

Yarning Time



Department of Biodiversity,
Conservation and Attractions



Issue 1: October 2018



Director General Mark Webb

Message from the Director General

1 July 2018 marked the first year of operations for the Department of Biodiversity, Conservation and Attractions (DBCA).

It brought together the former Department of Parks and Wildlife, Botanic Gardens and Parks Authority, Zoological Parks Authority and Rottnest Island Authority.

DBCA acknowledges the unique role and expertise Aboriginal people have as traditional custodians of the lands and waters and recognises the valuable contribution they make to the conservation of biodiversity.

The new department will continue to build strong relationships with Aboriginal people by:

- Working in partnership with Aboriginal people to conserve and protect culture and heritage;
- Developing and maintaining effective and productive joint management and joint vesting opportunities with traditional owners; and
- Progressing further opportunities for Aboriginal employment and economic independence.

We are committed to building on the existing strong foundations we already have with Aboriginal people to work together to conserve the State's biodiversity, cultural and natural values.

Mark Webb
Director General
Department of Biodiversity, Conservation and Attractions



Dr Stephen van Leeuwen
RAP Co Chair

Message from the RAP Co Chair

Welcome to the first issue of Yarning Time for the Department of Biodiversity, Conservation and Attractions (DBCA).

'Yarning' is a term used by Aboriginal people meaning talking and sharing stories.

Yarning Time was established to:

- Pass on information about the department's engagement with Aboriginal people;
- Provide updates on the specific DBCA Aboriginal strategies and programs and
- Inform all staff and the community of the developments in Aboriginal affairs in the department.

Please have a read and enjoy.

Dr Stephen van Leeuwen.
Assistant Director, Science



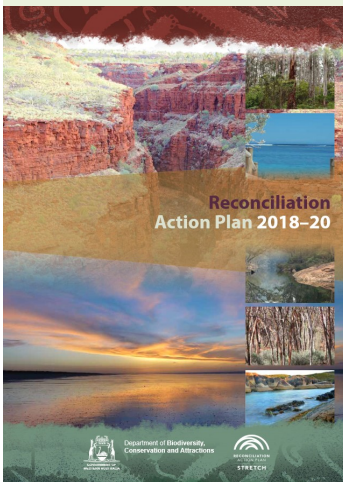
Department of Biodiversity,
Conservation and Attractions



The Department of Biodiversity, Conservation and Attractions respectfully acknowledges Aboriginal people as the traditional owners of the lands and waters it manages.

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RAP Launch

Earlier this year, Environment Minister Stephen Dawson MLC launched the Reconciliation Action Plan 2018-20 for the Department of Biodiversity, Conservation and Attractions.

This plan sets out how the department co-designs its activities with Aboriginal people around the State. The department has a strong commitment to strengthening relationships, respect and trust with the Aboriginal community and the actions and targets set out in the plan have been developed to achieve these goals.

Check out the video and download the plan here:

<https://www.dpaw.wa.gov.au/images/documents/parks/aboriginal-involvement/Reconciliation%20Act%20Plan%202018.pdf>



Employee News

DBCA is committed to improving employment opportunities for Aboriginal people and recognises that the achievement of departmental responsibilities, functions and objectives can be attained and enhanced by the participation and contribution of Aboriginal people. The department is also committed to increasing the representation of Aboriginal employees working within the agency at all levels, occupations and locations.

Staff

The Aboriginal Employment Strategy (AES) will guide DBCA in its efforts to achieve Aboriginal employment of 6 per cent of its workforce by 2019. Since July 2017, DBCA has employed 33 Aboriginal employees and currently 5.49 per cent of departmental staff are Aboriginal.

The department has made considerable progress with Aboriginal employment since its first issue of the Yarning Time in November 2014. At that time there were 44 Aboriginal employees within the department. Currently the department has 88 Aboriginal employees.

This is a great achievement by the department - with the highest percentage of Aboriginal employment since the department started recording back in 2010.



