



Innovate

Reconciliation Action Plan

May, 2022 – May, 2024

Acknowledgement

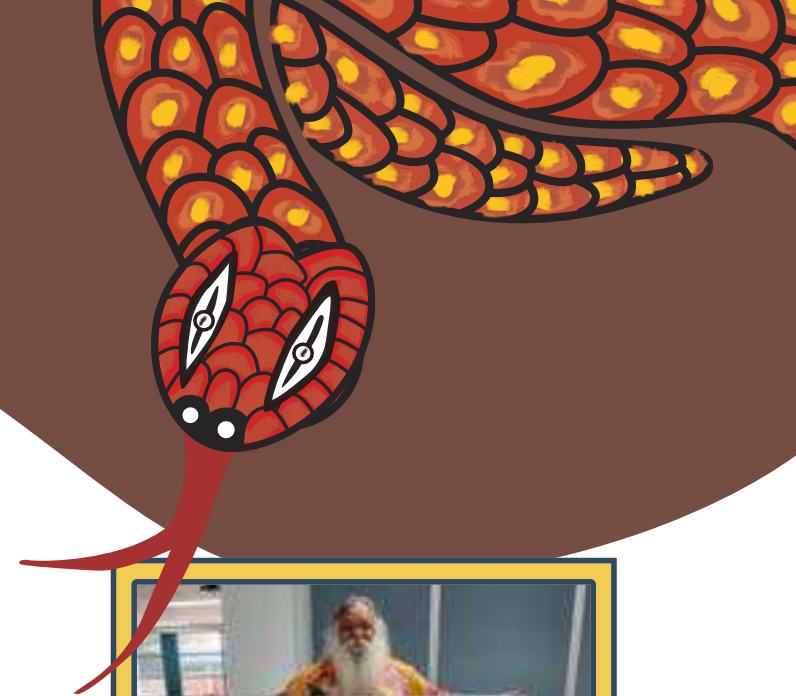


Landgate recognises the diversity of the Aboriginal peoples of Western Australia and respectfully acknowledges the Traditional Owners and Custodians of the land on which our offices are situated, the Whadjuk and Wardandi Noongar peoples, and their connection to this land and its waterways. We pay our respect to Elders past and present and those who will follow in their footsteps. We equally extend that respect to the many Aboriginal peoples and language groups across Western Australia.

The terms Aboriginal and Torres Strait Islander peoples will be used throughout this Reconciliation Action Plan to refer to, and recognise, the hundreds of Aboriginal and Torres Strait Islander groups who are the First Peoples of this nation. As Western Australia's land information authority, our work extends across the entirety of the state, and we respect the cultural, spiritual, linguistic and geographic differences between individual groups across this land.

We acknowledge the role that Landgate's predecessors played in facilitating the dispossession of land from Traditional Owners and Custodians in Western Australia, and seek to reconcile this difficult historical role with our vision as an organisation that epitomises inclusion and respect





About the artwork

The artwork used throughout this Reconciliation Action Plan is a piece called Boodja Ben Mambakoort Benang (meaning Land Today Heart of the Ocean Tomorrow), which depicts the path between the land today and the heart of the ocean tomorrow, the renewal of life. Ballardong Elder, Trevor Davis painted this piece and describes it as the 'The Warkal protecting both the Boodja and the Mambakoort, balance of the land and ocean for all creatures through boundless connections of life, forming an organic source to nature for Noongar people'.

This painting was inspired by the original Mambakoort art piece used in Landgate's Reflect Reconciliation Action Plan, and the Landgate journey where the next chapter of growth will bring a clearer vision from across the land today into the heart of the ocean tomorrow. Landgate named its central gathering space at the 'heart' of its Midland office Mambakoort, where Trevor's painting is proudly displayed

Statement from the CEO of Reconciliation Australia



Reconciliation Australia commends Landgate (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 Landgate 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, Landgate 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.

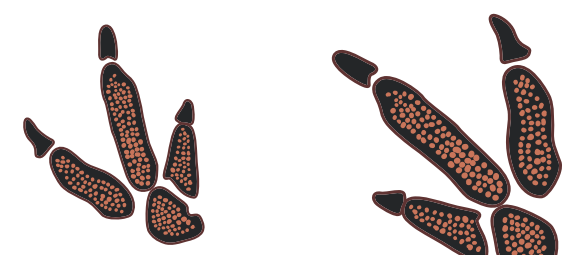
With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Landgate is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and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

Implementing an Innovate RAP signals Landgate'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 Landgate on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Message from our Board Chair



On behalf of the Board and the Landgate team, I am delighted to introduce Landgate's Innovate Reconciliation Action Plan (RAP).

Reconciliation is at the heart of Landgate's goal to be an inclusive and diverse workplace, which is representative of our stakeholders in Western Australia. Achieving this goal is a key priority of the agency.

Our reconciliation journey is of vital importance not just to this agency, but to the state, as we are committed to telling the truth about our past and taking action for a better future. The Landgate of today and tomorrow continues to work on reconciling our past and to move forward positively, constructively and in partnership with all Aboriginal and Torres Strait Islander peoples.

Through our RAP journey, we hope to reconcile these different and difficult histories and associations with the land, as we commit to safeguarding Aboriginal and Torres Strait Islander cultures by looking for opportunities to embed them into all aspects of our business. We have taken many positive steps already, and when I reflect on Landgate's reconciliation journey, it is evident we are building relationships with Aboriginal and Torres Strait Islander peoples and organisations.

This Innovate RAP enables us to continue our reconciliation journey, strengthening our relationships with Aboriginal and Torres Strait Islander peoples and empowering them through the implementation of the reconciliation initiatives we created in our Reflect RAP. For Landgate, the Innovate RAP records our

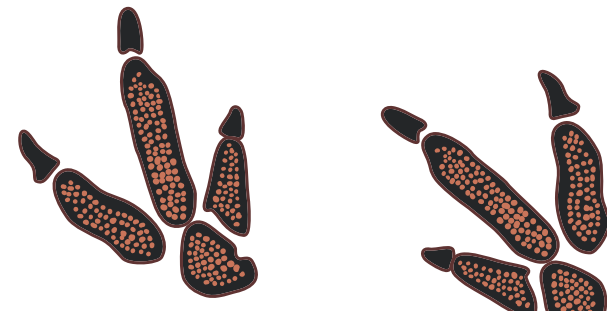
commitment to becoming an even more inclusive organisation that achieves mutual respect, equity and positive relationships between Aboriginal and Torres Strait Islander peoples and other Western Australians.

Through our Innovate RAP, we will gain a deeper understanding of how to best advance reconciliation by influencing one another, both in what we say and what we do. It's important that, through our reconciliation activities, Landgate finds true meaning in what is implemented.

Together we must recognise and acknowledge the truth in our history and reflect on past displacement and mistreatments – and move forward as one.

We pay our respects to Elders past, present and emerging, and acknowledge the many significant contributions they continue to make to the Western Australian community.

Robert Cole
Board Chair
Landgate



Message from our CE



I am proud to present the next stage of Landgate's reconciliation journey – our Innovate Reconciliation Action Plan (RAP).

This Innovate RAP follows on from our Reflect RAP that we launched in February 2021, which enabled us to consider how we can do more to achieve meaningful reconciliation in the context of our role as the guardian of the land information in Western Australia.

Through Landgate's Reflect RAP, we integrated many initiatives into our business-as-usual practices. Our commitment to these first steps of our reconciliation journey has resulted in an increased focus on the celebration of cultural events, improved cultural awareness across our workforce, strengthened partnerships with local Aboriginal and Torres Strait Islander organisations, the integration of cultural protocols in our daily activities, and a greater focus on employment outcomes for Aboriginal and Torres Strait Islander employees.

Landgate's Innovate RAP will enable us to continue with our vital reconciliation journey. Over the next two years, we will strengthen our engagement with Aboriginal and Torres Strait Islander peoples and strive to identify social and economic opportunities that offer tangible benefits.

