



Government of Western Australia
Department of Treasury



Reconciliation Action Plan
September 2022 to September 2023

Reflect



Acknowledgement of Artist

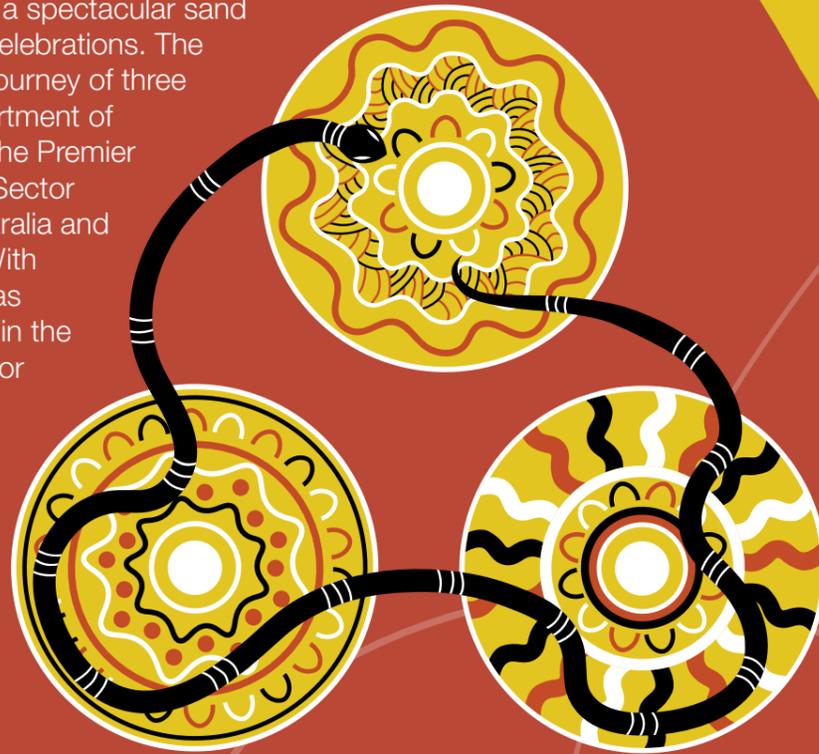
We would like to acknowledge the work of Badimia Yamatji-Balladong Noongar artist, Acacia Collard who designed a spectacular sand mural for our 2020 NAIDOC week celebrations. The sand mural symbolises the shared journey of three central government agencies (Department of Treasury (Treasury), Department of the Premier and Cabinet (DPC), and the Public Sector Commission (PSC)) in Western Australia and our commitment to reconciliation. With Acacia's permission, this artwork was converted to a digital image for use in the Reconciliation Action Plans (RAPs) for each of these agencies.

Each circle in the artwork represents one of the three agencies. The circles are interconnected by the Wagyl or Rainbow Serpent, an important part of the Perth area where we are located.

The top circle represents DPC. The inner circle depicts agency leaders surrounded by the Department who, as a team, are leading the sector in providing advice and support to the Premier and Cabinet in their service of the Western Australian community. Surrounding them is a continuous path of lines and patterns depicting the journey before, and ahead, with room for growth outward into the future.

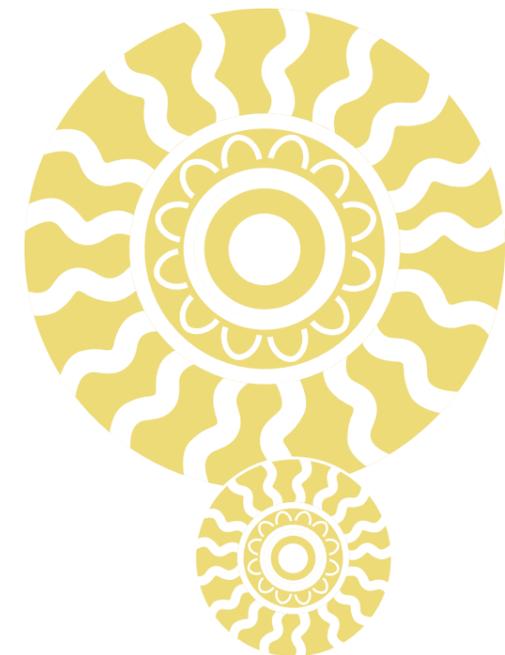
Treasury is represented in the circle to the right. Two layers of red and black encircling the inner circle of leaders represent the present and the future. Treasury staff, who are the principal economic and financial advisors influencing outcomes for the benefit of Western Australia, are pictured around these inner circles. Extending from these circles are pathways reaching out to symbolise giving, sharing and providing.

