



**South East Queensland Traditional Owners Alliance Ltd  
[SEQTOA]**

## POSITION DESCRIPTION

### **CHIEF EXECUTIVE OFFICER - IDENTIFIED ABORIGINAL POSITION**

#### **Background:**

South East Queensland Traditional Owners Alliance Limited (SEQTOA) is an alliance of the Aboriginal Traditional Owners in the South East Queensland region (roughly the area from Noosa to the Tweed River and west to the Great Dividing Range/Toowoomba). The members of the Company are the cultural group organisations (Gubbi Gubbi, Kabi Kabi, Jinibara, Jagera (incl. Jagera, Yuggera and Ugarapul), Mulinjarlie, Ngarang-Wal, Kombumerri and Quandamooka (including Ngugi, Noonucle and Gorenpul).

SEQTOA's main purpose is to represent and promote the engagement of member Traditional Owner groups in the natural and cultural resource management of the region. SEQTOA's Cultural Resource Management Plan (*Our Plan*) is available online at [www.seqtoa.com.au/downloads](http://www.seqtoa.com.au/downloads).

SEQTOA is a small but growing organisation. It is presently supported by funding from a number of government and community agencies.

**Reports to:** Chairperson and Board of Directors

**Location:** Located at 71 Frasers Road, Ashgrove Qld 4060

**Contacts:** Communicates with:

- the SEQTOA Board
- all staff and SEQTOA business partners
- Traditional Owner representatives and individuals from all SEQ traditional cultural groups
- Senior staff of SEQ Catchments, the Healthy Waterways Partnership, State and Federal government departments, local governments, catchment organisations and landholder industry associations
- Landholders and other residents of South East Queensland

**Tenure:** Full-time, permanent position, subject to 3 months probation, contract and continued funding. The position is presently supported by funding from SEQ Catchments

and the Department of Environment and Resource Management which, subject to SEQTOA performance, has been assured to 30 June 2011. Extension of funding beyond that time will be sought if required.

It is anticipated that the incumbent Executive Officer will be offered employment in a different role within this Company and will be available to provide extended handover to the appointee.

**Opportunities:** SEQTOA is currently expanding into new ventures including a training enterprise and major partnerships promoting Aboriginal and Torres Strait Islander employment with Traditional Owner groups and agencies engaged in delivering natural and cultural resource management activities in South East Queensland.

**Challenges:** SEQTOA requires a professional and accountable manager who will manage its staff, lead the development of the organisation, its policies and programs, and implement Board policies and decisions. Advocacy for Traditional Owner aspirations in a variety of forums and media is our main business.

**EEO:** SEQTOA is an equal employment opportunity employer. All positions are open to the employment of Traditional Owners, other Indigenous people and people of all other ethnic groups. However, this position is identified as one in which Aboriginality is critical to success.

**Objectives of Position:**

1. To develop a sound understanding of the aspirations, plans, goals and priorities in natural and cultural resource management of SEQTOA, its Members and its partners;
2. To develop a sound understanding of the regional NRM environment, including the threats to and opportunities for SEQTOA to promote its aspirations, plans, goals and priorities in natural and cultural resource management;
3. To develop effective communication and relationships with:
  - a. Staff, Directors and the SEQ Traditional Owner groups;
  - b. The staff and relevant committees of all partners including government agencies and SEQ Catchments;
  - c. Local governments, catchment/landcare associations, other community and industry organisations in the region;
4. To facilitate and lead on-going policy formation, planning, funding and implementation of Traditional Owner aspirations;

5. To advocate for and promote the interests and policies of SEQTOA in SEQ natural resource management forums and to lead representations to and negotiations with significant partners;
6. To manage the staff and operations of the company, assuring compliance with ASIC regulations, audit requirements, grant funding conditions and all relevant legislation.

