



# Reflect Reconciliation Action Plan

February 2021 – February 2022





# Acknowledgment.

Landgate respectfully acknowledges the past, present and emerging Traditional Owners of the land on which our offices are situated, the Whadjuk and Wardandi Noongar people, and pay our respects to their Elders past, present and emerging. We equally extend that respect to the many Aboriginal peoples and language groups across Western Australia, who are the Traditional Owners and ongoing custodians of the land on which Landgate operates. The term 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 inhabitants of this nation. Landgate respects the cultural, spiritual, linguistic and geographic differences between individual groups.



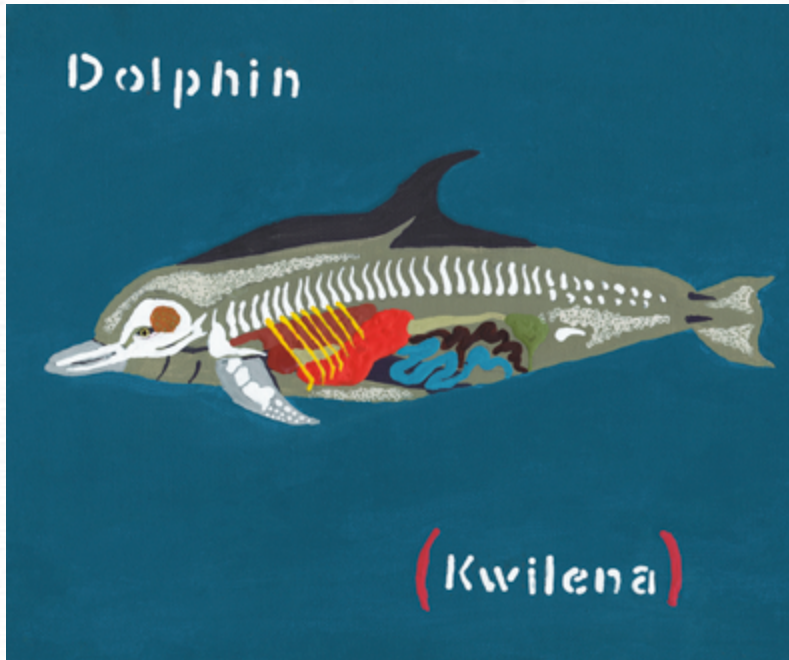


## About the artwork.

The artwork used throughout our Reconciliation Action Plan is a piece called Mambakoort, which depicts the heart of the ocean, the energy of life. Ballardong Elder, Trevor Davis painted this piece and describes it as the *'balance of the ocean for all sea creatures through boundless connections to the Mambakoort (heart of the ocean), forming an organic source of life between land and ocean for Noongar people'*. Landgate has named its central gathering space at the 'heart' of its Midland office Mambakoort, where Trevor's painting is proudly displayed.



