



Innovate Reconciliation Action Plan: October 2021 – October 2023





Acknowledgement of Country

Woden Community Service acknowledges the Ngunnawal people as the Traditional Owners and Custodians of this land and their continuing connection to land and community. We also acknowledge Aboriginal and Torres Strait Islander peoples who have come from other nations to live on Ngunnawal land. We pay our respects to their cultures, ancestors and Elders past, present and future.

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Children at Lollipop Early Learning Centre engaging in an activity exploring Aboriginal and Torres Strait Islander culture PHOTO: @We Are Found Photograph



Smoking ceremony at the NAIDOC Week 2021 Community Celebration in Woden Town Square PHOTO: WCS Media

Message from the WCS RAP Working Group Co-chairs

Yuumma

We are proud to present our Innovate Reconciliation Action Plan (RAP). This demonstrates Woden Community Service (WCS) commitment to reconciliation and embeds a deeper understanding of Aboriginal and Torres Strait Islander culture. We encourage everyone across WCS to take action towards our goals of reconciliation, in all our work and with our connection to the community.

Our new RAP focuses on developing and strengthening relationships with Aboriginal and Torres Strait Islander peoples, engaging staff and stakeholders in reconciliation, and developing and delivering innovative strategies alongside Aboriginal and Torres Strait Islander peoples. We will do this while ensuring that our RAP remains practical, measurable and achievable. Our RAP Working Group will ensure goals are met and reviewed through our two-year journey of this current RAP.

We look forward to leading WCS' reconciliation journey with all our staff alongside the Aboriginal and Torres Strait Islander community.

Jenny Kitchin and Hayden Page

WCS RAP Working Group Co-chairs



Jenny Kitchin PHOTO: Thomas Lucraft



Hayden Page PHOTO: Thomas Lucraft

Message from the Reconciliation Australia

Reconciliation Australia commends Woden Community Service on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

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

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Woden Community Service continues to be part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Woden Community Service will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to your organisation using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for Woden Community Service to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Woden Community Service will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Woden Community Service on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia

Featured artwork : Ngunnawal Mindjagari (sky)

This painting represents Canberra and Ngunnawal Country and the relationship Woden Community Service has within the Canberra region.

Purple was used heavily in this painting as it is used in WCS bannering but is also a colour reflected heavily in the native flora of the Ngunnawal region. In the bottom centre of the painting is a Kangaroo Apple flower, surrounded by the symbol of community gathering and sitting together.

The top portion of the painting represents the beauty of Ngunnawal Country and some of the things that make Canberra identifiable, including Black Mountain and clear mountain ranges.

Canberra is often known as the bush capital and when Ngunnawal and Wiradjuri artist Megan Daley thinks of Canberra she thinks of clear views, night skies, frosty mornings then beautiful days. This is reflected in the dark starry skies, clouds that often hide Telstra Tower, and fog coming off the mountains that when it clears reveals perfect sunny days.

The base portion of the painting reflects the community and work of WCS. Several hands are painted at the base of the mountain to represent WCS reaching out across Canberra and communities and people being connected together and supported. Also acknowledging the role Woden Community Service has in building support for communities and programs such as youth, disability and senior services and more.

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Artist: **Megan Daley**, a Ngunnawal and Wiradjuri artist

Megan has been working as an artist since 2018 and while exploring different mediums is enjoying working with acrylic paint on canvas.

Megan has lived in Canberra since 1999, spending her childhood living in Wellington NSW, Wiradjuri Country. The Ngunnawal and Wiradjuri landscapes heavily inspire her work.

When not painting Megan is passionate about Aboriginal social and emotional wellbeing and childhood development, and works as a child and family worker within the ACT Child and Family Centres.

More of Megan's artwork can be found at the Burrunju Aboriginal Corporation,
245 Lady Denman Drive, Yarramundi Reach

Website: aboriginal-arts.com.au



Ngunnawal and Wiradjuri artist Megan Daley presents her painting "Ngunnawal Mindjagari" to WCS. 12 January 2021
PHOTO: WCS Media

Our vision for reconciliation

WCS recognises the resilience, strength and knowledge of Aboriginal and Torres Strait Islander peoples and their endurance and successes. We acknowledge the diversity of Aboriginal and Torres Strait Islander language groups, with the broad range of cultural knowledge they bring to family, community and country. We all gain from the sharing of their culture and wisdom, to live and work upon these ancestral lands and waterways with respect.

