



RECONCILIATION
ACTION PLAN

INNOVATE



GOVERNMENT OF
WESTERN AUSTRALIA



WESTERN
AUSTRALIAN
MUSEUM

Western Australian Museum
Reconciliation Action Plan 2019-21

Innovate Reconciliation Action Plan for the years July 2019 – July 2021

COVER Title: *Derbarl Yerrigan, Swan River*

The Swan River has always been important to the Whadjuk peoples, a provider of food, ritual and knowledge. White lines on the canvas show the outline of the river, adapted from the description provided by Yagan in 1832. The other primary lines are outlines of boomerangs and surf board fins to signify the variations of our interactions with the river from recreation to necessity

RIGHT © WA Museum

Sharyn Egan doing weaving workshops at WA Maritime Museum NAIDOC Family Fun Day 10 July 2018



Our vision for reconciliation

The Western Australian Museum commenced its journey towards reconciliation through the development of its first Reflect Reconciliation Action Plan (RAP) in October 2015. The Reflect RAP enabled the Museum to conduct a review of the way in which it engages with, and can improve its working relationships with Aboriginal and Torres Strait Islander Peoples in Western Australia.

The Museum will continue to take actions to build strong relationships with Aboriginal and Torres Strait Islander peoples by making the Museum relevant to their lives and ensuring that the Museum is a culturally safe, respectful, and equitable environment for all.

The Museum recognises and respects Aboriginal and Torres Strait Islander Peoples' continuous connection to land, culture and traditions and works to maintain this in all aspects of work at the Museum.

This Innovate RAP will assist the Museum to move forward and to increase its commitments made in the Reflect RAP, and to extend its reach to the wider Aboriginal and Torres Strait Islander community across Western Australia.

This Innovate RAP will allow the Museum to develop stronger relationships with Aboriginal and Torres Strait Islander stakeholders and develop and implement programs for cultural learning, employment and supplier diversity.



CEO's Foreword



I am pleased to be able to share the Western Australian Museum's new Innovate Reconciliation Action Plan, RAP.

This is the second stage of the Museum's 'RAP Journey' following the publication of our Reflect RAP published in 2015.

The Museum's Reflect RAP allowed us to evaluate our progress, over many years, towards reconciliation and the recognition of the primary rights of Australia's first peoples in their cultural heritage.

I am pleased to say, the Museum was able to deliver on all the actions to which it committed in the Reflect RAP. These included the roll out and delivery of Aboriginal Cultural Awareness Training to all Museum staff; the development of a Welcome to Country and Acknowledgement of Country policy; an increase in the support and utilisation of Aboriginal and Torres Strait Islander businesses across the Museum, including the stocking of genuine local Aboriginal and Torres Strait Islander products in all the Museum shops. The Museum also, of course, continues to celebrate and participate in National Reconciliation Week and NAIDOC Week events across all of its locations.

An important initiative has been the increase in the numbers of Aboriginal and Torres Strait Islander People employed by the Museum.

This new Innovate RAP now affirms the Western Australian Museum's commitment to sustainable and meaningful engagement with, and involvement of, Aboriginal and Torres Strait Islander peoples in all that it does. It will challenge the Museum's staff to develop stronger relationships, promote cross cultural understanding through the development and implementation of cultural learning programs, and provide tangible economic opportunities for Aboriginal and Torres Strait Islander

People through diversifying the work force and increased and targeted engagement of Aboriginal and Torres Strait Islander businesses.

I would like to thank the ongoing work of the Museum's Aboriginal Advisory Committee and the members of the Museum's RAP Working Group.

I am proud to continue my role as the Museum's RAP Champion and will continue to commit this organisation to the principles of reconciliation, social justice, equity and human rights.

Alec Coles
Chief Executive Officer
Western Australian Museum



Message from the Chair of the Trustees



It is a great pleasure to welcome the publication of the Western Australian Museum's Reconciliation Action Plan (RAP) Innovate edition. This is the second stage of the RAP process following the publication of the Museum's Reflect RAP in 2016.

I believe that the WA Museum has long had a culture that embraces the spirit of reconciliation, however, the RAP process has allowed the Museum to determine its strategic direction in this space and prioritise the action to achieve new outcomes.

Importantly, the RAP process has reinforced a culture of determination to engage Aboriginal and Torres Strait Islander people in the collection and telling of their stories.