**Principal Duties:**

1. Ensure the timely circulation of meeting notices, agendas and reports and the prompt preparation of accurate minutes
2. Implement the decisions and directions of the Executive Committee and the Board;
3. Ensure that the funds of the Company are well managed and accounted for:
  - i. That a realistic annual budget is adopted and is periodically reviewed and adjusted;
  - ii. That appropriate cost control and internal audit processes are in place and are followed;
  - iii. That the Board is provided with regular and informative and reliable financial reports and projections and that variances from budget are reported and satisfactorily explained;
  - iv. That reporting and acquittal of grants is performed in accordance with funding agreements to the satisfaction of funding bodies.
4. Lead the periodic review of SEQTOA's primary planning and policy documents, develop annual budgets, project planning and funding proposals and submissions to partners and other stakeholders;
5. Apply for and manage funding for the operation of the Company and the implementation of projects to meet the aspirations of Traditional Owners as detailed in the SEQ Traditional Owners Cultural Resource Management Plan and other policy decisions;
6. Manage the staff of SEQTOA to achieve effectiveness, accountability, responsiveness to the Board and its policies, responsiveness to and collaboration with partners and on-going staff development;
7. Manage development of the SEQTOA Training Enterprise as a future source of revenue, providing independence from government operational funding;
8. Liaise with Traditional Owner groups and other partners to clarify, describe and explain SEQTOA's policies, plans and priorities and to engage Traditional Owner communities in natural and cultural resource management;
9. Participate in and represent SEQTOA in meetings of regional and State natural resource management and Aboriginal and Torres Strait Islander forums. These involvements may include:
  - i. The Regional Landscape and Open Space Advisory Committee;

- ii. The SEQ (NRM) Regional Coordination Group;
  - iii. The SEQ CEO's Natural Resource Management Committee;
  - iv. The Planning and Investment Advisory Committee of SEQ Catchments;
  - v. The Regional Trails Committee (Department of Infrastructure & Planning);
  - vi. The Aboriginal & Torres Strait Islander Regional Coordination Group when formed;
  - vii. The Murri Network.
10. Continue the development of the SEQTOA website and other publications for the promotion of Traditional Owner views and aspirations;
  11. Report regularly on targets, actions, funding, partnership needs and evaluation of progress in all projects and enterprises, with recommendations, to the Executive Committee and to the Board.
  12. Undertake training as appropriate to further develop skills, knowledge and understanding.

### **Conditions of Employment**

Nominal hours are 38 per week but the appointee will be expected to devote additional time to the job as necessary to achieve the position's objectives. No overtime will be paid. However, attitudes of flexibility and give-and-take are encouraged.

Benefits include:

- Annual salary of \$80,000 to \$85,000 as agreed, depending on qualifications and experience;
- Personal leave after qualifying period and 4 weeks annual leave p.a. with annual leave loading of 17.5%;
- Additional paid leave (up to 7 days) in the Christmas–New Year period;
- Superannuation guarantee contributions by employer @ 9% of salary to a fund of your choice.

### **Selection Criteria**

1. Aboriginality;
2. Sound knowledge and understanding of Aboriginal Traditional Owner culture and Traditional Owner issues;
3. Excellent written and verbal communication skills including the ability to prepare complex submissions and to communicate effectively and sensitively with Aboriginal and Torres Strait Islander peoples in accordance with cultural protocols;

4. Negotiation, planning, business and financial management skills;
5. The ability to advocate for Traditional Owner interests to the various stakeholders in the NRM environment including State and local government, integrated catchment management organisations and land owners;
6. Sound interpersonal skills including tact, diplomacy and assertiveness;
7. The ability to lead and work as part of a team;
8. Demonstrated networking skills;
9. Sound computer skills including Microsoft Office applications;
10. Experience in advocacy, meeting facilitation and training provision;
11. Experience in the management of staff, including recruitment, training, mentoring and performance assessment, including Aboriginal workers or trainees;
12. Experience in managing a small organisation, ensuring compliance with corporate regulations and audit requirements, reporting to, minuting and advising a Board of Directors and leading the processes of planning and policy formation;
13. Experience in developing and responding to complex documentation;
14. Understanding of practical on-ground natural and cultural resource management work;
15. Understanding of Aboriginal cultural heritage and Native Title issues;
16. Appropriate tertiary qualifications;
17. A current, unrestricted Queensland driver's license.

## **Applications**

Written applications addressed to the Executive Officer, SEQTOA, PO Box 796, Ashgrove Q 4060 or, preferably, emailed to [graeme@seqtoa.com.au](mailto:graeme@seqtoa.com.au) will be received up to 9:00 a.m. on Monday, 9<sup>th</sup> February 2010. Applications should address each of the selection criteria, include a resume of work history and provide contact details for at least 3 referees. One referee should be an Aboriginal community leader. Referees will only be approached, with your knowledge, after interview.