Our vision for reconciliation is where:

- All Australians acknowledge the impact, historical and continuous, colonisation has had upon Aboriginal and Torres Strait Islander peoples.
- Relationships between Aboriginal and Torres Strait Islander peoples and those who have come to live on this land are strong.
- Social and economic equality for Aboriginal and Torres Strait Islander peoples is realised.



Wall of commitments, WCS Reconciliation Week event, 2021 PHOTO: WCS Media



Lollipop Early Learning Centre children celebrating National Aboriginal and Torres Strait Islander Children's Day, August 2020 PHOTO: WCS Media

Our business

Woden Community Service (WCS) is a for-purpose organisation that has been providing community-based services since 1969. While still based in Woden, WCS now operates over the whole of the ACT. We deliver services for people throughout the community including those living with a disability or mental illness, older people, children, young people, families, and people who are homeless or at risk of homelessness. WCS also runs a range of social and capacity building groups, and works to engage and strengthen the community through events and projects.

WCS has about 450 employees and an active volunteer program with around 100 volunteers. WCS has five staff who identify as Aboriginal and/or Torres Strait Islander (August 2021).

WCS is one of five regional community services within Canberra, and is an active advocate within the community sector. We deliver services on behalf of the ACT and Australian Governments, including services under the National Disability Insurance Scheme (NDIS) and Commonwealth Home Support Program (CHSP). We work with many stakeholders in the community, both in formal partnerships and informal collaborations.

Our RAP

WCS believes our reconciliation journey must be in partnership with Aboriginal and Torres Strait Islander peoples.

WCS commits to working in a collaborative, meaningful and respectful way with the Aboriginal and Torres Strait Islander community, listening to their voices, to achieve generations of success for their children, young people and families.

Our RAP Champion is Sharon Flanigan, Director of Corporate Services.

This fourth RAP for WCS was developed by employees throughout the organisation determined to progress reconciliation in a practical way through the work that we do in the local community. This RAP builds on the experience of WCS' previous RAPs and continues to ensure that we provide programs that are relevant to Aboriginal and Torres Strait Islander peoples, and that we offer opportunities for Aboriginal and Torres Strait Islander peoples to work at WCS and to share in the life of the community.

The first RAP for WCS was in 2011, and there have been two updates since. In that time, there have been many activities and achievements, changing the organisation to have a greater appreciation of the issues faced by Aboriginal and Torres Strait Islander peoples and how the work of WCS can contribute to reconciliation. An Acknowledgement of Country is part of our emails and meetings, as well as being displayed at WCS sites, along with artworks by Aboriginal and Torres Strait Islander artists. Children's Services have worked with Aboriginal and Torres Strait Islander artists and performers to incorporate elements of Aboriginal and Torres Strait Islander culture into their programs. Employees across the organisation have participated in cultural awareness training and been able to bring new understandings to their service delivery.

For all that has been achieved, WCS has not achieved all goals or been able to sustain the focus at a consistently high level. The challenge for this RAP is to review the achievements and challenges of the past to be able to create a plan that will take us into the tenth year of our journey with new energy and direction.

Some of the key learnings from past RAPs are:

- The need to have a range of options for cultural awareness training: in the past, WCS focussed on face-to-face cultural awareness training. Recently, WCS introduced an option for online training. This will sit along-side rather than replace face-to-face training. The online training ensures all staff can access training quickly, in a flexible manner, ensuring all staff are working with at least a basic level of cultural awareness. It also enables staff who want to understand more to extend their learnings.
- The value of having a clear structure and support for the RAP Working Group: the model described below, with regular monthly meetings, has been effective in ensuring strong commitment and steady progress in identifying and implementing actions for the RAP.
- The need to take the time to get things right: updating this RAP has taken over a year, longer than expected, but has allowed WCS to thoroughly explore all aspects, to identify what this commitment means for the organisation and what actions will make a difference.
- The importance of having strong leadership for the RAP from WCS senior management and Aboriginal and Torres Strait Islander employees.

