

ReconciliationWA

Annual Report

2022/23

Acknowledgement of Country

Reconciliation WA Acknowledges and pays tribute to the Whadjuk People of the Noongar Nation and their Elders past and present, as the Traditional Custodians of the Boodja (Country) on which we work. This Acknowledgement extends to Aboriginal Nations across the state of Western Australia. We recognise and value the continuity of Cultural, educational and spiritual practices of First Nation Peoples.

Referring to Aboriginal and Torres Strait Islander Peoples

We acknowledge the diversity of views in how Aboriginal and Torres Strait Islander Peoples prefer to refer to themselves. Throughout this report, we refer to 'Aboriginal Peoples' and 'First Nation Peoples' to include and welcome the distinct and diverse nations, clans and tribes of Aboriginal and Torres Strait Islander Peoples.

We wish to advise Aboriginal peoples that this report may contain the names and images of people who have passed away



Artist - Julianne Wade

Cover artwork

This original artwork was produced by proud Whadjuk/Tainui visual artist, Julianne Wade, for Reconciliation WA. The artwork was designed by Julianne as a community art piece created at the 2023 National Reconciliation Week *Walk for Reconciliation*. Many West Australians also contributed to this Cultural canvas, and we thank them.

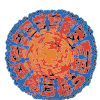
About the artist

Julianne Wade is a Whadjuk Boorloo (Perth) born artist on her mother's side, who grew up in New Zealand in Ngaruawahia Tainui with her father's side of the family. She is a visual artist and remains connected to her Culture through painting and family. She has a passion for making change through art for Aboriginal and Torres Strait Islander Peoples and non-Indigenous Peoples.

www.juliannevadewhadjukartist.com.au

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ReconciliationWA

Co-Chair Report

We welcome you to Reconciliation WA's 2022/23 Annual Report.



Reconciliation WA has developed over the years to be a strong peak body focussed on celebrating and advocating for reconciliation across Western Australia. We are proud of the work being performed by the Board, our CEO and our staff.

At the 2022 AGM, Tracey Ninyette, Mark Ninyett and Ed Kalajzic each retired as Board members. We thank and acknowledge Tracey, Mark and Ed for their contributions to RWA and the broader reconciliation movement. We were delighted to see the election of Rohan Collard, Daniel Morrison and Helen Sadler to the Reconciliation WA Board, who have each brought diverse skillsets and experience to the strategic leadership of the organisation.

It has been a challenging year for the reconciliation movement with the Voice to Parliament referendum. We commit to standing in solidarity with Aboriginal and Torres Strait Islander Peoples across Australia, and despite the profound setback of the outcome, the work of reconciliation continues.

We acknowledge the incredible amount of work and commitment given by the Reconciliation WA team over many months to assist WA to better understand the referendum process and the facts around the Voice to Parliament. Through their efforts, many community members were better informed as they made their decision.

Looking forward, we acknowledge the more than 6.2 million Australians who voted in support of the referendum, and this gives Reconciliation WA a powerful mandate to pursue reconciliation action.

Immediately following the referendum, the Board committed to a process of reflection and consultation, in order to consider the future trajectory of the reconciliation movement in this post-referendum landscape.

While this reflection continues we certainly understand any solution must incorporate a widened awareness of the experience, history and treatment of Aboriginal People. More understanding of the challenges confronting First Nations peoples, together with the opportunity to embrace the cultural Australia that is offered through their custodianship, will create the strongest advance we could hope for in reconciliation.

On behalf of the Board, we continue to acknowledge our CEO Jody Nunn and the Reconciliation WA Team. Under Jody's leadership, Reconciliation WA has developed from an organisation that predominantly existed to support National Reconciliation Week to a peak body that carries year-round reconciliation programs and experiences for our members and the broader WA community. We are eager to see this passion continue to make increased impact on wider urban, rural and remote communities across Western Australia.

This year marks our final report as we progress a transition process for the appointment of Reconciliation WA's next Co-Chairs. We have been privileged to lead the Reconciliation WA Board and team, and the broader reconciliation movement in Western Australia during this time.

Although this report reflects largely on the challenges and merits of the team's Voice to Parliament advocacy, we are proud of the work Reconciliation WA has continued. This includes the exceptional National Reconciliation Week program of events, the growing program of RAP RINGs supporting reconciliation action across Perth's diverse sectors, and the webinars and forums supporting truth telling and reconciliation education.

Carol retires from the organisation with the signature of this annual report representing one of her final tasks. We are delighted to announce Nolan Hunter, Reconciliation WA Board Member and Uluru Dialogue Head of Engagement, has recently been appointed in the Aboriginal Co-Chair Role. The Reconciliation WA Board has committed to a two-step process of leadership change, to ensure a supportive transition to the new Co-Chair partnership. As such, Gary will be retiring from his Board and Co-Chair role in the first half of 2024, and we expect the RWA Board to announce a new Non-Aboriginal Co-Chair at that time.

In this final report, together we acknowledge the generosity of spirit, Culture and knowledge of Aboriginal Peoples, communities and organisations who have supported Reconciliation WA and the broader reconciliation movement during our tenure. We acknowledge the reconciliation leaders who have walked this journey before us, Mariette Cowley, and founding Board Member Irina Cattalini, who will be retiring from the Board at this AGM. We acknowledge the members and partners of Reconciliation WA throughout the years, who have supported our exponential growth and impact across the State.

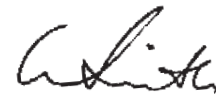
The organisation are at a new period for reconciliation following the referendum outcome – the perfect time for the organisation to both capitalise on the work performed by the current Co-Chairs and to deliver a re-energised approach under the guidance of our CEO and new Co-Chairs in 2024. The organisation will meet this new series of challenges and opportunities with renewed energy in our leadership, supported by a strong Board.

Reconciliation WA will continue to drive the reconciliation movement in our state. And, we will both remain committed advocates for the movement. We urge you to also be brave in your advocacy, which is needed now more than ever.

Boordawan



Carol Innes AM
Aboriginal Co-Chair



Gary Smith
Non-Aboriginal Co-Chair

Departing Reflections from Aboriginal Co-Chair Carol Innes AM.

I would like to thank the board of Reconciliation WA and our current and former staff for the work that they have done over my time as the Co-Chair of Reconciliation WA. My appreciation to both former Non-Aboriginal Co-Chair Alan Carter and to Non-Aboriginal Co-Chair Gary Smith, I am blessed to be walking with you both.

Being involved in this organisation allowed me to give my heart and passion to make change to provide better opportunities through meaningful relationships and deep respect. It has been a hard journey sourcing adequate resources to have impact for change. We still have a lot of learning and unlearning to do.

Thank you to our members who walked alongside us, and to those who have helped us immensely to deliver awareness raising of why reconciliation is important. The time now is more pivotal after the results of the recent referendum. I thought it would be a more powerful step toward reconciliation in this country. Alas, this was not to be.

I want to thank every Aboriginal person who gave their voice and will continue to give their voice to the reconciliation movement. To every person who voted for change I hope that you continue this path and hold people accountable. I am deeply grateful to you.

Thank you to the people I have met on this journey and the journey must continue, as I know I will always be an advocate for this work.

CEO Report

I welcome you to our 2022/23 Annual Report.



It has been a significant and challenging year for the reconciliation movement.

We saw what was meant to become a moment of unity in our reconciliation journey as a country, become a highly contentious and divisive one.

We still stand in a period of reflection and consideration of *what lies next?* It is an important time for pause and reflection.

Our hearts were buoyed by the more than 25,000 volunteers across Australia, the 6.2 million yes voters, the thousands of supporters at the Boorloo Perth Walk for Yes, and the flood of creativity across our streets and on our screens as supporters shared artwork, videos, songs, and writing, all in support of a positive outcome.

However, as the referendum neared, we saw the rise in racism and misinformation that was amplified and impacted many Aboriginal and Torres Strait Islander Peoples across Australia. This cannot be forgotten and shows us the work ahead for the reconciliation movement, in truth telling and education, in advocacy and in systems change. We have powerful data from the referendum to guide our work, however we accept we need to deeply listen and respect a process of healing post this referendum.

While we were of course profoundly disappointed by the result of the referendum, I am proud of the significant work our Board, team and volunteers actioned to support Western Australian communities in presenting the factual information they needed to make an informed vote. Our goal was also to support voters to be educated as they entered the ballot box, and we invested considerable resource towards this in partnership with many ally groups.

An important part of this healing will be led through the program we launched this year, Respect Rising, listening deeply to Aboriginal and ally voices around WA as we understand the next horizon for reconciliation. We look forward to welcoming you to those yarns in 2024.

Education on the Voice to Parliament was a common thread in our programming for National Reconciliation Week (NRW) 2023, which called on Australians to Be a *Voice for Generations*. We were delighted to bring the NRW Virtual Breakfast to viewing parties across Western Australia once again, engaging communities from all points of our vast state. Each year during NRW our aim is to provide the opportunity for WA communities to learn about our shared histories, cultures and achievements, and to discover how everyone can contribute to achieving reconciliation in Australia. I'm proud of the diverse NRW program our team delivered once again, with the launch of the Reconciliation Memoirs with Dr Richard Walley, the Reconciliation Yarns, the Uluru Youth Yarns and the Walk for Reconciliation.

