

RECONCILIATION ACTION PLAN

REFLECT

January 2020 – December 2020



ROYAL LIFE SAVING
WESTERN AUSTRALIA





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WESTERN AUSTRALIA

Acknowledgement

The Royal Life Saving Society WA acknowledge and pay respect to the Whadjuk people of the Noongar nation: who are the Traditional Custodians of the land on which we are located.

We extend that respect to all Aboriginal and Torres Strait Islander Nations who have contributed and continue to contribute to our national identity.

We pay respect to Elders; past, present and future.

We are committed to driving reconciliation both within the Royal Life Saving Society WA and throughout the broader aquatic recreation industry.

President & CEO Message

Empowering our community to be safe when they are in, on or around water underpins Royal Life Saving WA's activities.

However, the achievement of this REFLECT Reconciliation Action Plan (RAP) will serve as an exciting new chapter for an organisation that has operated across Western Australia since 1909.

Our RAP has been developed to drive:

- 💧 internal reflection – organizational & individual,
- 💧 challenge – of current practices, procedures and policies,
- 💧 improved relationships, respect and understanding, and;
- 💧 natural engagement with Aboriginal and Torres Strait Islander peoples.

Currently, a significant portion of Royal Life Saving WA business is geared towards engaging Aboriginal and Torres Strait Islander people in water safety.

This engagement could be a young person enjoying a swim at the new Balgo swimming pool, it could be a mother and child participating in swimming lessons at the Burringurrah swimming pool or it could be a young adult commencing their first job as a Pool Lifeguard in South Hedland.

Regardless of the form that this involvement takes, our key priority in development and achievement of this RAP focused on more than just increasing participation numbers. Rather, we hope to see a significant shift in the way that our people, our industry and our communities accept and engage with Aboriginal and Torres Strait Islander people.

We hope that our RAP will help improve broader understanding and relevance of the Welcome to Country ceremony.

We hope that our RAP will result in growth of employment opportunities for Aboriginal and Torres Strait Islander people.

We hope that our RAP will naturally increase the likelihood of our staff, contractors and volunteers participating in NAIDOC and Reconciliation Week celebrations.

We hope that there are many more positive outcomes that stem from the achievement of this REFLECT RAP and the subsequent Royal Life Saving WA RAP's that will follow.



RLSSWA CEO Peter Leaversuch



RLSSWA President Colin Hassell



Royal Life Saving WA RAP Endorsement - Ian Trust



In my role as Chairman of Wunan, I work with an organisation that strives for practical change. Change that enables people to choose a better life for themselves.

It is through this lens that I am proud to endorse Royal Life Saving WA's inaugural Reconciliation Action Plan.

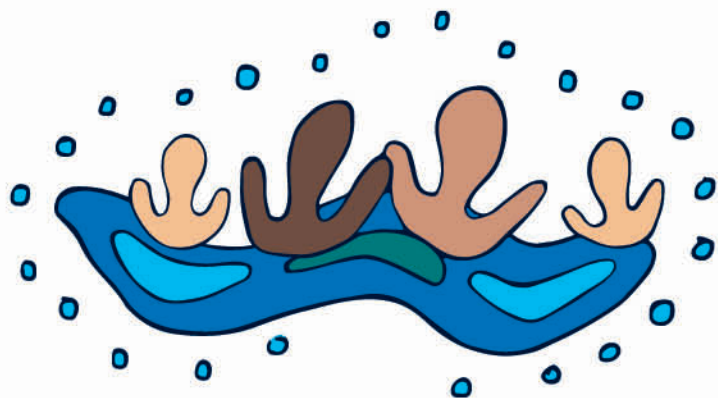
Royal Life Saving WA has demonstrated its ongoing commitment to work alongside Aboriginal and Torres Strait Islander people to build safer, healthier more resilient communities. This is particularly evident in their work in positioning the local swimming pool, no matter where it is within the State, as a safe place for the local community to build resilience, improve health and provide valuable recreational experiences.

Synergies between Wunan's philosophies and actions in supporting those that choose to change their lives for the better and Royal Life Saving WA's Reconciliation objectives are strong.

Royal Life Saving WA has chosen to drive change throughout its footprint to help achieve greater organizational understanding, awareness and respect for Aboriginal and Torres Strait Islander cultures. Furthermore, Royal Life Saving WA is well positioned to champion stronger relationships, respect and trust between the broader aquatic recreation community and Aboriginal and Torres Strait Islander peoples.

