

# Reconciliation Action Plan



**Western Australia Police Force**

May 2019 – December 2020





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Aboriginal Affairs Division  
2 Adelaide Terrace  
East Perth WA 6004**

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**ACKNOWLEDGEMENT**

The Western Australia Police Force would like to acknowledge the traditional owners of this country and their continuing connection to the land, sea and community. We pay our respect to them, their culture and to their elders both past and present. We also recognise Aboriginal peoples current and emerging leaders contribution to this country and to the WA Police Force as we work together from a shared past to a united future.

**STATEMENT**

Aboriginal and Torres Strait Islander peoples are advised that the following content may contain names and images of people who may have passed.

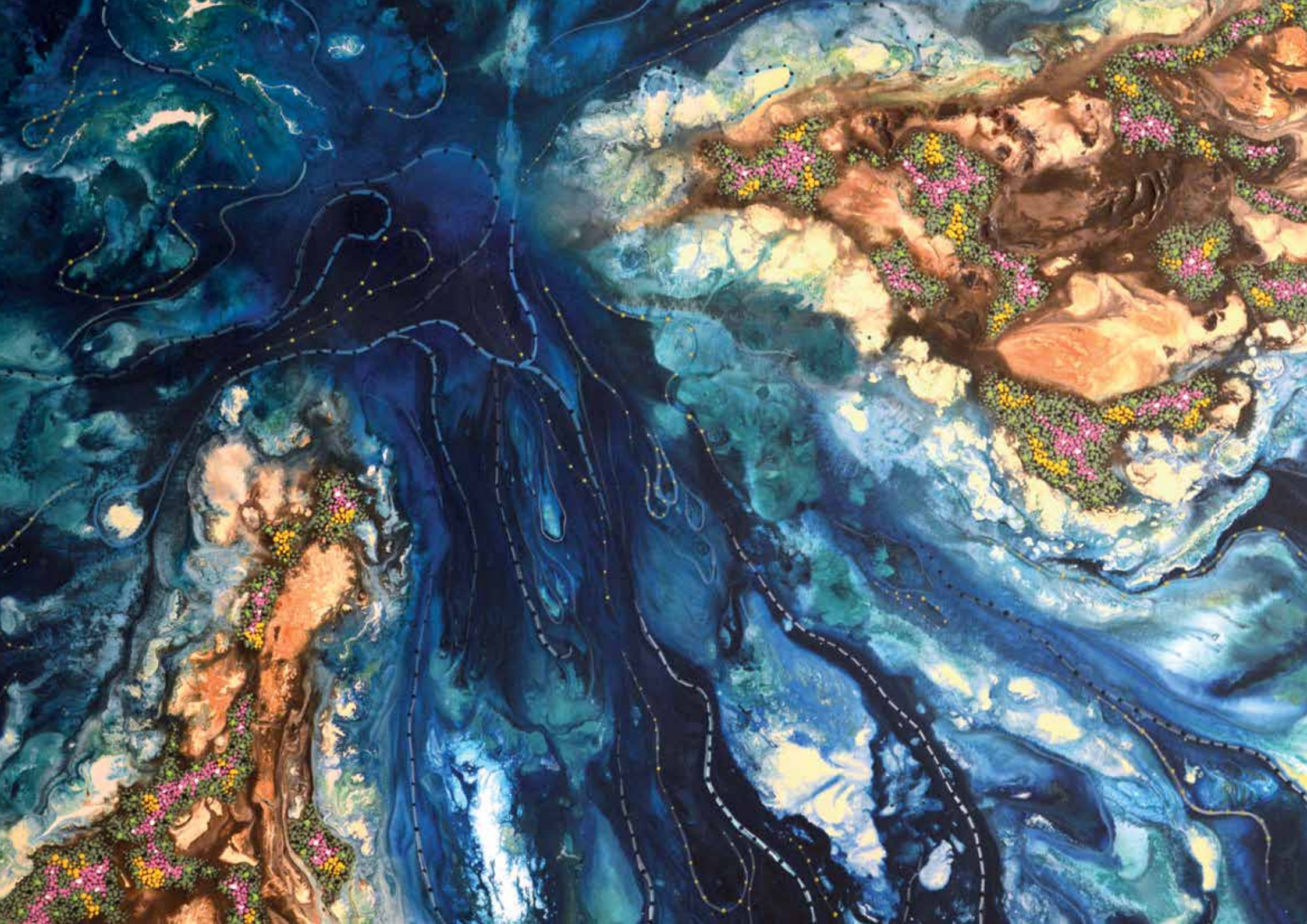
The Department uses the term 'Aboriginal people' throughout this document to refer to both Aboriginal and Torres Strait Islander peoples.