This year we have strengthened our reconciliation programs. Our RAP RINGs grew to include sector-based

RINGS Sport, Arts and Culture, and State Government, we launched regular Reconciliation Yarns for the first time outside of NRW, and we launched the Exploring Reconciliation Webinars – to provide free and regular touchpoints for education and truth telling. These, along with our existing programs, have created multiple avenues of support for organisations and individuals driving the reconciliation movement in WA. We strive to enable and connect the reconciliation community to rise the tide of reconciliation across our State.

We know education is the most powerful tool to drive understanding and reconciliation and our continued commitment through the Narragunnawali program in partnership with Reconciliation Australia carried on this important work. We also piloted a new curriculum aligned program for Year 4 students at the Constitutional Centre which will launch formally in the 2024 school year.

As part of the Australian Reconciliation Network (ARN), along with Reconciliation Australia and other state and territory-based reconciliation bodies, we met to prioritise national reconciliation efforts. I thank the dedicated leadership of the ARN for their collective efforts this year and we remain steadfast in the work we must do ahead.

Thank you to our members. Our membership has continued to grow, and we are pleased to support a large network of individuals (Djinda), families (Moort) and organisations (Bidi and Bilya) who support the movement, and who are actively creating impactful reconciliation outcomes alongside Aboriginal and Torres Strait Islander Peoples in their industries and communities. We continue to build our member value and enable and connect the reconciliation community.

I extend my deep appreciation to the Board. A special acknowledgment is due to our Co-Chairs, Carol Innes and Gary Smith, for their tireless dedication and wise counsel.

As we embark on a transition to new Co-Chair leadership, I express my sincere thanks for their careful guidance during our shared time leading Reconciliation WA. It has been an honour to walk this path alongside both of you. I welcome Nolan Hunter into the Aboriginal Co-Chair role. I also pay special tribute to founding Board Member Irina Cattalini who will step down from the Board this AGM after 12 years of dedicated service.

As we approach the end of the year, I extend my heartfelt thanks to our dedicated team for their unwavering commitment, hard work and resilience. Their professionalism and passion have been the driving force behind our achievements and have laid the foundation for greater momentum ahead.

Our sincere thanks extends to the Department of Premier and Cabinet for their essential operational funding support and providing our home at the Constitutional Centre, which was renewed for a further four years from FY24. We extend thanks to all our partners and funders who enable us to continue the important work of the reconciliation movement, please refer to page 36 for an acknowledgment of our valued partners.

In a challenging year, I want to express my profound gratitude to the many Aboriginal Elders and Leaders who have supported the reconciliation movement on its journey. Your guidance, resilience, and kindness have been a beacon. I assure you that Reconciliation WA's allyship remains unwavering and strong, especially in these testing times. We commit to continuing to advocate for meaningful change.



Jody Nunn
CEO

Your Reconciliation Peak Body

**A better future
for Western Australia.**

Reconciliation WA (RWA) is the not-for-profit organisation providing leadership, advocacy and support to people and organisations driving the reconciliation movement in Western Australia.

We are focused on the creation of social and economic outcomes to ensure the Cultures, rights and contributions of Aboriginal Peoples are valued and respected. Our vision is a better future for WA, one that celebrates strong and positive relationships between Aboriginal Peoples and the wider Western Australian community.

As the peak body for WA, we work with our state and territory reconciliation colleagues and Reconciliation Australia to support, promote and lead national reconciliation initiatives.





Vision

A better future for Western Australia, built on respectful relationships and achieving positive outcomes with Aboriginal Peoples and the broader community.

Purpose

To lead, connect and advocate for truth, in support of reconciliation outcomes.

Values

Integrity, Respect,
Courage, Collaboration
and Inclusion.

Year in Review



50%

Aboriginal representation
on Board



29%

Aboriginal representation
in Staff

Increasing Engagement in Reconciliation News



Social media
following grew by

20%



RWA Newsletter
subscribers increased by

36%

Growing the Reconciliation Movement



Membership
grew by

44%



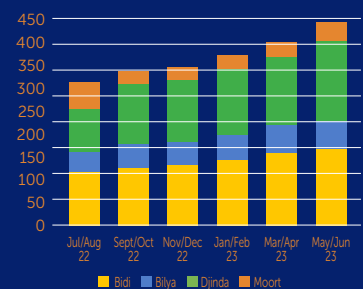
Member Net
Promoter Score

54



Retention rate of
organisation members

94.5%



Member Growth FY22/23

National Reconciliation Week



More than
25,000
attendees at
*NRW Virtual
Breakfast*



38%
of *Virtual Breakfast*
attendance from
WA's regions
and beyond



109
attendees across
in-person
and online
*Reconciliation
Yarns*



60
attendees
at the *Uluru Youth
Yarns*



226
in-person and 120
online attendees
at *Reconciliation
Memoirs with
Dr Richard Walley
OAM*



5,975
attendees at
*Walk for
Reconciliation*

Supporting the Reconciliation Movement

52 Events, workshops and webinars delivered
across our reconciliation programs

297 Attendees at Reconciliation in
Education Workshop/Presentations

RAP
READY

182
attendees at
RAP Ready

RAP
RINGS

399
attendees at
RAP RINGS

EXPLORING
RECONCILIATION
WEBINAR

301
attendees at
Exploring Reconciliation Webinars

Reconciliation
■■■ in ACTION

164
attendees at
Reconciliation in Action

Reconciliation
OO Yarns

70
attendees at
Reconciliation Yarns

Referendum Advocacy

1185
attendees at *Uluru Statement
Community Briefings*

6
conference or community
event information stalls held

15
External information
events supported

2022-23 Reconciliation WA Board

Reconciliation WA is governed by our voluntary Board. Meeting eleven times a year, the Board use their extensive experience across various industries, sectors and WA communities to oversee our operations and strategic direction. In the spirit of reconciliation, our board is steered by a partnership of an Aboriginal and non-Aboriginal Co-Chair, and we maintain 50% Aboriginal and/or Torres Strait Islander representation in our Board Members.

Current Board



Carol Innes AM
Aboriginal Co-Chair



Gary Smith
Non-Aboriginal Co-Chair



Carolyn Davis
Board Member



Nolan Hunter
Board Member



Tim Marney
Board Member



Meg O'Neill
Board Member



Irina Cattalini
Board Member



Helen Sadler
Board Member
(from December 2022)



Rohan Collard
Board Member
(from December 2022)



Daniel Morrison
Board Member
(from December 2022)

Retired Board Members



Ed Kalajzic
Board Member
(until December 2022)



Tracey Ninyette
Board Member
(until December 2022)



Mark Ninyett
Board Member
(until December 2022)

2022-23 Reconciliation WA Staff

Reconciliation WA is run by a small and dedicated team of ten permanent staff members, and four contracted project/support officers, of which 29% identify as Aboriginal or Torres Straight Islander. The Reconciliation WA Team is fortunate to work on Whadjuk Noongar Boodja in West Perth where we strive to advance the reconciliation movement.

Current Staff



Jody Nunn
Chief Executive Officer



Steve Martin
People and Operations
Manager



Vanessa Stasiw
Reconciliation Programs
Manager



Emily Coates
Marketing and
Communications Manager



Brenda Thorn
Member and Partner Officer



Michelle Robins
Project Coordinator
Reconciliation Week Street
Banner Project



Jade Thompson
Project Lead, Respect Rising,
(starting January 2023)



Marika Burke
Education Project Officer
(starting May 2023)



Pamela Chatfield
Education Manager
(starting February 2023)



Chontelle Stone
Member and Partner Manager
(starting May 2023)



**Manisha
Gordon-Menon**
Administration Support Officer
(starting March 2023)



Francine Bayet
Project Officer
(starting May 2023)



Chrissy Wilson
Administration Support Officer
(starting September 2022)

Past Staff



**Leone
Cottam-Williams**
Education Manager
(ending December 2022)



Deanne Poole
Member and Partner Manager
(ending April 2023)



Alana Christian
Lotterywest Secondment, PR
Support Officer
(ending June 2023)



Debra Miller
Senior Project Support
Reconciliation Week Street
Banner Project
(ending January 2023)



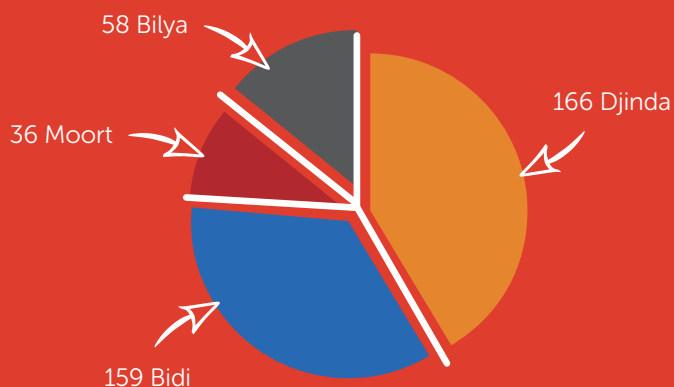
Katiana Edgill
Administration Support Officer
(ending August 2022)



Casey Eggleston
Administration Support Officer
(ending March 2023)

Reconciliation WA Membership Program

2022/23 Financial Year Members



If you want to join a community of reconciliation advocates, get in touch with us today at members@recwa.org.au

Membership Growth

We are proud to announce a remarkable 44% surge in our membership base during the 2022/23 year. This substantial rise in our membership base not only strengthens our capacity for meaningful impact but also serves as a testament to the growing momentum of reconciliation in WA, resulting in an increase of our reconciliation network to more than 25,000 supporters.

Membership Retention

We are pleased to report a substantial 97% retention rate within our organisational membership base during the 2022/23 year. We are equally pleased to acknowledge a substantial 30% early membership renewal rate, indicating the strong sense of community among our dedicated members.

