[Title Page]

*[Insert Project/Proponent logo]*

|  |
| --- |
|  |

Indigenous Engagement Strategy

*[Insert name of the Project/Program]*

*[Insert date]*

Contents

[Acknowledgement of Country 1](#_Toc151564193)

[1. Introduction 1](#_Toc151564194)

[1.1. About Proponent/Project/Program 1](#_Toc151564195)

[1.2. Indigenous Engagement 1](#_Toc151564196)

[1.3. Demographics of Region 1](#_Toc151564197)

[2. Participation 1](#_Toc151564198)

[2.1. Engagement Plan 2](#_Toc151564199)

[2.2. Indigenous Events & Activities 2](#_Toc151564200)

[2.3. Cultural Capability 2](#_Toc151564201)

[3. Procurement 2](#_Toc151564202)

[3.1. Indigenous Business Outcomes 2](#_Toc151564203)

[4. Employment 3](#_Toc151564204)

[4.1. Indigenous Employment Outcomes 3](#_Toc151564205)

[5. Community Development/Cultural Heritage 3](#_Toc151564206)

[Appendix A: Schedule of Obligations 4](#_Toc151564207)

[Appendix B: Supporting Documents: 8](#_Toc151564208)

Acknowledgement of Country

*[Insert an Acknowledgement of Country here for the Traditional Owners of where the project is proposed or where you operate from or more generally.]*

1. Introduction

*[This is an opportunity to introduce the Proponent and give a brief overview of the project and opportunities for Indigenous involvement.]*

* 1. About Proponent/Project/Program

*[Outline an introduction to the proponent and project or program, include background information regarding industry, purpose and location.**]*

* 1. Indigenous Engagement

*[Identify local Traditional Owners and relevant Indigenous stakeholders. Outline any existing initiatives or relationships with Traditional Owners and/or Indigenous stakeholders including any formal agreements i.e., commercial agreements, MoUs, contracts, agreements subject to Native Title Act (Cth) and Aboriginal Land Rights Act (NT).*

*Insert details (if any) of experiences with Indigenous engagement and any existing initiatives such as commercial arrangements, Reconciliation Action Plan, Native Title Agreements, Cultural Heritage Management Plans, Indigenous employment strategies, Indigenous procurement initiatives and ongoing relationships with the Indigenous community etc. Include case studies if possible.*

*Provide an overview of the opportunities where Indigenous involvement is planned to happen through the proposed project/program. Identify how the project can support local Indigenous aspirations and outcomes.]*

* 1. Demographics of Region

*[Provide a snapshot of the local demographics in the footprint area including relevant data on the local population, Indigenous population and growth, local working age percentage, local Indigenous working age population percentage, local industries and local Indigenous businesses etc. We have compiled some resources to assist you with this in the IES Toolkit.]*

1. Participation

*[In this section you can begin to set out objectives for one of the pillars which is Indigenous* ***participation*** *and insert strategies of how the project will involve and engage Traditional Owners and/or Indigenous stakeholders.]*

* 1. Engagement Plan

*[Outline a purpose and plan for engagement and communication with identified Traditional Owners and/or Indigenous stakeholders. Consider what your guiding principles are for your engagement and IES. Detail your engagement methods. Will you establish an Indigenous Working/Reference Group, formalise a Memorandum of Understanding. Will it be face-to-face, workshops or one-on-one.? How often?]*

* 1. Indigenous Events & Activities

*[Indicate any significant community events and activities you may participate in or host or networks you might join.]*

* 1. Cultural Capability

*[Identify strategies to build your organisation’s cultural capability i.e., undertake cultural competency training by a local service provider or commission training by a Traditional Owner group for staff.]*

1. Procurement

*[In this section you can begin to insert* ***procurement*** *strategies of how the proponent will involve and engage Indigenous businesses (see definition in NAIF IES Guideline 2023) and set out objectives for Indigenous procurement for the project/program.*

*Procuring goods and/or services from Indigenous businesses creates outsized benefits for Aboriginal and Torres Strait Islander people, empowering Indigenous communities to generate and grow their economic prosperity, in turn benefitting local economies and the wider Australian economy. Indigenous businesses are over 100 times more likely to hire Indigenous workers than non-Indigenous businesses which contributes to a positive cycle of social and economic empowerment.**]*

* 1. Indigenous Business Outcomes

*[Identify or become a member with relevant Indigenous business network/s.*

*Identify Indigenous procurement opportunities for the involvement of Indigenous businesses/suppliers. Outline the phase such as construction or operations, services, products to procure etc.*

*You can set Indigenous procurement targets to work towards and track progress. Targets can be tailored to the project and procurement opportunities, a percentage or value and can be staggered by project phase or escalate over a time period to best reflect the opportunities.]*

*[Indicate (if known) which Indigenous businesses you are intending on engaging for what portion of work or develop an Indigenous supplier registry to start scoping opportunities to engage with them prior to construction or commencement of your program.*

*Identify any barriers or limitations to achieving Indigenous procurement outcomes for the project/program. Once you have identified what the potential barriers are to achieving Indigenous procurement outcomes, indicate what steps or strategies you will implement to overcome said barriers.*

