Thalanyji Joint Strategic Plan
2021-2024

Buurabalayji Thalanyji Aboriginal Corporation (BTAC)
RNTBC and Thalanyji Advisory Council (TAC)

Thalanyji

Contents

Our joint Strategic Plan for Thalanyji People and Country 2

Shared vision and harmonious purpose 3

Thalanyji values guide us 4

Thalanyji Strategic Plan 2021-2024 6

- Strong Country & Culture 7
- Self-determination & Autonomy 8
- Health, Wellbeing & Security 9
- Empowerment & Opportunity 10

Strong organisational performance will drive strategic delivery 11

Strategic implementation principles and processes 12

Our joint Strategic Plan for Thalanyji People and Country

Thalanyji People have lived on Thalanyji Country from the Creation; from time immemorial

Thalanyji Country is a distinctive bio-region. It spreads out across the Ashburton River coastal plain south to Tubridji Point and then across to Yannarie River and upstream to Emu Creek, across the range hills of south west Pilbara to Henry River and Cane River in the north.

Thalanyji People lodged their native title claim under the Native Title Act (1993) in 1999 and have worked together to secure their rights. On 18 September 2008, native title was awarded over 11,120 square kilometres of land in the West Pilbara, including Onslow, bringing a sense of recognition and renewed cultural strength for Thalanyji People.

Buurabalayji Thalanyji Aboriginal Corporation (BTAC) is the registered native title body corporate for Thalanyji People. BTAC exists to manage Thalanyji native title on behalf of Thalanyji Common Law Holders. BTAC is registered with the Office of the Registrar of Indigenous Corporations (ORIC). BTAC has offices in Onslow and Perth.

In 2010, Thalanyji People entered into an agreement with Chevron Australia over the Wheatstone Project. In return for Thalanyji People's approval to develop the Wheatstone Project, Chevron agreed to make financial contributions to the Thalanyji Trusts, including the Thalanyji Charitable Trust and the Thalanyji Direct Benefits Trust

In 2011, the Thalanyji Trusts were established to hold, manage and distribute funds for the benefit of Thalanyji People. The Thalanyji Trust Deeds establish the Thalanyji Advisory Council (TAC) which works with the Trustee, Perpetual Limited, to ensure that the Thalanyji Trusts operates in the best interests of Thalanyji People.

These funds, together with the strengths of Thalanyji People and culture, provide BTAC and the TAC (collectively, Thalanyji Group) with opportunities to deliver for Thalanyji People. This Strategic Plan will guide how Thalanyji Group use these funds for the benefit of Thalanyji People in 2021-2024.

This Strategic Plan has been developed through multiple forums for member consultation in Onslow, discussions with partners, and joint strategic planning by the BTAC Board and TAC. It represents the shared priorities, desired outcomes, key actions and responsibilities of Thalanyji Group, and is guided by the vision and wisdom of Thalanyji People.

Ngurrunyjarri wanggayin garndaganyjibarndi, Ngaguwarra ngarrarigu, ngarrari ngaguwarra nyindama.

From way back, old people tell us, look after Country, and Country will look after you.

