

National Trust of Western Australia

Reconciliation Action Plan

2019 - 2021



Introduction

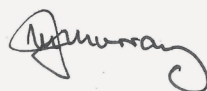
The National Trust of Western Australia is committed to developing mutual respect and meaningful partnerships with Aboriginal and Torres Strait Islander peoples. The National Trust of Western Australia was the first National Trust in Australia to develop a Reconciliation Action Plan as well as being among a select few in the heritage industry to undertake the process of reconciliation. Beginning in 2009, it was not long until the first Reconciliation Action Plan was approved for 2011-12 and since then the National Trust has continued its commitment and achieved a number of initiatives leading to the development of the 2019-21 plan.

The National Trust of Western Australia has chosen to align the objectives of its Reconciliation Action Plan to those of its Strategic Plan, with the overarching theme of the organisation centred on connecting all Western Australians with their heritage. By incorporating the outcomes of this plan into the core structure of the organisation, the Trust ensures there will be regular evaluation and reporting on its progress.

The Council of the National Trust recognises reconciliation has both symbolic and practical components, believing strongly that through the acceptance of historical injustices the community can value the culture of Aboriginal and Torres

Strait Islander peoples as an integral part of Australian heritage and society. Our aim for the Reconciliation Action Plan is to strengthen existing and develop new relationships between the Trust and Aboriginal and Torres Strait Islander individuals, communities and organisations, creating respectful and mutually beneficial opportunities.

As Chairs of the National Trust of Western Australia and the Aboriginal Advisory Committee, we are pleased to introduce this Reconciliation Action Plan and believe by achieving the outcomes of the plan, the National Trust will grow as an organisation, developing diversity and unity.



Hon Michael Murray AM QC
Chairperson
Council
National Trust of Western Australia



Irene Strainton
Chairperson
Aboriginal Advisory Committee
National Trust of Western Australia

Our Vision

Our vision, underpinned by recognition of historic and current injustices towards Aboriginal and Torres Strait Islander people, is to ensure that all policies, plans, programs and projects of the National Trust, recognise and respect the cultural heritage values of Aboriginal and Torres Strait Islander peoples. The National Trust will continue to work with Aboriginal and Torres Strait Islander peoples to conserve, interpret and make accessible our shared heritage.



Image: Irrungadji Elders visit the Minyiburru (Seven Sisters) site near Nullagine in Palyku country, Pilbara, April 2019.

Our Business

The National Trust works to raise knowledge, awareness, understanding and commitment to Western Australia's natural, Aboriginal and historic heritage. The National Trust achieves this objective through the conservation and interpretation of heritage places it manages on behalf of the community and government of Western Australia, and through its education and learning programs.

The National Trust of Western Australia was established in 1959, in response to the need for the promotion of heritage conservation. Through the hard work and determination of a select few the Trust was incorporated under an Act of State Parliament in 1964 as an independent community based organisation. The National Trust reports directly to the Western Australian Parliament and is governed by a Council of twenty five; sixteen elected from members of the National Trust and nine appointed by the Trust from organisations defined by Section 10 of the Act.

The work of the National Trust is supported by individual members, volunteers and a professional staff who have proven experience and expertise in all areas of heritage conservation and interpretation.

The National Trust of Western Australia undertakes a holistic approach to heritage, and aspires to give equal consideration to natural, Aboriginal and historic/built heritage including moveable and maritime heritage.

The Trust manages, conserves and interprets a large and diverse range of heritage places across Western Australia held as either freehold or management order. These places are used to engage the community through public events and programs, as well as providing a range of educational activities which aim to foster students' interest and appreciation of the history and heritage of Western Australia. Along with this the National Trust has a significant collection of items that form an integral part in telling our story.

In addition to enhancing people's understanding of the importance of heritage through the conservation of the places in its care, the Trust also provides an important and educational record of Western Australia's heritage through its List of Classified Places, which has been active since the 1960s and now includes over 1800 records.