This high rate of early renewal exemplifies the trust and confidence placed in Reconciliation WA and underscores the value our members attribute to their continued reconciliation journeys.

Membership Categories



Djinda
(Individual)

As an individual, our Djinda membership allows you to join the conversation and engage with the Reconciliation WA community. This is where you can start making some moves as an individual, committed to reconciliation.



Moort
(Family)

Moort membership invites you to join the reconciliation movement as a family. Bring the whole family on the reconciliation journey and take action together. There will be plenty to discuss at your dining table.



Bidi
(Corporate – Introductory)

Bidi is our introductory corporate membership designed for organisations (including NFPs) to connect with and support the Reconciliation WA community. It is the perfect starting point for those that have just started their reconciliation journeys.



Bilya
(Corporate – Premium)

Bilya is our premium corporate membership for organisations, agencies and NFPs to elevate their commitment to reconciliation, amplify their reconciliation journey and invest in genuine ongoing partnerships contributing to the Reconciliation movement in WA.

A Reconciliation WA membership is a way to stand alongside Western Australians dedicated to change.

Membership Engagement

Member satisfaction

We are pleased to report that Reconciliation WA achieved an impressive Net Promoter Score (NPS) of 54 for the 2022/23 financial year. This score stands as a testament to the strong relationships, meaningful connections and trust we have built with our stakeholders, partners, and the community.

This score serves as both motivation and guidance as we continue to enhance our membership engagement strategies, implement initiatives that promote inclusivity and understanding, and prioritise member satisfaction and loyalty.

We look forward to strengthening our reconciliation network and growth in the coming years.

Membership Feedback

At the heart of our commitment to fostering meaningful relationships lies our comprehensive annual Member Pulse Survey. This survey enables us to better understand the experiences, expectations, and aspirations of our diverse members. This invaluable feedback will be used to shape our future initiatives and programs to advance our vision of reconciliation in WA.

We have had a busy year strengthening our membership program to support the current and ongoing needs of WA's diverse reconciliation community, encouraging their reconciliation actions

In April, we farewelled Deanne Poole as the Member and Partner Manager and we thank Deanne for her significant contribution in renewing and driving our membership program and offering.

Top three membership values

- Value supporting RWA by being part of the reconciliation community
- Value RWA networking opportunities
- Value the RWA newsletter

Top three membership requests

- More Cultural learning opportunities
- A clearly defined education pathway for continued learning
- Policy or protocol templates as a guide

Top three member focuses

- Developing mutually beneficial relationship with Aboriginal Cultural authority
- Advancing Cultural knowledge and awareness
- Advancing their staff's, team's, business unit's, board's and leadership's RAP engagement

Chontelle Stone began as the Member and Partner Manager in May, who looks forward to maintaining strong relationships with our current and future members, and supporting their reconciliation needs.

In March 2023, we were delighted to promote Brenda Thorn to Member and Partner Officer, to support Reconciliation WA's growing community of members. Brenda has been an outstanding addition to our Member and Partner Team.

Reconciliation Action Plan

Reconciliation WA launched our Reflect Reconciliation Action Plan (RAP) in May 2022.



RWA Team attend the off-site RAP Planning session

Throughout the past year, we have found immense value in undertaking the RAP journey, not only in formally measuring our existing reconciliation work but to help us better understand the journey many of our members and partners are on through first-hand experience.

Our dedicated RAP Working Group is made up of both First Nation representatives and reconciliation allies, including five RWA employees and two RWA Board members, who work together to support the implementation of our Reflect RAP and progress plans for our Innovate RAP.

Cultural Engagement

Reconciliation WA remain committed to growing the Cultural competency of our staff members and offer regular opportunities to partake in external Cultural education and immersion programs.

RAP Working Group

Brenda Thorn

Member and Partner Officer, RAP Co-Chair

Chrissy Wilson

Administration Support Officer, RAP Co-Chair

Carolyn Davis

Board Member, RAPWG Member

Tim Marney

Board Member, RAPWG Member

Jody Nunn

CEO, RAP Champion

Vanessa Stasiw

*Reconciliation Programs Manager,
RAPWG Secretary*

Emily Coates

*Communications & Marketing Manager,
RAPWG Member*

RAP Offsite planning session

In June 2023, the Reconciliation WA team took part in a RAP planning session to review the challenges and opportunities presented during the implementation of our Reflect RAP and to explore ideas for our planned Innovate RAP. Key themes from this session included continuing to find innovative ways to engage and activate regional WA during National Reconciliation Week, increasing reconciliation knowledge and Cultural competency across new and existing RWA staff members, and finding ways to better collaborate with the reconciliation community, including our members and partners.





Education Ring Term 3, 2022



Education RING, Term 1 2023

Reconciliation in Education

In December 2022, we farewelled Leone Cottam-Williams as the Education Manager. Thank you Leone, for your passion and significant contribution to growing and supporting reconciliation in WA's education sector. We welcomed Pamela Chatfield in February 2023, who has already been an incredible support to educators on the reconciliation journey. Marika Burke also joined the Education team in May 2023 as the Education Project Officer, to support the development of the Reconciliation Through Education Year 4 Program.

The Narragunnawali Program



We're delighted to share the successes of yet another productive year partnering with Reconciliation Australia. Together, we've continued our support for schools and early learning services in Western Australia as they take meaningful steps toward reconciliation within their classrooms, schools, and communities.

Supporting Reconciliation in Western Australian Education

As we ventured into our fourth year of implementing the Regional Engagement Program, we observed a sustained and growing interest from various educational sectors, including Early Childhood, Primary School, Senior School, and corporate education professionals.

This year our Reconciliation in Education program presented **9 events, workshops and online webinars**, engaging more than **297 participants**, across

metropolitan and regional locations to private, government and independent schools, tertiary institutions, and other education organisations. Our state-based Education RING (Reconciliation Industry Network Group) continued to progress. The RING, which began in February 2020, continues to meet each quarter with strong attendance from a variety of schools and education organisations.

The Reconciliation in Education Year 4 Program

Work has continued on the Reconciliation in Education Constitutional Centre Program, a place-based Reconciliation Education Program designed for Year 4 Primary School students aligning to their civics curriculum.

The program aims to inspire students to think more deeply about connecting with Culture, to learn about Australia's true history, and to provide foundational reconciliation education. This program has also been designed as a meaningful incursion which can be engaged with by schools across WA.

In August 2022, we were delighted to host the Pilot lesson for the program, with Aunty Freda Ogilvie. We look forward to launching the program in the later half of 2023 and into 2024.

If you want to learn more about this program, get in touch with us at admin@recwa.org.au

National Reconciliation Week

National Reconciliation Week (NRW) is a time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia.

The dates for NRW are the same each year;
27 May to 3 June.

These dates commemorate two significant milestones in the reconciliation journey – the successful 1967 referendum, and the High Court Mabo decision respectively.

Reconciliation WA works with Reconciliation Australia and the other State reconciliation peak bodies to lead National Reconciliation Week activities in Western Australia. Thousands of workplaces, schools, early learning services, universities, councils, and more also organise their own private or public activities for National Reconciliation Week.



St John of God Mt Lawley participate in NRW Virtual Breakfast



Attendees at the Uluru Youth Yarns

Ngalak Nidja featured in the NRW Virtual Breakfast





BE A VOICE FOR GENERATIONS

Digital Acknowledgement of Country

On 27 May 2023, we encouraged communities across Western Australia to join in for the launch of NRW, to learn about the Traditional Owners of the land they live and work on, and to share an Acknowledgement of Country on their social pages.

This created an opportunity for a mass demonstration of respect for Traditional Owners and the continuing connection of Aboriginal and Torres Strait Islander Peoples to Country.

The National Reconciliation Week 2023 theme was **Be a Voice for Generations.**

The theme called for a stronger commitment to reconciliation action to build a better nation, by amplifying the calls of current and past generations of Aboriginal and Torres Strait Islander Peoples, and by individuals using their own power to create a better, more just Australia for all of us.

Reconciliation WA affirmed its commitment to creating an accessible program for all people across the State. Including regional remote access where available and the development of easily accessible resources.



National Reconciliation Week

NRW Virtual Breakfast

On Thursday 25 May, thousands of people across the state joined us for the 2023 National Reconciliation Week Virtual Breakfast.

Following the success of last year, the breakfast was once again hosted wholly online, and designed in programmed blocks for viewers to join in where most appropriate for time and content, including a special segment for early learning centres and schools across WA.

In the spirit of reconciliation, this year the breakfast was co-hosted by Noongar Yamatji man Kearyn Cox and reconciliation ally Meri Fatin.



RWA's NRW Virtual Breakfast Screening



"Powerful, beautiful & moving."

"I've been thinking for a while that 'I must do something' – but the event prompted me to take action."

– NRW Virtual Breakfast attendees



The breakfast was recorded and uploaded to our YouTube page to enable organisations, community groups, and families to schedule their own events for a day and time that suited them.

As of October 2023, the recording has more than 4,200 views.

