

HELP SHAPE NILLUMBIK'S BIODIVERSITY STRATEGY – NOW!

THIS PAGE: Important background, dates, links etc

NEXT PAGE: Points for your consideration

WHAT'S HAPPENING?

Nillumbik Shire Council (NSC) is re-writing the Biodiversity Strategy and is seeking community input.

THIS IS A SIGNIFICANT OPPORTUNITY.

Your input will help shape decisions AND prioritise actions to better protect our precious environment.

The current strategy was released in 2012 and is accessible [– click here.](#)

WHY PARTICIPATE?

Residents have spoken up before, loud and clear. Overwhelmingly, the strong community voice is in support of protecting and reinvigorating the environment.

Your support should guide Nillumbik Shire Council in their priorities and allocation of resources.

It encourages them to take bold action urgently needed to reverse severe declines in biodiversity.

National and local *State of the Environment* and other reports reveal the same trends as international reports – that we face a crisis, ecosystems are on the verge of collapse. There is immediate need for protective and regenerative action through all levels of Government.

Take part, be heard, and help create change for a healthier future.

HOW?

Nillumbik Shire Council have developed a step-by-step process to review the Biodiversity Strategy.

No matter what you think of the process, it is important to take part.

The key points on the following pages relate directly to the layout of NSC's online survey. Please use these as you see fit (for the survey and/or when you participate in Council's workshops/ consultations), remembering that your own words have greater value. [Active links are in blue underlined text.](#)

- **ATTEND face-to-face Pop-up consultations:**
Saturday 15 July, 9am to 1pm - St Andrews Market
Sunday 16 July, 8am to 12pm - Diamond Creek Regional Play space
- **JOIN an online workshop** (you need to **register for these** – click your preferred time below and it will take you to the registration page):
Thursday 20 July [12pm-1.30pm](#) or [6.00pm-7.30pm](#)
- **SUBMIT responses** [to the online survey – click here.](#) You must do this **before** the end of this month (July).

To avoid potential internet/tech glitches, we recommend you write and save your responses in a word processing document then copy and paste into the survey. [Click here to visit](#) Nillumbik Shire Council's 'Participate' webpage. You'll find related info such as *Frequently Asked Questions* and *Document Library*.

FOR YOUR CONSIDERATION:

Please note that Nillumbik Council survey questions are in Green text (left-hand column)

Some key points for your consideration are in black text (right-hand column)

Section 1: Your views and experience of biodiversity in your local area within Nillumbik	
<p>1. Overall, how important to you is protecting and enhancing biodiversity in your local area?</p> <ul style="list-style-type: none">○ Very important○ Important○ Slightly important○ Not at all important	<p><i>Tick-box answer – select as you feel appropriate.</i></p>
<p>2. What do you value or enjoy most about biodiversity in your local area?</p>	<p><i>Text-based answer.</i> <i>You may wish to consider:</i></p> <ul style="list-style-type: none">• Reflection of Indigenous understanding and knowledge – though so fractured and transgressed. The biodiversity we all enjoy is part of that legacy. If we seek to respect Australia’s Indigenous people, looking after biodiversity is essential. It provides direct links and opportunities.• Biodiversity is essential to ALL life. Importantly, it has a right to exist.• Biodiversity is a significant contributor to climate change mitigation.• Mental and physical health, personal learning and insight.• Vital for childhood development.• The contribution Nillumbik’s biodiversity makes to the health of the wider Melbourne and Victorian ecosystem• The substantial amount of quality bushland across the Shire• The distinctive biodiversity of Nillumbik, as reflected in the NEROC report and others
<p>3. Overall, how would you rate the condition of biodiversity in Nillumbik?</p> <ul style="list-style-type: none">○ Improving○ Static○ Declining moderately○ Declining significantly○ Unsure	<p><i>Tick-box answer – select as you feel appropriate.</i></p> <p>Based on extensive reports and community observation over decades, Nillumbio believes that biodiversity in Nillumbik is <i>declining significantly</i>.</p> <p>FYI - Associate Professor Randall Robinson (Deputy Director of the Institute for Sustainable Industries and Liveable Cities, Victoria University Melbourne), confirms that biodiversity is, “in decline in Nillumbik with a wide range of evidence that cannot be ignored”. Nine years ago, Nillumbik’s 2014 State of the Environment Report highlighted this, stating that the pressure of incremental loss of vegetation is significant.</p>