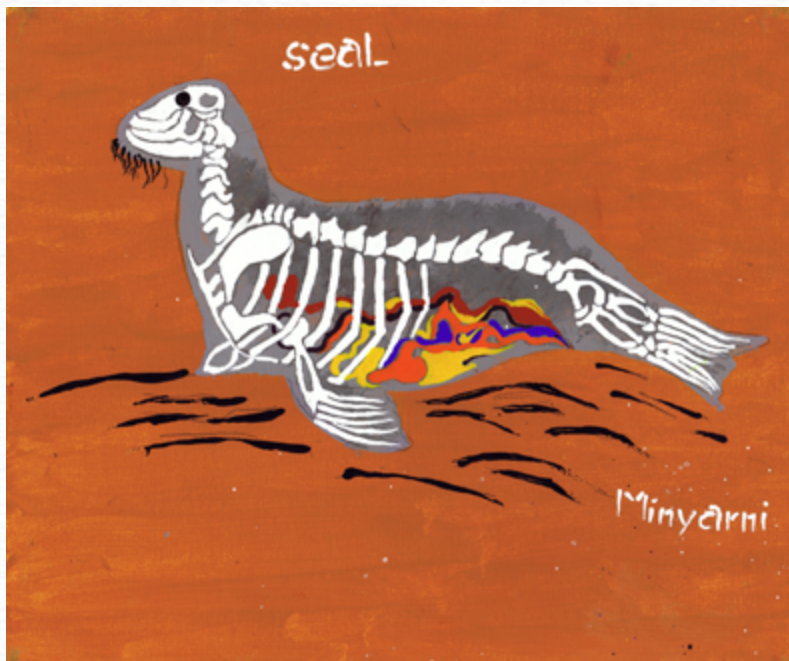




## About the Artist.

Cultural Elder Trevor Davis' story using Trevor's words:

Trevor Davis is a proud Ballardong Elder who has supported the Noongar community to embrace culture through his stories, art, artifacts, tours and guest appearances for over 30 years. Trevor encourages many walks of life to understand how they can protect the Noongar Ancient culture, including children, international students, businessmen and women and the wider community. Trevor believes by sharing his story, Noongar culture will always be strong, and as the river flows the natural course across the land, we will all find our way back to nature.



“As a kid living in the bush, I always moved the sand to share stories with my Grandmother Dirk, to understand our Cultural ways. The landscape was my canvas. Passionate about painting, seeing it and then creating something unique to me and my journey across the Boodja (land). Connection to Culture; rivers, lakes, birds and animals makes me feel good. It's important to connect to the land and every time I return to the bush, my childhood memories of growing up on the land, travelling far and wide.

My Grandmother Dirk was my inspiration who used to tell stories by drawing in the sand with sticks on country.

The Landgate project inspired me to share my passion of my culture through painting, giving me a sense of belonging and belief that our culture is still strong.

I would like to thank Landgate for giving me the opportunity to share my culture with the world.”



Wadi  
Winning



quiet  
Penguin

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# Message from the Chief Executive.

Thank you for taking the time to read Landgate's Reconciliation Action Plan (RAP).

Landgate is the State government appointed guardian of the land in Western Australia and we have been responsible for the State's mapping, surveying, land titles and valuations for almost 200 years.

For Australia's First Peoples the land encompasses every aspect of existence and while maps and gridlines replaced Aboriginal and Torres Strait Islander peoples' way of understanding our place in the world, for many present day Australians the association of our identity and sense of belonging is still connected to the land we live on.

We recognise that land is an important part of who we are and what we value. Landgate also recognises and respects the history of Aboriginal and Torres Strait Islander Australia, acknowledging that the arrival of Europeans, supplanting of Aboriginal and Torres Strait Islander place names and subsequent British colonisation of Australia among other things has caused significant cultural pain and damage to Aboriginal and Torres Strait Islander peoples.

Reconciliation is at the heart of our vision to develop an inclusive and diverse workplace, representative of our customers in Western Australia. Our Reflect RAP is a framework for identifying, improving and translating our commitment to achieving mutual respect, equality and positive relationships between Aboriginal and Torres Strait Islander peoples and other Western Australians. It builds on our corporate responsibilities and supports staff to contribute to reconciliation in a direct and meaningful way.

Today, Landgate plays an important role in evolving how our land is located, valued and secured and Aboriginal and Torres Strait Islander peoples are vital partners in this work. As the true custodians of the land, water, air and sky we value the experiences, perspectives and cultures of Aboriginal and Torres Strait Islander peoples and the contribution they bring to the way we do business.

I encourage all staff to view our plan and to incorporate the principles and practical actions across Landgate's policy, programmes, corporate and strategic outcomes in everyday activities and roles.

**Graeme Gammie**  
Chief Executive  
Landgate





# Message from Reconciliation Australia.

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

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

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

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

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

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

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

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

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

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia





Our path to  
reconciliation.



