

# Expression of Interest (EOI)

## Calling First Nations People to join our Reconciliation Action Plan Working Group

### Introduction

Our reconciliation journey started in 2018 with an *Innovate* Reconciliation Action Plan (RAP) walking with our First Nations People and we have since progressed to [a \*Stretch\* RAP, named \*Galkangu\*](#) 'we build together' (Dja Dja Wurrung Language).

*RAP vision - The North Central CMA will walk together with First Nations People and organisation as equals to promote healthy Country to enable our whole community to prosper.*

The North Central CMA Reconciliation Action Plan Working Group invites all First Nations People interested in advancing cultural safety, self-determination, and reconciliation within our organisation to join us. We are seeking individuals who are passionate about embedding First Nations values, perspectives, and leadership into our work. This group will be central to initiatives that prioritise culturally safe practices, self-determined processes, and meaningful steps toward reconciliation.

### Purpose of the Working Group

The Reconciliation Action Plan Working Group is established to:

- Support, provide guidance and review progress of *Galkangu* (RAP) and develop ways to improve our reconciliation journey.
- Support CMA staff to enable First Nations voices guide and influence reconciliation efforts and decision-making.
- Promote cultural safety by fostering respectful and inclusive practices across all organisational levels.
- Uphold self-determination by supporting Traditional Owners' leadership in engagement, project planning, and implementation.

### Key Objectives

Members of the Working Group will:

1. Provide cultural insights that reflect the values, traditions, and aspirations of First Nations communities.
2. Participate in bi-monthly meetings, workshops, and culturally safe spaces that promote collaborative decision-making and mutual respect.
3. Offer feedback on project plans, engagement protocols, and methodologies to uphold cultural safety and self-determination.
4. Support initiatives that foster reconciliation, cultural knowledge sharing, and heritage preservation, with First Nations voices at the core.

### For more information

Telephone 03 5448 7124 or visit  
[www.nccma.vic.gov.au](http://www.nccma.vic.gov.au)



## Eligibility Criteria

Applicants should:

- Identify as First Nations People.
- Have a commitment to cultural safety and self-determination principles.
- Be dedicated to working in a collaborative, respectful environment that values First Nations knowledge and expertise and two-way sharing with North Central CMA staff.
- Bring experience or interest in reconciliation, cultural practices, or community-led projects.

## How to Apply

Interested applicants are asked to submit an EOI, including:

1. **Personal Information:** Name, contact details, and Community Affiliation (Mob).
2. **Statement of Interest:** A brief description on why you are interested in joining the Reconciliation Action Plan Working Group, particularly in advancing cultural safety, self-determination, and reconciliation.
3. **Relevant Experience:** Any experience related to cultural, reconciliation, or community-driven projects.

## Selection Process

EOIs will be reviewed by North Central CMA, and successful applicants will be notified by Friday 14 February 2025.

To note:

Members on the working group receive a sitting fee of \$200 and travel expenses per km (as determined by the Australian Taxation Office).

## Commitment to Cultural Safety and Self-determination

The Reconciliation Action Plan Working Group adheres to the Victorian Public Sectors Code of Conduct and operates a term of reference to protect cultural knowledge, community interests, working group members, and project-sensitive information. Members will also actively foster a culturally safe environment and support self-determined leadership in all activities.

## Submission Details

Please email your EOI by 5pm Monday 3 February to [patrick.fagan@nccma.vic.gov.au](mailto:patrick.fagan@nccma.vic.gov.au) or mail it to Patrick Fagan, PO Box 18, Huntly Victoria 3551.

For further information, please contact Patrick Fagan on 0427 695 771.

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