I commend the Museum's CEO Alec Coles, for his commitment as the organisational champion for our RAP.

I also wish to congratulate Deanne Fitzgerald, the Museum's Senior Aboriginal and Torres Strait Islander Advisor.

Alan Robson AO CitWA
Chair of the Trustees

Message from the WAMAAC Chair



As Chairperson of the WA Museum's Aboriginal Advisory Committee I am pleased with the ongoing commitment by the WA Museum (WAM) to continue to work with Reconciliation Australia in the delivery of another successful Reconciliation Action Plan. Throughout my long standing association with WAM, I continue to be impressed with how staff always strive to deliver informative exhibitions, recognising that at times the interpretation of history is difficult every effort is made to ensure the content is factual. I look forward to the delivery of the WAM's Innovate Reconciliation Action Plan, which will provide the opportunity to progress on its journey reconciliation and deliver ongoing positive initiatives into the future.

Congratulations to all.

Irene Stainton
Chairperson



Our business

The Western Australian Museum showcases the history of the State's rich and diverse natural and cultural history. It was established in 1891, and was known as the Geological Museum, focusing on geology, ethnological and biological collections. In 1897, it became the Western Australian Museum and Art Gallery.

In the late 1950s, the Museum and Art Gallery became separate institutions and during the 1960s and 1970s, the collection expanded to historical shipwrecks and Aboriginal site management. For more than 120 years it has played a pivotal role in discovering and sharing the millions of extraordinary stories generated by this amazing State.

Our Mission

The WA Museum's mission is to inspire and challenge people to explore and share their identity, cultures, environments and sense of place, and to experience and contribute to the diversity and creativity of our world.

Our Vision

To be an excellent and vibrant Museum service, valued and used by all Western Australians and admired and visited by the world.

Our Values

We are dedicated to community value, which means we.

- Will be -
 - Accountable
 - Inspirational, inclusive and accessible
 - Enterprising and excellent
 - Sustainable
- Recognise Aboriginal and Torres Strait Islander Peoples as the first peoples of Australia – we acknowledge the primary rights of Aboriginal and Torres Strait Islander Peoples in their cultural heritage and will work collaboratively to advance understanding between all peoples.

The WA Museum employs 235 people; including 9 identified Aboriginal people employed at metropolitan and regional sites.

The WA Museum has seven public sites and a collection and research centre which collectively house more than 8 million objects; these sites are Perth, Fremantle, Welshpool, Albany, Geraldton, Kalgoorlie and the recently re-opened Gwoonwardu Mia in Carnarvon.

RIGHT © WA Museum
WA Museum Staff



Perth

The Perth site is located in the Perth Cultural Centre where the development of the New Museum Project is located and is expected to be opened in 2020. This site will house content focusing on Western Australia and will include significant Aboriginal and Torres Strait Islander content, including the diversity of Western Australian Aboriginal groups, and how the Torres Strait Islander community made WA their new home.





There are two museums located in the port city of **Fremantle**, the **WA Maritime Museum** and the **WA Shipwrecks Museum**.

- The WA Maritime Museum focuses on the relationship that the people of Western Australia have with the sea, from leisure boats to the fishing industry and is where the America's Cup yacht, Australia II is housed along with many other iconic WA sea vessels.
- The WA Shipwrecks Museum is as the name suggests a maritime archaeology museum and houses thousands of relics from ships wrecked along the WA's coastline and includes the original timbers from the Batavia and the de Vlamingh plate.

LEFT © WA Museum
Aboriginal staff of the WA Museum celebrating NAIDOC Week 2018

The **Collection and Research Centre** is located in the Perth suburb of Welshpool with the administration building named Joobaitch House. Joobaitch was a prominent Whadjuk Nyoongar Elder who lived in the area during the 1900s. Located in Joobaitch House are the Terrestrial Zoology, Aquatic Zoology, Earth and Planetary Sciences, History and Anthropology and Archaeology departments.

Located next to the Joobaitch House is the new **Harry Butler Research Centre** which was named in honour of the former Museum employee and world renowned naturalist. This custom-built Centre houses 2.5 million specimens in its ten kilometres of shelving.

There are three regional Museums in Western Australia, **Museum of the Great Southern** located in Albany in the Southwest; **Museum of the Goldfields**, located in Kalgoorlie-Boulder in the Goldfields region and **Museum of Geraldton** located in the Mid-West.