South West Rangers with Environment Minister Stephen Dawson MLC



Geraldton conservation employee Kailah Dodd



Broome Yawuru clerical officer Maryann Walley



Moora District ranger's assistant Wesley Sibosado

Public Sector Commission (PSC) Aboriginal Traineeship Program

The AES supports providing opportunities to trainees. The Public Sector Commission (PSC) Aboriginal Traineeship program is full-time employment-based training that provides young Aboriginal and Torres Strait Islander people, 24 years of age and under, with an opportunity to develop public administration skills and competencies through a government traineeship.

In 2016 and 2017, DBCA hosted six trainees, four of which completed their training with the department and graduated. Two of the graduates, Zoe Palmer and Veronica Wilson, were placed on extended contracts. Veronica recently gained a permanent position as an assistant operations officer in Swan Region.

"I feel so thankful for the opportunities the traineeship provided me. It was great joining a department where the staff were friendly and enjoyed their work. A big thank you to all the staff that take on trainees, it really is a fantastic learning experience." Veronica Wilson.

In 2017, the department welcomed Allistar Yarran who was based in DBCA's Parks and Visitor Services Division. During the traineeship, he was given opportunities to work in Tourism and Licensing, the Rivers and Estuaries Branch, Yanchep National Park and in the Aboriginal Heritage Unit.

Allistar has completed the qualifications of the traineeship earlier than scheduled. He is aiming to pursue tertiary studies. We wish him all the best for the future.

"I've learned a lot and I really enjoyed my time. It was a great experience and I met fantastic people. I have now finished my Certificate 3 in Government. Thanks to DBCA for their help along the way." Allistar Yarran



Zoe Palmer



Veronica Wilson



Allistar Yarran

Graduation and Awards Ceremony 2018

The department celebrated the 2018 Graduation and Awards Ceremony on 6 June 2018 at the Kieran McNamara Conservation Science Centre, Kensington.

The annual event provides an excellent opportunity to celebrate the achievements of staff, acknowledge those who have excelled in their field, taken the time to undertake further training within the department, and have shown dedication to the Western Australian environment.

Through the AES, the department celebrates the successes of Aboriginal staff. There are specific awards at the graduation ceremony that acknowledge the achievements of Aboriginal staff.

The following staff were recognised at the ceremony:

Certificate II in Conservation and Land Management

- ✦ Jeffrey Brown (Broome)

Certificate III in Conservation and Land Management

- ✦ Peter Curtin (Kununurra)
- ✦ Kieran Cross (Shark Bay)
- ✦ Eugene Parks (Kununurra)

Aboriginal Trainee of the Year Award

- ✦ Kieran Cross (Shark Bay)

Kwabalitch Award

- ✦ Nathan Hunter (Broome; Nyangumarta Ranger)

Congratulations to all winners and graduates.



Left to right: Director General Mark Webb, Kieran Cross, Nathan Hunter and Environment Minister Stephen Dawson MLC

Aboriginal Procurement Policy to drive Aboriginal entrepreneurship and business opportunities

DBCA is committed to the State's Aboriginal Procurement Policy. As of 1 July 2018, government departments are required to award three per cent of the number of government contracts to registered Aboriginal businesses by end of June 2021. The targets apply to all contracts for goods, services, community services and works.

Targets will apply to each calendar year as per the table below.

Financial Year	Targets
2018-2019	One (1) percent of the number of awarded contracts
2019-2020	Two (2) percent of the number of awarded contracts
2020-2021*	Three (3) percent of the number of awarded contracts

** It is envisaged that from 2020 the three percent target will remain constant for future years.*

The targets will be measured on contracts awarded in each financial year. If the term of a contract extends beyond that financial year, the contract will not be included in the following years.

Staff from the Financial Services Branch attended workshops and the Aboriginal Business Expo, which showcases a range of Aboriginal businesses and services.

For more information please contact:

- Connie Honczarenko - Goods and Services: 9219 9343
- Craig Simpson - Fleet and Works: 9219 9345

The Aboriginal Procurement policy is located on the internet on the Department of Finance Website http://www.finance.wa.gov.au/cms/Government_Procurement/Policies/Aboriginal_Procurement_Policy.aspx

Aboriginal Ranger Program - Recipient Aboriginal Organisations

The McGowan Government announced the first round of recipients for its landmark \$20 million, five-year Aboriginal Ranger Program.

