

The background image shows a cultural ceremony taking place outdoors on a dirt ground. In the foreground, a person's hands are visible, holding a large bundle of green, leafy branches over a large, dark metal fire pit. Thick white smoke is rising from the fire pit. In the background, several people are visible, including a young girl in a blue patterned shirt and a man in a blue and white checkered shirt. The overall atmosphere is one of a traditional or cultural event.

REGIONAL  
**ARTS WA**

# Innovate

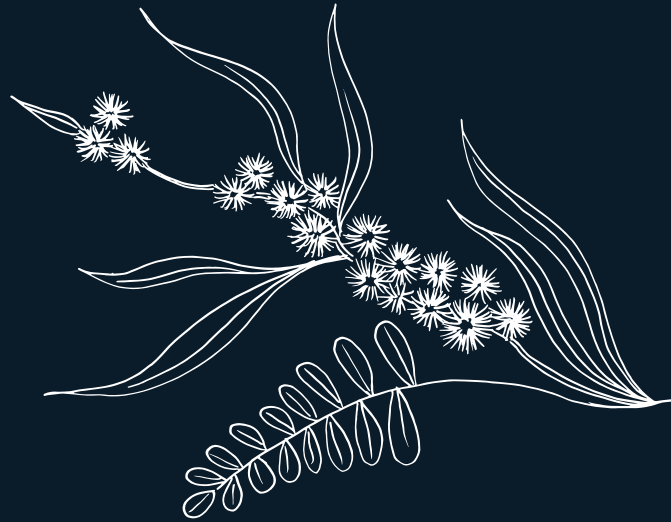
## Reconciliation Action Plan

NOVEMBER 2022 - NOVEMBER 2024



RECONCILIATION  
ACTION PLAN

**INNOVATE**



**Regional Arts WA acknowledges the Traditional Custodians of the land  
on which we meet and work.**

We cherish First Nations people and respect their spiritual connection to  
their land, cultural heritage and belief systems.

We value these ancient systems and understand that they are thriving,  
evolving and will empower and enhance all Australians.

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# About the Artwork

The artwork incorporated into this Reconciliation Action Plan was created by Shandell Cummings, a Merningar yorga from the south coast of Western Australia.

Here, she explains the meaning behind her work:

“For Aboriginal people, everything is inextricably linked, and our art really gives us the ‘blank canvas’ to get that message out there.

Personally, being a key contributor to the planning and development of the Regional Arts WA Reconciliation Action Plan has been an honour and a privilege, and I was keen to demonstrate this through images that depict the most significant things to me. They are plants, water, and our camps.

Our plants have helped us to survive and adapt for thousands of years; water is the giver of life and is vital to everyone’s survival; and our camps with our travel paths show how we connect to seasons, to Country and to each other. This connection is significantly important for us to share with others so that we can all move forward together into the future.

We invite you to come share with us on our awesome journey of reconciliation.”



# Message from Reconciliation Australia CEO

Reconciliation Australia commends Regional Arts WA on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Regional Arts WA to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Regional Arts WA will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Regional Arts WA is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Regional Arts WA's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Regional Arts WA on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia



# Our Vision for Reconciliation

Our vision for Reconciliation is an Australia that will embrace unity between First Nations\* and other Australians to develop a national culture representing equality and equity.

Regional Arts WA acknowledges the contribution First Nations peoples have made to the arts sector and respect their unbroken connection to land, cultural heritage and belief systems. We value the complex, thriving and evolving systems and understand they will empower and enhance the lives of all Australians. Regional Arts WA will advocate for and support equal opportunities for our First Nations stakeholders and provide an inclusive and diverse workplace that is culturally safe, culturally rich and proud.

