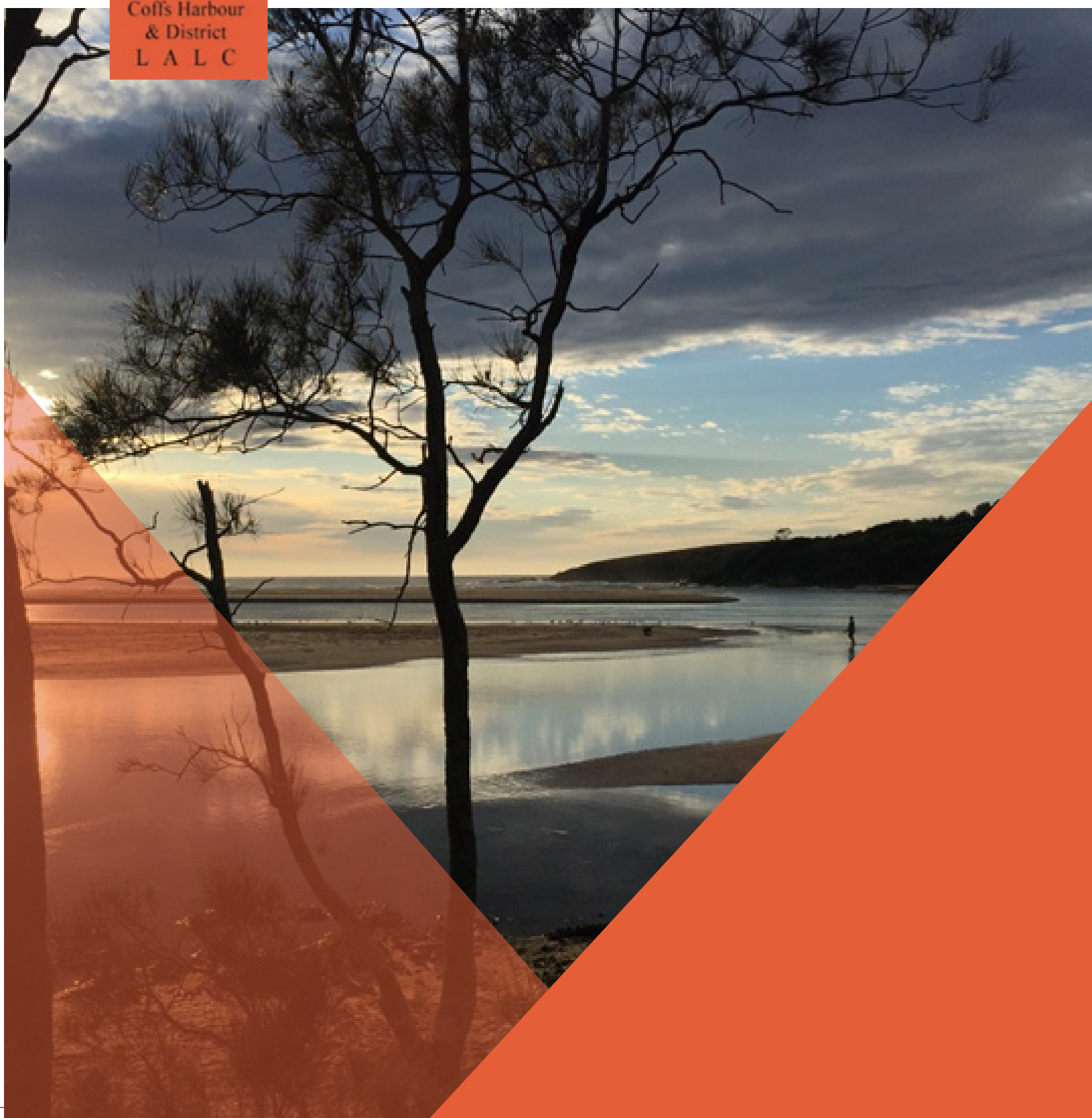




Coffs Harbour and District Local Aboriginal Land Council

# LAND AND SEA COUNTRY PLAN



The Coffs Harbour and District Local Aboriginal Land Council (CH&D LALC) acknowledges our business operations and landholdings are on the lands and waters of the Gumbaynggirr people.

We pay our respect to the lands and waters of the Gumbaynggirr people and their ancestors that have walked this country, and taken care of it for thousands of years. We acknowledge that these lands and waters is and always will belong to the Gumbaynggirr people.

We recognise and acknowledge all the Aboriginal people who have travelled from the lands of other nations and now call Gumbaynggirr country home.

We acknowledge our elders who continue to guide, teach and share their knowledge, we acknowledge their struggle and fight for justice for Aboriginal people, creating a better future for us all.

We pay respect and acknowledge our young people who are our future leaders who will continue to carry on our language and culture. They will continue to look after our country long after we are gone.

We would also like to express our thanks to the North Coast Local Land Services, the National Landcare Programme, and the NSW Government's Catchment Action, to in their provision of support to run a series of local Aboriginal community land and sea country workshops across the CH&D LALC region.



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# PURPOSE OF THE PLAN

The Land and Sea Country Plan illustrates community priorities and actions regarding land and sea management activities in the CH&D LALC region. This document will be used to support future direction, funding applications and dialogues with partners and stakeholders. This plan sits directly under the Coffs Harbour and District Local Aboriginal Land Council Community, Land and Business Plan, 2017 – 2022.

