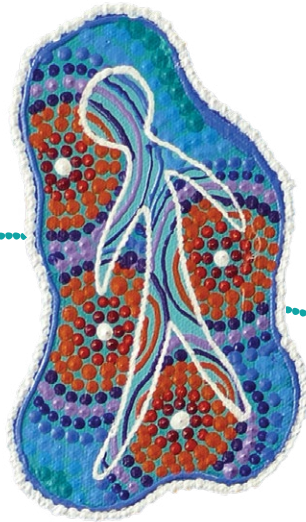
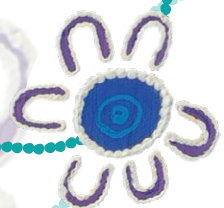


REFLECT RECONCILIATION ACTION PLAN

JULY 2022 – DECEMBER 2023



Volunteering WA acknowledges the Traditional Owners of the country on which our office stands, the Whadjuk people of the Noongar nation, and pays our respects to Elders past and present across Western Australia.





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ABOUT US

Volunteering WA is the peak body for volunteering in Western Australia. We have a vision for a society in which everyone is inspired to make a difference. Our services include:

- Training for volunteers and volunteer managers
- Operation of volunteer hubs to collaborate with volunteer involving organisations (VIOs) and support individuals seeking volunteer opportunities
- Hosting of pre-eminent Australian volunteering recruitment and management IT platforms
- Promotion and brokering of corporate volunteering, linking organisations to local community VIOs
- Hosting of networks to promote best practice and collaboration across the sector
- Advocacy and policy to lead and advance the volunteering sector
- Celebrating the culture of volunteering and the contribution of volunteers to Western Australia.

Our operations cover the breadth of Western Australia, with a head office in Perth. We service over 750 member organisations who operate across the state and support an estimated 523,000 people who volunteer formally as well as many more who volunteer informally in their communities.

We currently employ 27 people and 10 Board members with about 40 active volunteers.

Currently, Volunteering WA is not aware of any staff or volunteers (including Board members) who identify as Aboriginal and Torres Strait Islander people. Future activities will include a review of HR forms to provide an opportunity for staff and volunteers to identify, on a voluntary basis.

Volunteering WA includes member organisations whose primary services are provided to Aboriginal and Torres Strait Islander peoples.



OUR RECONCILIATION ACTION PLAN

Volunteering WA has chosen to develop a RAP to demonstrate our commitment to and advance reconciliation. Our CEO, Tina Williams, is leading and championing the RAP within the organisation.

The contribution of Aboriginal and Torres Strait Islander volunteers has traditionally not been highlighted at a peak body level. Developing a RAP will help the volunteer sector and the wider community to acknowledge, value and celebrate the significant value First Nations bring to both formal and informal volunteer involving organisations. Inclusion will help to advance reconciliation and ensure that Aboriginal and Torres Strait Islander peoples are empowered to participate in the sector, in a culturally safe manner.

The development of this, our first RAP, will represent the next significant milestone in our journey of reconciliation. By fostering respectful relationships and undertaking tangible actions, we can help to build a better future for Western Australia and First Nations across the state.

Our values of Inclusion, Integrity and Innovation align with this approach.

We commenced our reconciliation journey by participating in Aboriginal Cultural Awareness and Understanding sessions for all staff and volunteers in 2019. These activities were partially completed but delayed due to the impact of the COVID-19 pandemic in 2020 and have now been completed for our existing teams and added to the induction process for all new staff and volunteers.

Formal Volunteering WA events (such as Annual General Meetings, National Volunteer Week etc.) include an Acknowledgement of Country. We are now beginning all corporate volunteering events with an Acknowledgement of Country and are currently working to organise to invite an Elder to provide a Welcome to Country for major outdoor corporate volunteering events and for major activities (such as our State Conference). We have also introduced an email signature which recognises the Traditional Custodians of the lands on which we operate throughout Western Australia and pays respect to Elders past and present.

This RAP has been approved by the CEO of Volunteering WA and endorsed by our Board of Directors, providing demonstrable commitment to embracing reconciliation as part of our core business. Our leadership team will involve staff, partners, members and the volunteering sector in WA.