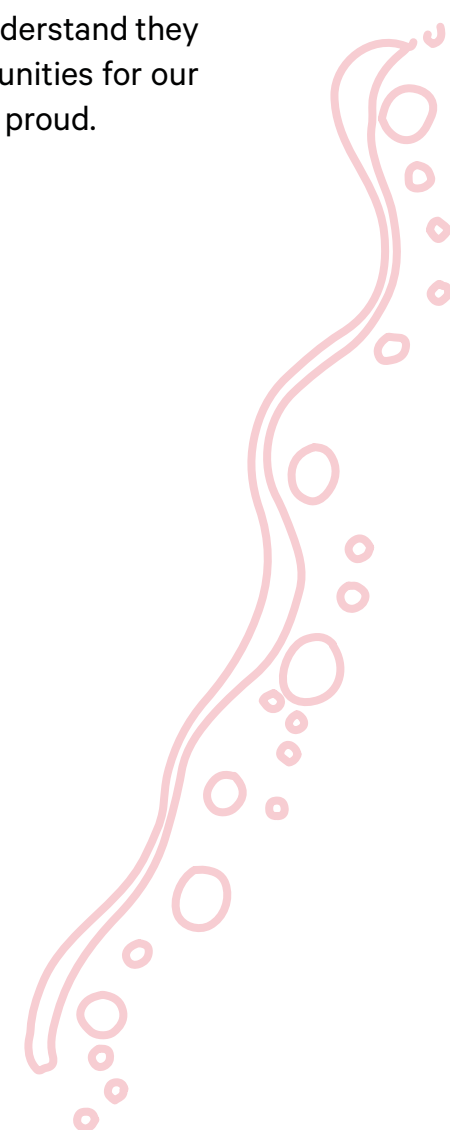
## Our Strategic Commitment

First Nations arts and cultures are embedded in our lives.

We support First Nations arts practitioners and communities to celebrate and connect all Western Australians with First Nations arts and cultures.

We advocate for the importance of Truth Telling, support First Nations self-determination, cultural authority, leadership and healing, and champion the Uluru Statement 'From the Heart'.

\* When referencing 'First Nations peoples' we recommend collaboration with the local Traditional Owners and/or Aboriginal and Torres Strait Islander peoples



# Our Business

Regional arts have the power to change lives. The regional arts sector makes our regional communities better places to live, contributes to economic growth and gives people a sense of belonging.

Created in 1994, Regional Arts WA is the State's only service organisation delivering a multiarts program to both strengthen and celebrate this powerful regional arts sector.

We are a regionally governed, not-for-profit organisation that is highly regarded within WA and nationally as an innovative, high value leader in the arts and in regional and community development. We provide services to the regional arts sector - this means every artist, arts worker, arts and cultural organisation, and organisation or group with regional programs in WA.

Regional Arts WA understands each region has its diverse communities, imperatives, cultural requirements and challenges. We honour these distinctive communities by coordinating a series of investment, advisory and developmental offerings which are flexible, innovative and relevant.

Our service delivery is diverse with a suite of programs including funding for arts projects large and small; capacity building support for key regional arts organisations and artists; the coordination of an emerging Regional Arts Network to connect the State; youth and First Nations' specific projects; and opportunities to profile and showcase the work of the regional arts sector.

In 2022, Regional Arts WA employs twelve (12) people, with one of those identifying as a First Nations person. The Regional Arts WA geographic reach is regional Western Australia, with one (1) office location in Perth CBD and several regionally based Project Officers (one of those being a First Nations person).



# Our Reconciliation Action Plan

Regional Arts WA has developed a Reconciliation Action Plan (RAP) to embed a plan of action within the organisation, to develop and nurture stronger relationships with First Nations peoples and demonstrate leadership to the regional arts sector in Western Australia and Australia.

- Our CEO, Program Managers & Regional Arts WA Project Officers all champion our Reconciliation Action Plan;
- The RAP Working Group (WG) will be made up of CEO, Chairperson and 2 board members, 2 community members & 1 First Nations Project Officer;
- The First Nations RAP WG members are Jim Morrison (Board member), Barbara Bynder (Board member), Bobbi Lockyer (Board member), Ron Bradfield Jnr (community representative), Sharyn Egan (community representative) & Shandell Cummings (First Nations Project Officer); and
- Previous First Nations RAP development contributors have been Lynette Narkle, Debbie Carmody, Rose Murray and Jahna Cedar.