Viewers from Fitzroy Crossing





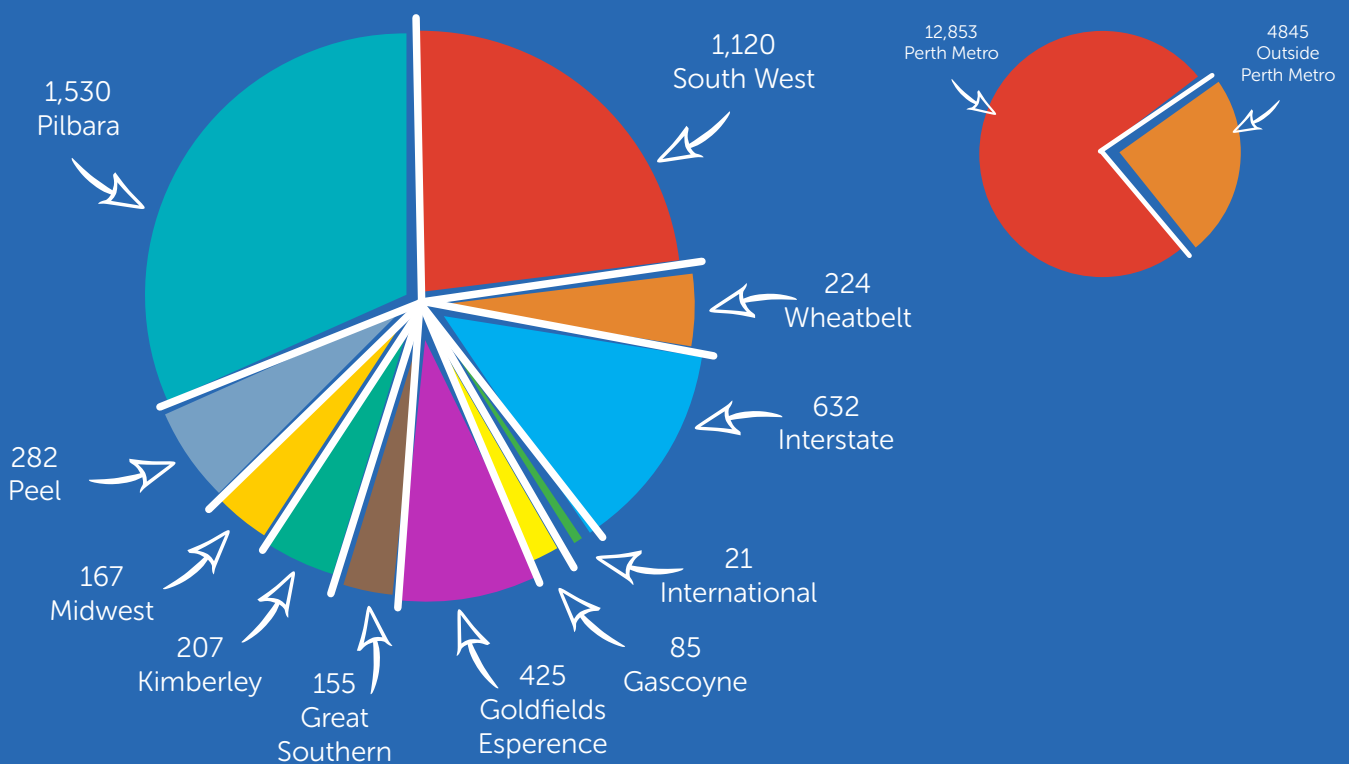
Attendee Breakdown

We had strong regional, interstate and even international engagement for the *NRW Virtual Breakfast*, with 38% of registrations coming from outside of the Perth Metropolitan area, a substantial increase from 24% last year.

Our interstate and international registrations also increased from 2.9% of overall registrations in 2022, to 3.7% in 2023.

25 May
NRW Virtual Breakfast
 Estimated 25,000 viewers
 110 attendees at in-person event

NRW Watch Party Attendee Registrations



"I appreciated the conversational tone, and hearing from many different people throughout the event. The different segments kept it interesting and engaging, as well as varied. I would love to see more things like this that people can easily join in on and learn. It was awesome!"



National Reconciliation Week

Uluru Youth Yarns

In 2023, Reconciliation WA launched its first youth-oriented event for the next generation of reconciliation champions – *Uluru Youth Yarns*.

The event began with an afternoon of bean bag Yarning Circles led by young Aboriginal and ally voices, in a safe space to discuss reconciliation and ended with an alcohol-free celebration which included storytelling and music by First Nations performer, Boox Kid.

The event gave an opportunity for young people to ask questions, have honest conversations, and find out what they could do to make a difference in the lead up to the referendum.



Yarning at the Uluru Youth Yarns



Rohan Collard and Merinda March, co-facilitators of one Reconciliation Yarns session

“I really appreciate the space for yarning and acknowledge how draining it must be for Aboriginal People to share their story in such a vulnerable way.”
– Reconciliation Yarns attendee

NRW Reconciliation Yarns

The popular and impactful *Reconciliation Yarns* returned for 2023, focusing on the NRW theme, ‘Be a Voice for Generations’.

The four sessions alternated between in-person and online from May 29 to 1 June, with the in-person sessions hosted at the Yorkas Nyinning Building, in Kaarta Koomba (Kings Park).

The yarning circles were co-facilitated by an Aboriginal Leader and a reconciliation ally, creating a safe space to yarn about reconciliation, the 2023 NRW Theme, and the Voice to Parliament.

“I came away from this event with so much more knowledge about what a Voice means and how it will change the country.”
– Uluru Youth Yarn attendee



“It was wonderful. I have known Uncle Richard Walley for a number of years, but still learn something new every time I hear from him.”

– Reconciliation Memoirs attendee



Walk for Reconciliation

Reconciliation WA presented the *Walk for Reconciliation* on 3 June to bring National Reconciliation Week to a close.

The *Walk for Reconciliation* took place in beautiful Kaarta Koomba (Kings Park), with thousands of people connecting to Boodja and celebrating the living Noongar Culture.

Across the day, 17 walking waves departed every 20 minutes, and were Welcomed to Country with a smoking ceremony. Nearly 6,000 people journeyed through the park, engaging in a range of Cultural immersion opportunities including truth-telling, dancing, arts workshops and opportunities to learn more about the Voice to Parliament.



Uncle Richard Walley with his Reconciliation Memoirs

Reconciliation Memoirs with Dr Richard Walley OAM

For the second year, Reconciliation WA produced the memoirs of a long-standing champion in the reconciliation movement.

On Tuesday 30 May we honoured Richard at the launch of his Reconciliation Memoirs in WA Museum Boola Bardip’s stunning Hackett Hall.

In collaboration with Victoria Laurie, Dr Walley’s Reconciliation Memoirs document his life and work, and his tireless advocacy for reconciliation and the recognition of First Nations Peoples.

The launch included a yarn with Richard and Marion Fulker AM, and Richard and his family generously gifting those in attendance with Cultural dance and music performances throughout the evening.



Walk for Reconciliation attendees contributing to the community canvas by Julianne Wade



“This was such a beautiful event and feel so privileged to have been part of it. I especially thought the women’s walk and dance was really special hope for beautiful bright futures for all.”



– Walk for Reconciliation attendee

National Reconciliation Week

Reconciliation WA is committed to creating, progressing and supporting a range of reconciliation initiatives, projects and events across Western Australia each year.

We know that reconciliation is a journey that every individual, organisation and community in WA must take. That is why we group our programs into three streams – Preparing, Extending & Enhancing – so that we can provide the community with a pathway of opportunities to build reconciliation knowledge, no matter where they are at on their journey.

National Reconciliation Week Street Banner Program

In the latter half of 2022, Reconciliation WA accepted stewardship of the National Reconciliation Street Banner program, previously managed by the Department of Local Government, Sport and Cultural Industries. We marked the program's 12th year in 2023, with more than 380 street banners and 20 digital banners installed across WA during National Reconciliation Week providing opportunities for both large corporations and smaller community groups to demonstrate their commitment to reconciliation.



Reconciliation Street Banners in Yagan Square

We look forward to expanding the program's reach, increasing our sponsorship base, and providing more sustainable options such as digital banners to further champion the endeavours of Western Australia's fabulous Aboriginal artists.



Jartuti - Beverly Rogers

About the 2023 Street Banner Artwork

Jartuti - Beverley Rogers

"Jartuti water place east of Parnngurr. In pujiman (traditonal, desert dwelling) days old people walked and hunted there, we went there recently with KJ (Kanyirninpa Jukurrpa) ranger mob, lovely place." – Beverley Rogers

Jartuti is a water source located close to Parnngurr Aboriginal Community (otherwise known as Cotton Creek), and is part of Beverley's father's ngurra (home Country, camp). The site is near to the home of the jangara (cannibal devil), spiritual beings from the Jukurrpa (Dreaming) era.

Martumili Arists was established in late 2006 and supports Martu artsts in Kunawarritji, Punmu, Parnngurr, Jigalong, Warralong, Irrungadji (Nullagine) and Parnpajinya (Newman).

© Beverley Rogers/Copyright Agency, 2022
– Martumili Artists.

Voice to Parliament Advocacy

We understood our responsibility in supporting Western Australians become informed in the lead up to the referendum and developed a comprehensive, board-endorsed Advocacy Strategy encompassing our Stakeholder Engagement, Marketing and Communications and our Programs and Events. While parts of this advocacy took place into the 2023/24 financial year, for clarity we'll be providing a full overview of our advocacy for the Uluru Statement From The Heart in this Annual Report.

Reconciliation WA maintained close relationships with the leading WA representatives for groups advocating for the Voice to Parliament, including Yes23, Uluru Statement and the Boorloo/Perth and Kimberley/Pilbara Delegates who attended the 2017 First Nations National Constitutional Convention at Uluru.

Reconciliation WA began the bi-monthly Uluru Update in August 2022, a new newsletter providing education and important referendum updates. In early 2023, we put the call out to West Australian First Nation and ally leaders to take part in our Be a Voice for Generations videos.

