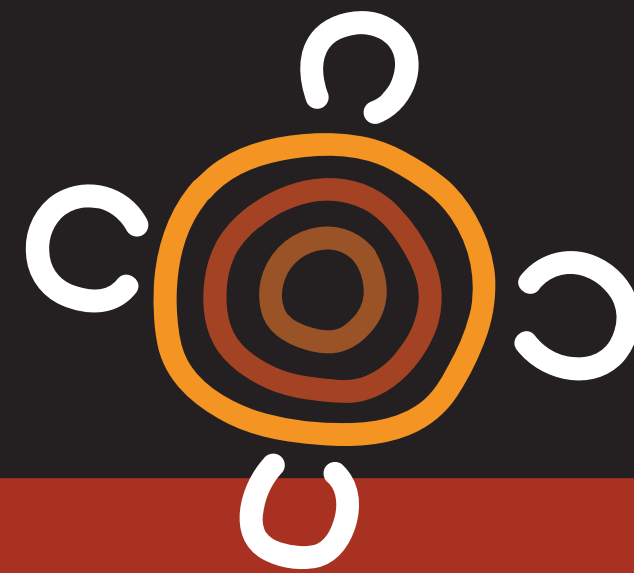


# 5-Year Joint Strategic Plan



## VISION:

Traditional Owners guiding and protecting the Banjima, Yinhawangka and Niyaparli cultures and Country, and our future leaders.

## MISSION:

To support and empower Gumala Traditional Owners to achieve independence and a sense of self, embedded in culture.

## VALUES:

Family

Respect

Culture

Leadership

Honesty

## KEY FOCUS AREAS & GOALS

### HEALTH AND WELLBEING

*Appropriate Access and Support*

*All Members live long, happy, healthy lives with access to appropriate housing, land and health services.*

#### Priority Actions

- Conduct a longitudinal baseline study in conjunction with Closing the Gap initiatives to determine Member needs (current and ongoing needs)
- Pilot a social housing program
- Develop and implement a program for community development projects in consultation with our Members in communities
- Investigate feasibility of dedicated Gumala housing or accommodation for Members traveling for medical reasons to Perth and Port Hedland medical facilities
- Partner, connect and enable access to social counselling services
- Establish relationships with external stakeholders to support Gumala funeral services
- Advocate for and enable access to (or partner with) a health centre/medical centre in the Pilbara, including chronic health services (i.e. dialysis support)

### CULTURE AND LAND

*Respected and Lived*

*All Members live our culture, with access and support to understand our language, our Lore, our Country, where our family comes from and how to pass it on.*

#### Priority Actions

- Develop on-Country camp pilot program
- Map family histories of Gumala Members
- Advocate for our Lore to be integrated in the Western Legal System
- Culturally map our lands in consultation with PBCs and Traditional Owners Advisory Committee/Elders
- Develop and support a Culture Program for Members, including supporting maintenance of facilities appropriate to supporting culture e.g. Lore grounds used by Members in consultation with PBCs
- Grow awareness and knowledge about Gumala Culture by the wider community (i.e. non-Members) e.g. cultural centre(s) and online website to sell Member's art and creations.

### MEMBERS' EDUCATION, EMPLOYMENT AND BUSINESSES

*Strong in Both Worlds*

*All Members have access to appropriate education in both cultures and support to achieve financial independence.*

#### Priority Actions

- Develop and support a language program for Members
- Tailor 3a Program to incorporate language and culture
- Advocate for language to be taught in primary schools
- Partner, connect and enable access to financial counselling services
- Continue the Employment & Skills Development Program
- Continue to build formal partnerships with training centres and universities
- Develop a business support program
- Advocate for our Members' rights in education and employment

### ORGANISATIONS AND ENTITIES

*Sustainable and Proud*

*Our organisations are strong and sustainable, supporting and employing our Members in a culturally appropriate way.*

#### Priority Actions

- Develop a cultural understanding program internally across all Gumala entities with access to our Traditional Owner language speakers
- Develop a leadership program for employees of Gumala entities and Members
- Continue regular joint governance training across all Gumala entities
- Develop and maintain profitable Gumala entities that employ, engage with and empower our Traditional Owners
- Identify alternate income streams for Gumala sustainability beyond YLUA end of mine life
- Manage the benefits from the Future Fund to optimise revenue and growth, and increase social outcomes delivered
- Leverage Future Funds with grants to deliver more social impact outcomes to Members

## KEY ENABLERS:

Education

Support

Enabling Access

Partnerships

Good Governance across all our key focus areas