

**Appendix 1. Complete list of indicators developed for participatory management and evaluation of four jointly managed parks in the Northern Territory, Australia.**

<b>Outcome and Indicator classes</b>	<b>Flora River</b>	<b>Adelaide River</b>	<b>Watarrka</b>	<b>East MacDonnells</b>
<b><i>Joint Management Theme 1: Governance</i></b>	<i>Strong community ownership of joint management; Good working relationship between Parks and the Wardaman</i>	<i>Wulna Traditional Owners and Parks working together, making decisions together</i>	<i>Anangu involvement and employment</i>	
Relationships and communications among partners	Wardaman satisfied that their concerns are addressed during planning processes; Good relations between Wardaman and parks officials	Effective communication between and amongst partners (traditional owners and Parks);	Effective communication between and amongst partners (Anangu and Parks).	Effective communication between partners (traditional owners and Parks) and among partners.
Decision-making and process satisfaction	Wardaman are satisfied with Joint Management relationship and processes; Clarity of roles and responsibilities among all stakeholders; Strong and effective joint management committee; Good facilitation in the meetings	Joint decisions (between Parks and Wulna people) are implemented out on country	Satisfaction with decision-making processes; Satisfaction with governance structure (Joint Management Committee)	Satisfaction with Decision making process and planning; Satisfaction with the 'Decision making body' (Board, Committee, Core Management Group, etc) structure (working with the right people)
Representation and participation satisfaction	Level of Indigenous involvement in the on-country meetings; Number of on-country meetings held each year; Satisfaction gained from attending on-country meetings; Good attendance and participation in meetings (at PWS Katherine office) by Wardaman	Wulna people and Parks are satisfied with their participation in the joint management meetings.	Satisfaction with governance structure (Joint Management Committee)	Satisfaction with Decision making process and planning; Satisfaction with the 'Decision making body' (Board, Committee, Core Management Group, etc) structure (working with the right people)

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External partnerships	Good partnerships with other key stakeholders in the park (i.e. stakeholders other than Parks and Wardaman).			Effective communication and relationship with other stakeholders/agencies/departments/neighbours
Governance training	Good involvement in and understanding of planning procedures	Training and skill-building opportunities are on-going for Traditional Owners and Park staff in relation to joint management (decision making/governance)	Ongoing training and skill-building opportunities for Traditional Owners and Park staff in relation to Joint Management	On-going training and skill-building opportunities for Traditional Owners (men, women, particularly young ones) and Park staff in relation to joint management governance and partnership
<b><i>Joint management theme 2: Managing country (cultural and natural heritage)</i></b>	<i>Joint management keeps Wardaman culture strong; Good park management</i>	<i>Protect and respect country: its animals, its plants and Wulna culture; Increase the scientific and traditional knowledge of all Adelaide River Parks</i>	<i>Country being looked after properly</i>	<i>The country and sacred sites are looked after properly for current and future generations</i>
Cultural site protection	Satisfaction among traditional owners about adherence to conditions for access to cultural sites and their protection.	Wulna sites of cultural significance are being protected	Sites of cultural significance are being well protected	Sacred sites being well protected
Natural resource and biodiversity management	Good biodiversity outcomes from the operational plan on fire, weeds, and feral animals	Meeting the annual management objectives for fire, weeds, feral animals, native species	Effective management of fire, weeds, feral animals, native species	Effective management of fire, weeds, feral animals, native species

