

**INNOVATE**

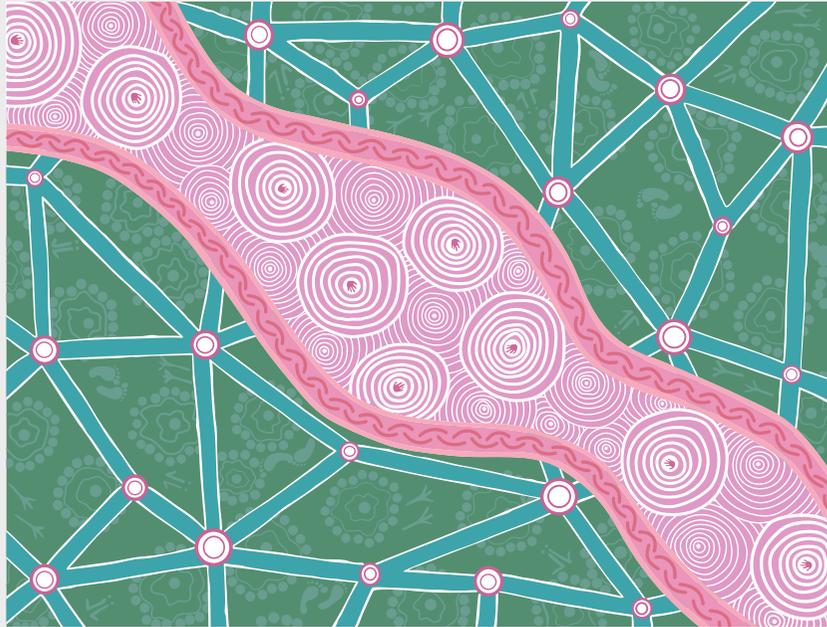
*Reconciliation Action Plan*

October 2025 – April 2027



# Web of Support

By Sarah Weston



## ABOUT THE ARTIST

This artwork was painted by Sarah Weston, a proud Noongar woman with family ties to Kanaeng, Ballardong and Whadjuk country. Sarah is a contemporary Indigenous artist who has won first place in the Jilya art competition. Her artistic journey is enriched by the stories of her elders, aunties, uncles and extended family, who bore witness to the Stolen Generation and are survivors. Sarah's artwork is quirky creative, colourful, bold and very detailed. She is dedicated to keeping stories alive through her artwork and telling her own along the way.



The circle motifs are traditional cultural symbols that represent campsites or meeting places. The lines that join the meeting place

symbols represent pathways (bidi in Noongar language), showing the many journeys of people as they come together. In modern times, we use these motifs to symbolise people in the community coming together.



The hand-print motifs represent the ongoing efforts of the reconciliation action plan to reach out and engage with all members of the

community. The hands symbolise Volunteering WA working together to ensure positive outcomes.



The feet represent our Elders, the traditional knowledge holders of the land. They walk alongside us and share their stories. They help

us to carry knowledge too, passing it down through generations to ensure our cultural connections are strong.



These ripple motifs represent the stories shared by the knowledge holders. The dots represent the people sharing the knowledge.



The pattern that runs alongside the ripples represents traditional wooden message sticks that our old people used to communicate between different groups. The pattern can also represent Coolamon – baskets of bark and wood which we used for carrying things when we travelled to meet others. These patterns represent the strong connections that Volunteering WA has with communities and supporters.



The Kangaroo and Emu prints represent how the RAP is moving the organisation forward and bridging cultural divides - because emus and kangaroos can't go

backwards. Also traditionally, both animals provided untold resources and support to the old people.



The circles of pink represent significant community gatherings spots that have meaning for Volunteering WA all over the State. The blue lines are the direct and unbroken pathways

that connect these meeting places, keeping everything flowing and everyone connected.



## ACKNOWLEDGEMENT OF COUNTRY AND TRADITIONAL OWNERS

Volunteering WA acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and Custodians of Country throughout Australia where we work, learn and live. We recognise their continuing connection to land, waters and community. We pay our respects to their cultures and Elders, past and present and extend that respect to all Aboriginal and Torres Strait Island peoples today.