## Our vision

Our vision for reconciliation is to achieve mutual respect, equality and positive relationships between Aboriginal and Torres Strait Islander peoples and other Western Australians.

Landgate acknowledges the Traditional Owners of this Country and respects the diversity of its First Peoples. We pay our respects to their Elders past and present and acknowledge their many significant contributions made to the Western Australian community.

As new technology and opportunities arise, Landgate's role continues to evolve. While we look to the future, we must also look to the wisdom passed through generations of Aboriginal and Torres Strait Islander peoples. Meaningful reconciliation, alongside existing community consultation, will become a fundamental aspect of our business.

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 programmes. The RAP will help 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.





About us.



## Our business

Landgate is the primary source of land information and geographic data in Western Australia, with office locations in Perth, Bunbury and Midland. As a statutory authority, Landgate currently employs around 500 people in Western Australia including 11 Aboriginal and Torres Strait Islander peoples across different areas of the business. We provide government, businesses and individuals with a secure land titles system, impartial land valuation services and authoritative location information.

As the guardian and protector of property rights in Western Australia, we take an innovative, dynamic and respectful approach in delivering economic, environmental and social benefits. Our customers and the community are at the heart of the provision of our services and products. We play an important role in making sure places are named with meaning and significance. This is done through understanding culture and connecting with the community through Local Government. Our business helps our State with defining our place in the world to build a sense of belonging. Our satellite imagery helps to manage boundaries, land, and to map hot spots and floods. Our Graphic Services team is involved in Native Title claims projects, through the provision of accurate historical tenure and spatial data to parties involved in litigation. When a Native Title determination has been made, our Graphic Services team will map the area.

## Our Values



We do what we say we will do.  
We take personal responsibility.



We are passionate, proud and enthusiastic.  
We make it easy to do business with us.



We think about tomorrow in what we do today.  
We celebrate success.



We are supportive and respectful.  
We communicate openly.



## 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 relationships with Aboriginal and Torres Strait Islander peoples and contribute to closing the gap. Our 2009-2011 vision was driven by four objectives:

- 1) Build sustainable relationships with the local Aboriginal and Torres Strait Islander community.
- 2) Ensure Landgate's commitment to living our values continues to support a working environment where Aboriginal and Torres Strait Islander cultures are acknowledged and respected.
- 3) Creating employment and development opportunities for Aboriginal and Torres Strait Islander peoples.
- 4) Track and report on progress against RAP targets: integrated strategies and report annually.

When reflecting on our efforts between 2009-2011, it is clear in this time we were able to build several relationships with Aboriginal and Torres Strait Islander peoples and organisations. Landgate became an active contributor to local NAIDOC Week events, mentoring programs for Aboriginal and Torres Strait Islander peoples 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 WAARRM (Welcomes Aboriginal Attraction Recruitment and Retention that's Meaningful) 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. Although WAARRM saw positive outcomes, the goal of reaching 3.2 per cent employment of Aboriginal and Torres Strait Islander peoples was still a target that had not been achieved.

We launched our second RAP between 2012-2016, heavily influenced and guided by the outcomes of our previous RAP. The focus areas for our 2012-2016 RAP were: relationships, respect and opportunities. 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 was introduced and the ASPIRE Strategy was developed to address three areas of focus: build education and pathways; drive enterprise diversity; and engage the workforce, industry and community. The ASPIRE Strategy is facilitated through the establishment of an ASPIRE Working Group, with members responsible for the delivery of action items.

Landgate's reconciliation journey has seen short-lived success in achieving reconciliation aims and outcomes. The implementation of two Reconciliation Action Plans, the WAARRM strategy and ASPIRE has seen Aboriginal and Torres Strait Islander employment rates increase from one per cent in 2010 to 1.9 per cent at the beginning of 2020. Through the implementation of this Reflect RAP, we are looking forward to transitioning our ASPIRE Working Group into a RAP Working Group to assist in producing genuine reconciliation efforts. We understand the importance of accountability and strive to create an inclusive and culturally competent workplace.



