

## PLANNING INSTITUTE OF AUSTRALIA

**\*\* LAUNCH DRAFT \*\***

# INDIGENOUS PLANNING WORKING GROUP RECONCILIATION ACTION PLAN

Respect & Learning  
Relationships & Connections  
Telling the Story  
Working Together

### **PREAMBLE**

The Planning Institute of Australia is the peak body representing professionals involved in planning Australia's cities, towns, regions and places. PIA is a not-for-profit association delivering benefits to over 5000 members nationally.

PIA seeks to be the leading organisation in the built environment, planning, infrastructure and property development, representing public and private interests, setting political agendas, and brokering policy outcomes with all tiers of government.

The Institute exists to serve the public interest, promote professional interest in planning, set standards for professional competency, provide professional development, disseminate planning ideas, promote an exchange of views, and advocate for planners and planning. The Institute's strategic priorities are policy development, advocacy, education, servicing our members, and governance of the Institute. The Institute's key deliverables include influencing government policy, advocating for better planning outcomes, fostering high standards of professional education and development, providing valuable member services and operating efficiently and effectively.

Consistent with PIA's strategic plan and business plan, members of the Institute believe the development and implementation of a Reconciliation Action Plan addressing Aboriginal and Torres Strait Islander issues in planning is timely and appropriate. The Institute has established a Working Group to pursue this aim.

The Prime Minister's apology to the Stolen Generation on 13 February 2008 prompts deep reflection and a genuine commitment to addressing the stark disadvantages Aboriginal and Torres Strait Islander people endure compared to the wider Australian community.

## **OUR VISION FOR RECONCILIATION**

Our vision for reconciliation is to offer the assistance of the planning profession to Aboriginal and Torres Strait Islander people and communities in fulfilling their needs and aspirations.

The goal of this Reconciliation Action Plan is to turn good intentions into measurable actions that support Aboriginal and Torres Strait Islander people and communities to achieve equality in all aspects of life, especially those which sound planning practices can influence.

## **OUR BUSINESS**

The Institute's membership comprises a diverse range of practicing planners in the public and private sectors, as well as in academia in research and teaching roles. Many of its members are engaged in planning tasks that involve Aboriginal and Torres Strait Islander people and communities and their rights, interests, needs and aspirations. There are also members who have little or no experience in working with Aboriginal and Torres Strait Islander people but are interested in engaging with Aboriginal and Torres Strait Islander people and very committed to making a contribution to improving the well-being of their communities.

The Institute recognises the gaps in life expectancy, health, education and employment and the many other indicators of health and well-being between Aboriginal and Torres Strait Islander people and those enjoyed by the wider Australian community. The Institute believes it can play a role in closing these gaps and is committed to making a difference. The Institute and its Members can also play a role in communicating with the wider community about Aboriginal and Torres Strait Islander issues in planning, especially where we have the authority and informed consent of Aboriginal and Torres Strait Islander people and communities to do so. We may be able to provide a voice when others may not.

The recognition of Aboriginal and Torres Strait Islander people's law and custom and their strong and enduring connections to Country requires planners - and the institutions for which they work - to modify contemporary planning processes to take account of Aboriginal and Torres Strait Islander people's rights, interests, needs and aspirations. Planners no longer have a choice about whether they will have a relationship with Aboriginal and Torres Strait Islander people. The choice is about the quality of those relationships. We seek to demolish the myths and misconceptions that hinder good planning outcomes for Aboriginal and Torres Strait Islander people and communities. We also seek to develop recognition of the need to address women's business and men's business respectfully and that there are some places and business from which non-Indigenous people may need to be excluded.

Through this Reconciliation Action Plan we have set some ambitious goals. These goals take time, and the time scale must be at an appropriate pace set by individuals and communities.

The Indigenous Planning Working Group will also seek to attract sponsorship or other forms of support for its activities.