<p>4. To what extent do you think the following biodiversity threats apply in Nillumbik? (from not at all to large)</p> <ul style="list-style-type: none"> - Bushfires - Clearing of trees and vegetation to help protect homes from bushfire - Climate change impacts (i.e., drought, extreme weather events) - Subdivision and development of land - Habitat/vegetation loss - Weeds - Non-native / pest animals (such as foxes, deer, rabbits, feral cats) - Pollution (air, soil, or water) - Tree canopy loss in urban areas - Unsustainable farming practices on agricultural land - Use of herbicides and pesticides - Waterway impacts (i.e., litter, sediment, erosion, flow) - Wildlife/traffic collisions on roadsides 	<p><i>Tick-box answer – select as you feel appropriate.</i></p> <p>Nillumbio considers all threats listed as LARGE threats.</p> <p><i>Here are some thoughts for your consideration.</i></p> <p><i>While Q4 is a tick-box answer, you may wish to share your thoughts in the text box of Question 5</i></p> <p>Re Clearing of trees... - Consider the language used here, 'Clearing of trees and vegetation to help protect homes from bushfire'. This is a misleading statement. It suggests that if you clear trees and vegetation you help protect your home from bushfire. Evidence shows that vegetation is critical in mitigating climatic change and reduces the likelihood of extreme events including severe bushfires that result in the loss of homes and lives. The risks/dangers associated with ecosystem collapse are catastrophic (and inevitably lead to greater bushfire occurrence and size). Tree clearing can worsen fire risk in several ways and destabilise regional climates.¹</p> <p>Re Subdivision and development of land – Anthropocentric view. Why isn't it called urbanisation or destruction of land? This use of language is pervasive and needs to be questioned and altered if we are to change attitudes towards the land.</p> <p>Re Non-native/pest animals - Domestic animals such as goats, sheep, cattle, and horses also cause environmental degradation. Why just <i>feral</i> cats? It is well known that domestic cats are responsible for staggering numbers of wildlife injuries and deaths. Uncontrolled dogs can cause stress, injury, and death of wildlife.</p> <p>Re Unsustainable farming practices - No land is <i>agricultural land</i> by its very nature. It is land. We decide to practice agriculture on it. Anthropocentric views keep creeping in, and it is this very positioning that needs to shift. It is a deeply entrenched cultural problem. It is essential that all remnant vegetation is protected.</p>
<p>5. If you are aware of other biodiversity threats in Nillumbik, please describe them below.</p>	<p><i>A few thoughts, in addition to points raised in Question 4:</i></p> <ul style="list-style-type: none"> • Lack of understanding of biological and ecological processes by land management authorities leading to detrimental outcomes for biodiversity. • Clearing of understorey (mid-storey, ground-storey, and soil) – which need purpose-built monitoring systems. • Clearing and destruction of mature trees and bushland on private property. • Habitat fragmentation. • Use of rodenticides that have detrimental flow on effects for other wildlife. • Routine and overuse use of herbicides and insecticides on public / private land. • Inappropriate stocking rates on fragile private property. • Sowing pasture using non-indigenous grasses poses threats to biodiversity. Indigenous grasses offer innumerable benefits. • Destruction of soil and the biota that lives within. (The highest amount of biodiversity is in the soil). Causes of destruction include: compaction, killing/cutting down of trees & other vegetation, inappropriate mulching, herbicide use, altering local hydrology through excavation and land clearing, inappropriate drainage works and construction of hard surfaces.

Section 2: Protecting and enhancing biodiversity in Nillumbik – looking to the future

6. In your view, what are the three most important actions that Council can take to protect and enhance biodiversity in Nillumbik? (Select three responses only)

- 1)- Advocate to state and federal governments to take biodiversity supportive actions
- 2)- Consider nature & biodiversity in all Council decision making
- 3)- Greater use and enforcement of planning rules and other regulatory tools to protect trees / native vegetation and other biodiversity on private land
- 4)- Manage pest animals on Council land
- 5)- Manage weeds on Council land
- 6)- Increase urban tree canopy
- 7)- Embed consideration of nature and biodiversity into all Council decision making
- 8)- Community education and awareness raising about protecting and enhancing biodiversity
- 9)- Provide support and grants to residents/ landholders and local groups to help them take action to protect and enhance biodiversity
- 10)- Provide opportunities and places for people to visit and experience nature

Tick-box answer – select as you feel appropriate.

