



## WWF-Australia Indigenous Peoples Advisory Panel (Language Name to be agreed)

### Terms of Reference

*WWF-Australia acknowledges the Traditional Owners of the land on which we work and the continuing connection to their lands, waters and culture.  
We pay our respects to their Elders, past and present, and their emerging leaders.*

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The Indigenous Peoples Advisory Panel [NAME] of WWF-Australia is appointed by the Board to enable WWF-Australia to fulfill its goal to serve as an authentic and bold partner for inclusive conservation, that delivers innovative regenerative outcomes for Country through community partnerships. The challenges are big, as are the opportunities to drive significant change.

#### **Purpose**

The Advisory Panel [NAME] provides guidance to WWF-Australia on the strategic direction of its priority programs, on emerging issues in regeneration, conservation and management of Country (land, water, sea and sky) and on ways that WWF-Australia can improve its role as a good ally and partner of choice for Indigenous communities and organisations in protecting and regenerating nature.

Members may be asked to represent WWF-Australia as an ambassador to promote regenerative conservation goals or to convey potential opportunities that further those goals.

Members of the Advisory Panel and the Eminent Scientists Group (ESG) will work closely together in providing coherent and aligned advice to the organisation.

#### **Composition**

- Size: up to 10 (number of members to be agreed and may be flexible)
- Comprised of Indigenous leaders drawn from across Australia and the region, each of whom understands the enormous challenges and opportunities for nature's regeneration when driven by the concept of caring for Country, which incorporates the knowledge, cultural practices and rights of Indigenous custodians and local communities.
- Representation: Diverse voices, including Elders, young leaders, people with lived experience, and/or professional expertise

#### **Appointment**

- Members are appointed by the Board supported by the Nominating & Governance Committee and Panel Chair
- Selection: Expression of interest, community nomination, or direct invitation—depending on relationships and cultural protocol

#### **Membership Terms**

- Fixed term (e.g., 3 years, same as ESG), with the consideration of one additional term at the discretion of the Board
- The term of appointment of a Panel member who is also a Director will be deemed to continue for so long as they continue to hold that office. Panel members who are also Governors, will be afforded an additional Governor term at the conclusion of their Advisory Panel term (same as ESG).

## Meetings

- Bi-annual meetings (in person or virtual at discretion of the Panel members)
- Culturally appropriate format (e.g., in camera discussions at meetings, yarning circles, storytelling, use of local languages or metaphors)
- The Advisory Panel agenda is prepared collaboratively by the Chair of the Panel, the Chief Executive Officer (CEO), Chief Regenerative Officer (CRO) and WWF's First Nation's Principal Advisor.
- Panel members may be called upon out of session for advice via email OR additional meetings at the discretion of the Panel

## Interaction with WWF

- Advice from the Advisory Panel is shared with the broader organisation through relevant channels including:
  - To Regen team via CRO
  - To Experience team via CXO
- Advice from the Panel conveyed to Executive team via meeting summary or minutes
- At least two members of the Advisory Panel are also members of the ESG and share insights between the groups and ensuring alignment
- Advice to the Board is conveyed via the Advisory Panel representative(s) sitting on the Board, at the next Board meeting following a meeting of the Advisory Panel, and via the meeting minutes being made available to the Panel members and Board.
- The Chair of the Advisory Panel will also sit on the Board and keep the Board informed on key issues
- A member who is also a director will sit on the N&GC to support Governance and recruitment decisions across all governance bodies.
- Joint Sessions:
  - involving the Board, ESG and Advisory Panel
  - Could include deep cultural learning, history-telling, or co-design discussions.
- Panel members may be asked to speak at WWF staff events (including wider WWF network) and/or contribute to thought leadership to share experience and/or advice

## Support

- A staff liaison role (ideally an Indigenous staff member) who leads engagement with the Panel, provides background, and ensure accessibility
- Support person to coordinate logistics as required
- WWF-Australia will cover costs of travel and associated expenses to participate in face-to-face meetings where required (same as ESG).

Members of other WWF governance and advisory groups do not receive remuneration. However, the Board may approve remuneration on a case-by-case basis to enable participation by individuals who may not be able to contribute otherwise due to limited resources. This remuneration may relate to both in-session and intersessional contributions to the work of the Panel and will be standardised as far as possible. A request for remuneration can be raised through the Advisory Panel Chair to be presented to the Board.

## Accountability and Reflection

- The Panel conducts annual self-evaluation. The Panel may seek to establish an evaluation based on scope of its role, impact both culturally (e.g., information flow, trust, relationships, community impact) and practically (e.g., influence on decisions).
- Include the Advisory Panel's contribution in annual Board reflections and/or impact review.
- Allow for evolution of the structure based on feedback from the Panel members

- Members agree to fully participate and benefit from two-way learning opportunities that support personal and professional growth and shared benefits with the wider community where appropriate.
- These Terms of Reference will be reviewed periodically, at least every five years. (same as ESG).

### **Confidentiality and Respectful use of information**

Participation in this Panel is based on mutual trust, respect, and a shared commitment to the organisation’s purpose and respect for cultural expectations and restrictions. As a member of this advisory Panel, members may receive information that is sensitive or not yet public. We ask that members treat all discussions as confidential and do not share or use information from this group in any way that could cause harm, misrepresent the intent of conversations, or breach trust. This includes refraining from sharing insights externally or using them in public commentary or networks without permission. Adherence to professional ethics, discretion and cultural protocols will guide members and help ensure that the process of working with WWF remains a trustworthy and constructive.

### REVISION HISTORY

<b>ACTION</b>	<b>DATE OF MEETING</b>
Board endorsed	24 June 2025