


2018-20

BULLARTO-BULUK

DoT's Aboriginal Inclusion Action Plan

An abstract painting with a rich, textured surface. The composition is dominated by swirling, concentric patterns in shades of blue, yellow, and red. In the upper center, a small white boat is visible on a blue background. The lower portion of the painting features a dark red, curved shape with several small, golden-yellow dots. The overall style is reminiscent of traditional Aboriginal art, with bold, expressive brushstrokes and a vibrant color palette.

Acknowledgement

We acknowledge Aboriginal people as Australia's first peoples, and as the Traditional Owners and custodians of the land on which we live and work.

We recognise the strength of Aboriginal people and communities and the value of their contribution to enriching Victorian life through their daily work and involvement at key events.

We recognise all Aboriginal cultures and communities are diverse, and should be celebrated.

We acknowledge that the land is of spiritual, cultural and economic importance to Aboriginal people. We embrace the spirit of reconciliation, guaranteeing equality of outcomes and ensuring an equal voice.

The title *Bullarto-buluk* is a Boon Wurrung phrase meaning 'progress/growth'. We gratefully use this with the permission of the Boon Wurrung Clan. The assistance of the Victorian Aboriginal Language Corporation is also acknowledged.

Note: throughout this document the term "Aboriginal" is used to refer to both Aboriginal and Torres Strait Islander people. Use of the terms "Koori", "Koorie" and "Indigenous" are retained in the names of some programs and initiatives, and, unless noted otherwise, are inclusive of both Aboriginal and Torres Strait Islander peoples.

Cover Artwork

© Gail Harradine Wotjobaluk/Djupagalk/Jadawadjali Traditional Owner, born Dimboola, Victoria

Title: "Wila 1" Medium: Acrylic on canvas Size: 39.5 (L) X 40 (H) X 1.5 (W) cm
Wila means the wind and what it carries in terms of spirituality and connection. It links us to others, and our pride in our identity, that we continually share with the wider community through our artistic expression and unique economic base.



Department of Transport
1 Spring Street Melbourne Victoria 3000
Telephone (03) 9208 9999
May 2019

Unless indicated otherwise, this work is made available under the terms of the Creative Commons Attribution 3.0 Australia licence. To view a copy of this licence, visit creativecommons.org/licenses/by/3.0/au It is a condition of this Creative Commons Attribution 3.0 Licence that you must give credit to the original author who is the State of Victoria.

Accessibility

If you would like to receive this publication in an accessible format, such as large print or audio, contact the Diversity and Inclusion Team at transport.diversity@ecodev.vic.gov.au or phone (03) 8392 6841.

This document is also available in accessible Word and PDF format at www.economicdevelopment.vic.gov.au

Contents

Acknowledgement	2
Closing the Gap	5
Victorian Charter of Human Rights and Responsibilities	6
Policy drivers.....	6
Vision	7
Principles	7
Key action areas	8
1. RECOGNITION, RESPECT, PROMOTION AND CELEBRATION OF ABORIGINAL CULTURE AND HERITAGE	9
Case study	10
Bendigo's Dja Dja Wurrung Tram	10
2. GENUINE ENGAGEMENT, PARTNERSHIP AND PARTICIPATION	11
Case study	12
Yarram Entry – Aboriginal Sculpture Project	12
Case study	13
Engaging with Traditional Owners in land and resources.....	13
Helping achieve Target One Million	13
3. PLACE-BASED PROJECTS	15
Case Study	16
Wotjobaluk Country Signage.....	16
4. EMPLOYMENT	17
Case study	18
LXRA partners with Barpa to deliver sustainable social and economic benefits.....	18
BARPA fits out Mernda Rail Jobs Hub.....	18
A community resource for all	19
Barpa builds Aboriginal capability.....	19
5. ECONOMIC PARTICIPATION	20
Case study	21
Building Aboriginal businesses, jobs and the next generation of skilled Aboriginal talent for Victoria's infrastructure projects.....	21
Implementation.....	22
Evaluation.....	22
Governance.....	23
Victorian Government Secretaries' Leadership Group on Aboriginal Affairs.....	23
Through this group, departmental Secretaries have been charged with responsibility for driving the change necessary at the service and administrative level to deliver improved outcomes for Aboriginal Victorians. Secretaries are responsible for driving the development and implementation of departments' Aboriginal Inclusion Action Plans. Implementation of <i>Bullarto-buluk</i> is included in the Secretary's performance plan.	23
DoT Executive Board.....	23
DoT Aboriginal Inclusion Action Plan Working Group	23

Introduction

DoT aims to continually strengthen its responsiveness to the needs and aspirations of Aboriginal Victorians.