Short-listing of applicants for interview is expected to be completed by 16<sup>th</sup> February. Short-listed applicants will be contacted shortly after that and interviews are expected to be held early in the following week. Phone Graeme on 0407 153 562 or 3366 1116 for clarification or further information.



**South East Queensland Traditional Owners Alliance Limited  
[SEQTOA]**

## **SEQTOA – AN INTRODUCTION**

South East Queensland Traditional Owners Alliance Limited (SEQTOA) is a not-for-profit company formed by the Traditional Owner cultural group organisations of South East Queensland. It was formed to represent and advance the interests of traditional owners in cultural and natural resource management and expects to make a valuable contribution to the wider community's natural resource management through the contribution of a clearer sense of place, traditional ecological knowledge and stronger motivation to care for country.

SEQTOA is recognised by the State Government and Regional NRM Body (SEQ Catchments) as the peak body for Traditional Owner consultation in cultural and natural resource management planning and works in South East Queensland – it is coming to play a role in the engagement of the wider Indigenous (non-Traditional Owner) community and is now developing a role in the employment and training of Traditional Owner people in on-ground natural resource management works.

### **MEMBERSHIP**

Cultural groups represented by SEQTOA include: Yugambah (Ngarang-Wal/Kombumerri & Mulinjarlie), Quandamooka (Noonucle, Ngugi & Gorenpul), Jagera (Jagera, Yuggera & Ugarapul), Jinibara, Gubbi Gubbi and Kabi Kabi. These comprise almost all Native Title Claimants and Registered Cultural Heritage Bodies in the Region. Membership is open constitutionally to groups which do not currently participate.

### **AIMS**

The primary aim of SEQTOA is to develop wider engagement of Traditional Owners in natural and cultural resource management (NRM). A demonstration of how this can be achieved is provided by the organisation's partnership in the Healthy Country project which is separately described below.

One means by which the company seeks to improve Traditional Owner engagement in NRM is by the promotion of Indigenous work teams for the on-ground NRM works funded by SEQ Catchments, the Department of Environment Water Heritage and the Arts (DEWHA) and other partners. Initially the company will employ and train Indigenous people on traineeships. At a later stage it expects to take on contracts using employees and contractors who emerge from its training programs.

Another major ambition is to establish an independent revenue source which can replace the present government-provided operational funding of \$180,000 p.a. To this end, with funding from the Department of Education, Employment and Workplace Relations it engaged a consultant and prepared feasibility studies and a Business Plan for establishment of a Cultural Awareness Training enterprise. A Contract Trainer has now been engaged and will commence the delivery of training in the next few months.

### **CURRENT ENGAGEMENTS**

SEQTOA uses its engagement in a range of State and regional planning and consultative processes as a means to promote traditional owner knowledge, values and priorities to the wider community. Staff and directors regularly engage with the following bodies:

- The boards and committees of the regional NRM body, SEQ Catchments;
- The (Department of Environment & Resource Management) SEQ Regional Coordination Group;
- The SEQ (State Government) CEO's NRM Committee;
- The (Department of Infrastructure & Planning - DERM) Brisbane Valley Rail Trails Regional Committee;
- The Queensland Fishing Industry Research Advisory Committee;
- The (Queensland NRM) Murri Network;
- The Healthy Country Regional Committee and the three local committee under that project (SEQTOA is a partner in this \$8m project, along with SEQ Catchments, SEQ Healthy Waterways Partnership, DERM and Department of Employment Economic Development and Innovation);



**South East Queensland Traditional Owners Alliance Limited  
[SEQTOA]**

SEQTOA engages widely within the Indigenous community including all operational SEQ traditional owner language groups, and a number of Elders Groups. It is developing relationships with numerous other organisations dealing with health, housing, justice, equity, education, training/employment, arts and sporting issues.

SEQTOA engaged with the wider Indigenous community to facilitate Aboriginal and Torres Strait Islander input to the statutory SEQ Regional Plan 2009-2031 and the SEQ Natural Resource Management Plan 2009-2031. It was successful in achieving the inclusion in those plans of significant input from Traditional Owners and other Aboriginal & Torres Strait Islander people. Extracts of relevant new material included in the revised Plan are shown in Appendix I.