The videos were launched in the National Reconciliation Week Virtual Breakfast, and shared during National Reconciliation Week. We created a new section on our website with resources, Frequently Asked Questions and suggested actions supporters could take. A schedule of regular social media posts shared this content in the lead up to the referendum.

Reconciliation WA created a range of printed and digital resources to share factual information with the reconciliation community about the proposal, including the DIY Lunch and Learn Resource. The Lunch & Learn Resource was hosted on our website, and guided individuals and organisations through 15-, 30-, or 60-minute presentations to share information about the Voice to Parliament.



Speaking to attendees at the 2023 Perth Royal Show about the Voice to Parliament

Reconciliation WA Events

In February 2023, Reconciliation WA began our monthly Uluru Statement Community Briefings. The sessions were led by RWA Board Member and Uluru Statement Head of Engagement Nolan Hunter alongside guest speakers. Across the briefings we engaged 1,185 people, with many more dialling in through their organisations as group attendees. Reconciliation WA also hosted two events in the Great Southern with Uluru Statement signee and advocate Thomas Mayo and former Aboriginal Affairs Minister Fred Chaney.

Community Advocacy

As part of our Advocacy Strategy, Reconciliation WA identified large-scale events and conferences to share information about the Voice to Parliament. We held information stalls at One Day in Fremantle, Birak Concert, Local Government Professionals WA's Community Development Conference, WALGA's 2023 Local Government Convention Local Futures, Women in Mining and Resources WA's 2023 Annual Summit Festival of Ideas, and the 2023 Perth Royal Show.

The pathway forward.

Post-referendum reflection from Nolan Hunter, Reconciliation WA Board Member Board Member and Uluru Dialogue Head of Engagement.

It's important for the community to understand the impact the "No" outcome had on us as a people. We were gutted. Non-Indigenous people who supported the Voice to Parliament were devastated by the result as well.

There's a lot we can learn from this 'no'. Of course, there are always things we can do better and differently, but we must reflect because for us the process doesn't stop, and our plight is different and harder now.

We were relying on the goodwill of Australian people, and believed that once people had information about our history, about the process behind the Uluru Statement From The Heart, and the disadvantage Indigenous Australians' face, that it would be enough. We saw a shift in the public's perception of the ask being from Indigenous Peoples to it being about political wrangling. Lots of media attention was given to scare mongering and misinformation. And our people, who could not attend the Uluru Convention, missed out on the Australian Government running a formal national convention for Indigenous Peoples, and who then weren't as informed.

Following the referendum, we've started to see calls for processes like expenditure investigations and Royal Commissions into Indigenous communities – processes which have been done before and result in nothing but demonising Indigenous communities.

One priority is education, for the younger Australian population to learn about Aboriginal Peoples, their Cultures and their history to supports next-generation outcomes. Another is to understand how the structure of a society creates disadvantage. To understand the systems, institutions, legislative frameworks, mechanisms and national policies that maintain a status quo of disadvantage and addressing them.

The third priority is a national treaty. There are state treaty processes underway. However, it is important to understand that federal law has the power to override state laws.

A whole of country treaty would also mean we can benchmark how the states construct their treaties.

Another priority is to reflect on the reconciliation movement, and consider what we must change strategically and tactically to respond to this 'no', as we can't ignore it.

Truth telling is another important priority. Aboriginal Peoples want to do truth telling, but it's no good telling something if nobody is listening. You need to put rigour around the process so that somebody can manage the pain and anger and loss, to not just get an apology but to put things on the record, to give evidence, to be heard in a different way and to be able to ensure that it gets captured in history. As our old people pass away, all that history is lost.

All of these priorities will be explored and discussed at national and state levels in the coming year I'm sure. As it stands, we know there are many who are disappointed and hurt. If you look back to our history and our continuous struggle to bring change, we know we must get up and continue the process. Any major changes that have happened for Aboriginal and Torres Strait Islander Peoples have been through our own leadership. We have to rise up to the battles ahead, to challenge them if they're racially motivated or lawfully unsound or morally wrong.

So what is our pathway forward?
There is no one magic pill.

We call upon our Indigenous and non-indigenous community to get involved, to inform themselves, and to support necessary change.

It is not up to us, the people who have gone before us have set the mandate and we have the standing orders to continue to fight and advocate for change for the betterment of our people.

Nolan Hunter
Reconciliation WA Board Member

Respect Rising

Respect Rising has been an ambition for Reconciliation WA for some time, and we are pleased to have formally begun the program this year.

Respect Rising aims to capture, support and respect voices from across regional Western Australia, as we grow our reconciliation support for the regions and evolve our metropolitan engagement.

In January 2023, we were delighted to secure a Lotterywest grant to support Respect Rising (formally known as Project Respect) and to bring Noongar woman Jade Thompson into the Reconciliation WA team to lead the project in collaboration with IPS Management Consultants.

The first horizon of this work focuses on the reconciliation pillar of respect, which will lead to Relationships Rising and Opportunity Rising. In 2024, post the referendum, Respect Rising will guide important conversations with the Reconciliation community as to how we envision the future of Reconciliation in Australia.



Place-Based Reconciliation Pilot

Embedded in Phase One of Respect Rising's is our Place-based Reconciliation Pilot in partnership with Reconciliation Australia. This will see the development of a community-led, place-based model for reconciliation in the Great Southern.

This innovative Pilot is a national first aspiring to complement the existing RAP program and direct action on local reconciliation priorities. In this regionalisation strategy, we meet communities where they are at, and walk the reconciliation journey together to empower leadership for local action.

The Great Southern Place-Based Reconciliation Pilot is in the early beginnings of the journey, and we look forward to continuing to grow these relationships. The learnings from this pilot being used to inform place-based reconciliation across Australia.

The Great Southern Place-Based Reconciliation Pilot is in the early beginnings of the journey, and we look forward to continuing to grow these relationships. The learnings from this pilot being used to inform place-based reconciliation across Australia.



Connecting on Country at Boola Miyal (Bluff Knoll) for Place-based Reconciliation

Our Reconciliation Programs



RAP Ready

RAP Ready is Reconciliation WA's free, accessible forum to support organisations on their Reconciliation Action Plan journey.

The forums are presented by Danny Ford (Kambarang Services) and Tim Muirhead (CSD Network), who both have extensive experience in supporting organisations on RAP development.

This year, RAP Ready engaged more than 182 participants over 5 sessions. We also heard some great case studies this year from RAC Arena, AIMWA, the Department of Justice, and GESB.



Reflect RAP RING, October 2023



"Thank you, we are a school about to start our journey, so thank you for sharing all the information and tips.

I like the case study, it was inspiring. Thank you Danny and Tim."

– RAP Ready attendee



"I found it an excellent learning experience and am really appreciative

of the opportunity to participate."

– RAP RINGs attendee



RAP RINGs

RWA Organisation members are invited to attend our *RAP RINGs* (Reconciliation Industry Network Groups) which build connected and informed communities of reconciliation peers.

The *RAP RINGs* connect our members with their reconciliation peers to share case studies and best-practice thinking. We have two streams of *RAP RINGs*, one which brings together organisations at their RAP tier level (Reflect / Innovate / Stretch & Elevate), and another which brings together organisations by their sector (Arts & Culture / Sport / Education / State Government).

Across the *RAP RINGs* program, Reconciliation WA engaged 399 people across 16 sessions throughout the year.



Arts and Culture RAP RING, November 2023



Attendees at the Sports RAP RING collaborating on their future visions

Arts and Culture RAP RING

The Arts and Culture *RAP RING* was hosted by RWA Member organisation, Chamber of Arts and Culture WA and led by Cultural leaders Barry McGuire and Carol Innes AM.

Over three sessions in 2022 participating organisations were challenged and supported to explore practical ways the sector and their organisations could and should work towards reconciliation. The RINGs concluded with the launch of the co-developed industry reconciliation principles.



Thank you for a wonderful and valuable session –

I look forward to future collaboration and sharing.”

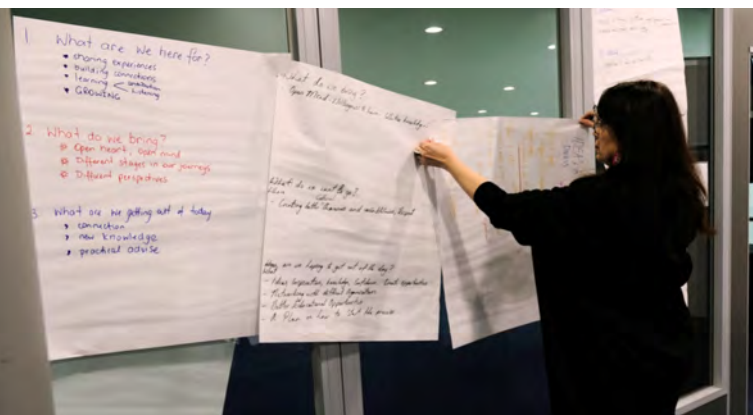
– Sports RING attendee



Sport RAP RING

The *Sport RAP RING* launched in September 2022, bringing together West Australian sporting bodies to share best practise thinking and identify opportunities for collaboration, led by Carol Innes AM and Dr Richard Walley OAM.

Throughout the day, participants heard case study presentations from Basketball WA, the Australian Institute of Sport, Shooting Stars, Netball WA, Fremantle Dockers Football Club, and the Human Rights Commission. This RING intends to continue meeting to work on cross-code priorities including racism in sport.