Due to its status as a registered charity, the National Trust establishes and administers Heritage Appeals on behalf of local governments and community groups, for the purpose of raising funds for conservation and interpretation of Western Australia's heritage. Furthermore the Trust manages private land covenants for the protection of natural heritage including landscapes and flora and fauna.

Since 2007 the National Trust has been working directly with Aboriginal communities to assist those communities to develop both cultural and environmental heritage projects and effective and efficient organisational and governance infrastructure. This has been achieved by either establishing Aboriginal committees under the auspices of the National Trust or through partnerships with existing Aboriginal organisations. In both cases the objective is to encourage sustainable and independent Aboriginal owned and operated entities which work for the wellbeing of their communities through cultural and environmental heritage activities.

The National Trust currently employs 29 staff and is supported by over 300 volunteers throughout Western Australia. The Trust does not currently have any Aboriginal or Torres Strait Islander staff.



Our Journey

The National Trust commenced the journey of reconciliation on the 11th April 2011 with a Statement of Commitment and its first Reconciliation Action Plan 2011-12. Since then the National Trust has embraced reconciliation as part of its core processes and in the subsequent years has engaged in a variety of activities which have reinforced our ongoing commitment to this journey. The National Trust support ranges from the conservation and transmission of cultural and traditional knowledge in the Pilbara to actively engaging in the protection of Aboriginal languages in the Goldfields. Our 2019-21 Reconciliation Action Plan builds on this progress, developing and maintaining further relationships and opportunities with Aboriginal and Torres Strait Islander peoples. Our reconciliation achievements to date are outlined as follows:

- Establishment of the National Trust Aboriginal Advisory Committee in 2011.
- Welcome to Country or Acknowledgment of Country conducted at all major events held by the National Trust, including the Annual General Meeting and every Executive and Council meeting held throughout the year.
- Participation every year in the Department of Planning, Lands and Heritage's Reconciliation Week street banner program with banners in the City of Perth.
- Development and implementation of the Yaburara Heritage Trail and Management and Interpretation Plan in partnership with the Shire of Roebourne and the Ngarluma Aboriginal Corporation in 2012.
- In 2012, with funding from Lotterywest, the National Trust commissioned 'We're a dreaming country', a set of guidelines to assist in the culturally appropriate interpretation of Aboriginal heritage values.
- The Marli Riverpark Interpretation Framework for the Swan River was developed in 2013 in partnership with the Swan River Trust and in consultation with the South West Land and Sea Council. This work included the establishment of an Aboriginal Reference Group specifically for the project.
- Smoking Ceremonies Barnam Warra Kartaga Longa Koort Boomgur (clearing away bad memories pressed close to the heart) were undertaken by Whadjuk Elder Neville Collard at the three National Trust properties of 57 Murray Street, Perth, the Old Observatory, West Perth and Peninsula Farm, Maylands between October 2014 and June 2015.

Image: Yindjibarndi Elder Jimmy Horace leading a Gamburlarna Cultural Tour at Millstream in Yindjibarndi country, Pilbara, June 2018

- Staff and volunteers undertook Cultural Awareness Training Programs by Whadjuk Elder Neville Collard at six of the National Trust's properties in the Perth Metropolitan area during 2015 and in 2016 further training sessions were conducted by the Noongar Boodjar Language and Cultural Aboriginal Corporation.
- Completed conservation and interpretation of 57 Murray Street in 2016, which specifically emphasises on the activities of Chief Protector of Aborigines Auber Octavius (AO) Neville, at the building between 1922 and 1940, and the oppressive government policies towards Aboriginal People.