Shared vision and harmonious purpose

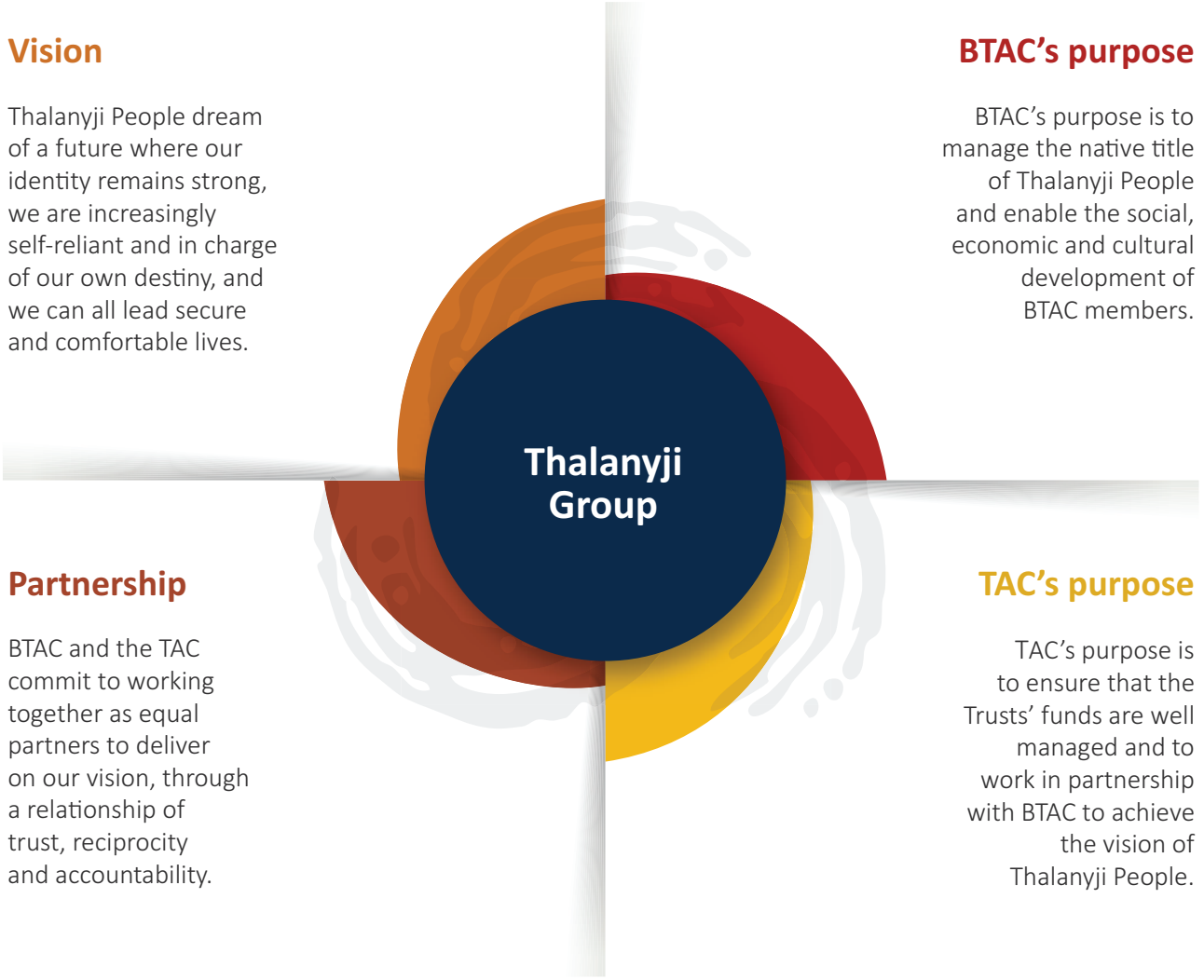
BTAC and the TAC are committed to achieving the vision of Thalanyji People. BTAC and the TAC each have their own purpose, to help achieve this vision. Working in partnership together and with others is critical to their success.

Vision

Thalanyji People dream of a future where our identity remains strong, we are increasingly self-reliant and in charge of our own destiny, and we can all lead secure and comfortable lives.

BTAC's purpose

BTAC's purpose is to manage the native title of Thalanyji People and enable the social, economic and cultural development of BTAC members.



Partnership

BTAC and the TAC commit to working together as equal partners to deliver on our vision, through a relationship of trust, reciprocity and accountability.

TAC's purpose

TAC's purpose is to ensure that the Trusts' funds are well managed and to work in partnership with BTAC to achieve the vision of Thalanyji People.

Thalanyji values guide us

Values are the core principles which help bring the vision and purpose to life. BTAC and the TAC commit to abiding by the Thalanyji values in delivering the Thalanyji Strategic Plan in 2021-2024.

Country and Elders

If we look after our Country, our Country will look after us.

Our heritage

We will honour our land, history, our traditions and our customs.

Our Elders

We will always show respect and recognition for our Elders, their knowledge of Country and what they pass onto us.

Our sovereignty

We recognise and pay tribute to the resilience of past generations, what they endured and what they achieved.

Our Identity

We take pride in our identity and our right to be recognised as Thalanyji People first and foremost.

Our name

We are Thalanyji People, the traditional and sovereign owners of this land and have a right to be recognised and acknowledged as such.

Our language

We will practice and preserve our language to keep it alive as a centrepiece of our identity.

Our culture

We will practice and preserve our culture. We will hold onto the tradition of the older ones guiding with the younger ones following behind and learning in their footsteps.

Our Organisation

We will build a strong and well-structured and professional organisation. We will work to establish BTAC as an Aboriginal service provider that serves the needs of all Thalanyji People fairly and equitably and is universally recognised as a leader in its field.

Our duty to serve

We will provide equity of access for all BTAC members to our services and deliver cultural, social and economic benefits and opportunities for all.