Here at Landgate, we will continue to incorporate reconciliation activities into our business practices and decision-making, taking words and turning them into actions. We will continue to drive initiatives that increase opportunities for Aboriginal and Torres

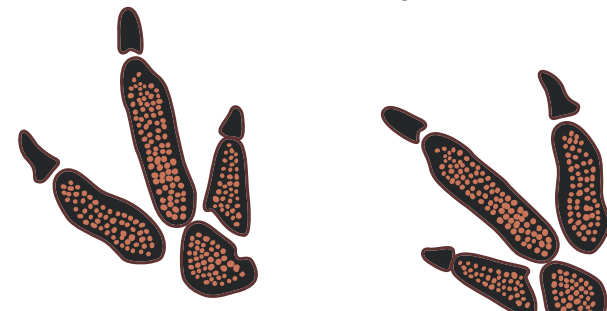
Strait Islander employment, and we will develop practical business partnerships.

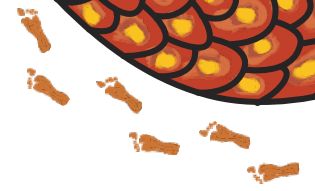
By delivering the outcomes detailed in this plan, we can continue to build a unified path forward to celebrate the rich history and contribution of the Aboriginal and Torres Strait Islander peoples. Importantly, we will continue to tell our reconciliation story to the community, our customers and our staff. This ensures that we are transparent about what we want to achieve, and where we want to go, whilst seeking feedback on how we can improve.

I would like to acknowledge the Reconciliation Action Plan Working Group, and Cultural Advisor Zoe Davis, for their ongoing contributions to Landgate's reconciliation journey. I would also like to thank the staff who collaborated in the development of this plan.

As we take the next steps in our reconciliation journey, I encourage all staff to view the plan and to consider ways they can incorporate the principles and actions into their everyday activities and roles.

Graeme Gammie
Chief Executive
Landgate





Our Vision for Reconciliation



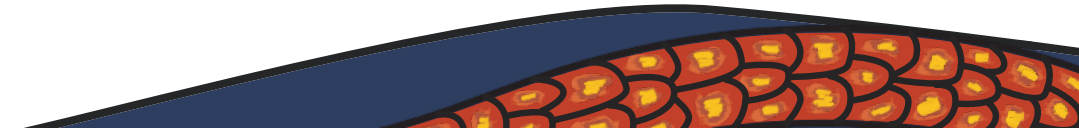
Landgate's vision is to 'fully harness the value of *where* to power a thriving Western Australia'. We know there are many things we will need to do to achieve this, but we are certain that it cannot be achieved without having a deep, connected, and meaningful understanding of the cultural, spiritual, familial, and historical connection to Country that First Nations peoples experience. As the State agency with a profound connection to land, we must understand, appreciate, acknowledge, and celebrate the significance and importance of this connection if we are to truly achieve reconciliation and genuinely deliver on our vision.

Our vision for reconciliation, is to share a connection to Country with the First Nations peoples of this State and to honour that connection in everything we do.

To achieve this, Landgate will take the time and effort to explore, surface, understand and acknowledge the role that it, and its preceding agencies, have played in the disruption and dispossession of Aboriginal and Torres Strait Islander cultures in this state. As WA heads towards 200 years of European settlement in 2029 Landgate will play a key role in driving truth telling about our colonial past.

- ★ We will listen to and take the time to understand the significance of Country to First Nations peoples and make sense of how this connects to the work we do as the agency responsible for so many aspects of land administration.
- ★ We will continue to strengthen our understanding of, and relationships and collaboration with, Aboriginal and Torres Strait Islander peoples and organisations.
- ★ We will create and maintain inclusive workplaces, increase Aboriginal and Torres Strait Islander employment rates, provide development opportunities that build long term careers in the public sector, and increase relationships and opportunities for Aboriginal and Torres Strait Islander businesses.
- ★ We will continue to engage our people in our reconciliation journey and embed the principles of inclusion, diversity, and respect in our daily activities.

With all of this, Landgate aims to emerge as a reconciliation leader in the WA public sector.



Our Values



Landgate's values guide our organisational culture, shaping the way we interact with one another, our customers, and the broader community. Our customers, our people, and our community are at the heart of everything we do.

Commit and Act

We do what we say we will do.

Innovate and achieve

We continually improve and deliver for our customers.

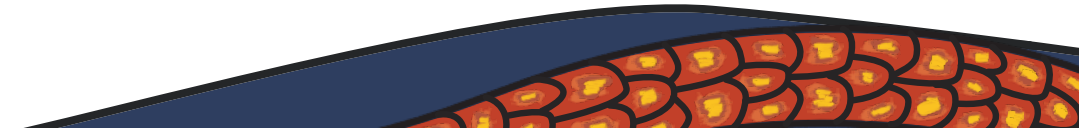
Dynamic and engaged

We are passionate, proud and enthusiastic.

Honest and true

Integrity is everything in our business.

These values help our people to connect our reconciliation journey with their daily activities.



About Us



Our vision is to fully harness the value of *where* to power a thriving Western Australia.

Landgate supports the sustainable economic, social and environmental management and development of land in Western Australia by securing land interests, valuing property and providing and promoting the use of location information and services.

We deliver value to the state through three core functions:

We locate our place in the world

We secure our interests in property

We value our homes and investments

We honour the deep connection that is held between people and land in Western Australia, particularly Aboriginal and Torres Strait Islander peoples, recognising its timeless importance to communities and to their sense of identity, purpose and belonging.

We are the state's trusted and respected source of land and geographic information for our private, business and government customers. This information assists decision-making, provision of emergency services, planning for land-use and infrastructure and management of agriculture and natural resources.

Landgate maintains WA's official register of land ownership and survey information. Through this, we support the functioning of the state's property market and economy, and protect people's property interests.

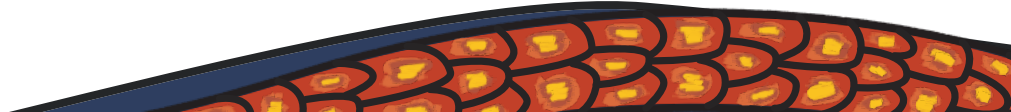
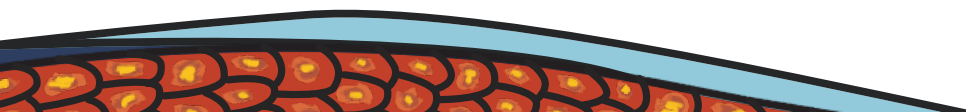
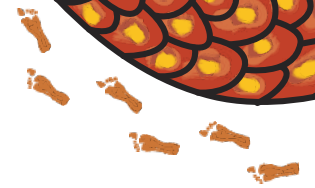
We are responsible for valuing the state's land and property, which provides the basis for rating and taxing revenue for Local and State Government. Additionally, we value and maintain the register of the state-owned property asset portfolio.

As WA's land information authority, we deliver on our legislated responsibilities and community obligations. This includes advocating for and administering legislative reform within the Lands portfolio to address community and industry needs, government priorities, and technological progress.

Where it adds value to the state, we explore commercial opportunities and actively collaborate with government and industry to further innovate and share WA's location information.

In supporting the sustainable economic, social and environmental management and development of land in Western Australia, we provide a space where Aboriginal and Torres Strait Islander peoples and other Western Australians can come together. We have a strong commitment to working with Aboriginal and Torres Strait Islander peoples in all our work, whether through increasing and sustaining a strong Aboriginal and Torres Strait Islander workforce, the procurement of goods and services from Aboriginal and Torres Strait Islander firms, in the formulation of policy, or the delivery of programs.

With a head office in Midland, and secondary offices in Perth and Bunbury, Landgate currently employs around 484 people including 13 Aboriginal and/or Torres Strait Islander people across different areas of the business.