## DEVELOPING OUR PLAN

The planning profession has much to offer the cause of overcoming the disadvantage experienced by Aboriginal and Torres Strait Islander people and communities. In particular by promoting the core value and usefulness of planning, particularly the value of rigorous, evidence-based, long term strategic planning for addressing what is a complex context.

Planning in this context should be understood to mean its broadest utility – that is, not only is land use and physical planning urgently required, but higher level, integrated strategic planning that coordinates a number of disciplines is also necessary. The education of Aboriginal and Torres Strait Islander people as planners - and other professionals - about the Aboriginal and Torres Strait Islander context also needs to be promoted and supported.

To this end, the Planning Institute of Australia took steps in 2007 to establish an Indigenous Planning Working Group. Membership of the Working Group is drawn from the Institute's membership and includes planners working in the public and private sectors as well as in academia, and with a range of experiences in working with Aboriginal and Torres Strait Islander people and communities.

An 'establishment committee' was initially formed in early 2007, comprising selected volunteers from within the Institute. Their role was to drive the establishment phase. The Working Group was established a few months later and the establishment committee was disbanded. The Working Group has developed a terms of reference which have been endorsed by the Institute's National Council.

What we found in this process is that the Institute has no Aboriginal or Torres Strait Islander people amongst its membership that are fully qualified planners. However, we did find that many of our members have considerable experience in working with or for Aboriginal or Torres Strait Islander people and communities in many different planning contexts.

One of the early tasks the Working Group set for itself was the development of a Reconciliation Action Plan for the Institute. The Working Group has developed this consultation draft of the Reconciliation Action Plan with input from various members with experience or expertise in working with Aboriginal and Torres Strait Islander people and communities. The Working Group has worked closely with Reconciliation Australia during the development of this plan.

In July 2008, this consultation draft will be released to the broader membership body of the Institute. Our Reconciliation Action Plan is intended to be a living and breathing document. As well as consulting our membership, we will begin to develop relationships between the Working Group and Aboriginal and Torres Strait Islander people, and through these relationships jointly further evolve and implement this plan.

Through the Working Group, PIA plans to raise awareness and understanding within the profession and beyond of the circumstances of Aboriginal and Torres Strait Islander people and communities, and promote the transfer of planning values and techniques to support the well being of Aboriginal and Torres Strait Islander people in Australia.

## **PRINCIPLES**

The following principles underpin the Action Plan and its implementation:

- Responsibility for managing Country is integral to the social, economic and spiritual well-being of Aboriginal and Torres Strait Islander people.
- Aboriginal and Torres Strait Islander people are recognised as the first Australians and have a unique status as key stakeholders in the protection of their Country.
- Aboriginal and Torres Strait Islander people have an integral knowledge of their Country and have successfully managed their Country for many thousands of years.
- Aboriginal and Torres Strait Islander people have a right to make informed decisions about their Country and to guaranteed effective participation in all economic development and benefits, including:
  - permanent and meaningful employment;
  - training, education and developing capabilities;
  - business opportunities;
  - royalties and / or equity; and
  - generation of spin-off or secondary economic opportunities.
- The Institute recognises the cultural diversity of and between Aboriginal and Torres Strait Islander people throughout Australia.
- The Institute respects Aboriginal and Torres Strait Islander decision-making and dispute resolution processes.
- Working in partnership with Aboriginal and Torres Strait Islander people and communities is an essential part of achieving our objectives and vision.
- Effective monitoring and evaluation informs further policy development and action planning.

## **DEFINITIONS**

The term 'Aboriginal and Torres Strait Islander people' refers to the first Australians and has been used in this document in preference to 'Indigenous Australians'.

The word 'Country' in this document includes land, water, sea, sky and air, and is a nourishing terrain, giving and receiving life. It is not just imagined or represented; it is lived in and lived with, and these relationships with Country sustain Aboriginal and Torres Strait Islander people, provide the foundations for their social order and define their identity (Rose 1996, p. 7; Watson 2005, p. 3)

## **IMPLEMENTATION**

To implement this Action Plan, PIA will:

- Engage and work directly with Aboriginal and Torres Strait Islander people;
- Seek sponsorship or other forms of support for the actions in this Plan;
- Share information and raise awareness;
- Act in partnership with others;
- Develop policies and programs of action;
- Evaluate the effectiveness of this Action Plan and its implementation; and
- Review the Action Plan as needed.