We are committed to celebrating the power of volunteering in reconciliation.



*Aboriginal and Torres Strait Islander peoples should be advised this document may contain images of deceased persons.*

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# Chairperson and Chief Executive Officer

## FOREWORD



### **Kaya.**

Volunteering WA is proud to present our Innovate Reconciliation Action Plan 2025-2027 that continues our commitment to reconciliation by recognising, acknowledging and respecting Aboriginal and Torres Strait Islander peoples', knowledge, cultures and histories.

The Reconciliation Action Plan (RAP) is a part of our key strategies which support Volunteering WA's purpose to empower people and communities to enrich Western Australia. At its heart, it represents our commitment to strengthen relationships with the Traditional Owners and Custodians of the Lands on which we work, rest and play.

As the peak body for volunteering, Volunteering WA is in a unique position to support reconciliation through championing and strengthening the volunteering sector. Volunteering WA will ensure Aboriginal and Torres Strait Islander volunteers, volunteer managers, organisations and knowledge-

experts are included in the discussions and forums that will elevate, and future-proof volunteering, and ultimately empower the Western Australian community.

This RAP builds on lessons learnt from our Reflect RAP, and focuses on embedding reconciliation into organisational planning, building on current initiatives, and expanding understanding of engaging Aboriginal and Torres Strait Islander peoples, in a culturally safe way.

We would like to acknowledge the commitment of Volunteering WA's Board, staff and volunteers across

the State in supporting reconciliation. We recognise and thank the support from Reconciliation Australia, Reconciliation WA, and cultural consultants who walk with us in the journey, providing education and guidance.

We all have a role to play in reconciliation. Together we can help build a better future for Western Australia and First Nations peoples.

*Craig Spencer*  
Chair  
Volunteering WA

*Tina Williams*  
CEO  
Volunteering WA

# Reconciliation Australia CEO

## STATEMENT



### First Innovate RAP

Reconciliation Australia commends Volunteering WA (Volunteer Centre of Western Australia) 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 Volunteer Centre of Western Australia 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, Volunteer Centre of Western Australia 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 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Volunteer Centre of Western Australia is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken

goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Volunteer Centre of Western Australia'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 Volunteering WA on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
*Reconciliation Australia*

# Our Vision

## FOR RECONCILIATION



Web Of Support Painting, Sarah Weston

Volunteering WA understands the foundation for a strong and supportive community begins with mutual respect, equality, and care for each other.

Volunteering is the concept of giving time freely to help others. There is much to learn from First Nations peoples across Western Australia about traditional ways of giving and sharing within family and kinship groups. Recognising the significant contributions of Aboriginal and Torres Strait Islander peoples in both formal and informal volunteering both historically and today, is an important part of the journey. As the peak body for Volunteering in Western Australia, we have the privilege and responsibility to make volunteering in all its forms more accessible and inclusive.

Our vision for reconciliation is a world where all people can make a difference in their communities and enrich Western Australia. Volunteering WA strives to create an environment where volunteers, staff, and the communities we serve can build relationships rooted in trust, compassion, and respect. Our vision is not only about supporting individuals, but also about fostering a culture of inclusion and belonging for all.

True progress comes from listening to and learning from each other. For Volunteering WA, this means creating opportunities for ongoing dialogue and understanding and recognising the experiences and perspectives of Aboriginal and Torres Strait Islander peoples. We are committed to amplifying the voices and stories of First Nations volunteer involving organisations and First Nations volunteers, acknowledging the impacts of past injustices arising from colonisation including the massacres in the frontier wars, the stolen generations and stolen wages, and supporting the ongoing process of reconciliation. We commit to expanding our partnerships with First Nations peoples and organisations, to listen more deeply and create meaningful changes needed within the volunteer sector.