Our RAP (continued)

The RAP Working Group is Co-chaired by the Chief Executive Officer and a Aboriginal and Torres Strait Islander employee, with secretariat support from the WCS Executive Officer. Membership of the group is based on individual commitment rather than organisational position. Any WCS staff member may express an interest in joining the RAP Working Group. The Co-chairs may also approach managers to encourage membership from within their teams, ensuring representation across the organisation.

The RAP Working Group has members across all service lines (Corporate Services; Chief Financial Officer; Children's Services; Housing and Community Services; and Disability, Mental Health and Aged Care) and levels (front line service delivery, team leaders, service area managers, service line directors). As at August 2021, the RAP Working Group has 14 members, of whom 3 are Aboriginal.

WCS staff can access the list of current members, as well as the Terms of Reference, via the WCS Organisation Hub. This information is available on request for those outside WCS (email to rap.info@wcs.org.au). WCS has allocated a budget to support the work under the RAP.

The WCS Board, Executive and Leadership Forum have endorsed this RAP and will lead the organisation in implementing the actions. Within this RAP, where a person/position is allocated responsibility, then that person/position may delegate or work alongside other workers in their area to get the task done. For example, the RAPWG Co-chairs can work with the whole working group to complete some actions, while members of the Executive will work with the members of the Leadership Forum to engage the wider organisation for other actions.

In developing this RAP, the Working Group has engaged with community members. We particularly acknowledge the assistance of ACTCOSS and their Gulanga Program.



Mural in Woden Youth Centre, artists Dale R Huddlestone and Scott Towney PHOTO: WCS Media



Relationships

WCS has a strong focus on building community that is both diverse and inclusive, through creating connections and providing opportunities. Building relationships with Aboriginal and Torres Strait Islander peoples is essential for our vision of a caring community where everyone belongs.

FOCUS AREA: Build our relationships with Aboriginal and Torres Strait Islander peoples and organisations in the ACT.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. 	Feb 2022, 2023	RAPWG Co-chairs
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	Apr 2022	RAPWG Co-chairs
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	March/ April 2022, 2023	RAPWG Co-chairs
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May – 3 June 2022, 2023	RAPWG Co-chairs
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May – 3 June 2022, 2023	CEO, supported by the Executive
	<ul style="list-style-type: none"> Organise at least one NRW event each year, with a focus on the theme for the year. 	27 May – 3 June 2022, 2023	RAPWG rep/ Marketing manager
	<ul style="list-style-type: none"> Register all our NRW events on Reconciliation Australia's NRW website. 	27 May – 3 June 2022, 2023	Executive Officer
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Identify and implement strategies to engage our staff in reconciliation, as set out in the WCS plan to engage staff. 	May 2022, 2023	RAPWG Co-chairs supported by the, Executive, Leadership Forum
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. 	Sept 2022, 2023	RAPWG Co-chairs, supported by Manager, Marketing and Comms
	<ul style="list-style-type: none"> Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes. 	Feb 2022, 2023	RAPWG Co-chairs, supported by Executive
	<ul style="list-style-type: none"> Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation. 	Quarterly 2022, 2023	RAPWG Co-chairs
	<ul style="list-style-type: none"> Participate in the ACTCOSS Reconciliation Peer Network. 	Quarterly 2022, 2023	RAPWG nominated representatives
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	March 2022	Director, Corporate Services
	<ul style="list-style-type: none"> Develop, implement and communicate an anti-discrimination policy for our organisation. 	Apr 2022	Director, Corporate Services, Diversity Working Group Co-chairs
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy. 	Feb 2022	RAPWG Co-chairs
	<ul style="list-style-type: none"> Educate WCS senior leaders on the effects of racism. 	Apr 2022	RAPWG Co-chairs, supported by Executive



Respect

WCS believes respect is based on understanding of the experiences, beliefs and practices of Australia's Aboriginal and Torres Strait Islander peoples, recognising theirs are the longest, continuous, surviving cultures in the world and they are the custodians of this land.

WCS commits to continually building this understanding, listening to the wisdom of the Elders, being open to truth telling, engaging with contemporary issues and working with the community to seek justice.

