



Government of **Western Australia**
Department of **Local Government**
and **Regional Development**

Reconciliation Action Plan

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Regional Development
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Context

The Department of Local Government and Regional Development acknowledges the Indigenous people of this State and recognises their culture, land and traditions as being a significant part of history and our future. The Department recognises that it has an important role in contributing to overturning the disadvantage experienced by Indigenous people. Therefore this Reconciliation Action Plan (RAP) sets out the practical ways in which the Department will further develop positive relationships with Indigenous people.

Our Vision

The Department of Local Government and Regional Development aspires to improve the circumstances of Indigenous people through a process of engagement and inclusion which embraces Indigenous culture. The Department aims to create greater acknowledgement and acceptance of Indigenous people and their culture throughout Western Australia.

Our Department

The Department's key goal is to promote sustainable local government and strong and vibrant regions.

Our primary role is to develop and implement policies and strategies to promote opportunity for, and improve the provision of services to regional communities and to ensure all communities throughout the State receive good governance at the local level.

The Department's key outputs include:

- **Implementation of Government Policy**
Ensuring that Ministers and the Government are provided with quality information and support.
- **Improved Access to Services and Capacity for Development in Regional Communities**
Enhancing the social and economic development of communities through the provision of assistance, funding and leadership.
- **Better Local Government**
Through advice, support and compliance monitoring, assist local governments to be more efficient and effective and to achieve good governance and be responsive to community needs.

Development and Management of the RAP

Our RAP has been developed in consultation with Indigenous and non-Indigenous Department staff across our four divisions; Strategies and Legislation, Governance and Statutory Support, Capacity Building and Corporate Business Services. The process was initiated with the establishment of a working group comprised of Indigenous and non-Indigenous staff from across the Department to progress the development of the RAP.

The development of the RAP was promoted on the Department's intranet as an open invitation to all staff to participate on the working group or provide input and information to the group as part of the RAP development process.

The working group met on a regular basis to discuss and consider issues relevant to the development the RAP. This process included conducting an extensive audit of Indigenous related activities currently undertaken in each of the Divisions to identify opportunities to enhance or further develop these activities.

The Department's RAP is a working document which will be reviewed regularly to evaluate progress towards reaching targets. The ongoing review process will also provide the opportunity to assess the relevance of current activities and the inclusion of additional activities to work towards achieving our vision for reconciliation.

Relationships

The Department values compassionate and open-minded service to stakeholders and customers from diverse cultural backgrounds, offering mutual respect and support to achieve outcomes.

Action	Responsibility	Timeline	Measurable Target
Establish a RAP working group comprising Indigenous staff and representatives from across the Department to development, monitor and report on the implementation of the RAP.	Director General	End of May 2008 Commencing as of May 2008 Quarterly	RAP working group established Working group meets on a bimonthly basis Chairperson to report to Corporate Executive
In consultation with Indigenous staff and customers review the Department's Client Satisfaction Survey to include questions relevant to Indigenous accessibility, understanding and knowledge.	Sub-group of RAP Working Group to review client satisfaction survey and recommend amendments	Review completed by March 2009 for inclusion in May/June 2009 survey	2009 Client Satisfaction Survey to include Indigenous specific questions to ascertain satisfaction with Departmental services
Improve communication with Indigenous customers and stakeholders through publications and website.	Corporate Business Services - Coordinator Public Affairs	By March 2009	Publications and website reviewed and amended based on results of client satisfaction survey
Develop an engagement policy including a culturally appropriate system of contacts and ways of engagement with Indigenous communities.	Strategies and Legislation - Policy Branch	March 2009 By April 2009	Development of an Indigenous Engagement Policy. Including a current list of contacts, a process for maintaining and updating the contacts and a process that staff visiting or contacting the Indigenous communities liaise with the Senior Project Officer – Indigenous Communities Promotion of engagement policy amongst relevant staff

Respect

Recognising the contribution of Indigenous people in Australia's achievements enables the Department to be more confident in the actions taken to achieve RAP outcomes.

