



## Planning with Country Knowledge Circle - Strategy

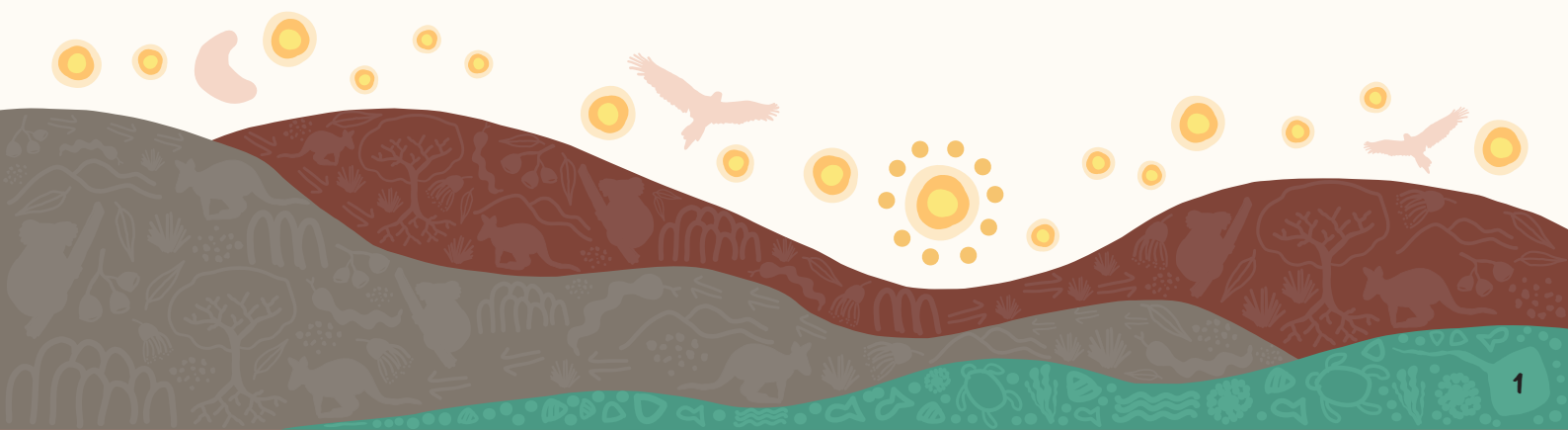
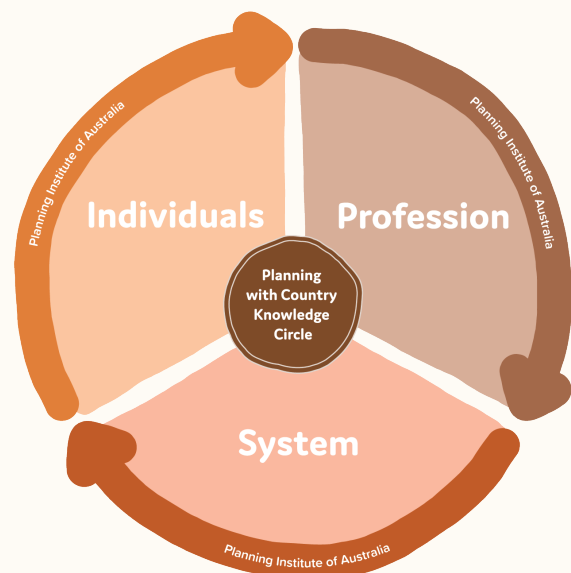
### About the Knowledge Circle and this strategy

PIA's Planning with Country Knowledge Circle, established in 2021, is a First Nations-led group of Indigenous and non-Indigenous leaders working in the built and natural environment, guiding PIA's efforts to support Country-centred planning.

This strategy sets out the focus of the Knowledge Circle's ambitions. This focus revolves around effecting change in three thematic areas:

- Individual change
- Profession-wide change; and
- Systemic change

This strategy is intended to be periodically reviewed with an annual check-in, and a more substantive review every three years (or as otherwise determined by the Knowledge Circle).





