



South West Aboriginal
Land and Sea Council
Aboriginal Corporation

CSC Strategic Plan

CSC Strategic Plan 2022-2025

Vision:

*A strong, sustainable,
united Noongar Nation
which respects our
kaardijin and allows
our koort to heal*

Mission:

*To support and inspire
a strong and unified
Noongar Nation*



Gnaala Bidi: Our Pathway

Because:

Noongar culture is strongest when we are connected to each other and our kaartdijin.

We act:

as a body to bring the voices of Noongar people together to strengthen outcomes for Noongar people, and place our land and culture at the centre of everything we do we do.

We support:

strong regional corporations, who work with SWALSC to ensure Noongar people receive the services and opportunities they deserve, and to strengthen and protect Noongar culture, land and heritage.

That leads to:

more economic opportunities for the entire Noongar community, a stronger connection to land and culture that is celebrated by both the Noongar people and the broader community, and better social and economic outcomes for Noongar people.

That results in:

a strong, sustainable, united Noongar Nation which respects our kaartdijin and allows our koort to heal

LONG TERM GOALS*

The SWALSC CSC Strategic Plan establishes the long term goals aligned to the CSC Principles in the ILUAs, supported by the CSC core values, to ensure engagement and deliver of core and regional services and provide effective implementation of the SWNTS to achieve the outcomes and benefits to the Noongar people.