*All actions listed are important. **Higher priorities** likely to produce positive change include:*

- 1)- Advocate to state and federal governments to take biodiversity supportive actions
- 3)- Greater use and enforcement of planning rules and other regulatory tools to protect trees
- 7)- Embed consideration of nature and biodiversity into all Council decision making
- 8)- Community education and awareness raising about protecting and enhancing biodiversity
- 6)- Increase urban tree canopy

Consider the following, and make use of text box in Question 12 to inform Council of your thoughts if you wish:

Re Action 1 - **Advocate to state and federal governments to take biodiversity supportive actions:**

This is critical.

Nillumbik Shire Council (NSC) must be well informed on current issues locally and within a national context, and lobby beyond the Nillumbik boundary. This must include NSC Executive Management. This is critical if we are to achieve better outcomes for biodiversity.

Re Action 2 - **Consider nature and biodiversity in all Council decision making:**

Language is too weak – something can be ‘considered’ and ignored.

This Action is very similar to Action 7 which uses slightly stronger language.

Re Action 3 – **Greater use and enforcement of planning rules and other regulatory tools to protect trees...**

This is critical and currently does not occur effectively.

Re Actions 3,4,5 - **Managing pest animals and weeds on council land -**

These are about implementation of mechanisms already available to Council.

Council must fulfill its role and allocate resources appropriately.

Re Action 6 - **Increase urban tree canopy**

This is critical and must be measurable.

Indigenous trees (ie trees that are local to the area) must be chosen. All Council Officers and Executive Management must understand the significance of indigenous vegetation, the implications of introduced species, and the values of biodiversity.

Re Action 7 - **Embed consideration of nature and biodiversity into all Council decision making**

Critical - but language in this statement is still too weak.

As with Action 2, the language must be strengthened. ‘Consideration’ of nature and biodiversity should not mean we just *think* about biodiversity and the implications of our actions. It is essential that we transform that thinking into action to reduce and eliminate pressures that are causing its decline. Biodiversity must be prioritised in all Council decision making.

Re Action 8 - **Community education and awareness raising about protecting and enhancing biodiversity**

This is critical.

	<p>The majority of land in Nillumbik is privately owned. This means that community plays an essential role in the care and connectivity of biodiversity.</p> <p>Community education is essential and must be significantly increased. Effective strategies must be developed and assessed. Council cannot rely on education alone for the urgent changes required - it needs to be balanced with a willingness to enforce regulations.</p> <p>Re Action 9 - Provide support and grants to residents/ landholders and local groups to help them take action ... Yes please, but not the highest priority</p> <p>Re Action 10 - Provide opportunities and places for people to visit and experience nature Activating the above initiatives/actions would, by default, provide opportunities and places for people to visit and experience nature. The intention should be to activate people's understanding of their direct connection to nature.</p>
<p>7. What actions could you and others in the community take to protect and enhance biodiversity in Nillumbik?</p>	<p><i>Text-based answer</i> <i>You may wish to consider:</i></p> <ul style="list-style-type: none"> • Increase and protect bio-links/habitat throughout the landscape. This can include widening riparian areas, planting vegetation to join existing bushland areas, and minimising disturbance. • Have a precautionary approach to land management. • Reduce the amount of disturbance to the understorey. • Support Council's enforcement of land clearing regulations. • Keep pets restrained – cats indoors and dogs on lead. • Join/start a local Friends Group (working on public land) • Join/start a Landcare Group (working on private land) • Advocate to Councillors to support resourcing the actions arising from this Strategy. • Engage in conversation with people who nominate for Council to support election of people who prioritise biodiversity. • Consider nominating for Council in the 2024 elections and support candidates that have meaningful and demonstrated commitment to actions listed in Question 6 and below.
<p>Section 3: Your thoughts about biodiversity across Nillumbik</p>	
<p>8. Please share any other ideas to protect and enhance biodiversity in Nillumbik that you would like Council to consider.</p>	<p><i>Text-based answer</i> <i>You may wish to consider:</i></p> <ul style="list-style-type: none"> • The 2012 Biodiversity Plan has scope to achieve dramatic improvements in biodiversity outcomes. A key issue was not the plan itself, but insufficient ACTION and IMPLEMENTATION. • The updated Biodiversity Strategy must focus on Actions that will result in measurable improvements to the health of biodiversity. The SMART approach should be considered: Specific, Measurable, Achievable, Relevant and Time-bound.