Western Australia Police Force

# Reconciliation Action Plan

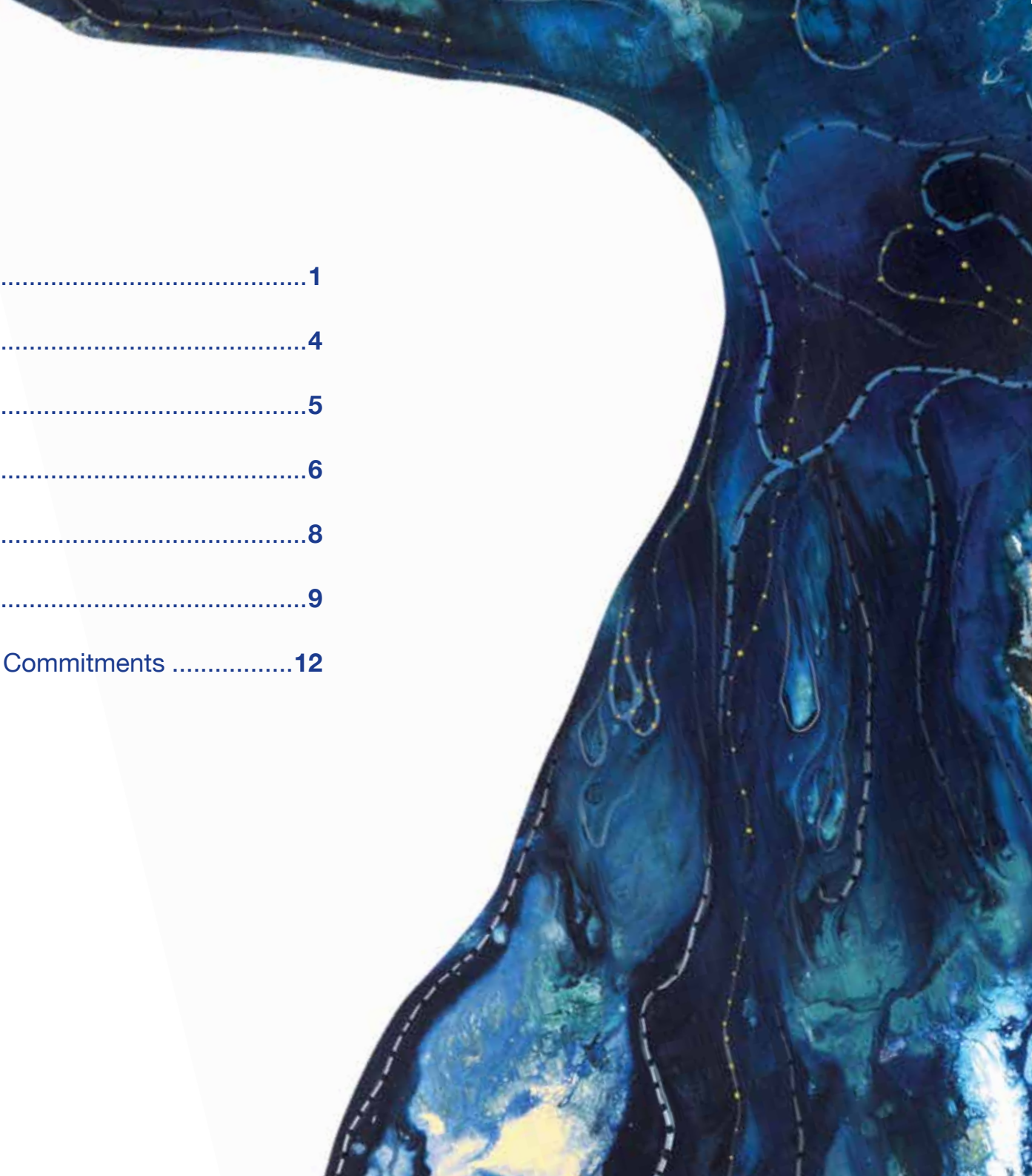
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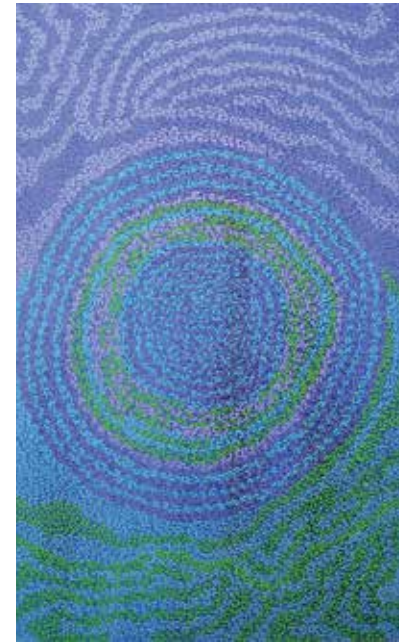
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# Artists and Artwork