Image: Budadee Rangers testing water quality at Yandicoogina rockhole in Palyku country, Pilbara, July 2017

- In partnership with the City of Perth, Lotterywest and the Department of Aboriginal Affairs, the Trust developed and implemented a series of activities to celebrate the life of Fanny Balbuk Yooreel, a noted Whadjuk yorga (woman), including a heritage walk and associated brochure, booklet and mini documentary on the life of Fanny Balbuk with commentary from Noongar women Elder. In 2016 Ballardong Elder Marie Taylor led a walk through the streets of Perth which followed the Fanny Balbuk tour ending at Government House.
- Expansion of the interpretation at Strawberry Hill and Peninsula Farm to include Aboriginal cultural heritage in consultation with local Aboriginal representatives. During 2011 – 2016 extensive consultation was undertaken through the Albany Heritage Reference Group Aboriginal Corporation for the development of ideas for the site for inclusion in the Master Plan.
- Provided Certificate 4 Land Management Training in waterway rehabilitation at Strawberry Hill in 2016, in partnership with the Great Southern Institute of Technology and Aboriginal Green Army (State NRM).
- Commenced investigations into the feasibility of a bush produce hub at Avondale Farm in 2018, in partnership with the Noongar Land Enterprise Group.
- The National Trust in consultation with the South West Aboriginal Land and Sea Council and Traditional Owners is currently developing interpretation for Ellensbrook which focuses on the shared Aboriginal and settler histories of the place. Following completion of the project in November 2018, the place will be referred to as Ellensbrook at Mokidup to reflect the Wardandi name for the area.
- Planning and development of the Wardandi Trail in conjunction with representatives from the Shire of Busselton and Augusta Margaret River in 2011-15. The program included interpretation for a rail trail from Augusta to Busselton Jetty as a walking/cycle track and involved the development of an Aboriginal Heritage Values report in conjunction with Wardandi Elders.
- The National Trust contributed funds to the construction of a boardwalk and an information shelter and panels to interpret and make accessible the Oyster Harbour Fish Traps, Albany opened in 2015. The fish traps date to around 7500 years old and were first documented in 1791 by Capt. George Vancouver. The site was put under the custodianship of the National Trust in 1966 when the area was under threat of development. With this threat averted, in 2009, as part of its Golden Jubilee year, the National Trust was pleased to relinquish responsibility for the site and officially hand it back to the Traditional Custodians of Menang Country.

- In 2017 in conjunction with the Goldfields Aboriginal Language Centre, the National Trust presented the exhibition '*Right to be Heard*'. The exhibition of photos by award winning photographer Tobias Titz marked the 50th anniversary of the 1967 Referendum. The exhibition and a series of talks were presented at 57 Murray Street as part of NAIDOC Week 2017 and held at the Goldfields Arts Centre, Kalgoorlie.
- Supported by the Palyku Native Title Working Group, the Trust established the Budadee Foundation to develop and implement an Aboriginal Ranger program in Palyku Country, the Foundation has:
 - Completed the development of the Cultural Heritage and natural environment management plans for Woodstock/ Abydos Protected area.
 - Completed the development of the Ranger pilot program.
 - Engaged 13 young male and female Aboriginal people in ranger training.
- In partnership with the Wirlu-Murra Yindjibarndi Aboriginal Corporation and support from Fortescue Metals Group, the Trust establish the Gamburlarna Project to develop and implement cultural heritage enterprises for the benefit of the Yindjibarndi People including the:
 - Completion of a cultural map of Yindjibarndi country, available on www.gamburlarna.org.au (<http://interactive.trco.com.au/gamburlarna/>)
 - Developed and implemented Gamburlarna Tours, a Traditional Owner led guided tours of Millstream Chichester National Park.
- In 2015 with the support of the Federal Department of Communications and the Arts and Aboriginal communities of the Goldfields region, the Trust established the Goldfields Aboriginal Language Centre which works on the rescue, revival and maintenance of the 14 Aboriginal languages of the region.
- In partnership with Karlka Niyiparli Aboriginal Corporation, Yinhawangka Aboriginal Corporation, BHP, Fortescue Metals Group, Rio Tinto and the Indigenous Land Corporations, the Trust developed 'The Keeping Place', a secure, customisable online platform for the management of Indigenous cultural knowledge, by Indigenous People for Indigenous People. The technical development was completed in August 2018.
- In July 2018, the National Trust secured Lotterywest funding for a 3 year Aboriginal engagement program across the south-west of Western Australia (to be commenced).
- Published two major articles on Aboriginal Cultural Heritage Values in the National Trust's national magazine, 'Trust'.