## THE ACTION PLAN

There are two classes of action in the Action Plan:

- **Priority Plan 2008 – 2011** – these are the actions which the PIA IPWG will focus on during the period of October 2008 to March 2011. This means we will seek resources and support for these actions through PIA, the PIA membership and general sponsorship. These actions are lifted into a separate Priority Plan that will be used to guide our efforts and to raise resources. The Priority Plan will be reviewed every three years.
- **Aspirational, beyond 2011** – these actions are aspirational. They will require more momentum and significant resources and will not be achieved in the short term. They remain documented within the RAP but outside the Priority Plan. These actions will be lifted into future Priority Plans as we expect to be able to progress them.

## RESPECT & LEARNING

The Institute recognises that engaging directly with Aboriginal and Torres Strait Islander peoples at the regional and local community levels, and developing an understanding of the strong connections that Aboriginal and Torres Strait Islander people have with Country through their law and custom, means a new way of doing business for many in the profession. The Institute also recognises that Aboriginal and Torres Strait Islander people have a deep knowledge and understanding of their Country and that their connection to country is rooted in their kinship and law and custom.

### OBJECTIVE 1: BUILD UNDERSTANDING

*Focus Area:*

PIA Members possess many skills and expertise that can be of assistance in facilitating better outcomes from planning and development processes for Aboriginal and Torres Strait Islander people and communities. These include for example, how government processes work, how the private sector operates, how the community can participate in planning and development processes. PIA also has affiliations with a wide range of other professional associations.

The principal aims of this objective are to improve Members' knowledge and understanding of the diversity of Aboriginal and Torres Strait Islander cultures in different parts of Australia, to understand Aboriginal and Torres Strait Islander people's rights, interests, needs and aspirations and their law and custom. PIA will also aim to improve access to planning processes by Aboriginal and Torres Strait Islander people, especially in decisions affecting their rights and interests. Correspondingly, PIA will improve opportunities for access to PIA supported planning studies and/or membership of PIA by Aboriginal and Torres Strait Islander people.

<b>OBJECTIVE 1: BUILD UNDERSTANDING</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
Welcome to country and acknowledgement of country protocol	PIA National Executive and each State and Territory Divisional Executive.	Priority Plan 2008 - 2011	Delivery of protocol at PIA functions.
Develop a sub-strategy for including ATSI content in planning education across Australia	PIA Education Committee and PIA Indigenous Planning Working Group.	Priority Pan 2008 - 2011	Strategy developed
Aboriginal and Torres Strait Islander content included in annual PIA National Congress	Congress Planning Committees	Priority Pan 2008 - 2011	Aboriginal and Torres Strait Islander content included in PIA National Congress agenda.
Invite PIA Divisions to include Aboriginal and Torres Strait Islander content in the agenda for their state conferences, or round of yearly events	State Conference Planning Committees PIA Indigenous Planning Working Group to facilitate	Priority Pan 2008 - 2011	Aboriginal and Torres Strait Islander content included in State Conferences or round of yearly events as a standing item.
Promote reconciliation process through PIA publications. This could include articles, anecdotes, articles, refereed papers, or performance story reports from Members or other material provided by Reconciliation Australia, Aboriginal and Torres Strait	PIA Indigenous Planning Working Group to facilitate	Priority Pan 2008 - 2011	Reconciliation being promoted through PIA publications (i.e. Australian Planner) on a regular and ongoing basis.