To achieve this the department must maintain a strong understanding of the priorities and aspirations of Aboriginal Victorians and where these intersect with the department's daily work and responsibilities. This understanding will be gained through strong ongoing relationships, built through genuine engagement and mutually beneficial partnerships.

Through this understanding, DoT will deliver policies, projects, programs and initiatives that lead to quality and sustainable outcomes for Aboriginal Victorians.

Bullarto-buluk outlines DoT's vision to work in partnership with Aboriginal people and communities. The plan outlines how the department will engage its portfolios and the key economic levers it will use to support inclusive economic participation, progress reconciliation and contribute to state and national efforts to 'Close the Gap'.

The department has clear responsibilities under the Victorian Aboriginal Affairs Framework. Certain portfolios also have responsibilities under the Traditional Owner Settlement and Native Title Agreements.

Bullarto-buluk sets out five key action areas that will guide the department's portfolios, both individually and collectively, in delivering on its objectives. Regular reporting will also support the department to remain accountable in the plan's delivery.

Bullarto-buluk provides insight into the department's capacity to support improved social and economic outcomes for Aboriginal Victorians. It builds on the learnings and successes of previous governments and broader state and national efforts and provides an important building block for future work.

DoT is committed to empowering Aboriginal Victorians to participate in the Victorian economy and to contribute to broader social and community outcomes

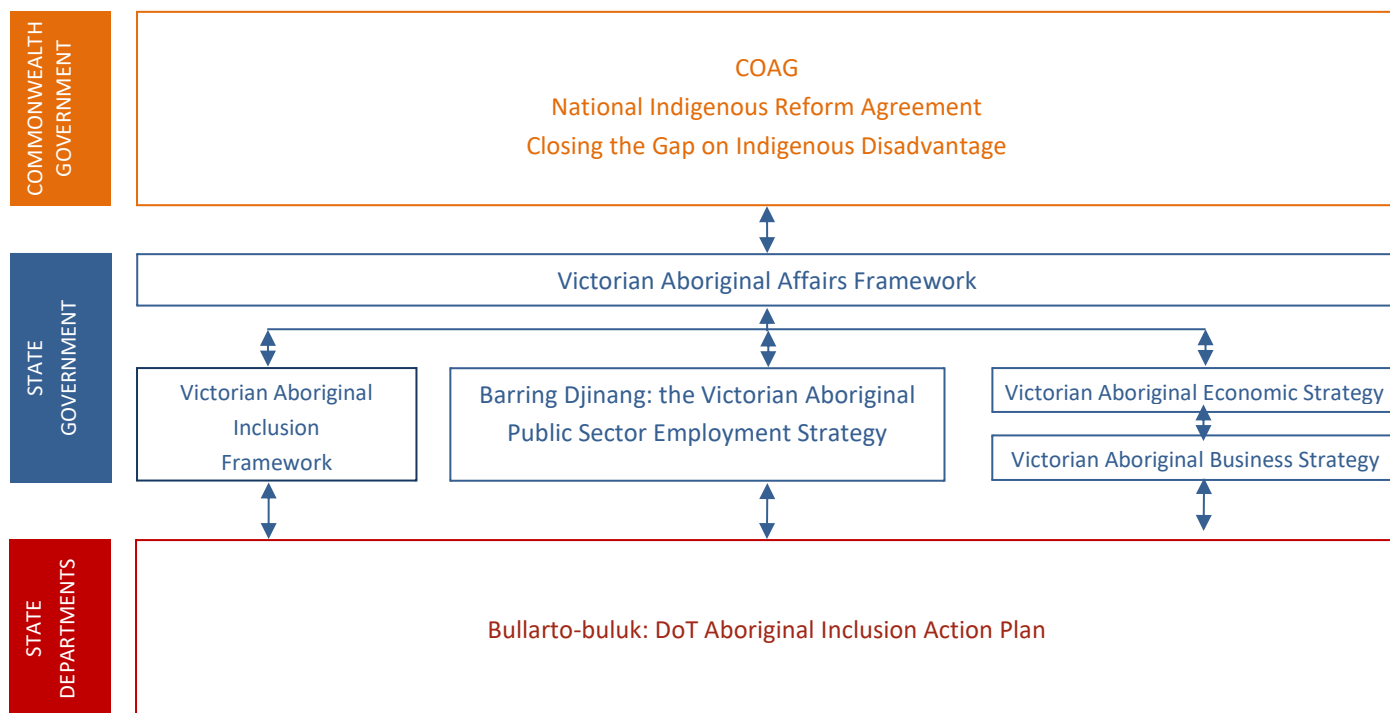
Closing the Gap

The Victorian Government is committed to the Council of Australian Government's (COAG) *National Indigenous Reform Agreement (Closing the Gap on Indigenous Disadvantage)*, a bipartisan agreement that aims to close the gap in key health, social and economic outcomes between Aboriginal and non-Aboriginal Australians.