Implementation will include the creation of a RAP Working Group as a priority action. We will consult with local Aboriginal and Torres Strait Islander peoples with regard to representation and inclusion in this Working Group.

We recognise as we embark on this next step that we have much to learn. We look to receive guidance from others who are experts in the field such as Reconciliation Australia and Reconciliation WA and thank them for their support.

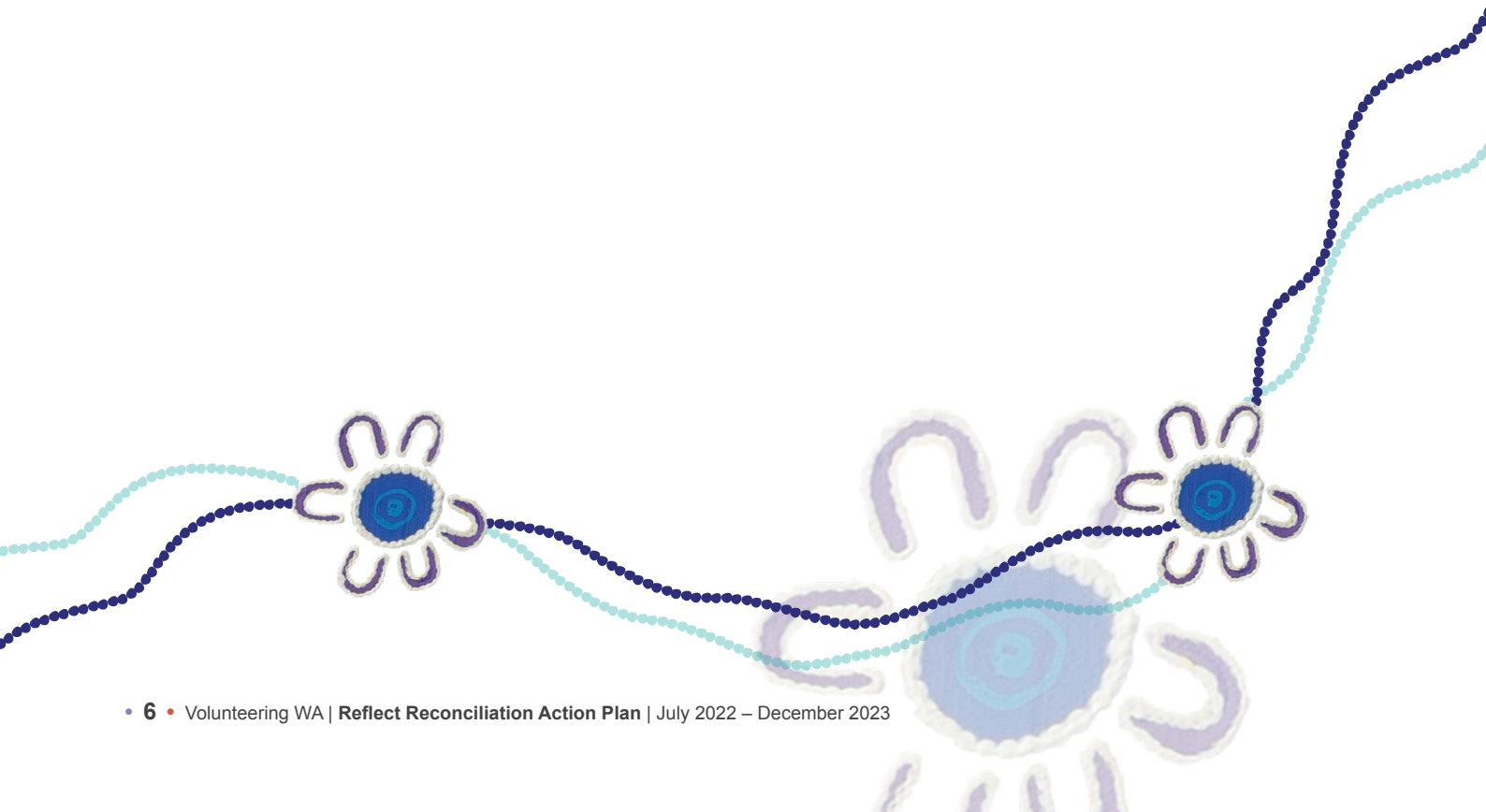
OUR PARTNERSHIPS AND CURRENT ACTIVITIES



Volunteering WA represents and supports a number of volunteer involving organisations as members, which provide services to First Nations people. We provide training, networking, resources, online volunteer recruitment, skilled volunteering, advocacy and coaching to support their work in engaging with volunteers.