Regional Arts WA has chosen to develop an Innovate RAP because, since its inception, the organisation has been guided by the vision to include First Nations individuals and communities in our programs and opportunities. Regional Arts WA has implemented many initiatives and programs, which have demonstrated the approach of inclusiveness and empowerment of First Nations in regional WA.





## Our Reconciliation Journey includes the following highlights:

1996

Regional Arts WA has managed devolved funding on behalf of the State and Federal Governments since 1996 and has funded projects like Gulliah Tjookorr Emu Dreaming, which opened the 2016 NAIDOC Festival in Kalgoorlie-Boulder and Rock Hole Long Pipe, an outdoor theatre performance that told the two stories of water in Coolgardie in 2008

1999

Regional Arts WA toured Yirra Yaakin's King Hit

2002

Regional Arts WA developed the exhibition *Boundless: Contemporary Art from Country WA* to showcase the work of visual artists from regional Western Australia. Boundless examined the aesthetic and intellectual possibilities of 'place' in the work of contemporary artists, which in turn provided a captivating sense of the complexities of contemporary country life

2004

Regional Arts WA toured Northern Territory band Narbalek to Western Australia in 2004 (and again in 2008) and toured Mary G (Dr Mark Bin Bakar)

2012

Regional Arts WA worked closely with the Goldfields Indigenous Reference Group from 2012 to 2014 in the lead up to the national *Regional Arts Australia Summit: Arts & Edges* held in Kalgoorlie-Boulder in 2014 and with Wongutha Birni Aboriginal Corporation, Leonora-Laverton Cross Cultural Association, Walkatjura Cultural Centre, Ngadju Cultural Tours, Wilurarra Creative, NG Media and Tjuma Pulka Aboriginal Media Corporation in the WA Goldfields over the past three years following the Regional Arts Summit to develop legacy projects

## 2015

In 2015, six (6) First Nations peoples from the Goldfields-Esperance region participated in the *Artful Leadership for Community Building Program* and have gone on to develop careers and significant projects like the *Kalgoorlie-Boulder NAIDOC Festival* in 2016 and 2017, and the *Jungkajungka Woodlands Festival* in Norseman in 2017

Regional Arts WA toured Tiwi Island band B2M in 2015

The Aboriginal Arts Centre Hub WA (AACHWA) was a Regional Arts WA project that became incorporated in 2015. The founding member organisations include Martumili Artists (Newman), Mungart Boodja Art Centre (Albany), Roebourne Art Group (Roebourne), Tjukurba Gallery/Birriliburu Artists (Wiluna), Wirnda Barna Artists (Mount Magnet), Yamaji Art (Geraldton), Walkatjurra Cultural Centre (Leonora), Spinifex Arts Project (Tjuntjuntjara)

## 2016

Regional Arts WA toured *Aboriginal Comedy Allstars*

## 2017

Regional Arts WA hosted the *Regional Arts Summit* from 12-15 October 2017. Wesley Enoch was the moderator and Chris Griffiths from Waringarri Arts was a keynote speaker on the Indigenous approach to programming. Silvano Giordano from First Nations organisation Wilurrara Creative spoke about Diversity of Arts Practice in a remote location. Deb Carmody, a Spinifex woman from Tjuma Pulka First Nations Media Corporation (and then Regional Arts WA board member) spoke about First Nations engagement. Lance Chadd ran a landscape painting workshop and Charmain Green and ladies from Yamiji Arts ran weaving workshops. Ron Bradfield Junior and Franklyn Nannup were co-MCs and George Walley presented the Welcome to Country

## 2018

Regional Arts WA toured First Nations comedian Dane Simpson



## Key Projects

(Ongoing for several years)

*Sand Tracks* is Regional Arts WA's hugely successful Aboriginal contemporary music touring initiative. *Sand Tracks* teams a renowned Aboriginal headline act with a young Aboriginal band from central Australia as the support act.