Through our reconciliation journey, we will help the volunteering sector and the wider community to acknowledge, value and celebrate the significant value

First Nations peoples bring to both formal and informal volunteer involving organisations. Inclusion will help to advance reconciliation and ensure that Aboriginal and Torres Strait Islander peoples are empowered to participate in the sector, in a culturally safe manner.

Volunteering WA is committed to implementing the RAP framework to help navigate and inform our reconciliation journey. We look forward to continuing to learn from and strengthen relationships with Aboriginal and Torres Strait Islander peoples across Western Australia.



# Our Business

Established in 1988, Volunteering WA is the peak body for volunteering in Western Australia. We support more than 1.5 million volunteers including an estimated 742,000 people aged over 15 who volunteer formally with an organisation or group.

Volunteering WA has a vision for every Western Australian to enjoy a valued volunteering experience that enriches our State.

Volunteering WA works in partnership with community, corporate, educational and government organisations. As the leading voice for volunteers and volunteer involving organisations, we work to strengthen the sector and promote the benefits of volunteering and its value in transforming and enriching the communities in which we live.



## Our services include:

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Advocacy and policy to lead and advance the volunteering sector

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R&D to innovate and strengthen sector capability

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Training for volunteers and volunteer managers

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Facilitating forums focused on future-proofing and strengthening the volunteer experience

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Hosting of pre-eminent Australian volunteering recruitment IT platforms that promote volunteering

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Promotion and brokering of corporate volunteering, linking organisations to local community organisations

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Hosting of networks to promote best practice and collaboration across the sector

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Celebrating the culture of volunteering and the contribution of volunteers to Western Australia.

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Our operations cover the breadth of Western Australia, with a head office in Perth, and staff based in the Pilbara, who support our activities across Bunbury, Dampier, Karratha, Newman, Pannawonica, Perth, Point Samson, Port Hedland, Paraburdoo, Roebourne, South Hedland, Tom Price and Wickham.

Volunteering WA services 850 member organisations and a network of Volunteer Resource Centres across WA, including 17 Aboriginal Controlled Community Organisations, and many organisations who are guided by First Nations experts.

We employ 28 people and nine Board members, with approximately 10 active volunteers growing to 50 for special events. Volunteering WA is not aware of any staff, volunteers or Board members who identify as Aboriginal or Torres Strait Islander People.

# Our Reconciliation Action Plan

## AND JOURNEY



Our Reconciliation Action Plan (RAP) guides how Volunteering WA embeds reconciliation in the way we work, and demonstrates our committed contribution to improving the wellbeing, opportunities and quality of life for Aboriginal and Torres Strait Islander peoples.

Volunteering WA's Innovate RAP builds on and strengthens our commitment to advancing Reconciliation as demonstrated in our Reflect RAP.

Our Reflect RAP enabled Volunteering WA to:

- collaborate with Aboriginal Community Controlled Organisations to build and strengthen important partnerships (including funding to support a volunteer mentoring program designed and led by First Nations women from the Kimberley).
- implement a Welcome to Country for all major events
- forge procurement relationships with First Nations suppliers in lieu of Supply Nation membership.
- visually map our Statewide reconciliation work.
- build staff cultural awareness through training.
- support members and the wider volunteer sector through fully funded delivery of cultural awareness training.
- participate in National Reconciliation Week and NAIDOC Week activities.

- host an internal 'lunch and learn' staff breakfast during National Reconciliation Week
- Fully funded two Kimberley-based First Nations volunteer leaders to attend the 2023 Volunteering State Conference to deliver conference sessions on the youth voice in volunteering, and volunteering for system reform.
- introduce an 'Acknowledgement of Country' as a standing item into all online and in person meetings.

The next stage in our reconciliation journey reaffirms our commitment to deepen relationships with the Traditional Owners and Custodians of the land on which we work, rest and play. Activities implemented as part of our Reflect RAP will be continued and strengthened, whilst learnings from First Nations volunteer engagement and member participation will be further enhanced through targeted activities. We have developed a procurement strategy which reinforces our commitment to seek out First Nations suppliers. An internal register of suppliers has been created and will continue to be maintained as a living document.

