



Long Term (25 Year) Plan:

VISION:

Traditional Owners guiding and protecting the Banjima, Yinhawangka and Nyiyaparli 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 & ASPIRATIONS

Health and Wellbeing

Appropriate Access and Support

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

GOALS

- Our Members live long and healthy lives
- Our Members have appropriate access to housing and land
- Our Members have appropriate access to health services
- Our Members are not overrepresented in the Western criminal justice system

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.

GOALS

- Our Members are happy and at peace, with a sense of self and belonging
- Our lands are culturally mapped
- We maintain our traditional culture and artifacts in cultural centres established in Perth and on Country
- All Members are connected to Country and culture and know their identity with access to their traditional language
- Our culture is educated to the wider community (i.e. non-Members)
- Lore is fully implemented in internal processes and recognised in the wider legal system

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.

GOALS

- Our 3a Program is tailored to ensure children are literate to their appropriate level and culturally strong
- Our Primary and Secondary school-aged children are supported academically and culturally
- Our Members are educated in their chosen interest at university, TAFE and in trades
- Our Members are fully employed or running businesses in industries including, but not limited to, medical, education, trades, business, government and tourism.
- Our Members are not discriminated in access to, and quality of, 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.

GOALS

- We are Member-centric, making decisions based on qualitative and quantitative data collected regularly
- Our employees and Directors are culturally aware and trained to engage appropriately with our Members
- Gumala Governance is culturally appropriate
- We build pathways for Member employment, progression in our organisation and directorships
- We use efficient and effective systems and processes that are culturally appropriate
- We advocate for our Members in government, industry and the wider community
- Our future funding is sustainable, and we are actively working to increase our income and Future Fund, while optimising administration costs in balance with delivering social benefit

KEY ENABLERS:

Education

Support

Enabling Access

Partnerships

Good Governance across all our key focus areas