

Kooyong and Port Phillip Estate

Reconciliation Action Plan
January 2024 — January 2025



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

Kooyong and Port Phillip Estate is a boutique family-owned group of wine and hospitality businesses with core activities that include viticulture, winemaking, bottling, and hospitality and accommodation. The wine business sells its wine nationally and internationally, and the restaurant and accommodation business attracts local, interstate, and international visitors.

The group of businesses is owned and operated by the Gjergja family and engages approximately 38 full-time equivalent (FTE) staff; comprising 29 full-time, 4 part-time staff and approximately 7 FTE casual staff. We are currently unaware of any staff member who identifies as an Aboriginal and/or Torres Strait Islander person. A challenge for both our business and the wine industry more broadly, is the under-representation of Aboriginal and Torres Strait Islander peoples. We intend to enquire with our regional, state and national industry associations and bodies to better understand representation of Aboriginal and Torres Strait Islander peoples in our sector.

The business's three vineyards are all located on the traditional lands of the Boon Wurrung / Bunurong people of the Kulin Nation, in Balnarring, Tuerong and Red Hill South. The winery is located at the Tuerong property, while the bottling facility, cellar door, restaurant, accommodation, and main office are located at the Red Hill South property.

Our RAP

Many of the challenges of reconciliation lie with non-Indigenous Australia. This Reflect RAP marks the first formal step in our 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 industry and our broader community.

Learn and reflect

It is our responsibility 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.

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 further cultural awareness training, attending First Nations led initiatives and partaking in NAIDOC week activities.

We wish to recognise and promote Aboriginal and Torres Strait Islander cultures and heritage as a proud part of a shared national identity. We will use our platform as business to take action and advance the conversation around reconciliation to the broader community.

Our engagement and platform

As vignerons we are inherently connected to the land we manage. Through our viticultural and winemaking endeavours, we strive to express the unique characteristics of our vineyards, our region and the weather of the annual growing season. These complex interactions have parallels to Aboriginal and Torres Strait Islander peoples' connection to Country.

We acknowledge that the activities of our business are an infinitesimally small part of a tradition of people managing land in our region over tens of thousands of years. We wish to better understand and acknowledge the rich heritage of Aboriginal and Torres Strait Islander connection to Country.

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 RWG group includes:

- Melissa Gjergja, Joint General Manager (and RAP Champion);
- Marco Gjergja, Managing Director;
- Rachel Carr, Administration Manager; and
- Stuart Marshall, Chief Viticulturist.

The RWG will meet regularly to reflect on our progress, to ensure we are achieving our deliverables, and to set new goals.

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 and continue our ongoing journey to reconciliation.

Cultural Awareness Training

Approximately half of our full-time and part-time team, including all members of our RWG, have 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 gatherings and in our electronic newsletters and on our website.

Through contribution toward the learning of our staff, we seek to extend our knowledge, actions and attitudes beyond our workplace and into conversations in the homes of our staff, their extended families and within the broader community.

Community partnerships

Our business is a Black Ochre Organisational Member of Willum Warrain. This membership assists Willum Warrain to continue to develop and flourish and foster its ability to create a vibrant and confident Aboriginal community.

Recent landscaping works undertaken at our Cellar Door, included plant material sourced from the Willum Warrain Bush Nursery, a 100% Aboriginal community-owned nursery specialising in local indigenous plants from the Mornington Peninsula.

Learning about the Yoorrook Justice Commission

As a Victorian-based business we welcome the work of our State Government in taking a lead through the Yoorrook Justice Commission and its work toward a treaty or treaties with First Peoples in Victoria. Earlier this year, two members of our management team (members of our RWG) attended a session held at Willum Warrain and led by Professor the Honourable Kevin H Bell AM KC during which he detailed the aims of the Yoorrook Justice Commission and his role as a Commissioner.



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	Managing Director
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2024	Managing Director, 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 Manager
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2024	Administration Manager
	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	Managing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2024	Managing Director
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2024	Managing Director
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2024	RAP Champion
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2024	Managing Director



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	Managing Director
	Conduct a review of cultural learning needs within our organisation.	January 2024	Managing Director
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	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	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.	May 2024	RAP Champion
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	Administration Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024	Managing Director



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	Managing Director, RAP Champion
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	October 2024	Managing Director
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	RAP Champion, Administration Manager



Governance

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	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	Managing Director, RAP Champion
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	January 2024	Managing Director, RAP Champion
	Engage senior leaders in the delivery of RAP commitments.	January 2024	Managing Director, RAP Champion
	Define appropriate systems and capability to track, measure and report on RAP commitments.	January 2024	Managing Director, 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	Managing Director, RAP Champion
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August, annually	Managing Director, RAP Champion
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Managing Director, RAP Champion
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	October 2024	Managing Director, RAP Champion

Contact Details

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