

## Purpose

To manage and improve the sustainable coexistence of Queensland landholders, regional communities, and the resources and renewable energy industries.

## Vision

To be the trusted leader and facilitator of sustainable coexistence between landholders, regional communities, and the resources and renewable energy industries.

## Role

To foster sustainable coexistence and shared prosperity through a balanced approach that:

- **Promotes** open communication and respectful collaboration.
- **Leads** sustainable, mutually beneficial outcomes.
- **Supports** inclusive engagement and understanding.
- **Cultivates** trust and builds long-term partnerships.

**Sustainable coexistence** signifies a balanced, empathetic, and forward-looking approach where industries and communities prosper together, valuing people, and the environment, while cultivating enduring relationships for the benefit of all.

## Values

-  **Independence**
-  **Transparency**
-  **Collaboration**
-  **Respect**
-  **Integrity**
-  **Leadership**

## Strategic objectives

**1 Foster strong relationships** through collaboration and stakeholder engagement.



- Undertake tailored engagement with stakeholders across community, government and industry to develop a shared understanding of evolving issues and impacts, including those relating to health and wellbeing.
- Convene forums to promote collaboration through dialogue and knowledge sharing.
- Be responsive to community concerns to develop and maintain trust and accountability.

Stakeholder sentiment captured in relation to engagement and collaboration from:

- 2 Community Leaders Council events held in regional Queensland during 2024-2025, and
- 3 pilot workshops held in regional Queensland during 2024-2025, as part of Coexistence Queensland's Landholder Support Program.
- Community Sentiment surveys as undertaken.

**2 Promote sustainable coexistence** by providing trusted information and advice.



- Establish Coexistence Queensland as a credible source of information and advice.
- Deliver information resources and educational services to enhance understanding of coexistence challenges and opportunities.
- Provide stakeholders with timely, relevant information to support equitable coexistence outcomes.
- Present balanced advice to government, community and industry on emerging coexistence issues, risks and opportunities.

- Increased number of unique user visits to the 'Resources' page on Coexistence Queensland's website in first 12 months as Coexistence Queensland, compared to the number of unique visits in the previous 12 months.
- 80% of phone and written enquiries are responded to within timeframes specified in approved service delivery standards.
- Organisational data and community sentiment survey analysis demonstrates an increase in the level of community trust in Coexistence Queensland.

**3 Forge partnerships** to inform and enhance coexistence outcomes.



- Develop a Partnership Strategy to inform our decision-making about partnerships with appropriate entities.
- In partnership with appropriate entities:
  - Deliver a comprehensive range of information and educational resources that address coexistence matters, including those relating to health and wellbeing.
  - Conduct research to inform advice on emerging coexistence matters and leading practice.

## Measuring success

- Number of information and educational resources produced in partnership with appropriate entities.
- Number of partnerships established with appropriate entities on research projects relating to coexistence matters.
- Positive sentiment from partners about collaboration with Coexistence Queensland.

**4 Increase our understanding** of the history and culture of First Nations peoples and nurture positive relationships.



- Work with First Nations people to build the cultural capability of our staff and enhance their understanding of First Nations peoples' culture, customs and histories.
- Develop a Reconciliation Action Plan to enable Coexistence Queensland to take meaningful action to advance reconciliation.
- Actively support and facilitate First Nations leaders and organisations participation in Coexistence Queensland engagement forums.

- All Coexistence Queensland staff and members have undertaken cultural awareness training.
- Stakeholder sentiment from First Nations representatives attending Coexistence Queensland forums and events, including Community Leaders Councils.

**5 Develop a skilled, adaptable, and resilient workforce** to deliver Coexistence Queensland's vision.



- Promote a positive, inclusive and ethical work environment that drives continuous improvement.
- Implement strong governance with 'fit-for-purpose' systems, policies and procedures.
- Ensure all staff are provided with opportunities to develop skills and capabilities relevant to their role.
- Support professional and industry development experiences for staff and Members of Coexistence Queensland.

- All Coexistence Queensland staff have development plans in place.
- Coexistence Queensland is viewed as a positive place to work, measured through employee survey results, including satisfaction with relevant professional development opportunities.
- Internal and external audits demonstrate compliance with relevant workplace policies and requirements.

## Opportunities

**Leverage lessons:** We apply our experience to inform future coexistence challenges and provide support to communities affected by the energy transition.

**Unique role:** We utilise Coexistence Queensland's unique position to inform, advise, engage, and facilitate.

**Partnerships and collaborations:** We strengthen our relationships by facilitating dialogue to nurture and improve sustainable coexistence outcomes.

**Nimble:** We adapt and respond effectively to emerging needs and issues.

## Challenges

**Regional presence:** Maintaining regional presence and support in key locations relevant to the resources and renewable energy industries across the state.

**Stakeholder expectations:** Balancing diverse stakeholders, particularly in evolving industry development and energy transition areas, and ensuring that resources remain focused on Coexistence Queensland's core purpose.

**Bridging the implementation gap:** Work with stakeholders to identify implementable actions that give effect to Coexistence Queensland's advice and recommendations.

**Knowledge and capacity building:** Timely ability to gain in-depth knowledge of the rapidly changing energy landscape and associated coexistence issues to meet stakeholder needs.

## Coexistence Queensland supports the Government's objectives for the community

-  **Good jobs:** Good, secure jobs in our traditional and emerging industries.
-  **Better services:** Deliver even better services right across Queensland.
-  **Great lifestyle:** Protect and enhance our Queensland lifestyle as we grow.

We contribute to the following Government sub-objectives for the community

-  **Supporting jobs**
-  **Backing our frontline services**
-  **Growing our regions**
-  **Honouring and embracing our rich and ancient cultural heritage**
-  **Connecting Queensland**