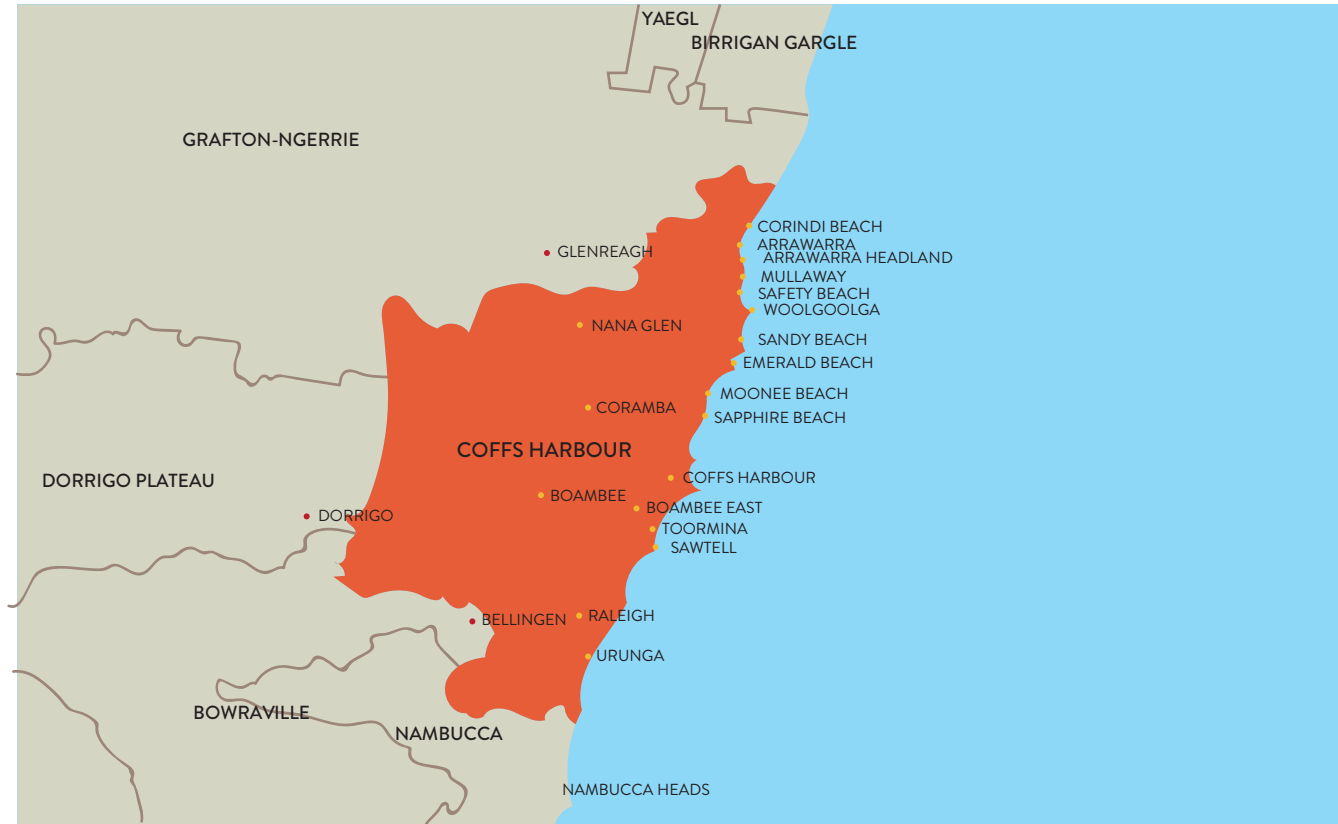
To ensure that the Plan accurately reflects the priorities and needs of the local Aboriginal community, CH&D LALC facilitated four local community workshops, they were:

- Men’s Country stone making workshop and cultural knowledge sharing workshop (Feb 2017)
- Artefact identification & AHIMS training workshop (Feb 2017)
- Women’s Cultural Knowledge workshop (March 2017)
- Land and Sea Country plan workshop and consultation (March 2017)

The community driven process identified the following key themes for further action.

- Traditional Knowledge Sharing;
- Repatriation of Artefacts and Ancestral Skeletal Remains;
- Protection and Management of all Sites and Stories;
- Pest Animals;
- Wetland Rehabilitation;
- Cultural Burning and New Growth Management;
- Sea Country Management;
- Biodiversity – Animal and Plant Species Retention;
- Employment and Training; and
- Partnerships and Collaborations

To best serve Gumbaynggirr country and the community’s needs, this plan is a live document, with a formal review to be undertaken annually.



# COFFS HARBOUR AND DISTRICT LOCAL ABORIGINAL LAND COUNCIL

The CH&D LALC is positioned on the North Coast of NSW within the Gumbaynggirr Nation. The Gumbaynggirr landscape is home to a number of NSW LALC’s, also including Nambucca Heads LALC, Unkya LALC, Bowraville LALC, Dorriggo Plateau LALC and Grafton-Ngerrie LALC.

The CH&D LALC boundaries extend from Red Rock (Dirty Creek Range) in the north to the south of Urunga (Oyster Creek), encompassing Nana Glen, Ulong & Fernmount to the east, and Bellingen to the west.

## THE DARRUNDA WAJAARR TEAM

‘Darrunda Wajaarr’ means ‘to fix Country’ and are the only Aboriginal owned and operated environmental management team within the Coffs Harbour Local Government Area. Darrunda Wajaarr continues our responsibility as Gumbaynggirr people to look after our country. The teams core business is to manage and increase the conservation values of Gumbaynggirr country. Using our knowledge’s and practices along with Western practices that ensure Gumbaynggirr people continue to look after their country, as they have for thousands of years.

The team has been operating since 2006, when the CH&D LALC obtained a small amount of funding which enabled a group of young Aboriginal Trainees to be employed on New South Wales National Parks and Wildlife (NPWS) estate as trained bush regenerators. The team gained more momentum in 2007, when a multi – agency project called ‘Repair to Country’ was established.

Our Country is where the Great Dividing Range meets the sea, it is where the tropic and sub-tropic climate meet, creating an ecology that is diverse, adventurous, unique, and strong in biodiversity.