## **CURRENT PROJECTS**

### **Healthy Country**

Under a contract with DERM, SEQTOA aims to improve the engagement of Traditional Owners in natural resource management (NRM), especially in relation to the SEQ Healthy Waterways Strategy and particularly in relation to the three “Healthy Country focal areas” (one each in of the Logan, Lockyer and Bremer catchments). Work will be carried out in those three sub-catchments by a partnership comprising SEQ Catchments (the regional NRM body), DEEDI, the Healthy Waterways Partnership and SEQTOA.

The project aims to reduce the volume of sedimentation and nutrients entering rivers and Moreton Bay. The project is based on science and engages landholders to agree to and/or carry out funded works on their land to reduce the sediment and nutrient load. These works, based on the scientific assessment and planning, will include such things as, tree planting, fencing out of riparian areas to prevent stream bank damage by stock, construction of “water slowing” devices such as swales, re-establishing wetlands and, possibly, in-stream works including the construction of “large woody debris” weirs. SEQTOA is funded for a position of Partnerships Coordinator and has strategies in place to promote the use of Traditional Owner contract teams to undertake works in each of the focal areas..

Healthy Country is a proof of concept project aiming to demonstrate that it is possible to control the sedimentation problem. The SEQ Healthy Waterways Strategy proponents, on the conclusion of the project, will ask Government for larger ongoing funding to extend and continue the project to achieve a 50% reduction in sedimentation over 20 years.

### **Cultural Training**

SEQTOA has been funded under the DEWHA Indigenous Cultural Support program to provide nine days of intergenerational traditional knowledge transfer and recording separately to seven cultural groups. a total of 9 days face-to-face training will be provided to each group. It is planned that two trainers selected by their respective cultural group will provide teaching to each group of trainees. Green Army trainees engaged under a different program will form part of the training groups.

### **Healing Country**

SEQTOA has been funded under the Healing Country – Oil Spill Rehabilitation program to record Traditional Owner knowledge of country affected by the March 2009 *Pacific Adventurer* oil spill. This is a major project involving up to 142 Elder days of knowledge recording on beaches and rocky foreshores on the Sunshine Coast, Bribie Island, Moreton Island and North Stradbroke Island. Other works will be carried out by Green Army Trainees to be engaged in connection with this project.



**South East Queensland Traditional Owners Alliance Limited  
[SEQTOA]**

### **Green Army Traineeships**

A current application for 15 trainees working for 12 months in 4 separate projects is expected to be determined soon. Funding from other sources will supplement traineeship funds. Three supervisors and a Coordinator are also to be engaged. All will work for 9 days in conjunction with the Cultural Training project which will provide for the transfer and recording of traditional knowledge across the region. One team of 6 trainees will also work in partnership with the Healing Country project based on the Sunshine Coast and Bribie Island – this team will also be heavily involved in biodiversity monitoring and dune stabilisation works. Teams of 4 will also work respectively on sections of the Brisbane Valley Rail Trail and at the Guanaba Indigenous Protected Area. Fourteen of the trainees will undertake a Certificate III in Indigenous Conservation and Land Management and one, based in our office, will undertake Certificate III in Business Administration.

### **OTHER ACTIVITIES**

SEQTOA also has the following projects in hand at present:

1. Recording Traditional Owner engagement in the SEQ regional planning process on film – this film (4 documentary episodes) to be screened on National Indigenous TV and possibly other channels;
2. Participating in the coordination of regional trails (the Brisbane Valley Rail Trail) and sourcing archaeological profiling of the landscape along the Trail (i.e. reconstructing the pre-European cultural landscape);
3. Development of a website (currently under construction);
4. Developing a Traditional Knowledge Recording/Intellectual Property Protocol to govern the recording and storage of traditional knowledge.

### **THE SEQTOA CULTURAL RESOURCE MANAGEMENT PRIORITIES**

A list of Targets and Actions included in the SEQ Traditional Owner Cultural Resource Management Plan (prepared by our predecessor company, SEQTOLSMA) follows. The full Plan is available for download at [www.seqtoa.com.au/downloads](http://www.seqtoa.com.au/downloads).