Action	Responsibility	Timeline	Measurable Target
Conduct Indigenous cultural awareness training for all staff.	Corporate Business Services - Human Resources Coordinator	April 2009	All staff completed Indigenous cultural awareness training All new staff offered opportunity to take part in cultural awareness training within first 6 months
Recognise significant Indigenous occasions and events throughout the year such as NAIDOC week and Diversity Week.	Corporate Business Services - Web Development Branch and Library Services	Annually on date of events	Awareness: Information distributed via Intranet and displayed around the Department Library display to feature information on cultural events Involvement: Staff encouraged to attend events and activities
Acknowledge traditional owners of the land at all Departmental events.	Managers and speech writers across the Department	Ongoing	Inclusion of a 'welcome to country' or acknowledgment of the traditional owners at Departmental events
Launch and promote the Department's RAP to all staff.	Director General with assistance from Coordinator Public Affairs	November 2008	RAP launched by Director General via Intranet and website
Encourage local governments to engage in the reconciliation process.	Director General	November 2008 / or upon completion of RAP Plan	Circular sent from Director General to all 139 local governments announcing the release of the Department's RAP and encouraging them to also undertake the process of developing a RAP with the assistance of the Department of Indigenous Affairs

Opportunities

The Department will create opportunities for Indigenous people through a process of inclusion and participation in its dealings with stakeholders to improve the circumstances of Indigenous people.

Action	Responsibility	Timeline	Measurable Target
Indigenous recruitment and retention strategy to be developed in consultation with Indigenous advisors.	Corporate Business Services - Human Resources	March 2008 By December 2009	Strategy Developed Workforce to meet or exceed Public Sector requirements of a minimum 3.2% 2 Indigenous 12 month Business Traineeships per year 1 Indigenous 2 year graduate position on a cyclic basis
Influence and promote increased Indigenous participation on boards and committees by encouraging the nomination of Indigenous people when seeking nominations for boards and committees.	Corporate Executive - Directors	By January 2009	Letters to stakeholders seeking nominees for vacancies on boards and committees amended to include reference to encourage the nomination of Indigenous persons
Bring together Indigenous councillors from across the State to provide them with training and development opportunities in areas such as planning, budgeting, finance and general function as a councillor.	Capacity Building - Local Government Support and Development	Every two years - Next workshop is scheduled for 2010	Indigenous Councillors Workshop held in 2010
Funding and support will be available to local governments, through the Department's Local Government Scholarship Program (Young People), to provide an Indigenous young person with local government workplace opportunities.	Capacity Building - Community Capacity Building WA Leadership Program	2008/2009 Round 6	8 scholarships will be offered to local governments to take on Indigenous young people
Funding will be provided to support Indigenous regional participation in the Australian Rural Leadership Program. The 18 month program will equip participants to address the problems and opportunities presented by rapidly changing social, environmental, business and structural factors in rural, regional and remote Australia.	Capacity Building - Community Capacity Building WA Leadership Program	2008/2009 Course 16 Both positions filled by Dec 2008	2 Indigenous people sponsored on Australian Rural Leadership Program - Course 16

Tracking progress and reporting			
Action	Responsibility	Timeline	Measurable Target
Ensure the availability of the RAP on the Department's website and Intranet.	Chairperson, RAP Working Group	Upon completion of RAP	RAP placed on Department's website RAP placed on Department's Intranet
Where necessary include the RAP as an item for discussion at: <ul style="list-style-type: none"> ▪ Corporate Executive Meetings ▪ Divisional strategic planning days 	Corporate Executive	July 2009	RAP listed as agenda item for Corporate Executive as required RAP discussed at Divisional Strategic Planning Workshops
Conduct a periodic review of the RAP.	Chairperson, RAP Working Group	July 2009	Progress report on RAP provided to Corporate Executive
Submit progress reports to Reconciliation Australia.	RAP Working Group	July 2009	Transparent annual reporting on targets
Update RAP based on annual review and ensure annual report is consistent.	RAP Working Group	July 2009	RAP and annual report updated and consistent

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