Volunteering WA has, in collaboration with Volunteering Australia and other State and Territory peak volunteering bodies, submitted a policy paper to the Federal Government Standing Committee inquiry into 'Pathways and Participation Opportunities for Indigenous Australians in Employment and Business', highlighting the role that volunteering can play in this regard.

We have also jointly authored a submission to the Federal Government Indigenous Voice consultation welcoming the co-design process to develop an Aboriginal and/or Torres Strait Islander voice and support the advancement of measures that can raise the voices of First Nations people in public policy development and enactment, including in relation to volunteering policy and practice. We also noted that proposals should be considered in the context of the Uluru Statement from the Heart, calling for a Voice enshrined in the Australian Constitution. We believe that the Australian Government needs to honour its election commitment to a referendum on constitutional recognition.





CHAIR AND CEO FOREWORD

Kaya.

On behalf of the Board, staff and volunteers of Volunteering WA, we are pleased to launch our inaugural Reflect RAP. At its heart, it represents our commitment to strengthen relationships with the traditional owners and custodians of the land on which we work, rest and play.

We acknowledge the devastation that has been wrought historically through the alienation from land, separation of families, violence to communities and systemic racism. We also acknowledge the significant shortcomings today of opportunities and outcomes for Aboriginal people in WA, in a range of areas including health, justice, education and employment.

By committing to understanding our past, working together to overcome racism, renewing focus on closing the gap, creating opportunities for all and providing a voice for traditional owners in our Constitution, we can contribute to meaningful reconciliation and a more just and hopeful future.

Volunteering is the concept of giving time freely to help others. We have much to learn from First Nations peoples across Western Australia about traditional ways of giving and sharing within families and communities and caring for country. Recognising the significant contribution of Aboriginal and Torres Strait Islander peoples in both formal and informal volunteering both historically and today, is an important part of this journey.

As the peak body for Volunteering in Western Australia, we have the privilege and responsibility to make

volunteering in all its forms more accessible and inclusive.

It is heartening to see that attitudes are changing. Reconciliation Australia in its “State of Reconciliation in Australia Report” of 2021, noted that the overwhelming majority of people in Australia recognise that relationships between Aboriginal and Torres Strait Islander and non-indigenous peoples are important, that Aboriginal and Torres Strait Islander peoples should have a say in matters that affect them and that truth-telling is an important part of the reconciliation journey.

Volunteering WA's purpose is to empower people and communities to enrich Western Australia. The RAP pillars of Relationships, Respect and Opportunities provide the framework for us to fulfil this purpose, in a manner that has integrity and is inclusive, collaborative and innovative.

We would like to acknowledge the work of our Board and staff and the support of Reconciliation Australia in developing our Reflect RAP. We would also like to recognise the support of Reconciliation WA and cultural consultants who have educated and walked with us in our journey to date.

Volunteering WA looks forward to broadening and deepening our connections with Aboriginal and Torres Strait Islander peoples, and working together to build and celebrate a better future for everyone. Come, let us begin.

David Morrison
Chair
Volunteering WA

Tina Williams
Chief Executive Officer
Volunteering WA



MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Volunteering WA to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Volunteering WA joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Volunteering WA to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Volunteering WA, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	July 2022	Exec Manager, Sector Services
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	July 2022	Exec Manager, Sector Services
	<ul style="list-style-type: none"> Examine opportunities to increase participation of Volunteer Organisations predominantly providing services to Aboriginal and Torres Strait Islander peoples as members 	February 2023	Exec Manager, Sector Services
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. 	May 2023	CEO
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May - June 2023	CEO
	<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. 	May 2023	CEO
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	July 2022	CEO
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	September 2022	CEO
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	October 2022	Senior Policy Advisor
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	May 2023	Exec Manager HR
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	May 2023	Exec Manager HR