The creation of this Reconciliation Action Plan formalises much of the work that Royal Life Saving WA has been involved in for many years. It also serves to provide the motivation to challenge the status quo, to reflect upon its image and seek new ways of operating.

I endorse the Royal Life Saving WA REFLECT Reconciliation Action Plan however, through this endorsement I challenge the organisation, its staff, volunteers and stakeholders to think deeper than the objectives and actions documented in this plan and to actively seek opportunities to walk alongside our children, our people, our elders.



Message from Reconciliation Australia



Reconciliation Australia is delighted to welcome Royal Life Saving WA to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, Royal Life Saving WA joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and

Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides Royal Life Saving WA a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, Royal Life Saving WA will lay the foundations for future RAPs and reconciliation initiatives.

We wish Royal Life Saving WA well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Royal Life Saving WA on its first RAP and look forward to following its ongoing reconciliation journey.

Karen Mundine

**Chief Executive Officer
Reconciliation Australia**



Our RAP

A key objective within the Royal Life Saving WA 2016-2020 Strategic Plan laid the foundations for the development of the organisations REFLECT Reconciliation Action Plan.

This objective challenged the organisation to 'lead efforts to support vulnerable and at-risk communities'. One of the outcomes associated with this was the development of an organizational Reconciliation Action Plan that articulates our efforts to develop improved relationships, respect and opportunities with Aboriginal and Torres Strait Islander peoples.

A steering committee was established in May 2017 that included a small but diverse group of people that could contribute to both the development of this RAP and improve the intent behind our services and associated impact achieved through organisational activities.

This steering group worked under the following parameters:

PURPOSE

- 💧 Guide organisational activities associated with developing stronger
 - 💧 Policies,
 - 💧 Practices,
 - 💧 Programs, and;
 - 💧 Relationships with Aboriginal and Torres Strait Islander people.
- 💧 Provide expert advice associated with the development of Royal Life Saving WA's:
 - 💧 Reconciliation Action Plan
 - 💧 Indigenous Employment Strategy, and;
 - 💧 Culturally appropriate program resources.
- 💧 Serve as an incubator for innovations associated with service delivery, research, reporting and marketing of Royal Life Saving WA's programs with Aboriginal and Torres Strait Islander people.

ROLE

- 💧 Support the development of broader and stronger networks between Royal Life Saving WA and Aboriginal communities, agencies and individuals.
- 💧 Guide organisational messaging that promotes Royal Life Saving WA's activities with Aboriginal and Torres Strait Islander people.
- 💧 Guide organisational strategy associated with service delivery with Aboriginal and Torres Strait Islander people.
- 💧 Suggest innovations and initiatives that help to build Royal Life Saving WA's program and service range with Aboriginal and Torres Strait Islander people.
- 💧 Help Royal Life Saving WA to position the aquatics industry as a major employer of Aboriginal youth.



RAP REPRESENTATIVES & CONTRIBUTORS

Gningala Yarran-Mark	UGL Pty Limited
Dennis Simmonds	Maar Koodjal
Adrian Brahim	BHP
Vaughan Davies	Department of Planning, Lands & Heritage
Tim Turner	Department of Communities and Royal Life Saving WA
Greg Tate	Royal Life Saving WA
Travis Doye	Royal Life Saving WA



RAP & IMPLEMENTATION

Documentation of the Royal Life Saving WA RAP Actions serves as just the beginning of an exciting organisational journey.

To ensure achievement of continual progress against each of the Action Areas included within this Plan, Royal Life Saving WA will drive ongoing engagement with its Aboriginal Steering Group and seek to refresh and broaden Aboriginal and Torres Strait Islander involvement. An organizational RAP operational team will be appointed who will be responsible for the implementation of the RAP.

This group will develop a reporting mechanism to the Aboriginal Steering Group who will in turn report to the Royal Life Saving WA Board.



All Our Waterways - Jilalga Murray

This Contemporary Aboriginal artwork was created for Royal Lifesaving WA to help with their ongoing journey of 'Reconciliation'. It is a creative celebration, to remind everyone that their work around water safety is very important to lives of all West Australians and visitors to our wonderful state.

My artwork sends a message, that "we must all be respectful of where we live, work and play". It features important contemporary symbols which I've created for everyone to feel part of this all-encompassing WA story.

Firstly, the bold organic symbols joined at the base of the work represent important women's and men's cultural sites which are in close proximity to the RLSWA headquarters in Crawley, on Whadjuk Boodjar. The area for women's business is on the left, while the men's site features on the right. Customs, and laws were practiced here on healthy fertile lands over many thousands of years, the Whadjuk people were able to live and prosper. Fresh water flowed, and people travelled all around this special area, enjoying a bountiful life where everyone was healthy and happy. I pay my respects to the First Nation people of this area.