The circle to the left represents PSC. Surrounding the leaders in the inner circle are dots within a pathway, which represent the Commission working to develop a future-fit public sector for the people of Western Australia. This pathway is surrounded by the team who support and strive to meet these goals.



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Acknowledgement of Country

The Department of Treasury (Treasury) acknowledges the Traditional Custodians throughout Western Australia and their continuing connection to the land, waters and sky.

We pay our respects to all Aboriginal and Torres Strait Islander peoples' and their cultures and to Elders, both past and present.

Our commitment to reconciliation



This Reflect Reconciliation Action Plan (RAP) is Treasury's first RAP and is intended to guide us in our collective journey to reconciliation through the implementation of agreed actions and deliverables that will build awareness, acknowledgement and appreciation of Aboriginal and Torres Strait Islander peoples' cultures and heritage across our Treasury workforce.

We recognise and acknowledge the significant and unique contributions that Aboriginal and Torres Strait Islander peoples across Western Australia have made, are making and will continue to make to the heritage, cultural identity, community and economy of Western Australia.

We celebrate that Aboriginal and Torres Strait Islander peoples across Western Australia continue to grow and strengthen with the ongoing practice of the lore, languages and knowledge of the world's oldest living cultures and we understand the importance of creating opportunities for our employees to better understand this history through working together and sharing unique perspectives and experiences.

We recognise past actions may have caused pain and suffering to some. We accept that previous laws, practices and policies deeply impacted the lives of Aboriginal and Torres Strait Islander peoples, and we acknowledge that we are still challenged by unconscious prejudice in our society, policy development and decision making.

As a central government agency responsible for financial and economic policy which impacts Aboriginal and Torres Strait Islander peoples, we commit to taking ownership and partnering with other government agencies to overcome these challenges.

Our Reflect RAP is a statement of our commitment to reconciliation and provides an opportunity for us to build and strengthen our relationships so we can continue to improve policy and services for Aboriginal and Torres Strait Islander peoples.

I am proud to lead our staff, stakeholders and fellow agencies in implementing this RAP to encourage a genuine contribution to reconciliation for the benefit of the entire Western Australian community.

MICHAEL BARNES PSM
UNDER TREASURER



Message from Reconciliation Australia



Reconciliation Australia welcomes The Department of Treasury Western Australia (WA) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

WA Department of Treasury 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 close to 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 WA Department of Treasury 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 WA Department of Treasury, 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

Who are we?

Treasury is a State Government agency which employs approximately 280 employees, including three Aboriginal and/or Torres Strait Islander people. We are based in the Perth central business district (CBD) at David Malcolm Justice Centre, 28 Barrack Street, Perth.

Treasury is at the centre of Government decision-making. It supports the Government of the day through the provision of expert financial management and economic policy advice that promotes the public interest. Our work is integral to the Government's decision-making processes about where and how to spend taxpayers' money to ensure Western Australians have access to high quality services on a financially sustainable basis.

Treasury recognises that it is our committed people who drive our organisation. We value solutions-focused people who are committed to diversity and inclusion practices which support a diverse workforce. This creates greater perspectives to be applied to our analysis and advice, leading to greater outcomes for all Western Australians.

