

VICROADS INDIGENOUS REPORT CARD 2007



OVERVIEW

VicRoads recognises the importance and value of positive engagement and working partnerships with Victoria's many Indigenous communities. This Report Card reflects VicRoads' key Indigenous engagement achievements to date in relation to all aspects of its operations, and outlines key directions for the future. It seeks to tie all of these activities together in one broad coordinated strategic framework.

This Report Card highlights that, although we have already achieved a lot, there is still more that can be done. The future directions outlined in this document will be implemented over time (some in the short term and others in the medium or long term), and will enable VicRoads to strengthen our relationships and provide more effective service delivery to Victoria's Indigenous community in the future.



ROAD SAFETY AND NETWORK ACCESS

VicRoads recognises that disadvantaged Indigenous community members are likely to be among the most vulnerable road users in Victoria.

As part of our road safety program we aim to satisfy State and Federal road safety legislation and National Aboriginal Road Safety Working Group Recommendations, and address the aspirations of our Indigenous stakeholders. We are also working to provide improved access to registration and licensing by Indigenous community members to have a direct and positive impact on road safety outcomes.

KEY ACHIEVEMENTS AND OUTCOMES

1. Localised road safety and registration and licensing programs



- Implementation of road safety programs targeted at regional Indigenous communities, including those in Robinvale and Shepparton
- Pilot programs have included the *Keys Please* and *Looking After Our Mates* programs



- Implementation of registration and licensing programs targeted at regional Indigenous communities
- Pilot programs have included a driver lesson voucher system in Mildura and the Aboriginal Driver Education Project in Bairnsdale

2. National Aboriginal Road Safety Working Group



- Continued participation in and contribution to the National Aboriginal Road Safety Working Group and participation in bi-annual National Indigenous Road Safety Forums

3. Personalised number plates



- Availability of *Aboriginal Australia* personalised number plates in Victoria

FUTURE DIRECTIONS

Direction	Actions
1. Develop a more coordinated approach to action	<ul style="list-style-type: none"> • Inclusion of Indigenous road safety and network access activities in the role statements of relevant Road Safety and Network Access staff • Develop partnerships with other agencies in relation to Indigenous road safety and registration and licensing initiatives
2. Undertake research into Indigenous road safety and network access	<ul style="list-style-type: none"> • Undertake quantitative and qualitative research into causal factors for Indigenous road trauma and licensing issues for Indigenous communities
3. Develop and implement more targeted Indigenous community programs	<ul style="list-style-type: none"> • Consult with Indigenous stakeholders to develop, coordinate and implement VicRoads strategic actions to address road safety, registration and licensing issues in relation to Victoria's Indigenous community including: <ul style="list-style-type: none"> ○ Improved road safety behaviours ○ Increased accessibility of VicRoads registration and licensing services ○ Improved compliance with registration requirements • Explore support for the provision of driver training manuals (eg. for Heavy Vehicles) within the VicRoads Indigenous Pre-employment Training for the Victorian road construction industry



INDIGENOUS HERITAGE

Indigenous cultural heritage management is an important factor in road planning, road construction and road maintenance, and VicRoads is committed to achieving a high standard of management for Indigenous heritage sites in relation to all aspects of our operations.

We aim to protect significant sites and places, maintain heritage values for present and future generations, and address the requirements and aspirations of our Indigenous stakeholders by engaging these stakeholders wherever possible in our Indigenous cultural heritage management processes.

KEY ACHIEVEMENTS AND OUTCOMES

1. Best practice Indigenous heritage management processes



- Development of corporate guidelines outlining best practice in relation to both Indigenous heritage and native title
- Adoption of an approach focused on Indigenous stakeholder engagement and involvement



- Standardised contract shell briefs for the engagement of heritage consultants

2. Culture of agreement making



- Development and promulgation of corporate cultural heritage management plan and cultural heritage agreement templates – templates include provision for cultural heritage management, ongoing Indigenous consultation and recognition initiatives



- Negotiation and implementation of over 50 project-specific cultural heritage management agreements for road construction projects

3. Positive Indigenous heritage outcomes



- The development of engineering solutions to protect Indigenous heritage in consultation with Indigenous stakeholders – examples include the protection of significant heritage at Pakenham, the relocation of scarred trees at Mangalore and Nhill, and the realignment of the Murchison East Deviation



- Implementation of a strong heritage component within the VicRoads Indigenous Cultural Awareness Program, presented by local traditional owners on country