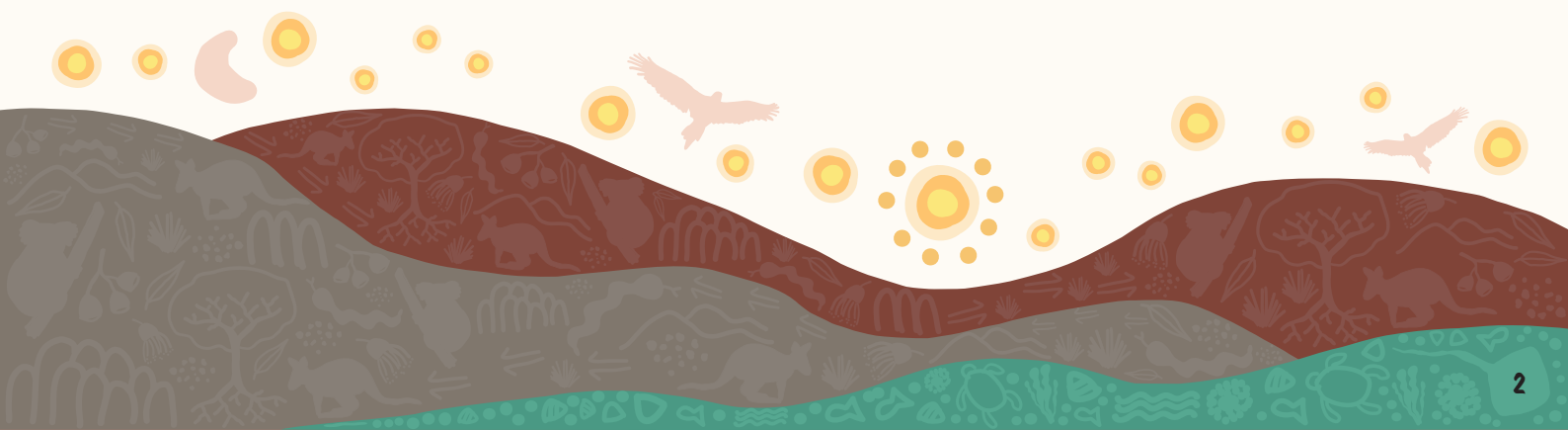
## Individual Change

**Objective:** More planners understand how to approach planning in a Country-centred way.

**Our role:** Build the capacity of planners.

**Actions we will take:**

Focus	Lead	In the next 12 months	After that	Eventually
Resources for the profession	Knowledge Circle, supported by National Projects Manager	<ul style="list-style-type: none"> <li>Curate a resource library that brings together existing tools and insights.</li> </ul>		<ul style="list-style-type: none"> <li>Develop practice notes to support Planning with Country.</li> </ul>
Education for the profession	Knowledge Circle, supported by National Projects Manager	<ul style="list-style-type: none"> <li>Develop tools and information that help explain the Planning with Country concept to planners.</li> </ul>	<ul style="list-style-type: none"> <li>Professional development opportunities are provided for planners to develop knowledge and understanding (including new courses).</li> </ul>	
Capabilities for PIA staff and volunteers	CEO	<ul style="list-style-type: none"> <li>Cultural competency training for PIA staff and key volunteers.</li> </ul>	<ul style="list-style-type: none"> <li>Training to be provided for key volunteers, including Board Directors.</li> </ul>	<ul style="list-style-type: none"> <li>Deeper learning opportunities to be identified for senior staff and leaders.</li> </ul>