The **Museum of the Great Southern** overlooks Princess Royal harbour, the site of the first European settlement in Western Australia. The Museum includes stories of the local Nyoongar people, the Menang as well as stories of the early settlers, convicts and the unique natural landscape, flora and fauna.

The **Museum of the Goldfields** showcases the gold mining history of the region and how it shaped WA to what it is today. We acknowledge the Traditional Owners of the land through displays and special activities by engaging with local Traditional Owners and conducting Welcome to Country at events. .

Gwoonwardu Mia is the Gascoyne Aboriginal Cultural Centre located in Carnarvon. The WA Museum has been tasked with re-opening the Centre, working closely with local Aboriginal Communities.

The **Museum of Geraldton** overlooks the Indian Ocean and celebrates the rich heritage of the land, sea and the people of the Mid West region showcasing Yamatji history and culture. The Museum houses relics and stores from shipwrecks located in the region.

Our Museums attract hundreds of thousands of visitors to our locations and website; numerous scientific, curatorial and corporate clients; and the many people whose lives are touched by the work of the Museum. The Museum is committed to providing the best possible service to all our customers at every level, and at every point of contact.

The Museum will continue to work with the WA Museum Aboriginal Advisory Committee which has been involved with the Museum for over 20 years. The Advisory Committee's role is to advise the Museum on issues relating to the management of Aboriginal collections, education and public programs that

have an Aboriginal focus. The Advisory Committee acts as the contact between the Museum and the Aboriginal and Torres Strait Islander communities. The Advisory Committee also provides advice and guidance on the development of the New Museum Project.

The Museum has renewed its Memorandum Of Understanding, (MOU) partnership with Yirra Yaakin Aboriginal Theatre company, based in Perth. The MOU focuses on a community cultural partnership with the Museum and Yirra Yaakin. The MOU enables both the Museum and Yirra Yaakin to gain access to new audiences, cross promotion and marketing of each other's business including programming of special events and performances. This MOU is in place until 2020 and will be renewed after this time.

The Museum has also signed a co-production MOU with Yirra Yaakin which focuses on Yirra Yaakin's Kaatijin series focusing on their third production, Boodjar Kaatijin. This production will be performed at the Museum's regional locations of the Museum of the Great Southern, the Museum of the Goldfields and the Museum of Geraldton.

The co-production provides an opportunity for the Museum to continue to support Western Australian Aboriginal communities, and to provide the Museum with the opportunity to be acknowledged as a leader in supporting the sustainability of Aboriginal arts and culture in Western Australia.

RIGHT © WA Museum
Artifact display WA Maritime Museum NAIDOC
Family Fun Day 10 July 2018



Our RAP

The Western Australian Museum embarked on its journey towards reconciliation in 2015 with the development of its first RAP, a Reflect RAP 2015-2016.

We continue our journey with the development of this Innovate RAP which will enable the Museum to continue building its vision for reconciliation and will allow staff to continue to explore and develop their own views on reconciliation; what it means to them and what it looks like in the context of their work with the Museum.

With the development of this Innovate RAP, the Museum will work with its RAP Working Group and Aboriginal and Torres Strait Islander staff with support and endorsement from the Museums Aboriginal Advisory Committee. The Museum's RAP Working Group will continue to develop, manage and monitor the Actions that have been pledged in this RAP.





The CEO and Executive Directors are champions of the Western Australian Museums RAP which is supported by all members of the Museum staff.

The Museums RAP Working Group is made up of a number of staff across a variety of business areas including the Museum's Aboriginal and Torres Strait Islander staff. These areas include the Exhibition and Design, HR, Creative Directors, Director Creative and Regional Development, Director Organisational Development, Visitor Services Manager, Regional Managers, Aboriginal Learning & Community Liaison Officer, Policy Officers, Project Officer, Curators, Marketing Manager, Media and Communications Manager and the Senior Aboriginal and Torres Strait Islander Advisor.

The Museum of the Great Southern will continue to work with the Albany Heritage Reference Group Aboriginal Corporation, (AHRGAC) which has been working and collaborating with the Museum over a number of years and continues to work on

future projects together. This includes the delivery of Actions that have been pledged in the Museum's RAP.