As the peak body for Volunteering in Western Australia, we have the privilege and responsibility to make volunteering in all its forms more accessible and inclusive.

Volunteering WA Chief Executive Officer, Tina Williams, leads and champions the Innovate RAP, including:

- Developing mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.
- Developing and piloting strategies for reconciliation initiatives.
- Engaging staff in reconciliation.
- Exploring how to drive reconciliation through business activities, services, programs, stakeholders and/or spheres of influence.

Our public commitment to this ongoing journey will help the volunteer sector and the wider community to acknowledge, value and celebrate the significant value First Nations peoples bring to both formal and informal volunteer-involving organisations.

## RAP WORKING GROUP MEMBERS (JULY 2025)

**Tina Williams**  
CEO

**Aaron Sutton**  
*of Blak Unicorn  
(First Nations Advisor)*

**Traci Gamblin**  
Deputy CEO

**Andrea Cole**  
*Executive Manager Finance and HR*

**Holly Hazel**  
*Senior Manager Stakeholder Engagement*

**Dominique Hansen**  
*Manager Policy and Research  
(Executive Officer of the RAP)*

**Jan Lucas**  
*Engagement Manager Volunteer  
Management Activity*

**Kelly Nunn**  
*Regional Community Engagement  
Coordinator (resigned July 2025)*

In addition to the RAP Working Group, we have a network of staff and volunteer ambassadors who champion reconciliation.

Over the past three years, Volunteering WA has been on a journey towards inclusion and reconciliation through our Reflect RAP, including:

- Enhancing staff education and awareness through ongoing Aboriginal Cultural Awareness sessions delivered by Auspire and facilitated by First Nations' Noongar leaders.
- Developing staff awareness of unconscious bias through attendance at the "See me, See you" training session facilitated by Multicultural Futures
- Engaging the Health Consumer Council to deliver regular free 'Acknowledging Country' by Tania Harris and 'Seeing Beyond Your Cultural Lens' training to volunteer-involving organisations across the State. An ongoing partnership ensures consistency and support for new volunteer managers as they enter the sector.
- Participation in National Reconciliation Week and NAIDOC Week events, sharing resources and stories, and highlighting Aboriginal and Torres Strait Islander leaders, storytellers and advocates.
- Ensuring First Nations peoples are involved in volunteer sector forums and celebrations as speakers and attendees.
- Partnering with First Nations cultural consultants, suppliers and experts.
- Funding support for projects, including:
  - 2022-23 Town Teams project, working with First Nations youth in Port Hedland to deliver a community art project;
  - 2023-24 and 2024-25 The Kimberley Aboriginal Women's Council 'Rise & Shine'

mentoring program for Aboriginal girls across the Kimberley;

- 2024-25 South West Aboriginal Women's Collective inaugural Women's Leadership Roundtable; and
- 2024-25 the Shire of Carnarvon's The Art of Volunteering project, which focussed on supporting First Nations volunteers to design and deliver community art projects.

We look forward to continuing to champion reconciliation, learning from Aboriginal and Torres Strait Islander peoples, and fostering stronger relationships with Aboriginal organisations.



# Our Partnerships

## KIMBERLEY ABORIGINAL WOMEN'S COUNCIL



The Kimberley Aboriginal Women's Council (KAWC), is a thirty-year-old dream started by women who were founding members of key Kimberley First Nations organisations in the 90s.

Building on this work and the work of many other deadly women, a group of Kimberley and Pilbara women joined together in 2018 to develop and hold the North West Aboriginal Women's Leadership Conference in Broome. The aim was to gather collectively, listen, learn and create a shared vision for the future of our women and girls.

In 2021, momentum continued with more than 150 First Nations women and girls across the Kimberley contributing to the Kimberley Aboriginal Women's Leadership Roundtable and the development of our Regional Action Plan. Off the back of this,

women made the decision to launch the Kimberley Aboriginal Women's Council, a nonprofit that could act as a vehicle for change, to implement the vision of First Nations women and girls across the region.

