



RECONCILIATION
ACTION PLAN

INNOVATE

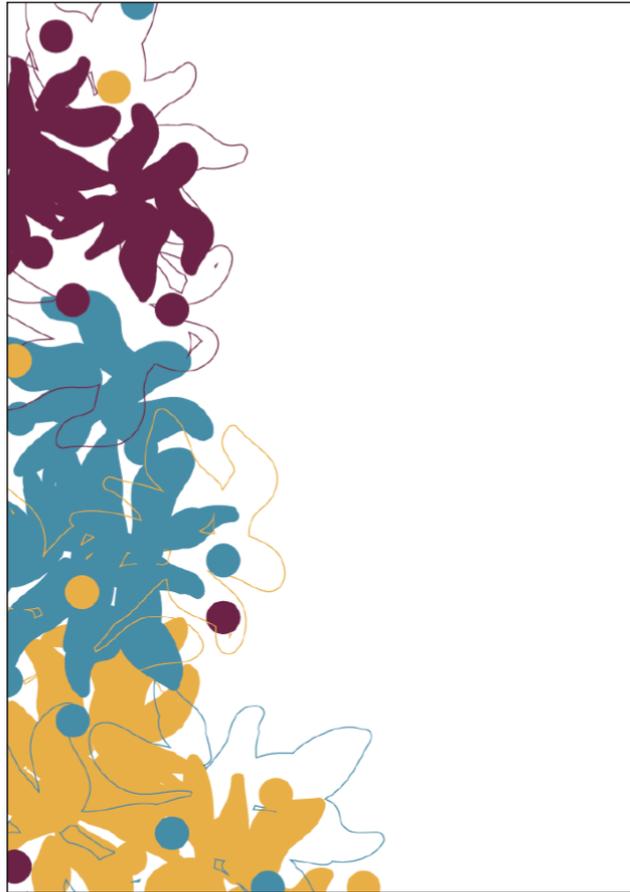
2016-18

**RECONCILIATION
ACTION PLAN**



wacoss
WA COUNCIL of
SOCIAL SERVICE

Ways to make a difference



Jilalga Designs 17 November 2016 Jilalga Murray Cover Design Concepts

Jilalga Murray is an Indigenous visual artist who is passionate about producing digital images, paintings, and smaller works of art inspired by the Pilbara landscape, people, animals and lifestyle. Jilalga worked with WACOSS to create artwork for our Reconciliation Action Plan that incorporates WACOSS corporate colours with a design that reflects our vision for reconciliation.

Her artwork, as displayed on the cover and throughout the WACOSS Reconciliation Action Plan, references plants and seeds in the Hedland area where Jilalga grew up. They are an interpretation of the Pundul Tree, which has strong significance to the Kariyarra people of the area. They are hardy, and they stand strong and tall on the land and in the community. The seeds (circles) fall from the tree and symbolise the spreading of reconciliation and good relationships all around.



Ngala kaaditj Wadjuk moort keyen kaadak nidja boodja

WACOSS acknowledges the traditional owners of country throughout Western Australia and recognises their continuing connection to land, waters and community. We pay our respect to them and their cultures, and to Elders past and present

Our Vision for Reconciliation

WACOSS's organisational vision is for an inclusive, just and equitable society. Our mission is to advocate for social change to improve the wellbeing of all Western Australians and to strengthen the community services sector that supports them.

WACOSS's vision for reconciliation is for a society that is inclusive of, and just and equitable for, Aboriginal and Torres Strait Islander peoples. Our mission is to advocate (in partnership with Aboriginal and Torres Strait Islander community controlled organisations and community leaders) for social change to improve the wellbeing of Aboriginal and Torres Strait Islander Western Australians, and to strengthen the community services sector that supports them by advocating for more Aboriginal and Torres Strait Islander community-controlled services, by strengthening and supporting those services, and by encouraging our members to work more collaboratively with our Aboriginal and Torres Strait Islander communities.

Our values, as set out in our Strategic Plan 2016-2020, are our guiding principles that express who we are, shape the way we approach our work and provide an underlying framework for our decision-making. WACOSS continually seeks to demonstrate these values in our behaviours and how we do our work. One of our seven values is Indigenous Culture and includes:

- Partnering, consulting, and engaging with Indigenous people, agencies, and leaders
- Acknowledging Aboriginal and Torres Strait Islander traditional ownership, and advocating for constitutional recognition
- Reflecting the needs of Aboriginal and Torres Strait Islander peoples and communities in all our work



Our Business

WACOSS is the peak body for the community services sector in WA, representing nearly three hundred member organisations and affiliates, and over eight hundred organisations involved in the provision of services to the community. WACOSS is part of a national network of national, state and territory Councils of Social Service. Our national coverage strengthens our capacity to represent state interests. We speak with and for the hundreds of thousands of West Australians who use community services each year, bringing their voice and interests to the attention of government, business, decision makers, media and the wider community.

Our activities include advocacy and representation, information provision, advice giving, training and sector support.

WACOSS currently employs 20 staff members, none of whom are Aboriginal or Torres Strait Islander. WACOSS also has 11 Board members, one of whom is a Nykgina woman from Derby.