**The meaning of this project's title 'Barrba Wadbirra – journey together' for NAIDOC 2017 is significant in two ways.**

Firstly, the project originated from a conversation between Bunuba Elder June Oscar OA, recently appointed Australia's Aboriginal and Torres Strait Islander Social Justice Commissioner, and the Kimberley WA Police Force District Office Superintendent. The project came into fruition in the Kimberley region, then spread across the State. Barrba Wadbirra, which means 'journey together' symbolically reflects this journey paying homage to its Bunuba beginnings.



## **Mid West-Gascoyne**

**Artist:** Bonnie Ingram

**Artist Country:** Badimia/Yamatji

Located on the perimeter of the world's largest sea-grass bed are the vast mangrove colonies of the Shark Bay World Heritage Area, nurseries to innumerable marine species. Stretching from north of Kalbarri up to the town of Carnarvon, we can imagine listening to the whispers of thousands upon thousands of tiny animals who in time become part of a traditionally rich fishery still feeding us today. The bush seed motif has been translated by Bonni into a marine context by using the colour palette of the pristine waters of Sharks Bay. The concentric circles mean 'water' and they are at the centre of the artwork and its story of the place with the world's oldest life forms (stromatolites) and oldest culture.



### **Great Southern District**

**Artist:** Peter Farmer Jnr

**Artist Country:** Noongar

The Kulbardi or Magpie is a resilient Totem that has extraordinary qualities. If he is your totem it means that you are a protector of the young; at all costs. Many see Kulbardi as loud or aggressive. But in actual fact they are confident and assertive. He's had the ability over the centuries to be able to adapt in any environment. And in contemporary times has found corridors of habitats in and around the cities built up areas. This painting has the Kulbardi at the centre. In Flight – always moving – always changing – never sitting still. The lines are the many pathways and highways he's travelled to get where he wants to go.



### **Kimberley District**

**Artist:** Edwin Mulligan

**Artist Country:** Walmajarri/Nyikina

Seasons are a series of paintings created through 2017 by Edwin Lee Mulligan. They are a combination of bleaching and acrylics to depict the flow of water through the landscape during the wet season. Vines and flowers responding to the water and sun appear everywhere after a Big rain. The Blue is also representative of the common sky we all share and Colour of the Police uniform. These energy cycles are carried in story, dance and song passed down through generation to generation.



**Goldfields-Esperance District**

**Artist:** Katie Ward

**Artist Country:** Patjarr

**Language:** Ngaanyatjarra

This painting depicts the landscape and lakes of Wirrwul (Lake Blair), about 100 kilometres out of Patjarr. This country is full of rockholes, claypans, rabbits and birdlife. It's a special place for Katie and her family and they often visit to maintain and care for the land.



