

ReconciliationWA

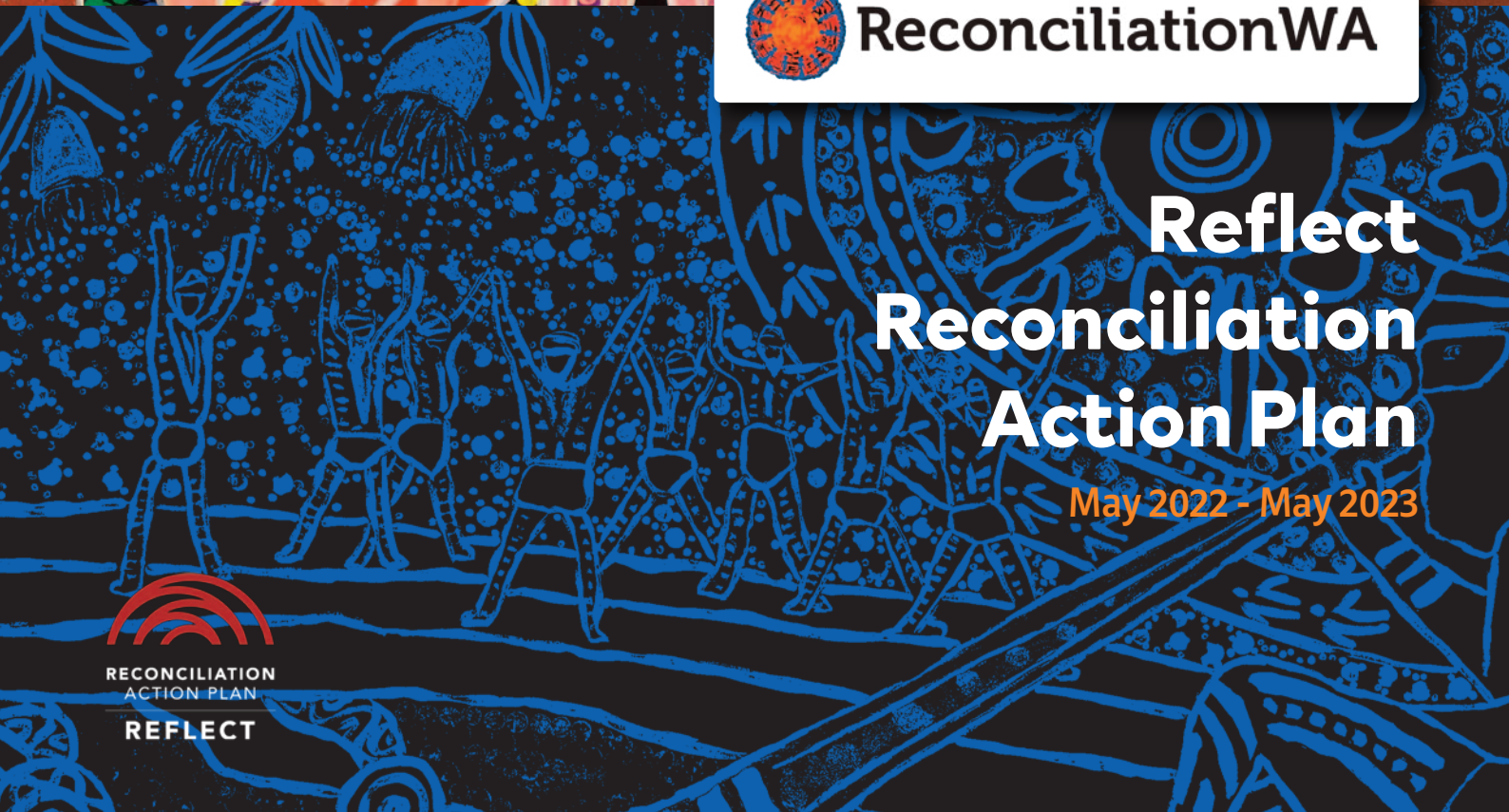
Reflect Reconciliation Action Plan

May 2022 - May 2023



RECONCILIATION
ACTION PLAN

REFLECT



Acknowledgement of Country

Reconciliation WA (RWA) acknowledges and pays tribute to the Noongar Whadjuk People and their Elders – past and present: the Traditional Custodians of the Land (Boodjar) on which we work. This acknowledgement extends to First Peoples Nations across the State of Western Australia where our vision, purpose, values and approach extend. RWA recognises and values the continuity of cultural, educational and spiritual practices of First Peoples.