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*Ways to make
a difference*





Our RAP

Our RAP will allow us to demonstrate reconciliation in our attitudes, structures, policies and activities through realistic and achievable targets, in order to;

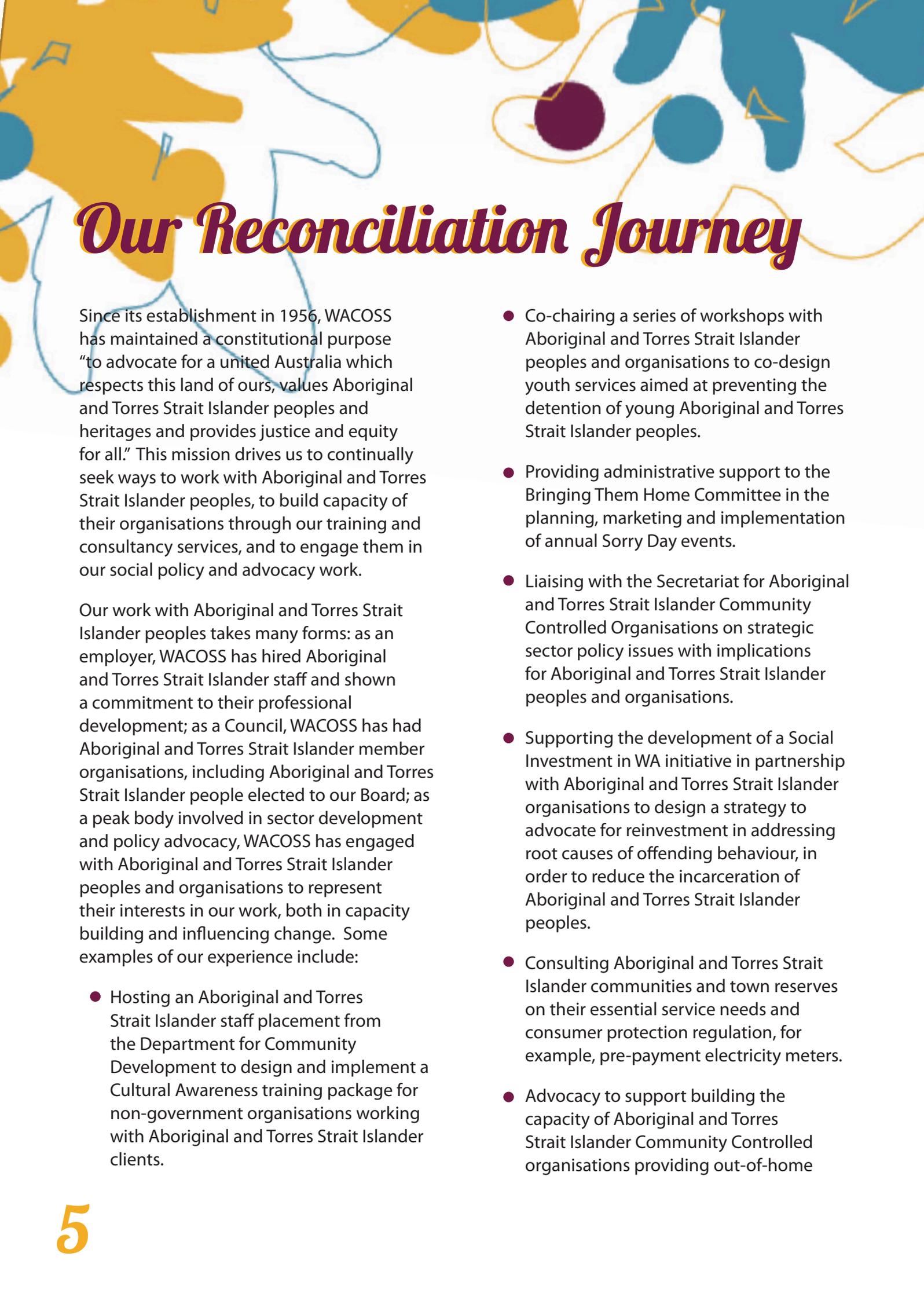
- Demonstrate leadership from the top
- Ensure that all staff and Board members drive the changes
- Ensure that the actions contained in our RAP become part of our core business
- Learn and receive guidance from others who are experts in the field e.g. Reconciliation WA, Reconciliation Australia
- Report back on and celebrate our successes

WACOSS has decided to develop a RAP as a way of formalising the organisation's vision for and commitment to reconciliation in a way which is measurable and visible.

Developing a RAP is a natural step in our journey towards fulfilling our existing strategic vision and objectives around acknowledging and working on behalf of Aboriginal and Torres Strait Islander communities. As a peak body, WACOSS also has a unique opportunity to influence its members to develop their own RAPs.

WACOSS has a high level RAP Working Group consisting of two staff members (CEO and Executive Support Officer), the President, and two Board Members. This is complemented by a RAP Staff Reference Group whose input is fed into the work of the RAP Working Group. The RAP will be championed internally by the CEO.

During the development of this RAP WACOSS has held four cultural awareness sessions with all staff in November and December 2014, December 2015, and May 2015, and continues to consult staff on the development of the RAP via its monthly staff meetings.



Our Reconciliation Journey

Since its establishment in 1956, WACOSS has maintained a constitutional purpose “to advocate for a united Australia which respects this land of ours, values Aboriginal and Torres Strait Islander peoples and heritages and provides justice and equity for all.” This mission drives us to continually seek ways to work with Aboriginal and Torres Strait Islander peoples, to build capacity of their organisations through our training and consultancy services, and to engage them in our social policy and advocacy work.