**Pilbara District**

**Artist:** Cyril Whyoulter

**Artist Country:** Mother and father's country - Jartuti, Granparent's country - Martu

**Language:** Kartujarra

Kurta Kurta is an area in the artist's grandfather's country. Cyril's grandmother and her family used to travel from Wantili (a large claypan north of Kartarru) to Kurta Kurta, which is back towards the Parnurr Aboriginal Community. There they used to meet up with the Yates family and then travel down to Karlamilyi (a camp). They went to Karamilyi for 'big melon' which is like a watermelon. There is now a windmill at Kurta Kurta and lovely water. The artist's family lived nomadically, travelling extensively around the western desert.





### **South West District**

**Artist:** Justin Martin

**Artist Country:** Noongar/Yamatji

Starting in the four corners heading inward shows four brothers (close friends) varying in age who travel down their separate song lines or paths each day to hunt and gather. The size of their paths indicates how many times they have travelled there. The blue colour symbols where the river meets the ocean each day. With sea coral in different parts the brothers hunt bream, mullet and turtle for their families. The area is a fertile ecosystem giving and taking life. The circle in the centre represents Noongar country, a place where native frogs, turtles, snakes and birds breed their next generation to create a circle of life.



### **Wheatbelt District**

**Artist:** Bradley Kickett

**Artist Country:** Noongar

Meeandip Derbarlmarra is an aerial view painting of Point Peron and Garden Island. Point Peron is on Noongar country at the southern end of the Cockburn Sound. Derbarlmarra is the name given to the shallow sea that goes from Fremantle to Rottnest Island and down to Point Peron. As the sea is shallow here, the water has a green and blue colour to it and in parts you can see the sandbanks. This is depicted in the painting, as well as the lower part of the Cockburn Sound that is full of seagrass. These features in conjunction with the rocky coastline, are represented by the fantastic colours and textures depicted in the artwork.

# Message from the Commissioner

**It is the fundamental right of all Australians to live in a safe and secure community. Upholding this right is a core function of the Western Australia Police Force.**



I acknowledged during NAIDOC Week 2018, historically there have been areas of inequity in our services to Aboriginal and Torres Strait Islander<sup>1</sup> peoples. The WA Police Force is working to ensure the provision of equitable and accessible policing services to Aboriginal people and communities across WA. We recognise Aboriginal custodianship of the country in which we live. The WA Police Force takes responsibility for its part in enhancing engagement with all Aboriginal people to improve access to, and delivery of, policing services.

The *United Nations Declaration on the Rights of Indigenous Peoples* affirms the fundamental importance of the right of self-determination for Aboriginal communities. By virtue of this human right, the WA Police Force will work collaboratively with Aboriginal people to freely determine policing policies and programs that effect social and cultural development in our community.

The WA Police Force acknowledges that great diversity exists amongst Aboriginal people and communities and recognises individual and local needs in urban, regional and remote settings. We respect local cultural traditions where the practice of those traditions is within the law and does not put the safety of our community at risk.

We are building collaborative relationships with other Aboriginal stakeholders to facilitate their participation in the community to support the development of safer, stronger and sustainable communities - and working with Aboriginal people to provide an improved quality of life.

**I am confident we are progressing to a united future, by working together in a spirit of goodwill and mutual respect.**

The WA Police Force values and promotes a diverse workforce. By attracting and retaining Aboriginal and Torres Strait Islander peoples, we are creating an agency that is better equipped to meet the needs of the community and build strong relationships with Aboriginal people.

The respect, relationships and opportunities within the Reconciliation Action Plan offers us the way forward to translate these imperatives into meaningful and enduring action and purpose.



**Chris Dawson APM**  
*Commissioner of Police*

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<sup>1</sup> Reference to Aboriginal people in the remainder of this document also refers to Torres Strait Islander people.

# Message from Reconciliation Australia

**Reconciliation Australia is delighted to welcome the Western Australia Police Force to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.**



As a member of the RAP community, the WA Police Force 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 the WA Police Force a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, the WA Police Force will lay the foundations for future RAPs and reconciliation initiatives.

We wish the WA Police Force 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 the WA Police Force on its first RAP, and look forward to following its ongoing reconciliation journey.

A handwritten signature in black ink, appearing to read 'Karen Mundine'.

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



# Commissioner's Apology

On Thursday 12 July 2018, Commissioner Chris Dawson delivered the following speech during NAIDOC Week, to commemorate the permanent raising of the Aboriginal and Torres Strait Islander flags and apologise to all WA Aboriginal people for the past wrongs committed by the WA Police Force to Aboriginal people.