<b>OBJECTIVE 1: BUILD UNDERSTANDING</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
Islander organisations and other sources.			
Develop guidelines for Members on protocols for dealing with Aboriginal and Torres Strait Islander communities and issues.	PIA Indigenous Planning Working Group	Priority Pan 2008 - 2011	Duty of care guidelines prepared and circulated to Members and available on PIA website.
Document case studies of examples of planners working with Aboriginal or Torres Strait Islander communities (showing 'business as usual' is no longer acceptable). Provide web link to case studies.	PIA Chapters with the support of PIA Indigenous Planning Working Group	Priority Pan 2008 - 2011	Several case studies documented and loaded onto PIA's website.
Develop a presentation pack for PIA advocacy, sponsorship – update regularly based on feedback	PIA Indigenous Planning Working Group	Priority Pan 2008 - 2011	Presentation pack developed and updated regularly and provided on the PIA website
Amend PIA's Code of Professional Conduct to include a new provision requiring Members to recognise and respect Aboriginal and Torres Strait Islander people's rights and interest, and to provide protection for Members	PIA National Council.	Priority Pan 2008 – 2011, subject to opportunity to input to a PIA-wide review	PIA's Code of Professional Conduct amended.

<b>OBJECTIVE 1: BUILD UNDERSTANDING</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
seeking to comply with the Code.			
Examine PIA's education accreditation policy and modify to include an acceptable level of content to develop an understanding of Aboriginal and Torres Strait Islander people's culture, law and custom, and needs and aspirations.	PIA Education Committee and PIA Indigenous Planning Working Group.	Aspirational, beyond 2011	Amended accreditation policy by 2009.
Develop a unit focusing on Aboriginal and Torres Strait Islander law, custom, culture and history for inclusion in PIA's Continuing Professional Development program	PIA Education Committee and PIA Indigenous Planning Working Group	Aspirational, beyond 2011	Development of unit and delivery in Continuing Professional Development Program
Aboriginal and Torres Strait Islander cultural awareness training included in PIA's Continuing Professional Development Program.	PIA Education Committee and Indigenous Planning Working Group	Aspirational, beyond 2011	Cultural awareness training being delivered through PIA's CPD program. Include target of how many members to have done training and by when
Pursue sponsorship to enable Aboriginal and Torres Strait Islander participation at national and international	PIA Indigenous Planning Working Group	Aspirational, beyond 2011	Sponsorship being secured from a range of sources for the 2009 National Congress.

<b>OBJECTIVE 1: BUILD UNDERSTANDING</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
planning conferences.			
Stage a 'Listening Tent' at significant events to provide a venue for dialogue and to converse with communities, a talking point for what's working and not working, potential to talent scout. Identify people to participate in conversations in particular conversations regarding law and customs	PIA Indigenous Planning Working Group	Aspirational, beyond 2011	A 'Listening Tent' established at key events (i.e. Garma Festival, PIA Congresses, State Conferences etc.) and successfully providing opportunities for dialogue between planners and Aboriginal and Torres Strait Islander people.
Develop a helpline to complement PIA's Indigenous Planning Webpage.	PIA National Office	Aspirational, beyond 2011	Helpline developed and operating.
Each University planning course to include Aboriginal and Torres Strait Islander content as part of their core content.	University Planning Schools assisted by PIA Indigenous Planning Working Group.	Aspirational, beyond 2011	All PIA accredited University Planning Courses to include agreed minimum core content by end 2009
Find practitioners to teach relevant Aboriginal and Torres Strait Islander content in accredited University Planning Courses.	PIA Education Committee	Aspirational, beyond 2011	Practitioners identified and list compiled and provided to University Planning Schools.

## RELATIONSHIPS & CONNECTIONS

The Institute recognises that planners need to build relationships with Aboriginal and Torres Strait Islander communities. Planners have a role to play as facilitators and creating spaces for dialogue, often between parties with conflicting perspectives. The challenge facing planners is to build relationships with Aboriginal and Torres Strait Islander people and communities based on mutual respect and trust.