In November 2012, the Victorian Government released its overarching Aboriginal policy framework, the *Victorian Aboriginal Affairs Framework 2013-18* (VAAF). The VAAF aligns with Commonwealth Government commitments and has the primary goal of improving whole of life outcomes for Aboriginal Victorians through priority government action.

Bullarto-buluk and other Victorian Government department Aboriginal Inclusion Action Plans, commits to undertaking actions which will contribute towards the outcomes identified in the VAAF.

The DoT AIAP aligns with broader state level strategies including the *Victorian Aboriginal Economic Strategy 2013-20*, the *Victorian Aboriginal Inclusion Framework* (VAIF) and *Barring Djinang–Victorian Aboriginal Public Sector Employment Strategy*. The relationship between these strategic documents is outlined below:



The VAIF sets out common principles of the department's strategic approach to engage and partner with Aboriginal communities in Victoria. The department engages with a range of groups within Aboriginal communities and each program area has their own approach on when, how and who to engage.

The *Victorian Aboriginal Business Strategy 2013-2020* aims to create more job opportunities and make it easier for Aboriginal Victorians to start new businesses or enhance existing businesses. This approach is supported by *Tharamba Bugheen: Victorian Aboriginal Business Strategy 2017-2021*.

Victorian Charter of Human Rights and Responsibilities

In its activities DoT complies with the *Victorian Charter of Human Rights and Responsibilities Act 2006*, which recognises the rights of Aboriginal people to maintain their spiritual, material and economic relationship with resources under traditional laws and customs.

Policy drivers

Bullarto-buluk aligns with the DoT Economic Inclusion and Diversity Foundation Principles.

The foundation principles were developed to underpin the breadth of the department's responsibility to promote inclusion across its workforce, programs, services and the Victorian economy.

The foundation principles are grouped under three themes: Respect, Relationships and Opportunities and extend within the plan to:

- | | |
|----------------------|--|
| Respect | Aboriginal people have equitable access to opportunities and services that promote inclusion and participation |
| Relationships | we collaborate to empower Aboriginal communities |
| Opportunities | Aboriginal people should have the same access and opportunities as others. |

Bullarto-buluk also forms part of the department's Workforce Diversity and Inclusion Framework which sets out four key pillars - Flexibility, Inclusion, Gender Equality and Life Stage.

The plan is a key component of the Inclusion focus area within the framework, alongside action plans regarding the inclusion of a range of groups, including people with disability and people from culturally diverse communities.

Vision

DoT will work in partnership with Aboriginal people and communities to support increased inclusive economic participation by Aboriginal Victorians.

This will be achieved by actively strengthening the inclusion of Aboriginal culture in the workplace, increasing Aboriginal participation in the design, implementation and evaluation of departmental policies, projects and programs, and improving Aboriginal access to economic opportunities through public, private and community sector opportunities.

Principles

DoT aspires to embed the following principles across its portfolios:

**We respect and
acknowledge
Aboriginal
culture**

We respect Aboriginal culture and believe it is deeply important and must be recognised and understood in all of our department's daily work and practices.

**We listen
and learn**

In everything we do, we listen, learn and adjust our approaches to embrace the values of Aboriginal communities.

**All actions make
a difference**

Everything we do – understanding community need, designing, implementing, providing access to our policies, projects and services, and assessing the impact of our work – can make a difference to Aboriginal people.

**We reject all forms
of racism and
intolerance**

We acknowledge the fundamental human rights of Aboriginal people to maintain their identity and culture. We are committed to supporting a deeper appreciation of Aboriginal culture not only as our responsibility but as an important way of reducing and mitigating against the impact of racism that may be experienced by Aboriginal people.

Key action areas

Bullarto-buluk has five key action areas which guide the department towards its vision to work in partnership with Aboriginal people and communities to support inclusive economic participation for Aboriginal Victorians.

These action areas create a foundation for the delivery of DoT policies and projects that incorporate Aboriginal perspectives and result in sustainable social and economic outcomes for Victorian Aboriginal communities.

