

Milieu

Indigenous Recognition Policy

As a company and as individuals, we want to do everything we can to better understand Aboriginal and Torres Strait Islander cultures and their respect for Country. We want to work towards Indigenous recognition and create awareness of the historical and ongoing injustices committed against Aboriginal and Torres Strait Islander people.

We recognise that private property development and Indigenous land rights are an uncommon and often contentious pair. We aim to demonstrate our sincere commitment to Indigenous recognition through sustained and meaningful action that will lead to tangible outcomes.

This policy outlines the ways in which we educate ourselves and identifies how we will empower the voice of Aboriginal and Torres Strait Islander communities.

Acknowledgement

Milieu acknowledges the Traditional Owners and Custodians of the land on which we work and operate. We pay our respect to Aboriginal and Torres Strait Islander Cultures; and to Elders past, present, and emerging.

Education

We strive to listen to and learn from Traditional Owners, with a goal to ensure that all our commercial activities are respectful of Aboriginal and Torres Strait Islander cultures. Wherever possible and relevant, Milieu will seek out Aboriginal and Torres Strait Islander perspectives and embed First Nations knowledge into our commercial activities.

This includes:

- education on country, culture and dreaming
- collaboration with First Nations Cultural Heritage Organisations and First Nations designers, creators, professional practitioners and supporting groups
- participating in First Nations-led workshops and activities

Reconciliation

Milieu has committed to a Reflect Reconciliation Action Plan. The Reflect Reconciliation Action Plan identifies and develops relationships with Aboriginal and Torres Strait Islander stakeholders. The Reflect Reconciliation Action plan also determines Milieu's vision for reconciliation and explores our sphere of influence.

Empower

Milieu seeks to increase the participation and success of First Nations makers, artists, and professional practitioners. Wherever possible and relevant, we will engage with Aboriginal and Torres Strait Islander People working as makers, artists, and professionals and provide opportunities for participation in our commercial activities.

If working with an Aboriginal and Torres Strait Islander maker, artist or professional practitioner is not feasible, Milieu will seek a non-Indigenous practitioner with a demonstrated commitment to and awareness of Indigenous recognition and Aboriginal and Torres Strait Islander cultures.

Recognition

Milieu acknowledges that the sovereignty of the land where we live, and work has never been ceded, we demonstrate this by:

- Contributing 3% of Milieu HQ rent to pay the rent for the land on which we work. We pay this rent monthly to the Wurundjeri Woi-wurrung who are the Traditional Owners land on which we work and operate.
- Establishing Owners Corporation Budgets for all completed Milieu projects to include 2% of all annual OC fees to pay the rent for land on which residents live. Rent is paid to a First Nations-owned or run organisation for which residents live on.

Last updated: November 2022