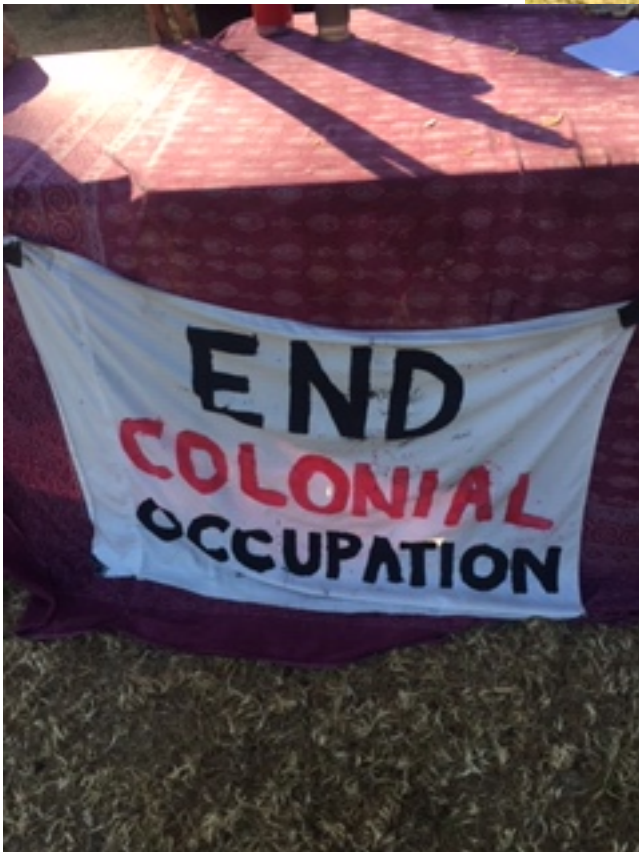
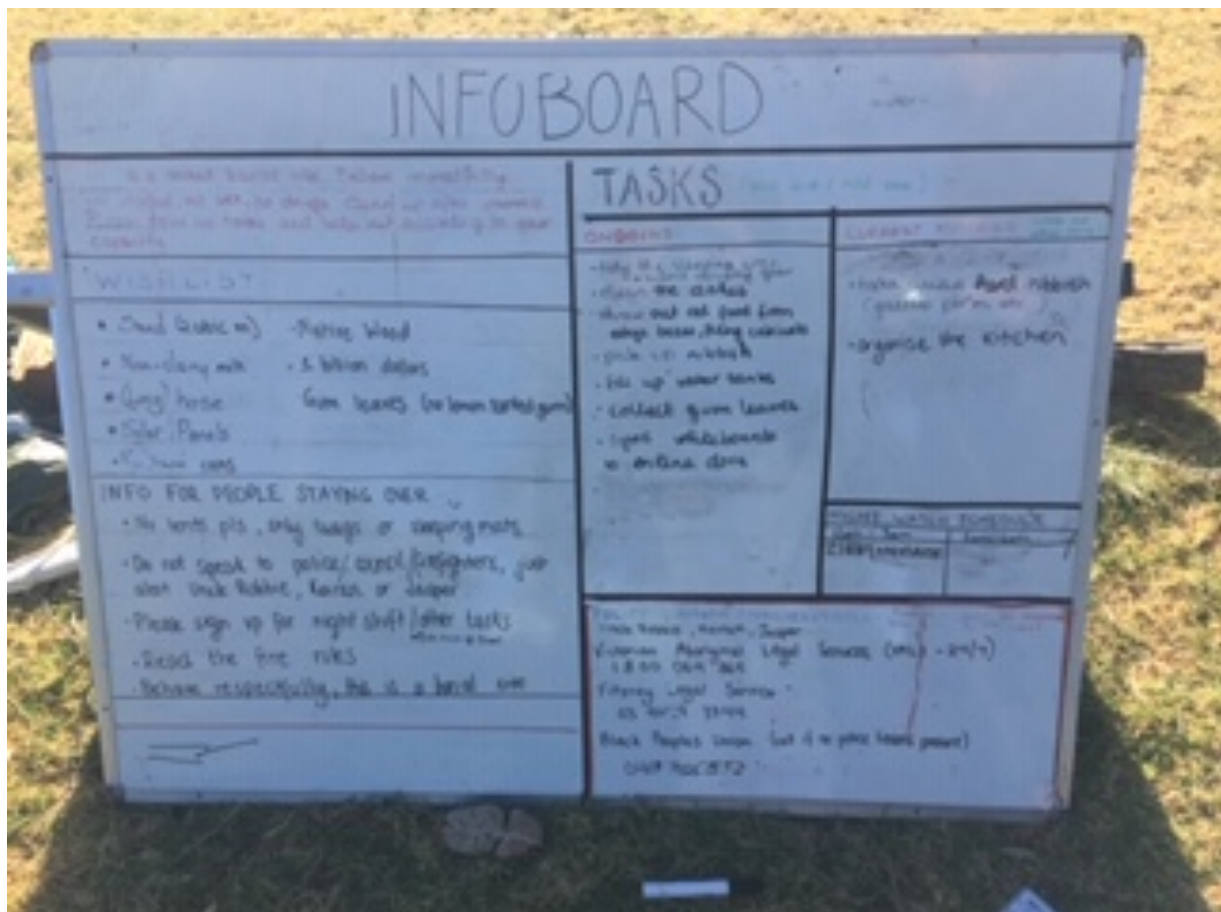