The two bands tour through Australia's remote central desert region delivering live performances alongside music and cultures workshops. Each year Regional Arts WA creates a new list of bands for communities to vote on. The bands with the most votes are then invited to headline the *Sand Tracks* tour. The bands touring in 2019 were paired with an emerging First Nations band manager.

*Image: MusicNT's Bush Bands Bash, a stop on the Sand Tracks tour, in 2016. Photo by Carla Steele.*

## 2019

In 2019 we partnered with the now independent Aboriginal Arts Centre Hub of WA to deliver the *Cultural Futures: Next Generation Leadership* program – this project saw two arts professionals provide skills training to artists and arts workers across five art centres

## Ongoing

Regional Arts WA has employed several First Nations staff and supported several First Nations trainees over its 24 year history. The first Chairperson of the Regional Arts WA (formerly known as Country Arts WA) Board was Gail Allison who is a Martu person from Wiluna. Since its inception the organisation has had several Aboriginal peoples serve on the board including Rose Murray (Life Member), Lynette Narkle, Curtis Taylor, Jason Oakley and Trevor Jamieson

## Current

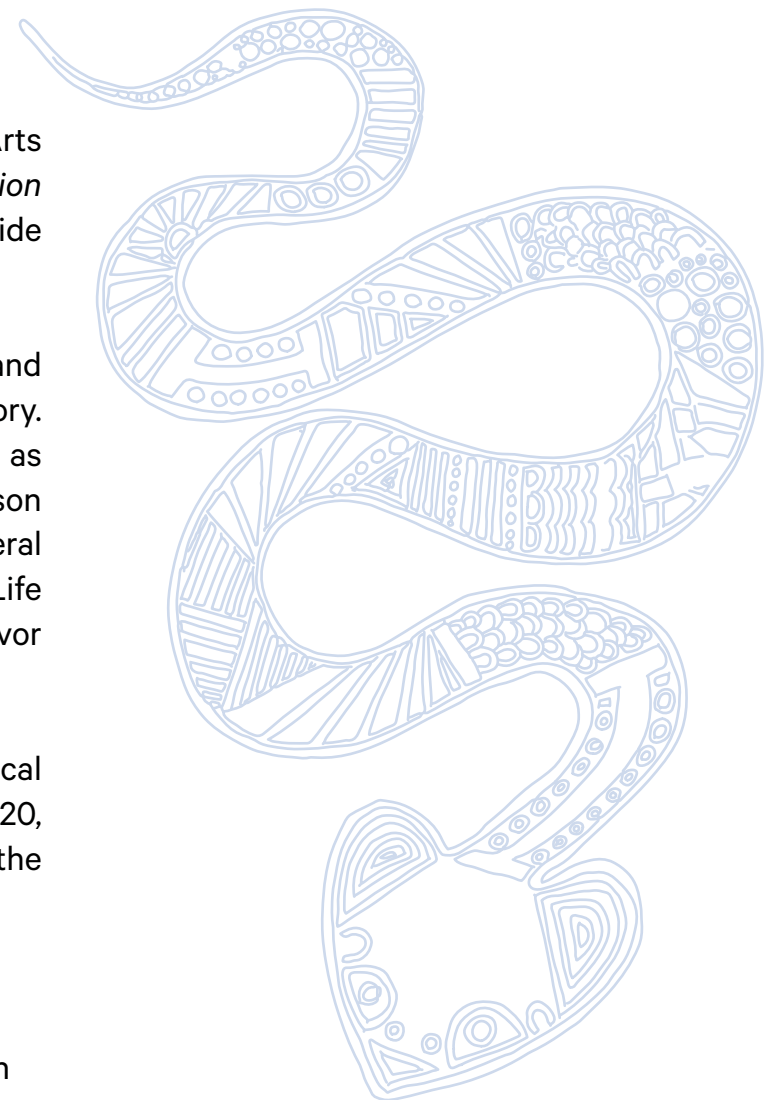
Regional Arts WA has partnered with strategically aligned local organisations to grow a Network of Hubs across the state. In 2020, Goolarri Media (Broome) entered the Network representing the Broome-Derby areas