Our business conduct

We will learn and practice our roles so that we can make wise choices and sound decisions.

Our Behaviour

We will perform our role honourably and ensure those responsible for service delivery show accountability and responsiveness to Thalanyji People.

Our partners

We will work together as Thalanyji People and in partnership with others towards improving our socio-economic circumstances and lifting all Thalanyji People out of poverty and disadvantage forever.

Maintaining our values

We will preserve our independence and strength by holding true to our values and demonstrating endurance and persistence in pursuit of our vision.

Thalanyji People dream of a future where our identity remains strong, we are increasingly self-reliant and in charge of our own destiny, and we can all lead secure and comfortable lives.

Thalanyji Strategic Plan 2021-2024

Thalanyji Group will work together to achieve four strategic objectives during 2021-2024. The central objective is **strong Country and culture**, which enables **self-determination and autonomy**. Delivering on these objectives creates a platform for improved **health, wellbeing and security** and **empowerment and opportunity**.

Strong Country & Culture

Thalanyji Country and culture practiced, preserved and passed-on

Self-Determination & Autonomy

Thalanyji People's rights, interests, and voice is recognised and respected

Health, Wellbeing & Security

Thalanyji People's human rights are secured and sustained

Empowerment & Opportunity

Thalanyji People lead comfortable, financially secure and prosperous lives

PRIORITY STRATEGIC ACTIVITIES

- Cultural preservation activities
- Record Thalanyji language
- Teach Thalanyji language
- Youth programs on Country
- Cultural Lore activities
- Caring for Country
- Community activities and events
- Recognising and celebrating contributions

- Native title representation
- Engage people in decisions
- Negotiate agreements
- Maintain BTAC membership
- Regular BTAC and TAC meetings
- Financial planning activities
- Financial record keeping
- ORIC registration
- Advocacy and planning

- Financial assistance for members
- Tenancy support services
- Home ownership planning
- School engagement activities
- Secondary school support
- Thalanyji Education Strategy
- Primary health care
- Counselling services
- In-home aged care
- Plan for future aged care needs
- Home modification support
- Legal assistance

- Pathways program
- Work readiness initiatives
- Higher education and training
- Skills development
- Welcome to Country protocols
- Maximise employment opportunities

KEY STRATEGIC ENABLERS

Good Governance & Leadership

Strong Organisational Performance

Accountable Financial Management

Real Partnerships & Relationships

Cultural Respect & Practice

Strong Country & Culture

Thalanyji Country and culture is practiced, preserved and passed-on

PRIORITY ACTIONS: What will we deliver?

- Establish an Elders Advisory Group to guide **cultural preservation activities** and engage specialists to work with Thalanyji People to record and safely store cultural information and items. ●
- Work with fluent speakers of Thalanyji language to **record Thalanyji words and phrases** and engage language specialists and Thalanyji People to conduct research of existing written and oral records of Thalanyji language. ●
- Explore opportunities to **teach Thalanyji language** for Thalanyji and non-Thalanyji People in Onslow, including classes, workshops and other teaching platforms. ●
- Engage youth specialist services and Elders to **conduct school holiday programs** for young Thalanyji People to learn about Thalanyji Country and practice Thalanyji culture. ●
- Support Thalanyji People and their families to conduct and participate in **Cultural Lore activities**, through the provision of financial support during annual Lore. ●
- Work with partners to support Thalanyji members to **care for Country**, including important places and environment, through the Thalanyji Rangers and other initiatives. ● ●
- Organise **community activities and events** that foster social connection between Thalanyji People, other Aboriginal peoples and non-Aboriginal people, including NAIDOC celebrations. ●
- **Recognise the commitment and contributions of Thalanyji People** who have supported the establishment and sustainment of Thalanyji native title rights and celebrate their achievements. ● ●

ASPIRATIONAL ACTIONS

- Establish public signs on Thalanyji Country, that celebrate Thalanyji culture, and language. ●
- Develop a Thalanyji Keeping Place for looking after cultural artefacts and information. ●
- Consider the benefit and feasibility of establishing a future Thalanyji Community Cultural Centre. ● ●

KEY ● BTAC ● TAC

OUTCOMES: What will we achieve?

Country

Thalanyji People are connected to and take care of their Country.

Culture

Thalanyji People understand and practice culture in their everyday lives.

Knowledge

Thalanyji culture and heritage is preserved and celebrated, including oral traditions, family trees and artefacts.