Our work with Aboriginal and Torres Strait Islander peoples takes many forms: as an employer, WACOSS has hired Aboriginal and Torres Strait Islander staff and shown a commitment to their professional development; as a Council, WACOSS has had Aboriginal and Torres Strait Islander member organisations, including Aboriginal and Torres Strait Islander people elected to our Board; as a peak body involved in sector development and policy advocacy, WACOSS has engaged with Aboriginal and Torres Strait Islander peoples and organisations to represent their interests in our work, both in capacity building and influencing change. Some examples of our experience include:

- Hosting an Aboriginal and Torres Strait Islander staff placement from the Department for Community Development to design and implement a Cultural Awareness training package for non-government organisations working with Aboriginal and Torres Strait Islander clients.
- Co-chairing a series of workshops with Aboriginal and Torres Strait Islander peoples and organisations to co-design youth services aimed at preventing the detention of young Aboriginal and Torres Strait Islander peoples.
- Providing administrative support to the Bringing Them Home Committee in the planning, marketing and implementation of annual Sorry Day events.
- Liaising with the Secretariat for Aboriginal and Torres Strait Islander Community Controlled Organisations on strategic sector policy issues with implications for Aboriginal and Torres Strait Islander peoples and organisations.
- Supporting the development of a Social Investment in WA initiative in partnership with Aboriginal and Torres Strait Islander organisations to design a strategy to advocate for reinvestment in addressing root causes of offending behaviour, in order to reduce the incarceration of Aboriginal and Torres Strait Islander peoples.
- Consulting Aboriginal and Torres Strait Islander communities and town reserves on their essential service needs and consumer protection regulation, for example, pre-payment electricity meters.
- Advocacy to support building the capacity of Aboriginal and Torres Strait Islander Community Controlled organisations providing out-of-home



care for children and families in the child protection system.

- Holding forums of Aboriginal and Torres Strait Islander peoples on the early years, and targeting support for early years networks specifically for Aboriginal and Torres Strait Islander families and communities.
- Inviting Aboriginal and Torres Strait Islander peoples to speak at WACOSS Conferences, Annual General Meetings and other events.
- Thought leadership, financial and in-kind support and housing to establish and grow a State based secretariat in Reconciliation WA, enabling the growth of the reconciliation movement in WA for the first three years of Reconciliation WA's operations and an ongoing commitment to RWA through Board participation.

Our members are mission driven organisations who deliver services and support to the disadvantaged and vulnerable within our community. Many of our members deliver services to Aboriginal and Torres Strait Islander peoples, and so there is an opportunity to ensure these services are culturally appropriate, inclusive of their needs, and more effective in addressing them. Some of our members are Aboriginal and Torres Strait Islander community-controlled services, and we would like to ensure we are more effective in understanding and supporting their needs as members and, as a result, increase their numbers as members. We can encourage and support our members to work collaboratively with Aboriginal and Torres Strait Islander organisations to build

their capacity and control, rather than to compete with them.

Together these factors mean that WACOSS is well-placed to undertake systemic advocacy with and on behalf of Aboriginal and Torres Strait Islander organisations and Aboriginal and Torres Strait Islander service users - through engaging with State and Federal governments as well as business and community organisations.

WACOSS has sought to actively engage in influencing social policy and the funding of programs and services that affect the lives of Aboriginal and Torres Strait Islander Western Australians in its ongoing activities. Each year WACOSS consults with regional organisations, including Aboriginal and Torres Strait Islander community-controlled services and services with Aboriginal and Torres Strait Islander staff and clients, to inform the development of our Pre-Budget Submission and Emerging Issues Forum. This work has resulted in formulating a number of recommendations to the State Government including to:

- Establish a youth services capacity building and transitional support fund to assist the delivery of outcome-based services through the new Aboriginal and Torres Strait Islander youth service funding policy.
- Increase the capacity of Aboriginal and Torres Strait Islander community-controlled organisations to deliver services.
- Fund the construction and operation of an Aboriginal and Torres Strait Islander



residential rehabilitation service in the Southwest including an appropriate residential service for families.

- Provide community services that are culturally secure and responsive.
- Funding for strengths-based cultural diversion programs for Aboriginal and Torres Strait Islander juvenile offenders.
- Refocusing out-of-home care services to include a greater role for Aboriginal and Torres Strait Islander community-controlled organisations and intensive family support to reduce child removal rates.
- Establish an Indigenous Disability Resource Centre.
- Provide translation services for Indigenous languages.
- Establish an independent national representative body.
- Provide mobile health units, mental health services, culturally appropriate aged care services, dental services, accommodation for visiting Aboriginal and Torres Strait Islander patients, and Aboriginal and Torres Strait Islander Health Liaison officers.

- Expand the Noongar patrol service.
- Deliver recreational programs for Aboriginal and Torres Strait Islander youth and specialist programs to encourage educational attainment.
- Establish a network of Aboriginal and Torres Strait Islander healing centres, and provide reparations for stolen wages.
- Develop a justice reinvestment approach to address high Aboriginal and Torres Strait Islander incarceration rates.

Since 2010 WACOSS has been working with Aboriginal and Torres Strait Islander people and non-Aboriginal and Torres Strait Islander stakeholders to strengthen the reconciliation movement in WA. This led to the development of Reconciliation WA, an initiative that has been auspiced by WACOSS since 2012 to enable incubation, design of a membership model and planning for financial viability prior to its incorporation in 2015. This led to much greater marketing and uptake of Reconciliation Action Plans in the WA community.

WACOSS continues to auspice the funding for Reconciliation WA (RWA). A strong collaboration exists between the two organisations with the WACOSS CEO sitting on the Board of RWA and the WACOSS President actively involved in RWA events and functions.

In 2011, WACOSS co-hosted, in partnership with the Commonwealth Foundation, the first ever Indigenous People's Forum as a side event to the Commonwealth Heads of Government Meeting. This was a professionally planned full day event, developed in collaboration with a group of

Noongar community members and Elders.