The program will build on the highly successful work already being undertaken by established Aboriginal ranger groups throughout the state. It has been designed to focus on jobs, training and community development initiatives that deliver social, economic and environmental outcomes. The program will also generate more jobs and training for Aboriginal youth, providing the opportunity to develop a career in land and sea management.

Thirteen Aboriginal organisations have been successful in securing funding and will share in \$8.5 million in round one of the program. The projects will create 85 new jobs and 80 training opportunities for Aboriginal rangers across the state.

There is a spread of recipients across the state and a mix of established and new ranger groups as well as smaller and larger projects. Women rangers are represented across the various projects, with 47 ranger positions created.

Round one recipients:

Central Desert

- Tarlka Matuwa Piarku Aboriginal Corporation, for the Matuwa Kurrara Kurrara Indigenous Protected Area Aboriginal Ranger Project - eight rangers.
- Pila Nguru Aboriginal Corporation, for Minyma Uninypa - The Seed Women - four rangers.

Goldfields and South Coast

- Goldfields Land and Sea Council, for the Goldfields Land and Sea Council Ranger Program - eight rangers.
- Esperance Tjaltjraak Native Title Aboriginal Corporation, for the Esperance Tjaltjraak Ranger Program - 12 rangers.

South-West

- South West Aboriginal Land and Sea Council Aboriginal Corporation, for the Noongar Boodja Mentored Employment and Training Partnership - 12 rangers.

Mid-West

- Yamatji Marlpa Aboriginal Corporation on behalf of Malgana Shark Bay People's Native Title Claim Group, for Pathway to a Malgana Country Land and Sea Management Program - two rangers.

Pilbara

- Kalyuku Ninti-Puntuku Ngurra Limited (Kanyirninpa Jukurrpa), for the KJ Ranger Program in Karlamilyi National Park - six rangers.
- Yinhawangka Aboriginal Corporation, for the Yinhawangka Ranger Program - seven rangers.
- Aboriginal Prospecting Co. (Yandeyarra Pastoral) for the Yandeyarra Ranger Program - nine rangers.

Kimberley

- Yanunijarra Aboriginal Corporation, for the Karajarri-Ngurra Desert Fire and Biodiversity Project - four rangers.
- Nyamba Buru Yawuru Ltd, for the Yawuru Women's Ranger Project: protecting cultural and ecological values of monsoon vine thickets in the Minyirr Buru Conservation Park - three rangers.
- Nyul Nyul and Bardi Jawi Women Rangers hosted by Kimberley Land Council, for the Dampier Peninsula Women Rangers Monsoon Vine Thicket Recovery Project - two rangers (0.8 FTE) and five casual rangers.
- Bunuba Dawangarri Aboriginal Corporation, for Building Capacity in the Bunuba Rangers to Better Protect Country and Culture - three rangers.

The Aboriginal Ranger Program will provide on-ground, positive outcomes for both regional and remote communities to ensure they have the short-term and long-term capacity to provide brighter futures for Aboriginal people.

The department will continue to work collaboratively with traditional owner groups, Aboriginal corporations and representative bodies to deliver this program.

A new funding round will be advertised this financial year.

For more information please contact Email: aboriginalrangerprogram@dbca.wa.gov.au

Website: dbca.wa.gov.au/parks/aboriginal-involvement/504-aboriginal-ranger-program



ABORIGINAL RANGER PROGRAM



Reconciliation Week

Reconciliation Week is celebrated each year from 27 May to 3 June to commemorate two significant milestones in the reconciliation journey – the anniversaries of the successful 1967 referendum and the High Court Mabo decision.

The Reconciliation Action Plan 2018-20 states that the department is to celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships with Aboriginal and Torres Strait Islander staff.