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 2021 National Reconciliation Week (NRW) Walk for Reconciliation. Many West Australians also contributed to this Cultural piece by simply adding some colour and texture.

About the artist



Julianne Wade is a Whadjuk Boorloo (Perth) born artist on her Mother's side, who grew up in New Zealand in Ngaruwahia Tainui with her Father's side of the family. She is a visual artist and remains connected to her Culture through painting and family and community connections through the West Australian Aboriginal Leadership Institute (WAALI). She has a passion for making change through art for Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples. The purpose of her artwork is to highlight the concept that all land is traditional Country on which her ancestors have practised Culture for thousands of years and to share knowledge about the Dreamtime stories of the Land.

'My inspiration is drawn from time spent in the Country (Boodja) and the observations that enlighten my pathways. I mainly work with acrylics on canvas and natural ochres. I like to continue to explore different mediums, so my work is ever-evolving.'

www.juliannewadewhadjukartist.com.au

Cultural warning: We wish to advise First Peoples that this document may contain images of people who have passed away.

Our vision for reconciliation

Our vision is to create a better future for our State; built on respectful relationships which foster social and economic opportunities for First Peoples and the broader Western Australian community.

Co-Chairs Foreword

It is our great pleasure to present our Reflect Reconciliation Action Plan (RAP).

This RAP reflects our ongoing commitment to reconciliation and builds on the momentum and efforts of years past, as we continue to provide our members, partners and the wider community with key services and resources.

The process of developing this RAP has provided a unique opportunity for Reconciliation WA (RWA) to pause and reflect on our services, to identify additional opportunities and different ways of delivering our reconciliation programs to a growing and determined community. This will not only maximise our reach and accessibility but will create more flexibility within our team's capacity to deliver a broader range of reconciliation programs and events.

Over the next 12 months, RWA will commit to the implementation of the actions and deliverables outlined within this plan: we will continue to research best practice and principles; find new ways to expand our reach into regional WA; build on our capacity to provide positive employment and procurement opportunities for Aboriginal and Torres Strait Islander peoples and courageously play our part in this reconciliation journey.

These actions will further our organisation's collective understanding of Aboriginal and Torres Strait Islander cultures, histories, knowledge, protocols and leadership and will ultimately serve to cultivate stronger relationships with RWA employees, volunteers, stakeholders and partner organisations.

Clearly, there is a groundswell of support for reconciliation in Western Australia as many more people and organisations join the growing movement ... but there is no time for complacency. We must all continue to take action, 'be brave and make change.'



Photo: Kelly Pilgrim-Byrne

We recognise that we are not an Aboriginal organisation but operate as the peak body for reconciliation in WA. We want to ensure that we have all aspects of the reconciliation journey embedded in our work.

We, along with our Board and the RWA team, look forward to delivering on this inaugural Reconciliation Action Plan.

**Carol Innes AM
Gary Smith**
Co-Chairs
Reconciliation WA

A message from Reconciliation Australia



Photo: Joseph Mayers

Reconciliation Australia welcomes Reconciliation WA to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Reconciliation WA joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP builds upon Reconciliation WA's considerable experience in this space and we are excited to see how this plan helps them to continue to drive reconciliation outcomes across Western Australia.

Congratulations Reconciliation WA, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Our business

Reconciliation WA is a not-for-profit organisation providing leadership, advocacy and support to people and organisations driving the movement for reconciliation in Western Australia. RWA employs eight staff members and has ten volunteer board members. Our organisation currently employs four Aboriginal staff members and our board's membership comprises 50% Aboriginal and Torres Strait Islander members. RWA's geographic reach is state-wide across Western Australia. However, many of RWA's members are national organisations and some are global. RWA also works closely with other members of the Australian Reconciliation Network (ARN) and we readily share resources and networks with these organisations. RWA's office is located in central Boorloo Perth.