## **Our Plan Targets and Actions**

**Target-R1: In 2008, the pristine, pre-European settlement condition of the SEQ landscape and biodiversity is formally recognised in the SEQ Regional Plan and SEQC NRM Plan.**

**Action R1:** Negotiate for explicit recognition in the SEQ Regional Plan and SEQC NRM Plan of the pristine, pre-European-settlement condition of the SEQ landscape and biodiversity. Also develop scope of works to undertake Actions R2a and R2b.–

**Target-R2: By 2012, document the pre-1824 condition of the SEQ cultural landscape and biodiversity and publish and promote use of appropriate and accurate wording in all resource management to better reflect recognition of that condition.**

**Action R2a:** Promote historical research into the pre-colonial cultural resource condition.

**Action R2b:** Collate, publish and promote use of appropriate and accurate wording in all resources to better reflect recognition

**Target-CE1: By 2010 Aboriginal Traditional Owners have become fully engaged in planning and decision making at all levels of government and have established alliances and partnerships with government and the wider community.**

**Action CE1a:** Develop a Memorandum of Agreement (MoA) with SEQ Catchments Ltd

**Action CE1b:** Develop alliances and partnerships

**Action CE1c:** Become fully engaged in planning, decision-making and delivery of on-ground works.

**Action CE1d:** Engage with local governments in land use planning

**Target CE2: By 2009 engagement protocols have been developed and agreed between Aboriginal Traditional Owners and partnership organisations, and are being applied.**

**Action CE2:** Develop and/or implement Aboriginal Traditional Owner engagement protocols

**Target CA1: From 2008 SEQIOLMSMA is a strong organisation with sufficient human and financial resources to enable it to support the implementation of the Actions of Our Plan on a sustainable basis into the future.**

**Action CA1a:** Secure funding and other resources

|  |  |
|--|--|
| <b>Action CA1b:</b>  | Develop a strong organisation through support of the SEQTOLSMA Organisational Development Plan.  |
| <b>Action CA1c:</b>  | Develop organisational sustainability including support of the development and implementation of a SEQTOLSMA Business Development Plan and establishing enterprises  |
| <b>Action CA1d:</b>  | Develop a website with appropriate links to and from other Traditional Owner, Indigenous, NRM, industry and government sites   |
| <b>Target CA2: By 2010 Aboriginal Traditional Owners are participating in State and national alliances and partnerships.</b>   |  |
| <b>Action CA2:</b>   | Participate in State and National Alliances and networks   |
| <b>Target P1: By 2009 SEQTOLSMA is engaged in activities to achieve SEQ Regional Plan DRO7, Principles and policies 7.1, 7.2 and 7.3.</b>  |  |
| <b>Action P1:</b>  | SEQTOLSMA and other individual Aboriginal Traditional Owners to work with State government agencies to identify ways for Aboriginal Traditional Owners to become engaged in activities that will achieve SEQ Regional Plan DRO7, Principles and policies 7.1, 7.2 and 7.3 and to commence that process.                                |
| <b>Target P2: By 2009 SEQTOLSMA is engaged in cross-sector activities that enable cultural resource management needs to be addressed in an integrated way.</b>   |  |
| <b>Action P2:</b>  | SEQTOLSMA and other individual Aboriginal Traditional Owners are engaged in health, education and income generation activities that collectively promote cultural resource management and Aboriginal wellbeing.  |
| <b>Target C1: By 2010 SEQTOLSMA has reviewed and developed its Cultural Heritage Information Plan and Traditional Owner groups have determined strategies and protocols for: the collection and management of (including the storage of and access to) traditional knowledge; and enhanced access to, preservation and management of significant sites and landscapes.</b> |  |
| <b>Action C1a:</b>   | Develop and implement a Cultural Heritage Information Plan   |
| <b>Action C1b:</b>   | Workshop with Traditional Owner groups to determine strategies and protocols for: <ul style="list-style-type: none"> <li>• The collection and management of (including the storage of and access to) traditional knowledge;</li> <li>• Enhanced access to, preservation and management of significant sites and landscapes.</li> </ul> |
| <b>Target C3: By 2010 Aboriginal Traditional Owners have developed and established agreed protocols for the protection of Intellectual Property Rights</b>   |  |