Over the past three years, DBCA staff have held events around the State that include:

- ✦ Community members shared a few yarns over a barbecue lunch
- ✦ A morning tea with our joint management partners
- ✦ A letter sent to the traditional owner groups in appreciation of the joint success of looking after traditional lands and waters
- ✦ Launch the rollout of acknowledgement signs across the State
- ✦ Indigenous round barbecue
- ✦ Launch of a Reconciliation Garden filled with native plants traditionally used for food, medicine and ceremony
- ✦ Hosted a cultural tour of the Derbal Yerrigan (Swan River)
- ✦ Dragonfly Dreaming with audio walking tour of the Noongar history in Bateman Park
- ✦ *Yarn by the River* (Matilda Bay) with Whadjuk Noongar man Walter McGuire to reconciliation
- ✦ A Welcome to Country and Smoking Ceremony
- ✦ Presentations from James Back (CEO of Reconciliation WA) and Peter Sharp (Director, Park and Visitor Services, RAP Co-Chair) who spoke about the importance of Reconciliation
- ✦ A bush tucker themed morning tea
- ✦ A walking tour at Kent St Weir in Canning River Regional Park
- ✦ Afternoon tea hosted at Milyering Discovery Centre in Exmouth, where an Elder gave a Welcome to Country and shared stories of her ancestors which linked to opportunities of family working back on country
- ✦ A Noongar cultural experience in Yanchep National Park.



Before



After

Bunbury Kaatamoordoo Kidji Maambakoort, Reconciliation Garden (Scarp to Sea) opening and morning tea



Leonard Thorne talking about traditional hunting



An impressive display in West Kimberley.



East Kimberley Reconciliation barbecue and acknowledgment sign installation



NAIDOC Week Events

The department provides opportunities for all staff to engage in cultural and community activities during NAIDOC Week.

Over the years, the department has celebrated NAIDOC week in July with a range of activities and events. These include:

- ✦ Staff and Nyangumarta traditional owners celebrated at Eighty Mile Beach Marine Park with members of the public
- ✦ Children's activities including: boomerang painting, string and tool making, stories around the mia mia
- ✦ Afternoon tea of damper and kangaroo
- ✦ Activities and Aboriginal culture display
- ✦ A free whale watching cruise off Roebuck Bay
- ✦ School holiday activities at the Eighty Mile Beach Caravan Park
- ✦ An Aboriginal art workshop for staff
- ✦ A Display board highlighting the department's engagement and involvement with the Aboriginal community
- ✦ Bush tucker-themed lunch
- ✦ A guided walk from Point Walter to Bicton Baths in the Swan Canning Riverpark
- ✦ An online NAIDOC Quiz
- ✦ Attending external events that involved a Welcome to Country, song, dance, smoking ceremony and flag rising
- ✦ Broome NAIDOC March which was attended by staff and Yawuru Rangers
- ✦ Presentation on the Boodjar Noongar Placenames Project
- ✦ Mookaroo Community festival was hosted by the department in partnership with the West Australian Indigenous Tourism Operators Councils (WAITOC).



NAIDOC Week display



Children with their painted Boomerangs at Eighty Mile Beach Caravan Park

Credit: Nathan Hunter (Parks and Wildlife)



Celebrating NAIDOC week with a traditional morning tea



Having a yarn



Sand Art

- 1) Main Waterhole, 2) Women digging for bush potato, 3) Women's story,
- 4) Woman's meeting place, 5) Bush potato dreaming, 6) Murchison River.



Karim Khan – Smoking Ceremony, Eddie Bricknell Music Shell – City of Bunbury

Culture in the Parks

The Culture in the Parks program enables Aboriginal people to be licensed for commercial opportunities to conduct Aboriginal cultural events and tourism businesses on land managed by the department.

Aboriginal tourism provides unique Western Australian experiences and a point of difference to other destinations.

Presentations

The department has presented at events to inform the community of the tourism opportunities available to Aboriginal people on the conservation estate.

In August 2017, FACET held a half day forum to showcase the potential and progression of Aboriginal tourism in WA. There were presentations by WAITOC, Camping with Custodians (Tourism WA) and Culture in the Parks.

In October, FACET joined with the WA Parks Foundation to hold the Celebrating our Parks conference at Government House. Presentations with an Aboriginal focus included parks and Aboriginal community benefits, joint park management, Aboriginal tourism and an Aboriginal tour operator's perspective.