Through this project, the team worked within various land tenures, and were supported further by NPWS through on-ground supervision and training. Working closely with NPWS, Local Land Services, CH&D LALC and the Environmental Trust, Darrunda Wajaarr is dedicated to maintaining an active role in land management activities participating in cultural site identification, bush regeneration and cultural burning.

The team is currently made up of four staff, two permanent full-time and two casual positions, and continue to work on funded contracts in the CH&D LALC boundary.

**“Indigenous peoples have the right to maintain and strengthen their distinctive spiritual relationship with their traditionally owned or otherwise occupied and used lands, territories, waters and coastal seas and other resources and to uphold their responsibilities to future generations in this regard”**

(United Nations: Article 25 United Nations Convention on the Rights of Indigenous peoples: 2007)



# LAND AND SEA COUNTRY PLAN

The Land and Sea Country plan is informed by the land and sea management responsibilities and practices passed on by our Elders and Ancestors for many thousands of years. Unfortunately, our practices have been disrupted by colonisation, dispossession, genocide and loss of knowledge's.

The Land and Sea Country Plan is a key component of the wider revival and reclamation of language and culture. The Land and Sea country is central to the Gumbaynggirr language, stories and spirituality.

The Land and Sea Country Plan lays out our vision, priorities and strategies we intend to achieve. The Plan illustrates our ways of working as Gumbaynggirr people to identify the human, financial and technical commitments necessary to protect and manage both the “place” (Tangible) and the “story” (Intangible). Indigenous peoples retain strong spiritual links with the plants, trees and animals on their lands and protecting their lands is a sacred duty. Yet, Indigenous peoples may not refer to themselves as conservationists and this has resulted in a considerable lack of acknowledgement within the conservation community of Indigenous peoples' contribution to conservation.

[5] **There is increasing recognition that the ancestral lands of Indigenous peoples contain the most intact ecosystems and provide the most effective and sustainable form of conservation.[6] Studies have demonstrated that the territories of Indigenous peoples who have been given land rights have been significantly better conserved than the adjacent lands.[7] Yet, to date, the important role played by indigenous peoples as environmental guardians has still failed to gain due recognition”.**

(Tauli-Caupez: 2016)



# GUMBAYNGGIRR CULTURAL VALUES

The Gumbaynggirr Nation stretches from the Nambucca River in the South to around the Clarence River in the North and the Great Dividing Range in the West. There are many Gumbaynggirr stories associated with sacred sites generally located near significant landmarks and places that are still special places for people today. These sites are precious to the Gumbaynggirr people and some of those stories have connections to the other Nations such as the Bundjalung, Yaegl, and Dhunggati, and connected by storylines from the Central Desert, the West Coast, and throughout the rest of Australia. The impacts of invasion and urbanisation have meant Gumbaynggirr culture and heritage is still being impacted or destroyed as development extends across the Coffs Harbour Local Government Area.

**“Indigenous peoples have the right to maintain, control, protect and develop their cultural heritage, traditional knowledge and traditional cultural expressions, as well as the manifestations of their sciences, technologies and cultures, including human and genetic resources, seeds, medicines, knowledge of the properties of fauna and flora, oral traditions, literatures, designs, sports and traditional games and visual and performing arts. They also have the right to maintain, control, protect and develop their intellectual property over such cultural heritage, traditional knowledge, and traditional cultural expressions”**

(United Nations: Article 31 Declaration on the Rights of Indigenous Peoples)

Our cultural custodial responsibilities include the protection of Gumbaynggirr cultural values, knowledge, language, stories, heritage, artefacts and cultural sites with the management of country. The Land and Sea Country Plan links the story and the science (Intangible/ Tangible).

As Gumbaynggirr people the way in which we look at country is different to that of Western culture. Western culture views land as a commodity attached to monetary value for personal gain, and something that has no sentimental value or story.

We as Gumbaynggirr people are connected to our country, our relationship to our country is deeply spiritual and embedded in our existence and expressed through our culture. When our country is sick, we are sick. When our country is healthy, so are we. When you look after your country, your country looks after you. When the country is destroyed, so is our stories embedded in our country.

**“Baabagu ngurrang ngiyaanya wajaarr yuludarlala”**  
(Father gave us this land in the dreaming)

**“Maraalgundi julu gurray yarrang jaagi”**  
(All part of the earth is sacred)

**“Ngiyaa yaarri julu maraalgundi”**  
(We are part of the earth)

**“Maraal yaarri julu ngiyambandi”**  
(The earth is a part of us)





Artwork by Aunty Shaa Smith

## GUMBAYNGGIRR CULTURAL VALUES - PLACE AND STORY

"I tell you, here, one time ago, like, the sea mullet, when they come along, you get the white butterfly. They come and swarm, they fly through, and they say, "Oh, the sea mullet's close." Sure enough, a coupla days after, along come the sea mullet. ... They used to fly north, just ahead of the sea mullet, just before winter they'd come in."

(Paul Taylor, Arrawarra Culture)

Traditional Knowledge systems and sharing are central to the Gumbaynggirr culture; these govern all relationships, rules and responsibility with regard to land and sea. The continuation of traditional Gumbaynggirr knowledge systems and sharing priorities of this plan are to:

- Undertake consistent consultations around known sites with the appropriate knowledge holders, and developing a shared vision for these sites
- Allocate resources to assist Gumbaynggirr women to identify women's sacred sites and develop management plans for future protection and conservation.
- Develop and implement cultural camps and workshops to facilitate the sharing of knowledge of both Women and Men's sites (where not to go), educating young Aboriginal people of their meaning and cultural significance.
- Cultural Education – Develop products and services to create commercial revenue to the LALC and Gumbaynggirr Nation. These include programs for schools, bush tucker and Gumbaynggirr cultural experiences.

- Develop a program for the community to undertake training on Artefact Identification & Training for registering on AHIMS.
- Support our partner Bularri Muurlay Nyanggan Aboriginal Corporation through resources and in-kind support to continue Gumbaynggirr Language classes with the community, as well as the continuation of the homework centre.
- Develop education programs for the Aboriginal community to identify bush tucker and native plants and learn of their traditional uses.
- Develop a "Junior Ranger" holiday program for children to teach them the values of looking after the land and sea country.

