

Policy – Traditional Owners

Policy

Southern Rural Water respects Aboriginal culture and heritage. We recognize them as first people in our region, and their deep connection to country and water.

Relationships

We seek to develop deeper relationships with traditional owners across our region.

These relationships may involve activities deemed appropriate in SRW's Diversity and Inclusion Action Plan, such as:

- Memorandums of understanding
- Traditional owner involvement in Southern Rural Water events
- Cultural training for Southern Rural Water staff

Event planning

Southern Rural Water will follow or exceed State Government protocols relating to traditional owners when planning for, and at, formal and ceremonial SRW events.

This includes:

- Contacting relevant Traditional owners well in advance of planned ceremonial events and invite their participation;
- Where appropriate and there is no traditional owner participation, acknowledging traditional owners (see "definitions")

Definitions

Formal and ceremonial events:

- includes the opening of major projects and other occasions that have a wider community element.

Acknowledgement of country:

- If you are clear who the Traditional Owners of an area are:
 - *"Our meeting/conference/workshop is being held on the traditional lands [or country] of the [Traditional Owner group's name] people and I wish to acknowledge them as Traditional Owners. I would also like to pay my respects to their Elders, past and present, and the Elders from other communities who may be here today."*
 - If you are uncertain who the Traditional Owners of an area are:
 - *"I acknowledge the Traditional Owners of the land [or country] on which we are meeting. I pay my respects to their Elders,*

past and present, and the Elders from other communities who may be here today."

Effective date and review date

This policy takes effect on 8 February 2017 (Board Meeting No. 286), replacing the policy approved at Board Meeting No. 246, held 1 August 2013.

The policy is due for review by August 2018.

Who is affected

This policy applies to all Southern Rural Water staff.

Rationale

Southern Rural Water is moving beyond compliance with recognition requirements to deepen our understanding of, and relationships with traditional owners across our region.

Contact

For more information on this policy, please contact the Manager People and Culture.

Related documents

Support is available via the Victorian Aboriginal Heritage Council.

Communications

This policy will be made available on SRW's website.