Sport RAP RING, September 2022

Our Reconciliation Programs



"Great presenters, good networking opportunities, and a safe space."



State Government RAP
– RING attendee

State Government RAP RING

Reconciliation WA has proudly supported the journey of reconciliation undertaken by the Department of Premier and Cabinet, the Public Sector Commission, and the Department of Treasury - a powerful collaboration between the central agencies of the Government of Western Australia.

This year we were pleased to assist with the development of each of their Reflect RAPs, which launched together in October 2022. Following their launch, the three agencies have met quarterly at the *State Government RAP RING*.



Samuel Yombich Pilot-Kickett Welcomes the State Government RAP RING to Country



Exploring Reconciliation Webinars

Our *Exploring Reconciliation Webinars* provide insight into a range of topical themes in the reconciliation movement and are free for all to attend. We were pleased to engage more than 300 attendees across our *Exploring Reconciliation Webinars* this year.

Racism. It Stops With Me.

In August 2022 we partnered with the Australian Human Rights Commission to present the relaunched *Racism. It Stops With Me* campaign. The webinar featured an opening address by Australian Race Discrimination Commissioner Chin Tan, followed by a presentation on the practical tools developed by the commission.

Blueprint for a Better Future

In February 2023 we partnered with Social Reinvestment WA who presented their *Blueprint for a Better Future*, a comprehensive plan which outlines a vision for a more effective and connected youth justice system in Western Australia.

Reconciliation Yarns

Following the success of the Yarning Circles held during National Reconciliation Week, Reconciliation WA launched the *Reconciliation Yarns* program in 2022. The *Reconciliation Yarns* were led by guest Aboriginal and ally co-facilitators from the reconciliation community, who brought their lived experience to the 2022 NRW theme of Be Brave Make Change.

Reconciliation inACTION

Reconciliation in Action Forum

The *Reconciliation in Action Forum* meets 2-3 times a year in Perth.

Through a combination of keynote presentations, panel discussions, breakout workshops and yarning circles, the Forums aim to deliver a supportive and collaborative approach across sectors and industries to the complexities of Closing the Gap and delivering on Reconciliation Action Plan commitments to Aboriginal and Torres Strait Islander Peoples.

This year we were pleased to see 164 attendees across our Reconciliation in Action events.

Reconciliation in Action – Waalitj

In October 2022, we partnered with Waalitj, to present a full-day *Reconciliation in Action* forum. The forum featured industry leader guest speakers, breakout sessions, panel discussions and case studies in the



Waalitj Reconciliation in Action Forum



Waalitj Reconciliation in Action Forum

areas of Cultural safety, retention & employment, procurement, and innovation. The forum also included a special panel on the Uluru Statement from the Heart and how attendees could consider it in the context of their business strategies and RAPs.

The day concluded with an Indigenous Business Month Sundowner, in collaboration with Black Coffee Indigenous Business Network and Christine Ross Consultancy. The sundowner featured local Aboriginal business owner guest speakers and market stalls.

Reconciliation in Action – Truth-telling in Reconciliation

In June 2023, Reconciliation WA partnered with the National Centre for Reconciliation, Truth and Justice to present a forum on Truth-telling in Reconciliation. The National Centre is based at Federation University in Victoria, and leads regional and national dialogues in reconciliation, truth, and justice.

It featured a panel discussion covering a broad range of truth-telling initiatives, from local to regional to national, and explored how they impact upon the wider reconciliation process.

Supporting the Reconciliation Community

Reconciliation WA support the reconciliation movement through our own reconciliation programs, by enabling other organisations to play their part, and through the support of practical and symbolic reconciliation actions in our community throughout the year.



Creating artwork with young attendees at the 2023 Birak Concert

Birak Concert & One Day in Fremantle

In January 2023 the Reconciliation WA team hosted stalls at the *Birak Concert* and at *One Day in Fremantle*. These Culturally safe events take place each year on or near January 26. This year, we took the opportunity to talk with local community members about the #ChangeTheDate campaign, and to provide information about the Uluru Statement from the Heart and the Voice to Parliament.

Social Reinvestment WA

We participate as the Executive and coalition member of Social Reinvestment WA, an Aboriginal-led coalition body comprised of members from the non-profit sector, justice experts, and people with lived experience who work collectively for an effective and connected approach to justice in Western Australia since 2014.

Social Reinvestment WA aim to end the systemic over-representation of Aboriginal and Torres Strait Islander Peoples in WA's justice system; to transform old systems and prioritise smart justice, healthy families, and safe communities.

Raise the Age WA Campaign

Reconciliation WA is a firm supporter of the Raise the Age WA campaign, run by Social Reinvestment WA in collaboration with Change the Record.

This included hosting a webinar alongside Social Reinvestment WA in February 2023, and joining the call of 75 other community organisations in an open letter challenging the decision to house children in maximum-security Casuarina Prison



Danjoo Koorliny Social Impact Summit 2022

Danjoo Koorliny

Danjoo Koorliny Walking Together is a bold, long-term, large-scale Aboriginal-led systems change project to help all of us walk together as Aboriginal and non-Aboriginal people to co-create a better future for all. Reconciliation WA is a proud Community Partner of Danjoo Koorliny.

In November and December 2022, Reconciliation WA attended Danjoo Koorliny's *Social Impact Summit* in Kaarta Koomba Kings Park. The 2022 summit focused on the environment with themes of connecting with and healing Boodja (Country) through Aboriginal knowledge and sustainable Cultural practices.



RWA's stall at One Day inn Fremantle



The Finance community shares resources and helpful reconciliation advice with each other

Finance Community Yarns

This year, Reconciliation WA met regularly with GESB, Perpetual, Westpac, Keystart and Maxima to discuss reconciliation in the finance industry. Some of the many topics discussed and advice shared centred around employment strategies and best practice reconciliation action.

We advocate for no competition in the reconciliation space – working together is how meaningful, impactful and far-reaching change can be created across industries, sectors and communities.

Supporting RAP Action and Launches

Throughout the year, Reconciliation WA are honoured to attend and support RAP launches across many industries and sectors. Our programs are designed to support organisations committed to reconciliation, to connect, and to access best practice thinking.

Our Thanks and Acknowledgement

To Aboriginal and Torres Strait Islander Elders and Leaders

Reconciliation WA would like to Acknowledge and send a special thank you to First Nation Elders and Leaders in communities across WA for your contribution to the reconciliation movement during the past 12 months. Your guidance, leadership and generous sharing of knowledge and culture is an invaluable contribution to the Australian community, and should be recognised as such.

In particular we thank those who have worked directly alongside Reconciliation WA this year and value these special and continuing relationships.



Volunteers at the Uluru Youth Yarns

To our volunteers

A heartfelt thank you to all our volunteers who dedicated their time and effort to RWA this year, including:

- Adam Russell
- Claire Stockton-Smith
- Darren Smith
- Ellen Barry
- Gillian Rodoreda
- Hayley Romano
- Holly Adams
- Jacob Pillinger
- Jagger Stasiw
- Katya Johanson
- Keira Gentle
- Kelly O'Reilly
- Laila Gulled
- Laura Barnett
- Lidia Castro
- Lily Hayward
- Meghana Gowda
- Michelle Brinkman
- Polly Wilson
- Renna Gayde
- Shakara Liddelw-Hunt
- Sue Wallwork
- Syeda Muzaffar
- TC Archer
- Tiani Dunn
- Wayne Ryder

And to the following organisations who provided volunteers during National Reconciliation Week:

- Aurecon
- Bankwest
- BHP
- Curtin University
- Department of Training and Workforce Development
- ECU
- Shape
- RAC
- Tenacious House
- Rotary
- Western Power
- Telethon Kids
- Woodside
- Walkern Katatjin/Rainbow Knowledge

To our Life Members

Thank you to our Life Members for your dedicated service:

- Mariette Cowley, *Inaugural Co-Chair of Reconciliation WA. Rest in Peace*
- Alan Carter, *Inaugural Co-Chair of Reconciliation WA*
- Fred Chaney AO, *former Reconciliation WA Board Member*
- Jim Morrison, *former Reconciliation WA Board Member*

Reflections from Irina Cattalini, Founding Board Member

Australians committed to reconciliation have been sharing a collective moment of reflection and resolute determination to continue the unfinished business of this country, which always was and always will be Aboriginal land. In a small contribution to the reflections, I offer this brief recollection of some of the history of Reconciliation WA (RWA).

In 2011, a working group consisting of community, academic and business leaders formed the founding membership of RWA. From the group, a Lotterywest funding grant was secured in 2012, auspiced by the WA Council of Social Service. The inaugural Board was formed, co-chaired by Alan Carter and Mary Cowley, and soon after the first CEO James Back was appointed. In 2013 the organisation was formally launched.

Working Group members included Fred Chaney, Marion Fulker, Jim Morrison, Dean Collard, Ian Robinson, Kate Chaney, Anne Goodall, Tim Muirhead, Stephen Hall, Keith Bodman, Irina Cattalini, Mary Cowley, Sue Ash and Alan Carter.

At that time in 2011, preparations were underway for Perth to host the Commonwealth Heads of Government Meeting (CHOGM). Prime Minister Julia Gillard was to welcome Queen Elizabeth II together with dignitaries from around the world. The opportunity to both showcase Noongar Culture and advocate for the rights of Indigenous Peoples impacted by the Commonwealth's brutal colonial history was at the forefront of minds.