## 2020

Development of the Regional Arts WA Reconciliation Action Plan

## 2021

Regional Arts WA toured First Nations band Family Shoveller Band to the Indian Ocean Territories (IOT)





# Relationships

We support First Nations arts practitioners and communities to celebrate and connect all Western Australians with First Nations arts and cultures

**Focus area:** Develop and coordinate a multitude of networks and relationships

Action	Deliverable	Timeline	Responsibility
<b>ACTION 1</b> Establish and maintain mutually beneficial relationships with First Nations stakeholders and organisations	<b>Deliverable 1</b> Liaise and consult with First Nations stakeholders to collate advice and feedback for development and implementation of a First Nations Engagement Plan	December 2022	First Nations Project Officer & Program Manager
	<b>Deliverable 2</b> Liaise and consult with First Nations stakeholders to develop guiding principles for future engagement as part of developing the Engagement Plan	January 2023	RAP WG Chairs & First Nations Project Officer
	<b>Deliverable 3</b> Develop and implement a First Nations Engagement Plan to work with First Nations stakeholders and organisations	March 2023	RAP WG Chairs & First Nations Project Officer
	<b>Deliverable 4</b> Deliver one program identified in the Engagement Plan in partnership with a First Nations organisation	September 2023	First Nations Project Officer & Program Manager

Action	Deliverable	Timeline	Responsibility
<b>ACTION 2</b> Build relationships through celebrating National Reconciliation Week (NRW)	<b>Deliverable 5</b> Encourage the Regional Arts sector to coordinate an event and/or participate, in their respective regions, in NRW in a meaningful way	April 2023, 2024	First Nations Project Officer & Program Manager
	<b>Deliverable 6</b> Extend an invitation to First Nations peoples to share their reconciliation experiences or stories	April 2023, 2024	First Nations Project Officer & RAP WG Chairs
	<b>Deliverable 7</b> Map and promote all NRW regional arts sector events across the areas in collaboration with the Hub Network	April 2023, 2024	Network Coordinator & Communications Assistant
	<b>Deliverable 8</b> Download Reconciliation Australia's NRW resources, circulate to staff and showcase as a resource on RAWA website	April 2023, 2024	Operations Assistant and Communications Assistant
	<b>Deliverable 9</b> Register all Regional Arts WA NRW events via Reconciliation Australia's NRW website	April 2023, 2024	First Nations Project Officer & RAP WG Chairs
	<b>Deliverable 10</b> Deliver one internal event for NRW each year	May 2023, 2024	Operations Officer, First Nations Project Officer & Communications Officer
	<b>Deliverable 11</b> Ensure staff, Board and RAP Working Group members participate in (at least) one external event to recognise and celebrate NRW	May 2023, 2024	First Nations Project Officer, (supported by the Board, RAP WG & RAWA staff)



Action	Deliverable	Timeline	Responsibility
<b>ACTION 3</b> Promote reconciliation through our sphere of influence	<b>Deliverable 12</b> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes	November 2022	Investment Coordinator & First Nations Project Officer
	<b>Deliverable 13</b> Develop and implement a Staff Engagement Strategy to raise awareness of reconciliation across the arts sector	November 2022	First Nations Project Officer & Communications Assistant
	<b>Deliverable 14</b> Develop and implement a strategy to communicate our RAP and commitment to reconciliation publicly	December 2022	First Nations Project Officer & Communications Manager and Assistant
	<b>Deliverable 15</b> Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation	January 2023	Communications Program Manager & First Nations Project Officer
	<b>Deliverable 16</b> Promote reconciliation through ongoing active engagement with all stakeholders	January 2023, 2024	First Nations Project Officer, RAWA staff & RAP WG Chairs
	<b>Deliverable 17</b> Promote Reconciliation Australia's Share Our Pride online tool to all staff	April 2023, 2024	Communications Assistant & Operations Assistant