As one of Western Australia's central public sector agencies, it is integral that we work collaboratively with our stakeholders across the public sector to provide advice to Government and influence outcomes for the benefit of Western Australia.

Our Vision

To be highly valued and trusted as the State's pre-eminent economic and financial policy adviser.

Our Values

Solutions focused | Committed people | Working collaboratively | Making a difference

Our Strategic Goals

1. To promote a strong, competitive and diversified economy.
2. To promote fiscal sustainability and value for money outcomes.
3. To enhance organisational capability and agility.



Working in Partnership

In developing this Treasury RAP, early collaboration was undertaken with two other central agencies, the Department of the Premier and Cabinet (DPC) and Public Sector Commission (PSC) to commence a shared journey and commitment to reconciliation. This supported the sharing of ideas and collaboration across the three agencies in the initial drafting of the RAP with each agency preparing their own agency RAP and deliverables.

As central agencies, we provide an important advisory role and whole-of-government perspective on priorities for this State. This gives us a unique opportunity to use our central position in Government to enhance reconciliation across the public sector and broader community and improve the connection between Aboriginal and Torres Strait Islander people and non-Indigenous peoples.

DPC works collaboratively to provide whole-of-government advice and support to the Premier and Cabinet in their service of the Western Australian community.

PSC supports the independent office of the Public Sector Commissioner and is dedicated to the performance and improvement of both individuals and agencies so the public sector can tackle the policy challenges of today and tomorrow.

Our Reflect Journey

This RAP shows strong commitment and practical actions to advance Treasury's reconciliation with Aboriginal and Torres Strait Islander people and communities.

Our RAP lays the foundation for our reconciliation journey and aims to challenge internal biases and strengthen our own organisational culture. It includes sustainable actions for us to make practical improvements towards the goal of reconciliation. It provides the foundations by which we can learn and broaden our knowledge and which will support future plans as we look to use our own experiences to influence the broader public sector.

This Reflect RAP is intended to:

- increase the cultural capability of our staff;
- improve collaboration between our agency and Aboriginal and Torres Strait Islander communities; and
- respectfully and visibly acknowledge Aboriginal and Torres Strait Islander peoples as Traditional Owners.

This RAP was developed by a joint RAP Implementation Working Group with representatives from across the three central agencies (Treasury, DPC and PSC) and included Aboriginal and Torres Strait Islander representation. Feedback was also sought from across the entire workforce of the three separate agencies.

Whilst the RAP was developed through a joint partnership, each agency has their own individual RAP and is responsible for implementing, monitoring and reporting on their own deliverables. This will also be shared back to a broader RAP Interagency Working Group regularly to ensure we support one another in our reconciliation journey and share opportunities where possible.

The implementation of actions in Treasury's Reflect RAP will be led by the Treasury RAP Working Group (RWG). A Terms of Reference is currently being developed and it is anticipated the group will be established by the end of September 2022. Representation on this group will be through an Expression of Interest (EOI) process and will consist of Aboriginal and Torres Strait Islander employees, senior leadership, as well as employees from across Treasury business. It is intended that at least 2 members of the RWG will also be members on the Treasury Diversity Committee and responsible for reporting back to the Treasury Diversity Committee who meet on a bi-monthly basis. The Director, Corporate Strategy and Performance will act as RAP champion and will oversee deliverables in the RAP.

This RAP complements the Action Plan to Improve WA Public Sector Employment Outcomes 2020-2025 and Treasury's Workforce and Diversity Plan 2021. It also complements the Aboriginal Empowerment Strategy and Western Australia's Implementation of the Closing the Gap, in particular Priority Reform 3.

The Plan has been endorsed at executive level and will be subject to regular monitoring and review.

As part of our reconciliation journey, we will also continue to actively encourage and support employment opportunities within Treasury for Aboriginal and Torres Strait Islander people. We will continue our participation in the Public Sector Commission's Aboriginal Traineeship program, Jawun Secondment Program and identified opportunities in Treasury's Graduate Employment Program and Vacation Employment Programs.