In 2013, to build on the momentum of the Indigenous People's Forum, WACOSS sought sponsorship from the Department of Aboriginal Affairs to fund a delegation of Aboriginal and Torres Strait Islander peoples representatives to attend the Commonwealth People's Forum in Sri Lanka. Following a widely promoted call for expression of interest, two Elders, Mariette Cowley and Glenda Kickett, and two youth delegates, Kimberley Benjamin and Ezra Jacobs-Smith, were selected to attend. WACOSS also advocated for an Indigenous keynote speaker to be included in the program, and as a result, Tammy Solonec, a local WA Nigena woman, was included on the program, in addition to the WACOSS sponsored delegates.

In 2015, exploring issues faced by the Indigenous people in the Commonwealth was a key theme in the Commonwealth Peoples Forum conference program, and the outcomes of the *Malta Declaration* included calling on all Commonwealth member states to '*fully recognise Indigenous Peoples... and to be appropriately represented in the Commonwealth*'.

WACOSS has delivered a number of training courses and other events run by Aboriginal and Torres Strait Islander training providers. These have included 'Communicating & Connecting with Aboriginal and Torres Strait Islander Clients,' 'Developing a Reconciliation Action Plan (RAP)' and 'Navigating and Collaborating with Aboriginal and Torres Strait Islander Peoples' Services.' A Communicating and Connecting with Aboriginal Clients training course, run by a Noongar trainer, has been a constant fixture in the WACOSS Training Courses programme



for the past three years and a new course, *Developing Culturally Appropriate Policy and Procedures for an Aboriginal Workforce*, was also added to the programme in 2016.

The 2016 WACOSS Conference, held in May, had WA's First Australians as one of its four themes, with a conference stream being dedicated to keynote speakers and workshops exploring areas where WA is leading the way in terms of reconciliation, as well as learning from national and international thought leaders and how we can shape the way ahead together. WACOSS, in partnership with Reconciliation WA, also developed an awards category for the 2016 Community Sector Excellence Awards to award community sector organisations who made a notable contribution to reconciliation through their everyday work.

Our staff regularly benefit from cultural awareness raising opportunities. In May 2016 (during NRW), all staff went to a theatre production by Indigenous theatre company Yirra Yaakin, which was followed by a question and answer session with the cast and crew. In 2015 our staff took part in an afternoon conversation with Noongar Leader and Reconciliation champion Shaun Nannup at Matilda Bay to hear stories about the area. In 2014 the staff took part in a river cruise with Noongar Elder and Leader Noel Nannup from Fremantle to Point Walter to learn about the history and traditions of Noongar people and their obligation and responsibility to Country and water, flora and fauna. In 2013 staff toured Kaarta Gar-up/ Kings Park with Noongar Leader and Reconciliation champion Barry McGuire, another wonderful opportunity to share and learn about Aboriginal and Torres Strait Islander peoples and cultures.

The CEO has signed-up to the 'Support the Recognise Charter' campaign to achieve Constitutional recognition for Australia's First People.

WACOSS annually sponsors two banners as part of a Department of Aboriginal Affairs project to be displayed in the City of Perth during National Reconciliation Week.

Additionally, the CEO participates in, promotes and supports the Yokai forum which aims to advance Aboriginal and Torres Strait Islander employment and retention in WA.



Relationships

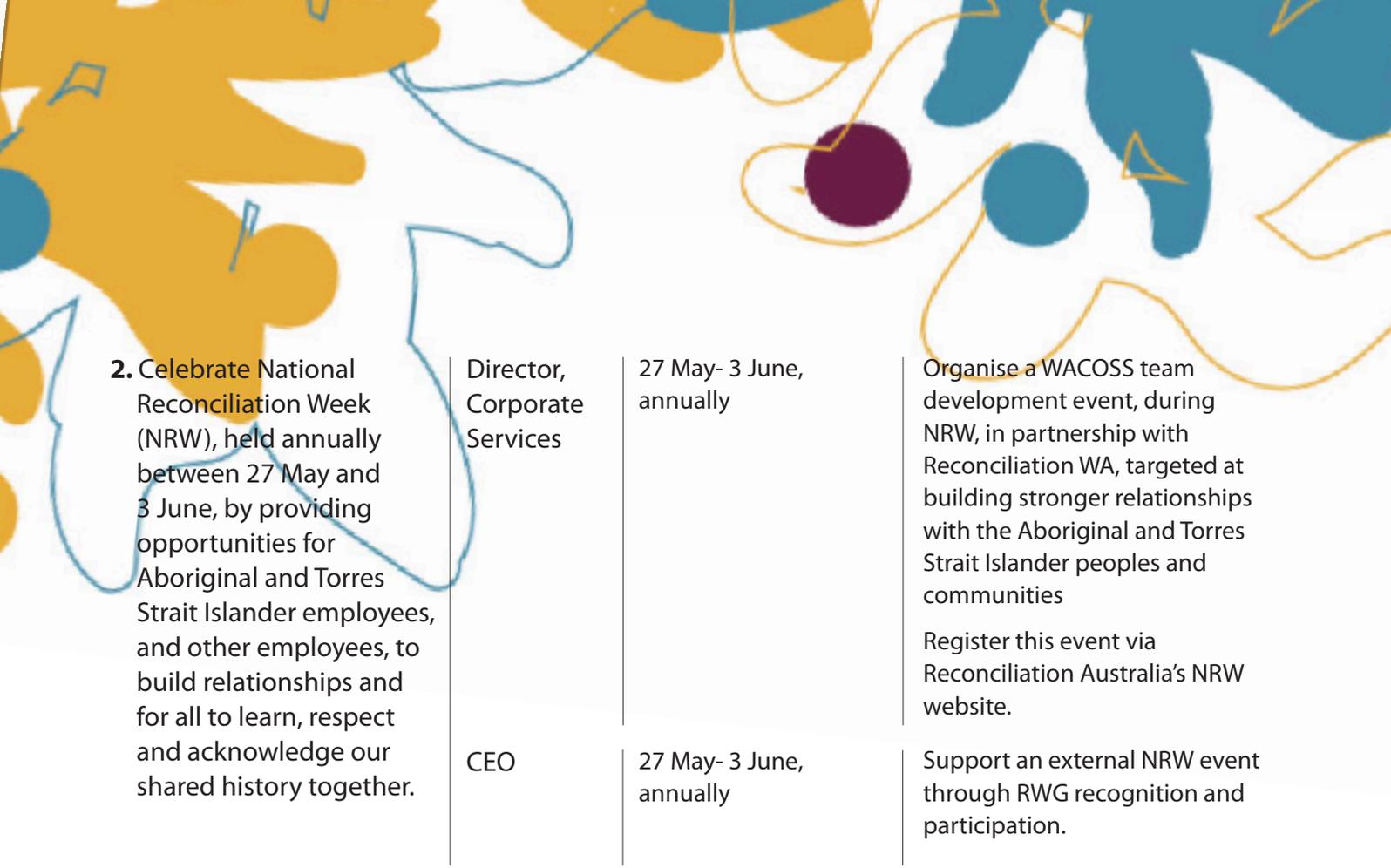
The WACOSS vision is an inclusive, just and equitable society now and in the future for all West Australians.