The five key action areas are:

- 1 Recognition, respect, promotion and celebration of Aboriginal culture and heritage
- 2 Genuine engagement, partnership and participation
- 3 Place-based projects
- 4 Employment
- 5 Economic participation

1. RECOGNITION, RESPECT, PROMOTION AND CELEBRATION OF ABORIGINAL CULTURE AND HERITAGE

Foundational Principle	Respect – Aboriginal people have equitable access to opportunities and services that promote inclusion and participation
Indicator	Percentage of team members that report increased confidence and skill in working effectively on Aboriginal issues and in partnership with Aboriginal communities and organisations.
Target	Increase

Action	Responsible group	Time frame
Outcome 1 DoT actively acknowledges and celebrates Aboriginal culture		
1.1 Review and communicate DoT's Welcome to Country and Acknowledgement of Traditional Owners protocol	People and Culture All Groups	July 2018 Ongoing
1.2 Continue to develop and install Acknowledgement of Country signage, appropriate cultural material and other cultural symbols in departmental workplaces.	People and Culture	Ongoing
Outcome 2 DoT officers at all levels have increased cultural Understanding, awareness and capability		
1.3 Develop and implement a communications plan that promotes the Bullarto-buluk's progress and provides resources and tools for DoT's team members	Stakeholder Communications and Channels	Ongoing
1.4 Encourage DoT's team members to participate in Reconciliation Week, NAIDOC Week celebrations and other significant events and training.	All Groups People and Culture	Ongoing

Case study

Bendigo's Dja Dja Wurrung Tram

In July 2017 Bendigo Tramways launched the Bendigo's Dja Dja Wurrung Tram, an initiative developed by Bendigo Heritage Attractions and the Dja Dja Wurrung people, through the Dja Dja Wurrung Clans Aboriginal Corporation.

Bendigo's Dja Dja Wurrung Tram project involved introducing livery, artwork, and custom audio narratives to one of Bendigo's active trams to celebrate and demonstrate recognition and respect to the Traditional Owners of the Bendigo area - the Dja Dja Wurrung people.

DEDJTR contributed \$11,000 to the \$48,850 project through its Transport Investing in Regions initiative. DEDJTR's funding contribution went towards the writing, recording and editing of the custom audio narrative. The commentary was narrated by Dja Dja Wurrung people and accompanied by music and soundscapes.

The Dja Dja Wurrung Clans Aboriginal Corporation is the Registered Aboriginal Party recognised as the Traditional Owners of the land. The Corporation has been seeking opportunities to increase the public's cultural awareness of the Dja Dja Wurrung and to develop new and interesting ways to share their stories.

The Dja Dja Wurrung traditional territory encompasses the Bendigo and Clunes goldfields and the Loddon and Avoca river watersheds.



2. GENUINE ENGAGEMENT, PARTNERSHIP AND PARTICIPATION

Foundational Principle	Relationships – we collaborate to empower Aboriginal communities
Indicator	Aboriginal people participating in DoT programs and initiatives
Target	Increase

Action	Responsible group	Time frame
Outcome 3 DoT consistently and effectively engages with Aboriginal Stakeholders in policy development and delivery		
2.1 Work closely with transport agencies to support the objectives of Bullato-buluk	All Groups	Ongoing
2.2 Promote engagement with Aboriginal communities:	AIAP Working Group	December 2018
a. Develop and promote guidance materials on Aboriginal engagement		Ongoing
b. Include Aboriginal perspectives when reviewing, developing and evaluating policy by appropriately engaging with Aboriginal Stakeholders	AIAP Working Group	
2.3 Implement Traditional Owner Settlement Act 2010 and Native Title Act 1993 agreements	Victorian Fisheries Authority	Ongoing
2.4 Engage with traditional owners to develop a better understanding of traditional Aboriginal fishing	Victorian Fisheries Authority	Ongoing
2.5 Identify opportunities for senior executives to meet on country with Aboriginal fishing	Victorian Fisheries Authority	Ongoing

Case study

Yarram Entry – Aboriginal Sculpture Project

Aboriginal Southern Cross and Nerran the Moon Sculpture, created by Gippsland artists Col Little and Deb Milligan was unveiled on Friday 22 September 2017. The sculpture celebrates the cultural heritage of Gippsland's Gunaikurnai people and will welcome motorists into Yarram.

Located at the northern entry to Yarram, at the former site of a rundown drive-in visitor bay, the sculpture has interpretative text, landscaping and a safe parking bay for visitors wishing to take some travel rest and to view the sculpture.

The project has been designed with oversight by the Gunaikurnai Land and Waters Aboriginal Corporation. It tells an Aboriginal story about the local area, which is of important cultural significance to the Gunaikurnai people.