|                     |   |
|---------------------|---|
| <b>Action C3:</b>   | Identify and protect Intellectual Property Rights   |
| <b>Target C4:</b>   | By 2010, all Aboriginal Traditional Owner groups have commenced recording their traditional knowledge as appropriate for their group and are undertaking activities to revive that knowledge.   |
| <b>Action C4:</b>   | Record Traditional Knowledge, stories and histories within the Region   |
| <b>Target C5:</b>   | By 2010 Aboriginal Traditional Owners have established a Cultural Awareness and Cross-cultural Communication Training Enterprise and are providing at least two cross-cultural awareness training programs annually.  |
| <b>Action C5:</b>   | Achieve recognition of traditional customs, beliefs and values – at all levels of government and with the wider community.  |
| <b>Target C7:</b>   | By 2012 Aboriginal Traditional Owners have established and are operating traditional knowledge teaching programs for Aboriginal youth in all four sub-regions.  |
| <b>Action C7:</b>   | Teach traditional knowledge and cultural values to our youth – we need to establish programs that enable us to continue the transmission of traditional knowledge and values within our own communities. An important component of this will be the development of a Language Resource Kit.                                   |
| <b>Target CO1:</b>  | By 2009 have established the capability to facilitate and coordinate on-ground projects.  |
| <b>Action CO1:</b>  | Develop the capacity to facilitate/coordinate on-ground Projects  |
| <b>Target CO2:</b>  | From 2008 Traditional Owners are involved in biodiversity mapping and culturally significant species and landscapes are recognised in the SEQ Regional Plan, SEQ NRM Plan and local government planning schemes.  |
| <b>Action CO2:</b>  | Be involved in biodiversity mapping;  |
| <b>Target CO4:</b>  | By 2012 Aboriginal Traditional Owners are involved in the joint management of land and marine parks and at least 10% of the Rangers are Aboriginal Traditional Owners employed as land and marine Rangers.  |
| <b>Action CO4a:</b> | Joint-manage land and marine parks.   |
| <b>Action CO4b:</b> | Employ Aboriginal Traditional Owner land and marine Rangers.  |
| <b>Target CO5:</b>  | By 2012 Traditional Cultural Heritage Values in country are recognised as assets eligible for environmental offsets and agencies and developers impacting Traditional Cultural Heritage Values in country may be required to make appropriate offsets such as investing in the protection and conservation of similar values. |
| <b>Action CO5:</b>  | Negotiate the inclusion of Traditional Cultural Heritage in Environmental Offsets Policies.   |

### **New Traditional Owner, Aboriginal & Torres Strait Islander Content in the SEQ Regional Plan 2009-2031**

The Foreword to the Plan (signed by the Premier, the Minister for Infrastructure and Planning and the Lord Mayor of Brisbane) now includes specific acknowledgement of Traditional Owners and other Aboriginal and Torres Strait Islander people in the following terms:

***“We would like to acknowledge the Aboriginal and Torres Strait Islander peoples as the first peoples of the land and recognise and acknowledge the traditional owners and elders of the region. The SEQ Regional Plan will contribute to advancing reconciliation through engagement of Aboriginal and Torres Strait Islander peoples in planning processes and includes policies and programs that work towards closing the gap in disadvantage to help meet their needs.”***

---

The Regional vision now includes acknowledgement and respect for ***“the significance of Aboriginal heritage prior to and since European occupation”***.

---

The description of the Regional Landscape and Rural Production Area now includes: ***“cultural and landscape heritage values (traditional and non-Indigenous)”***

---

The new “Natural hazards and climate change adaptation” section of the “Sustainability and climate change” chapter of the Plan specifically recognises that: ***“SEQ has sustained Aboriginal populations for many tens of thousands of years. Understanding how climate change has affected the region’s ecosystems in past periods of climate change can inform projections and management of climate change into the future.”***

---

The Plan now acknowledges the many values of the regional landscape specifically including: ***“landscape heritage (non-Aboriginal and Aboriginal cultural heritage)”***. It also acknowledges that: ***“Research on landscape heritage values, especially traditional cultural values, is underway (Low Choy et al 2009).”***

---

The Plan acknowledges ***Landscape heritage areas***, detailed as: ***Landscapes important to preserving sociocultural and historic connections including landscapes with cultural significance to Aboriginal people.***

---

The Plan recognises that: ***“For traditional owners, these [the natural resources] are cultural resources and are inseparable from their culture”***.

The Plan now recognises that the engagement of ***traditional owners*** (along with other stakeholders) is important for practicing sustainable natural resource management.

The Plan now recognises that management of the region’s fish habitats and fisheries resources should be in consultation with ***traditional owners*** as well as other stakeholders.

---

The Plan now recognises that the tourism appeal of rural towns and villages will be enhanced by: ***“Building awareness of traditional cultural heritage values...”***

---

In the Strong Communities chapter of the Plan the Region’s: ***“landscapes of significance and traditional Aboriginal culturally significant places”*** are now recognised in the Principle for “Cultural heritage, arts and cultural development” requiring that they be identified, protected and managed.