Shaped by collaboration and contribution

This RAP is the culmination of an early joint working group between Treasury, DPC and PSC which was established in December 2019 to implement a shared reconciliation journey. Reconciliation WA provided strategic advice to the group in the development stage.

The working group was developed to demonstrate the commitment of the three agencies to reconciliation and a united journey through sharing of information and knowledge and working collaboratively on actions.

Danny Ford from Kambarang Services and Tim Muirhead from CSD Network facilitated two workshops which provided educational insight and resulted in the creation of a set of reconciliation deliverables.

The working group held a total of eight meetings, two workshops and a yarning circle event. Staff across the three agencies have participated in numerous National Reconciliation Week and NAIDOC Week celebrations since 2020.

As part of NAIDOC Week 2020, the working group coordinated a sand mural event with Danjoo Koorliny Walking Together Project Noongar leaders. Staff gathered around the mural and laid handprints in the sands to represent the agencies' shared reconciliation journey. This event was followed by a livestream discussion at which Danjoo Koorliny Leaders and members of the Public Sector Leadership Council explored Aboriginal engagement and policy design in the public sector. Approximately 45 staff from across the three agencies also joined together for the first ever yarning circle, hosted in partnership with Reconciliation WA, where they discussed the importance of committing to reconciliation and building stronger pathways.

As the RAP developed, there were opportunities for staff to embrace the process and effect real cultural change. Input and feedback was sought on RAP actions and deliverables.

Whilst the RAP journey evolved over time, each agency has its own individual RAP which is both reflective of the individual agency, as well as the joint partnership and journey. Each agency is responsible for implementing their own deliverables and reporting, however where opportunities exist, some deliverables will be implemented as joint initiatives across the three agencies.

Building on our core business

Strong Partnerships

We have many established relationships with Aboriginal and Torres Strait Islander organisations, bodies and people that promote reconciliation and connections between Aboriginal and Torres Strait Islander people and non-Indigenous people, as well as advance outcomes and opportunities for Aboriginal and Torres Strait Islander people.

Aboriginal Advisory Council of WA

The Aboriginal Advisory Council of WA (AACWA) leads dialogue and facilitates decision-making on matters affecting the recognition and rights, leadership, vision, expertise, wellbeing and integrity of Aboriginal people and communities in Western Australia. It offers an important opportunity to build genuine and respectful relationships between Aboriginal people and the Western Australian Government to achieve better life outcomes for Aboriginal people and communities.

Treasury liaises with the AACWA on a regular basis and it is currently a key liaison point on the Aboriginal Expenditure review project that Treasury is leading as part of the Closing the Gap initiatives.

Aboriginal Affairs Coordinating Committee

The Aboriginal Affairs Coordinating Committee comprises Directors General of Government agencies who assist the Minister for Aboriginal Affairs and co-chairs of AACWA. It focuses on improved and innovative service delivery to Aboriginal people, and greater collaboration and coordination between agencies.

Treasury has membership on this committee through our Aboriginal Affairs Co-ordination Unit (AACU).

Central role in Aboriginal Affairs

Treasury's AACU provides strategic oversight and coordination of a number of important Aboriginal affairs initiatives in the sector and State. This unit works closely with the Aboriginal Engagement Unit at DPC and their work is characterised by building strong partnerships between Aboriginal and Torres Strait Islander people and the Government to work towards community-led social, economic, health and cultural outcomes.

Impactful projects

National Agreement on Closing the Gap

The new National Agreement on Closing the Gap is an ambitious 10-year commitment by the national Coalition of Peaks, Australian Government, all state and territory Governments and the Australian Local Government Association to improve outcomes for Aboriginal and Torres Strait Islander citizens.

Treasury works closely with DPC to implement Western Australia's Closing the Gap Implementation Plan and has a lead role in the Aboriginal Expenditure Review project as part of this work.