The work has also been supported by the nearby Wulgunggo Ngalu Learning Place, a specialised Aboriginal justice and learning centre, that assisted with the initial landscaping.

The \$70,000 project has been funded by \$52,500 from the Victorian Government's Transport Investing in Regions initiative, \$15,000 from VicRoads and \$2,500 from Wellington Shire Council.



Case study

Engaging with Traditional Owners in land and resources

Traditional Owners have an ongoing connection to country and a role in managing natural resources. DoT continues to seek to improve engagement and partnerships with recognised traditional owners.

In 2016, Agriculture Victoria partnered with the Department of Environment, Land, Water and Planning to hear from Traditional Owners about ways to improve recognition of Aboriginal knowledge in land and resources management. Traditional Owners said we need to prioritise better engagement and implementation of Native Title / Recognition and Settlement Agreements (RSAs).

Since then Agriculture Victoria has:

- Assigned a senior team member to the Dja Dja Wurrung RSA Implementation Project Control Group.
- Facilitated a team member information session on Recognition and Settlement Agreements.
- Organised an on-country cultural learning program by Dja Dja Wurrung Traditional Owner Corporation.
- Engaged the Federation of Victorian Traditional Owners to prepare case studies about how Traditional Owners can more easily express their culture and fulfil customary responsibilities when supported by respectful policy.



Image: Team members learning about the priorities of the Dja Dja Wurrung people on their country with Dja Dja Wurrung Traditional Owner Corporation, CEO Rodney Carter

Helping achieve Target One Million

The Gunaikurnai Joint Management Rangers were a key partner in supporting on-ground works to improve access to fishing spots in Lake Tyers State Park. The works were undertaken by Parks Victoria using a \$45,300 grant from Target One Million's Better Fishing Facilities Program.

The Lake Tyers State Park is one of ten parks that are under a joint management partnership between the Gunaikurnai Land and Waters Aboriginal Corporation and the state.



Participation in the management of Victoria's Fisheries



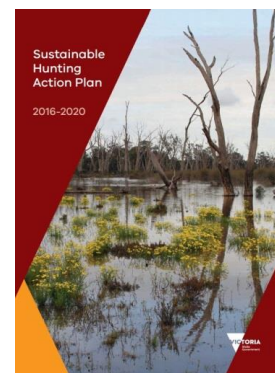
In late 2016, Fisheries Victoria hosted the inaugural Murray Cod Conference at Shepparton on Yorta Yorta Country. Yorta Yorta Elders, Uncle Col Walker and Norman Stewart, shared the Yorta Yorta spiritual connection to the iconic Murray Cod through their creation stories.

Fisheries Victoria, with support from the Australian Government Fisheries Research and Development Corporation, is working with Traditional Owners to increase their involvement in the management of Victoria's fisheries. The project involves using multimedia - spoken words, recorded stories, archives and GIS mapping - to depict Victoria's rich and varied Aboriginal customary fishing practices. To date, the Taungurung and Dja Dja Wurrung Traditional Owners have been engaged in the project.

Sustainable Hunting Action Plan

In December 2016, the State Government released a Sustainable Hunting Action Plan that, among other things, commits to the development of a Traditional Owner Game Hunting Strategy in partnership with traditional owners.

The Sustainable Hunting Action Plan also commits to partner with Traditional Owners to continue to build participation in land management and conservation.



3. PLACE-BASED PROJECTS

Foundational Principle	Relationships – we collaborate to empower Aboriginal communities
Indicator	Percentage of Aboriginal people and communities reporting increased social and economic wellbeing as a result of DoT projects, and a strengthened ability to benefit from and influence government initiatives
Target	Improve

Action	Responsible group	Time frame
Outcome 4 DoT's strategic projects are inclusive of Aboriginal Victorians		
3.1 In supporting the overarching objectives of Regional Partnerships, identify and deliver projects in partnership with local rural Aboriginal communities to: <ul style="list-style-type: none"> a. protect and raise awareness of Aboriginal cultural heritage b. promote Aboriginal economic participation and improve access to mainstream services, and c. promote and demonstrate recognition and respect for Aboriginal communities amongst the wider Victorian community. 	Regional Victoria (All Groups)	2019-2020
3.2 Deliver five transport projects that are developed through strong partnerships with local rural Aboriginal communities.	All Groups	2019-2020

Case Study

Wotjobaluk Country Signage

In October 2017, a traditional smoking ceremony marked the completion of 18 new roadside signs welcoming people to Wotjobaluk country.