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<b>Traditional knowledge transfer</b>		<b>Young Wulna are getting out on country (reserves and conservation area) and learning culture from Elders</b>	<b>Elders have opportunities to share cultural knowledge with young Anangu out on the Park (country)</b>	<b>Elders have opportunities to transfer traditional knowledge to young traditional owners out on country</b>
Combined use of Traditional and western knowledge	Good examples of two way learning in the way the park is managed; Positive attitudes towards western knowledge among the Wardaman; Parks staff demonstrate high level of cultural awareness		Increased evidence of Traditional Knowledge together with western knowledge applied to park management	Increased incorporation of Arrernte knowledge (together with scientific western knowledge) applied to Park management
Resource use and availability		Sufficient people (Parks, traditional owners, volunteers etc) to carry out the annual planned management activities.	Efficient use of financial; and human resources to carry out the planned management activities; Accessing other financial resources to complement NRETAS existing resources.	Efficient use of financial (money); and human resources (people) to carry out the planned management activities; Access to other financial/human resources to complement NRETAS existing resources.
Infrastructure availability	Infrastructure in the park and around the camps and other areas is well maintained.	Appropriate and sufficient infrastructure (offices, ranger stations, vehicles, radios, boats, toilets, etc) to support the joint management of the reserves and conservation areas.		Appropriate and sufficient infrastructure and equipment in Trepina and N'Dhala Nature Parks to support Joint Management.

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Park management training	Wardaman are satisfied with the amount of knowledge they hold on key aspects of park management	Training and skill-building opportunities are on-going for Traditional Owners and Park staff in relation to park management	Ongoing training and skill-building opportunities for Traditional Owners and Park staff in relation to park management	On-going training and skill-building opportunities for Traditional Owners (men, women, particularly young ones) and Park staff in relation to park management
<b><i>Joint management theme 3. Benefits to traditional owners</i></b>	<b><i>Real benefits accrue to the Wardaman from joint management</i></b>	<b><i>Establishing Wulna community rangers looking after country</i></b>	<b><i>Anangu involvement and employment</i></b>	<b><i>Traditional Owners are actively involved through jobs, training and business opportunities.</i></b>
Employment levels	Level of employment of traditional owners in meaningful jobs in the park; Satisfaction among Wardaman about the employment benefits associated with joint management	Wulna people are involved in the management of the park every year as park rangers, community rangers, contractors and cultural advisors/mentors	Anangu involvement in the management of the Park (including women and young traditional owners) every year as park rangers, contractors and on their own (unpaid work)	Traditional owners level of involvement in the management of Trepina and N'Dhala Nature Parks (including women and young traditional owners) every year as park rangers (full time or part time), contractors, casual workers or on their own (unpaid work)
Business training	Good involvement in and understanding of 'money story' among the Wardaman	Training and skill-building opportunities are on-going for Traditional Owners in relation to employment and economic business	Ongoing training and skill-building opportunities for Traditional Owners in relation to employment and business	On-going training and skill-building opportunities for Traditional Owners (men, women, particularly young ones) in relation to employment and business

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Associated enterprises	Percentage allocation in the budget for traditional owner employment, projects and contracts; Level of satisfaction of both partners regarding the delivery of service contracts in the park; Satisfaction with outcomes of feasibility studies/assessments for enterprises in the park	Increase Wulna people engaged in economic business (e.g. tour guides, own tourism business, crocodile egg farming, etc.) related to the nature reserves and conservation areas.	Traditional Owner engagement in economic business (e.g. tour guides, cultural dancers, food/beverage vendors, etc)	Level of Traditional Owners engagement in economic business (e.g. tour guides, cultural dancers, art crafts, food/beverage vendors)
<b><i>Joint management theme 4: Managing visitors</i></b>	<b><i>Good park management</i></b>	<b><i>Tourists and other users enjoying, respecting and learning about Adelaide River Parks natural and cultural values</i></b>	<b><i>Strong culture shared with visitors</i></b>	<b><i>Visitors gain deeper understanding of the country and its people</i></b>
Information availability	Cultural information about the park is readily available; Partners are satisfied that messages and images of the Park are consistent with the Park's values	Tourists and other users of the reserves and conservation areas (hunters, scientists, etc) are well informed about the natural and cultural values of the reserves and conservation areas, are provided and complying with clear rules and guidelines; and feel safe when visiting and or using the reserves and conservation areas or reserves	Appropriate and accurate information (natural, cultural, safety and behavioural) provided to visitors and public in general	Appropriate and accurate information (natural, cultural, safety and behavioural) provided to visitors (tourists, scientists, film-makers, other users)
Visitor satisfaction	Visitors to the park are satisfied with the park			