Image: Ballardong Elder Marie Taylor leads walk through the streets of Perth celebrating the life of Fanny Balbuk Yooreel, April 2017

- Tyson Mowarin's film '*Connection to Country*' was screened as part of the launch of the 2018 Australian Heritage Festival in Western Australia including a panel discussion on Aboriginal heritage with Tyson Mowarin and Marie Taylor, Ballardong Elder.
- The National Trust supported the Goldfields Aboriginal Language Centre 2018 NAIDOC Week Aboriginal Film Festival held in Kalgoorlie.
- As of 2018 dual language signage and welcomes have been installed at four National Trust properties, consultation is ongoing to ascertain traditional names for the areas in which other Trust properties are situated, with the expected completion of the program in the next twelve months.



Our Reconciliation Plan

Our Reconciliation Action Plan 2019-21 highlights the next steps the National Trust will take to ensure the values of Aboriginal and Torres Strait Islander peoples are recognised and respected in all policies, plans, programs and projects. The plan will build upon the efforts already achieved from the 2011-12 Reconciliation Action Plan and is to be championed by the Chair and Chief Executive Officer. The Reconciliation Action Plan has been developed through 2018, under the guidance of the National Trust Aboriginal Advisory Committee and members of the Reconciliation Working Group. In addition advice and guidance was sort from the Budadee Foundation and the Gamburlarna Foundation, both Aboriginal Committees of the National Trust delivering Aboriginal cultural heritage programs.

The progress of the plan is to be monitored by the Reconciliation Working Group consisting of three members of staff and two Aboriginal members which were appointed by the Trust's Aboriginal Advisory Committee.

The National Trust recognises the level of inequality that exists and how the injustices of the past still influence the lives of Aboriginal and Torres Strait Islander peoples today. As such the Reconciliation Action Plan is driven by the desire to develop and maintain strong meaningful relationships between the Trust and Aboriginal and Torres Strait Islander individuals, communities and organisations. This will be achieved through four main activities; increase employee understanding and appreciation of Aboriginal and Torres Strait Islander cultural practices and protocols; the development of opportunities for Aboriginal and Torres Strait Islander peoples in relation to both employment and suppliers for the National Trust; greater engagement of Aboriginal and Torres Strait Islander peoples with National Trust places and projects; and working with Traditional Owners to build capacity with the goal of establishing sustainable and independent Aboriginal owned and operated entities which work for the wellbeing of their communities through cultural and environmental heritage activities.

Image: Heritage Minister, Hon David Templeman MLA greets Wadandi Elder Wayne Webb, at the re-opening of Ellensbrook at Morkidup, February 2019