Horsham Rural City Council representative Councillor Mark Radford, VicRoads Acting Regional Director, Mal Kersting and representatives from the Barengi Gadjin Land Council Aboriginal attended an event to celebrate the project's symbolic opening.

The Welcome to Country signs illustrate the Aboriginal connection to the land, by acknowledging the peoples of the Barengi Gadjin Land Council, who represent Traditional Owners from the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagulk peoples. The signs are located on the perimeter of the Barengi Gadjin Land Council Reconciliation Action Plan traditional land at strategic roadside locations on 100kmh roads.

The initiative continues to deliver on the Victorian Government's commitment to recognise, respect and celebrate Aboriginal culture and heritage as outlined in the VAAF and is further supported by *Bullarto-buluk*.

The project was supported by \$45,000 from the Victorian Government's Transport Investing in Regions initiative and \$22,000 from VicRoads.



4. EMPLOYMENT

Foundational Principle	Aboriginal people should have the same access and opportunities as others.
Indicator	Increase employment of Aboriginal people at DoT.
Target	Aboriginal people to be two per cent (2%) of the DoT workforce.

Action	Responsible group	Time frame
Outcome 5 DoT increases the proportion of staff who identify as Aboriginal and assists their career development		
4.1 Actively attract and recruit Aboriginal people to achieve the department's two per cent Aboriginal employment target:	All Groups People and Culture	
a. - Strengthen employment policies and practices to attract and recruit Aboriginal people and promote participation in employment programs.		Ongoing
b. - Develop a talent pool of Aboriginal team members through expressions of interest, designated roles and by advertising DoT employment opportunities in a range of media accessed by Aboriginal job seekers.		Ongoing
c. - Continue to access Aboriginal employment programs, including graduate and traineeship programs, to employ Aboriginal graduates and trainees		Ongoing
d. - Expand entry level pathways into the department for year 12 and VET students, including through the VPS Aboriginal VET Graduate Program		July 2019
e. - Offer opportunities such as internships, cadetships and scholarships to assist Aboriginal people with the completion of tertiary studies and transition into work		Ongoing
f. - Target Aboriginal people when delivering and participating in the Youth Employment Scheme (YES) for young Victorians aged 15 to 24 to undertake a traineeship in the Victorian Public Service.		Ongoing
g. - Target Aboriginal people when delivering and participating in the four-year Jobs Victoria Youth Cadetship Scheme (JVYCS) pilot program to provide 135 YES graduates with cadetships. ES graduates with cadetships.		To 2020
4.2 Actively retain and progress Aboriginal team members to improve Aboriginal employment outcomes in the department:		December 2018
a. Create career pathways by actively recruiting Aboriginal team members for senior roles and offering a management and executive leadership program to Aboriginal team members, such as the VPS Aboriginal Future Leaders Pilot Program		Ongoing
b. Provide all DoT staff with professional development opportunities, including use of the VPS Cultural Capability Toolkit to strengthen their Aboriginal cultural understanding and capability		
c. Continue to provide a culturally appropriate Employee Assistance Program for Aboriginal team members		
d. Incorporate input from Aboriginal team members on strategies to support them and their career progression and implement these strategies, including through the VPS Regional Aboriginal Staff Networks		
e. Improve data integrity by monitoring business groups' Aboriginal employment outcomes, progression and participation in learning and development initiatives by Aboriginal team members		
4.3 Target Aboriginal people for recruitment to DEDJTR boards and committees.	All Groups	Ongoing

Case study

LXRA partners with Barpa to deliver sustainable social and economic benefits

BARPA fits out Mernda Rail Jobs Hub

The Level Crossing Removal Project (LXRP) appointed Barpa, an Aboriginal-owned social benefit supplier to manage the construction of the Mernda Rail project and fit out of the Mernda Rail Jobs Hub.

The Hub assists job seekers from a range of disadvantaged backgrounds to find employment on the Mernda Rail Extension Project.

Barpa was formed through a partnership between the Federation of Victorian Traditional Owner Corporations and Cockram Construction.

Inaugural Director and Business Development Manager, Jeremy Clark, says the formation of the company was driven by a desire to build the capacity of Traditional Owners through employment and training. They found that the construction industry was a great fit for this purpose and Mr Clark said, "There's always construction; building things is something that's always going to happen,".