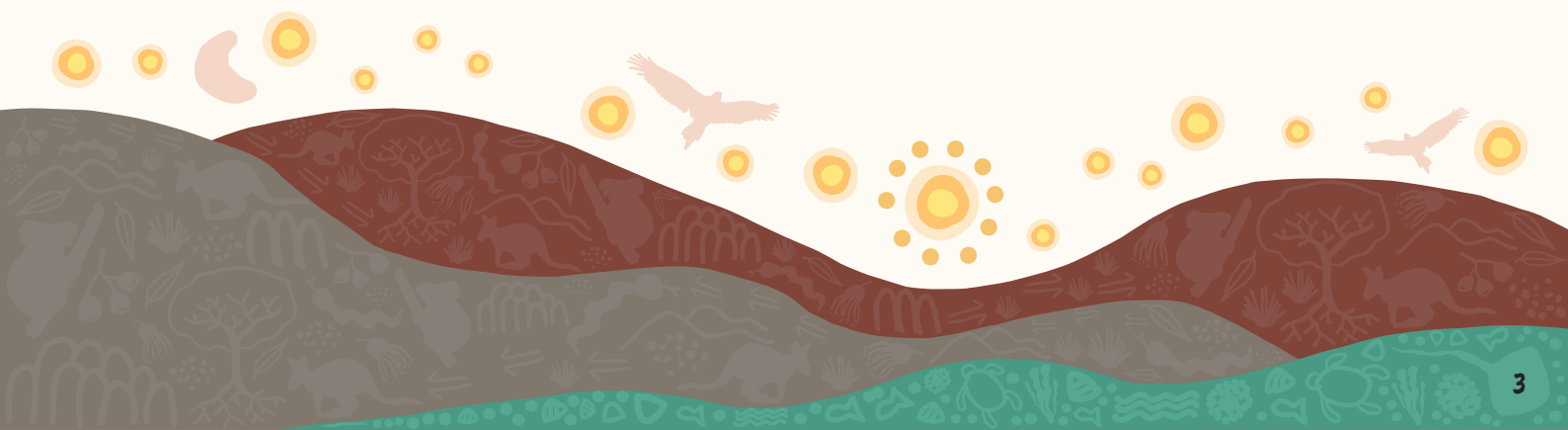
## Profession-wide Change

**Objective:** Planning with Country is embedded as a regular practice for planners.

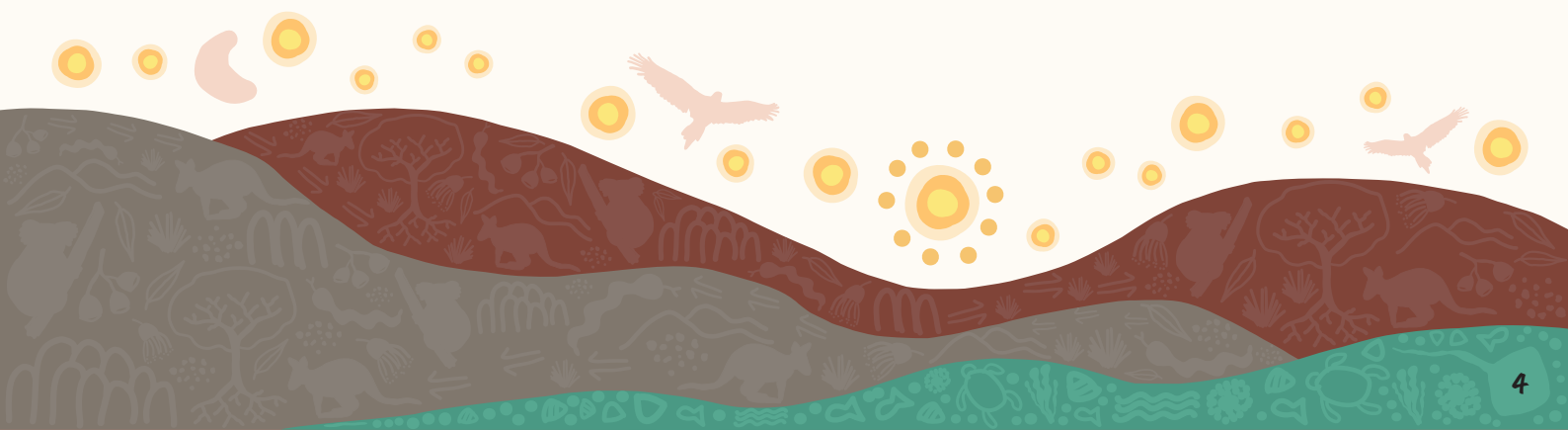
**Our role:** Facilitate change in the profession.