Central to the artwork, you see Derbal Yerrigan (The Swan River) winding it's way across the land lifting everyone's spirits. This represents fresh flowing water being accessible to everyone, I also feel everyone can gain from act of Reconciliation. Yes, the journey can seem up and down at times, but it's important to keep flowing, goodness will then be felt by all.

Rivers, waterholes, dams and swimming pools bring people together. Across the artwork I show a variety of body shapes, skin shades, people of different ages, with varying swimming capabilities, all enjoying water. It's a beautiful happy image which captures good energy and one that respectfully celebrates our diversity. Yes, everyone can truly enjoy 'All Our Waterways'.

ABOUT JILALGA

Jilalga Murray is a proud urban Nyangumarta and Yorta Yorta woman who's lived on Whadjuk Boodjar for over ten years. Her mother's family originate from the Pilbara, and are Nyangumarta people. Her father's family from the Riverina region in NSW and Victoria (Yorta Yorta/Wamba Wamba). Both connections give her the gift of creating striking and diverse paintings, where vibrant colours merge with her deep respect for Country and give her individual expression as an urban Aboriginal woman living a modern Australian life.





Our Business

Western Australia is blessed with many rivers, lakes and swimming pools, water activity is a thriving part of our culture. It is for this reason that the many facets of Royal Life Saving WA exist.

The Royal Life Saving WA head office is located in Whadjuk Noongar country in the Perth suburb of Mt Claremont. It is from this base that our 89 staff, 593 Community Trainers, 120 Endorsed Swim Schools and 39 Junior Lifeguard Clubs deliver our suite of services that focus on prevention of drowning and improving water safety. Royal Life Saving WA currently employs four Aboriginal and Torres Strait Islander staff.

Royal Life Saving WA's business activities stretch across the entirety of the State with services, training and programs being implemented from Kalumburu in the North to Esperance in the South and everywhere in between.



Our Strategic Intent

Royal Life Saving WA is made up of a diverse network of volunteers, staff and locally based community trainers. We have a complete range of water safety programs for all ages of the community. We are inclusive and are committed to the ideal that *Everyone can be a Lifesaver*.

OUR PURPOSE

**EMPOWERING OUR COMMUNITY TO BE SAFE WHEN THEY ARE IN,
ON OR AROUND WATER AND LEADING EFFORTS TO REDUCE THE
IMPACT OF DROWNING**

THE RESULTS WE SEEK

- 💧 All Western Australians possess water safety, swimming, survival and rescue skills.
- 💧 Trained lifesavers and first responders in every community.
- 💧 To eliminate toddler drowning.
- 💧 Safer pools, rivers, lakes and dams.
- 💧 Support for victims and families impacted by a drowning incident.
- 💧 Increased public awareness and community support for our purpose.



OUR STRATEGIC INTENT

Royal Life Saving WA's Strategic Intent 2016 – 2020 articulates nine key objectives and associated actions that drive organisational activities, these are noted below however Objective 6 has been expanded as this specifically relates to our desire to achieve positive outcomes in partnership with Aboriginal and Torres Strait Islander peoples.

1. Expand the drowning prevention knowledge base
2. Provide an effective voice in the community across all levels of government
3. Deliver quality education and training programs throughout WA
4. Strengthen the safety of aquatic facilities and locations
5. Promote pathways to ongoing participation in pool lifesaving
6. **Lead efforts to support vulnerable and at-risk communities**
 - 💧 Champion investment in the development of swimming pools for remote Aboriginal communities
 - 💧 Drive innovation in aquatic projects that ensure better outcomes with Aboriginal people
 - 💧 Better connect with vulnerable people and communities
 - 💧 Provide improved access to programs and services
 - 💧 Adapt programs and services to meet local and cultural needs
 - 💧 Ensure equity of access to programs and service for regional WA
 - 💧 Ensure equity of access to programs and services for culturally and linguistically diverse communities
 - 💧 **Develop an organisational Reconciliation Action Plan that articulates our efforts to develop improved relationships, respect and opportunities with Aboriginal and Torres Strait Islander peoples.**
7. Help for victims and grief support for family and friends
8. Recruit, retain and recognize our loyal members
9. A cohesive and sustainable organisation