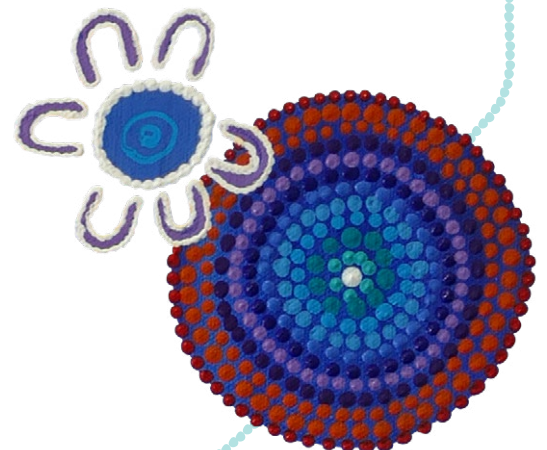
RESPECT

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"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	February 2023	Exec Manager, Sector Services
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	August 2022	Exec Manager, Sector Services
	<ul style="list-style-type: none"> Organise for all new staff to attend Aboriginal Cultural Awareness and Understanding training 	August 2022	Exec Manager, Sector Services
	<ul style="list-style-type: none"> Invite an Aboriginal VIO to present at the State Volunteering Conference 	May 2023	Exec Manager, Sector Services
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	November 2022	Senior Policy Advisor
	<ul style="list-style-type: none"> Increase understanding of staff of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	September 2022	Manager, Training and Development
	<ul style="list-style-type: none"> Introduce Acknowledgement of Country into external meeting and training protocols 	September 2022	Manager, Training and Development
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	July 2022, 2023	Exec Manager, Engagement
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	July 2022, 2023	Exec Manager, Engagement
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July 2022, 2023	Exec Manager, Engagement



OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	February 2023	Exec Manager HR
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	April 2023	Exec Manager HR
	• Retain First Nations people in an advisory capacity to help shape engagement of Aboriginal and Torres Strait Islander peoples in the Volunteer Management Activity program	March 2023	Exec Manager Sector Services
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	February 2023	Exec Manager HR
	• Investigate Supply Nation membership.	September 2022	Exec Manager HR





GOVERNANCE

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a RWG to govern RAP implementation.	July 2022	CEO
	• Draft Terms of Reference for the RWG.	July 2022	Senior Policy Advisor
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	July 2022	CEO
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	August 2022	Senior Policy Advisor
	• Engage senior leaders in the delivery of RAP commitments.	September 2022	CEO
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	August 2022	Senior Policy Advisor
12. 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	Senior Policy Advisor
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	September 2023	Senior Policy Advisor



ABOUT THE ARTIST AND ARTWORK

LINDA LOO, LINLELU ARTS

I am a Noongar woman born in Corrigin and am connected to the Balladong/Whadjuk clans of Noongar Nation. The Noongar Nation is located in the Southwest of Western Australia, Australia.

My father gave me permission to paint how I paint. Daniel Jackson Senior was originally from Pingelly and my mother Rhonda Jackson (nee Smith) from Kalgoorlie. I am a self taught artist and began painting at the age of 37, as part of a journey to self healing. All paintings are significant to me as they represent my family, connection to land, culture and childhood from growing up in the Kalgoorlie area (Golden Ridge and Zanthus) before moving to Perth. Growing up in the bush and having a sense to country is important to my life. I am happiest when I spend time with my family.

Painting gives me a sense of spiritual connection and family wellbeing.

I paint from home, all paintings are hand painted on various sized canvases with acrylic paints, finished with gloss and strung ready to be displayed in that special area.

My husband and family are important to my small business and are part of my life when painting.