The Museum of Geraldton will continue to work closely with a number of local Aboriginal organisations in Geraldton to support and deliver on the actions pledged in this RAP. The Museum will work collaboratively on a number of projects with Yamaji Arts, and Bundiyarra Aboriginal Corporation, (which includes the Irra Wangga Language Centre), Radio MAMA, the City of Greater Geraldton, and the Mid West Aboriginal Organisation Alliance (MAOA).

The Museum of the Goldfields has commenced building relationships and working in partnerships with Aboriginal organisations to support and deliver on the actions pledged in this RAP. The Museum of the Goldfields continues to develop strategic partnerships in the region to continue on our journey of reconciliation in all areas of our business.

LEFT © WA Museum
Participants at the Museum of Geraldton
NAIDOC Week 10 July 2018

RAP journey since developing your first RAP: A summary of the key learning's and significant changes.

Since the Museum developed its Reflect RAP, it has conducted an audit on the number of Aboriginal and Torres Strait Islander communities and groups with which it had developed previous working relationships. Since then, the Reflect RAP has been a tool for Museum staff to look at ways in which it engages and ways it can improve the relationships and build new ones.

The Reflect RAP is also an avenue for Museum staff to build their knowledge and understanding about Aboriginal and Torres Strait Islander Peoples and cultures.

There were 25 commitments made in the Reflect RAP of which 20 have been met. Areas that have been met from the Reflect RAP include:

- The roll out of the delivery of the Aboriginal Cultural Awareness Training. Eleven full day training sessions were delivered to all Museum staff, including three sessions to our Regional staff in the regions. An additional training program was offered to members of the Museums various Advisory Committee Members and the Museums Executive Team members. The Museum engaged the services of an Aboriginal service provider which is also registered with Supply Nation to deliver the training program. Over 160 of the Museum's staff, including staff from the New Museum Project team attended the full day training sessions.
- The Museum has developed a Welcome to Country and Acknowledgement of Country policy which assists staff in understanding the reasons to conduct a Welcome to Country and

the difference between the two forms of Welcomes. This document has been endorsed by the WA Museums Aboriginal Advisory Committee and is available on the Museums internal website which is accessible to all Museum staff.

- The Museum has engaged Aboriginal and Torres Strait Islander businesses for various events held at Museum locations. This included a Perth-based Aboriginal catering company, an Aboriginal photographer, and a string quartet featuring Aboriginal violinists. The Museum continues to engage with Aboriginal and Torres Strait Islander businesses including those registered with Supply Nation. The Museum's CEO has also committed to the Museum increasing Aboriginal and Torres Strait Islander business within the Museum to 10%. All Museum shops sell and support local Aboriginal and Torres Strait Islander products.
- The Museum participates and hosts National Reconciliation Week and NAIDOC Week events at all of its

locations. These events are organised to promote the importance of these weeks to the wider community who visit our locations and to our Museum staff.

Museum of the Great Southern

- Since the development of the Museum Reflect RAP, the Museum of the Great Southern has developed new tours in partnership with a local bus tour company and a new education program highlighting Menang Nyoongar culture, history and stories. The Museum has also developed a popular education program relating to the Yurlmun, Mokare Mia Boodja exhibition.

Each year the Museum of the Great Southern schedules at least two Aboriginal themed exhibitions with either Aboriginal stories or culture as the focus. These exhibitions are always scheduled to be on display at the site for key periods of the year such as over NAIDOC Week and National Reconciliation Week.

- The Museum of the Great Southern incorporates stories and practices from the local Noongar culture. This has had a positive effect on the wider community and has resulted in an increase in visiting schools to the site seeking to participate in Aboriginal programs. Since the installation of the exhibition, Yurlmun Mokare Mia Boodja, it has helped build a positive working relationship with the Noongar community and the Museum. This results in the community attending and participating in Museum events such as National Reconciliation Week, NAIDOC week and other community events.

- **Museum of Geraldton**

In considering the journey the site's team has taken from the Reflect RAP, there is be a greater collective awareness of the Aboriginal culture, stories and businesses in the region. Our network links have strengthened and people are seeking us out to work with us on upcoming projects.

An example of this is the 2017 50th anniversary of the 1967 Referendum where Yamaji Arts are funding for an arts-based response to the anniversary with the intention of a display at the Museum of Geraldton. The Geraldton team worked with many local Aboriginal communities and groups for their input into this anniversary.