### Actions we will take:

Focus	Lead	In the next 12 months	After that	Eventually
Support allies to share new practices	Knowledge Circle, support from CEO and National Projects Officer	<ul style="list-style-type: none"> <li>Maintain the Planning with Country Allies Community of Practice [Michelle Howard to lead with support from National Projects Manager]</li> </ul>	<ul style="list-style-type: none"> <li>Explore opportunities for partnership / engagement with other professions in the built environment with common agendas (e.g. AILA / AIA etc.)</li> </ul>	
	Michelle Howard, with State Managers	<ul style="list-style-type: none"> <li>Start to develop State-based Allies Communities of Practice</li> </ul>	<ul style="list-style-type: none"> <li>Grow the State-based Allies COPs</li> </ul>	



Focus	Lead	In the next 12 months	After that	Eventually
Use Congress to platform planning with Country and First Nations voices	ELP team, with KC working group	<ul style="list-style-type: none"> <li>Congress is used as a platform to progress Planning with Country conversations.</li> </ul>	<ul style="list-style-type: none"> <li>Pilot a dedicated conference or symposium dedicated to planning with Country.</li> </ul>	
Recognise and celebrate progress in planning practices	COO and Marketing and Brand Manager	<ul style="list-style-type: none"> <li>Continue to recognise Planning with Country in the Awards for Planning Excellence with updated criteria.</li> </ul>	<ul style="list-style-type: none"> <li>Profile projects to demonstrate Planning with Country in action, including via multimedia.</li> <li>Refine guidelines to support judging of the Planning with Country category.</li> </ul>	
Support university planning schools to embed Country-centred planning ideas	National Education Committee with Knowledge Circle	<ul style="list-style-type: none"> <li>Finalise the Guidance Note on Accreditation to support more consistent university curricula.</li> </ul>	<ul style="list-style-type: none"> <li>Reviewing PIA's Accreditation Policy to ensure it reflects contemporary trends in education.</li> </ul>	<ul style="list-style-type: none"> <li>Explore opportunities for nationally-consistent curriculum content and / or sharing.</li> </ul>
More Mob are taking up planning as a career choice, and planning is a safe space for Mob	Elle Davidson	<ul style="list-style-type: none"> <li>Support the network of First Nations planners, curated out of the University of Sydney.</li> </ul>	<ul style="list-style-type: none"> <li>Develop strategies to attract Aboriginal and Torres Strait Islander peoples to planning careers, in partnership with universities and government.</li> <li>Develop material that speaks to Mob about planning in culturally appropriate ways.</li> </ul>	<ul style="list-style-type: none"> <li>Build relationships with First Nations planners in other jurisdictions, including New Zealand and Canada, to share learnings and issues.</li> </ul>