Below is the Commissioner's apology speech in full.

## **Kaya wanjoo Whadjuk Noongar boodjar. Hello and welcome to Whadjuk Noongar country and the headquarters of the Western Australia Police Force.**

*I acknowledge the Whadjuk Noongar People as the original custodians of the land on which we meet, and in the context of this important week - NAIDOC week – the theme 'Because of Her, We Can', the 'Her' is represented by 'mother earth' on which we stand, as depicted in red on the Aboriginal flag.*

*In light of 'Because of Her, We Can', and in building on this year's theme for Reconciliation Week, 'Don't Keep History a Mystery', I have considered this broader context alongside aspects of our own policing history for today's speech.*

*Some of the comments I'll be making shortly are confronting and may make some people feel uncomfortable, but I understand that truth-telling is an important part of enabling and facilitating change.*

*And so, today, on behalf of the Western Australia Police Force, I would like to say sorry to Aboriginal and Torres Strait Islander peoples for our participation in past wrongful actions that have caused immeasurable pain and suffering.*

*As the legislated protectors of Aboriginal people, police played a significant role in contributing to a traumatic history, which continues to reverberate today.*

*An example of that history, police officers were tasked with removing children from their parents – part of the trauma that contributed to what we now know as 'The Stolen Generation'.*

*I accept that previous laws, practices and policies deeply affected the lives of Aboriginal people, and that police involvement in historical events has led to mistrust in law enforcement and the damaging of our relationship.*

*The forceful removal of Aboriginal and Torres Strait Islander children from their families and their communities; the displacement of mothers and their children, sisters, fathers and brothers – the loss of family and resulting destruction of culture, has had grave impacts.*

*In addition, land dispossession, violence, racism, incarceration and deaths in custody have occurred through a history of conflict with Aboriginal people and police.*

*The intergenerational impacts of this suffering continue to impact the welfare of Aboriginal people who are overrepresented in our justice system today.*

*We cannot change the past but we can learn from it. We can make amends and ensure mistakes are not repeated.*

*From this day forward, and in my time as Police Commissioner, I will take steps to heal historical wounds between police and Aboriginal and Torres Strait Islander peoples. I accept our tumultuous history, acknowledge the devastating impact of our actions and take ownership of being part of the problem.*

*Today I would like to commence a new journey in unison with Aboriginal people towards achieving reconciliation.*

*I am committed to working with Aboriginal people to improve our relationships and foster meaningful and positive change for future generations. I'd like to acknowledge the good work and achievements we have already made together with Aboriginal people, especially in diverting youth from the justice system. But there is more we need to do. As I speak, I know that Aboriginal youth are more likely to appear in our courts than non-Aboriginal youth.*

*One initiative to improve is our Aboriginal Cadet Program which began in 2016. Since its inception 45 cadets have joined the program and, earlier this year, five Aboriginal Cadet graduates became sworn police officers. I am grateful to have two graduates from the program here today; Constable Maddison Ugle and Constable Jacob Collard, who raised the Aboriginal and Torres Strait Islander flags earlier today.*

*The innate cultural understanding of these constables will help bridge a gap between Aboriginal people and the justice system; and this will no doubt be life changing for the community members' lives these officers will touch.*

*We can already see this in action at the Warakurna Multi-Functional Police Facility near the WA/NT border – which is the first entirely Indigenous-run police station in this State. The relationships built by officers in this area have had a positive impact on the community, and I note a drop in the crime rate in that area has also occurred.*

*I am very pleased Brevet Sergeant Wendy Kelly of the Warakurna Multi-Functional Police Facility was able to join us today and I thank her for her honest and inspiring words. Wendy – you are an excellent role model and a true example of 'Because of Her, We Can'. Her officer in charge, Brevet Senior Sergeant Revis Ryder is unable to be with us today as he is in Warakurna, policing the lands.*

*But, despite these positive actions, we still have a long way to go.*

*Police are working with Government and communities to implement diverse approaches and opportunities to address and reduce Aboriginal offending and victimisation*