Aboriginal Empowerment Strategy

The Aboriginal Empowerment Strategy (the Strategy) provides public sector agencies with a clear, common direction, consistent logic and shared whole-of-Government vision for the future. Built around Aboriginal views, priorities and aspirations, the Strategy allows agencies to work more effectively to support improved outcomes for Aboriginal and Torres Strait Islander people and strengthens Government accountability to the Western Australian community.

As part of the expectations of this Strategy, Treasury is implementing an internal Aboriginal Empowerment Strategy which will focus on how Treasury implements specific aspects of the strategy within our own agency.

Aboriginal Expenditure Review

As part of the National Agreement on Closing the Gap, all State Treasury organisations are required to conduct an Aboriginal Expenditure Review, of which the AACU within Treasury is leading this project for Western Australia.

Native Title Agreements

Treasury works closely with DPC in the negotiation and implementation of Native Title agreements in partnership with Traditional Owners and other agencies. They establish Traditional Owner governance structures, partnerships with Government and a diverse range of benefits, empowering Aboriginal and Torres Strait Islander community-led outcomes to advance economic and community development and wellbeing. Treasury will be contributing to the review of the Native Title policy.

Taking action together



No.	Action	Deliverable	Timeline	Responsibility
1.	Build relationships through celebrating National Reconciliation Week and promoting participation at events.	1.1 Share information with staff about the meaning of National Reconciliation Week, including resources and materials available from Reconciliation Australia and Reconciliation WA.	May 2023	Lead: Principal Workforce Management (WM) Consultant Supported by: Organisational Development (OD) Support Officer Manager, People and Culture Treasury RAP Working Group (RWG) Treasury Diversity Committee Manager, Communications
		1.2 Provide a budget and host an event for Treasury staff to recognise National Reconciliation Week	March 2023	Lead: Manager, People and Culture Supported by: Principal WM Consultant OD Support Officer Treasury RWG Treasury Diversity Committee Manager, Communications
		1.3 Treasury RWG and Treasury Diversity Committee members to attend and participate in an external NRW event	May 2023	Lead: Principal WM Consultant Supported by: OD Support Officer Manager, People and Culture Treasury RWG Chair, Treasury Diversity Committee Manager, Communications
		1.4 Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	April 2023	Lead: Under Treasurer Supported by: Manager, People and Culture Principal WM Consultant OD Support Officer Treasury RWG Treasury Diversity Committee Director, Corporate Strategy and Performance (CSP)

No.	Action	Deliverable	Timeline	Responsibility
2.	Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples and organisations.	2.1 Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander peoples and organisations	Dec 2022	Lead: Director, CSP Supported by: Manager, People and Culture Principal WM Consultant Principal Organisational Development (OD) Consultant Treasury RWG Treasury Diversity Committee
		2.2 Identify Aboriginal and Torres Strait Islander peoples and organisations in our local area or sphere of influence.	Dec 2022	Lead: Director, CSP Supported by: Aboriginal Affairs Co-ordination Team (AACU) Treasury RWG People and Culture team
		2.3 Continue to build relationships and work collaboratively with the Aboriginal Advisory Council of WA	Dec 2022	Lead: Manager, AACU Supported by: Director, Performance and Evaluation Group 2 (PEG2) Treasury Executive Director, CSP
3.	Promote reconciliation through our sphere of influence.	3.1 Communicate our commitment to reconciliation to all staff.	Sept 2022	Lead: Under Treasurer Supported by: Manager, AACU Treasury Executive Manager, People and Culture Director, CSP Treasury RWG Treasury Diversity Committee
		3.2 Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Oct 2022	Lead: Director, CSP Supported by: Treasury RWG Treasury Diversity Committee Manager, People and Culture
		3.3 Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Oct 2022	Lead: Director, CSP Supported by: Treasury RWG Treasury Diversity Committee Treasury Executive Manager, People and Culture