Relationships



The National Trust is committed to developing mutually beneficial relationships with Aboriginal and Torres Strait Islander individuals, communities and organisations, working with Traditional Owners to conserve and promote their cultural practices and acknowledge the contribution of their culture to the diversity of heritage in Western Australia.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1.1 Reconciliation Action Plan (RAP) Working Group (RWG) actively monitors RAP development and implementation.	Maintain the RWG made up of three staff members and two member of the Aboriginal Advisory Committee.	March 2019, August 2019, February 2020, August 2020, February 2021, August 2021	Manager Enabling
	RWG oversees the development, endorsement and launch of the 2019-2021 RAP.	March 2019	Manager Enabling
	RWG meet at least twice a year to monitor and report on RAP implementation.	March 2019, August 2019, February 2020, August 2020, February 2021, August 2021	Manager Enabling
1.2 Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	Develop and implement a communications strategy to promote our RAP to internal and external stakeholders.	June 2019	Manager Community Engagement
	Appoint a Senior Management Champion for RAP.	March 2019	Manager Enabling
	Include a progress report on the Reconciliation Action Plan as part of the Annual Report for presentation at the National Trust's Annual General Meeting.	November 2019, November 2020, November 2021	Manager Community Engagement
	Ensure there is at least one article per year on the progress of the Reconciliation Action Plan in National Trust membership publications.	June 2019, June 2020, June 2021	Manager Community Engagement
	Make the RAP available as a high quality hard copy and online publication.	March 2019	Manager Community Engagement

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1.3 Celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between Aboriginal and Torres Strait Islander staff and other staff.	Organise and promote to staff and volunteers at least one internal event for NRW each year. Ensure this activity is registered with Reconciliation Australia.	May/June 2019, May/June 2020, May/June 2021	Manager Enabling
	Promote NRW activities and events to all staff, councillors, volunteers and members of the National Trust.	May/June 2019, May/June 2020, May/June 2021	Manager Community Engagement
	Each Manager and Senior Manager are required to participate in at least one external National Reconciliation Week activities and event every year.	May/June 2019, May/June 2020, May/June 2021	Senior Managers & Managers
	All members of the RWG will attend at least one NRW activity or event each year.	May/June 2019, May/June 2020, May/June 2021	RWG
	The National Trust will participate in the Department of Planning, Lands and Heritage's NRW banner program and sponsor a banner in the Perth CBD.	May/June 2019, May/June 2020, May/June 2021	Senior Manager Marketing and Community Services
1.4 Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	Develop and implement an Aboriginal and Torres Strait Islander communication and engagement strategy, including policies and procedures to work with our Aboriginal and Torres Strait Islander stakeholders.	December 2019	Manager Community Engagement
	Meet with local Aboriginal and Torres Strait organisations to develop guiding principles for future engagement.	June 2019	CEO
1.5 Work with Traditional Owners to support, protect and celebrate Aboriginal Cultural Heritage through National Trust Aboriginal Foundations.	Establish formal partnership between NTWA and Budadee Aboriginal Corporation, the Wirlu-Murra Aboriginal Corporation and Palyku Working Group to facilitate the National Trust's ongoing support of Cultural Heritage activities being pursued by those communities.	April 2019	Manager Enabling
	Maintain partnership with FMG, Rio Tinto and BHP in pursuit of Aboriginal and Torres Strait Islander Cultural Heritage outcomes in relevant communities.	June 2019	Manager Enabling
	Maintain the partnership with Indigenous Land Corporation in the development and implementation of Aboriginal and Torres Strait Islander people's land management and Cultural Knowledge programs.	Apr 2019	Manager Enabling

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1.6 Work with Traditional Owners to support, protect and celebrate Aboriginal Cultural Heritage as it relates to individual programs, places and projects of the National Trust.	Planning and implementation of conservation and interpretation programs to be built on consultation with relevant Aboriginal and Torres Strait Islander communities.	June 2021	Senior Manager, Asset Management, Senior Manager Marketing and Community Services
	Develop and progressively implement Aboriginal and Torres Strait Islander language signage across the Trust's property portfolio.	June 2021	Manager Interpretation
	Enter into a Noongar Standard Heritage Agreement as per the Indigenous Land Use Agreement entered into by the WA State Government as part of the South West Native Title Settlement.	June 2021	Senior Manager, Asset Management, Senior Manager Marketing and Community Services



Image: National Trust Manager, Karl Haynes with Yindjibarndi Elder Rick Sandy discussing the Gamburlarna Cultural Tours, March 2019



Image: Linguist and language workers Gizem Milonas and Carmel Smiler, Goldfields Aboriginal Language Centre, Kalgoorlie