FUTURE DIRECTIONS

Direction	Actions
1. Improved asset management	<ul style="list-style-type: none"> • Develop a roadside cultural heritage inventory and database (using information on existing registers), and, where relevant, undertake condition assessments of those assets • Continue to produce management plans for priority heritage sites within VicRoads road reserves
2. Ongoing heritage management	<ul style="list-style-type: none"> • Continue to develop inclusive agreements with Indigenous stakeholders
3. Improved heritage awareness and education	<ul style="list-style-type: none"> • Develop standards for interpretative displays in roadsides and implement these in priority locations across Victoria • Build partnerships with Tourism Victoria and key Indigenous stakeholders to better promote key Victorian Indigenous heritage sites



INDIGENOUS ENGAGEMENT AND RECONCILIATION

VicRoads recognises the value of genuine engagement and the fostering of positive relationships with Victoria's many Indigenous communities.

We seek to involve our Indigenous stakeholders in all aspects of our operations to ensure that our project delivery, land management and service delivery are undertaken in a way that best achieves positive benefits for the Indigenous community as well as the broader community.

KEY ACHIEVEMENTS AND OUTCOMES

1. Indigenous engagement and relationship building



- Negotiation and implementation of general area-based agreements with Victoria's Indigenous communities which make provision for ongoing community engagement
- Standard procedures for ongoing Indigenous consultation
- Development of corporate Indigenous acknowledgement statements and policy for use at corporate events and meetings with Indigenous stakeholders

2. Indigenous cultural awareness training



- Development and implementation of over 60 VicRoads Indigenous Cultural Awareness and Engagement Training Program courses
- Implementation of project-specific cultural awareness programs

FUTURE DIRECTIONS

Direction	Actions
1. Develop consistency in Indigenous engagement	<ul style="list-style-type: none"> • Develop VicRoads Indigenous Engagement Guidelines • Develop and promulgate corporate cultural heritage management plan template • Develop a structured Indigenous Action Plan based on key future directions
2. Improved recognition and respect	<ul style="list-style-type: none"> • Develop and implement VicRoads Cultural Heritage Recognition and Interpretation Guidelines • Develop corporate policy on the flying of the Aboriginal flag at VicRoads Offices
3. Build more partnerships	<ul style="list-style-type: none"> • Establish an internal VicRoads Indigenous issues working group comprising representatives from Road Safety and Network Access, Major Projects, Environmental Services, Network and Asset Planning, Customer Relationships and People Services • Establish an inter-agency network to progress Indigenous initiatives of mutual interest and benefit



INDIGENOUS EMPLOYMENT AND CAPACITY BUILDING

VicRoads is committed to achieving positive outcomes within Victoria's Indigenous community through ongoing Indigenous recruitment across its operations.

To achieve this we are committed to working in partnership with Indigenous communities at all levels in order to create pathways from education (both secondary and tertiary) and training into VicRoads workplaces, leading to opportunities for ongoing employment within the organisation.

KEY ACHIEVEMENTS AND OUTCOMES

1. VicRoads Indigenous Employment Strategy 2006-09



- Development and implementation of VicRoads Indigenous Employment Strategy 2006-2009
- Development of a pilot pre-employment roadwork skills program model to access commonwealth STEP funding aimed to address industry skills shortages
- Development and implementation of a VicRoads Indigenous Traineeship program
- Development and implementation of Regional Indigenous Environmental Officer roles



- Development of a VicRoads Indigenous Staff Network

2. Training and capacity building



- Development of VicRoads Indigenous Secondary School Scholarship Program
- Pilot program rolled out with Robinvale Secondary College



- Development of Yorta Yorta Nation Training Program (including programs on budgeting and submission writing) presented by VicRoads staff

FUTURE DIRECTIONS

Direction	Actions
1. Continued implementation of VicRoads Indigenous Employment Strategy actions	<ul style="list-style-type: none"> • Further implement identified Regional Indigenous Environmental Officer roles • Continue to develop Identified Indigenous positions within Customer Relationships, Commercial Services and Regional Services • Develop and implement VicRoads Guidelines for Indigenous Participation in Road Construction and Maintenance
2. Ongoing support for Indigenous education and capacity building	<ul style="list-style-type: none"> • Develop VicRoads Indigenous Tertiary (HECS) Scholarship Program • Explore further training and capacity building programs in partnership with other Government departments and agencies, private industry and key Indigenous stakeholders