The CH&D LALC has recently created a 'Community Engagement Officer' position. This position will be integral in the development and implementation of cultural programs that tie into the Land and Sea Country Plan.

They were that thick, the waves could hardly break. And sharks, big sharks 'd follow, low tide, and hey was that thick, miles long, just black with mullet."

(Bruce Laurie, Arrawarra Culture)





## CULTURAL HERITAGE PROTECTION TEAM

Protecting Country and our cultural heritage is important to the CH&D LALC. We seek to fulfil our inherent cultural obligations and responsibilities by providing consultancy services through our specialist cultural heritage team. The CH&D LALC Cultural Heritage team works to ensure that our culture and heritage is cared for, managed appropriately and sustainably, and whenever possible, protected from harm. We aim to protect and preserve our heritage for our future generations.

Our team has worked hard to successfully register and monitor sites under the National Parks & Wildlife Act, 1974, and further facilitates services in the following areas:

- Cultural programs for youth, elders and community members;
- Cultural and heritage tours and events;
- Increased understanding of culture and identity issues in the broader community

The CH&D LALC have conducted several artefact repatriations through the years including:

- Moonee Beach Holiday Park
- Sullivan's Rd Moonee Beach,
- Sandy Beach, and in the
- Boambee and Bonville areas

This list is a sample of the many jobs we are currently working on to protect and preserve Gumbaynggirr culture and heritage. Artefacts have been salvaged from development sites and are taken under a care agreement until the developments are finalised.

## MANAGING OUR COUNTRY

The CH&D LALC is one of the largest landholders in the Coffs Harbour region. Statistics and literature demonstrate that Indigenous people manage the biodiversity values and practice sustainability more effectively than other cultures. Indigenous owned territories make up 20% of the world's land, yet 80% of the world's biodiversity sit within Indigenous owned territories (United Nations; 2017).

The CH&D LALC landholdings are amongst the most biodiverse outside of NSW National Parks and NSW State Forests. As owners and custodians it is our responsibility above all others, to look after our country. Here at CH&D LALC we believe the "black, green economy" is the way forward for our community. This will also create greater opportunities to obtain funding to protect threatened species and threatened ecological communities.

### Fire Management

Cultural burning is the way our ancestors maintained the health of our country.

Cultural burning promotes growth and health of plants, reducing fuel loads, and so aiding in the prevention of hotter wildfires, producing new feed for animals and promotion of biodiversity.

Fire enables Aboriginal people to protect and access to resource areas. When used appropriately, cultural burning can also be a tool in developing and maintaining asset protection zones. Cultural burning knowledge has been passed down from our ancestors and needs to be conducted with integrity, the CH&D LALC does not support unnecessary or tokenistic use of cultural burning.

Fire is a significant part of Aboriginal culture and the knowledge of its use has been retained by many Aboriginal families as their culture and values are shared between generations (Western Australian Government: Parks and Wildlife Service: 2013)

Our goals it to build partnerships with government agencies and land managers to ensure cultural burning becomes a main method of burning and continuing cultural practice and knowledge.

The CH&D LALC plan to be a leader in the regions in bringing together stakeholders and community to create conversation and networks that can strengthen fire as not an only a cultural practice, but using it to create healthy country.

### Biodiversity – Animal and Plant Species Retention

This section of the Land and Sea Country Plan aims to protect and maintain plant and animal species with cultural associations and connections.

The CH&D LALC have identified a number of threatened species, populations and threatened ecological communities on CH&D LALC lands. These include Littoral Rainforest and Lowland Rainforest to name a few. We also aim to work with species on Gumbaynggirr country such as:

- Garlaany or Pipi - *Paphies australis*
- Gumgaamgan or Coastal Emu- *Dromaius novaehollandiae*
- *Zieria prostrata* (found only on the four of the Headlands of Gumbaynggirr Country)
- Themeda Headland Grasslands

Our future goals include undertaking comprehensive mapping to capture the biodiversity values of our lands and waters.

Recovery work often overlaps with (is intrinsically tied to) other CH&D LALC natural resource management activities, e.g. cultural heritage protection and maintenance and cultural burning processes. Research shows that;

**“threatened species recovery efforts would benefit from a cross-cultural approach to plan, deliver and monitor on-ground threatened species recovery activities – to improve threatened species outcomes”**

(Threatened Species Recovery Hub).





## HEADLANDS



Headlands of Gumbaynggirr country hold a tremendous amount of cultural story and value. They provide a place to collect food, camp and an opportunity to scout the broader landscape for navigation, as well as obtain knowledge of events that may be taking place on country such as fires, movement of food sources and people. Due to the significance of headlands in the Gumbaynggirr culture, the CH&D LALC has identified specific headlands to maintain and protect as part of the Land and Sea Country Management Plan, these include but are not limited to:

### Gumgali (McCauley's Headland)

Gumgali or Goanna Headland is of high cultural significance to the Gumbaynggirr people. The headland is an ancestral goanna who travelled from the North and fell asleep in the landscape.

- Monitor the health of the freshwater springs in the area
- Monitor and maintain the ochre reserves in the area
- Regenerate the area through burning and species monitoring
- Undertake weed management and monitoring
- Protect the cultural values and use of the Headlands – including interpretative signage and dual naming

### Arrawarra Headland – (creek/ fish traps/ midden site)

Arrawarra Headland is an area of cultural importance to the Gumbaynggirr people. It is an area for ceremony where people gathered to share in the abundance of fish caught in the Arrawarra fish traps.