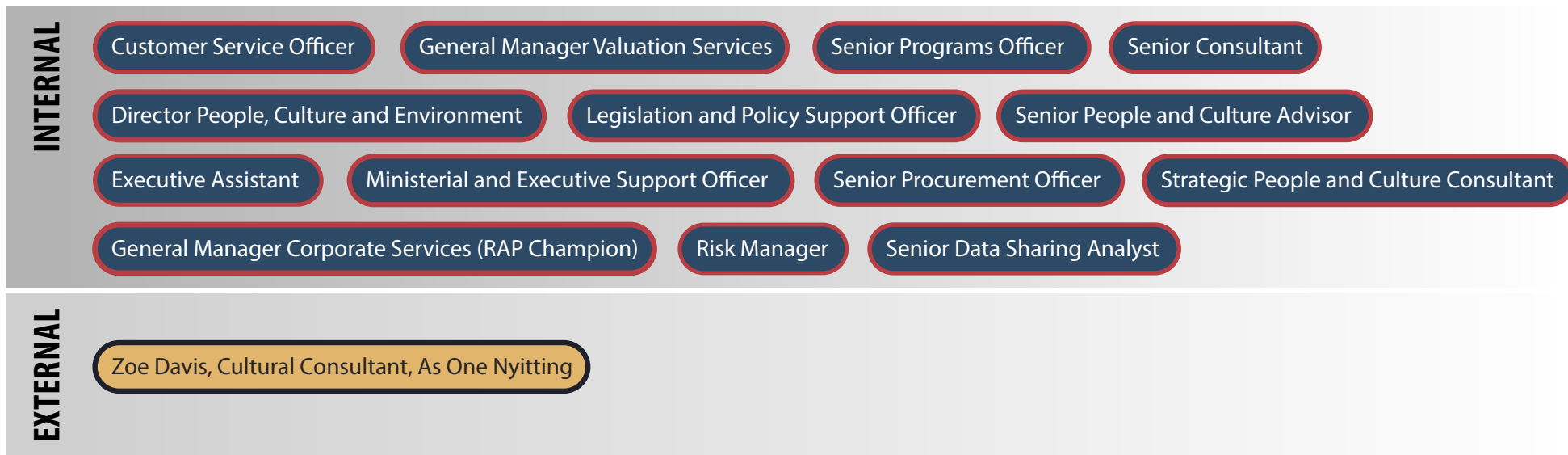
Our RAP



Our RAP helps to foster and facilitate opportunities to empower and include Aboriginal and Torres Strait Islander peoples, businesses, perspectives and knowledge in the delivery of our products and services. It supports our workforce to become more inclusive and respectful of the diversity of Aboriginal and Torres Strait Islander peoples and cultures, and better equipped to incorporate reconciliation principles in their daily activities.

Internally, Landgate's RAP is championed by our Board, Corporate Executive and RAP Working Group (RWG). We also have a RAP Champion who is a member of our Corporate Executive team.

Our RWG is comprised of:



Currently, our RWG has four people who identify as Aboriginal and/or Torres Strait Islander people:



Responsibility for implementing the actions outlined in our RAP is shared across our business. This responsibility is articulated through a Lead (the individuals or groups who will drive the activity), Accountable (the Corporate Executive member who must ensure delivery occurs) and Support (individuals or groups who will contribute to the activity, supporting the Lead).

Our Reconciliation Journey



The foundations of reconciliation at Landgate were formally highlighted through the implementation of our first RAP between 2009-2011. This RAP focussed on developing mechanisms to build sustainable relationships with Aboriginal and Torres Strait Islander peoples and the community, creating employment and development opportunities, and providing an inclusive working environment.

When reflecting on our efforts between 2009-2011, it was clear we were able to build several relationships with Aboriginal and Torres Strait Islander peoples and organisations. Landgate became an active contributor to NAIDOC Week events in our local area, mentoring programs for Aboriginal and Torres Strait Islander peoples from local schools, and ensured the raising of both the Aboriginal and Torres Strait Islander flags out the front of the Landgate building every day.

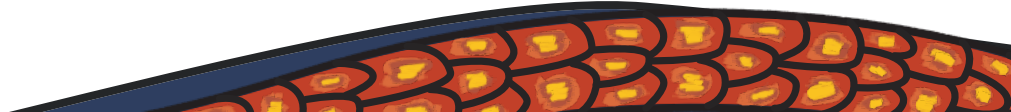
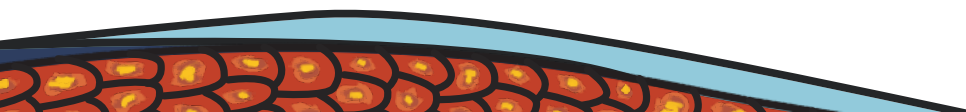
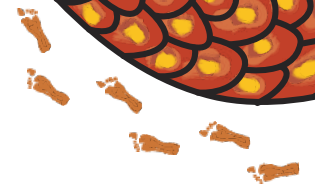
In 2010, Landgate appointed an Aboriginal Human Resource Inclusion Specialist. This role facilitated the implementation of the Welcomes Aboriginal Attraction Recruitment and Retention that's Meaningful (WAARRM) Aboriginal Employment Strategy. As an initiative drawn from the 2009-2011 RAP, WAARRM addressed four focus areas: growing respectful relations; warm inclusive work environment; attracting talented recruits; and building capacity.

We launched a renewed reconciliation strategy between 2012-2016, heavily influenced and guided by the outcomes of our previous RAP. Landgate's focus areas recognised the importance of engaging Aboriginal and Torres Strait Islander peoples, promoting community participation and

engagement and developing guidelines for culturally appropriate protocols throughout the business.

In July 2017, Landgate's Aboriginal Economic Participation Strategy (ASPIRE) was developed to address three areas of focus: build education and pathways; drive enterprise diversity; and engage the workforce, industry and community. In February 2021 Landgate launched a Reflect RAP, which saw the transition from the ASPIRE Working Group to the RAP Working Group to assist in delivering genuine reconciliation efforts.

Although these previous reconciliation strategies have brought many positive outcomes, the goal of reaching 3.7 per cent employment of Aboriginal and Torres Strait Islander peoples is still a target we work towards. Our reconciliation journey has seen employment rates increase from one per cent in 2010 to 2.69 per cent in 2022.



Our Reflect RAP (2021-22) Achievements



Aboriginal and Torres Strait Islander recruitment

Our Graduate Program has welcomed four Aboriginal and Torres Strait Islander graduates to Landgate since it commenced in 2019, and continues to hold employment of Aboriginal and Torres Strait Islander graduates as a key objective. The program leads to genuine employment pathways by providing opportunities for Aboriginal and Torres Strait Islander graduates to develop skills and gain exposure to different areas of the business. We have extended the program from 12 to 24 months, with a further intake planned for 2023.

Landgate experienced great success through the Public Sector Commission Aboriginal Traineeship Program in 2020 and 2021, and we welcomed a third trainee in early 2022. Trainees within this 12-month (full time) program develop administrative skills and explore career pathways in the public sector, and to date both of our traineeship graduates have secured further employment in the public sector. We hope to incorporate the Aboriginal Traineeship Program into a broader entry level employment strategy for the business in 2022, to provide clearer career pipelines for employees with diverse backgrounds.

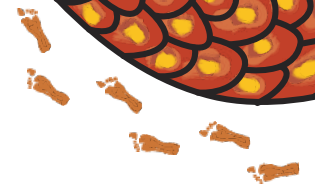
In August 2021 Landgate launched a recruitment pool for First Nations employees across a range of occupation types. Through this process we identified 11 potential candidates eligible for positions when they arise, with three appointments made so far. This existing pool of candidates is referred to before any vacant positions are advertised.