*in our communities. To move forward we must build strong relationships based on trust and respect, which are free of racism and allow for the integration of 'self-determination' for Aboriginal people into our practices and strategic direction.*

*Today, in the spirit of reconciliation that the WA Police Force are entering with Aboriginal people, we raised the Aboriginal and Torres Strait Islander flags as a permanent feature at Police Headquarters to symbolise and recognise the important role Aboriginal and Torres Strait Islander peoples play in Western Australian communities.*

### **I am passionate about police working to improve the lives of Aboriginal people through considered consultation and actions that will result in enduring change.**

*My desire for change in the way police and Aboriginal people interact was exemplified by what is happening in recent times in Wyndham.*

*The rapport built between police and Aboriginal youth is now so good, a senior elder told me that Aboriginal children are now running towards police as their friend and protector, rather than running away. And I hope that I can rebuild the trust in our Police Force as one of a beacon of protection and service to all Aboriginal and Torres Strait Islander peoples.*

*I am optimistic about a more positive future, but today we are deeply sorry.*

*Thank you.*

**Chris Dawson APM**  
Commissioner of Police



## Our Business

**The WA Police Force is a state-wide public service organisation, with over 150 police stations across eight metropolitan and seven regional districts and is responsible for policing 2.5 million square kilometres. In 2018, the agency registered as having 8,901 employees (both police officers and police staff), with 1.97% (175) of those registered who identified as being Aboriginal or Torres Strait Islander peoples.**

## Our Journey

The WA Police Force has a long and shared history with the Aboriginal and Torres Strait Islander peoples<sup>1</sup>. Past projects and activities were progressed to enhance engagement and relationships with Aboriginal people and though well intended, at times they did not recognise Aboriginal histories and cultures, which is essential towards reconciliation. The WA Police Force Reconciliation Action Plan (RAP) framework will guide our journey as we walk together into a united future with the Aboriginal people of WA.

The RAP was developed in consultation with Aboriginal people from within the agency, the Aboriginal Affairs Division, Reconciliation WA, members of the Aboriginal Police Advisory Framework and the broader community. The WA Police Force will continue to consult with both internal and external stakeholders, to enhance equality and fairness in our policing services.

To be part of the reconciliation journey, all WA Police Force employees will have the chance to contribute to the RAP through individual involvement in specified RAP actions and/or opportunities in their local business area. The RAP will feature as an overarching principle within the agency's planning framework. It will also become central in the development of the Aboriginal Strategic Framework and future business planning activities.

We will further progress the plan and initiatives into tangible actions and outcomes to demonstrate our commitment to finding a better way forward for Aboriginal people, both within and external to the agency.

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<sup>1</sup> Reference to Aboriginal people in the remainder of this document also refers to Torres Strait Islander people.

# Our Reconciliation Action Plan

**The WA Police Force recognises the need to collectively enhance our knowledge and respect for Aboriginal histories, cultures and traditions; and understands and acknowledges their custodianship of our State. Building relationships and mutual respect with Aboriginal people and embedding these intentions into our organisational culture and service, is a priority for the agency.**

Our vision is to move forward to a united future with Aboriginal people and work towards ensuring equality, justice and wellbeing. We acknowledge Aboriginal self determination is a human right as enshrined in the United Nations Declaration on the Rights of Indigenous Peoples. We are committed to integrating practices where Aboriginal people have access to our decision-makers and the opportunity to influence these decision-makers, to ensure we develop stronger relationships based on trust and respect.

To advance reconciliation and enhance trust, relationships and decision-making for Aboriginal people, an Aboriginal commissioned police officer has been appointed to the Corporate Board to represent, advise and advocate on behalf of Aboriginal people within and external to the agency. The Commissioner has also appointed an Aboriginal Police Advisory Forum (APAF) and established the Aboriginal Affairs Division (AAD), to support this undertaking and provide a clear direction to all WA Police Force employees that we are moving towards a visible, viable and responsive Police Force for all Aboriginal people and communities.



## Aboriginal Affairs Division

The Aboriginal Affairs Division (AAD) was created in August 2018 to provide high level engagement, advocacy and optimisation services to drive and embed cultural change within the WA Police Force to enhance respect and relationships with Aboriginal people.