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8. Please share any other ideas to protect and enhance biodiversity in Nillumbik that you would like Council to consider.

- Actions within the new Biodiversity Strategy must also be responsive to the research outlined in the 2012 Biodiversity Strategy.
- Resourcing to achieve what is required to reverse biodiversity decline has been inadequate. Resourcing must be increased significantly.
- Examples of Actions with measurable outcomes include:
 - increase urban tree canopy by xx% annually
 - increase habitat corridors and linkages by xx% annually
 - decrease weed cover on roadsides by xx annually (by area or percentage)
 - ensure repair of any soil disturbance using seed/stock from *indigenous* flora
 - increase urban biodiversity through targeted programs (eg biodiverse nature-strips increased by xx kilometres annually)
 - introduce a cat curfew by the next pet registration notices
 - develop a program of biodiversity credits for any property demonstrating increases in indigenous flora (& weed reduction)
- These must be coupled with adequate resourcing. Examples include:
 - increase annual environmental budget by 30% from the previous 2013-2023 average
 - allocate a minimum of xx\$ per year on roadside weed control program, prioritising the control of less common high threat weeds and infestations near reserves and core areas. Alternatives to poisons must be implemented.
 - commit to a policy of xx hectare minimum for sub-divisions of land within the xx corridor
 - invest a minimum of xx\$ on the management of threatened flora species between 2024-2034
 - clear commitment to support Friends of and Landcare Groups throughout the Shire
 - allocate a minimum of xx\$ per year on a Deer control/reduction program
 - update or prepare new management plans for at least ten Council Reserves between 2024-2034
 - invest a minimum of xx\$ in the management and maintenance of threatened orchid reintroduction sites occurring on private and Council land
- Council should commit to publishing an annual biodiversity report that transparently documents what Council resources are allocated to reinvigorating and protecting biodiversity.
- NSC must be accountable for declines in Biodiversity under its watch. A transparent investigative process must be employed.
- Nillumbik Shire Council's Annual Report must show how finances are allocated for the care of biodiversity
- Council should review the large amount of documentation it has commissioned, such as individual Reserve management plans, flora & fauna surveys, Landcare documents and other overarching policy documents. Council should then discern if recommendations have been enacted, make these available to the public, and take appropriate action accordingly.
- The precautionary principle must be *actioned*. This is outlined in the Biodiversity Strategy 2012:
 - 2.2.1 Guiding Principles – Risk Management Principles
 - The 'precautionary principle' (Principle 15 of the Rio Declaration on Environment and Development, to which Australia has agreed) provides a general guide to dealing with the uncertainty and risk involved in conserving biodiversity.

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It states, "where there are threats of serious or irreversible environmental damage, lack of full scientific certainty should not be used as a reason for postponing measures to prevent environmental degradation".

- Education is critical. This must include:

- a. ALL Council Officers and Senior Management. This is essential. ANYONE who works in Nillumbik Shire Council (NSC) must have sound understanding of biodiversity and the local context. This must include principles for care, awareness of decline, and the pressures applied by various actions/inaction.
- b. ALL Contractors – must be well versed in biodiversity, seed dispersal, erosion, pollution, best practice methods. Too often we see damage caused by machinery and other activity that is never rectified, and could have been avoided.
- c. Residents – NSC must make biodiversity a topic of conversation for all residents. NSC must increase residents' awareness of the innumerable values of biodiversity in both rural and urban areas.

Simple actions such as informative signage can enable community education - eg in reserves - identifying species, explaining the functions of ecosystems, their cycles and vulnerabilities. Signage can also illustrate why something is happening or not happening, or why some activities are/should be restricted.