Aboriginal and Torres Strait Islander procurement

Landgate actively adheres to the WA State Government's Aboriginal Procurement Policy. We actively encourage every area of our business to consider using an Aboriginal business for their procurement and have developed agreements where possible and appropriate. In the 2020-2021 financial year, Landgate far exceeded the three per cent procurement target set via the State Government's Aboriginal Procurement Policy, with a result of 27.8 per cent. We are excited to continue our relationships with As One Nyitting, Indigenous Managed Services, and Kulbardi and continue our negotiations with other Aboriginal and Torres Strait Islander businesses.

Cultural Awareness training

Landgate has established a clear expectation that all employees will participate in cultural awareness training. In 2017, Landgate commenced the first phase of our cultural awareness training program, focussing on the historical treatment of Aboriginal and Torres Strait Islander peoples since colonisation, and how we can begin our reconciliation journey. In 2021, in conjunction with As One Nyitting, we commenced the second phase of our training with cultural empowerment workshops which focus on the present and future of reconciliation, harnessing the similarities between all cultures. In 2021, 126 staff completed this training. When first joining the public sector, all staff must also complete mandatory cultural awareness training, provided online by the Public Sector Commission.



Welcome to Country and Acknowledgment of Country protocols continue to be implemented across the business, with an Acknowledgement incorporated into the beginning of all Landgate hosted events, functions and conferences. Where appropriate, a Welcome also takes place.

NAIDOC Week and National Reconciliation Week

Despite the deferral of NAIDOC Week celebrations dates due to COVID-19, in 2021 we saw an increase in staff engagement and attendance numbers. We held three events, with around 15 per cent of staff attending the opening ceremony, where local Elder Josh McGuire from Indigenous Managed Services performed a Smoking Ceremony and Flag Raising Ceremony at the front of our Midland building. Our second event was a morning tea with Noongar cuisine to raise funds and awareness for the Wungening Aboriginal Corporation. A dot painting activity run by Elder Trevor Davis from As One Nyitting, where staff learned about how stories and culture are expressed through art, was also a huge success.

In June 2021 seven members of the RAP Working Group participated in Reconciliation WA's annual Walk for Reconciliation. Through the Reflect RAP we have identified other culturally significant dates to celebrate in 2022 and beyond.

Landgate continues to partner with members of the local community in planning NAIDOC Week and National Reconciliation Week events. A member of the RAP Working Group sits on the Midland NAIDOC Committee which comes together annually to organise the Midland NAIDOC event in collaboration with Indigo Junction, City of Swan, the local community, and local service volunteers. Landgate has also been part of the Swan Alliance for over a decade, where employees volunteer time every year to put together Christmas hampers for local Aboriginal and Torres Strait Islander families.

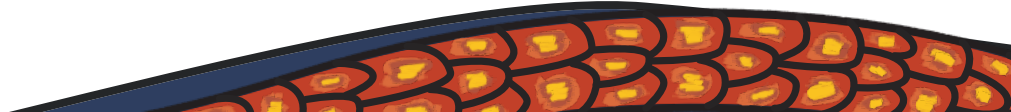
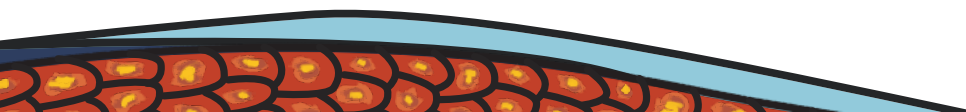
SPUR Grants Program

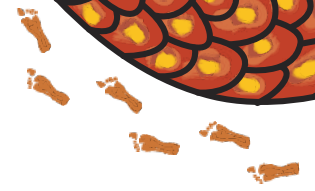
In September 2020, the winners of the SPUR Location Technology Accelerator Program were announced by the Minister for Lands. For the first time, the program included a First Nations grant. Gnulli Native Title Working Group, an Aboriginal owned business, were awarded the First Nations grant for their project. Their goal was to use data to position a series of documents and artefacts from the Pilbara and Perth regions, as curated by Traditional Owners with deep personal attachment to the recorded history.

In 2021 the First Nations grant was awarded to Baada Commerce, a Broome based, Aboriginal owned business that applies Indigenous fishery management techniques. They aim to establish a cultural engagement model through student education, with a fish feeding, tracking, and release program on the Swan River. Koya Aboriginal Corporation were also awarded a general grant, to use Traditional Owner knowledge to create a cultural map of the City of Swan region, specifically to spatially represent sites, assets, stories and practices.

Curtin Ignition

In 2021, as part of the Curtin Ignition program, Landgate offered a scholarship for a WA based First Nations applicant with a location information business idea, research project, or early-stage business venture. The program is an intensive five-and-a-half-day course run by Curtin's Business School to help aspiring entrepreneurs prepare their ideas for the commercial environment. The scholarship, awarded to Mr Quenten Bruce, helps us to continue making meaningful relationships with Aboriginal and Torres Strait Islander businesses.





Our Reflect RAP (2021-22) challenges and learnings



Community and stakeholder engagement

Although some progress has been made in this area, with initial conversations with Professor Simon Forrest (former Emeritus Professor and Elder-in-Residence at Curtin University, now retired) and RAP Working Group counterparts at the City of Swan and the Department of Jobs, Tourism, Science and Innovation, engagement with Aboriginal and Torres Strait Islander peoples in the community remains a challenge for Landgate. Through our Innovate RAP, we hope to leverage from the relationships we have made to make further progress in this area. We hope that by exploring relationships with relevant historians and academics we can clarify how to begin reconciling the difficult historical role of Landgate and its predecessors in relation to land ownership, and this may bring further opportunities to engage with community groups and individuals. We will also explore how we can promote the land information assets and knowledge that Landgate holds to Aboriginal and Torres Strait Islander businesses and organisations and remove any barriers to access.

Staff engagement

Although we exceeded our 10 per cent target for staff participation in NAIDOC Week events, we had low participation rates in other events that were offered, such as the 'You Can't Ask That: More than a Word' Reconciliation Australia webinar that was made available to all staff to view during National

Our plan in action



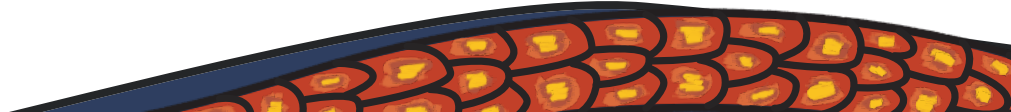
COVID-19 has changed the way we do business and how we engage with people. Minimising the impacts of COVID-19 on our reconciliation journey is a priority. The internal engagement and awareness of our RAP is driven by our RAP Working Group and our General Manager Corporate Services, who is a senior leader, member of Landgate's Corporate Executive unit, and our RAP

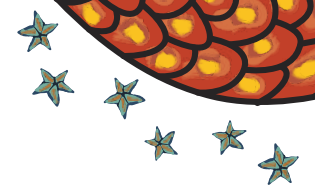
Reconciliation Week. Similarly, although 126 employees attended Cultural Awareness Training during 2021, an additional 34 staff were registered for but did not attend their allocated session. Through the Innovate RAP we will seek to reinforce the importance of this training to staff and communicate to managers the expectation for them to effectively manage workloads to ensure all employees are able to attend. We will also broaden our efforts to increase the capability of our people leaders to manage a diverse, inclusive and engaged workforce.

Employment rates

Despite our dedicated efforts to proactively recruit Aboriginal and Torres Strait Islander employees, our overall workforce representation rate has only risen marginally. Also, due to two RAP Working Group members moving to other organisations, the number of Aboriginal and Torres Strait Islander employees represented on the RAP Working Group has only risen by one. During the Innovate RAP we will continue to review and revise our approach to recruitment to attract more Aboriginal and Torres Strait Islander candidates. The existing RAP Working Group will continue to reach out to existing Aboriginal and Torres Strait Islander employees to foster greater engagement with and participation in the RAP Working Group.

Champion. We are honoured to have Zoe Davis from As One Nyitting join our RAP Working Group as a Cultural Consultant in 2022. The RAP Working Group drive the engagement, awareness and implementation of Landgate's RAP and values into the day-to-day business of Landgate.