FOCUS AREA: Our service delivery is informed by this understanding and commitment. We deliver services with respect, in partnership with the community and building on the strength and resilience of Aboriginal and Torres Strait Islander peoples.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation: Initially complete an audit of who has done training, what training and when; then assess needs for future training. 	Feb 2022	Director, Corporate Services
	<ul style="list-style-type: none"> Develop and implement a cultural learning strategy, working with ACTCOSS Gulanga program. 	Apr 2022	Learning and Development Specialist
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural learning strategy for our staff, incorporating both online and face to face delivery. 	May 2022	Learning and Development Specialist, supported by Director, Corporate Services
	<ul style="list-style-type: none"> Support staff to embed cultural learning in service delivery through staff development and supervision processes. 	Jul 2022, 2023	Learning and Development Specialist, Director, Corporate Services, supported by Leadership Forum
	<ul style="list-style-type: none"> Engage staff, service users and other stakeholders in community events increasing respect of cultures, histories and knowledge within WCS and the broader community. 	Review May 2022, 2023	Executive, supported by RAPWG Co-chairs
	<ul style="list-style-type: none"> Require RAP Working Group members, Board members, directors and managers to participate in formal and structured cultural learning. 	Feb 2022, 2023	CEO, supported by RAPWG and Leadership Forum
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	Feb 2022, 2023	CEO, supported by RAPWG and Leadership Forum
	<ul style="list-style-type: none"> Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country. 	Aug 2022	RAPWG Co-chairs, Manager Marketing
	<ul style="list-style-type: none"> Work with Ngunnawal Elders to increase awareness of the Ngunnawal language in WCS and identify some key words that may be part of an Acknowledgement of Country. 	May 2022	RAPWG Co-chairs
	<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year. 	Jul 2022, 2023	RAPWG Co-chairs, Manager Marketing, supported by Executive
	<ul style="list-style-type: none"> Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	Review March 2022, 2023	Executive, supported by RAPWG Co-chairs



Respect (continued)

Action	Deliverable	Timeline	Responsibility
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. Continue to work in partnership with other community agencies to host a community NAIDOC celebration. 	First week in July 2022, 2023	RAPWG nominated representative
	<ul style="list-style-type: none"> Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	May 2022, 2023	Director, Corporate Services, supported by RAPWG Co-chairs
	<ul style="list-style-type: none"> Promote and encourage participation in external NAIDOC events to all staff. 	First week in July 2022, 2023	RAPWG Co-chairs, supported by Executive
8. Deliver services with respect, in partnership with the community and building on the strength and resilience of Aboriginal and Torres Strait Islander peoples.	<ul style="list-style-type: none"> Develop a strategy for ensuring service models support, and service delivery reflects, culturally competent practice. 	Feb 2022	CEO, supported by RAPWG and Leadership Forum
	<ul style="list-style-type: none"> Includes reviewing service models to ensure WCS services support culturally competent service delivery and partnership with Aboriginal and Torres Strait Islander services. 	Feb 2022	CEO, supported by RAPWG and Leadership Forum
	<ul style="list-style-type: none"> Partner with Aboriginal and Torres Strait Islander organisations to provide activities within the delivery of WCS services. 	Review May 2022, 2023	CEO, supported by RAPWG and Leadership Forum
	<ul style="list-style-type: none"> Identify the best methods to collect feedback from Aboriginal and Torres Strait Islander service users. 	Oct 2022	Service User Engagement Working Group Co-chairs, with RAPWG Co-chairs



Opportunities

WCS is committed to addressing disadvantage and disempowerment in the community. We will work to improve economic and social outcomes for Aboriginal and Torres Strait Islander peoples. We acknowledge we always need to listen to the voices of Aboriginal and Torres Strait Islander peoples and understand the barriers they face. We recognise we can create valuable opportunities when we are open to taking on feedback and changing how we work.