Our strategic plan states WACOSS's commitment to acknowledging the unique strengths of and disadvantage experienced by many of WA's Aboriginal and Torres Strait Islander peoples and also to advocate for a united Australia which respects this land of ours, values Aboriginal and Torres Strait Islander peoples' heritages, and provides justice and equity for all.

WACOSS already carries out many activities which strive to meet these objectives and has an existing relationship with Aboriginal and Torres Strait Islander community sector organisations.

The actions contained in our RAP will allow us to publically commit to build upon these existing activities and relationships in ways which are achievable and measurable.

<i>Action</i>	<i>Responsibility</i>	<i>Timeline</i>	<i>Deliverable</i>
<p>1. The RAP Working Group (RWG) continues to actively monitor RAP development, including implementation of actions, tracking progress and reporting.</p>	<p>CEO</p>	<p>Ongoing, as and when appropriate, and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle</p> <p>November 2016</p> <p>March & September 2017 & 2018</p>	<p>Ensure the RWG includes Aboriginal and Torres Strait Islander representatives.</p> <p>Maintain, review and update established Terms of Reference.</p> <p>Ensure the RAP Staff Reference Group have continued opportunities to provide input into the RWG.</p> <p>RWG oversees the development, endorsement and launch of the RAP.</p> <p>RWG meets at least twice per year to monitor and report on RAP implementation.</p>



2. Celebrate National Reconciliation Week (NRW), held annually between 27 May and 3 June, by providing opportunities for Aboriginal and Torres Strait Islander employees, and other employees, to build relationships and for all to learn, respect and acknowledge our shared history together.

Director,
Corporate
Services

27 May- 3 June,
annually

Organise a WACOSS team development event, during NRW, in partnership with Reconciliation WA, targeted at building stronger relationships with the Aboriginal and Torres Strait Islander peoples and communities

Register this event via Reconciliation Australia's NRW website.

CEO

27 May- 3 June,
annually

Support an external NRW event through RWG recognition and participation.

3. Work to strengthen our existing relationships with Aboriginal and Torres Strait Islander organisations and service providers across our core business areas to support positive outcomes.

Director,
Sector
Services
and Devel-
opment

Annually in October
2017 & 2018, as part
of the development of
the WACOSS Annual
Training Calendar

Further develop training courses based around the particular needs identified by Aboriginal and Torres Strait Islander organisations, and run in collaboration with Aboriginal and Torres Strait Islander organisations. Examples include;

Outcomes based training for Aboriginal and Torres Strait Islander Health organisations.

Engaging in co-design with Aboriginal and Torres Strait Islander Communities

Building respectful relationships with Australia's Indigenous people

Director,
Corporate
Services

Annually in October
2017 & 2018, as part
of the WACOSS Annual
Board nomination and
election cycle

Maintain Aboriginal and Torres Strait Islander representation on WACOSS Board and Board committees.

4. Develop a whole of organisation ownership of our RAP.

Director,
Corporate
Services

Ongoing, as and when appropriate, and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle

Make sure the induction program for new employees and Board members includes information on the organisation's reconciliation commitment and familiarises them with the content of our RAP.

CEO

Ongoing and monthly at Staff Meetings held on the last Thursday of every month, for the duration of the RAP.

Brief existing staff regularly via staff meetings on RAP progress, seek feedback and address any concerns.



Respect

Respect for Aboriginal and Torres Strait Islander peoples, cultures, lands, and histories are a principle that is already entrenched in both the strategic plan and wider culture at WACOSS.

Existing activities that contribute to this outcome include the display of Aboriginal and Torres Strait Islander art and flags in the WACOSS office, the use of Acknowledgement

of Country and Welcome to Country ceremonies at all WACOSS meetings and events, and the availability of Reconciliation campaign literature on the reception desk.

