

Reconciliation Action Plan  
January 2024 – January 2025

**MORNINGTON  
PENINSULA  
WINE**



**RECONCILIATION  
ACTION PLAN**

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**REFLECT**



We acknowledge Aboriginal and Torres Strait Islander peoples of this nation as the Traditional Custodians of the lands on which our organisation is located and where we conduct our business. We pay our respects to Elders past and present.

## **Our Business**

Mornington Peninsula Wine (MP Wine) is the peak body representing grape and wine producers of Mornington Peninsula. MP Wine's mission is to promote the wines and the region to state, national and international audiences, to represent and advocate for the region's wine industry to local and state government, liaise with related industry and regional associations, and to provide technical and research support and activities to the region's wine industry.

MP Wine is an independent, not-for-profit membership association, funded by members' businesses, income from association-run events, with additional support from industry sponsors, and project-based ad hoc funding from all levels of government.

Since its formation in 1982, MP Wine has had strong membership support in the region, representing approximately 80% of the production of the region, representing a cohesive and collaborative community. MP Wine is managed by a committee of elected members and has a full-time CEO and two part-time administrative staff. We are currently unaware of any committee member or staff member who identifies as an Aboriginal and/or Torres Strait Islander person. A challenge for both MP Wine and the wine industry more broadly, is the under-representation of Aboriginal and Torres Strait Islander peoples. We intend to enquire with our state and national industry associations and bodies to better understand representation of Aboriginal and Torres Strait Islander peoples in our sector.

The office of MP Wine is located on the traditional lands of the Boon Wurrung / Bunurong people of the Kulin Nation, in Red Hill South, Victoria, Australia.

## **Our RAP**

This Reflect RAP marks the first step in MP Wine's journey toward reconciliation. We wish to develop relationships with Aboriginal and Torres Strait Islander stakeholders, to listen and learn, explore our vision for reconciliation and consider our sphere of influence. Through this process, we hope to develop skills and knowledge to enable us to take action and to influence our member businesses and encourage them to explore their visions for reconciliation.

## **Learn and reflect**

We will encourage our team to better understand, value and respect the true history of this country and broaden their First Nations knowledge by undertaking cultural awareness training, attending First Nations initiatives and partaking in NAIDOC week activities.

We wish to acknowledge our past through education and understanding. An historical acceptance of the wrongs done to Aboriginal and Torres Strait Islander peoples can lead to improved race relations, greater equality and equity, and an end to racism.

## **Our engagement and platform**

Our members are inherently connected to the land they manage, striving to express the unique characteristics of our region through their viticultural and winemaking endeavours. We acknowledge that the history of our business and our members' businesses is a small part of a long tradition of people managing land in our region.

We aim to better understand and acknowledge the heritage of the Aboriginal and Torres Strait Islander peoples and their connection to Country. We wish to use our platform as an industry association to advance the conversation around reconciliation to our members and the broader community.

## **RAP Working Group**

To oversee the development of our RAP and to champion its implementation and ongoing reporting, we have assembled a RAP Working Group (RWG) that consists of two employees as well as two long-standing committee members.

Our current RAP working group includes:

- Olivia Barrie, CEO;
- Alison Doherty, Administration Clerk;
- Marco Gjergja, Vice Chair of Committee (and RAP Champion); and
- Lindsay McCall, Member of Committee.

### **Our Current Activities**

We are committed to increasing our awareness of Aboriginal and Torres Strait Islander perspectives, improving our cultural sensitivity, and building our competency in engaging and collaborating with Aboriginal and Torres Strait Islander communities. We wish to better understand the historical injustices experienced by First Nations people, to better understand contemporary Aboriginal and Torres Strait Islander and non-Indigenous relations.

#### **Cultural Awareness Training**

Our RAP Champion has attended Cultural Awareness Training to better understand Aboriginal and Torres Strait Islander cultures, histories, and contemporary issues.

#### **Acknowledgment of Country and learning**

We demonstrate our respect through Acknowledgment of Country at formal events and meetings, on our website and in our email signatures.

Through contribution toward the learning of our committee, we seek to extend our knowledge, actions and attitudes beyond our workplace and into conversations at the workplaces of our members, and within the broader community.