No.	Action	Deliverable	Timeline	Responsibility
4.	Promote positive race relations through anti-discrimination strategies.	4.1 Research best practice and policies in the areas of anti-discrimination.	Nov 2022	Lead: Manager, People and Culture Supported by: Principal WM Consultant Principal OD Consultant Treasury RWG Treasury Diversity Committee
		4.2 Review Treasury policies and procedures to identify existing anti-discrimination provisions and future needs.	Nov 2022	Lead: Manager, People and Culture Supported by: Principal WM Consultant Principal OD Consultant Treasury RWG Treasury Diversity Committee



No.	Action	Deliverable	Timeline	Responsibility
5.	Build respect for Aboriginal and Torres Strait Islander cultures and histories by acknowledging and celebrating NAIDOC week and promoting participation in events.	5.1 Share and promote information with staff about the meaning of NAIDOC Week.	June 2023	Lead: Principal WM Consultant Supported by: OD Support Officer Manager, People and Culture Treasury RWG Treasury Diversity Committee Manager, Communications
		5.2 Provide budget and organize a joint NAIDOC week event for all staff with DPC and PSC.	June 2023	Lead: Manager, People and Culture Supported by: Principal WM Consultant OD Support Officer Director, CSP Treasury RWG Treasury Diversity Committee
		5.3 Treasury RWG and Treasury Diversity Committee members to attend and participate in an external NAIDOC week event.	July 2023	Lead: Principal WM Consultant Supported by: OD Support Officer Manager, People and Culture Treasury RWG Treasury Diversity Committee

No.	Action	Deliverable	Timeline	Responsibility
6.	Increase the cultural capability of our staff including understanding, valuing and recognising Aboriginal and Torres Strait Islander cultures and histories.	6.1 Conduct a review of current cultural capability and cultural learning needs within Treasury including a review of existing cultural awareness training and whether fit for purpose and what additional training can be provided.	Dec 2022	Lead: Principal OD Consultant Supported by: Principal WM Consultant Manager, People and Culture Treasury RWG Director, CSP
		6.2 Develop a cultural capability plan/framework to increase cultural training that will increase understanding and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights.	March 2023	Lead: Principal OD Consultant Supported by: Principal WM Consultant Manager, People and Culture Treasury RWG
		6.3 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors and staff members to inform our cultural learning training.	Jan 2023	Lead: Principal OD Consultant Supported by: Treasury RWG AACU team
		6.4 Review current cultural awareness training, identify gaps in attendance and strategise future improvements.	Dec 2023	Lead: Principal OD Consultant Supported by: Principal WM Consultant Manager, People and Culture Treasury RWG AACU team
		6.5 Promote participation of employees in cultural learning training during NAIDOC and National Reconciliation Weeks.	May 2023 and July 2023	Lead: OD Support Officer Supported by: Principal OD Consultant Principal WM Consultant Manager, People and Culture Treasury Executive

No.	Action	Deliverable	Timeline	Responsibility
7.	Work together with Aboriginal and Torres Strait Islander stakeholders to increase our visible acknowledgement of Traditional Owners within our workplace and surroundings.	7.1 Consult with Aboriginal and Torres Strait Islander stakeholders on opportunities to increase cultural visibility within the workplace.	July 2023	Lead: Director, CSP Supported by: People and Culture Team Treasury RWG AACU team Treasury Diversity Committee Treasury Executive
		7.2 Consult with Aboriginal and Torres Strait Islander stakeholders on ways to build on previous work in the renaming of office meeting room names and how to better educate non-Indigenous staff on meanings of these rooms.	Sept 2022	Lead: Director, CSP Supported by: People and Culture Team Treasury RWG Treasury Diversity Committee Manager, Communications
		7.3 Ensure Treasury Acknowledgement of Country is visible in all Treasury meeting rooms and consider it to be displayed on all Treasury foyer areas.	Oct 2022	Lead: Director, CSP Supported by: People and Culture Team Treasury RWG Treasury Diversity Committee Treasury Executive