Action	Deliverable	Timeline	Responsibility
<b>ACTION 4</b> Promote positive race relations through anti-discrimination strategies	<b>Deliverable 18</b> Engage with First Nations staff and/or First Nations advisors/ stakeholders to develop, implement and communicate an Anti-discrimination Policy for our organisation	November 2022	RAP WG Chairs, First Nations Project Officer & Program Manager
	<b>Deliverable 19</b> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	November 2022	First Nations Project Officer & Program Manager
	<b>Deliverable 20</b> Educate staff and Board on the effects of racism	February 2023	RAP WG Chairs & First Nations Project Officer





# Respect

We advocate for the importance of First Nation peoples' self-determination, cultural authority and leadership and champion the Uluru Statement 'From the Heart'

**Focus area:** Champion diversity and inclusivity

Action	Deliverable	Timeline	Responsibility
<b>ACTION 5</b> Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning	<b>Deliverable 21</b> Consult First Nations individuals and organisations to inform our Cultural Learning Strategy	December 2022	First Nations Project Officer & Program Manager
	<b>Deliverable 22</b> Explore and identify ways cultural learning can be provided (online, face to face workshops or cultural immersion techniques)	January 2023	First Nations Project Officer & Program Manager
	<b>Deliverable 23</b> Investigate opportunities to work with First Nations consultants and/or local Traditional Owners to develop cultural awareness training and increase awareness and understanding of the Uluru Statement 'From the Heart'	January 2023	Program Manager & First Nations Project Officer
	<b>Deliverable 24</b> Consult First Nations individuals and organisations to develop and implement a First Nations cultural awareness training strategy for RAWA staff	February 2023	Program Manager & First Nations Project Officer
	<b>Deliverable 25</b> Provide opportunities for RAP Working Group members, Board members and other key leadership staff to participate in formal and informal cultural learning/training	February 2023	First Nations Project Officer & RAP WG Chairs

Action	Deliverable	Timeline	Responsibility
<b>ACTION 6</b> Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	<b>Deliverable 26</b> Consult with First Nations peoples to develop and implement Cultural Protocols for our organisation when working with First Nations peoples	November 2022	Communications Officer & Communications Assistant
	<b>Deliverable 27</b> Communicate Cultural Protocols to inform key partners of protocols for Welcome to Country and Acknowledgement of Country	December 2022	First Nations Project Officer & RAP WG Chairs
	<b>Deliverable 28</b> Develop a database of Elders and key contacts for extending Welcome to Country invitations in/for each of the Regions	December 2022	Operations Officer & Network Coordinator
	<b>Deliverable 29</b> Invite Traditional Owners to provide a Welcome to Country at all RAWA significant events	January 2023	First Nations Project Officer & Program Manager
	<b>Deliverable 30</b> Increase staff understanding of the purpose and significance behind Cultural Protocols, including the significance of Acknowledgement of Country, Welcome to Country and the Uluru Statement 'From the Heart'	January 2023	First Nations Project Officer & RAP WG Chairs
	<b>Deliverable 31</b> Include an Acknowledgment of Country and reference to the Uluru Statement 'From the Heart' (hyperlink and dedicated webpage) on all printed and digital materials	January 2023	Communications Officer & Communications Assistant
	<b>Deliverable 32</b> Include an Acknowledgement of Country at the commencement of all important internal and external meetings	February 2023	CEO & RAWA Chair
	<b>Deliverable 33</b> Encourage and support the regional Hub Network to implement a cultural protocol document for Welcome to Country and Acknowledgement of Country	February 2023	Network Coordinator & First Nations Project Officer
	<b>Deliverable 34</b> Recognise and celebrate First Nations dates of significance	March 2023, 2024 May 2023, 2024 July 2023, 2024 October 2023, 2024	First Nations Project Officer & Communications Assistant