### OBJECTIVE 2: DEVELOP RELATIONSHIPS

*Focus Area:*

The principal aims of this objective are to improve the ability of our members to develop meaningful relationships with Aboriginal and Torres Strait Islander people and communities, and to engage respectfully. The Institute’s relationship ambition is to have long term partnerships between PIA’s Chapters and/or State / Territory Divisions and Aboriginal and Torres Strait Islander organisations that go beyond rhetoric and deliver tangible outcomes.

Deleted:

### OBJECTIVE 2: DEVELOP RELATIONSHIPS

Action	Responsibility	Timeline	Measurable Target
Connect the Indigenous Planning Working Group with a ‘reference group’ of Aboriginal and Torres Strait Islander people and/or organisations. This may involve different organisations for different localities or areas.	PIA Indigenous Planning Working Group	Priority Pan 2008 - 2011	Reference group convened.
Establish a list of Members within the Institute with experience and/or expertise in	PIA Indigenous Planning Working Group	Aspirational, beyond 2011	List of Members within the Institute with experience and/or expertise in working with

<b>OBJECTIVE 2: DEVELOP RELATIONSHIPS</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
working with Aboriginal or Torres Strait Islander people and/or communities for the benefit of other Members and offer a 'buddy system' for inexperienced planners to connect with experienced planners.			Aboriginal or Torres Strait Islander people and/or communities established and being utilized by Members.
Establish a list of Aboriginal and Torres Strait Islander organisations to enable planning graduates or professionals to work in Aboriginal or Torres Strait Islander communities or organisations. (Seek the assistance of Indigenous Community Volunteers Australia (ICVA).)	PIA Indigenous Planning Working Group	Aspirational, beyond 2011	List established and being utilised by Members.
Promote or facilitate opportunities for PIA members and Aboriginal or Torres Strait Islander communities to work collaboratively.	PIA Indigenous Planning Working Group	Aspirational, beyond 2011	Engagement opportunities being promoted and relevant links provided on PIA website.
Advertise relevant positions in Aboriginal and Torres Strait Islander organisations or businesses such as National	PIA National Office	Aspirational, beyond 2011	Positions in Aboriginal and Torres Strait Islander organisations or businesses being advertised through PIA's

<b>OBJECTIVE 2: DEVELOP RELATIONSHIPS</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
Indigenous Times, Koori Mail, through Indigenous networks and on the PIA website.			website.
Accept invitations from Aboriginal organisations and communities to support the learning of the local community and ways of working including National Reconciliation Week and NAIDOC	PIA Divisions and Chapters	Aspirational, beyond 2011	PIA Divisions attend two major events each year

## TELLING THE STORY

Planners are required to bring into account a wide view of community attitudes, beliefs and expectations. In every planning task or decision there is recognition of competing rights and interests that need to be accommodated. Even where a set of rights is not clear, there is recognition that competing rights or multi-layered rights need to be accommodated. Planners have a responsibility to be able to recognise the rights, interests, needs and aspirations of Aboriginal and Torres Strait Islander people and to involve them in planning and decision making about matters affecting their Country. Planners are also able to advocate for Aboriginal and Torres Strait Islander people and communities in matters affecting their Country, especially where we have the authority and informed consent of Aboriginal and Torres Strait Islander people or communities to do so.

### OBJECTIVE 3: ADVOCACY

*Focus Area:*

The principal aim of this objective is to enable Members to offer an advocacy role to Aboriginal and Torres Strait Islander people and communities in protecting their rights and interests and in meeting their needs and aspirations.