## Our partnerships and current activities

Landgate's ASPIRE Strategy encourages employment and business opportunities for Aboriginal and Torres Strait Islander peoples. Since its introduction, the ASPIRE Working Group has developed ten action items to guide and measure the success of ASPIRE in working towards achieving the aims of the strategy:

- 1) Foster an inclusive workplace
- 2) Promote cultural awareness amongst employees and customers
- 3) Cultural recognition through our events
- 4) Cultural recognition in our workplace
- 5) Engage Aboriginal and Torres Strait Islander businesses
- 6) Work with partners
- 7) Increase Community Participation
- 8) Information Sharing by making our data more accessible and useful to Aboriginal and Torres Strait Islander communities
- 9) Attract and support Aboriginal and Torres Strait Islander Start-ups
- 10) Implementation of a Graduate Program

### Landgate Aboriginal and Torres Strait Islander Graduate Program

A product of the ASPIRE Strategy has been the implementation of our Graduate Program, which commenced in 2019. The 12-month program provides opportunities for Aboriginal and Torres Strait Islander graduates to develop skills, gain exposure to different areas of the business and lead to genuine employment pathways. Our success has seen two of our three Aboriginal and Torres Strait Islander graduates from the 2019 intake, complete the program and obtain permanent employment at Landgate upon its conclusion. Our third graduate was successful for an opportunity outside of Landgate, and left prior to the end of their 12-month contract.

### Aboriginal and Torres Strait Islander Procurement

Landgate actively adheres to the WA State Government's Aboriginal Procurement Policy. We have engaged Aboriginal businesses As One Nyitting and Indigenous Managed Services to assist us in creating a culturally competent and inclusive workplace, and our stationery is procured from Kulbardi, a Supply Nation Certified business. 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. We are excited to continue these relationships with As One Nyitting, Indigenous Managed Services and Kulbardi and continue our negotiations with other Aboriginal and Torres Strait Islander businesses.

### Public Sector Commission Aboriginal Traineeship Program

In February 2020, we took on a trainee via the Public Sector Commission Aboriginal Traineeship Program. Trainees within this program can develop administrative skills and explore career pathways in the public sector, throughout the 12-month (full time) traineeship.



## **Cultural Awareness Training**

Landgate has established a clear expectation that employees will participate in cultural awareness training. Welcome to Country and Acknowledgment of Country protocols have been developed and distributed across the business. This information has encouraged staff to incorporate an Acknowledgement into the beginning of all Landgate hosted events, functions and conferences. Where appropriate, a Welcome will also take place.

## **NAIDOC Week and National Reconciliation Week**

Landgate is proud to partner with members of the local community in NAIDOC Week and National Reconciliation Week events. Landgate 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 is also proud to host internal NAIDOC Week and National Reconciliation Week events. These celebrations are a fantastic opportunity for Landgate employees to learn about and immerse themselves in Aboriginal and Torres Strait Islander cultures. Landgate has also been part of the Swan Alliance for 12 years, where employees volunteer time to put together Christmas hampers for local Aboriginal families.

## **Noongar Language Names for Meeting Rooms**

Internally, several initiatives have been successful in highlighting Landgate's engagement with reconciliation. In collaboration with As One Nyitting, all meeting rooms have been re-named to traditional Noongar names together with the phonetic spelling, the meaning of the name and an artwork piece by Noongar Elder and artist, Trevor Davis. This has been a successful initiative in encouraging employees to connect with Noongar language, country and culture across the business as part of their everyday life.

## **International Women's Day**

In March 2020, we hosted an International Women's day event in conjunction with the Midland community and the City of Swan. We were proud to host Noongar woman, Marissa Verma from Bindi Bindi Dreaming, as our keynote speaker and hear her story and experiences as a successful Aboriginal businesswoman, who advocates growth of WA Indigenous business. Additionally, money raised throughout the event was donated to Koolkuna Domestic Violence Advocacy Services. Koolkuna previously attended Landgate and provided a presentation to staff during the '16 Days of Action to Stop Domestic Violence Against Women' campaign in November 2019.