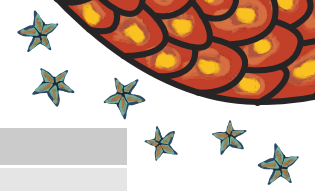
Relationships

Inclusive and meaningful relationships with Aboriginal and Torres Strait Islander employees, customers, stakeholders, and communities are integral to delivering our vision for reconciliation. These relationships have mutually beneficial outcomes: they enable us, as an organisation, to better understand our customers, colleagues, and the community, and better meet their needs and expectations. For Aboriginal and Torres Strait Islander stakeholders and communities, we hope it enables trust to be built and contribute to repairing their historical relationship with the state. Through this trust, greater understanding of and access to the services Landgate can offer can be achieved.

Focus area: We will continue to develop relationships with Aboriginal and Torres Strait Islander stakeholders and organisations to gain a better understanding of how we can begin to reconcile the core function of our business – land administration – with the historical associations between the state, the land, and the treatment of Aboriginal and Torres Strait Islander peoples.

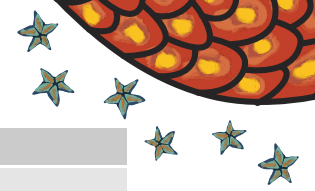
Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	November, 2022	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: People, Culture & Environment
	1.2 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	May, 2023	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: People, Culture & Environment
	1.3 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations, ensuring business units are aware of the stakeholders and organisations and how to engage with them.	November, 2023	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: People, Culture & Environment
	1.4 Identify and engage with Aboriginal and Torres Strait Islander stakeholders and organisations from key regional areas within Western Australia to seek feedback on Landgate products, services, and the general Valuation program.	May, 2023 May, 2024	Lead: Valuer General Accountable: General Manager Valuation Services Supported by: RAP Working Group





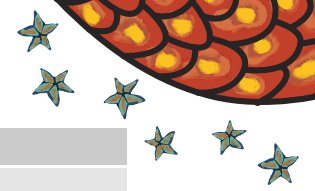
Relationships			
Action	Deliverable	Timeline	Responsibility
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff through Landgate's intranet.	April, 2023 April, 2024	Lead: Manager Strategic Communications Accountable: Director Office of the Chief Executive Supported by: RAP Working Group
	2.2 Explore how National Reconciliation Week activities being planned for our Midland staff can be replicated for staff in our Bunbury and Perth offices.	April, 2023 April, 2024	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Manager Strategic Communications
	2.3 RAP Working Group members to participate in an external National Reconciliation Week event.	27 May- 3 June, 2022 27 May- 3 June, 2023	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: RAP Working Group Chair
	2.4 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.	27 May- 3 June, 2022 27 May- 3 June, 2023	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Manager Strategic Communications
	2.5 Organise at least one National Reconciliation Week event each year.	27 May- 3 June, 2022 27 May- 3 June, 2023	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Manager Strategic Communications
	2.6 Broaden National Reconciliation Week activities so that staff in our Bunbury and Perth offices can participate in local National Reconciliation Week activities.	27 May- 3 June, 2022 27 May- 3 June, 2023	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Manager Strategic Communications
	2.7 Register all our National Reconciliation Week events on Reconciliation Australia's National Reconciliation Week website	May, 2023 May, 2024	Lead: Senior People & Culture Advisor Accountable: General Manager Corporate Services Supported by: RAP Working Group



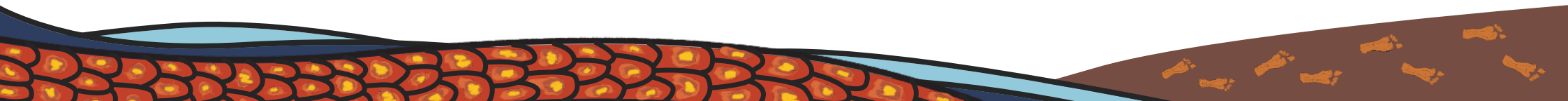


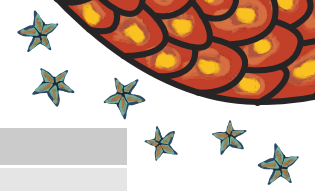
Relationships			
Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	3.1 Develop and implement an annual Communications Plan to support the implementation of the Innovate RAP, including promotion of culturally significant dates and events, and staff awareness and participation rates.	July, 2022 July, 2023	Lead: Manager Strategic Communications Accountable: Director Office of the Chief Executive Supported by: RAP Working Group
	3.2 Implement strategies to engage our staff in reconciliation.	August, 2022 August, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Manager Strategic Communications
	3.3 Communicate our commitment to reconciliation publicly.	September, 2022 September, 2023	Lead: RAP Working Group Accountable: Director Office of the Chief Executive Supported by: Manager Strategic Communications
	3.4 Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	May, 2023 May, 2024	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group
	3.5 Collaborate with organisations in the RAP network and/or other like-minded organisations to develop ways to advance reconciliation.	November, 2022 November, 2023 (Review annually)	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group
	3.6 Explore opportunities to share Landgate held state records, to contribute to research and the celebration of Aboriginal and Torres Strait Islander histories.	December, 2022	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Senior Records Management Officer
	3.7 Celebrate the significant connection to land in WA, especially that of local Aboriginal cultures, through the redevelopment of the accommodation, facilities and workplace design in our Midland office.	December, 2023	Lead: Fleet & Facilities Leader Accountable: General Manager Corporate Services Supported by: Corporate Executive and RAP Working Group



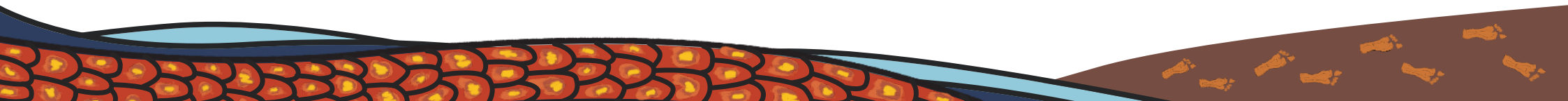


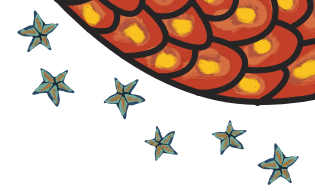
Relationships			
Action	Deliverable	Timeline	Responsibility
4. Promote positive race relations through anti-discrimination strategies.	4.1 Conduct a review of Human Resources policies and procedures to identify existing anti-discrimination provisions and future needs.	July, 2022 July, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group
	4.2 Develop, implement, and communicate an anti-discrimination policy for our organisation.	May, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Manager Strategic Communications
	4.3 Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	May, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Senior People and Culture Advisor
	4.4 Implement internal support networks and safe reporting mechanisms for Aboriginal and Torres Strait Islander employees to support our anti-discrimination policy.	May, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group
	4.5 Educate senior leaders on the effects of racism.	March, 2023 March, 2024	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Strategic People & Culture Consultant
	4.6 Educate all staff on the effects of racism.	March, 2023 March, 2024	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Strategic People & Culture Consultant





Relationships			
Action	Deliverable	Timeline	Responsibility
5. Explore opportunities to begin reconciling the conflict between Landgate's difficult historical role and our reconciliation journey, heading towards the Western Australian bicentenary in 2029.	5.1 Identify relevant academics and historians to connect and engage with to explore the historical relationships between Landgate's predecessors and Aboriginal and Torres Strait Islander peoples.	May, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group
	5.2 Identify community representatives to connect and engage with to explore the historical relationships between Landgate's predecessors and Aboriginal and Torres Strait Islander peoples.	May, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group
	5.3 Develop a strategy to progress this body of work heading towards 2029 and engage Minister and broader government support.	May, 2024	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group

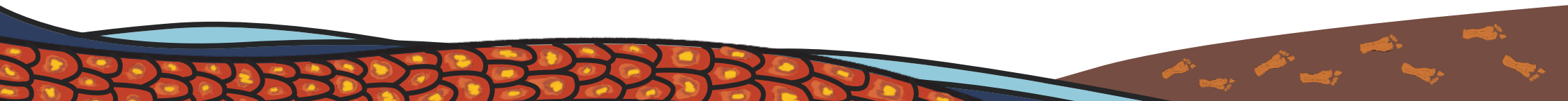


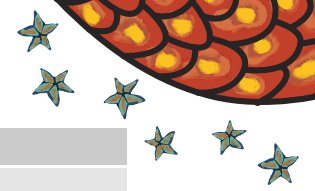


We are committed to creating a respectful workplace, which encourages employees to connect with Aboriginal and Torres Strait Islander peoples, businesses, languages, country, and cultures as part of their everyday life. Our business extends across the breadth of Western Australia, and while our people are based in Midland, Perth and Bunbury, our understanding of Aboriginal and Torres Strait Islander groups across the whole of the state is an important part of our reconciliation journey. Increasing the capability of our people leaders to foster inclusive and respectful behaviours, in relation to all diversity groups, align their values with our vision for reconciliation and lead by example, is a focus area for the business.