Noongar leaders, supported by many of the drivers and founders of Reconciliation Western Australia, pushed for the first ever Indigenous People's Forum to be included in the parallel events. The moment when respected Elder Margaret Colbung interrupted Kevin Rudd as he was about to welcome Foreign Ministers was an unforgettable and powerful display of the voice of Indigenous Peoples. She stood up and took over to instead Welcome them to her Country.

Now, the lost opportunity to embed a mechanism for that Voice in our Constitution, to help address some of the unfinished business of colonial occupation, is one we share with dismay. But Aboriginal Peoples, and their allies and advocates, have endured and overcome throughout history. Margaret Colbung didn't ask for it or need permission to share her voice that day and the moment



has resonated as a powerful reminder since 14 October. It is up to each of us now to seek out and listen to the voices of Aboriginal Peoples, regardless of the Referendum result.

The Civil Society Statement that was released from CHOGM, in recognition of the ongoing negative legacy of colonisation on Indigenous Peoples, called on Heads of Government to empower Indigenous Peoples, ratify the UN Declaration on the Rights of Indigenous Peoples and harmonise their State legislation with these rights. We have fallen short of that, of course, but not without significant gains.

In the decade that has followed, countless more NGOs, corporations and government agencies have joined the reconciliation movement. Thousands now have Reconciliation Action Plans. Cultural awareness has grown. Culturally safe practice has improved. And 40% of Australians voted Yes. Our current co-chairs Carol Innes and Gary Smith have steered us through remarkable strengthening of the organisation and its mission.

We are indebted to their leadership and unwavering commitment. The success of the movement should not be forgotten or sidetracked by this set-back, however profoundly sad and disappointing. The work must go on, in whatever continued or new forms it takes. It's been a privilege for me to share the journey of Reconciliation WA over its first twelve years.

My wish for the new Board and team is one that has been modelled powerfully for centuries by First Australians, to never give up.

Irina Cattalini

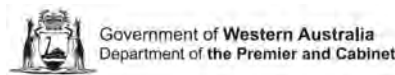
Reconciliation WA Board Member

Our Members and Partners

Our Partners

Reconciliation WA deeply appreciates the support received from our Partners. We extend our gratitude, acknowledgement and thanks to them.

State Government Partner



National Reconciliation Week Partners



Reconciliation Programs Partners



Reconciliation Banners Partner



Reconciliation Narragunnawali Partner



Our Members

We acknowledge and thank our Djinda (Individual), Moort (Family), Bidi (Organisation – Introductory) & Bilya (Organisation – Premium) members that supported us on the reconciliation journey. For the 2022/23 Financial Year we held 166 Djinda members, 36 Moort members, 159 Bidi & 58 Bilya members.

Djinda Members

Adam Levin
 Adelhei Stetler
 Alan Carter
 Alannah MacTiernan MLC
 Alex Thornton
 Alison Gaines
 Amanda Prestipino
 Andrew LeFroy
 Angela Chaney
 Anjalee Patel
 Anne Speer
 Anthony Williams
 Ashleigh Glenister
 Astrid Bierer-Cooper
 Brianna Thompson
 Brigit Anderson
 Bruce Roberts
 Carmen Sullivan

Carole Winfield
 Carolyn Davis
 Catherine Stokes
 Charlie Wilson-Clark
 Chontelle Stone
 Ciaran Gibson
 Clare Mullen
 Corinne Quicke
 Corrie Hefter
 Daniel Marsh
 Daniel Morrison
 Daniela Tonon
 Danielle Rock
 David Smith
 David Kelly MLA
 David Banfield
 Delia Hendrie
 Dr Debbie Fletcher
 Dr Katrina Stratton
 Eleanor Ingram

Elizabeth Stack
 Emma McDermid
 Eric Plet
 Eriita Jones
 Fiona Gardener
 Fred Chaney
 Frederick C (Jnr) Chaney
 Gary Thompson
 Gary Steadman
 Geoff Baker MLA
 Geraldine Reilly
 Gerry Matera
 Giorgia Johnson
 Grace Curtis
 Graeme Sheard
 Graham Castledine
 Greg Van Schie
 Gudrun Gilles
 Hannah Beazley
 Hector O'toughlin

Helene Casey
 Irina Cattalini
 Jack Inglis
 Jackie Jarvis MLC
 Jacqueline Roberts
 Jaime Farrant
 Janine Freeman
 Jeanette Wheare
 Jim Morrison
 Jo Wilkie
 Jodie Wyatt
 Joe Courtney
 John Byrne DR
 John Mooney
 Jonathan Small
 Julie Waigana
 Jye Collins
 Karalee Blake
 Karla Benitez
 Katja Gvozdenovic

Katrice May
 Kerry Forbes
 Kim Giddens MLA
 Kristien van der Spoel
 Kristina Catalan
 Kylie Hodgkinson
 Kylie Kerin
 Lanie Byk
 Larissa Andrews
 Liv Pileggi
 Lorna Harper MLC
 Lorraine Pryor
 Lydia Brisbout
 Lynleigh Glass
 Margaret Wilson
 Margaret (Chilla) Bulbeck
 Martin Liprini
 Mary Blight
 Matt MacFarlane
 Maureen Redfern

Maxine Nicholson-Turner
 Megan Anwyl
 Melissa (Mims) Stephens
 Meredith Hammat MLA
 Merinda Johnson
 Michael Cooper
 Michelle Macleod
 Michelle Briggs
 Nadine Terblanche
 Natalie Burbage
 Natalie Dewson
 Natasha Ogle
 Nick Mayman
 Nicole Curtin
 Nicole Croudace
 Nolan Hunter
 Pamela Kaye
 Pamela Chatfield
 Pauline Logan
 Pearl Proud
 Penelope Kennish
 Peter Devereux
 Peter Lovelock
 Peter Purchase
 Peter Reilly
 Phillip Skelton
 Remie Paulik
 Ricky Lee
 Rik & Debbie Thornton
 Robert Wood
 Robert Powell
 Robert Watterson
 Robyn Morris
 Rohan Collard
 Roslyn Jenkin
 Roslyn Harley
 Sade Shoj
 Sally Coleman
 Sally Palmer
 Samson Knight
 Samuel Evans
 Sara Hamer
 Sarah Wilkinson
 Senator Sue Lines
 Shane Kimpton
 Sharna Meinertz
 Skye Rogers
 Sophia Davis
 Sophia Moermond MLC
 Steve Castledine
 Stephanie Williams
 Stephen Dawson MLC
 Steve Humfrey
 Steve Martin
 Sue Ellery MLC
 Susan Plewright
 Suzanne Jonklaas
 Sylvia Cornes
 Tanya Gawthorne
 Tenielle Hunter
 Terry Farrell
 Tim Gentle
 Tim Muirhead
 Tom Widenbar
 Tracey Ninyette
 Tui Raven
 Vern Newton
 Wendy Wise

The Carter Family
 The Chaney Family
 The Chighine Family
 The Elliot Family
 The Finn Family
 The Gaines Family
 The Gherardi & Carmody Family
 The Gomes Family
 The Gorman Family
 The Grose Family
 The Haintz & Tree Family
 The Happ Family
 The Hashmi Family
 The Hayes Family
 The Jesus Family
 The Kalajzic Family
 The Lee Family
 The LeMerle Family
 The Lewis Family
 The Liesis Family
 The Marney Family
 The Marr Family
 The Mitchell Family
 The Nelson Family
 The Ninyett Family
 The Pedley Family
 The Sadler Family
 The Sanderson Family
 The Smith Family
 The Tann Family
 The Thompson Family
 The Turner Family
 The Ziegelaar Family

Bidi Members

360 Health + Community
 Aboriginal Family Legal Services
 Aboriginal Policy and Coordination Unit, State Government of Western Australia
 Accordwest
 Acknowledge This!
 Add Energy
 Advocare Incorporated
 Aerison
 Albany Community Hospice
 Albemarle Corporation
 Algaesys
 Anglican Schools Commission
 Anglicare WA
 Artify
 Arup
 Asthma WA
 ATI-Mirage Training and Business Solutions
 Avivo
 Ballardong Medical
 Basketball WA
 Beam Mobility Australia
 Blak Line Industries
 Bringing Them Home
 Business Station Inc
 Camco
 Cannings Purple
 Caps Australia
 Carers WA
 Catholic Education Office
 Western Australia Limited
 CBRE C
 Chamber of Arts and Culture WA
 Circle Green Community

Legal
 City of Albany
 City of Bayswater
 City of Fremantle
 City of Kalgoorlie-Boulder
 City of Kwinana
 City of Perth
 City of Rockingham
 City of Stirling
 City of Subiaco
 City of Vincent
 Collective Hope Community Services
 Communicare Inc
 Community Housing
 Community Legal Centres Association (WA) Inc
 Consumers of Mental Health WA
 Department of Health
 Department of Local Government, Sport and Cultural Industries
 Department of Mines, Industry Regulation & Safety
 Elevate Accounting
 Energy Club of WA
 Forest Products Commission
 Foundation Housing
 Fremantle Dockers
 Gold Corporation
 Gold Industry Group
 Goodstart Early Learning
 Governor's Establishment
 Gymnastics WA
 Hames Sharley
 Hanson Construction Materials
 Hatch
 HIF
 Holyoake
 Hoseright
 Hostplus WA
 Hydraulic Energy Australia
 Illuminance Solutions
 Indigenous Consulting Group
 Indigenous Emerging Business Forum
 Indigo Junction
 Injury Control Council of WA
 Institute of Health & Nursing
 iYarn
 Jackson McDonald
 KAEFER Integrated Services
 Kanyana Wildlife Rehabilitation Centre
 Kidsafe WA
 KPMG
 Legal Aid WA
 Lester Blades
 Life Without Barriers
 LotteryWest
 Main Roads Western Australia
 Marine Technicians Australia
 Maxima Training Group
 MercyCare
 Netball WA inc
 Ngala Community Services
 Nido Early School
 Orana House Inc
 Palliative Care WA
 PCYC -WA Police & Community Youth Centres
 Perpetual Limited
 Perspektiv Australia
 Perth Airport