## **Indigenous Mapping Workshop**

In 2019, Landgate provided financial and in-kind support to the Perth based Indigenous Mapping Workshop organised by Winyama, which saw 105 participants come together over three days. The workshop provided free geospatial training to Aboriginal and Torres Strait Islander peoples and businesses as well as businesses and organisations supporting Aboriginal and Torres Strait Islander communities. The Indigenous Mapping Workshop is intended to improve education technologies, enable geospatial rendering of initiatives, promoting effective management and use of land and water resources



Our plan in action.





In designing our RAP, we have taken into consideration the short and long-term impacts of Covid-19 on our business, our customers and our stakeholders. We have acted in line with the broader public service to support the community and ensure our economy remains on track.

Covid-19 has changed the way we do business and how we engage with people. Landgate has been successful in executing innovative and targeted approaches to ensure the continuity of our business throughout the pandemic. We have identified Critical Agency Functions, facilitated working from home arrangements and adapted our lodgement processes in Customer Service.

Our RAP has been developed with consideration to relevant restrictions, best practice and the need to implement proactive and innovative commitments. Minimising the impacts of Covid-19 on our reconciliation journey, is a priority.

The internal engagement and awareness of our RAP will be driven by our RAP Champion, the General Manager of Corporate Services. Landgate's General Manager of Corporate Services is a senior leader and member of Landgate's Corporate Executive unit. The General Member of Corporate Services is also an Executive Member on Landgate's ASPIRE Working Group and thrilled to take on the role of RAP Champion. They are in a position to drive the engagement, awareness and implementation of Landgate's RAP and values into the day-to-day business of Landgate.







Landgate is committed to facilitating inclusive and meaningful relationships with Aboriginal and Torres Strait Islander employees, customers, stakeholders and communities. Long-lasting relationships have mutually beneficial outcomes. We endeavour to assist our employees in understanding and respecting Aboriginal and Torres Strait Islander peoples' cultures, values, practices and beliefs.

Action	Deliverable	Responsibility	Timeline
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. Ensure business units are aware of the stakeholders and organisations within the local sphere of influence and how to engage with them.	ASPIRE/ RWG Chair	October 2021
	Research best practice principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Procurement Leader, Finance and Procure	February 2022
	Engage Aboriginal and Torres Strait Islander community members and role models to speak at Landgate events. Facilitate for this to be through video call if necessary.	Manager, Strategic Communications	May 2021
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff through Landgate's intranet.	Advisor, Strategic Communications Communications Officer, Strategic Communications	27 May - 3 June 2021
	Encourage and support at least 10 per cent of Landgate employees to participate in external National Reconciliation Week (NRW) events.	Advisor, Strategic Communications Senior Advisor, People and Culture	27 May - 3 June 2021
	ASPIRE/ RAP Working Group (RWG) members to participate in an external NRW event.	Chair, ASPIRE/RWG and All ASPIRE/ RWG members	27 May - 3 June 2021
	Encourage and support senior leaders to participate in at least one external event and participate in Landgate's internal activities to recognise and celebrate NRW.	Senior Advisor, People and Culture	27 May - 3 June 2021





Action	Deliverable	Responsibility	Timeline
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all employees.	Advisor, Strategic Communications Senior Advisor, People and Culture ASPIRE/ RWG Chair	April 2021
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Senior Advisor, People and Culture Chair, ASPIRE/ RWG and All ASPIRE/ RWG Members	February 2022
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Senior Advisor, People and Culture Chair, ASPIRE/ RWG and All ASPIRE/ RWG Members	February 2022
	Collaborate across the Public Sector in promoting reconciliation and events. Share information and knowledge in support of the broader Public Sector vision for reconciliation.	Senior Consultant, Strategic People and Culture, Senior Advisor, People and Culture	October 2021
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Senior Consultant, Strategic People and Culture	May 2021
	Undertake a further review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Senior Consultant, Strategic People and Culture	July 2021





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.