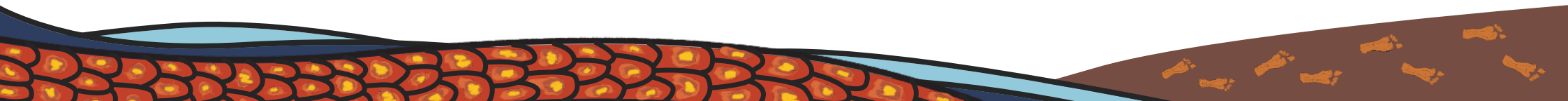
Focus area: Leaders within our business increase their cultural awareness, participate in cultural events, and acknowledge the important role they play in developing and maintaining a diverse and inclusive workplace at Landgate.

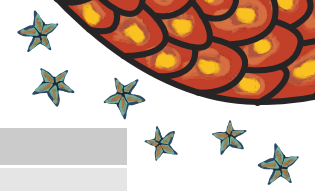
Relationships			
Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	6.1 Conduct a review of cultural learning needs within our organisation.	May, 2023	Lead: Manager People & Culture Strategic Accountable: General Manager Corporate Services Supported by: RAP Working Group
	6.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	November, 2023	Lead: Manager People & Culture Strategic Accountable: General Manager Corporate Services Supported by: RAP Working Group
	6.3 Develop, implement and communicate a cultural learning strategy for our staff.	May, 2024	Lead: Manager People & Culture Strategic Accountable: General Manager Corporate Services Supported by: RAP Working Group
	6.4 Provide opportunities for RAP Working Group members, People Culture & Environment managers, and other key leadership staff to participate in formal and structured cultural learning.	May, 2023 May, 2024	Lead: Manager People & Culture Strategic Accountable: General Manager Corporate Services Supported by: RAP Champion



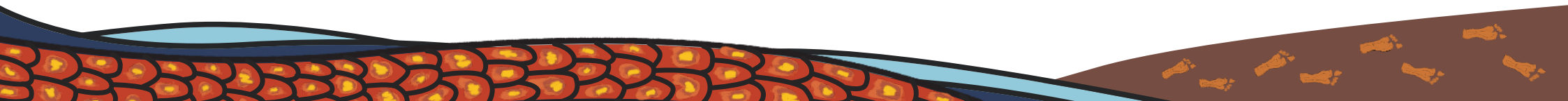


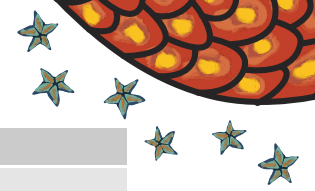
Relationships			
Action	Deliverable	Timeline	Responsibility
	6.5 Continue to provide cultural learning workshops for all staff every two years.	May, 2023 May, 2024	Lead: Senior People and Culture Advisor Accountable: General Manager Corporate Services Supported by: Manager People & Culture Strategic
	6.6 Investigate other opportunities for staff to recognise, celebrate and learn about Aboriginal and Torres Strait Islander cultures (such as celebrating culturally significant dates outside of National Reconciliation Week and NAIDOC, and cultural immersion activities).	December, 2022 December, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Manager Strategic Communications
	6.7 Engage Aboriginal and Torres Strait Islander community members and role models to speak at Landgate events (through video call if necessary) to raise staff awareness of local stories, histories, and experiences.	May, 2023 May, 2024	Lead: Manager Strategic Communications Accountable: Director Office of the Chief Executive Supported by: RAP Working Group
	6.8 Create opportunities to inform and educate staff about Midland's Aboriginal heritage and culture.	May, 2023 May, 2024	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Manager Strategic Communications
	6.9 Facilitate volunteering opportunities for staff to participate in supporting Aboriginal and Torres Strait Islander community groups, to increase their understanding and engagement with their local community.	December, 2022 December, 2023	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Strategic People & Culture Consultant
7. Demonstrate inclusive leadership and competency in working with and managing diversity.	7.1 Conduct a review of the current level of inclusive leadership competency of our managers and leaders.	December, 2022	Lead: Manager People & Culture Strategic Accountable: General Manager Corporate Services





Relationships			
Action	Deliverable	Timeline	Responsibility
			Supported by: Strategic People & Culture Consultant
	7.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development of an inclusive leadership strategy.	June, 2023	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Manager People & Culture Strategic
	7.3 Develop, implement, and communicate an inclusive leadership strategy, ensuring working with and managing diversity is seen as a key management skill.	December, 2023	Lead: Manager People & Culture Strategic Accountable: General Manager Corporate Services Supported by: Strategic People & Culture Consultant
	7.4 Establish objectives in performance management agreements to hold people leaders accountable for achieving diversity and inclusion goals, attending reconciliation events, and for tracking progress against these objectives.	May, 2024	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Manager P&C Operations
8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	8.1 Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July, 2022 July, 2023	Lead: RAP Working Group Accountable: Director Office of the Chief Executive Supported by: Senior People and Culture Advisor
	8.2 Review and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	July, 2022	Lead: Manager Strategic Communications Accountable: Director Office of the Chief Executive Supported by: RAP Working Group
	8.3 Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	May, 2023 May, 2024	Lead: RAP Working Group Accountable: Director Office of the Chief Executive



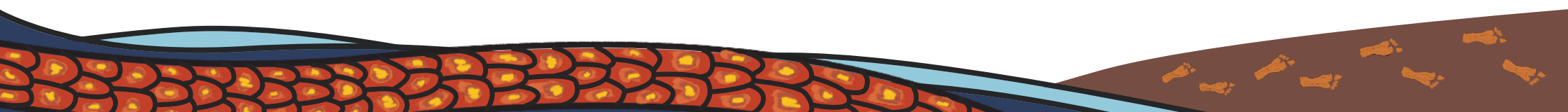


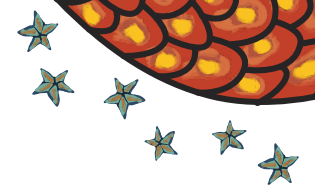
Relationships			
Action	Deliverable	Timeline	Responsibility
			Supported by: Manager Strategic Communications
	8.4 Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	July, 2022 July, 2023	Lead: RAP Champion Accountable: Chief Executive Supported by: RAP Working Group
	8.5 Develop a checklist for the Survey team to ensure adequate consideration of Aboriginal cultural heritage and cultural protocols is taken when working out in the field/on Country.	May, 2023	Lead: Manager Survey Accountable: General Manager Location Services Supported by: RAP Working Group
	8.6 Explore options for Landgate employees who conduct work in regional and remote areas of WA participate in training on cultural protocols, to better understand and respect the land on which they are working.	May, 2023	Lead: RAP Working Group Accountable: General Manager Valuation Services Supported by: Valuer General, Principal Surveyor
9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	9.1 RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2022 First week in July, 2023	Lead: RAP Champion Accountable: General Manager Corporate Services Supported by: RAP Working Group
	9.2 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	April, 2023 April, 2024	Lead: Senior People and Culture Advisor Accountable: General Manager Corporate Services Supported by: Strategic People & Culture Consultant
	9.3 Promote and encourage participation in external NAIDOC events to all staff.	First week in July, 2022 First week in July, 2023	Lead: Manager Strategic Communications Accountable: Director Office of the Chief Executive Supported by: RAP Working Group
	9.4 Host an internal NAIDOC Week event with at least 10 per cent of our workforce attending.	July, 2022 July, 2023	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Manager Strategic Communications