Mick Thorpe with fire stick.





Nonda Katsalidis architect and Perry Lethlean landscaping consult Robbie...



<https://www.cfa.vic.gov.au/about-us/publications/reports-and-policies>

**Country
Fire
Authority**

**First Nations Australians
Engagement Guidelines**

The aim of these guidelines is to support CFA members to better engage with Aboriginal and Torres Strait Islander people, to improve knowledge and understanding and to understand Cultural Protocols.

[First Nations Australians
Engagement Guidelines
\(pdf 2MB\)](#)

Published: 31 Aug 2023

We acknowledge Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land. We pay our respects to Elders, past and present.



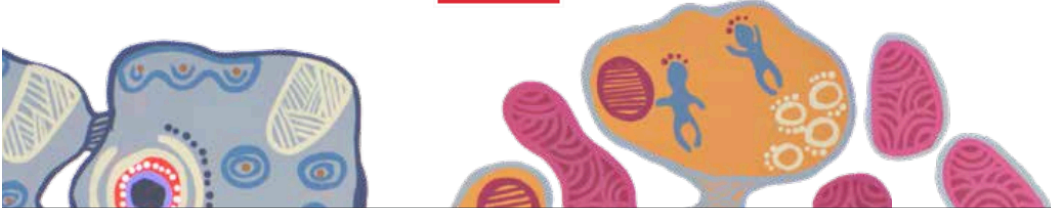
We are committed to inclusive communities.

Downloads/CFA-First-Nations-Australians-Engagement-Guidelines-Aug-2023.pdf3

Version 2 | August 2023

First Nations Australians Engagement Guidelines

OUR COMMUNITY • OUR CFA



CFA would like to acknowledge the Traditional Owners of the land and pay our deep respect to Elders past and present.

We also acknowledge that Aboriginal self-determination is a human right enshrined in the United Nations Declaration on the Rights of Indigenous Peoples. CFA recognises the hard work of many generations of Aboriginal people who have fought for this right to be upheld.

Contents

02	The importance to CFA of engaging First Nations Australians
04	Use of fire – a common bond
06	Who to engage with
08	Acknowledgement of Country and Welcome to Country
10	Tips for engagement
12	Cultural safety
14	Aboriginal cultural heritage
18	Terminology
20	Where to learn more
21	Registered Aboriginal Parties contacts



About these guidelines

Successful partnerships rely on trust and respectful relationships. The information in these guidelines is intended to help CFA members establish and sustain these relationships.

This is the second version of CFA's First Nations Australians Engagement Guidelines. The first was produced in 2018. Now in 2023, it is worth noting the significant changes in Aboriginal rights and reform at a Victorian Government level. These guidelines aims to reflect these changes and to align to the Self-Determination Reform Framework and the Victorian Aboriginal Affairs Framework. CFA's commitment to improve Aboriginal inclusion is articulated in CFA's Diversity and Inclusion Strategy 2023-2025.