- NSC must enable people to participate in enriching/reinvigorating biodiversity. Currently, there are too many disabling factors – for example, the need to pay a fee in order to plant nature-strips. Such actions must be supported and enabled.
- NSC must be exemplary in managing land. Any action implies an acceptable standard. NSC management of reserves and roadsides can be heavy handed and detrimental to biodiversity. A more sensitive approach may require slower working and greater initial resourcing. Long-term, it is cost-effective with better outcomes.
- We must focus on caring for threatened species AND the ecosystems on which they rely. Individual species cannot live in isolation. Management principles must be developed accordingly. This must include habitats that are continual through the urban and rural landscape rather than fragmented.
- The needs and cycles of biodiversity should dictate the timing and methods used for maintenance of tracks and roads.
- NSC should develop and regularly update a Biodiversity needs and impacts assessment process, so that all Council decisions and processes do not just consider biodiversity, but proactively protect and measurably increase it.
- What documentation/assessment of biodiversity is available and used to guide management? The true costs of biodiversity loss must be accounted for in our own local, regularly updated, 'State of the Environment Report' with measurable indicators eg.
 - Intact tree cover
 - Species distribution and abundance
 - Extent and condition of different vegetation classes on private land
 - 'At risk' flora and fauna species on private land – not only listed threatened species
 - Accurate record of any vegetation removed on private and public land

This should be shared with the public to educate, inform, and encourage participation.

<p>continued....</p> <p>8. Please share any other ideas to protect and enhance biodiversity in Nillumbik that you would like Council to consider.</p>	<ul style="list-style-type: none"> • The long-term and true costs of any system of management must be considered – for example, areas that are extensively sprayed and mulched require ongoing maintenance (weeding – usually done with chemical sprays) etc, and do not provide a diversity of flora and habitat to support a diversity of creatures. This contrasts with areas that are densely planted using indigenous herbs/groundcovers/bushes (while ensuring all remnant understorey is always protected). This approach requires significantly less maintenance and supports a much greater diversity of creatures. These also build wide-scale resilience of the ecosystem. The FULL values of biodiversity must be highlighted. • NSC should uphold the significance of being a Conservation Shire with the Green Wedge as its strategic focus. It should do this with every decision-making process, communication, and action. • Council must find innovative ways to connect with residents to increase awareness and understanding of biodiversity, and develop ways to promote positive action. • NSC's position of educating rather than enforcing is commendable, but is not working. The majority of land in Nillumbik is privately owned. Perhaps a massive increase in education will address the problems in time. Meaningful enforcement can effectively reduce lack of compliance, and this must be applied. • We need concerted effort to collect baseline data for ALL land – regardless of quality of vegetation. Too much is lost without record. • Outdoor night light must be strongly regulated. Owls and other creatures are impacted by lights (many local animals are nocturnal). Night lighting affects their capacity to hunt, move, breed, sleep and live. • Action to reverse the decline of biodiversity is URGENT! The Nillumbik community has given NSC the stamp of approval to take bold action to protect and reinvigorate biodiversity.
<p>9. Overall, how would you rate the current condition of biodiversity across Nillumbik?</p> <ul style="list-style-type: none"> ○ Poor ○ Fair ○ Good ○ Excellent ○ Unsure 	<p><i>Tick-box answer – select as you feel appropriate.</i></p> <p>This is almost impossible to answer.</p> <p>If we compare the condition of biodiversity in Nillumbik to what it would have been 250 years ago, the answer to this question would be worse than poor. If we compare it to how bad it could get if we keep going, the answer might be 'good'. Nowhere in Nillumbik do we see the diversity and abundance of animals (including insects) and plants that would have previously been there. Nowhere do we see waterways in the condition they used to be. Nowhere do we see the night sky unharmed by lighting near or far.</p> <p>As such, Nillumbio suggests the current condition is Fair to Poor.</p>
<p>10. Do you think biodiversity across Nillumbik..... (tick one)</p> <ul style="list-style-type: none"> ○ Is improving ○ Is staying the same ○ Is declining ○ Is declining significantly ○ Unsure 	<p><i>Tick-box answer – select as you feel appropriate.</i></p> <p>Based on extensive reports and community observation over decades, Nillumbio believes that biodiversity is declining significantly</p>