- Weed management and monitoring
- Regenerate the area through burning and species monitoring
- Work with other stakeholders to develop a strategy to maintain and protect the fish traps – including status of heritage listing
- Protect the cultural values and use of the Headlands – including interpretative signage, “don’t take away rocks from the traps”, dual naming etc.
- Protect the marine life around the headland – the importance of sustainable fishing etc.



### Look-at-me-now Headland

Look at Me Now Headland is an important Aboriginal site of deep significance to local Gumbaynggirr people. Over 5,000 people marched in a rally in Coffs Harbour to prevent destruction of the headland and adjacent beaches.

- Weed management and monitoring
- Regenerate the area through burning and species monitoring
- Protect the cultural values and items at the Headlands – including interpretative signage, dual naming
- Protect the marine life around the headland – promote the importance of sustainable fishing etc.

### Boambee Headland

Boambee Headland is an area where Gumbaynggirr people camp and travel up and down the coast, particularly to Bongil Bongil National Park and to the Southern Gumbaynggirr lands.

- Weed management and monitoring
- Regenerate the area through burning and species monitoring
- Protect the cultural values and items at the Headlands – including interpretative signage, dual naming
- Protect the marine life around the headland – promote the importance of sustainable fishing etc.

### Dolman’s Point

Dolman’s Point was a stopover area for Gumbaynggirr people travelling up and down the coast. This area was key in connecting the Northern Gumbaynggirr with the Southern Gumbaynggirr people.

- Weed management and monitoring
- Protect the cultural values and use of the Headlands – including interpretative signage and Dual naming
- Regenerate the area through burning and species monitoring
- Protect the marine life around the headland – promote the importance of sustainable fishing etc.

### Red Rock Headland – men’s place. Site of massacre.

Red Rock is an area of importance to Gumbaynggirr men who still visit the area and practice culture, pass on stories and ways of being. Sadly, it is remembered by Gumbaynggirr people as the site of a massacre of the Gumbaynggirr people.

- Weed management and monitoring
- Regenerate the area through burning and species monitoring
- Protect the cultural values and use of the Headlands including the Ochre reserves
- Protect the marine life around the headland – promote the importance of sustainable fishing etc.
- Protect ochre reserves

### Wenonah Headland

Wenonah Headland is an area that is currently joint managed by the Gumbaynggirr Wenonah Head Aboriginal Corporation and the CH&D LALC. It is an area that has sustained the Gumbaynggirr people for thousands of years.

- Weed management and monitoring
- Regenerate the area through burning and species monitoring
- Protect the cultural values and use of the Headlands
- Protect the marine life around the headland – promote the importance of sustainable fishing etc.
- Fencing
- Interpretative Signage
- Ongoing waste management

## SEA COUNTRY MANAGEMENT

The totem ancestor for the Gumbaynggirr people is “Gaagal” or the sea, our sea totem is the “Yugirr or the dolphin. The sea holds creation stories that underpin the Gumbaynggirr way of life. From the emergence of “Yuludarla” from the sea in the east, to the story of the two sisters who created the ocean with their yam sticks, these stories demonstrate the important connection between Gumbaynggirr people and the sea.

As the totem ancestor of the Gumbaynggirr people, there is an ongoing responsibility and obligation to take care of the sea and its creatures. A key goal of CH&D LALC in this plan is to employ local Gumbaynggirr women and men to undertake ranger like activities on sea country.

- To lobby for greater Aboriginal employment in Fisheries and the Marine Parks. Employment will improve communications and engagement with the community.
- Create signage plaques for all sea life in key strategic positions.

From monitoring the migration patterns of sea life, to monitoring local sea grass and corals, to undertaking education programs, the CH&D LALC is committed to the ongoing protection of our local sea country. The issues that were highlighted by the community were:

- The need to create work around the Marine environment and the protection of heritage, job creation and employment opportunities;
- To build partnerships with organisations like the National Marine Science Centre, Marine Parks and Solitary Island Marine Parks.

The CH&D LALC and the Gumbaynggirr people have identified the need to work with these key organisations to better create opportunities, partnerships and protect sea country.





# WATERWAYS AND WETLANDS

Waterways and wetlands are integral to Gumbaynggirr culture and way of life. The creation of waterways and wetlands continue to be shared through stories from the “Yuludarla” the dreaming or creation period. The Gumbaynggirr people travelled with availability of food and seasonal changes. For summer, they travelled to the mountains to access the abundance of seasonal food available; it was here the freshwater rivers, creeks and pools would sustain them. For the winter, they then travelled back to the coast to feast on the abundance of seasonal food provided by the sea, estuaries and wetlands, making the Gumbaynggirr freshwater/saltwater people.

The plan aims to focus on both saltwater/freshwater areas that are culturally significant to the Gumbaynggirr nation. These areas are:

## Arrawarra Fish Traps

The Arrawarra fish traps is a big ceremonial place for Gumbaynggirr people to gather and share in the abundance of fish caught in the fish traps.

- Develop and erect interpretive signage and shelter near the site
- Identify and work with stakeholders to maintain and restore fish traps as part of ongoing Gumbaynggirr cultural practice
- Ensure Coffs Harbour City Council undertake stage two of the State Heritage listing
- Encourage and facilitate Gumbaynggirr men accessing the Arrawarra Headland (Men’s area priority) for cultural practice and collecting ochre

## Arrawarra Creek

Arrawarra creek is a special pathway that the Gumbaynggirr people walked in along to the fish traps.

- Develop regeneration activities to protect the midden at mouth of the creek
- Annual monitoring check on the health of the estuary
- Undertake regeneration activities that protect the cultural values of the estuary
- Monitoring populations of fish and number of fish species in the estuary
- Creating habitat for at risk species of fish
- Protect the cultural values and use of the estuary

## Pipeclay Creek

Pipeclay Creeks back onto the “camp’ where Gumbaynggirr people still live today. It was used an area which provided seafood to the people that live in that area.