No.	Action	Deliverable	Timeline	Responsibility
8.	Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	8.1 Following consultation with Aboriginal and Torres Strait Islander staff and external stakeholders, develop and publish guides and templates to embed the use of appropriate protocols into our work including: <ul style="list-style-type: none"> Welcome to Country Acknowledgement of Country written statements in such things as documents, login screens appropriate cultural ceremonies. 	Sept 2022	Lead: Director, CSP Supported by: People and Culture Team Treasury RWG Treasury Diversity Committee Treasury Executive
		8.2 Increase staff understanding of the purpose and significance behind cultural protocols including Acknowledgement of Country and Welcome to Country.	Dec 2022	Lead: Principal WM Consultant Supported by: Principal OD Consultant Manager, People and Culture Treasury RWG Treasury Diversity Committee
		8.3 Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisations operational area.	Sept 2022	Lead: Director, CSP Supported by: Manager, People and Culture Manager, AACU Treasury RWG Treasury Diversity Committee



No.	Action	Deliverable	Timeline	Responsibility
9.	Celebrate Aboriginal and Torres Strait Islander cultures across Treasury by promoting events relating to Aboriginal and Torres Strait Islander cultures and histories.	9.1 Create and distribute a calendar that highlights key dates and events of significance and promote increased participation.	Nov 2022	Lead: Principal OD Consultant Supported by: Principal WM Consultant Manager, People and Culture OD Support Officer Treasury RWG Treasury Diversity Committee Manager, Communications
		9.2 Establish an annual program of cultural experiences or events for staff to attend that improves cultural understanding.	Nov 2022	Lead: Principal OD Consultant Supported by: Principal WM Consultant OD Support Officer Manager, People and Culture Treasury RWG Treasury Diversity Committee Manager, Communications
		9.3 Provide updates to staff on upcoming cultural events and support their attendance.	Sept 2022 Jan 2023 April 2023	Lead: Principal OD Consultant Supported by: Principal WM Consultant OD Support Officer Manager, People and Culture Treasury RWG Treasury Diversity Committee

No.	Action	Deliverable	Timeline	Responsibility
10.	Improve employment opportunities for Aboriginal and Torres Strait Islander people by striving to increase recruitment, retention and professional opportunities at all levels.	10.1 Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Sept 2022	Lead: Manager, People and Culture Supported by: People and Culture Team Treasury RWG Treasury Diversity Committee
		10.2 Review recruitment and retention practices to ensure they adequately support Aboriginal and Torres Strait Islander people and provide a culturally safe workplace and career pathway.	Nov 2022	Lead: Senior Talent Partner Supported by: Manager, People and Culture People and Culture Team Treasury RWG Treasury Diversity Committee Director, CSP
		10.3 Seek input (e.g. survey) from Aboriginal and Torres Strait Islander employees to help in determining any barriers in employment or recruitment and actions that can be implemented to support them better in the workplace.	Nov 2022	Lead: Senior Talent Partner Supported by: Manager, People and Culture People and Culture Team Treasury RWG Treasury Diversity Committee Director, CSP
		10.4 Continue with annual participation in Jawun Secondment program through advertising the program to Treasury employees and supporting one employee each year.	Nov 2022	Lead: Principal OD Consultant Supported by: Manager, People and Culture Principal WM Consultant Director, CSP Treasury Executive
		10.5 Identify opportunities for reciprocal secondments to and from Aboriginal and Torres Strait Islander organisations and public sector agencies to encourage two-way learning and partnership.	March 2023	Lead: Manager, People and Culture Supported by: People and Culture Team Treasury RWG Treasury Executive Treasury Diversity Committee



No.	Action	Deliverable	Timeline	Responsibility
11.	Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	11.1 Proactively communicate to all staff the use of Aboriginal and Torres Strait Islander organisations available for procurement.	Oct 2022	Lead: Director, CSP Supported by: Treasury Finance Team Treasury RWG Treasury Executive
		11.2 Investigate membership to Supply Nation.	Jan 2023	Lead: Director, CSP Supported by: Treasury Finance Team Treasury RWG Treasury Executive
		11.3 Develop a business case for increased procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2023	Lead: Director, CSP Supported by: Treasury Finance Team Treasury RWG Treasury Executive