<p>11. Do you think biodiversity in your local area (eg close to where you live)..... (tick one)</p> <ul style="list-style-type: none"> <input type="radio"/> Is improving <input type="radio"/> Is staying the same <input type="radio"/> Is declining <input type="radio"/> Is declining significantly <input type="radio"/> Unsure 	<p><i>Tick-box answer – select as you feel appropriate.</i></p> <p>Consider what you observe around your home/neighbourhood – is there an increase or decrease in native bird life, particularly smaller birds? Insects? Animals such as gliders, echidnas, wallabies and more? Indigenous plants? What about weeds?</p>
<p>12. Is there anything else, in addition to the feedback you have already provided, that you'd like to tell us that would help inform the biodiversity strategy.</p>	<p><i>Text-based answer</i></p> <p>Here are some ideas:</p> <ul style="list-style-type: none"> • Indigenous legacy/life/history and how we demonstrate active and appropriate regard • Where is biodiversity's right to exist? • Animal suffering – least harm principle • What kind of world do we want to live in, and pass on to future generations of all life? • Biodiversity decline and collapse is a far greater risk than bushfire • Healthy biodiversity mitigates climatic change and reduces risk • The Nillumbik community wants action on biodiversity protection. This is evidenced in all recent Council-run surveys. • 2012 plan was a good start, but not backed-up by Council committing resources to enable meaningful action. • 2012 plan has numerous strategies focusing on investigating, documenting, researching, but not many that lead to/support ACTION that ensures better outcomes for biodiversity. • 2024 strategy needs to build on this strong foundation. A framework, lacking actions and commitment of resources, will be viewed by the community as a backward step if there is not (1) a meaningful action plan, and (2) additional resources. • There must be a commitment to setting a baseline of the current state of the environment, to enable tracking of performance over time. 2014 SoE Report is now out of date and indicators too narrowly defined. This should be refreshed and published annually, with a broader range of indicators. • There is a legal framework that is understood and acknowledged by Council to protect biodiversity - this must be upheld. • Considering our changing climate, Nillumbik must put biodiversity protection as the highest priority. There are so many factors outside the control of Council, so the elements they can control must put biodiversity first.

SOME REFERENCES/REPORTS –

Nillumbik Biodiversity Strategy [2012]

https://www.nillumbik.vic.gov.au/files/assets/public/environment/publications/biodiversity_strategy_accessible_version.docx

Nillumbik's State of the Environment Report [2014]

<https://www.nillumbik.vic.gov.au/files/assets/public/environment/publications/state-of-environment-report-website.pdf>

Protecting Victoria's Environment – Biodiversity 2037 [2017]

https://www.environment.vic.gov.au/_data/assets/pdf_file/0022/51259/Protecting-Victorias-Environment-Biodiversity-2037.pdf

Tech supplement: https://www.environment.vic.gov.au/_data/assets/pdf_file/0029/67853/6702_DEL_Biodiversity_Evidence_6.0.pdf

Securing our Natural Future- Victoria's Land and Biodiversity White Paper (LBWP) [2009]

<https://vgls.sdp.sirsidynix.net.au/client/search/asset/1291883>

New directions in biodiversity policy and governance? A critique of Victoria's Land and Biodiversity White Paper [2012]

https://www.researchgate.net/publication/233092276_New_directions_in_biodiversity_policy_and_governance_A_critique_of_Victoria's_Land_and_Biodiversity_White_Paper

Australia's State of the Environment Report

<https://soe.dcceew.gov.au/>

Key findings ASoE: [https://soe.dcceew.gov.au/overview/key-](https://soe.dcceew.gov.au/overview/key-findings#:~:text=Overall%2C%20the%20state%20and%20trend,species%2C%20pollution%20and%20resource%20extraction)

[findings#:~:text=Overall%2C%20the%20state%20and%20trend,species%2C%20pollution%20and%20resource%20extraction](https://soe.dcceew.gov.au/overview/key-findings#:~:text=Overall%2C%20the%20state%20and%20trend,species%2C%20pollution%20and%20resource%20extraction)

Global Risks Report 2023, World Economic Forum

<https://www.weforum.org/reports/global-risks-report-2023/digest>

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1. Article referenced re, 'Tree clearing can worsen fire risk in several ways and destabilise regional climates.'

<https://www.newcastle.edu.au/newsroom/college-of-engineering-science-and-environment/to-reduce-fire-risk-and-meet-climate-targets,-over-300-scientists-call-for-stronger-land-clearing-laws>

Martine Maron, The University of Queensland; Andrea Griffin, University of Newcastle; April Reside, The University of Queensland; Bill Laurance, James Cook University; Don Driscoll, Deakin University; Euan Ritchie, Deakin University, and Steve Turton, CQUniversity Australia