At the November 2023 Kimberley Aboriginal Women's Leadership Roundtable, over 100 First Nations women and girls from across the Kimberley gathered to discuss critical projects and programs to achieve self-determination and gender justice. It was determined that one of the key priority areas for the next 10 years was to support First Nations girls across the Kimberley to grow and glow. From

this it was agreed that the KAWC would develop a program where First Nations women from across the Kimberley would volunteer their time and wisdom to support and nourish First Nations girls from childhood to womanhood. It was from this that the idea for the Rise & Shine program emerged, something that was culturally appropriate, sustainable, community-led, place-based and attuned to the different needs of women and girls in different communities.

<https://kawc.org.au/>



*Janine Dureau, Founding CEO of KAWC with young participants at the 2024 Kimberley Aboriginal Women's Council Roundtable. Photographer: Aimee Han.*

**“This unique collaboration with the Kimberley Aboriginal Women’s Council has enriched our knowledge of volunteering in First Nations communities understanding it is about showing up with respect, humility, and heart to nurture and strengthen community. We’re proud to walk this path together, supporting the creation of meaningful, culturally rich, and trauma-informed volunteering across WA.”**

**TINA WILLIAMS**  
CEO, Volunteering WA

## **VOLUNTEERING WA AND KIMBERLEY ABORIGINAL WOMEN'S COUNCIL PARTNERSHIP**

Volunteering WA understood there were significant barriers to First Nations peoples participating in structured volunteering, but had yet to develop significant partnerships within Aboriginal or Torres Strait Islander communities. Specifically, our traditional understanding of volunteering did not capture the nuances of community giving expressed within First Nations communities. This perspective meant that we had failed to understand just how volunteering practices were embedded in the very fabric of life for First Nations peoples, cultures, and ways of knowing, doing and being.

During a pivotal meeting with Janine Dureau, CEO of the Kimberley Aboriginal Women's Council in 2023, Volunteering WA was introduced to the KAWC's mission to create environments for First Nations women and girls to thrive, and to provide the tools for women and girls to determine their own futures. At this meeting, Janine shared the importance of acknowledging cultural and Kinship obligations and responsibilities and developing an understanding of how communities interact and engage as 'volunteers'. This led to Volunteering WA reframing our perspective, as we began to broaden our understanding and definition of volunteering within a First Nations context.

Acknowledging the importance of a community-led approach to defining and developing inclusive structured volunteering programs, Volunteering WA was able to contribute to the development and expansion of the Rise & Shine mentoring program,

through our Volunteer Management Activity Project Grants in 2023 and 2024.

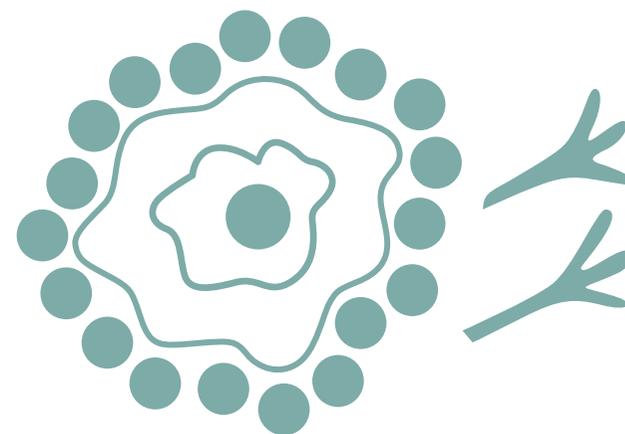
As part of their commitment to ensure the program was community-led and culturally and contextually responsive, the KAWC travelled throughout the Kimberley conducting community consultation and co-design workshops to co-create alongside First Nations women and girls, with the goal of designing the Rise & Shine program and delivering that training in 2025. However, through community consultations and co-design, it revealed the need for further time and space to listen deep, collaborate and connect - specifically to better understand the other individuals and organisations already working in the space.