- Monitoring the impact of the drainage run-off going into the estuary from existing proposed developments
- Annual monitoring check on the health of the estuary
- Monitoring populations of fish and number of fish species in the estuary
- Creating habitat for at risk species of fish
- Protect the cultural values and use of the estuary

## Miimigan Gaungan (Mary’s Waterhole)

A sacred woman’s place that is still visited and cared for by Gumbaynggirr women. It is associated with the first Gumbaynggirr women, who married our creator Yuludarla, and was mother to the great warrior Birrugun.

- Support Gumbaynggirr women (Women’s area priority) by allocating resources to ensure the ongoing protection & restoration of the area.
- Further develop the storyline from Moonee to Miimigan Gaungan (Mary’s waterhole)
- Undertake weed management and regeneration activities including burning and species monitoring
- Protect the cultural values and use of the area
- Undertake regeneration activities to minimise the impacts of the annual world rally

## Woolgoolga Waterfalls

Woolgoolga waterfalls is a sacred women’s place that is connected to Miimigan Gaungan and is still under the custodianship of Gumbaynggirr women.

- Explore avenues to get the water running and creating a healthy waterway
- Undertake weed management and regeneration activities
- Woolgoolga Waterfalls – old unused dam making the water stagnate by not running

## Buluunggal (Coffs Creek)

Buluunggal in Gumbaynggirr means “mullet”. This name gives insight to the use of the estuary, which was known for its abundance of mullet.

- Undertake a clean-up of rubbish in and around the estuary
- Develop and erect interpretive signage
- Weed management and monitoring
- Maintain and monitor the koala corridor
- Annual monitoring check on the health of the estuary
- Monitoring populations of fish and number of fish species in the estuary
- Creating habitat for at risk species of fish
- Protect the cultural values and use of the estuary





# AREAS OF CULTURAL SIGNIFICANCE TO THE GUMBAYNGGIRR PEOPLE

The CH&D LALC have identified area of significance to the Gumbaynggirr people, which will be managed and cared for, the CH&D LALC will target specific funding in which to take care of these areas. They are:

- Moonee Beach and surrounding areas (midden)
- Giidiny Mirrirl or Muttonbird Island
- Bunyoon Mirrirl or Corambirra Point
- Solitary Islands
- Niigi Niigi or Bruxner Peak
- Corindi Beach (The camp)
- Emerald Beach
- The old farm (Corindi Beach)

The CH&D LALC is keen to work with all stakeholders within our boundaries to ensure the ongoing care and custodianship of these areas.



# CAPACITY BUILDING, TRAINING AND SKILLS DEVELOPMENT

## Pest Animals

Pest animals threaten native animals and plants and can damage the environment, agriculture and cultural heritage sites. To protect and increase the biodiversity value of our lands and seas on Gumbaynggirr country it is critical for the Darrunda Wajaarr team to develop skills in controlling pest animals. The team aim to develop skills in:

- Pest species monitoring
- Trapping
- Integrated control and eradication
- Capture and relocation

The Darrunda Wajaarr team are open to working with partners and stakeholders that can support the ongoing development of the team in this area.

## Fire management

Harnessing fire to assist the regeneration of threatened species and threatened ecological communities (TEC's) is something the Darrunda Wajaarr team currently specialise in. However, our capacity is limited to two (2) trained staff members. Our goals are to extend this training to the whole Environmental Team with minimum training of Basic Fire Fighting (BFF).

	Bush regenerator	Bush regenerator – Supervisor	Program Coordinator
Basic Fire Fighting	Yes	Yes	Yes
NSW Forestry Corporation Accredited	Yes	Yes	Yes
NPWS Accredited			
Advanced or Crew Leader Accredited			

## Estuary management

Undertaking estuary management as a business practice is something the Darrunda Wajaarr team are keen to learn and develop more adeptly. Activities such as;

- monitoring fish population
- water sampling
- penetrometer readings
- epifauna counts
- creating fish habitats

## Sea management

Venturing into sea management is a new venture for the CH&D LALC. Our goal is to work with other established sea ranger programs to mentor and inform best practices to launch our own CH&D LALC Sea Management program. By 2022, CH&D LALC aims to employ two (2) sea rangers, one (1) male and one (1) female.

## Fauna monitoring

Fauna monitoring will be critical to capture the biodiversity value of CH&D LALC owned lands, and the wider Gumbaynggirr country.

Fauna monitoring has been identified as a skill gap area within the Environmental team. The CH&D LALC has recently developed a partnership agreement with Nature Conservation Trust to undertake mentoring and capacity building in this space. This will include flora and fauna monitoring workshops with the Nature Conservation Trust that will be opened up to other Aboriginal environmental teams working on Gumbaynggirr country.

## Specific qualifications/development

The CH&D LALC have committed to all Darrunda Wajaarr staff to have a minimum qualification of a Certificate III in Conservation and Land Management. Our team leaders will requirement a minimum of a Certificate IV in Conservation and Land Management. Our goal is that all staff will complete or enrol in the Graduate Diploma in Land and Sea Management delivered at Deakin University.

Additional desirable qualifications include the Diploma of Leadership and Management to be undertaken by senior members of the team.



Qualification matrix – Land and Sea management team

	Bush regenerator	Bush regenerator – Supervisor	Program Coordinator
Certificate III in Conservation and Land Management	Yes	Yes	Yes
Certificate IV in Conservation and Land Management		Yes	Yes
Graduation Diploma of Land and Sea Management		Yes	Yes
Diploma of Leadership and Management			Yes

Mentoring other Aboriginal Land Management Teams

As an established Land Management team with well-rounded skills and experiences Darrunda Wajaarr aspires to mentor and support other Environmental teams within Gumbaynggirr nation, and the neighbouring areas such as Bundjalung, Dunghutti, and Baanbay. It is our responsibility to give back to other communities to help them fulfil their responsibility to take care and manage their country.