A second result of the Reflect RAP has been the invitation from the City of Greater Geraldton's Aboriginal Community Development Officer to the Museum to join its Reconciliation Committee in an ex-officio role and this will also be acted on in early 2020.

- **Museum of the Goldfields**

Since participating in the Aboriginal Cultural Awareness Training, staff at the Museum of the Goldfields has developed a greater understanding of Aboriginal and Torres Strait Islander cultures and histories. As a result of this, the Museum have been hosting and participating in community NAIDOC and NRW week events providing support to the Aboriginal community in the Goldfields region.

Relationships

Building strong relationships is part of the Museum's core business, and working with Aboriginal and Torres Strait Islander Peoples plays an integral part of this. The Museums Strategic Plan recognises Aboriginal and Torres Strait Islander Peoples as the first peoples of Australia. We acknowledge the primary rights of Aboriginal and Torres Strait Islander Peoples in their cultural heritage and will work collaboratively to advance understanding between all peoples.

Action	Deliverable	Timeline	Responsibility
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting	<ul style="list-style-type: none"> Continue to meet at least twice per year to promote and monitor the actions outlined in the RAP. 	July 2019, 2020, 2021	Chair of the RWG
	<ul style="list-style-type: none"> Oversee the development, endorsement and launch of the RAP 	July 2019	
	<ul style="list-style-type: none"> Ensure Aboriginal and Torres Strait Islander Peoples are represented on the RWG. Develop a Museum Terms of Reference to assist the RWG to work towards meeting the actions outlined in the RAP. 	July 2019	Chair of the RWG
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander Peoples and other Australians	<ul style="list-style-type: none"> Continue to celebrate and participate in NRW events each year, internally and externally. Ensure all Museum staff including our RAP Working Group participate in an external event to recognise and celebrate NRW. Hold and support NRW events at each Museum sites and invite local community to attend and participate. Register the Museum's NRW events on Reconciliation Australia's website, to raise community awareness of the events held at the Museum. Continue to develop marketing using Reconciliation Australia's NRW material, which is circulated to staff and the communities with which we engage. 	May - June 2019, 2020, 2021	<p>Senior Aboriginal and Torres Strait Islander Advisor</p> <p>Senior Aboriginal and Torres Strait Islander Advisor, Regional Managers, Manager Media and Communications, Marketing Manager</p>

Relationships

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Ensure the Museum of Geraldton will continue to be a member of the City of Greater Geraldton's Reconciliation Week and NAIDOC Week organising committees 		Site Manager of the Museum of Geraldton
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders. 	July 2019	Senior Aboriginal and Torres Strait Islander Advisor NMP Creative Director NMP Creative Director
	<ul style="list-style-type: none"> Develop and implement a content and co-creation plans with our Aboriginal and Torres Strait Islander stakeholders for the New Museum Project. 	July 2019	
	<ul style="list-style-type: none"> Develop and implement an Audience Needs plans with our Aboriginal and Torres Strait Islander Stakeholders for the New Museum Project. 	July 2019	
	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement. 	July 2019	Senior Aboriginal and Torres Strait Islander Advisor and Regional Managers NMP Creative Director
	<ul style="list-style-type: none"> Continue to develop and implement Letters of Agreements, MOU's and contracts with Aboriginal and Torres Strait Islander stakeholders for the New Museum Project. 	July 2019, 2020, 2021	
	<ul style="list-style-type: none"> Ensure the Musuem of the Great Southern will continue to support the Albany Aboriginal Heritage Reference Group (AAHRG) by providing meeting spaces, administrative support and ongoing partnerships for future exhibitions and programming. 	July 2019, 2020, 2021	Regional Manager and ALCLO Museum of the Great Southern
	<ul style="list-style-type: none"> Ensure the Great Southern will develop a capacity building plan for regional Aboriginal and Torres Strait Islander communities to empower voice and representation through exhibition, events and programs. 	July 2019, 2020, 2021 July 2019	Regional Manager and ALCLO Museum of the Great Southern
	<ul style="list-style-type: none"> Ensure WA Maritime Museum will develop new working relationships with local Aboriginal cultural centres and Aboriginal tourism agencies in the area to work in partnership to promote the Aboriginal history of the Fremantle area. 		