The right to self determination has particular application to Aboriginal and Torres Strait Islander peoples as Australia's first peoples.

The aim of these guidelines is:

- to support CFA members better engage with Aboriginal and Torres Strait Islander people
- to improve knowledge and understanding
- to understand Cultural Protocols.

Using the right name for Aboriginal and Torres Strait Islander people shows respect and it shows that you care. It is the first step to building rapport.

When collectively talking about Indigenous Australians, it is preferable to use First Nations Peoples or Australians, or to use the full term Aboriginal and Torres Strait Islander people. For practical reasons you can state at the beginning of a document such as this that you will use the term First Nations Australians throughout, and in some instances the term Aboriginal will be used.

Self-determination means that people freely decide and determine what is important to them, economically, culturally and politically. First Nations People have made it clear that self-determination matters.



The importance to CFA of engaging First Nations Australians



IMPORTANT CALENDAR DATES

These annual dates will help support engagement. Put these in your calendar.

13 FEBRUARY Anniversary of the Apology (2008)

16 MARCH National Close the Gap Day

26 MAY National Sorry Day

27 MAY Anniversary of the 1967 Referendum

27 MAY – 3 JUNE National Reconciliation Week

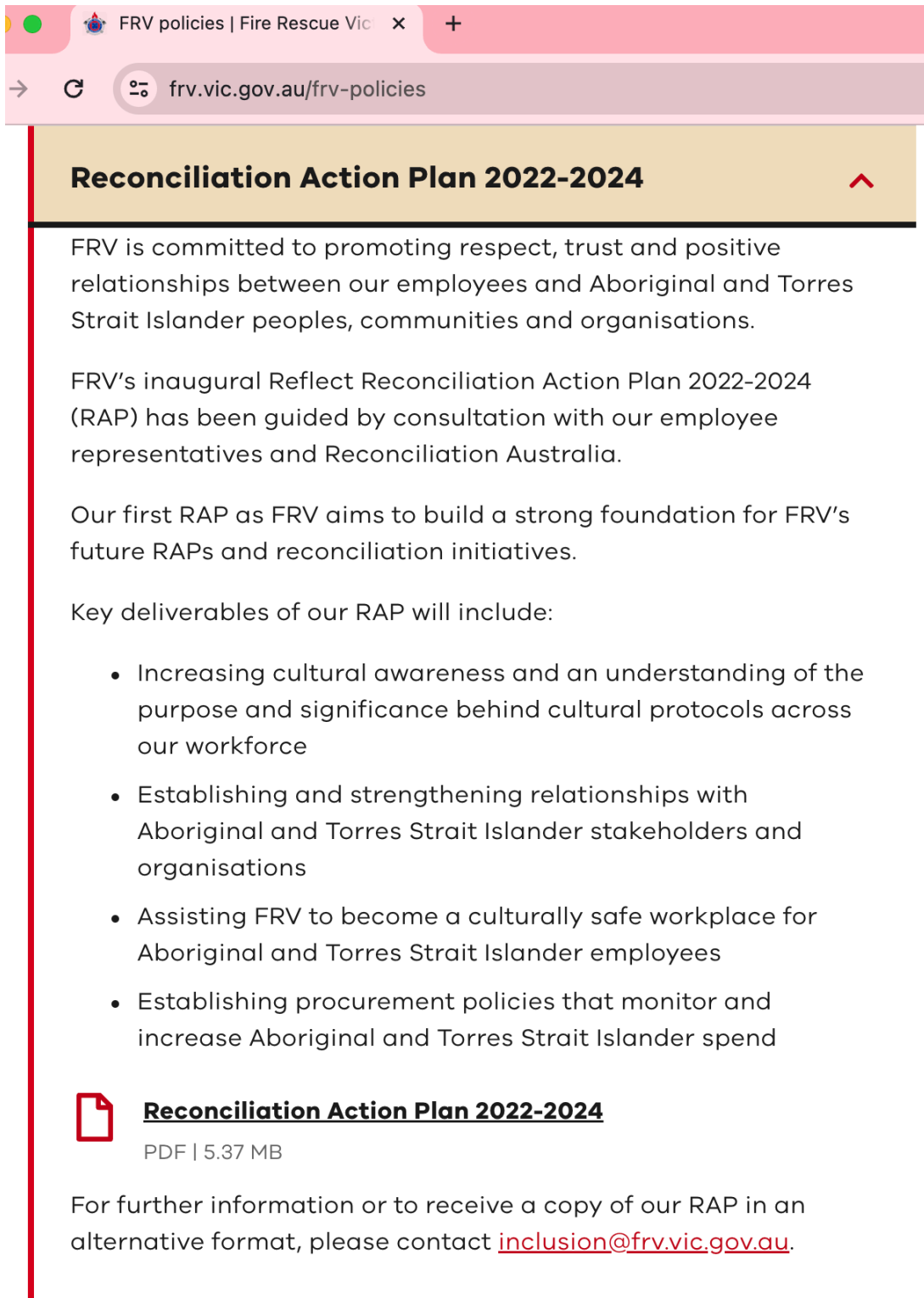
3 JUNE Mabo Day

1 JULY Coming of the Light

FIRST WEEK IN JULY NAIDOC Week

CFA can offer to support local events over NAIDOC Week, or host an event in support of National Reconciliation Week. There are many ideas available online at the National Reconciliation Week and the NAIDOC Week websites.

<https://www.frv.vic.gov.au/frv-policies>



The screenshot shows a web browser window with the following elements:

- Browser Tab:** "FRV policies | Fire Rescue Vic" with a close button (X) and a plus sign (+).
- Address Bar:** "frv.vic.gov.au/frv-policies".
- Page Header:** "Reconciliation Action Plan 2022-2024" with a red upward-pointing arrow icon on the right.
- Main Content:**
 - Paragraph 1: "FRV is committed to promoting respect, trust and positive relationships between our employees and Aboriginal and Torres Strait Islander peoples, communities and organisations."
 - Paragraph 2: "FRV's inaugural Reflect Reconciliation Action Plan 2022-2024 (RAP) has been guided by consultation with our employee representatives and Reconciliation Australia."