*Create targeted communications plan to promote and attract Indigenous procurement opportunities. Indicate how you will ensure Indigenous peoples and businesses are the genuine beneficiaries of the procured goods/services and the reporting of outcomes is accurate.]*

1. Employment

*[In this section you can begin to insert* ***employment*** *strategies of how the proponent will involve and engage Indigenous employees and set out objectives for Indigenous employment for the project/program.]*

* 1. Indigenous Employment Outcomes

*[Identify Indigenous employment opportunities for the involvement of Indigenous people on the project/program. Identify any barriers or limitations to achieving Indigenous employment outcomes for the project/program. Identify employment opportunities through the project. Outline retention strategies. You may also wish to leverage existing Indigenous employment initiatives. Indicate how you will ensure Indigenous peoples are the genuine beneficiaries of meaningful employment opportunities and how data is collected appropriately and accurately.*

*Set Indigenous employment targets to work towards and track progress. Targets can be tailored to the project and employment opportunities, a percentage or value and can be staggered by project phase or escalate over a time-period to best reflect the opportunities. A formula to help set Indigenous employment targets is outlined in the IES Toolkit.]*

1. Community Development/Cultural Heritage

*[Although the three pillars of the IES are participation, procurement and employment, you are able to include other initiatives that may fall outside of these categories. Such things may include* ***educational, health, community development, caring for country or cultural heritage*** *initiatives. In this section you can insert these strategies.*

*Identify any commitments supporting community development, caring for country, education such as sponsoring community events/sporting teams, education Scholarships, supporting local Indigenous community initiatives, secondments and supporting the conservation of culturally significant areas.*

1. Schedule of Obligations

|  |  |
| --- | --- |
| 1. PROPONENT: | 1. [Insert name of Proponent] |
| 1. PROJECT: | 1. [Insert name of Project] |
| 1. DATE: | 1. [Insert date of final report] |

*Review checklist below to help ensure key items have been covered.*

|  |  |
| --- | --- |
| Checklist | Quality assurance items |
| Participation | |
|  | Has there been/will there be local engagement with the Traditional Owners and/or Aboriginal and/or Torres Strait Islander community? |
|  | Will the of principles of Free, Prior and Informed Consent be upheld when engaging with local Traditional Owners and relevant Indigenous stakeholders? |
|  | Will the organisation undertake any cultural capability training with a local provider? |
| Procurement | |
|  | Will there be a process for collecting Indigenous business procurement data, including:   * + Value of contracts ($) awarded to Indigenous businesses.   + Percentage (%) of the total contract value awarded to Indigenous businesses. |
|  | Are there procurement targets identified? |
| Employment | |
|  | Is there an outline of Indigenous employment opportunities including employment targets and the identification of the types of roles to be filled? |
|  | Will accreditations be provided through employment initiatives? |
| Community Development/Cultural Heritage | |
|  | Will the Project/Program support any caring for country initiatives or cultural heritage preservation? |
|  | Will the Project/Program support any community development/educational/health initiatives? |
| Reporting | |
|  | Are there mechanisms for monitoring and updating IES – e.g., annual review of the IES, in consultation with Traditional owner reference group. |
|  | Are there mechanisms to collaborate with NAIF to develop and cross-promote communication materials on IES outcomes. |

|  |  |  |  |
| --- | --- | --- | --- |
| KEY AREA[[1]](#footnote-2) | NO. | SPECIFIC UNDERTAKINGS[[2]](#footnote-3) | TIMEFRAME FOR DELIVERABLES[[3]](#footnote-4) |
| Participation |  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Procurement |  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Employment |  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Community Development/ Cultural Heritage |  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Reporting, Monitoring & Communication |  |  |  |
|  |  |  |
|  |  |  |

NAIF and [insert Proponent] have reviewed and agreed to the final Indigenous Engagement Strategy.

Signed on behalf of NAIF

Signature:



Position: Click or tap here to enter text.

Comment:

Click or tap here to enter text.

Signed on behalf of [Insert Proponent]

Signature:



Position: Click or tap here to enter text.

Comment:

Click or tap here to enter text.

1. Supporting Documents:

*Please attach any relevant documents such as, Cultural Heritage Management Plan, Native Title Agreement, commercial agreements, strategic plans, employment strategies, procurement strategies, Reconciliation Action Plan, Memorandum of Understanding and any other supporting information.*

1. **Key Areas** from *NAIF Indigenous Engagement Strategy Guideline – 2023*. [↑](#footnote-ref-2)
2. **Specific Undertakings** compiled from the commitments in the Proponent’s final version of the project IES. [↑](#footnote-ref-3)
3. **Timeframe for Deliverables** compiled from the indicative timeframes for delivery of the commitments in the Proponent’s final IES – can be phases ‘pre-construction’, ‘construction’ and ‘operational’. “TBC” indicates an unknown timeframe that can be clarified in consultation between the Proponent and NAIF. [↑](#footnote-ref-4)