Language

Thalanyji language is understood and spoken by Thalanyji People and is visible on Thalanyji Country.

Respect

Thalanyji People are connected to practice respect for each other, their Elders and ancestors.

Sharing culture

Thalanyji culture is understood and valued by non-Thalanyji People.

Self-Determination & Autonomy

Thalanyji People's rights, interests, and voice is recognised and respected

PRIORITY ACTIONS: What will we deliver?

- Facilitate the **legal representation of Thalanyji People during native title proceedings**, including maintaining current rights and advocating for Thalanyji People's interests in future claims and determinations on Thalanyji Country. ●
- Facilitate regular meetings and other **opportunities for Thalanyji People to participate in native title decision-making** processes, to ensure the informed consent of BTAC members and Common Law Holders, and share information regarding BTAC and TAC activities. ● ●
- **Negotiate agreements** regarding the use of Thalanyji lands and seas, and advocate for the interests of Thalanyji members with industry and government, and monitor the implementation of agreements to ensure compliance, address challenges and foster long-term partnerships. ●
- Proactively engage with Thalanyji People to establish and maintain their **BTAC membership**, and participation in BTAC and TAC activities, including subsidisation of attendance to annual general meetings. ●
- Conduct regular **BTAC Board and TAC meetings** guided by Thalanyji values, to support oversight, decision-making and success of each entity, ensure accurate minutes and records are maintained, and develop the governance capability of BTAC Board and TAC members. ● ●
- Support the financial sustainability of Thalanyji Group, through **financial planning activities**, including appropriate long-term investment of BTAC and TAC resources. ● ●
- Maintain a high standard of **financial record keeping** and application of financial policies regarding procurement, employment and contract management, and facilitate transparent financial reporting. ● ●
- Maintain necessary **registration with the ORIC** and other entities. ●
- Consult Thalanyji members to **identify key advocacy issues**, participate in community, industry and government planning activities about matters that affect Thalanyji People, and work with other Aboriginal organisations regarding the interests of all Aboriginal peoples. ●

KEY ● BTAC ● TAC

OUTCOMES: What will we achieve?

Advocacy

BTAC is recognised as an influential voice and partner for the rights and interests of Thalanyji People and Thalanyji Country.

Engaged membership

Thalanyji People become active BTAC members and participate in important meetings.

Leadership

Thalanyji People are recognised for their knowledge and expertise and have a voice in decisions that affect them.

Native title

Thalanyji People's rights and interests on traditional land and waters are respected, recognised, enforced, and compensated for when used.

Sustainability

BTAC and the TAC are recognised as strong, accountable, collaborative and sustainable entities.

Health, Wellbeing & Security

Thalanyji People's human rights are secured and sustained

PRIORITY ACTIONS: What will we deliver?

- Provide **financial assistance** to Thalanyji members, including: medical travel support, childcare, emergency relief pay, and funeral assistance payment to support the burial of Thalanyji members. ● ●
- Provide access to **tenancy support services**, including administrative and maintenance support to Thalanyji members to maintain residential lease agreements. ●
- Provide access to support services to help Thalanyji families own their own home, including **home ownership planning** and financial counselling services. ● ●
- Work with partners to operate **school engagement activities**, such as nutritional and recreation programs, to increase attendance and engagement. ●
- Provide assistance to Thalanyji youth to attend **secondary school**, including scholarships for attending and/or boarding at non-Onslow schools. ●
- Develop a **Thalanyji Education Strategy**, with key partners. ●
- Facilitate access of Thalanyji members to **culturally safe primary health care**, by working with partners to operate an Onslow-based health care centre. ●
- Provide **counselling services** to Thalanyji members, including grief counselling and drug and alcohol counselling. ●
- Provide **in-home aged care services** to Thalanyji members, through the establishment and maintenance of two residences in Onslow, and plan for **future aged care needs** of Thalanyji members. ●
- Provide **home modification support** to older Thalanyji members and Thalanyji members with disability, guided by clear criteria, through the contracting of housing services and support. ●
- Facilitate the access of Thalanyji members to **legal assistance** to help them navigate the criminal justice system. ● ●

ASPIRATIONAL ACTIONS

- Engage Aboriginal health workers to help strengthen access to health services. ●

KEY ● BTAC ● TAC

OUTCOMES: What will we achieve?

Aged care

Thalanyji old people are looked after and safe.

Education

All Thalanyji People, young and old, have improved education outcomes.

Health

Thalanyji People and their families have access to health care and medical services.