Action Areas

Relationships



Relationships				
Action	Deliverable	Timeline	Responsibility	Alignment with RLSSWA Strat Plan
1. Continue to support the Royal Life Saving WA Aboriginal Steering Group.	<ul style="list-style-type: none"> Recruit additional Aboriginal and Torres Strait Islander representatives to participate in the Royal Life Saving WA Aboriginal Steering Group. Engage Royal Life Saving WA Officers to help implement actions from the Aboriginal Steering Group. Engage with the Steering Group regularly throughout the year. Develop a framework for the operation of a series of regional Aboriginal Working Groups. 	April 2020	Senior Manager – Workforce Solutions (SMWS)	Strategy: 9 Action: 7 Ensure appropriate governance, resources and infrastructure to implement the Strategic Intent and adapt to changing needs.
2. Build relationships between staff and Aboriginal and Torres Strait Islander stakeholders.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander peoples, communities and/or organisations with an interest in partnering with Royal Life Saving WA. Actively support Reconciliation WA through participation and involvement in regular Yokai meetings. Research best practice processes and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	July 2020 Dec 2020 Dec 2020	Senior Management Group (SMG) SMWS SMG	Strategy: 6 Action: 3 Better connect with vulnerable people and communities.
3. Participate in and celebrate National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Partner with other local organisations to host a NRW event within the McGillivray precinct. Ensure regional Royal Life Saving WA Branches host a NRW event. Circulate Reconciliation Australia's NRW resources and reconciliation materials to Royal Life Saving WA staff. Ensure the Royal Life Saving WA Aboriginal Steering Group participates in an event to recognise and celebrate NRW. Encourage and support staff and senior leaders to participate in at least one external event to recognize and celebrate NRW. 	May 2020	SMG	Strategy: 6 Action: 3 Better connect with vulnerable people and communities.
4. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Launch our RAP Promote RAP actions regularly Publish updates on the progress of the organisation towards the achievement of RAP Objectives. Identify external stakeholders that our organisation can engage with on our reconciliation journey. Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	Feb 2020 Dec 2020 June 2020 & Dec 2020	All RLSSWA	Strategy: 9 Action: 1 All areas working together with a unity of purpose.
5. Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> Research best practice policies in areas of race relations and anti-discrimination. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future organisational needs. 	June 2020	Senior Manager Finance (SMF)	Strategy: 9 Action: 7 Ensure appropriate governance, resources and infrastructure to implement the Strategic Intent and adapt to changing needs.



Respect

Action	Deliverable	Timeline	Responsibility	Alignment with RLSSWA Strat Plan
1. Improve understanding and appreciation of Aboriginal and Torres Strait Islander significance of the areas in which we operate.	<ul style="list-style-type: none"> Develop a research brief and engage an Aboriginal and Torres Strait Islander organisation for assistance in understanding: <ul style="list-style-type: none"> Who the Traditional Owners are of the lands and waters in our local area – focusing on our Mt Claremont head office. Seek out and meet local Traditional Owners within our Mt Claremont Head Office region. Publish the story of the land upon which we operate. Develop a plan for the use of this story at Royal Life Saving WA events. 	Commence: Feb 2020 Complete: July 2020	SMWS & Senior Manager Health Promotion (SMHP)	Strategy: 6 Action: 3 Better connect with vulnerable people and communities.
2. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Measure staff knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements. Review cultural awareness training needs within our organisation. Prepare a Royal Life Saving WA cultural awareness training plan in consultation with Aboriginal and Torres Strait Islander stakeholders. Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	March 2020 May 2020 May 2020 July 2020	Research Project Officer (RPO) SMG SMWS & Training Manager (TM) SMWS	Strategy: 9 Action: 1 All areas working together with a unity of purpose.
3. Participate in and celebrate NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness amongst our staff of the meaning of NAIDOC Week and include information about the Aboriginal and Torres Strait Islander peoples and communities in the areas that we operate. In consultation with Aboriginal and Torres Strait Islander people, host a NAIDOC Week event from our Mt Claremont head office. Ensure the Royal Life Saving WA RAP Steering Group to participate in a NAIDOC Week event. Promote community NAIDOC Week events in our local area. 	July 2020	SMG	Strategy: 8 Action: 2 Implement inclusive practices to engage Members from diverse communities.
4. Raise staff understanding of Aboriginal and Torres Strait Islander cultural protocols	<ul style="list-style-type: none"> Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols). 	June 2020	Manager, Marketing & Comms (MMC) & SMG	Strategy: 9 Action: 1 All areas working together with a unity of purpose.
5. Initiate project to adapt organisational materials to be culturally appropriate for Aboriginal and Torres Strait Islander peoples.	<ul style="list-style-type: none"> Develop framework of organisational materials to be considered for adaptation such as: <ul style="list-style-type: none"> Training Competency Frameworks Marketing Materials Operating Procedures 	Oct 2020	SMG & MMC	Strategy: 6 Action: 5 Adapt programs and services to meet local and cultural needs.