Relationships

Action	Deliverable	Timeline	Responsibility
	<ul style="list-style-type: none"> Continue to waiver venue hire fees to Aboriginal and Torres Strait Islander peoples who hold community events at our venues. This includes community events held during NRW and NAIDOC Week. Ensure the Museum of the Great Southern maintain a position for a local Aboriginal person to be on the Site Advisory Committee. Ensure the Museum of Geraldton appoint a local Aboriginal and Torres Strait Islander member to its Site Advisory Committee Ensure the Museum of the Goldfields works in partnership with the local Aboriginal and Torres Strait Islander community to encourage a local Aboriginal person to join the Site Advisory Committee. Ensure each Regional Museum site works with their Advisory Committee to introduce a standing item for RAP updates. 	<p>May annually July annually Dec 2019, 2020, 2021</p> <p>Dec 2019, 2020, 2021</p> <p>Dec 2019, 2020, 2021</p> <p>Dec 2019</p> <p>Dec 2019, 2020, 2021</p>	<p>Event Manager</p> <p>Regional Manager</p> <p>Regional Manager</p> <p>Regional Manager</p>
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	<ul style="list-style-type: none"> Ensure the RAP Champion will continue to actively communicate our RAPs progress to the Museum's Board of Trustees and other Museum Advisory Committees. Implement and review a strategy to communicate our RAP to all internal and external stakeholders. Promote reconciliation through ongoing active engagement with all stakeholders. Ensure all Museum sites provide regular updates in relations to the RAP during staff site meetings, team meetings and Managers meetings 	<p>Dec 2019, 2020, 2021</p> <p>DEC 2019</p> <p>Dec 2019</p> <p>Dec 2019, 2020, 2021</p>	<p>Senior Aboriginal and Torres Strait Islander</p> <p>Advisor RAP Working</p> <p>Group RAP Working</p> <p>Group RAP Working Group</p>

Respect

The Museum respects Aboriginal and Torres Strait Islander Peoples, cultures, lands, waters and histories and works in partnership with Aboriginal and Torres Strait Islander Peoples to co-create content and encourage them to tell their stories about their culture.

Action	Deliverable	Timeline	Responsibility
6. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> Continue to support all staff with their ongoing development and learning of cultural awareness, including the RWG members, RAP champion, and Executive team. 	July 2019	Senior Aboriginal and Torres Strait Islander Advisor
	<ul style="list-style-type: none"> Ensure staff have the opportunity to attend and participate in local Aboriginal and Torres Strait Islander cultural events. 	July 2019	Senior Aboriginal and Torres Strait Islander Advisor
	<ul style="list-style-type: none"> Ensure regional Museum staff investigate opportunities to work with their local Aboriginal and Torres Strait Islander communities to participate in local cultural awareness training and learning. 	Dec 2019	Managers
	<ul style="list-style-type: none"> Develop and implement a cultural awareness training strategy for our staff, which defines cultural learning needs of employees and considers various ways in which cultural learning can be provided (online, face-to-face workshops or cultural immersion). 		Regional Managers
	<ul style="list-style-type: none"> Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training. 		
	<ul style="list-style-type: none"> Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural training. 		

Respect

Action	Deliverable	Timeline	Responsibility
7. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning	<ul style="list-style-type: none"> Review and update the Welcome to Country and Acknowledgement of Country policy, which is available to all Museum staff. 	July 2019	Senior Aboriginal and Torres Strait Islander Advisor
	<ul style="list-style-type: none"> Continue to conduct Welcome to Country and Acknowledgement of Country at all events including exhibition opening, internal and external meetings. 	July 2019	Senior Policy Officer
	<ul style="list-style-type: none"> Endeavour to deliver the New Museum Project by working with local Traditional Owners, the Whadjuk Nyoongar People, to co-create an external landscape Welcome to Country which will carry visitors into the Museum connecting to the content inside. 	July 2019	Senior Aboriginal and Torres Strait Islander Advisor
	<ul style="list-style-type: none"> Display of an Acknowledgment of Country plaque at the front entrance of the Museum sites, as part of the Museums rebranding. 	July 2019	Project Director NMP
8. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC Week	<ul style="list-style-type: none"> Support Aboriginal and Torres Strait Islander staff to attend and celebrate NAIDOC week by ensuring there are no barriers to staff participating. Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate with their cultures and communities during NAIDOC Week. Provide opportunities for all Museum staff to participate in NAIDOC Week activities. Work with local organisations and Aboriginal and Torres Strait Islander businesses to hold NAIDOC Week events at all of its locations. Ensure the Museum's Marketing and Media department promotes Museum-held NAIDOC Week events through social media and promotional material. 	First week of July, annually	Senior Aboriginal and Torres Strait Islander Advisor Marketing, Media, Regional and Site Managers