FOCUS AREA: We develop pathways to create sustainable opportunities with Aboriginal and Torres Strait Islander peoples, through engagement, employment and procurement.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	Feb 2022, 2023	Director, Corporate Services
	<ul style="list-style-type: none"> Engage with Aboriginal and Torres Strait Islander staff to advise on our recruitment, retention and professional development. 	Feb 2022, 2023	Director, Corporate Services, supported by RAPWG Co-chairs
	<ul style="list-style-type: none"> Create a cultural support group for Aboriginal and Torres Strait Islander staff to discuss cultural business, supports needed and connection with RAP. 	Mar 2022, 2023	Director, Corporate Services, supported by RAPWG Co-chairs
	<ul style="list-style-type: none"> Develop an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy within the overall WCS Workforce Plan. 	May 2022	Director, Corporate Services, supported by RAPWG
	<ul style="list-style-type: none"> Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders and encourage them to apply, including highlighting supports provided, including the cultural support group. 	Review August 2022, 2023	Director, Corporate Services, supported by RAPWG and Manager, Marketing and Communication
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	Mar 2022	Director, Corporate Services
	<ul style="list-style-type: none"> Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce to 3% (from 1%) in the period of the RAP. 	Jul 2023	CEO, supported by Executive
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement a procurement strategy for Aboriginal and Torres Strait Islander businesses. 	March/ April 2022, 2023	RAPWG Co-chairs
	<ul style="list-style-type: none"> Utilise the ACT Government Aboriginal and Torres Strait Islander Enterprise Search, incorporating this into WCS procurement processes. 	27 May – 3 June 2022, 2023	RAPWG Co-chairs
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	27 May – 3 June 2022, 2023	CEO, supported by the Executive
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	27 May – 3 June 2022, 2023	RAPWG rep/ Marketing manager
	<ul style="list-style-type: none"> Develop commercial relationships with Aboriginal and Torres Strait Islander businesses; in particular, explore opportunities to develop relationships around cultural awareness training. 	27 May – 3 June 2022, 2023	Executive Officer
	<ul style="list-style-type: none"> Train relevant staff on principles and practices in remunerating the contributions of Aboriginal and Torres Strait Islander peoples towards RAP implementation, including as an employee, contractor, supplier or other business arrangement. 	Aug 2022	CFO, supported by RAPWG Co-chairs



Governance (Report)

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Review Aug 2022, 2023	RAPWG Co-chairs
	• Apply a Terms of Reference for the RWG.	Review Aug 2022, 2023	RAPWG Co-chairs
	• Meet at least four times per year to drive and monitor RAP implementation.	Quarterly 2022, 2023	RAPWG Co-chairs
12. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	Review April 2022, 2023	CEO supported by CFO
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	Feb/Aug 2022, 2023	CEO, supported by Executive
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	Nov 2022, 2023	RAPWG Co-chairs
	• Appoint and maintain an internal RAP Champion from senior management.	Review August 2022, 2023	CEO
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022, 2023	RAPWG Co-chairs
	• Report RAP progress to all staff and senior leaders quarterly.	Quarterly 2022, 2023	CEO
	• Publicly report our RAP achievements, challenges and learnings, annually.	October 2022, 2023	RAPWG Co-chairs, supported by Manager, Marketing and Comms
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Mar 2022	RAPWG Co-chairs
14. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	Mar 2023	RAPWG Co-chairs

Contact details

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Megan Daley presents Ngunnawal Mindjagari to members of the WCS Reconciliation Action Plan Working Group, January 2021 PHOTO: WCS Media



The Australian Aboriginal flag was designed by artist Harold Thomas in 1970.

The top half of the flag is black to symbolise Aboriginal people. The red in the lower half stands for the earth and the colour of ochre, which has ceremonial significance. The circle of yellow in the centre of the flag represents the sun.

The designer Harold Thomas says the colours of the flag represent the Aboriginal people of Australia and their spiritual connection to the land.

<https://aiatsis.gov.au/explore/aboriginal-flag>



The Torres Strait Islander flag was designed by the late Bernard Namok in 1992.

The green panels at the top and bottom of the flag represent the land and the central blue panel represents the sea. The black lines dividing the panels represent the Torres Strait Islander people. The centre of the flag shows a white dharri (dancer's headdress) which represents Torres Strait Islander culture.

The Torres Strait Islander flag was created as a symbol of unity and identity for Torres Strait Islander peoples. The cultures and traditions of Torres Strait Islanders are strongly connected to the land, sea and sky — elements represented in the flag.

<https://aiatsis.gov.au/explore/torres-strait-islander-flag>