### OBJECTIVE 3: ADVOCACY

Action	Responsibility	Timeline	Measurable Target
Develop relations with other professional institutes to coordinate the development of professional practice in the Indigenous context (i.e. Engineers, Architects, Health Professionals, Valuers, Surveyors etc)	PIA Indigenous Planning Working Group	Priority Pan 2008 - 2011	Relations with other professional associations established and common agendas being jointly pursued.
The Indigenous Planning Working Group approach	PIA Indigenous Planning	Priority Pan 2008 - 2011	Divisions and Members approached to comment on

<b>OBJECTIVE 3: ADVOCACY</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
Divisions & Members to comment on Aboriginal and Torres Strait Islander planning issues. IPWG to be a facilitator for action/input on other policy actions already in progress.	Working Group		Aboriginal and Torres Strait Islander planning issues.
Update PIA's Guidance Notes on legislative obligations with respect to native title rights and interests and cultural heritage protection. (Refer ALGA website for source material.)	PIA Indigenous Planning Working Group	Priority Pan 2008 - 2011	PIA's Guidance Notes on various legislative responsibilities relating to native title and cultural heritage protection updated and available on PIA website.
Host a forum to initiate a process by which Aboriginal and Torres Strait Islander people develop a set of principles, based on human rights, addressing planning and development on land owned or controlled by Aboriginal or Torres Strait Islander people. (Based on HREOC and UN best practice)	PIA Indigenous Planning Working Group	Aspirational, beyond 2011	A forum hosted by PIA to initiate a process by which Aboriginal and Torres Strait Islander people to develop a set of principles, based on human rights, addressing planning and development on land owned or controlled by Aboriginal or Torres Strait Islander people. HREOC and UN best practice guides utilized.
Include in our <i>'Planning Report Card'</i> , accountability of planning agencies of how they address the rights, interests,	PIA National Policy Committee, supported by the PIA Indigenous Planning Working	Aspirational, beyond 2011	

<b>OBJECTIVE 3: ADVOCACY</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
needs and aspirations of Aboriginal and Torres Strait Islander people and communities.	Group		

## WORKING TOGETHER

The genuine incorporation of Aboriginal and Torres Strait Islander people’s rights, interests, needs and aspirations into planning processes is difficult because it requires planners to be aware of the perceptual limitations of the discipline of planning. New approaches to planning are required that begin from a different premise. A premise that recognises and respects Aboriginal and Torres Strait Islander people’s world views, their inherent connections to Country and their rights, interests, needs and aspirations with at least the same respect and due processes shown to other people and communities.

### OBJECTIVE 4: OFFER SUPPORT FOR DEVELOPING PLANNING CAPABILITIES

*Focus Area:*

The principal aim of this objective is to build the capacity of PIA Members to offer support and enable Aboriginal and Torres Strait Islander people and communities to participate more effectively in planning and development activities.

### OBJECTIVE 4: OFFER SUPPORT FOR DEVELOPING PLANNING CAPABILITIES

Action	Responsibility	Timeline	Measurable Target
Recruitment and retention: Offer of work experience and or cadetship in PIA including mentoring support.	PIA National office and Divisional offices	Aspirational, beyond 2011	Work experiences offered to Aboriginal and Torres Strait Islander people
Develop guidelines to assist Members with incorporating the following into contemporary planning practice: <ul style="list-style-type: none"> <li>New planning methodologies that begin from a premise that respects Aboriginal and</li> </ul>	PIA Indigenous Planning Working Group in consultation with Aboriginal and Torres Strait Islander people and communities.	Aspirational, beyond 2011	Guidelines developed and circulated to Members and available via PIA’s website.

<b>OBJECTIVE 4: OFFER SUPPORT FOR DEVELOPING PLANNING CAPABILITIES</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
<p>Torres Strait Islander people's connection to Country.</p> <ul style="list-style-type: none"> <li>• New methods for determining land usage and capacity that records, interprets and absorbs Aboriginal and Torres Strait Islander peoples' intrinsic knowledge of country and the environment.</li> <li>• New methods for accommodating the full spectrum of Aboriginal and Torres Strait Islander peoples' needs and aspirations.</li> <li>• Communication processes that take account of the different ways Aboriginal and Torres Strait Islander people make decisions.</li> </ul>			
Develop guidelines to assist planners with incorporating the following into planning practice for Aboriginal and Torres Strait	PIA Indigenous Planning Working Group in consultation with Aboriginal and Torres Strait Islander people and	Aspirational, beyond 2011	Guidelines developed and circulated to Members and available via PIA's website.