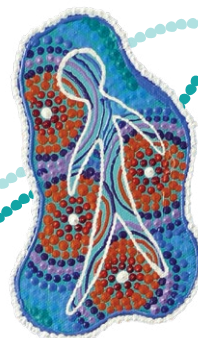
THE ARTWORK

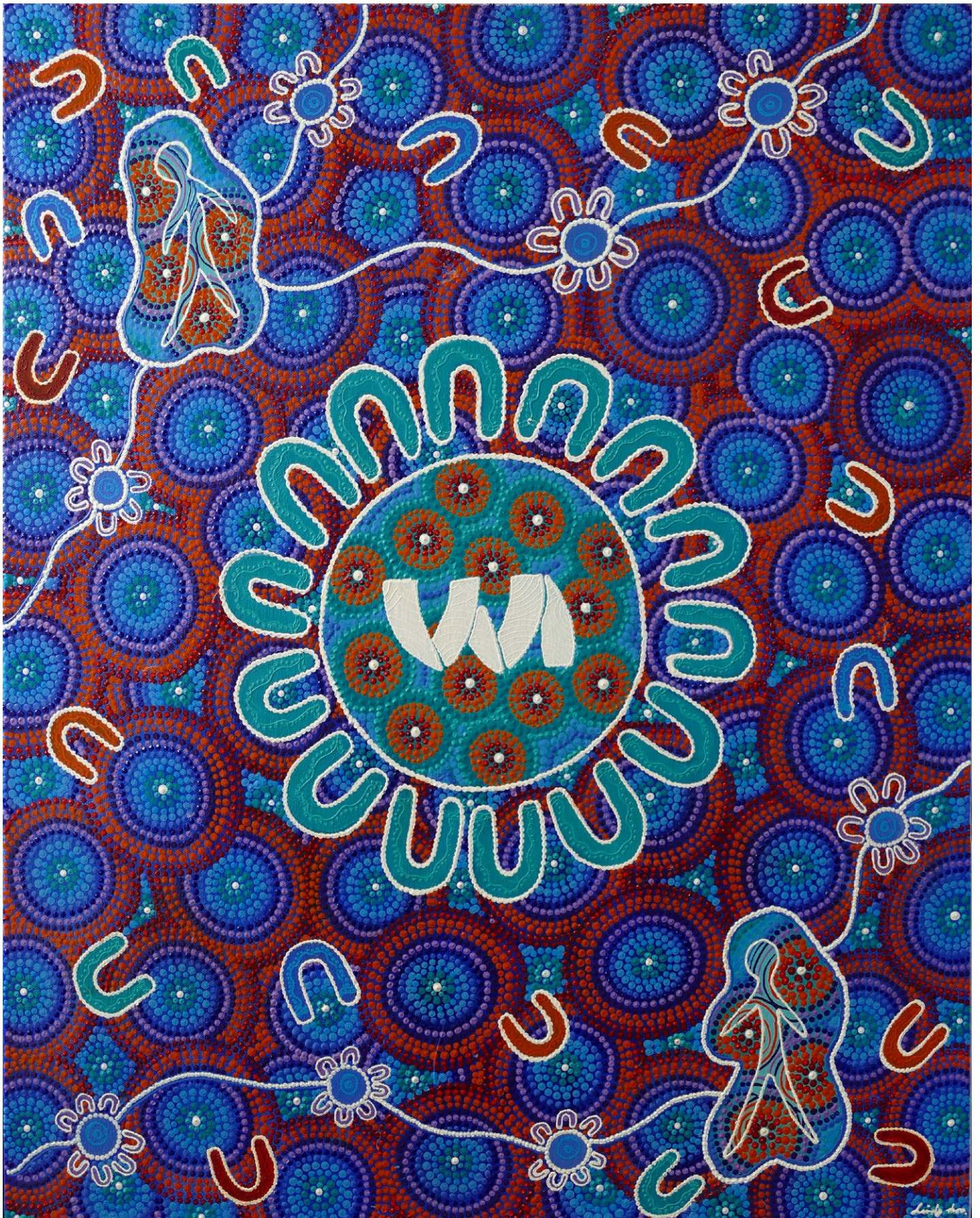
The Volunteering WA logo represents being the lead to connecting many volunteers and community organisations, for sustainability, building partnerships and commitment to being inclusive, collaborative, and innovative.

Many community people and community organisations have gathered at the meeting place to share successful stories on helping and sharing, many people make lighter work, many people work well. People have travelled and visited many campsites (home) returning home safely, creating new friendships and partnerships on the journey. The U shape by themselves sitting around the campsites are people waiting to start a new journey with Volunteering WA.

Centre represents Volunteering WA logo, U shape represents people, U shape around the blue circles represent a meeting place, the white lines represent travel, coloured circles represent campsites and the people shape represents the importance of Volunteering WA commitment to the volunteers and community.

Linda Loo, Volunteering WA, 2022
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