Relationships			
Action	Deliverable	Timeline	Responsibility
10. Build respect and recognition of Aboriginal cultures throughout WA by restoring and promoting Aboriginal place names.	10.1 In partnership with the City of Swan, engage with the local community to refine the technical concept prototype developed for the creation of a cultural map that recognises and promotes Aboriginal place names in the City of Swan area and surrounds.	July, 2023	Lead: Lead Names and Addressing Consultant Accountable: General Manager Location Services Supported by: RAP Working Group
	10.2 Lead the development of a strategic roadmap to expand the reawakening of Aboriginal place names through the naming, renaming and dual naming of places throughout Western Australia.	June, 2023 May, 2024	Lead: Lead Names and Addressing Consultant Accountable: General Manager Location Services Supported by: RAP Working Group
	10.3 Actively promote and publicise Landgate's role and information held relating to Aboriginal place names.	June, 2023 May, 2024	Lead: Lead Names and Addressing Consultant Accountable: General Manager Location Services Supported by: RAP Working Group



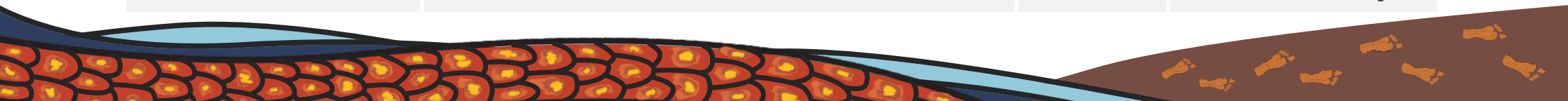


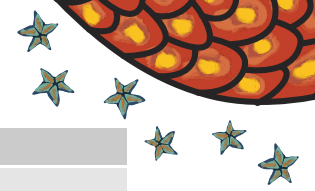
Opportunities

We recognise the disproportionate representation of Aboriginal and Torres Strait Islander employees across the public sector, and we aspire to be a leader within the WA public sector in providing opportunities for Aboriginal and Torres Strait Islander employment, retention and professional development. We will also continue to economically support Aboriginal and Torres Strait Islander businesses across WA by exceeding our procurement targets. By improving our support for and engagement with Aboriginal and Torres Strait Islander employees and businesses we can improve knowledge and understanding of, and access to our services, and learn more about how to we can build trust between Aboriginal and Torres Strait Islander communities and the state.

Focus area: To build a reputation as an employer of choice within the public sector for Aboriginal and Torres Strait Islander employees, through the implementation of multi-faceted employment and engagement strategies.

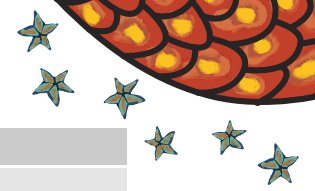
Relationships			
Action	Deliverable	Timeline	Responsibility
11. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	11.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August, 2022 August, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Senior People and Culture Advisor
	11.2 Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	August, 2022 August, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Senior People and Culture Advisor
	11.3 Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	May, 2024	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Senior People and Culture Advisor; Manager People & Culture Strategic
	11.4 Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	August, 2022 August, 2023	Lead: Senior People and Culture Advisor Accountable: General Manager





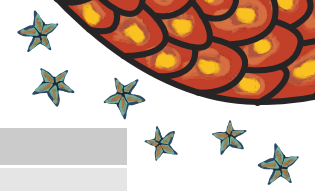
Relationships			
Action	Deliverable	Timeline	Responsibility
			Corporate Services Supported by: RAP Working Group
	11.5 Review HR and recruitment procedures and policies, and job applicant data, to identify and remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	July, 2022 July, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Senior People and Culture Advisor
	11.6 Review onboarding and induction procedures, to provide an inclusive environment for Aboriginal and Torres Strait Islander employees in our workplace.	April, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Senior People and Culture Advisor
	11.7 Increase the percentage of Aboriginal and Torres Strait Islander staff employed in our workforce to 2.9% by the end of 2023, to align with the Public Sector Commission Workforce Diversification and Inclusion Strategy.	December, 2023	Lead: Senior People and Culture Advisor Accountable: General Manager Corporate Services Supported by: Strategic People & Culture Consultant
	11.8 Continue to promote employment opportunities at Landgate through the Graduate Program and the Public Sector Commission Aboriginal Traineeship Program.	August, 2022 August, 2023	Lead: People & Culture Advisor Accountable: General Manager Corporate Services Supported by: Manager Strategic Communications
	11.9 Identify opportunities to connect with Aboriginal and Torres Strait Islander jobseekers as part of our entry level employment strategy, by connecting with local secondary schools and training providers.	March, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Senior People and Culture Advisor
	11.10 Identify and promote external networking, development and leadership opportunities for Aboriginal and Torres Strait Islander employees to participate in.	July, 2022	Lead: Manager People & Culture Strategic Accountable: General Manager Corporate Services



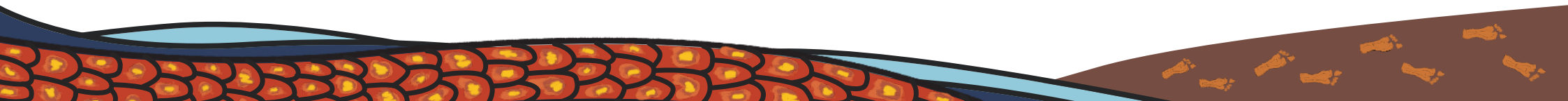


Relationships			
Action	Deliverable	Timeline	Responsibility
			Supported by: Strategic People & Culture Consultant
	11.11 Investigate opportunities for Aboriginal and Torres Strait Islander employees to connect with Aboriginal and Torres Strait Islander employees from other agencies.	July, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Manager People & Culture Strategic
	11.12 Establish an alumni association for past and present Aboriginal and Torres Strait Islander employees.	March, 2023 March, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group
	11.13 Research and consider implementing a peer support and/or mentoring program to help guide Aboriginal and Torres Strait Islander employees.	March, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Manager People & Culture Strategic
12. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	12.1 Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	May, 2024	Lead: Procurement Leader Accountable: General Manager Corporate Services Supported by: RAP Working Group
	12.2 Investigate Supply Nation membership.	June, 2023	Lead: Procurement Leader Accountable: General Manager Corporate Services Supported by: RAP Working Group
	12.3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	July, 2022 July, 2023	Lead: Procurement Leader Accountable: General Manager Corporate Services Supported by: RAP Working Group
	12.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	August, 2022 August, 2023	Lead: Procurement Leader Accountable: General Manager Corporate Services Supported by: RAP Working Group



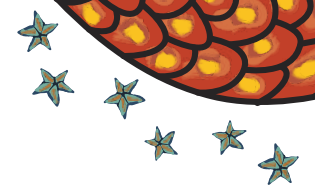


Relationships			
Action	Deliverable	Timeline	Responsibility
	12.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	August, 2022 August, 2023	Lead: Procurement Leader Accountable: Director Strategy & Finance Supported by: All staff
	12.6 Continue the implementation of the Aboriginal Procurement Policy by meeting participation requirements on certain government contracts to meet Aboriginal employment or Aboriginal business subcontracting targets.	June, 2022 June, 2023	Lead: Procurement Leader Accountable: General Manager Corporate Services Supported by: RAP Working Group
	12.7 Explore opportunities to support Aboriginal and Torres Strait Islander start-up businesses and community groups through Landgate's grants program.	May, 2024	Lead: Lead Programs Consultant Accountable: General Manager Location Services Supported by: RAP Working Group
	12.8 Develop commercial relationships with businesses providing Aboriginal and/or Torres Strait Islander talent, with the aim to increase the visibility and representation of Aboriginal and Torres Strait Islander people in our external facing publications.	May, 2024	Lead: Procurement Leader Accountable: General Manager Corporate Services Supported by: RAP Working Group