Perth Festival
 Polly Farmer Foundation
 Pressure Dynamics
 International
 RAC Arena
 RAC WA
 Response Hire
 Rottneest Foundation
 Royal Agricultural Society WA
 Royal Flying Doctors Service WA
 RPH Research Foundation
 Ruah Community Services
 Schlumberger
 Scouts WA
 Seda College WA
 Shelter WA Inc
 Shire of Denmark
 Southern Ports
 Sparrow Early Learning
 Thornlie
 St Bartholomew's House Inc
 ST John of God Health Care
 St Patrick's Community Support Centre
 St Vincent de Paul Society WA
 State Library of WA
 Successful Projects
 Suzanne Hunt Architect
 Svitzer Australia
 Synergy
 Teach for Australia
 Telethon Speech and Hearing
 The Chamber of Minerals and Energy of WA
 The Institute of Public Administration Australia
 Western Australia
 The Smith Family
 Therapy Focus
 Thiess
 Thuroona Services
 Town of Cottesloe
 Triodia resources
 Uniting WA
 VenuesWest
 Vertech
 Visagio
 Volunteering WA
 Volz Australia
 WACOSS
 Walyalup Reconciliation Group
 Wanslea
 West Australian Ballet
 West Australian Opera
 West Australian Symphony Orchestra
 West Coast Eagles
 Western Australia Bar Association
 Western Australia Return
 Recycle Renew
 Western Environmental
 Westpac
 Wonnil Partners
 WSP Australia
 Xodus Group
 YMCA WA
 Youth Affairs Council of WA
 Youth Focus
 Zetta
 Zonta House Refuge Association

Bilya Members

Aspire
 Australian Gas Infrastructure Group
 Australian Institute of Management WA
 Bankwest
 BGC Australia
 BHP
 CBH
 CCIWA
 Chevron Australia
 City of Cockburn
 City of Melville
 Committee for Perth
 Compass Group(Australia
 Construction Training Fund
 Curtin University
 Department of Jobs, Tourism, Science & Innovation
 Department of Justice
 Department of Primary Industries & Regional Development (DPIRD)
 Department of Communities
 Department of Finance
 Department of Planning, Lands and Heritage
 Department of Premier & Cabinet
 Department of Training & Workforce Development
 Development WA
 Diabetes WA
 Fluor
 Future Now
 GESB
 Gilbert & Tobin Law
 Gold Fields Australia
 Hassell Studio
 HBF
 Hope Community Services
 Horizon Power
 Infrastructure WA
 INPEX Ichthys
 Keystart Loans
 King & Wood Mallesons
 Mitsui
 Neami National
 Newmont Australia
 NOPSEMA
 One Tree Community Services Inc
 Rio Tinto
 Rise Network
 Ronald McDonald House Charities Western Australia
 Schenck Process Australia
 South Metropolitan TAFE
 South32
 St John Ambulance WA
 Town of Port Hedland
 TRCB
 Water Corporation
 Wesfarmers Limited
 Western Australia Police
 Western Australian Local Government Association
 Westrac
 Woodside Energy

Moort Members

The Al Kaisu Family
 The Beasley Family
 The Caddy MLC Family

Financial Summary 22/23



Auditor's Independence Declaration under Section 60.40 of the Australian Charities and Not-for-profits Commission Act 2012

To: the Board of Reconciliation Western Australia Inc

I declare that, to the best of my knowledge and belief, in relation to the audit for the financial year ended 30 June 2023 there have been:

- (i) no contraventions of the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

DRY KIRKNESS (AUDIT) PTY LTD

A handwritten signature in black ink, appearing to read "B Rothman".

B ROTHMAN
Director

Date: 21 November 2023
West Perth
Western Australia

Dry Kirkness (Audit) Pty Ltd
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West Perth, WA 6005

PO Box 166, West Perth, 6872
dk@drykirkness.com.au
drykirkness.com.au

F: (08) 9481 1118
ABN: 61 112 942 373
RCA No. 289109

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approved under the Professional
Standards Legislation

Reconciliation Western Australia Inc
Statement of profit or loss and other comprehensive income for the year ended 30 June 2023

	2023	2022
Income		
Interest received	\$445	\$320
Sponsorship & Program income	\$1,493,211	\$1,065,379
Donation / Gift income	\$27,970	\$4,061
Membership fees	\$456,749	\$317,418
Other income	\$30,791	\$16,510
Total Income	\$2,009,166	\$1,403,688
Cost of Sales		
Cost of Sales	-	\$450
Total Cost of Sales	-	\$450
Gross Profit	\$2,009,166	\$1,404,138
Expenses		
Advertising & promotion	\$47,296	\$17,388
Accounting / Bookkeeping fees	\$41,007	\$19,291
Auditors' remuneration	\$5,300	\$5,000
Bad Debts	\$11,095	-
Bank charges	\$1,052	\$656
Board expenses & training	\$862	\$2,750
Catering / Hospitality	\$40,192	\$10,633
Computer hardware	\$1,623	\$1,130
Computer software	\$20,749	\$17,369
Contingency	\$4,633	\$1,231
Copier / Printing	\$127,599	\$11,795
Courier & freight	\$21,005	\$537
Depreciation	\$7,034	\$3,407
Events & performers	\$84,086	\$31,008
Fringe Benefit Tax	\$1,200	-
Insurance expenses	\$4,990	\$12,814
Interest Expense	\$2,006	-
IT / Client Management System	-	\$38,940
IT / Website	\$11,089	\$25,321
Loss on Disposal of Asset	\$570	-
Memberships / Subscriptions	\$11,696	\$18,599
Motor vehicle expenses	-	\$88
Payroll expenses	\$1,031,915	\$746,256
Postage	-	\$1,605
Professional services	\$66,231	\$97,876
Program Expenses	\$401,130	\$344,901
Staff amenities	\$2,748	\$2,438
Staff Professional Development	\$15,145	\$18,059
Stationery / Office supplies	\$14,686	\$2,948
Telephone / Internet	\$669	\$800
Travel	\$11,439	\$5,810
Total expenses	\$1,989,047	\$1,438,650
Net surplus for the year	\$20,119	(\$35,412)
Other comprehensive income for the year	-	-
Total comprehensive income for the year	\$20,119	(\$35,412)

Financial Summary 22/23

Reconciliation Western Australia Inc Statement of financial position as at 30 June 2023

	Note	2023	2022
ASSETS			
Current Assets			
Cash and cash equivalents	3	\$814,361	\$644,872
Receivables	4	\$58,762	\$10,840
Other Assets	5	\$15,141	\$5,878
Total Current Assets		\$888,264	\$661,590
Non-Current Assets			
Property, plant and equipment	6	\$69,439	\$6,252
Total Non-Current Assets		\$69,439	\$6,252
TOTAL ASSETS		\$957,703	\$667,842
LIABILITIES			
Current Liabilities			
Trade and other payables	7	\$154,306	\$137,362
Provision for employee entitlements	8	\$41,111	\$31,078
Income received in advance	9	\$417,018	\$202,541
Total Current Liabilities		\$612,435	\$370,981
Non-current Liabilities			
Provision for employee entitlements	8	\$41,354	\$13,066
Total Non-current Liabilities		\$41,354	\$13,066
TOTAL LIABILITIES		\$653,789	\$384,047
NET ASSETS		\$303,914	\$283,795
EQUITY			
Surplus funds		\$303,914	\$283,795
TOTAL EQUITY		\$303,914	\$283,795

Reconciliation Western Australia Inc
Statement of changes in equity for the year ended 30 June 2023

	Surplus Funds
Balance at 1 July 2021	\$319,207
Deficit for the year	(\$35,412)
Balance at 30 June 2022	\$283,795

	Surplus Funds
Balance at 1 July 2022	\$283,795
Surplus for the year	\$20,119
Balance at 30 June 2023	\$303,914

Reconciliation Western Australia Inc
Statement of cash flows for the year ended 30 June 2023

	Note	2023	2022
Cash flows from operating activities			
Interest received		\$445	\$320
Receipts from sponsors and members		\$2,384,260	\$1,657,696
Donations		\$27,970	\$4,061
Payments to suppliers and employees		(\$2,172,395)	\$(1,461,425)
Net cash flows provided by operating activities	12	\$240,280	\$200,652
Cash flows from investing activities			
Purchases of property, plant & equipment\		(\$70,791)	(\$328)
Net cash flows used in investing activities	6	(\$70,791)	(\$328)
Net increase in cash and cash equivalents			
Cash and cash equivalents at beginning of year		\$169,489	\$200,324
		\$644,872	\$444,548
Cash and cash equivalents at end of year	3	\$814,361	\$644,872

Acknowledgement of Carol Innes and Gary Smith

We acknowledge the incredible journey our Co-Chairs have taken us on as we transition to new leadership.

We thank them for all they have contributed to advance the reconciliation movement in WA.







**Reconciliation WA welcomes
your enquiry:**

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P: 08 6552 6990

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