Action	Deliverable	Responsibility	Timeline
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning to develop a culturally competent organisation and workforce.	Assess current state and provide recommendations in relation to the cultural learning needs within our organisation.	Senior Advisor, People and Culture (in consultation with ASPIRE / RWG members)	June 2021
	Engage an Aboriginal and/or Torres Strait Islander consultant to provide expertise in relation to how Landgate can increase the understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Senior Advisor, People and Culture	July 2021
	Engage an Aboriginal business to provide cultural empowerment workshops. Set a clear expectation that all employees, inclusive of senior executive, will participate in Landgate’s cultural empowerment workshops within two years of commencement. Deliver these workshops virtually, if necessary.	Senior Advisor, People and Culture	March 2021
	In consultation with local Traditional Owners, extend the Aboriginal naming for meeting rooms on the third floor of the Midland office, Perth office and Bunbury office to create a work environment that incorporates Noongar language and artwork. Employees can connect with Noongar language, country and culture across the entire business.	Senior Advisor, People and Culture (in consultation with ASPIRE / RWG members)	February 2022





Action	Deliverable	Responsibility	Timeline
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols, which help us build a more inclusive workplace.	Engage local Traditional Owners or Custodians to develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	Senior Advisor, People and Culture (in consultation with ASPIRE / RWG members)	April 2021
	Continue to encourage local governments to engage and collaborate with Aboriginal and Torres Strait Islander peoples in day to day Names and Addressing consultations prior to making submissions to Landgate, and throughout the entirety of the naming proposal process for place names, features, administrative boundaries, localities or roads within their jurisdiction.	Director, Location Intelligence	February 2022
	Develop an article for Landgate's intranet to increase employees understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Advisor Strategic Communications Communications Officer, Strategic Communications	April 2021
	Continue the implementation and promotion of Welcome to Country and Acknowledgement of Country protocols for all Landgate internal and external events.	Advisor Strategic Communications Communications Officer, Strategic Communications	September 2021
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Representatives from the ASPIRE/RAP Working Group to participate in the external Midland NAIDOC Week committee and Midland NAIDOC Week event in collaboration with Indigo Junction, City of Swan, the local community and local service volunteers.	Chair ASPIRE/ RWG Members and All ASPIRE / RWG Members	4 – 11 July 2021
	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	Advisor, Strategic Communications Communications Officer, Strategic Communications	4 – 11 July 2021
	Promote external events in our local area to educate our staff about NAIDOC Week.	Advisor Strategic Communications Communications Officer, Strategic Communications Senior Advisor, People and Culture	4 – 11 July 2021
	Host an event internally with at least 10 per cent of our workforce attending, that links with the external events to raise the profile and further educate our employees about NAIDOC Week.	Advisor, Strategic Communications Communications Officer, Strategic Communications, Senior Advisor, People and Culture	4 – 11 July 2021





Action	Deliverable	Responsibility	Timeline
8. Recognise and promote Aboriginal place names.	In partnership with the City of Swan and local community consultation, develop a concept graphic to support the creation of a cultural map prototype to recognise and promote Aboriginal place names in the City of Swan area and surrounds.	Director, Location Intelligence	February 2022





We recognise the disproportionate representation of Aboriginal and Torres Strait Islander employees across the public sector and we are committed to providing opportunities for employment and engagement at Landgate.