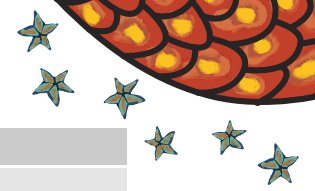


Governance



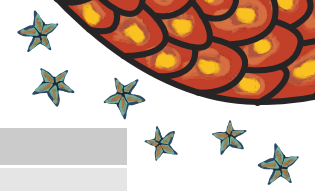
Relationships			
Action	Deliverable	Timeline	Responsibility
13. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	13.1 Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group.	May, 2023 May, 2024	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Director People, Culture & Environment
	13.2 Establish and apply a Terms of Reference for the RAP Working Group.	June, 2022	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Director People, Culture & Environment
	13.3 Meet at least every six weeks to drive and monitor RAP implementation.	Every six weeks Review: November, 2022 May, 2023 November, 2023 May, 2024	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Director People, Culture & Environment
14. Provide appropriate support for effective implementation of RAP commitments.	14.1 Define resource needs for RAP implementation.	July, 2022	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group; Senior People and Culture Advisor
	14.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	July, 2022	Lead: RAP Working Group Accountable: General Manager Corporate Services Supported by: Director People, Culture & Environment
	14.3 Define and maintain appropriate systems to track, measure and report on RAP commitments in an accurate and timely manner.	June, 2022	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Senior People and



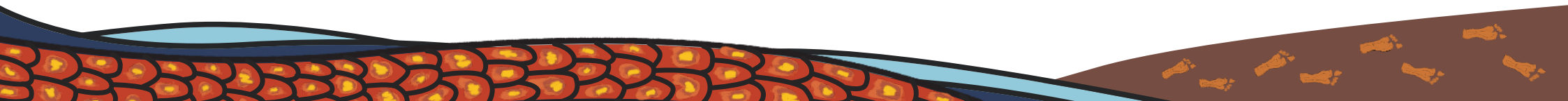


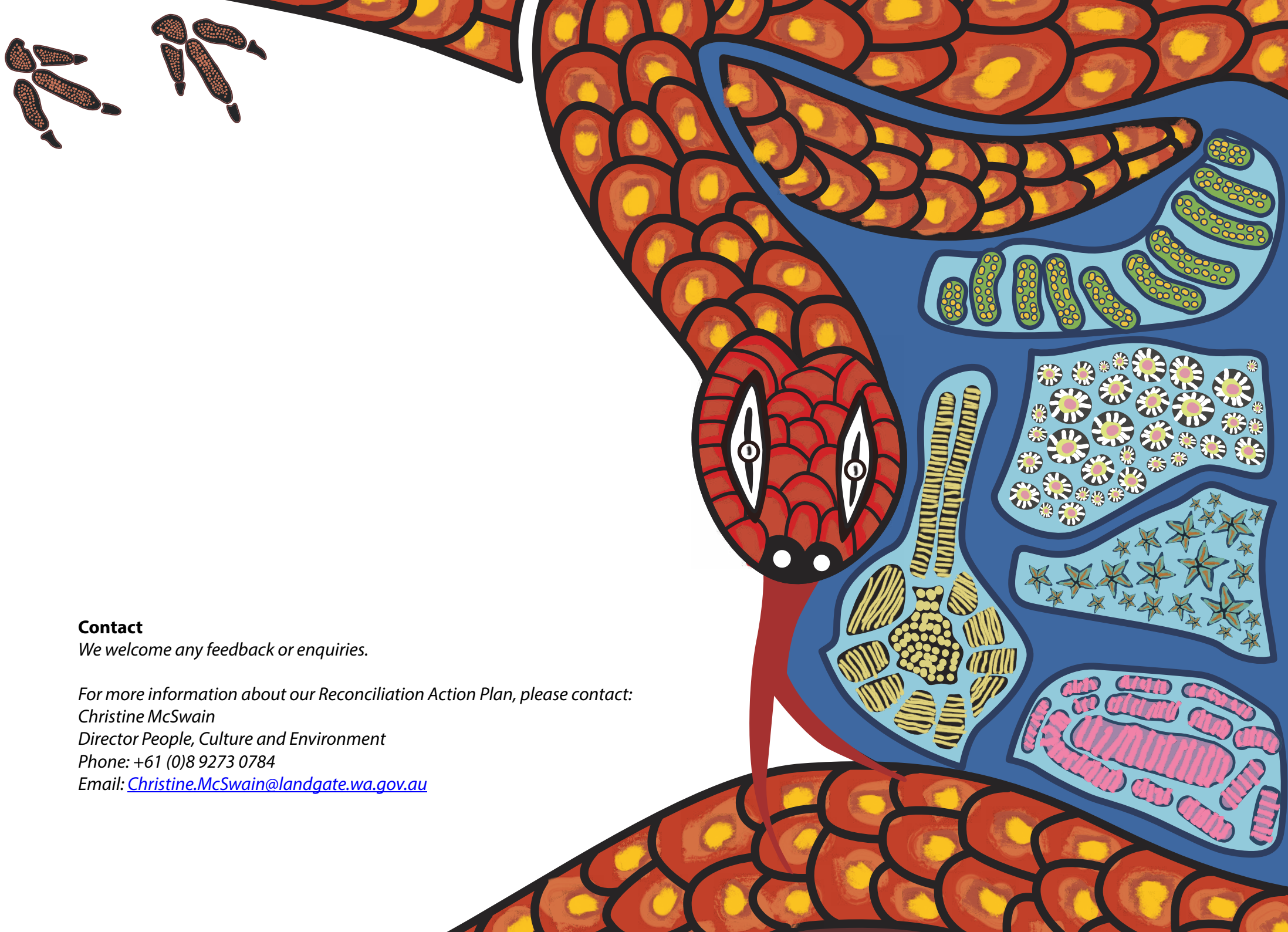
Relationships			
Action	Deliverable	Timeline	Responsibility
	14.4 Maintain an internal RAP Champion from senior management.	May, 2023 May, 2024	Culture Advisor Lead: RAP Working Group Accountable: Chief Executive Supported by: Director People, Culture & Environment
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	15.1 Contact Reconciliation Australia to ensure that our primary and secondary contacts are up to date to ensure we are receiving important correspondence.	June, 2022 June 2023 (and annually)	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Senior People and Culture Advisor
	15.2 Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measure Questionnaire.	August, 2022 August, 2023 (and annually)	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Senior People and Culture Advisor
	15.3 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2022 30 September, 2023 (and annually)	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Senior People and Culture Advisor
	15.4 Report RAP progress to all staff and senior leaders quarterly.	July, 2022 October, 2022 January, 2023 April, 2023 July, 2023 October, 2023 January, 2024 April, 2024	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group
	15.5 Publicly report our RAP achievements, challenges and learnings, annually via our annual report.	October, 2022 October, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: Manager Strategic Communications





Relationships			
Action	Deliverable	Timeline	Responsibility
	15.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	March, 2024	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group
	15.7 Submit a traffic light report to Reconciliation Australia to assist in the strategic direction of our next RAP.	November, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group
16. Continue our reconciliation journey by developing our next RAP.	16.1 Register via Reconciliation Australia's website to begin developing our next RAP.	November, 2023	Lead: Strategic People & Culture Consultant Accountable: General Manager Corporate Services Supported by: RAP Working Group





Contact

We welcome any feedback or enquiries.

For more information about our Reconciliation Action Plan, please contact:

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