Action	Deliverable	Timeline	Responsibility
<b>ACTION 6</b> Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	<b>Deliverable 35</b> Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC Week	January 2023	CEO & Board
	<b>Deliverable 36</b> Provide opportunities for all First Nations staff to participate with their cultures and communities during NAIDOC Week	July 2023, 2024	CEO
	<b>Deliverable 37</b> Provide opportunities for all staff, Board & RAP WG to participate in internal and external NAIDOC Week activities	July 2023, 2024	CEO
	<b>Deliverable 38</b> RAP Working Group to participate in an external NAIDOC Week activity	July 2023, 2024	RAP WG & First Nations Project Officer



# Opportunities

We support First Nations arts practitioners and communities to celebrate and connect all Western Australians with First Nations arts and cultures

**Focus area:** Build existing strengths in skills and wellbeing

Action	Deliverable	Timeline	Responsibility
<b>ACTION 8</b> Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development	<b>Deliverable 39</b> Develop and maintain a database of First Nations regional and remote arts organisations, artists and arts workers	November 2022	Operations Officer & First Nations Project Officer
	<b>Deliverable 40</b> Develop a Regional & Remote: Employment & Training Strategy that explores opportunities for training and employment of local First Nations artists/arts workers in partnership with regional art centres and communities	December 2022	Program Managers & Coordinators & First Nations Project Officer
	<b>Deliverable 41</b> Review Regional Arts WA's Strategic Plan to understand and address retention rates of Aboriginal and Torres Strait Islander employees	November 2022, 2023, 2024	CEO, RAP WG Chairs & First Nations Project Officer
	<b>Deliverable 42</b> Engage with First Nations staff to discuss recruitment, retention and professional development	December 2022	CEO
	<b>Deliverable 43</b> Review HR and recruitment procedures and policies to remove barriers to First Nations participation in our workplace	December 2022	CEO, RAP WG Chairs & First Nations Project Officer
	<b>Deliverable 44</b> Develop and implement a strategy that addresses First Nations recruitment, retention and professional development	January 2023	CEO, RAP WG Chairs & First Nations Project Officer
	<b>Deliverable 45</b> Explore and implement actions that provide a culturally safe workplace for First Nations staff	February 2023	CEO, Program Manager & First Nations Project Officer
	<b>Deliverable 46</b> Advertise job vacancies to effectively reach First Nations stakeholders	March 2023, 2024	Program Managers for Operations and Communications
	<b>Deliverable 47</b> Engage with First Nations staff to inform potential opportunities for career and professional development	June 2023	Program Managers



Action	Deliverable	Timeline	Responsibility
<b>ACTION 9</b> Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	<b>Deliverable 48</b> Investigate Supply Nation membership	November 2022	First Nations Project Officer & Program Manager
	<b>Deliverable 49</b> Identify and map all relevant First Nations businesses/orgs in WA and share this with other partners and contacts	January 2023	First Nations Project Officer & Operations Officer
	<b>Deliverable 50</b> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	March 2023	First Nations Project Officer & Program Manager
	<b>Deliverable 51</b> Compile and communicate a list of state-wide First Nations businesses that can be used to procure goods and services to staff and regional networks	May 2023	First Nations Project Officer, Network Coordinator
	<b>Deliverable 52</b> Develop and implement a First Nations procurement strategy	June 2023	First Nations Project Officer and Program Manager
	<b>Deliverable 53</b> Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	July 2023	First Nations Project Officer & Program Manager
	<b>Deliverable 54</b> Increase commercial relationships with First Nations' owned businesses to 5% of the organisations total procurement spend	December 2023	CEO & Program Managers
	<b>Deliverable 55</b> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses	June 2024	First Nations Project Officer, Program Manager & CEO