---

The Plan has a strengthened Traditional Owner Engagement section under DRO7.

- It recognises the need for traditional owners to be consulted in the development of planning schemes and planning for Regional and local developments;
- It recognises **“Traditional Owners’ procedural rights to be consulted at the outset..”** on certain matters;
- It recognises that consultation should be through **“recognised cultural group organisations or the South East Queensland Traditional owners Alliance”**;
- It recognises that support is necessary to **“allow Traditional owners to engage with local governments”**;
- It advocates the identification of **“opportunities for collaborative partnership Agreements (such as Indigenous Land Use Agreements) to address, resolve and support Traditional Owner issues”**.

---

The Plan has a strengthened Community Engagement section under DRO7.

- It recognises **“the cultural need for Aboriginal and Torres Strait Islander representatives to obtain group endorsement of consultation responses”** and a need to **“provide periodic forums for the provision of information to the broader community of Aboriginal and Torres Strait Islander peoples”**
- It provides for the establishment of **“a regional Aboriginal and Torres Strait Islander coordination mechanism through an agreed engagement framework, with appropriate representatives from relevant state agencies, local governments and traditional owner and Aboriginal and Torres Strait Islander community organisations”**
- It provides for the establishment of **“a scientific expert panel to coordinate data collection and research”**
- It recognises the need to **“Provide training opportunities to enhance the capacity of Aboriginal and Torres Strait Islander peoples to play a more active role in planning and land management processes.”**
- It recognises the need for provision of **“more extensive cultural awareness training to state agencies and local government”**
- It states that: **“Local government should promote localised partnerships with the Aboriginal and Torres community. These partnerships should demonstrate an understanding and respect for cultural difference. State and local governments responsible for planning and land management must fully understand and appreciate the valuable contribution that Aboriginal and Torres Strait Islander peoples can provide, and invite them into planning processes at an early stage.”**
- It states that: **“A regional coordination mechanism would report on programs and progress, consult with Aboriginal and Torres Strait Islander representatives about delivering planning and service, and help coordinate actions under the SEQ Regional Plan. The group would include senior officers and agreed representatives from Aboriginal and Torres Strait Islander communities. Any actions that address the needs of Aboriginal and Torres Strait Islander peoples must be effectively monitored and evaluated, and all programs must be adaptively managed. An Aboriginal and Torres Strait Islander scientific expert panel could coordinate the development of an effective system to monitor, evaluate, report on and improve actions and programs.**

---

The Plan has a strengthened Social and Economic Equity section under DRO7. It now recognises:

- economic development for Aboriginal and Torres Strait islander communities as a priority for maximising wider community prosperity
- the need to include consultation and planning for the social infrastructure needs of Aboriginal and Torres Strait Islander communities in all social infrastructure planning

- the need to address ***“the employment and business development needs of Aboriginal and Torres Strait Islander peoples through the provision of land, employment, business opportunities, development of business skills, training and investment to foster enterprise”***
- the need to: ***“Identify localities of extreme poverty, and implement measures to address and manage the support of Aboriginal and Torres Strait Islander peoples with multiple support needs, and break the poverty cycle.”***
- the need to: ***“Identify opportunities for Aboriginal and Torres Strait Islander enterprises to supply relevant services to state and local government and government-owned corporations through targeted procurement policies.”***

The above policies and programs are now supported by a much stronger section of notes.

---

The Plan has a strengthened Cultural Values section under DRO7. It now:

- Includes a Program to: ***“Implement the South East Queensland Traditional Owner Cultural Resource Management Plan to support Aboriginal traditional owner issues in relation to land, water and natural resources.”***
  - It recognises that: ***“The South East Queensland Natural Resource Management Plan 2009–2031 (SEQ Natural Resource Management Plan) includes a target for implementing the South East Queensland Traditional Owner Cultural Resource Management Plan.”***
  - It recognises that: ***“Traditional owners have intimate traditional relationships with all aspects of their country and regard all natural resource assets—such as land, water and biodiversity—as cultural resources. A knowledge of cultural places and their values is often confidential and difficult to obtain. Traditional owners aspire to systematically collecting traditional knowledge of places, landscapes and biological relationships.”***
- 