A community resource for all

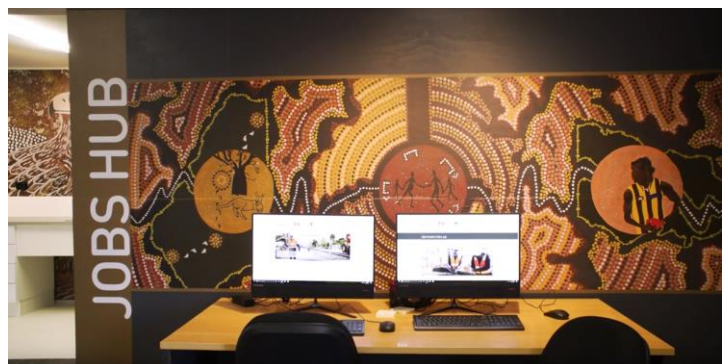
The Mernda Rail Jobs Hub supports the community to find employment on the project and within the wider construction industry.

“We are going to be tapping into a group of people who traditionally face barriers to finding jobs in the construction industry – this includes people from disadvantaged, diverse and minority groups,” said Mr Joe Aygur, Project Director, Mernda Rail Extension.

“The overwhelming response to the Hub shows that people are excited to work on a major infrastructure project for their community, which is also close to their home and families.

“In addition to the Mernda Rail Jobs Hub, we also have established a network of industry specialists, service providers and social enterprises who will help to identify, prepare and place people in roles on our project,” he said.

“The Mernda Rail Jobs Hub is a unique opportunity for the community to gain access to jobs in construction and rail and we’re proud to be paving the way for job creation on major projects in the state,” Mr Aygur said.



Barpa builds Aboriginal capability

Since launching in 2014, Barpa have grown steadily and now have 10 team members in six offices nationwide, and have undertaken 23 contracts across Australia. They offer skilled positions in areas such as contract administration, building coordination, construction estimation and building development.



Barpa also aids employees through a training program called Pathways to Construction which helps them plan a career path and gain qualifications. Jeremy emphasises the company does not offer charity but the opportunity for Aboriginal people to further their job opportunities and develop a career.

Jeremy says employees gain a sense of pride in their work, the ability to earn money, as well as in creating something tangible.

Barpa hopes the Mernda Jobs Hub will lead to more contract opportunities in Victoria, increasing the potential for social and economic benefits in the community.

5. ECONOMIC PARTICIPATION

Foundational Principle

Aboriginal people should have the same access and opportunities as others.

Indicator

Employment (through procurement) of Aboriginal people by DoT, its agencies and contractors.

Target

Increase

Action		Responsible group	Time frame
Outcome 6 DoT contributes to Aboriginal business growth and workforce participation			
5.1	Leverage whole-of-government procurement and contract management guidelines to increase Aboriginal economic participation to achieve the VPS 1% procurement target.	Strategic Procurement	Ongoing
a.	Use the DoT Social Procurement Policy to identify opportunities to increase procurement from Aboriginal businesses and service providers.	All Groups	Ongoing
5.2	Continue the strong representation of Aboriginal people on Regional Partnerships to ensure their voice is heard as part of the Partnerships approach.	All Groups	Ongoing
5.3	Leverage the Major Transport Infrastructure Program contracts with the construction industry to require a 2.5 per cent Aboriginal employment target and the procurement of goods and services from Aboriginal enterprises. This includes:	Major Transport Infrastructure Program	Ongoing
a.	The development of Aboriginal employment and training pathways and business opportunities into the infrastructure sector; and		
b.	Actively promoting Aboriginal business procurement with our construction partners, including a 3per cent Social Enterprise and Aboriginal Business procurement target for LXRA.		
5.4	Deliver initiatives that celebrate, strengthen and promote Victorian Aboriginal arts and provide opportunities for Aboriginal artists to develop their careers	All Groups	Ongoing

Case study

Building Aboriginal businesses, jobs and the next generation of skilled Aboriginal talent for Victoria's infrastructure projects

Training for the Future is the Victorian Government's skills and industry capability development program coordinated by LXRP and delivered in partnership between government and industry. The program aims to develop a sustainable, capable and inclusive supply chain and talent pipeline for the Victorian Government's major transport and infrastructure projects.

Training for the Future has created an Aboriginal Inclusion Action Plan for industry to develop an Aboriginal supply chain and talent pipeline. Its plan is a commitment towards investing in the economic participation of Aboriginal businesses, people and communities by increasing the capability and capacity of Aboriginal businesses and people to grow and succeed in rail and infrastructure.

For example, in February 2018, investments in Aboriginal businesses and employment through the Major Transport Infrastructure Program's LXRP project resulted in the removal of level crossings with over 189,000 Aboriginal employment hours, and a \$20 million investment in Aboriginal businesses and social enterprises.