At our core, Reconciliation WA is focused on the creation of societal and economic outcomes that help create a State where the special place, culture, rights and contribution of First Peoples are valued and respected. As an organisation, we aspire to be part of a State that celebrates strong and positive relationships between First Peoples and the wider WA community, as a critical building block contributing to practical social and economic outcomes and community wellbeing.

Our RAP

Reconciliation WA believes it is time to walk the journey in partnership with our community. RWA will strive to successfully achieve the actions and deliverables of this initial Reflect RAP which will not only measure existing reconciliation work but will also allow the organisation to learn more about the process through first-hand experience. This will have the dual impact of broadening RWA's knowledge and understanding of the process itself and enable the organisation to identify any additional opportunities that Reconciliation WA can avail itself of, adopt or adapt and share.

A dedicated RAP Working Group made up of both Aboriginal and Torres Strait Islander representatives and reconciliation allies, including five RWA employees and two RWA Board members, have worked collaboratively to draft this RAP. Responsibility for implementing the plan and ensuring that all deliverables are met and monitored, through sound data collection practices, will be assumed by the RAP Working Group.



RAP Working Group

Katiana Edgill	RWA Administration & Executive Support Assistant	RAP Co-chair
Deanne Poole	RWA Member & Partner Manager	RAP Co-chair
Carolyn Davis	RWA Board Member	RAPWG Member
Tim Marney	RWA Board Member	RAPWG Member
Jody Nunn	RWA CEO	RAP Champion
Vanessa Stasiw	RWA Reconciliation Programs Manager	RAPWG Secretary
Emily Coates	RWA Communications & Marketing Manager	RAPWG Member



Walk for Reconciliation 2021
Photo: Tadd Russell

Our partnerships / current activities

Reconciliation WA creates, progresses and supports a range of reconciliation projects and events each year across Western Australia. To support reconciliation efforts across the WA community, Reconciliation WA has developed a range of resources, publications and programs. Our RAP Ready program is designed to assist organisations at the beginning of their RAP journey, and our RAP RINGS encourage and inspire organisations to go further and to use collaborative networks to combine efforts for greater results. Our Reconciliation in Action Forum brings together organisations across WA committed to enhancing the outcomes across Aboriginal workforce recruitment and retention, and supply and procurement.

Reconciliation WA is committed to education and is proud to partner with Reconciliation Australia in the Narragunnawali: Reconciliation in Education Regional Engagement Program, which supports schools and early learning services to develop environments that foster a high level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions.

Reconciliation WA's member and partner team has built some significant Aboriginal business and professional partnerships. These include Aboriginal suppliers of professional services in relation to our RAP programs, Elders who deliver Welcome to Country, Aboriginal suppliers of goods and services and those who have opted into membership.

Each year, Reconciliation WA leads Western Australia in the delivery of National Reconciliation Week (NRW), through a varied and engaging program of events. Our two annual flagship events, the NRW Virtual Breakfast and the Walk for Reconciliation, unite the WA community to reflect on the NRW theme and demonstrate solidarity towards a shared and equitable future.

Reconciliation WA endeavours to support all organisations and people to achieve their reconciliation goals no matter what stage of the journey they are at. We advocate that reconciliation is everyone's business.



Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal & Torres Strait Islander stakeholders and organisations.	• Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	May 2022	Member & Partner Manager
	• Research best practices and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Jun 2022	CEO
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May - Jun 2022	Reconciliation Programs Manager
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 Jun 2022	Reconciliation Programs Manager
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 Jun 2022	CEO
	• Deliver NRW program for Western Australia expanding to regions in 2022.	27 May - 3 Jun 2022	Reconciliation Programs Manager
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff.	May 2022	CEO
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Jun 2022	CEO & Reconciliation Programs Manager
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2022	Member & Partner Manager
	• Deliver membership architecture to engage a broader community on their reconciliation journey.	May 2022	Member & Partner Manager
	• Distribute the Six Season newsletter (named to match the local Noongar Indigenous weather seasons of this area) sharing information and knowledge with the Reconciliation community in WA around reconciliation.	Jun, Aug, Oct, Dec 2022 Mar 2023	Marketing & Comms Manager
	• Deliver professional learning events and forums that will guide and support organisations in their RAP efforts.	Jun, Sep & Dec 2022	Reconciliation Programs Manager
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	Jun 2022	People and Operations Manager
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Jun 2022	People and Operations Manager
	• Provide team cultural training with a focus on race relations and anti-discrimination at least 4x per year.	Monthly delivery in 2022 Review Dec 2022	People and Operations Manager