Part E of the Plan is concerned with Implementation and monitoring. It now provides for ***“Collaborative implementation and coordination mechanisms*** [Advisory Committees that] ***will assist governments to implement the ... SEQ Regional Plan priorities”*** for :

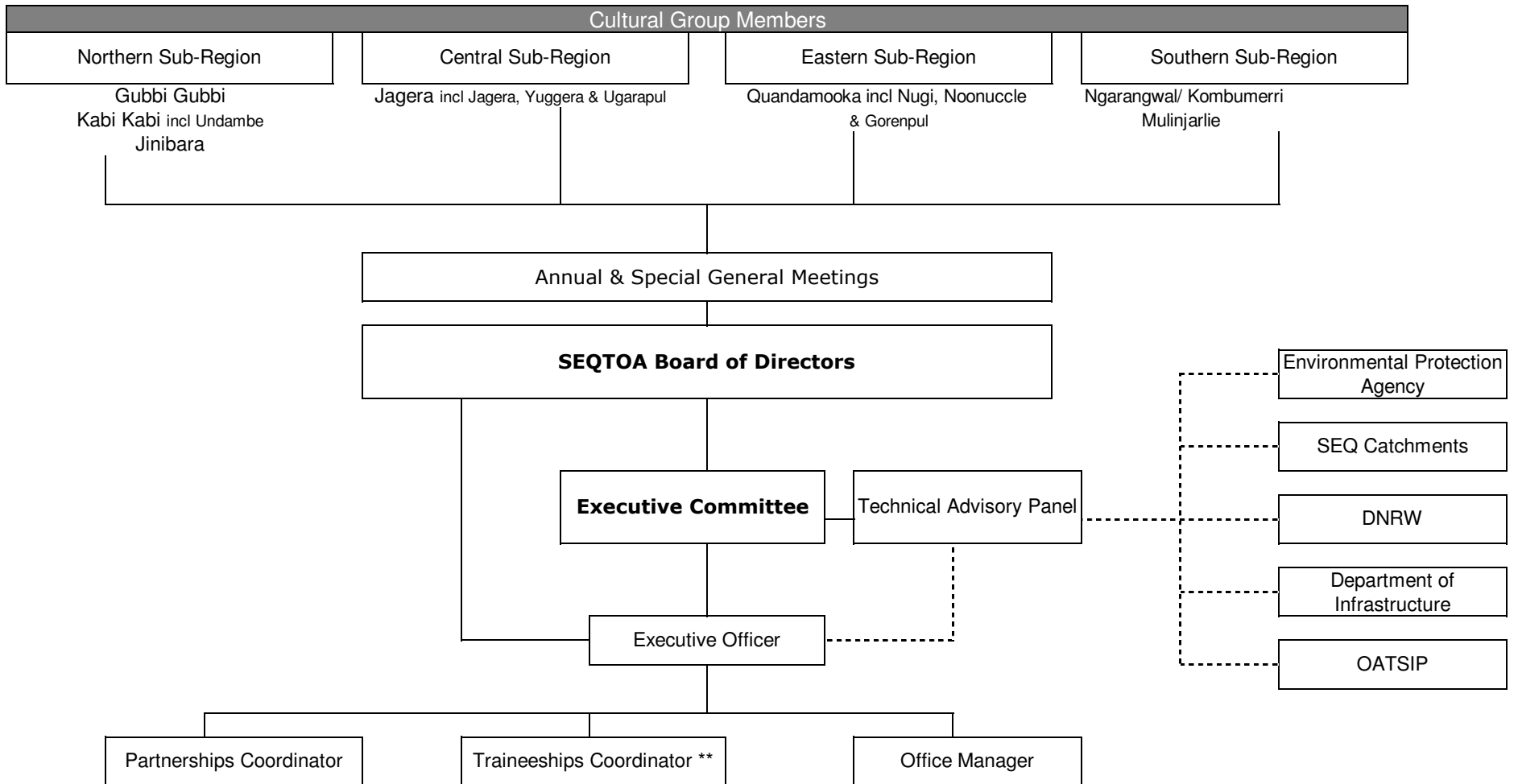
***Aboriginal and Torres Strait Islander coordination”***

It states that: ***“Where coordination and advice mechanisms do not currently exist, new mechanisms will be established in response to new and emerging priorities”***.

---

# South East Queensland Traditional Owners Alliance Limited

## ORGANISATIONAL CHART



\*\* Not yet appointed.