Action	Deliverable	Timeline	Responsibility
<b>ACTION 10</b> Explore opportunities for First Nations individuals and organisations, that support empowerment and self-determination	<b>Deliverable 56</b> Promote programs that support First Nations leadership within the arts sector	December 2022, 2023	First Nations Project Officer & Network Coordinator
	<b>Deliverable 57</b> Promote First Nations arts and culture programs, produced by First Nations individuals and organisations	January 2023, 2024	First Nations Project Officer & Communications Assistant
	<b>Deliverable 58</b> Explore and identify opportunities that link First Nations arts and culture within remote and regional communities, to existing networks/frameworks	March 2023	CEO, First Nations Project Officer & Program Manager



# Governance

Action	Deliverable	Timeline	Responsibility
<b>ACTION 11</b> Establish and maintain an effective RAP Working group (RAP WG) to drive governance of the RAP	<b>Deliverable 59</b> Establish and maintain a RAP WG	November 2022	First Nations Project Officer & CEO
	<b>Deliverable 60</b> Include and maintain First Nations peoples representation on the RAWA Board and on the RAP WG	November 2022	First Nations Project Officer & Program Manager
	<b>Deliverable 61</b> Establish Terms of Reference for the RAP WG	December 2022	First Nations Project Officer & RAP WG Chairs
	<b>Deliverable 62</b> Meet at least four times per year to monitor and report on RAP implementation	November 2022, 2023, 2024 February 2023, 2024 May 2023, 2024 August 2023, 2024	Board Chair & RAP WG Chairs

Action	Deliverable	Timeline	Responsibility
<b>ACTION 12</b> Provide appropriate support for effective implementation of RAP commitments	<b>Deliverable 63</b> Define resource needs for RAP implementation	November 2022	First Nations Project Officer, RAWA staff & RAP WG Chairs
	<b>Deliverable 64</b> Appoint and maintain an internal RAP Champion from senior management	December 2022	CEO, Program Managers & First Nations Project Officer
	<b>Deliverable 65</b> Define and maintain appropriate systems to track, measure and report on RAP commitments	January 2023	Program Managers & First Nations Project Officer
	<b>Deliverable 66</b> Engage our senior leaders and other staff in the delivery of RAP commitments	February 2023	CEO & Program Managers
<b>ACTION 13</b> Provide appropriate support for effective implementation of RAP commitments	<b>Deliverable 67</b> Contact Reconciliation Australia to verify primary and secondary contact details are current, to ensure we do not miss out on important RAP correspondence	November 2022, 2023, 2024	First Nations Project Officer & Operations Officer
	<b>Deliverable 68</b> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	September 2023, 2024	First Nations Project Officer
	<b>Deliverable 69</b> Report RAP progress to all staff and senior leaders	February 2023, 2024 August 2023, 2024 October 2023, 2024	CEO, First Nations Project Officer
	<b>Deliverable 70</b> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia	30 October 2023, 2024	CEO & First Nations Project Officer
	<b>Deliverable 71</b> Publicly report RAP achievements, challenges and learnings	December 2023, 2024	CEO & First Nations Project Officer
	<b>Deliverable 72</b> Investigate and undertake participation in Reconciliation Australia's biennial Workplace RAP Barometer	April 2024	First Nations Project Officer & Operations Assistant
	<b>Deliverable 73</b> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP	November 2024	First Nations Project Officer & CEO

Action	Deliverable	Timeline	Responsibility
<b>ACTION 14</b> Continue our reconciliation journey by developing our next RAP	<b>Deliverable 74</b> Register via Reconciliation Australia's website to begin developing our next RAP	February 2024	First Nations Project Officer
	<b>Deliverable 75</b> Review and report to staff, Board and RAP WG on implementation of RAWA's Innovate RAP	October 2024	First Nations Project Officer & CEO
	<b>Deliverable 76</b> Communicate externally the progress and completion of RAWA's Innovate RAP	October 2024	First Nations Project Officer & Communications Assistant





For more information on this Reconciliation Action Plan please contact:

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