Housing

Thalanyji People have improved access to secure, affordable and sustainable housing.

Justice

Thalanyji People have improved outcomes across the justice system.

Empowerment & Opportunity

Thalanyji People lead comfortable, financially secure and prosperous lives

PRIORITY ACTIONS: What will we deliver?

- Work with partners to establish a **Thalanyji pathways program**, to work with Thalanyji members and their immediate family, to develop and implement education and career development plans. ●
- Facilitate access of Thalanyji members to micro-credentials, training programs, apprenticeships and other **work readiness initiatives** that may lead to future employment and/or professional advancement. ● ●
- Invest in the **higher education and training** of Thalanyji members, including youth and adults, through the provision of scholarships to attend university or TAFE and access to mentoring programs. ●
- Invest in the **skills development** of Thalanyji members, including youth and adults, through the provision of financial assistance to participate in professional development training programs. ●
- Develop Thalanyji **Welcome to Country protocols** with the guidance of Thalanyji Elders, train Thalanyji members in their practice, and provide Welcome to Country services on Thalanyji Country. ●
- Work with major employers that operate on Thalanyji Country to **maximise employment opportunities** for Thalanyji members, including industry, agriculture and community services. ●

ASPIRATIONAL ACTIONS

- Advocate for the **economic development** of Thalanyji People and communities on Thalanyji Country, through regional development forums and institutions. ●
- Work with tourism operators or other Aboriginal-controlled entities to provide cultural tourism experiences. ●
- Provide business development grants to Thalanyji People to establish, purchase and/or operate their own businesses. ●

KEY ● BTAC ● TAC

OUTCOMES: What will we achieve?

Business development

Thalanyji People are supported to own and manage businesses.

Capacity building

Thalanyji People develop and strengthen their knowledge, skills and abilities.

Employment

Thalanyji People have increased access to secure and meaningful work.

Further education

Thalanyji People have increased access to and completion of vocational education, training and university.

Strong organisational performance will drive strategic delivery

To successfully deliver our Strategic Plan, BTAC and the TAC will demonstrate five key organisational capabilities: good governance and leadership; strong organisational performance; accountable financial management; real partnership and relationships, and, across it all, cultural respect and practice.

Strategic implementation principles and processes

BTAC and the TAC each commit to following a set of high-level implementation principles and processes to deliver the Thalanyji Strategic Plan. BTAC and TAC each have access to different funding mechanisms: The primary source of funds is through the Thalanyji Trusts, distributed in accordance with policies and trust deeds.

Decision-Making & Funding

- Consider programs or services that are aligned to the Thalanyji Strategic Plan, and maximise fairness and equity for members.
- Use clear principles to guide TAC funding of BTAC programs and services.
- Consider available financial resources (including external funding sources), human resources, physical resources or capabilities available to deliver a proposed program or service.
- Assess the benefit of a program or service relative to other possible programs or services.

Operations & Delivery

- Develop annual operational plans that outline how each program and service will be delivered and the resources required to do so.
- Consider a range of delivery mechanisms, including: direct delivery of services, delivery in partnership with others, commissioning of external service providers or providing funds directly to members.
- Ensure programs or services are delivered using sound project management and delivery capabilities.
- Conduct a risk assessment for each program or service and develop appropriate mitigation strategies.

Reporting & Engagement

- Develop a suite of mechanisms to share progress on the Thalanyji Strategic Plan with members and key stakeholders, including newsletters, annual reports, community meetings and other platforms.
- Submit comprehensive and timely reports in accordance with legal, regulatory and fiduciary requirements.
- Engage members in any revision(s) of the Thalanyji Strategic Plan.

Monitoring & Evaluation

- Develop key performance indicators for the overall delivery of the Thalanyji Strategic Plan and for the delivery of each program or service.
- Establish respective and joint mechanisms for ongoing monitoring and evaluation of programs and services.
- Formalise a quarterly mechanism for jointly evaluating progress on the delivery of the Thalanyji Strategic Plan and related programs and services.
- Seek to engage members during any formal evaluation of a program or service.

Buurabalayji Thalanyji Aboriginal Corporation

Perth Office

10 Lyall St,
South Perth WA 6151
p (08) 9321 3166

Onslow Office

569 Beadon Creek Road,
Onslow WA 6710
p (08) 6500 6488

www.thalanyji.com.au/

"Thalanyji Group would like to acknowledge Elders, members, community, staff and partners who contributed to the development of this Strategic Plan. Thank you for your commitment to our future."

Thalanyji