Respect

Action	Deliverable	Timeline	Responsibility
9. Recognise and celebrate Aboriginal and Torres Strait Islander culture, histories and achievements	<ul style="list-style-type: none"> Recognise and celebrate all significant dates of the Aboriginal Torres Strait Islander calendar and participate and support local organisations that hold cultural events in the towns Museum sites are located. 	Dec 2019	Senior Aboriginal and Torres Strait Islander Advisor Site and Regional Managers



ABOVE © WA Museum
National Sorry Day

Opportunities

The Museum is for all Western Australian people and includes Aboriginal and Torres Strait Islander Peoples as owners of their stories and cultures. The Museum will work with the Aboriginal and Torres Strait Islander community to provide opportunities for employment and training and business procurement opportunities.

Action	Deliverable	Timeline	Responsibility
10. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	<ul style="list-style-type: none"> • Develop and implement an Aboriginal and Torres Strait Islander Employment, Retention, Training and Volunteering Strategy. • Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development. • Advertise Aboriginal and Torres Strait Islander positions in Aboriginal and Torres Strait Islander media. • Collect information on current Aboriginal and Torres Strait Islander staff to inform future employment opportunities. • Review HR and recruitment procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander Museum employees and future applicants participating in our workplace. • Investigate opportunities to create 50(D) and 51 positions to encourage more Aboriginal and/or Torres Strait Islander peoples to work at the Museum. • Ensure Aboriginal and/or Torres Strait Islander representation on recruitment and selection panels. • Include the statement 'Aboriginal and Torres Strait Islander people are encouraged to apply.' in all job advertisements. 	July 2019	Senior Aboriginal and Torres Strait Islander Advisor

Opportunities

Action	Deliverable	Timeline	Responsibility
11. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	<ul style="list-style-type: none"> Review procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services. 	July 2019	Director Fremantle Museums and Business Development
	<ul style="list-style-type: none"> Ensure that through the Managing Contractor of the New Museum Project, Aboriginal and Torres Strait Islander business are included in the procurement process. 	July 2019	Project Director, New Museum Project Director Business Management
	<ul style="list-style-type: none"> Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services. 	July 2019	
	<ul style="list-style-type: none"> Commit to 3% of procurement with an Aboriginal and/or Torres Strait Islander owned business at all Museum sites. Investigate Supply Nation membership. 	July 2019	
12. Support Aboriginal and Torres Strait Islander career pathways	<ul style="list-style-type: none"> Develop an Aboriginal Emerging Curators training program to train Aboriginal and Torres Strait Islander People in aspects of museum and gallery work. 	July 2019	Coordinator Exhibitions and Special Projects
	<ul style="list-style-type: none"> Work with the Aboriginal and Torres Strait Islander community to develop two exhibitions annually, to be held at Museum sites. 	Dec 2019	Coordinator Exhibitions and Special Projects

Tracking and Reporting

Action	Deliverable	Timeline	Responsibility
1. Report RAP achievements, challenges and learnings to Reconciliation Australia	<ul style="list-style-type: none"> The Museum will complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually. The Museum will investigate participating in the RAP Barometer. The Museum reports RAP activities to the WA Museum's Aboriginal Advisory Committee 	September 2019, 2020, 2021	Senior Aboriginal Torres Strait Islander Advisor
		May 2020	RAP Working Group
		September Annually	Senior Aboriginal Torres Strait Islander Advisor
2. Report RAP achievements, challenges and learnings internally and externally	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings. 	July 2019, 2020	Senior Aboriginal Torres Strait Islander Advisor
3. Review, refresh and update RAP	<ul style="list-style-type: none"> Liaise with Reconciliation Australia to develop the next RAP based on learnings, challenges and achievements. Send draft RAP to Reconciliation Australia for formal feedback and endorsement. 	April 2020	Senior Aboriginal Torres Strait Islander Advisor
		July 2020	Senior Aboriginal Torres Strait Islander Advisor



Contact details

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Western Australian Museum
Reconciliation Action Plan 2019-21