Volunteering WA supported the KAWC in their careful and methodical design of processes to promote best practice for First Nations women in the Kimberley and reviewed our approach as a funding body to 'get things done to our schedule and in our way'. We learnt to slow down and work at the speed of trust, defined by and for the community.

Inspired by the actions of the women in the Kimberley, First Nations women from around WA began reaching out to the organisation for advice, support and encouragement. The KAWC eagerly shared information, resources and ideas. When the South West Aboriginal Women's Collective approached Volunteering WA to begin their own journey, we funded their inaugural Roundtable gathering in 2025. KAWC CEO, Janine Dureau, attended and shared the many lessons learned from the Kimberley women. This new collaboration sparked further conversations about how we might work together to enable these learnings to have greater resonance across the entire state. This

has resulted in the Kimberley Aboriginal Women's Council receiving funding from Volunteering WA for 2025-26 to deliver 'The Ripple Effect' – a First Nations-led initiative to grow culturally meaningful volunteering with First Nations women across 11 regions of Western Australia. It supports existing First Nations women's groups to expand their volunteer leadership (e.g. in Gascoyne, Geraldton, and Kalgoorlie) and engages communities in regions where formal First Nations women's groups do not yet exist (e.g. Pilbara, Wheatbelt, and Goldfields) to support the development of more formal, locally driven volunteer initiatives.

Rooted in deep cultural values of kinship, care, and collective action, The Ripple Effect works to formalise and enhance what volunteering looks like in First Nations communities across WA. The KAWC and Volunteering WA acknowledge that women are already volunteering, supporting families in crisis, mentoring young girls, and leading community healing. This program acknowledges, strengthens, and expands on that work.





# Relationships

As a state-wide peak body in Western Australia supporting 1.5 million volunteers, our sphere of influence is significant. Two of our strategic priorities focus on collaborating with communities to advance volunteering, and championing volunteering in Western Australia through promotion, recognition, policy development and advocacy.

Throughout our Innovate RAP we aim to engage more deeply with Aboriginal and Torres Strait Islander volunteers, volunteer

managers and organisations. We anticipate that by learning how best to support self-determination, and respect and develop positive relationships, we will be able to support, collaborate with and grow our partnerships with First Nations led organisations.

We also have a unique opportunity to support our stakeholders to deliver inclusive and culturally aware services.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Meet with Aboriginal and Torres Strait Islander-led organisational members of Volunteering WA throughout Western Australia to develop guiding principles for future engagement.	January 2026	Lead: Executive Manager Sector Services
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2026	Lead: Executive Manager Sector Services Support: Engagement Manager Volunteer Management Activity and Policy & Advocacy Manager
	Ensure Aboriginal and Torres Strait Islander volunteers, volunteer managers, organisations and knowledge experts are included in the discussions and forums that will elevate, and future-proof volunteering, and ultimately empower the Western Australian community.	March 2027	Lead: Deputy CEO Support: Volunteer Management and Stakeholder Engagement teams

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April (annually)	Lead: CEO Support: Senior Manager Stakeholder Engagement
	RAP Working Group members to participate in an external NRW event	27 May – 3 June (annually)	Lead: CEO Support: Deputy CEO
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June (annually)	Lead: CEO Support: Deputy CEO
	Organise at least one NRW event each year.	27 May – 3 June (annually)	Lead: Deputy CEO Support: Senior Manager Stakeholder Engagement
	Register all our NRW events on Reconciliation Australia's NRW website.	May (annually)	Lead: Deputy CEO Support: Senior Manager Stakeholder Engagement
	Partner with Reconciliation WA to help recruit volunteers to support with set up of NRW events.	May (annually)	Lead: CEO Support: Senior Manager Stakeholder Engagement