Action	Deliverable	Responsibility	Timeline
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Encourage Aboriginal and Torres Strait Islander candidates to apply for opportunities, ensure recruitment practices are appropriate and focus on the retention of successful individuals, to ensure the representation of this group is at least 1.8 per cent for 2020/21 (in line with the Landgate Workforce and Diversity Plan 2018-2023).	Senior Adviser, People and Culture Senior Consultant, Strategic People and Culture	December 2021
	Continue to promote employment opportunities at Landgate for Aboriginal and Torres Strait Islander peoples through the Graduate Program, Public Sector Commission Aboriginal Traineeship Program and appropriate networks to support Landgate's targets. Advertise vacancies in Aboriginal and Torres Strait Islander networks.	Senior Consultant, Strategic People and Culture Consultant, Strategic People and Culture	September 2021
	Gather feedback in relation to current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Senior Consultant, Strategic People and Culture	April 2021 and December 2021
	Seek feedback from Aboriginal and Torres Strait Islander employees to understand their desire for the establishment of a support group at Landgate.	Senior Consultant, Strategic People and Culture	January 2022
	Identify and promote external networking, development and leadership opportunities for Aboriginal and Torres Strait Islander employees to participate in.	Senior Consultant, Strategic People and Culture Manager, Organisational Development	July 2021





Action	Deliverable	Responsibility	Timeline
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	Continue the implementation of the Aboriginal Procurement Policy by awarding at least 3 per cent of contracts to Aboriginal and Torres Strait Islander businesses.	Procurement Leader, Finance and Procure	June 2021
	Investigate Supply Nation membership	Procurement Leader, Finance and Procure	June 2021
	Continue the implementation of Landgate's Aboriginal Economic Participation Strategy within Location Services by including this as an objective within the Business Unit Plan.	Director, Customers and Open Data	June 2021
	Encourage Aboriginal and Torres Strait Islander businesses to apply for the SPUR Location Technology Accelerator Program and explore appropriate support measures throughout the application process.	Director, Customers and Open Data	October 2021
	Promote to Aboriginal and Torres Strait Islander businesses, SPUR program services of coworking, providing access to geospatial expertise and assistances with commercialisation through other Landgate programs and initiatives.	Hub Coordinator, Location Services	October 2021
	Explore opportunities to support Aboriginal and Torres Strait Islander businesses, community groups with Landgate's spatial capability, data and technology.	Director, Property Location	October 2021





# Governance and Tracking.

We are committed to achieving tangible and genuine outcomes throughout the implementation of our RAP. We will remain accountable throughout our journey towards reconciliation and intend to track the progress of our programs and initiatives against our RAP by taking the following actions:

Action	Deliverable	Responsibility	Timeline
11. Establish and maintain an effective RAP Working Group to drive governance of the RAP.	Consult with ASPIRE and develop a plan for transitioning this Working Group into RAP Working Group (RWG) to govern the RAP implementation.	Senior Adviser, People and Culture Director, People and Culture	February 2021
	Draft a Terms of Reference for the RWG. Seek input from ASPIRE Working Group so they are finalised and in place for when the RWG group becomes operational.	Senior Adviser, People and Culture Director, People and Culture	February 2021
	Review composition of ASPIRE Working group to ensure there is appropriate Aboriginal and Torres Strait Islander representation on the RWG.	Senior Adviser, People and Culture Director, People and Culture	February 2021
12. Provide appropriate support for effective implementation of RAP commitments.	Define appropriate systems and capability to track, measure and report on RAP commitments. Record the progress of the RAP and its implementation across the business.	Senior Consultant, Strategic People and Culture (in consultation with ASPIRE / RWG members)	April 2021
	Define resource needs for RAP implementation and promotion, ensuring this is achievable within current constraints.	Senior Consultant, Strategic People and Culture (in consultation with ASPIRE / RWG members)	March 2021
	Engage senior leaders in the delivery of RAP commitments.	ASPIRE/ RWG Chair Senior Adviser, People and Culture	April 2021





# Governance and Tracking.

Action	Deliverable	Responsibility	Timeline
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	Senior Consultant, Strategic People and Culture (in consultation with ASPIRE / RWG members)	September 2021
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Senior Consultant, Strategic People and Culture	September 2021





## Contact

We welcome any feedback or enquiries.

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

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