Respect



Through cultural learning opportunities the National Trust aims to develop awareness and understanding of the cultural practices and protocols of Aboriginal and Torres Strait Islander peoples. Promoting respect for their cultures both within the organisation and through our conservation, interpretation, education and community engagement programs.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2.1 Engage employees in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements.	Develop a Cultural Awareness / Cultural Competency program for all staff to be delivered by Aboriginal and Torres Strait Islander people.	June 2019	Manager Enabling
	Staff to undertake a Cultural Awareness / Cultural Competency Session at least once every 3 years.	June 2019	CEO
	Staff and volunteers involved in place specific projects will undertake where appropriate Cultural Awareness Sessions tailored to that specific place and where possible delivered by local Aboriginal and Torres Strait Islander peoples.	June 2021	Senior Managers
2.2 Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning.	Establish a protocol guide for Welcome to Country and Acknowledgement of Country, including: <ol style="list-style-type: none"> 1. What activities and events require Welcome to Country or Acknowledgement of Country 2. What process is undertaken for organising Welcome to Country, including a list of Aboriginal people available to undertake a Welcome to Country 3. Appropriate wording for Acknowledgement of Country 4. Encourage staff and to include an Acknowledgement of Country at the commencement of all meetings. 	June 2019	Manager Enabling
	First Council of each year and the annual general meeting of the National Trust will include a Welcome to Country.	February 2019, November 2019, February 2020, November 2020, February 2021, November 2021	CEO
	Internal meetings with external stakeholders will include an Acknowledgment of Country.	June 2021	CEO
	Ensure all National Trust publications including websites include the appropriate Acknowledgement of Country.	June 2021	Manager Community Engagement

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
2.3 Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with cultures and communities by celebrating NAIDOC Week.	Review HR policies and procedures to ensure there are no barriers to staff participation in NAIDOC Week.	June 2019	Deputy CEO
	Promote NAIDOC events to all staff, councillors, volunteers and members.	July 2019, July 2020, July 2021	Manager Community Engagement
	Provide opportunities for all Aboriginal and Torres Strait Islander staff and/or contractors to participate with their culture and communities during NAIDOC.	July 2019, July 2020, July 2021	Manager Community Engagement
	Each Manager and Senior Manager is encouraged to participate in at least one external NAIDOC event each year.	July 2019, July 2020, July 2021	Managers/Senior Managers
	All members of the RWG will attend at least one NAIDOC event each year.	July 2019, July 2020, July 2021	RWG



Image: Panorama at Millstream – Chichester National Park in Yindjibarndi country Pilbara – Gamburlarna Foundation, March 2019

Opportunities



The National Trust aims to develop diversity within the organisation, by creating opportunities for Aboriginal and Torres Strait Islanders, encouraging them to apply for positions and ensuring that internal policies are all inclusive.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
3.1 Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace.	Ensure all vacancy advertisements include encouragement to Aboriginal and Torres Strait Islander peoples to apply, and this is reviewed annually.	April 2019, April 2020, April 2021	Deputy CEO
	Advertise all vacancies in Aboriginal and Torres Strait Islander media.	April 2019, April 2020, April 2021	Deputy CEO
	Develop and implement an Aboriginal and Torres Strait Islander Employment and Retention strategy.	December 2019	Deputy CEO
	Seek advice and guidance from all Aboriginal and Torres Strait Islander people working with National Trust Foundations to inform future employment strategies and opportunities.	June 2019	Manager Enabling
	Review Human Resource policies and procedures to ensure there are no obstacles to Aboriginal and Torres Strait Islander people in employment by the National Trust and participation in our workplace.	December 2019	Deputy CEO
	Encourage annual student placement for Aboriginal Tertiary students to work with the National Trust.	January 2020	Manager Enabling
3.2 Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	Update Procurement Policy to increase engagement of Aboriginal and Torres Strait Islander owned companies, and ensure compliance with the Western Australian State Government Aboriginal Procurement Policy.	December 2019	CFO
	Ensure that Aboriginal and Torres Strait Islander companies and corporations are the primary service providers in the delivery of Foundation programs.	April 2019	Manager Enabling
	Make a comprehensive list of Aboriginal and Torres Strait Islander suppliers through Supply Nation available to all staff and ensure that this list is consulted when seeking new suppliers.	April 2019	Manager Enabling/ CFO
	Develop at least one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.	June 2019	Manager Enabling/ CFO
	Investigate Supply National membership.	December 2019	CFO