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Promote reconciliation through our sphere of influence.</b>	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	May 2026	Lead: Deputy CEO
	Communicate our commitment to reconciliation publicly.	October 2025	Lead: CEO
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Review June 2026	Lead: Deputy CEO Support: Volunteer Management and Stakeholder Engagement teams
	Reach out to and collaborate with organisations within the RAP network to refine our strategies and develop innovative approaches to advance reconciliation.	March 2027	Lead: CEO
	Partner with Reconciliation WA to deliver RAP information sessions to WA volunteer-involving organisations and share resources via communication channels.	September 2026	Lead: Senior Manager Stakeholder Engagement
<b>Promote positive race relations through anti discrimination strategies.</b>	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	December 2025	Lead: Executive Manager Finance and HR
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	December 2025	Lead: Executive Manager Finance and HR
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	December 2025	Lead: Executive Manager Finance and HR
	Circulate and invite further Aboriginal and Torres Strait Islander advisors onto Volunteering's Diversity and Inclusion Advisory Group.	July 2026	Lead: Executive Manager Sector Services
	Educate senior leaders on the effects of racism.	March 2027	Lead: Executive Manager Finance and HR



# Respect

There is so much to learn from First Nations peoples about traditional ways of giving and sharing within families and communities and caring for Country. Recognising and celebrating the significant contribution of Aboriginal and Torres Strait Islander peoples in strengthening volunteering is an important part of this journey.



Volunteering WA's staff vision statements underpin our approach to everything we do:

- We believe in our collective power to make a difference – this drives our approach.
- We create deeper connections between people and places.
- We listen to and respect every person's voice and overcome challenges as a team.
- Every day, we strengthen our volunteering community through collaboration, leadership and support.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Conduct a review of cultural learning needs within our organisation.	May 2026	Lead: Executive Manager Sector Services
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	May 2026	Lead: Executive Manager Sector Services
	Develop, implement, and communicate a cultural learning strategy document for our staff.	June 2026	Lead: Executive Manager Sector Services
	Continue to provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Review July 2026	Lead: Executive Manager Sector Services
	Continue to include Aboriginal Cultural Awareness Training in all new staff members inductions and onboarding; and support regional staff to undertake region-specific learning.	Review July 2026	Lead: Executive Manager Finance & HR



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Review July annually	Lead: CEO
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country	June 2026	Lead: CEO
	Continue to invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year (inc. Awards, Conference, Showcases).	January 2027	Lead: CEO Support: Volunteer Management and Stakeholder Engagement teams
	Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings including, training workshops, board meetings, staff meetings, Member meetings, and meetings of the Minister's Volunteering Community Reference Group.	January 2027	Lead: CEO
<b>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	RAP Working Group to participate in an external NAIDOC Week event.	July annually	Lead: Deputy CEO
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	December 2025	Lead: Executive Manager Finance & HR
	Promote and encourage participation in external NAIDOC events to all staff.	June annually	Lead: Deputy CEO Support: Senior Manager Stakeholder Engagement
	Share NAIDOC Week resources and activities with the sector to encourage further participation.	July annually	Lead: Deputy CEO Support: Senior Manager Stakeholder Engagement
<b>Show visible support for Aboriginal and Torres Strait Islander cultures</b>	Engage First Nations artists, storytellers, and suppliers to design Volunteering WA branded uniforms for staff to wear as appropriate.	October 2025	Lead: Corporate Engagement Manager
	Commission First Nations consultant, artist and suppliers to create Aboriginal artwork that can be embedded into Volunteering WA brand documents, events, and activities.	December 2025	Lead: Senior Manager Stakeholder Engagement



# Opportunities

Volunteering WA recognises the strength and resilience of Aboriginal and Torres Strait Islander peoples. Our ongoing relationships with Aboriginal and Torres Strait Islander peoples, families, communities and organisations continue to inform how we function in a culturally safe and respectful manner.

We aim to create further opportunities for Aboriginal and Torres Strait Islander peoples through community engagement, volunteering forums and programs, project funding, and employment.