Support sustainable, effective regional corporations	Advance and improve economic outcomes	Advance and improve social outcomes	Protect and promote land, heritage and culture	Build capacity through training, education and support
<p>Establishment of six Noongar regional corporations, ensuring maximum Noongar participation and transparent and accountable process in the establishment as required under the Transition Principles (Annex Y of Sched 10 of ILUA)</p> <p>Achieved when: All RCs endorsed as ENE and operational</p>	<p>Ensure implementation of the Noongar economic participation framework to increase participation in business and economic opportunities.</p> <p>Achieved when: Evidence of increased Noongar owned business, employment, joint ventures, contracting and procurement.</p>	<p>Support and assist the RCs to implement the Cultural Advice Committee and comply with the Cultural Advice Policy.</p> <p>Achieved when: CAC implemented, trained and operational with ongoing support as required</p>	<p>Develop and implement the SWALSC Cultural Consultation Policy, jointly with the Noongar Corporations Committee, to provide guidance on consultation processes regarding matters relating to traditional lore and custom.</p> <p>Achieved when: Cultural Consultation Policy approved by NCC and implemented</p>	<p>CSC build and sustain a Noongar workforce through developing internal Noongar training, mentoring and leadership programs.</p> <p>Achieved when: Workforce development plans implemented for CSC</p>
<p>Ensure good governance, transparency and accountability with a robust governance framework and risk management framework for the CSC and all RCs. Includes operations manual, delegations, policies and procedures.</p> <p>Achieved when: Governance frameworks and risk management frameworks implemented across all RCs</p>	<p>Identify and provide information and support regarding contracting and tendering opportunities. Includes providing grant application support to regional corporations.</p> <p>Achieved when: Evidence of increased Noongar owned business, employment, joint ventures, contracting and procurement.</p>	<p>Work with government and stakeholders to ensure strategies and support is in place to achieve improved closing the gap targets</p> <p>Achieved when: Community Development Framework in place, reporting on strategies and outcomes</p>	<p>Continue research to build on existing database of family histories and genealogy to ensure appropriate decisions are made relating to connection with country. Support the protection and promotion of Noongar culture, customs, language, knowledge and traditions, and preservation and management of sites of significance.</p> <p>Achieved when: Ongoing research and support provided, guided by the RCs</p>	<p>Development and implementing an employment engagement strategy for the CSC and RCs to leverage all employment opportunities through settlement related activities.</p> <p>Achieved when: Employment engagement strategies result in increased employment outcomes</p>
<p>Implement and manage a collaborative and effective NCC to address NBT and ILUA matters, leverage information and knowledge sharing, to ensure outcomes and benefits for the Noongar Nation.</p> <p>Achieved when: NCC operational and effective</p>	<p>Identify external funding sources to drive fee for service revenue across both the RCs and CSC. Assist facilitate economic initiatives and opportunities such as ranger programs and carbon farming</p> <p>Achieved when: Revenue growth from economic participation</p>	<p>Assist with the development and implementation of the community development framework and RC community development plans for effective partnerships Noongar culture, enabling Noongar-led, improved social and economic outcomes. Includes leading the establishment of the Community Development Reference Group</p> <p>Achieved when: CDF and CD plans developed and implemented</p>	<p>Develop and implement a Noongar Nation Lands strategy that includes collaboration and effective partnerships with DPLH, DBCA and NBT relating to land management. Includes assisting RCs and Noongar community with the planning, management and use of land and waters to which they have a traditional connection or traditional responsibility.</p> <p>Achieved when: Land strategy developed and implemented with desired outcomes.</p>	<p>CSC develop partnerships to create Noongar training and employment opportunities, to provide skilled and work ready Noongars for broader community. Leverage corporations RAPs to ensure accountability to Aboriginal employment outcomes.</p> <p>Achieved when: Partnerships developed that have created work ready Noongar employees</p>
<p>Provision of high quality core, regional and other services. Implementation of ENE common platform that includes finance, HR, asset management, records management, lands management, membership database systems, and intranet and internet for each RC.</p> <p>Achieved when: All systems implemented, operating effectively with quality service provided</p>	<p>Identify a range of strategic, effective and strong partnerships to develop, drive and grow Noongar business opportunities and linkages with both the public and private sector.</p> <p>Achieved when: Demonstrated increase in partnership, new business and growth</p>	<p>Lead advocacy efforts and develop productive partnership that deliver social and cultural outcomes, and advance reconciliation, that are Noongar led, co-designed, sustainable and data evidenced.</p> <p>Achieved when: Demonstrated advocacy resulted in improved outcomes</p>	<p>Establishment and support to cooperative management committees (CMC) at each RC as required under the ILUA. Implement lands management GIS system for SWALSC to assist and enable RCs to effectively undertake land management activity and provide cultural mapping.</p> <p>Achieved when: CMC operating, lands management system implemented and available to all RCs</p>	<p>CSC to source Commonwealth Capacity and Capability Development funding for the CSC and RCs. All ENE directors to undertake ongoing corporate governance training relating to director duties, obligations and good governance.</p> <p>Achieved when: Funding received and governance training implemented across all ENEs</p>
<p>Effective communication strategy to ensure RCs, Noongar community and key stakeholders are consulted and informed of settlement activity, in a culturally appropriate manner, through a range of mediums.</p> <p>Achieved when: Communication and Consultation Strategy is approved by the NCC and implemented across all RCs and the CSC</p>	<p>Seek funding, training and capability development opportunities to promote Noongar business opportunities, assist start up and sustainable Noongar businesses and industries to drive employment and sustainable economies.</p> <p>Achieved when: New and sustainable Noongar business and industries</p>	<p>Enhance collaboration between Noongar corporations, government agencies, DLGs and NGOs across Noongar Boodja to design and deliver human services. Improve outcomes for Noongar people through coordinated, culturally appropriate services with Noongar-led input and direction for improved social and economic outcomes.</p> <p>Achieved when: Shared goals agreed and strategies implemented</p>	<p>Implement the Aboriginal Cultural Heritage Act with RCs identified to become the LACHS, provide training, ongoing heritage support and leverage commercial opportunities. Continue work with the NTSP Alliance to co-design a TO-led process to be adopted by the state.</p> <p>Achieved when: Participating in the co-design of the ACHA regulations and review process, and RCs operating as LACHS</p>	<p>CSC promote all Noongar employment opportunities through media platforms, leveraging the CSC as a central hub for distribution and point of contact for advertising. Share and celebrate Noongar culture and successes across Noongar Nation to foster greater awareness and pride in Noongar Culture, Country and People.</p> <p>Achieved when: Increased employment opportunities and employment outcomes</p>

*(CSC Principles Annex E, Sched 10 of ILUA)

Core values

MOORDITJ (Excellence)

Providing
respectful, excellent
service to all

MOOKINY (Equality of access)

Equal access and
helping those who
need it most

DABAKARN (Good governance)

Good governance
to make decisions for
the greater good

KARNITJ WANGKINY (Honesty and transparency)

Honesty, transparency
and accountability
to members

BOORNOO WANGKINY (Communication and technology)

Gathering, sharing and
preserving knowledge

KAARTDIJIN (Knowing)

Incorporating
cultural ways into
everything we do

"All our Noongar people stand here on Noongar land. Past, present and future. We stand strong on our land. The mungart tree symbolises our strength and survival. All of our people stand firm on our land. Our people are here to stay – we will always be."

Noongar Recognition Act, 2016