually.	Funds brokered & projects implemented

6.	Provide opportunities for Indigenous community members and school children to interact with significant Indigenous artists and, where possible, for them to undertake skills and arts development workshops.	Implemented & Ongoing	Two opportunities per year
7.	Promote Bundanon's engagement with Indigenous artists and communities through the website, social media and print collateral.	Implemented & Ongoing	Indigenous engagement promoted regularly.

#### 4. Monitoring and Evaluation

Bundanon Trust will review its commitment to Indigenous arts and community and refresh the Reconciliation Action Plan annually.