No.	Action	Deliverable	Timeline	Responsibility
12.	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	12.1 Draft a Terms of Reference for the Treasury RAP Working Group (RWG).	Sept 2022	Lead: Principal WM Consultant Supported by: Manager, People and Culture Director, CSP Treasury Executive
		12.2 Establish Aboriginal and Torres Strait Islander representation on the Treasury RWG.	Sept 2022	Lead: Principal WM Consultant Supported by: Manager, People and Culture Director, CSP Treasury Executive
		12.3 Establish a RWG to govern RAP implementation.	Sept 2022	Lead: Director, CSP Supported by: Manager, People and Culture People and Culture Team Treasury Diversity Committee Treasury Executive
		12.4 Ensure at least two members of the RWG are also on the Treasury Diversity Committee.	Sept 2022	Lead: Principal WM Consultant Supported by: Manager, People and Culture Director, CSP
		12.5 Establish RAP interagency group with DPC and PSC to meet quarterly and review progress of deliverables and work on joint initiatives.	Sept 2022	Lead: Manager, People and Culture Supported by: Principal WM Consultant Director, CSP
13.	Provide appropriate support for effective implementation of RAP commitments.	13.1 Define and provide resourcing to implement the RAP deliverables.	Sept 2022	Lead: Director, CSP Supported by: Manager, People and Culture Treasury Executive
		13.2 Actively engage with Executive, Directors and managers to ensure commitment to deliver on RAP actions.	Sept 2022	Lead: Director, CSP Supported by: Manager, People and Culture Treasury Executive Chair, Treasury Diversity Committee
		13.3 Define appropriate systems and capability to track, measure and report on RAP commitments.	Oct 2022	Lead: Principal WM Consultant Supported by: Manager, People and Culture Director, CSP

No.	Action	Deliverable	Timeline	Responsibility
14.	Build accountability and transparency by monitoring and reporting on RAP achievements and challenges.	14.1 RWG to provide regular updates to the Treasury Diversity Committee and Corporate Executive on RAP implementation.	Oct 2022 Jan 2023 April 2023 July 2023 Oct 2023	Lead: Director, CSP Supported by: Manager, People and Culture
		14.2 RWG to meet and update the Treasury AACU regularly on RAP progress and obtain feedback on RAP initiatives.	Sept 2022 Dec 2022 March 2022 June 2022	Lead: Director, CSP Supported by: People and Culture Team Treasury RWG
		14.3 Provide regular updates through AACU and Corporate Executive to Aboriginal Advisory Council of WA.	Jan 2023 July 2023	Lead: Director, CSP Supported by: Manager, People and Culture
		14.4 Contact Reconciliation Australia to verify that our primary and secondary contact details are up-to-date, and ensure we regularly receive important RAP correspondence.	1 June 2023	Lead: Principal WM Consultant Supported by: Manager, People and Culture Principal OD Consultant
		14.5 Contact Reconciliation Australia to request our unique link to access the online RAP Impact Measurement Questionnaire.	1 Aug 2023	Lead: Principal WM Consultant Supported by: Manager, People and Culture Principal OD Consultant
		14.6 Complete and submit to Reconciliation Australia the annual RAP Impact Measurement Questionnaire at the end of this RAP.	Sept 2023	Lead: Principal WM Consultant Supported by: Manager, People and Culture Principal OD Consultant
15.	Continue our reconciliation journey by developing our next RAP	15.1 Register on the Reconciliation Australia website to begin developing the next RAP.	31 May 2023	Lead: Principal WM Consultant Supported by: Manager, People and Culture Principal OD Consultant Director, CSP



Contact

Kim Watson

Principal Workforce Management Consultant

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