 - Paragraph 3: "Our first RAP as FRV aims to build a strong foundation for FRV's future RAPs and reconciliation initiatives."
 - Section: "Key deliverables of our RAP will include:"
 - Increasing cultural awareness and an understanding of the purpose and significance behind cultural protocols across our workforce
 - Establishing and strengthening relationships with Aboriginal and Torres Strait Islander stakeholders and organisations
 - Assisting FRV to become a culturally safe workplace for Aboriginal and Torres Strait Islander employees
 - Establishing procurement policies that monitor and increase Aboriginal and Torres Strait Islander spend
- Download Section:**
 - Icon: A red document icon.
 - Text: "**Reconciliation Action Plan 2022-2024**"
 - Text: "PDF | 5.37 MB"
- Footer:** "For further information or to receive a copy of our RAP in an alternative format, please contact inclusion@frv.vic.gov.au."



Acknowledgement of Country

Fire Rescue Victoria proudly acknowledge the Traditional Owners of Country throughout Victoria.

We recognise their continuing connection to land, waters and culture and their unique ability to care for Country.

We pay our respects to their Elders past, present and future, whose knowledge and wisdom has and will ensure the continuation of culture and traditional practices.

Respect

Action	Deliverables	Timeline	Lead
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	a. Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	August 2023	Diversity and Inclusion Lead
	b. Engage with internal and external stakeholders to conduct a review of cultural learning needs within our organisation.	June 2023	Diversity and Inclusion Lead
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	a. Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	April 2023	District Assistant Chief Fire Officers
	b. Increase employee understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2023	Director Media and Communications
	c. Increase employee understanding of the purpose and significance behind cultural burning / fire and its use.	November 2023	Community Resilience

Contact details

Name Thomas Hoffman
Position Diversity and Inclusion Lead
Email inclusion@frv.vic.gov.au

15. Continue our reconciliation journey by developing our next RAP.	a. Register via Reconciliation Australia's website to begin developing our next RAP.	May 2024	Diversity and Inclusion Lead
---	--	----------	------------------------------