The presenters included:

- Dr June Oscar AO, Aboriginal and Torres Strait Islander Commissioner
- Daryl Moncrieff Kimberley Regional Manager, DBCA
- Rhonda Murphy Manager Aboriginal Participation and Involvement, DBCA
- Darren Capewell Director Wula Gura Nyinda Eco Cultural Tours

The Destination Pilbara-Warlu Way Tourism Conference was held on 12 and 13 October in Karratha. It focused on tourism development, showcased pathways into tourism business and the growing tourism sector in the Pilbara.

DBCA presented on Culture in the Parks program and showcased the department's support of Aboriginal tourism the Pilbara region.

DBCA's Pilbara region is working very closely with the Pilbara Development Commission, Pilbara Regional Council and other Local Governments to strengthen the tourism opportunities and development of tourism in the Pilbara.

The region is also working with traditional owners and putting in place new infrastructure in parks to support tourism.

Increase in Operators

The numbers of Aboriginal operators applying for commercial licences is increasing. Twenty-four Aboriginal businesses are now licensed to provide unique cultural experiences on the conservation estate.



DBCA staff members Peter Henderson (Program Leader Parks and Visitor Services) and Leon Price (District PVS Coordinator) and WAITOC staff Angelique Fransen (Business Development Manager – South) meeting with Culture in the Parks Tour Operator Troy Bennell (Ngalang Wongi Aboriginal Cultural Tours) discussing potential Aboriginal cultural tour opportunities at the Leschenault Peninsula Conservation Park in Bunbury.

Gnulli Trainee Rangers set to jointly manage the Ningaloo Coast

DBCA's Parks and Wildlife Service and the Gnulli native title claim group have been working towards a shared vision of Aboriginal rangers jointly managing country along the Ningaloo Coast. This vision is now a reality with the employment of three traditional owners as trainee rangers with Parks and Wildlife Service at the Exmouth District.

The trainee rangers will be working along the Ningaloo Coast while undertaking nationally accredited training in conservation and land management, public safety, firefighting and maritime skills. The trainee rangers will be guided by cultural elders to assist with the transfer of cultural knowledge from one generation to the next.

The aspiration of traditional owners and Parks and Wildlife Service is to protect and enhance the significant cultural values along the Ningaloo Coast while increasing the profile and acknowledgment of traditional owners themselves. After waiting many years for this dream to come true, the trainee rangers and elders wasted no time in getting out managing country. The group recently took a trip along the coast meeting with stakeholders, inspecting cultural sites and carrying out rehabilitation works.

The pride and enthusiasm demonstrated by the trainee rangers and the elders to be back on country sets a strong foundation for the future management of this important cultural landscape within and adjacent to the Ningaloo Coast World Heritage Area.

Gnulli Trainee Rangers Cody Farrell and Jermaine Baron have been hard at work over the past months, working with staff on a range of projects such as developing visitor and recreation sites and trapping feral animals in Cape Range National Park as well as controlling introduced plants along the Ningaloo Coast. Cody and Jermaine are developing a knowledge of the operations and objectives of the Parks and Wildlife Service, and as their training progresses, they will have options to undertake further training and specialise in different fields. They are currently working towards completing Certificate II in Conservation and Land Management.



Left to right: Parks and Wildlife Service staff Ethan Cooyou, trainee ranger Sarah Johnstone, elders Deborah Dobb and Hazel Walgar, trainee rangers Jermaine Baron and Cody Farrell and Parks and Wildlife Service staff Tom Nagle.



Jermaine Baron assists to successfully trap and collar a feral cat in Cape Range National Park.

Coastal recovery and improved access at Bruboodjoo

Projects to rehabilitate degraded areas along the Ningaloo Coast and provide much needed protection to sensitive cultural sites are underway.

DBCA's Parks and Wildlife Service and the Baiyungu Aboriginal Corporation have recently improved access to the Ningaloo Coast World Heritage Area and rehabilitated degraded areas such as minor tracks, sand dunes and coastal vegetation adjacent to the Bruboodjoo Camp, north of Coral Bay. Works included site protection fencing, signage and the 'ripping and moon-scaping' of areas identified for rehabilitation.

New boat launching and trailer parking areas have been designated to improve access for visitors to the Ningaloo Coast World Heritage Area.