Leah Hunt, one of Training for the Future's GEN44 participants, is a proud Jadawadjali, Gunditj-mara and Wamba Wamba woman who worked as a summer intern at Heritage Victoria, and is working with the Mernda Rail Extension Project team to create a community display of historical artefacts found at a heritage dig in Plenty Gorge Park.

GEN44 offers 44 paid internships per year in the rail, transport and infrastructure industry to people from marginalised backgrounds to create a diverse group of skilled graduates who are equipped for jobs in rail and transport.

Leah grew up in Bordertown, South Australia. After working at the Aboriginal Land Council in Horsham as a teenager, Leah moved to Melbourne to study Archaeology at La Trobe University. Leah is passionate about her studies and her dedication is evident in her work.

"Archaeology is an important job and one that should not be undertaken lightly as this is the future of my people and our culture, and it needs to be protected."

She heard about the GEN44 program via a Narrm (Melbourne) Aboriginal Facebook page advertising the archaeological internship.

Leah has been enjoying her internship, meeting other archaeologists and working closely with them, and on several interesting projects with Heritage Victoria and LXRA.

"I have been working in the Conservation Lab, where I have been conserving artefacts, and cataloguing them. I have also been out working on an excavation site in the city, where I had the opportunity to excavate and wet sieve. We found beads, animal bones, pieces of metal, such as nails, we also found ceramics and glass, marbles and parts of a doll."



Image: Leah Hunt, a proud Jadawadjali, Gunditj-mara and Wamba Wamba woman working as an archaeology intern in one of Victoria's major transport infrastructure projects

Leah would recommend the GEN44 Program to other students: "It's a great way to enter into the industry and to build networks amongst the companies and relevant parties... This internship also provided a way for me to gain experience and knowledge."

Given the unique nature of the work Leah has been doing with the Mernda team, her summer contract was extended through her final semester at university to provide the team with her archaeological expertise to assist with curating the artefacts exhibition.

Investments in Aboriginal businesses and employment through the Major Transport Infrastructure Program's Level Crossing Removal Authority has resulted in the removal of level crossings with over 189,000 Aboriginal employment hours, along with a \$20 million investment in Aboriginal businesses and social enterprises.

Implementation

All of DoT's divisions have responsibility to implement *Bullarto-buluk*.

The Diversity and Inclusion Team in the People and Culture Division undertakes a dual coordination role to:

- support the functions of the [DoT Aboriginal Inclusion Action Plan Working Group](#) and
- meet with counterparts across the department to monitor the implementation of employment-related actions in *Bullarto-buluk*. Key representatives include the:
 - Executive Director People and Culture in Department of Transport.
 - Director Office of the Coordinator-General in the Major Transport Infrastructure Program and
 - Senior Advisor, Strategy and Planning.

Evaluation

Monitoring and evaluation activities will be undertaken across the lifespan of the DoT AIAP to track progress, and identify achievements, key learnings and future priorities. This information will be used to assess and refresh *Bullarto-Buluk* during implementation. As a living document, our plan will be continuously reviewed and improved throughout its lifespan.

Governance

Victorian Government Secretaries' Leadership Group on Aboriginal Affairs

Through this group, departmental Secretaries have been charged with responsibility for driving the change necessary at the service and administrative level to deliver improved outcomes for Aboriginal Victorians. Secretaries are responsible for driving the development and implementation of departments' Aboriginal Inclusion Action Plans. Implementation of *Bullarto-buluk* is included in the Secretary's performance plan.

DoT Executive Board

DoT AIAP progress reports will be presented to the DoT Executive Board (EB) quarterly. EB membership includes the DoT Secretary, Lead Deputy Secretaries, Heads and the Coordinator-General for each DoT Group. The EB will consider recommendations and endorse decisions on future work plan priorities.

DoT Aboriginal Inclusion Action Plan Working Group

Ongoing facilitation and coordination of the delivery of the AIAP will be undertaken by the Working Group which is convened by the People and Culture Team and consists of representatives including DoT Executive Directors and/or senior delegates from each DoT Group and, where relevant, representatives from Aboriginal community controlled organisations, Aboriginal community representatives, local government, DoT agencies and other State Government departments.

The Working Group will meet every six weeks and is responsible for:

- facilitating the delivery of the AIAP and the preparation, review and endorsement of the annual work plan
- providing input into the monitoring and evaluation framework
- facilitating and delivering on actions as Aboriginal Inclusion champions within their own areas, and
- providing AIAP action progress updates to include in quarterly, biannual and annual reports and the provision of recommendations for future actions.

Bullarto-buluk: DoT Aboriginal Inclusion Action Plan Governance arrangements