<b>OBJECTIVE 4: OFFER SUPPORT FOR DEVELOPING PLANNING CAPABILITIES</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
<p>Islander communities:</p> <ul style="list-style-type: none"> <li>• Promoting the transfer of planning skill to Aboriginal Torres Strait Islander people in relation to capability development.</li> <li>• Facilitating the transfer of other skill sets – e.g. development, finance, management / independence, administration, external engagement, and employment generation.</li> <li>• Assisting Aboriginal and Torres Strait Islander people with interpreting and navigating government and corporate processes. e.g. grant processes, mining agreements, and government approvals.</li> </ul>	communities.		
<p>Assist Aboriginal and Torres Strait Islander communities with the provision of expertise, knowledge, human resources and financial resources to:</p> <ul style="list-style-type: none"> <li>• assist with the</li> </ul>	PIA Indigenous Planning Working Group in consultation with Aboriginal and Torres Strait Islander people and communities.	Aspirational, beyond 2011	Assistance provided to Aboriginal and Torres Strait Islander communities.

<b>OBJECTIVE 4: OFFER SUPPORT FOR DEVELOPING PLANNING CAPABILITIES</b>			
<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
<p>management of Country;</p> <ul style="list-style-type: none"> <li>enhance the understanding of the significance of Traditional Knowledge and cultural heritage planning and protection within the broader community;</li> <li>improve access to other resources;</li> <li>generate financial wealth, housing and employment opportunities.</li> </ul>			
Encourage and support Aboriginal and Torres Strait Islander people to study planning at accredited University Planning Schools through cadetships and scholarships.	PIA Education Committee	Aspirational, beyond 2011	Access to cadetships and scholarships made available to Aboriginal and Torres Strait Islander people.
Assist Aboriginal and Torres Strait Islander communities with accessing relevant Government programs, particularly those which assist Aboriginal and Torres Strait Islander communities with managing their country.	PIA Divisions, Chapters and Members	Aspirational, beyond 2011	Assistance provided to Aboriginal and Torres Strait Islander communities.

**IMPLEMENTING, MONITORING AND REPORTING PROGRESS**

Through the Indigenous Planning Working Group, the Institute will be publicly accountable for the implementation of this RAP.

We will annually report progress against our current Priority Plan to the PIA National Congress.

**IMPLEMENTING, MONITORING AND REPORTING PROGRESS**

<b>Action</b>	<b>Responsibility</b>	<b>Timeline</b>	<b>Measurable Target</b>
Establish RAP action groups for implementing specific actions	PIA Indigenous Planning Working Group	Priority Plan 2008 - 2011	All actions allocated to action groups
Establish a member volunteers corps to support the implementation of actions	PIA Indigenous Planning Working Group	Priority Plan 2008 - 2011	Member volunteer corps established and volunteers allocated to action groups
Monitor the progress of actions and report progress on an annual basis	PIA Indigenous Planning Working Group	Annually from March 2008	Quarterly reporting format develop and quarterly reports published in a timely fashion on the PIA website
Formal review of the RAP and setting the 3 year Priority Plan	PIA Indigenous Planning Working Group	Every 3 years from March 2008	Formal review completed and revised RAP publishes

## References

Rose, D.B. 1996, *Nourishing Terrains: Australian Aboriginal Views of Landscape and Wilderness*, Canberra: Australian Heritage Commission, viewed 14 March 2008.

< <http://www.ahc.gov.au/publications/generalpubs/nourishing/index.html> >

Watson, N. 2005, *Review of Aboriginal Land Titles*, Briefing paper No. 8. Ngiya Institute for Indigenous Law, Policy and Practice, Jumbunna Indigenous House of Learning, University of Technology Sydney, viewed 30 April 2006,

<[http://www.jumbunna.uts.edu.au/ngiya/pdf/review\\_alt.pdf](http://www.jumbunna.uts.edu.au/ngiya/pdf/review_alt.pdf)>