## Systemic Change

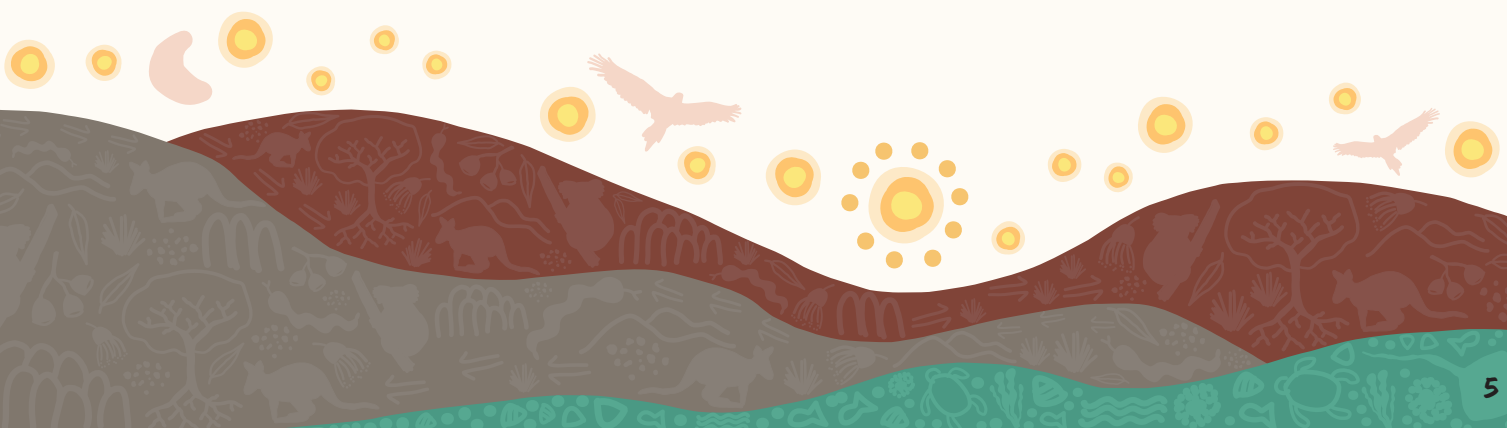
**Objective:** Decolonise the planning system.

**Our role:** Creating space to understand and explore ideas of decolonising the planning system.

The Planning Institute of Australia is committed to recognising and respecting First Nations knowledge in the planning system. A key theme of this work is decolonising the planning system, an ongoing journey that involves critically examining and reshaping the structures and processes inherited from colonial practices. This theme acknowledges that there is no single, uniform perspective on what decolonisation in planning should entail. As a result, PIA recognises that many of the actions and initiatives we have set down in this strategy under other themes will contribute to decolonisation, even if indirectly.

This theme aims to create space for the planning profession to explore and reflect on the diverse meanings of decolonisation in planning. Through engagement and discussion, we will seek to build a deeper understanding of how to embed First Nations perspectives, knowledge, and leadership into our practices, ensuring a more inclusive and culturally responsive planning system that respects and amplifies the voices of Australia's First Nations peoples.

As part of progressing this thematic area, the Knowledge Circle will work with PIA to develop a framework / plan that identifies possible areas of systematic change, informed by deep yarning with a range of practitioners and leaders. PIA will also look for opportunities to use advocacy to government to advance more Country-centred planning.



## Making it happen: how do we work together effectively?

PIA's approach to Planning with Country is grounded in two-way learning, where Aboriginal and Torres Strait Islander peoples and allies grow together in cross-cultural understanding and sensitivity. Building relationships, understanding and respect is a core tenant of our approach.

This table summarises how we collaborate:

### Decision Making

- Clear decision making
- Group consensus
- Shared decision making based on cultural LORE system
- Shared workload/ responsibility

### Culturally Safe Space

- Give each other the space to talk and listen
- Respect our differences
- Deep listening & Humility
- Keep curious

### Leadership

- First Nations led
- Co-design principles for impact
- A shared understanding of leadership
- Show up with courage and humility

### Organisation / Structure

- Volunteer-led, PIA staff supported
- Regularity/Consistent communication channel
- Annual calendar of meetings, events, conferences
- Ensure we use each other's time effectively

### Keeping Momentum

- Managing priorities (shared goals/visions)
- Playing on strengths and passions
- Progress updates
- Celebrate wins (especially the small ones!)
- Putting your hand up early if you need help/a break or struggling

### External Impact

- Focused + impactful
- Accountability
- Awareness of our members
- Working to empower First Nations leadership