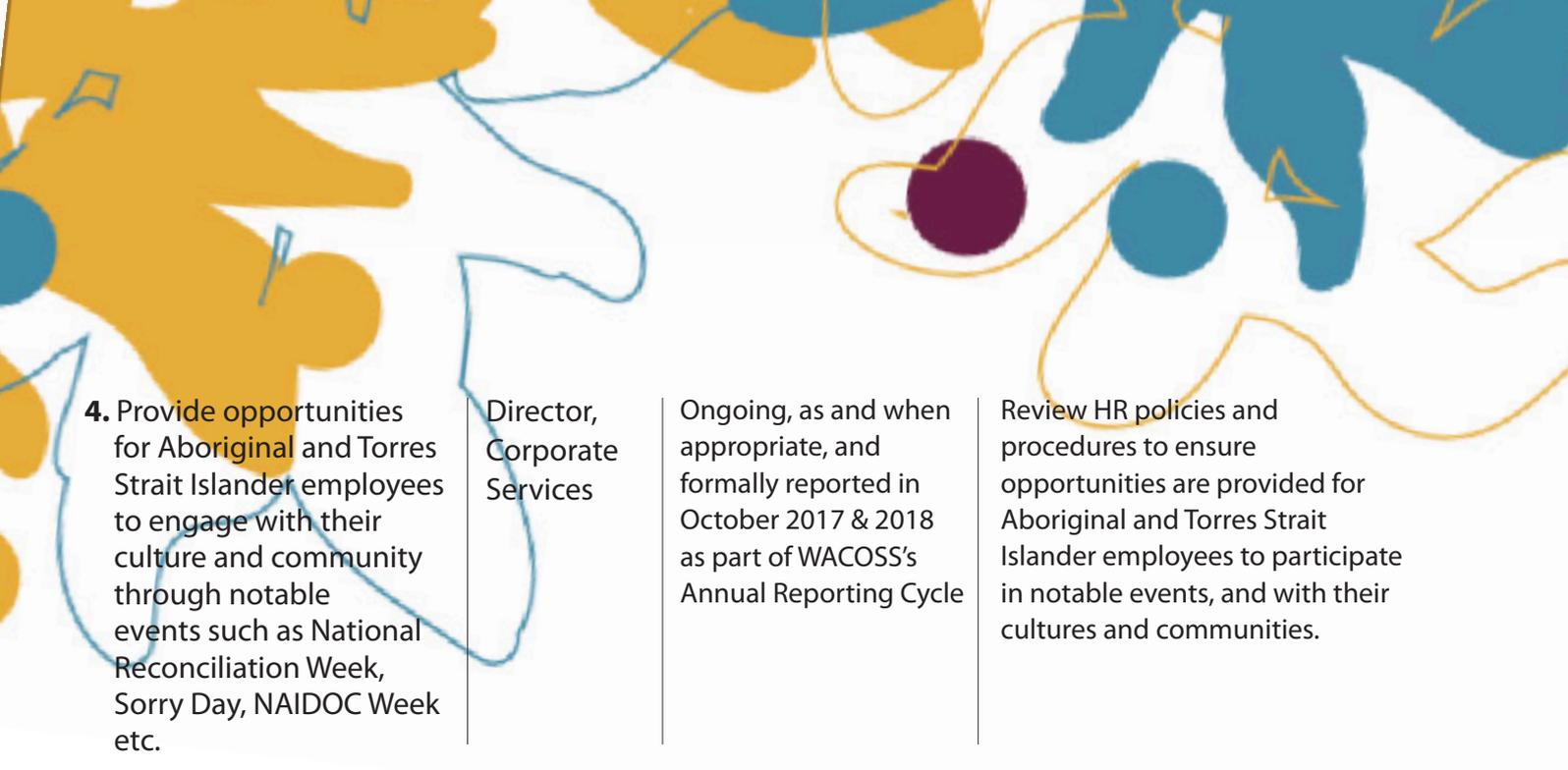
WACOSS also has a close working relationship with Reconciliation WA and the WACOSS CEO is a founding member of the Reconciliation WA Board.

Action	Responsibility	Timeline	Deliverable
1. Engage employees in cultural learning to increase understanding and appreciation of different cultural backgrounds in order to lay the foundation for other RAP actions to be achieved.	Director, Sector Services and Development	Ongoing, as and when appropriate, and audited as part of the Professional Development Plan reviews held August - October annually.	Support all WACOSS staff (Including RWG members and management) to attend cultural awareness training delivered by WACOSS and partnering Aboriginal and Torres Strait Islander Organisations.
	Director, Corporate Services	Undertaken as part of the Professional Development Plan reviews held August - October annually.	Add question into annual staff Professional Development review form to monitor staff participation in cultural awareness training and to capture information on other RAP related learning experiences in which staff have participated.
	Director, Corporate Services	Held on a four monthly basis throughout the lifetime of the RAP.	Ongoing cultural awareness activities carried out on a regular basis at Team Development days.