## **STRENGTHENING VOLUNTEERING AND EMPOWERING THE COMMUNITY**

Volunteering WA will ensure Aboriginal and Torres Strait Islander volunteers, volunteer managers, organisations and knowledge-experts are a part of discussions, forums, surveys,

consultations and events that will elevate, and future-proof volunteering, and ultimately empower the Western Australian community, and ensure First Nations peoples are heard.

## **EMPLOYMENT AND PROFESSIONAL DEVELOPMENT**

Volunteering WA will continue to work towards becoming an employer of choice for Aboriginal and Torres Strait Islander peoples.

## **SUPPORTING ABORIGINAL AND TORRES STRAIT ISLANDER BUSINESSES**

During our Reflect RAP, we implemented an Aboriginal and Torres Strait Islander Procurement Strategy, to ensure collaboration with more First Nations experts, cultural consultants, storytellers, and suppliers. We continue to expand our partnerships and tap into the Supply Nation.

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2025	Lead: Executive Manager Finance & HR
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	March 2026	Lead: CEO

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</b> <i>(continued...)</i>	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	July 2026	Lead: Executive Manager Finance & HR
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Review July 2026	Lead: Executive Manager Finance & HR
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Review May 2026	Lead: Executive Manager Finance & HR
<b>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Review and Strengthen our Aboriginal and Torres Strait Islander procurement strategy as required.	Review May 2026	Lead: Executive Manager Finance & HR
	Investigate new ways to support Aboriginal and Torres Strait Islander organisations.	May 2026	Lead: CEO
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander organisations to staff.	May 2026	Lead: Executive Manager Finance & HR
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander organisations.	May 2026	Lead: Executive Manager Finance & HR
	Further develop commercial relationships with Aboriginal and/or Torres Strait Islander organisations.	April 2027	Lead: Executive Manager Finance & HR





# Governance

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p><b>Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.</b></p>	<p>Maintain Aboriginal and Torres Strait Islander representation on the RWG. Invite and remunerate an Elder to challenge us, guide our thinking and our understanding to develop our RAP in cultural learning.</p>	<p>October, December 2025 March, June, September, December 2026 March, June 2027</p>	<p>Lead: CEO Support: Manager Policy &amp; Research</p>
	<p>Review &amp; maintain a Terms of Reference for the RWG</p>	<p>Review October 2026 (annually)</p>	<p>Lead: Manager Policy &amp; Research</p>
	<p>Meet at least four times per year to drive and monitor RAP implementation.</p>	<p>September, December 2025 March, June, September, December 2026, March, June 2027</p>	<p>Lead: Manager Policy &amp; Research</p>

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Provide appropriate support for effective implementation of RAP commitments.</b>	Define resource needs for RAP implementation.	March 2025 and 2026	Lead: Manager Policy & Research Support: RAP Working Group
	Engage our senior leaders and other staff in the delivery of RAP commitments.	Quarterly, December 2025, March, June, September, December 2026, March, June 2027	Lead: CEO
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Review December 2025	Lead: Manager Policy & Research Support: RAP Working Group
	Maintain an internal RAP Champion from senior management.	October annually	Lead: CEO Support: RAP Working Group
<b>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we receive important RAP correspondence.	June annually	Lead: Manager Policy & Research
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	August annually	Lead: Manager Policy & Research
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September annually	Lead: Manager Policy & Research

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b> <i>(continued...)</i>	Report RAP progress to all staff and senior leaders quarterly.	October and December 2025, March, June, September and December 2026 and March 2027.	Lead: CEO Support: RAP Working Group
	Publicly report our RAP achievements, challenges, and learnings, annually.	December 2025, 2026, and 2027	Lead: CEO
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026	Lead: Manager Policy & Research
	Ensure all reports are completed and submitted to Reconciliation Australia for our Innovate RAP. Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	March 2027	Lead: Manager Policy & Research
<b>Continue our reconciliation journey by developing our next RAP.</b>	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2027	Lead: Manager Policy & Research





*Photographer Wild Red Media, Aboriginal Cultural Experiences,  
2025 WA Volunteer of the Year Awards*



**volunteering**WA

**CONTACT**

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