Reporting and Tracking



By implementing regular monitoring and reporting systems, the National Trust can ensure the plan is progressing and report the outcomes to Reconciliation Australia and throughout the organisation.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
4.1 Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report.	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2019, September 2020, September 2021	Manager Enabling
	Investigate participation in the RAP Barometer.	May 2020	Manager Enabling
	Develop and implement systems and capability needs to track, measure and report on RAP activities.	May 2019	Manager Enabling
4.2 Report RAP achievements, challenges and learnings internally and externally.	Publically report our RAP achievements, challenges and learnings through the annual report and website.	November 2019, November 2020, November 2021	Manager Enabling
	Provide quarterly updates on Reconciliation Action Plan progress and achievements to all staff, councillors and volunteers.	March 2019, May 2019, August 2019, November 2019, February 2020, May 2020, August 2020, November 2020, February 2021, May 2021, August 2021, November 2021,	Manager Enabling
4.3 Review, refresh and update RAP.	Establish clear management responsibility in relation to the development and implementation of the RAP and ensure it is understood to be core business	March 2019	Manager Enabling
	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements	February 2021	Manager Enabling



About the Artwork

The artwork in the process of creation depicted in this document, was completed in April 2019 as part the Budadee Foundation's Minyiburru (Seven Sisters) Arts Project.

The project aimed to practice traditional Palyku culture and arts and hand down knowledge to the younger generations. A number of senior artists mentored junior artists in traditional Palyku painting practices to share skills and knowledge about the Seven Sisters songline. The painting took place at Garden Pool which is a significant place for Palyku People and is a site linked to the Seven Sisters songline.

The story of the Seven Sisters is one which is deeply embedded in Palyku culture and the process of recreating the story as a mural not only passes down the knowledge of traditional art production and techniques, but also the mythological knowledge of Country to the younger women of the community.

Lucelle Francis, a senior artist and teacher directed how the painting would take shape and provided direction to the other artists.

The work was collaboratively painted by fifteen women from Nullagine between April the 5th and 7th 2019.

Artists:

Rochelle Yabarllar
Joanne Francis
Jetaleen Samson
Rosina Long
Talisha Francis
Linda Stream

Diane Flanagan
Larissa Booth
Janissa Booth
Tasma Francis
Gloria Francis
Billyanna Landy

Reconciliation Action Plan

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Aboriginal Advisory Committee

Irene Stainton (Chairperson)
David Milroy
Marie Taylor
Leo Thomas
Deanne Fitzgerald

Reconciliation Working Group

David Milroy (Chairperson)
Deanne Fitzgerald
Karl Haynes
Enzo Sirna
Kelly Rippingale

Budadee Foundation

Stanley Ball Snr
Robert Cheedy
Joe Coppin
Blaze Kwaymulina
Reggie Malana
Fred Stream
Steve Stewart
Dwayne Stream (Chairperson)
Kevin Stream
Walter Stream
Lindsay Yuline

Gamburlarna Foundation

John Sandy (Chairperson)
Rodney Adams
Ken Sandy
Jimmy Horace
Vince Adams
Rick Sandy



Photo Acknowledgement

Photographs courtesy of the National Trust of Western Australia, Terra Rosa Consulting and photographers Mathew Poon and Lauren Trickett.