<p>2. Engage employees in understanding the protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies.</p>	<p>Director, Corporate Services</p>	<p>Ongoing, as and when appropriate, and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle</p>	<p>All larger WACOSS events/ conferences to include a Welcome to Country from a Traditional Owner, engaged from WACOSS's contact list of those with whom a respectful partnership is maintained.</p> <p>All other events or meetings to be opened with an Acknowledgement of Country.</p>
	<p>CEO</p>	<p>Ongoing and monthly at Staff Meetings held on the last Thursday of every month.</p>	<p>Practice Acknowledgment of Traditional Owners in Noongar language at staff meetings on the last Thursday of every month.</p>
	<p>Director, Corporate Services</p>	<p>Ongoing, as and when appropriate, and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle</p>	<p>Welcome to Country and Acknowledgement of Country explanatory information to be sourced, compiled into a 'cultural protocol document', and distributed to staff.</p>

<p>3. Ensure that the Acknowledgement of Country and Welcome to Country ceremonies carried out at WACOSS meetings and events in regional centres (outside of Noongar lands) take into account the local Aboriginal and Torres Strait Islander peoples' language and customs.</p>	<p>Director, Corporate Services</p>	<p>Ongoing, as and when appropriate, and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle</p>	<p>Guidance on what to do when organising Acknowledgement of Country and Welcome to Country ceremonies at WACOSS meetings or event outside of Perth/ Noongar lands to be sourced and distributed to all staff.</p>
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4. Provide opportunities for Aboriginal and Torres Strait Islander employees to engage with their culture and community through notable events such as National Reconciliation Week, Sorry Day, NAIDOC Week etc.

Director,
Corporate
Services

Ongoing, as and when appropriate, and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle

Review HR policies and procedures to ensure opportunities are provided for Aboriginal and Torres Strait Islander employees to participate in notable events, and with their cultures and communities.

5. Ensure that the community services sector has an opportunity to access cultural awareness training via our training programme.

Director,
Sector
Services
and Devel-
opment

Annually in October 2017 & 2018, as part of the development of the WACOSS Annual Training Calendar

Continue to offer cultural awareness training externally via our training programme, which includes information on RAPs.

6. Promote and celebrate significant Aboriginal and Torres Strait Islander events such as National Sorry Day, National Reconciliation Week and NAIDOC Week.

Director,
Corporate
Services

Sorry Day – Friday 26 May 2017;
NRW 27 May-3 June
NAIDOC Week 2 - 9 July 2017 and dates tbc for 2018

Encourage all staff to attend local activities relating to these events and publicise events internally to staff and the wider sector via member communication channels.

7. Increase the visibility of our commitment to reconciliation on our premises and via communication methods.

Director,
Corporate
Services

By October 2017

At the reception area in WACOSS we will ensure that the following is displayed;

- A sign acknowledging the local Traditional Custodians of the land
- The 'Recognise' logo
- Aboriginal and Torres Strait Islander flags.



<p>Director, Corporate Services</p>	<p>Ongoing and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle</p>	<p>At the WACOSS office we will ensure that we;</p> <ul style="list-style-type: none"> - Visibly acknowledge any Aboriginal and Torres Strait Islander art or imagery on display - Display Aboriginal and Torres Strait Islander flags in the CEO's office.
<p>Director, Corporate Services</p>	<p>Ongoing and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle</p>	<p>At all significant WACOSS events we will display the Aboriginal and Torres Strait Islander flags.</p>
<p>Director, Sector Services and Devel- opment</p>	<p>By May 2017</p>	<p>Add into our Events Planning Checklist a reminder to display the Aboriginal and Torres Strait Islander flags at all significant WACOSS events.</p>
<p>Director, Corporate Services</p>	<p>Ongoing and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle</p>	<p>Via our electronic communication methods we will ensure that we;</p> <ul style="list-style-type: none"> - Circulate 'Recognise' promo in eNews and display at events e.g. New Year Sector Breakfast, AGM - Develop an approved email signature block for WACOSS to acknowledge the Traditional Custodians of the land and also include the 'Recognise' logo.

8. Raise awareness of Reconciliation Action Plans (RAPs) and promote reconciliation across WACOSS business and sector by supporting events and conferences run by Aboriginal and Torres Strait Islander peoples and Torres Strait Islander community organisations.

Sector Services and Development

Ongoing and formally audited in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle

WACOSS to support Aboriginal and Torres Strait Islander community organisations' events and conferences, through WACOSS participating in the programme and attending as delegates, as a strategy to communicate RAPs and promote reconciliation internally and to all stakeholders.

Corporate Services

Ongoing and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle

Publicise Aboriginal and Torres Strait Islander and conferences to wider sector via members' communication channels such as eNews and Members Updates.



Opportunities

WACOSS and its members share a vision of an inclusive, just and equitable society where Aboriginal and Torres Strait Islander peoples and all others are afforded the same opportunities. As the Peak body for the community sector WACOSS is in a position

to instigate initiatives which can make a significant positive contribution to building relationships, showing respect and improving joint working between Aboriginal and Torres Strait Islander peoples and others.

<i>Action</i>	<i>Responsibility</i>	<i>Timeline</i>	<i>Deliverable</i>
<p>1. Investigate opportunities for WACOSS to increase Aboriginal and Torres Strait Islander employment opportunities within the organisation and through the wider community sector.</p>	<p>Director, Corporate Services</p>	<p>By October 2017, and then ongoing and formally reported in October 2018 as part of WACOSS's Annual Reporting Cycle</p>	<p>Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention Strategy, including</p> <ul style="list-style-type: none"> - a review of WACOSS HR procedures and policies to ensure barriers to Aboriginal and Torres Strait Islander employees are able to be addressed and that applications from Aboriginal and Torres Strait Islander peoples are positively encouraged - consultation with any current Aboriginal and Torres Strait Islander in the development of the strategy and professional development - collection of information on any Aboriginal and Torres Strait Islander staff to inform future employment opportunities.
	<p>Director, Corporate Services</p>	<p>Ongoing and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle</p>	<p>Advertise all vacancies in Aboriginal and Torres Strait Islander socials and professional networks and media.</p>



Director,
Corporate
Services

Ongoing and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle

Include the following wording at the bottom of all job advertisements *"We are committed to achieving a diverse workforce and strongly encourage applications from Aboriginal and Torres Strait Islander peoples, and other people from culturally diverse backgrounds."*

2. Investigate opportunities to increase supplier diversity within the organisation

Director,
Corporate
Services

Ongoing and formally reported in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle

Investigate further opportunities to use Aboriginal and Torres Strait Islander businesses to provide us with services that we regularly need to procure (e.g. venues, catering, printing, trainers), including investigation of Supply Nation membership, and ensuring that all staff are aware of existing relationships with Aboriginal and Torres Strait Islander providers and the State government's "Small Business Development Centre's Aboriginal Business Directory."