Grants writing

All senior members of the Darrunda Wajaarr team will be trained in grants writing along with other staff members of CH&D LALC. This will increase the number of opportunities and ability for Darrunda Wajaarr, CH&D LALC to win contestable funding.

Grant writing training matrix.

Position	CH & DLALC CEO	Program Coordinator	Darrunda Wajaarr Supervisor	Community Engagement Officer
Grant Writing	Yes	Yes	Yes	Yes

Facilitate and participate in networking

The CH&D LALC is committed to connecting all Gumbaynggirr people in the interest of looking after country, and making decisions that are developed and led by Gumbaynggirr people. Many forums that currently exist such as the Jaliigirr Biodiversity Alliance are of tremendous value in linking likeminded organisations and people.

One area is that the CH&D LALC is committed to bringing Aboriginal people together is cultural burning. With the support of our partners, the CH&D LALC will work with stakeholders to bring like-minded people together to discuss cultural burning. The aim is to network and share information, as well as develop capacity and create a support network. This includes working and coming together to undertake burns and to have a Northern NSW Regional Fire Workshop.

ESTABLISHING AN INDIGENOUS PROTECTED AREA (IPA)

Indigenous Protected Areas (IPA) are areas of land and sea country owned or managed by Indigenous groups, which are voluntarily managed as a protected area for biodiversity conservation through an agreement with the Australian Government.

The CH&D LALC’s goal during this plan is to establish one (1) IPA on either on CH&D LALC land holdings and in partnership with other groups e.g. Prescribed Body Corporates etc. As well as protecting biodiversity, Indigenous Protected Areas deliver cost-effective

environmental, cultural, social, health and wellbeing and economic benefits to Indigenous communities. Indigenous Protected Areas protect cultural heritage into the future, and provide employment, education and training opportunities for Indigenous people in remote areas.

CULTURAL AND ECO TOURISM

The goal of the CH&D LALC is to become a self-sustainable entity whose business operations are funded by revenue created from a diverse number business enterprises and investments. Cultural tourism is a distinctly unique product and in demand with visitors locally, national and internationally.

In 2015/2016 the tourism and hospitality sales in the Coffs Harbour region was \$600.6 million dollars. Currently Aboriginal enterprises are receiving less than 0.5% of that tourism and hospitality income.

Our ventures into cultural tourism are guided by our Coffs Harbour and District Local Aboriginal Land Council Principal”, these being:

- 1. Protecting and managing the cultural and ecological value of our land above all else
- 2. To create opportunities that ensure the ongoing teaching of Gumbaynggirr cultural knowledge is facilitated and passed on to the next generation of leaders and young people
- 3. Harness landholdings to generate recurrent revenue above selling land assets
- 4. Support other Aboriginal business to create sustainable enterprises associated with Land and Sea Country

The list of proposed Cultural tourism ventures includes:

Camping experiences

The Coffs Harbour and District economy relies significantly on tourism and visitors. The CH&D LALC aims to capitalise on this market through some of its significant land holdings. Potential areas have been identified for the development of commercial campground(s), which will provide camping and recreational accommodation to tourists and holiday goers. Coupled with blocks containing biodiversity, the areas provide a perfect opportunity for camping and adventure enthusiasts to experience the Mid North Coast. The design of the campground will include bush tucker, interpretive cultural signage and our other Aboriginal cultural experiences/tours that will be held in and around the area.

Spotlighting and eco-tours

The CH&D LALC is developing Eco Spotlighting tours that will be available to nature enthusiasts as well as tourists. The CH&D LALC land holdings have a diverse range of Threatened Species and Threatened Ecological Communities and areas of known koala habitat.