Opportunities

Action	Deliverable	Timeline	Responsibility	Alignment with RLSSWA Strat Plan
1. Investigate Aboriginal and Torres Strait Islander employment with RLSSWA.	<ul style="list-style-type: none"> • Measure current Aboriginal and Torres Strait Islander employment within RLSSWA. • Review RLSSWA employment policy and practices with intent to understand barriers experienced by Aboriginal and Torres Strait Islander people seeking employment with us. • Develop opportunities for Aboriginal and Torres Strait Islander employment within our organisation. • Celebrate current Aboriginal and Torres Strait Islander staff to encourage future employment and development opportunities. • Engage an Aboriginal or Torres Strait Islander employment specialist to present to our Senior Management Group on unique employment practices that work. • Seek to employ 10% of our workforce as Aboriginal and Torres Strait Islander people. • Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation 	Feb 2020 July 2020 Dec 2020 Dec 2020 June 2020 Dec 2020 Dec 2020	SMG	Strategy: 6 Action: 5 Adapt programs and services to meet local and cultural needs.
2. Investigate Aboriginal and Torres Strait Islander supplier diversity.	<ul style="list-style-type: none"> • Develop an organizational understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses. • Develop opportunities for procurement from Aboriginal and Torres Strait Islander owned businesses. • Celebrate new supply partnerships. • Investigate Supply Nation membership 	June 2020	SMG led by SMWS	Strategy: 6 Action: 3 Better connect with vulnerable people and communities.
3. Investigate opportunities for increased participation in RLSSWA programs by Aboriginal and Torres Strait Islander's.	<ul style="list-style-type: none"> • RLSSWA Life Saving Unit's will incorporate specific actions in annual planning associated with increasing engagement and participation in their programs by Aboriginal and Torres Strait Islander people. • Senior Management meeting reports to report upon performance indicators associated with Aboriginal and Torres Strait Islander engagement. 	June 2020	SMG	Strategy: 6 Action: 4 Provide improved access to programs and services.
4. Investigate RLSSWA Help Grant funding category to encourage Aquatic Industry Engagement with Aboriginal and Torres Strait Islander communities.	<ul style="list-style-type: none"> • Work with the RLSSWA Help Grant committee to research sustainability of this concept. 	June 2020	Manager Membership Development (MMD)	Strategy: 7 Action: 4 Seek to better understand the nature of help that people need.



Governance & Reporting

Governance & Tracking Progress

Action	Deliverable	Timeline	Responsibility	Alignment with RLSSWA Strat Plan
1. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. Engage senior leaders in the delivery of RAP commitments. 	Feb 2020	SMG	Strategy: 9 Action: 7 Ensure appropriate governance, resources and infrastructure to implement the Strategic Intent and adapt to changing needs.
2. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form an operational RWG to drive RAP implementation. Draft Terms of Reference for the RWG. Establish Aboriginal and Torres Strait Islander representation on the RWG. 	March 2020	SMG	Strategy: 9 Action: 7 Ensure appropriate governance, resources and infrastructure to implement the Strategic Intent and adapt to changing needs.
3. Ensure the RLSSA RAP is a live document.	<ul style="list-style-type: none"> Measure, record and report (Aboriginal Steering Group, Senior Management Group & RLSSWA Board) against the implementation and achievement of RAP Actions. Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia. 	Ongoing via monthly SMG reporting. Sept 2020	SMWS	Strategy: 6 Action: 9 Develop an organisational Reconciliation Action Plan that articulates our efforts to develop improved relationships, respect and opportunities with Aboriginal and Torres Strait Islander peoples.
4. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website (https://www.reconciliation.org.au/reconciliation-action-plans/submit-your-rap/) to being developing our next RAP. 	Feb 2020	SMG	Strategy: 6 Action: 9 Develop an organisational Reconciliation Action Plan that articulates our efforts to develop improved relationships, respect and opportunities with Aboriginal and Torres Strait Islander peoples.



For further enquiries about this Royal Life Saving WA REFLECT Reconciliation Action Plan please contact:

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