Respect



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal & Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.	Dec 2022	People and Operations Manager
	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Jun 2022	People and Operations Manager
	• Ensure all staff attend minimum of one formal in-person cultural intelligence (CQ) training per calendar year.	Continuing and ongoing Evaluate Dec 2022	People and Operations Manager
6. Demonstrate respect to Aboriginal & Torres Strait Islander peoples by observing cultural protocols.	• Provide monthly staff cultural development team activities.	Monthly 2022 Continuing and ongoing Evaluate Dec 2022	People and Operations Manager
	• Develop an understanding of the local Traditional Owners or Custodians of the Lands within our organisation's operational area.	Jul 2022	Reconciliation Programs Manager
	• Increase staff understanding of the purpose and significance of cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Dec 2022	People and Operations Manager
	• Develop policy of recognition of Elders at community events, endorsed by RWA Board.	May 2022	CEO
7. Demonstrate respect to all Aboriginal & Torres Strait Islander peoples at RWA.	• Invite local Traditional Custodians to perform Welcome to Country at all significant events.	Review Dec 2022	Reconciliation Programs Manager
	• Source and display Aboriginal and Torres Strait Islander peoples' artwork and stories within RWA organisation.	Jun 2022	Marketing and Comms Manager
8. Build respect for Aboriginal & Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• create a culturally safe environment for employees, board members, volunteers, members and visitors.	Dec 2022	People and Operations Manager
	• Raise awareness and share information with RWA staff about the meaning of NAIDOC Week.	Jun - Jul 2022	Marketing and Comms Manager
	• Introduce RWA staff to NAIDOC Week by promoting external events in our local area.	Jul 2022	Reconciliation Programs Manager
	• RAP Working Group to participate in an external NAIDOC Week event.	First week Jul 2022	Reconciliation Programs Manager
	• Support NAIDOC Perth, with RWA staff volunteering at events and activities during the week.	First week Jul 2022	Member and Partner Manager
• Promote NAIDOC week events to RWA supporters and members and include in the RWA calendar of events.	Jun - Jul 2022	Marketing and Comms Manager	



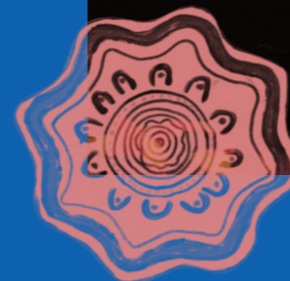
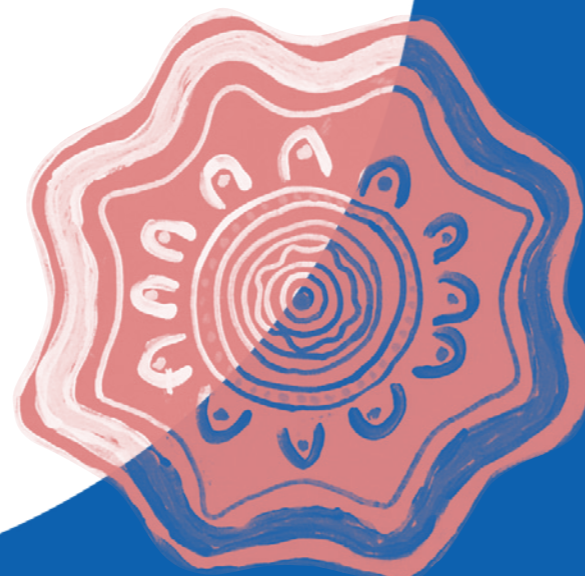
Opportunities



Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal & Torres Strait Islander recruitment, retention, and professional development.	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Jun 2022	People and Operations Manager
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Jun 2022	People and Operations Manager
	• Ensure our HR policy and employment has a focus on positive and proactive Aboriginal and Torres Strait Islander employment.	Jun 2022	People and Operations Manager
	• Ensure that the RWA Board structure continues to include 50% of positions represented by Aboriginal and Torres Strait Islander peoples.	Review at AGM Dec 2022	Co-Chairs
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Jun 2022	People and Operations Manager
	• Investigate Supply Nation membership.	May 2022	People and Operations Manager
	• Develop internal use wiki to collate WA & national Aboriginal and Torres Strait Islander-owned businesses to refer with RWA approval.	May 2022	People and Operations Manager
	• Utilise Aboriginal and Torres Strait Islander-owned businesses as the first choice in all procurement (if available).	Jun 2022	People and Operations Manager



Karla Hart dancers perform at 2021 National Reconciliation Week Breakfast
Photo: Todd Russell

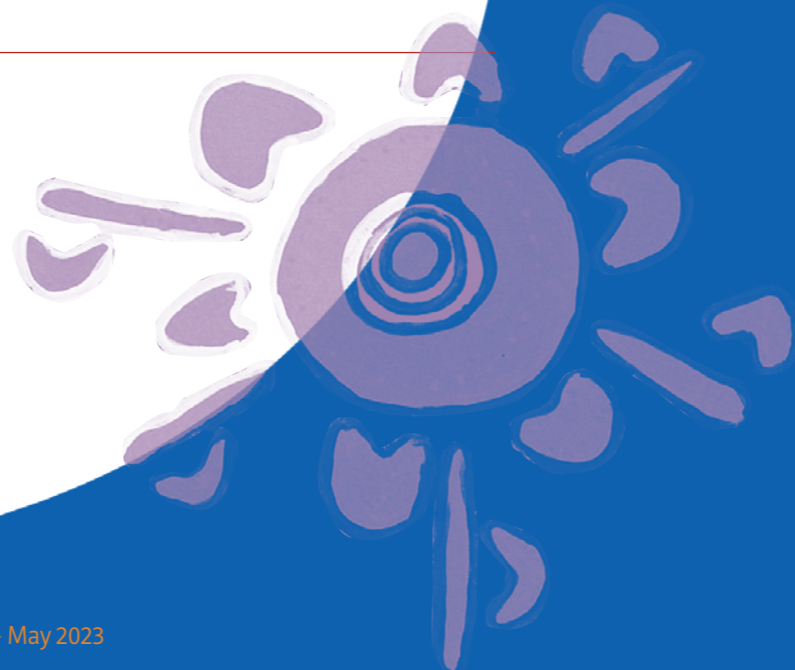




Governance



Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain the RAP WG to govern RAP implementation.	May 2022	People and Operations Manager
	• Draft Terms of Reference for the RWG.	May 2022	People and Operations Manager
	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	May 2023 ongoing	CEO
12. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	May 2022	People and Operations Manager
	• Engage senior leaders in the delivery of RAP commitments.	May 2022	CEO
	• Define appropriate systems and capabilities to track, measure and report on RAP commitments.	Jun 2022	Member and Partner Manager
	• Develop key mentorships for RAP Chairs to support their efforts.	May 2022	CEO
	• Investigate developing an Aboriginal Advisory Group with state-wide representation for RWA RAP and ongoing initiatives.	Dec 2022	CEO
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sep 2022	Member and Partner Manager
14. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing RWA's next RAP.	Sep 2022	Member and Partner Manager



Walk for Reconciliation 2021
Photo: Todd Russell



Walk for Reconciliation 2021 sand mural by Acacia Collard, Acacia Cultural Designs
Photo: Todd Russell

Contact details

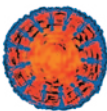
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Scan for quick links to our
programs and events.

Reconciliation WA is proud to have our Reflect RAP printed
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