3. Investigate opportunities to work more collaboratively with Aboriginal and Torres Strait Islander peoples and organisations to deliver training courses.

Director,
Sector
Services
and Development

Annually in October 2017 & 2018, as part of the development of the WACOSS Annual Training Calendar

Ensure that we continue to have Aboriginal and Torres Strait Islander providers to deliver cultural awareness training to our staff, Board, members and the broader community sector.



Director, Sector Services and Devel- opment	Annually in October 2017 & 2018, as part of the development of the WACOSS Annual Training Calendar	Ensure that we continue to offer the sector training on developing a RAP, delivered in conjunction with Reconciliation WA, and where appropriate, Reconciliation Australia.
	By May 2017	Explore the possibility of developing a RAP training course in partnership with the WA Peaks Forum, as we did in 2016.

4. Award community sector efforts towards reconciliation via the Community Sector Excellence Awards	Director, Sector Services and Devel- opment	By May 2018	Include a 'Reconciliation' Awards category, and secure associated sponsorship for it, at the 2018 Community Sector Excellence Awards.
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5. Investigate opportunities to work more collaboratively with Aboriginal and Torres Strait Islander community sector organisations on strategic sector policy	Director, Social Policy	Ongoing and formally audited in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle	Continue to work with Aboriginal and Torres Strait Islander organisations on the process of policy development and advocacy in order to end poverty and disadvantage through our social policy work e.g. our Pre Budget Submission to the State Government, early years work, budget analysis, as well as ad hoc opportunities.
	Director, Social Policy	May 2017 May 2018	Explore a partnership survey of community sector organisations with Reconciliation Australia and Reconciliation WA to find out who has a RAP and what support the sector needs to work in this area.

Tracking Progress and Reporting

Action	Responsibility	Timeline	Deliverable
<p>1. Report achievements, challenges and learning to Reconciliation Australia for inclusion in the Annual Impact Measurement Report.</p>	<p>CEO</p>	<p>Sept 2017 Sept 2018</p>	<p>Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.</p>
		<p>June 2017 June 2018</p>	<p>Investigate participating in the RAP Barometer.</p>
<p>2. Report on progress with all RAP targets publicly and widely as well as internally.</p>	<p>Director, Corporate Services</p>	<p>Annually in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle</p>	<p>Report on RAP progress in the WACOSS Annual Report for public communication.</p>
		<p>Every two months for the duration of the RAP</p>	<p>Provide updates to the WACOSS Board through the CEO report at each Board meeting.</p>
<p>3. Review, refresh and update RAP</p>	<p>CEO and RWG</p>	<p>June 2018</p>	<p>Liaise with Reconciliation Australia to review and refresh RAP, based on learnings, challenges and achievements.</p> <p>Submit draft RAP to Reconciliation Australia to commence the formal review and endorsement process.</p>



4. Actively promote and showcase community sector examples of good and emerging practice, projects and programs that enhance service delivery to Aboriginal and Torres Strait Islander communities and/or promote reconciliation.

Director,
Corporate
Services

Fortnightly in an ongoing manner for the duration of the RAP

Share information regularly via our eNews and members updates.

Annually in October 2017 & 2018 as part of WACOSS's Annual Reporting Cycle

Provide a summary of our RAP activity within the WACOSS Annual Report.

5. Positively celebrate our success. delivery to Aboriginal and Torres Strait Islander communities and/or promote reconciliation.

CEO
Director,
Corporate
Services

Nov 2016

Hold a RAP launch event.

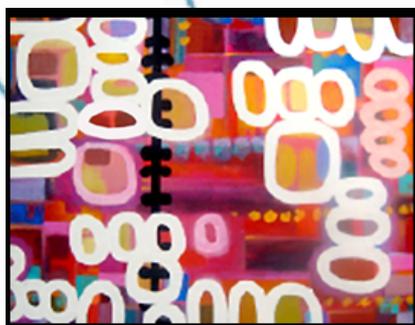
Fortnightly in an ongoing manner for the duration of the RAP

Ensure ongoing RAP related successes are communicated to all staff and externally to the wider sector via our member communication channels.

Each October at our AGM, for the duration of the RAP

Ensure ongoing RAP related successes are communicated and celebrated at the WACOSS Annual General Meeting.

Artwork designed by



JILALGA DESIGNS
Contemporary Aboriginal Art & Design

JILALGA MURRAY
artist@jilalgadesigns.com.au
0417181945
Based in Perth, Western Australia

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Get in Touch

 dropin@wacoss.org.au  bit.ly/dropinsolutions  (08) 9420 7222



wacoss

**WA COUNCIL of
SOCIAL SERVICE**

*Ways to make
a difference*



WACOSS stands for an inclusive, just and equitable society. We advocate for social change to improve the well-being of Western Australians and to strengthen the community services sector that supports them.

Contact Details:

***Western Australian Council of
Social Service***

City West Lotteries House
2 Delhi St, West Perth 6005, WA

Phone: (08) 9420 7222

Email: info@wacoss.org.au