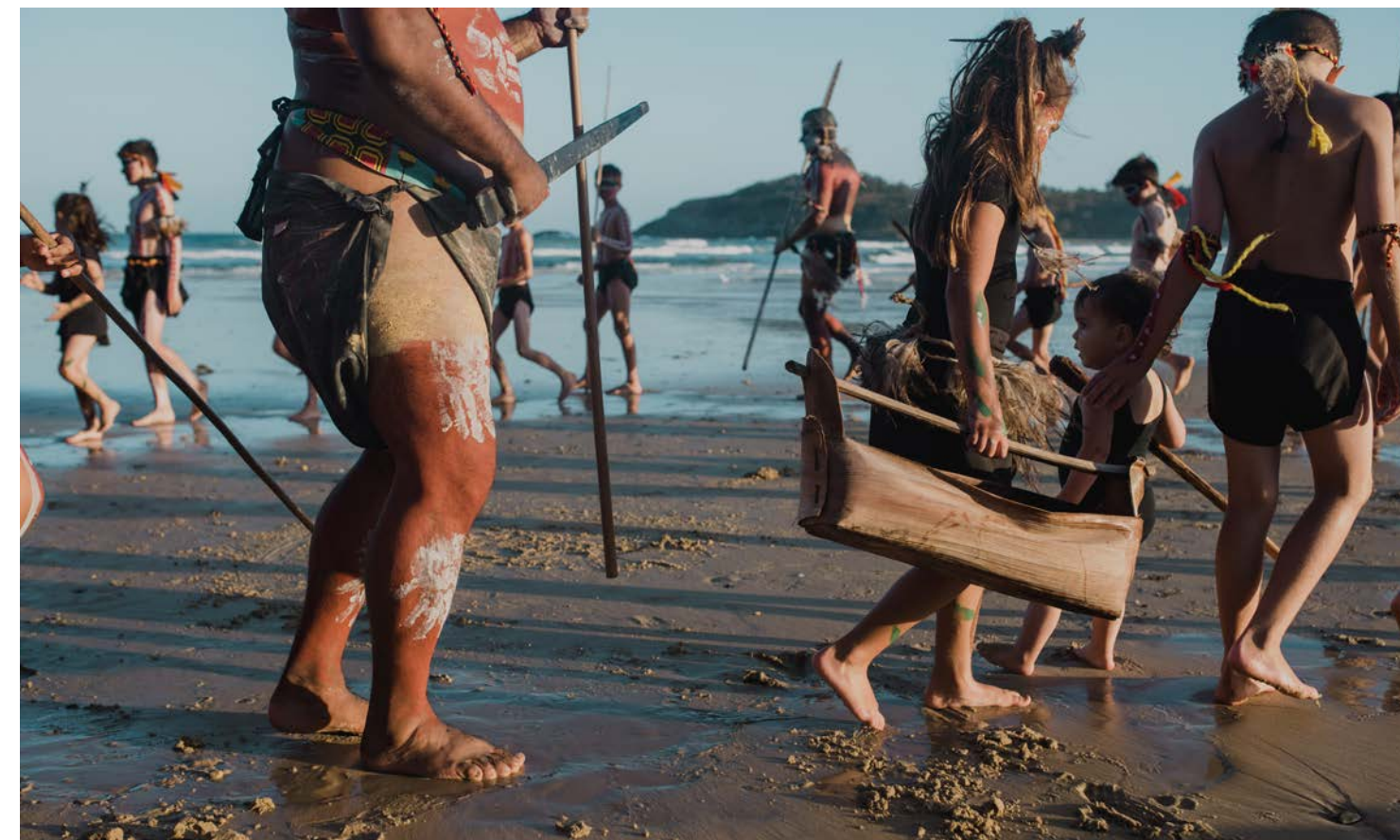
### Cultural kayaking tours

CH&D LALC has identified the potential for a unique Aboriginal cultural Canoeing tour experience. The Canoeing tour will provide guests with a cultural experience introducing them to the Gumbaynggirr stories, its history, the plants and seafood that was harvested by the Gumbaynggirr people and the unique biodiversity.

### Cultural Boat tours

The sea and estuaries are central to Gumbaynggirr culture and sustain the Gumbaynggirr people of the area through its abundance of food. Additionally, it also provided Gumbaynggirr people with a travel pathway with their canoes for the summer to travel inland to the mountains, then travel back down on the river to the coast of the winter. This migration and travel patterns is recorded in traditional Gumbaynggirr song known as the “Bellinger Boat song”. This history needs to be shared with not only visitors and tourists, but to young Gumbaynggirr people. The story in addition with the abundance of foods and recreational activities make the ocean and rivers an ideal place to conduct cultural boat tours. During the life of the Land and Sea Country Plan, the CH&D LALC will undertake feasibility research to assess the viability of such a commercial operation. Potential sources of income for the project are being sought Aboriginal Fishing Trust Grant administered by NSW Department of Primary Industries.

Through investing and developing in cultural tourism, the CH&D LALC can diversify its incomes, create more employment opportunities and begin the transition to become a self- sustainable enterprise.



## EMPLOYMENT AND BUSINESS OPPORTUNITIES

Providing goods and services as Certified Indigenous Suppliers that directly contract to CH&D LALC and the Commonwealth, State and Local Government agencies as a private Indigenous business or trading organisations.

The Indigenous Procurement Policy was launched on the 1st July 2015 to leverage the Commonwealth's annual multi-billion procurement spend to drive demand for Indigenous goods and services, stimulate Indigenous economic development and grow the Indigenous business sector. The Australian Government presently spends over \$39 billion per annum on various contracts.

- In 2012-13 year the Commonwealth only about \$6 million went to indigenous businesses – that's 0.02 per cent.
- By 2015-16 the target of 3% was exceeded by the awarding 1,509 contracts, valued in total at \$284.2 million to 493 Indigenous businesses.

The Commonwealth and State Governments continue to further develop their Procurement Policies and Data Collection linkages measures.



# PARTNERSHIPS AND COLLABORATIONS

The CH&D LALC and the Darrunda Wajaarr team are looking to partner with stakeholders who can provide mentoring and help develop new skills for the team to build capacity.

We seek to work with partners who acknowledge our unique place as Gumbaynggirr people, and understand and value our custodial responsibilities, cultural values, knowledge’s, language, heritage, artefacts and cultural sites.

Jaliigirr Biodiversity Alliance (Land Council Network)  
The Jaliigirr Biodiversity Alliance exists within the Gumbaynggirr Aboriginal Nation, and the Alliance appreciates and values the attachment of Aboriginal communities to this landscape. Our partnership includes representatives from the Gumbaynggirr Elders, CH&D LALC and the Dorrigo Plateau LALC, and the Alliance is a proud supporter of the Darrunda Wajaarr Environmental Team.

The Darrunda Wajaarr Team have been a key delivery partner on several Jaliigirr sites in the Coffs Harbour and Bellingen Local Government Areas. Over the past five years the team have helped deliver multiple restoration projects for Alliance partners. Projects have included riparian restoration works, revegetation of council reserves, threatened species management and cultural burning programs. These works have led to a significant improvement in habitat quality within several identified landscape connections and the Alliance looks forward to continuing this partnership in the future.

### Key partners

CH&D LALC currently has partnerships with

- NSW National Parks and Wildlife
- NSW Local Land Services
- National Landcare Program
- Coffs Harbour City Council;
- NSW Office of Environment and Heritage;
- Forestry Corporation of NSW;
- NSW Department of Primary Industry;
- Australian Government, Department of Prime Minister and Cabinet
- National Landcare Programs
- NSW Governments Catchment Management Action Plan
- Solitary Islands Marine Park

### Key Aboriginal Stakeholders

- Garby Elders Aboriginal Corporation Inc.
- Jaagun Aged and Home Care
- Bularri Muurlay Nyaangan Aboriginal Corporation

### Corporation

- Dorrigo Plateau Local Aboriginal Land Council
- Grafton-Ngerrie Local Aboriginal Land Council
- Birrugan Gaagal Local Aboriginal Land Council
- Yeagl Local Aboriginal Land Council
- Nambucca Local Aboriginal Land Council

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