#### **First Nations representation during Pinot Noir Celebration Australia 2023**

MP Wine is committed to creating and extending opportunities for Aboriginal and Torres Strait Islander participation and recognition at our significant events.

During *Pinot Noir Celebration Australia 2023* - the MP Wine's most significant triennial event with national and international exposure - a representative of the Bunurong Land Council hosted a Welcome to Country that invited all 230 event attendees to participate. Attendees included local, interstate and international industry participants, industry representatives, local, interstate and international media and members of the public.

The Welcome to Country was followed by a deep and thoughtful discussion led by members of the Wandin Family, who maintain traditional Custodianship of Coranderrk, a former reserve for the First Nations people of south-central Victoria. The discussion included information about the history of Coranderrk, the land dispossession, violence, and racism experienced by First Nations people, and their continuing strength, survival and resilience.





## Relationships

| Action  | Deliverable  | Timeline             | Responsibility       |
|---|--|----------------------|----------------------|
| Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.                | February 2024        | CEO                  |
|   | Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. | February 2024        | CEO, RAP Champion    |
| Build relationships through celebrating National Reconciliation Week (NRW).   | Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.  | May 2024             | Administration Clerk |
|   | RAP Working Group members to participate in an external NRW event.   | 27 May - 3 June 2024 | Administration Clerk |
|   | Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.               | 27 May - 3 June 2024 | RAP Champion         |
| Promote reconciliation through our sphere of influence.   | Communicate our commitment to reconciliation to all staff.   | April 2024           | CEO                  |
|   | Identify external stakeholders that our organisation can engage with on our reconciliation journey.  | April 2024           | CEO                  |
|   | Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.                         | April 2024           | CEO                  |
| Promote positive race relations through anti-discrimination strategies.   | Research best practice and policies in areas of race relations and anti-discrimination.  | April 2024           | CEO, RAP Champion    |
|   | Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.                      | April 2024           | CEO                  |



## Respect

| Action  | Deliverable   | Timeline                | Responsibility       |
|---|---|-------------------------|----------------------|
| Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. | Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. | January 2024            | CEO                  |
|   | Conduct a review of cultural learning needs within our organisation.  | January 2024            | CEO                  |
| Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.   | Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.  | February 2024           | CEO, RAP Champion    |
|   | Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.                        | May 2024                | CEO, RAP Champion    |
| Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.  | Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.   | June 2024               | CEO, RAP Champion    |
|   | Introduce our staff to NAIDOC Week by promoting external events in our local area.  | June 2024               | Administration Clerk |
|   | RAP Working Group to participate in an external NAIDOC Week event.  | First week in July 2024 | CEO                  |





## Opportunities

| Action   | Deliverable   | Timeline     | Responsibility       |
|--|---|--------------|----------------------|
| Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. | Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.   | October 2024 | CEO                  |
|  | Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. | October 2024 | CEO                  |
| Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.                  | Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.  | March 2024   | RAP Champion         |
|  | Develop a list of Aboriginal and Torres Strait Islander suppliers and investigate Supply Nation membership.   | April 2024   | Administration Clerk |



## Governance

| Action   | Deliverable   | Timeline               | Responsibility    |
|--|---|------------------------|-------------------|
| Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.  | Develop and maintain a RWG to govern RAP implementation.  | January 2024           | RAP Champion      |
|  | Draft a Terms of Reference for the RWG.   | January 2024           | RAP Champion      |
|  | Establish Aboriginal and Torres Strait Islander representation on the RWG.  | October 2024           | CEO, RAP Champion |
| Provide appropriate support for effective implementation of RAP commitments.   | Define resource needs for RAP implementation.   | January 2024           | CEO, RAP Champion |
|  | Engage senior leaders in the delivery of RAP commitments.   | January 2024           | CEO, RAP Champion |
|  | Define appropriate systems and capability to track, measure and report on RAP commitments.  | January 2024           | CEO, RAP Champion |
| Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence. | June, annually         | CEO, RAP Champion |
|  | Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.  | 1 August, annually     | CEO, RAP Champion |
|  | Complete and submit the annual RAP Impact Survey to Reconciliation Australia.   | 30 September, annually | CEO, RAP Champion |
| Continue our reconciliation journey by developing our next RAP.  | Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.   | September 2024         | CEO, RAP Champion |



## Contact Details

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