Bruboodjoo, Ningaloo Coast World Heritage Area. The method of 'ripping and moon-scaping' duplicate tracks will improve the success of rehabilitation, allowing native plant seeds and moisture to be trapped in the swales of soil mounds which will provide wind protection for plant germination. Without this, tracks that have become compacted over time from heavy vehicle use offer little chance of recovery.

Seed Women

Minyma Uninypa, the Spinifex Seed Women, visited the department's Threatened Flora Seed Centre last week after a long journey from Tjuntjuntjara, an Aboriginal community about 600km east of Kalgoorlie. They spent a week learning all about seeds, including how to use laboratory equipment such as microscopes and balances, clean seed collections to a high standard, and assess the quality and quantity of a seed collection. They also learnt about the importance of Herbarium voucher specimens.

The training was undertaken by seed research scientist Andrew Crawford with the assistance of Herbarium botanist Ryonen Butcher. For cultural reasons, Andrew was known as 'Kumina' or 'no name' at the start of the week, but by the end of the week the ladies had given him the name 'Wati Uniny(pa)' or Seed Man. Whilst Andrew and Ryonen were to be the ones doing the teaching they also learnt a great deal from these women, who retain a wealth of Indigenous knowledge.

The next stage of the training program will see Wati Uniny(pa) visit Tjuntjuntjara to provide on-ground support for the communities' new seed bank, which is to be set up in the very near future.



Minyma Uninypa Rangers and DBCA Herbarium staff

Mookaroo Festival

There are six Noongar seasons in the South West region. They are Birak, Bunuru, Djeran, Mookaroo, Djilba and Kamarang and are indicated by the signs in nature signaling changes in local plants and animals. Noongar people hunt and gather food according to the seasons and these environmental indicators.

Mookaroo season is the time of "many rains" when it's cold and wet.

In partnership with the WA Indigenous Tourism Operators Council (WAITOC) and the South West region, the department held the *Mookaroo Many Rains Community Festival* to celebrate the new season held at Leschenault Peninsula Conservation Park in Australind.

The festival was an opportunity to showcase Aboriginal culture and heritage and inform the community of the Culture in the Parks program.

Wardandi Elder Auntie Nora Dann opened the festival with a warm Welcome to Country.

The festival activities included Aboriginal community members holding bush walk and talk tours, tool making demonstrations, spear throwing, cultural face painting, basket weaving, dance workshops, children's activities, tasting damper, billy-tea, kangaroo stew, and emu and kangaroo sausages.

The *Nearer to Nature* program had a display of small animals, which were enjoyed by the children.

Hundreds of seedlings were planted by people who attended. They were given labels to attach to the plant to write their names on it. The community will be able to watch the progress of the plant growth.

Even though the weather was dark and cloudy in the morning there was sunshine for the rest of the day. The organisers were very pleased with the turnout and received positive comments from people who attended.

It is hoped the festival will be held again in 2019.



Cultural Awareness Training

The mandatory Aboriginal Cultural Awareness Training continues to be rolled out. Training has been delivered in the Pilbara and the South Coast regions including Karratha, Exmouth and Albany.

In Karratha and Exmouth, traditional owners gave a Welcome to Country and participated in the training. This included the Murujuga Rangers who jointly manage the Murujuga National Park with DBCA and Thalanyji Elder Gwen Peck for the Exmouth area. Their knowledge and contribution added value to the training and supported strengthening relationships.

Perth Zoo staff attended two sessions held at their workplace.

Training has also been held in Collie, Busselton, Jurien Bay, Geraldton and Kensington.

Before the end of the year, training will be delivered in Karijini National Park, Kensington and a session for Bush Ranger coordinators.



Karratha 2018

Next Edition:

- ✦ Noongar Boodja Ranger Training Program
- ✦ Mentored Aboriginal Training and Employment Scheme (MATES)
- ✦ Science Strategic Plan / Aboriginal Engagement
- ✦ Kimberley Savannah Guide Work Shop
- ✦ National Indigenous Tourism Conference
- ✦ Regional Aboriginal Engagement Strategies

We hope you have enjoyed reading Yarning Time.