**Engage** – Work together with Aboriginal people and communities to build respect and trust to attain long-term generational change.

**Advocate** – Ensure that the agency understands and responds to the views and interests of Aboriginal people.

**Optimise** – Improve outcomes leading to the reduction of Aboriginal people in the justice system.

The AAD team is tasked with shaping the strategic direction of Aboriginal affairs for the agency, and strengthening partnerships to significantly enhance our capability to respond to Aboriginal matters impacting Aboriginal people in WA.



Aboriginal Affairs Division, March 2019.

## Aboriginal Police Advisory Forum

To better understand the needs of Aboriginal people, the Aboriginal Police Advisory Forum (APAF) held its inaugural meeting on 4 September 2018. The APAF is comprised of eight Aboriginal leaders from across WA and members of our Police executive group.

In an open and collegiate environment, members consider and provide high-level policy advice and information on historical and environmental factors impacting our relationship with, and service delivery to, Aboriginal people and communities. This will ensure more confident, informative and effective decisions that support staff and Aboriginal communities.

The APAF convenes quarterly to discuss issues of importance and to influence and provide feedback on existing policing programs and/or contemporary issues relating to the following:

- Deliver fair, just and equitable services to all Aboriginal people and communities;
- Identify, advise and broker solutions to prevent and address the overrepresentation of Aboriginal people entering the justice system;
- Monitor achievements or deficiencies in meeting the objectives of policing services to all Aboriginal people and communities;
- Promote policies and strategies which contribute to improving the relationship between Aboriginal people and police;
- Enhance Aboriginal employment and opportunities in and external to the agency; and
- Influence government and organisations policy and engagement to deliver better outcomes for Aboriginal people and communities.

The APAF will enable the agency to highlight the good work being conducted by the WA Police Force to the community and identify areas where we need to improve our service delivery to Aboriginal people.





Inaugural members of the Aboriginal Advisory Forum, October 2018.



Cadets Jess Doust, Shanaya King and Sharlena Polich at the Police Academy, September 2018.



TAFE Graduation, Academy Chapel, December 2018.

## WA Police Force Aboriginal Police Cadets

The WA Police Force values a diverse and culturally rich workforce to better meet the needs of our community and to improve equal opportunity outcomes for our employees. Having a stronger Aboriginal presence in the WA Police Force will help bridge gaps between the Aboriginal communities and police, and create a more effective and diverse force.

The Aboriginal Cadet Program was developed in 2016 for Aboriginal youth aged 16 to 24 years in support of increasing the representation of Aboriginal police officers in the WA Police Force and provide a more accessible pathway for young Aboriginal people who wish to become police officers. Since this time the program has evolved and it is now a traineeship available for Aboriginal people aged 17 years and above.

The trainee program is a two-year paid traineeship. The first three weeks involves training at the WA Police Academy followed by a placement at a metropolitan police station. Trainees receive job-related training and attend formal class-based training delivered by North Metropolitan TAFE. The trainees develop workplace skills and gain exposure to a range of unique policing activities under the guidance of experienced police officers at local police stations.

Trainees receive support from the program coordinators and Aboriginal officers to ensure a holistic approach, and support is also provided to their extended families to ensure success of the individuals within the program.





# WA Police Force Strategic Direction and Commitments

## WA Police Force Pillars

The WA Police Force responds to the community under the following policing pillars:

- **Enforce the Law** – Enforce the laws in our communities and on our roads.
- **Prevent Crime** – Collaborate with partners to prevent crime and protect the community.
- **Manage and Coordinate Emergencies** – Coordinate multi-agency approaches to manage emergencies.

The Reconciliation Australia's reconciliation framework promotes and facilitates reconciliation by building relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples. The framework embodies our ethos of providing trusted and valued policing for WA and together, we can create an exceptional Police Force by:

- Trusting and empowering our people;
- Caring, understanding and respecting all;
- Protecting the vulnerable; and
- Being ready and capable to serve.

## WA Police Force Values

- **Duty** – Uphold our duty to our community, building confidence and trust.
- **Teamwork** – Promote teamwork and value the contribution of all.
- **Integrity** – Demonstrate integrity at all times across the organisation and our community.
- **Care** – Act with care, recognising the impact we have on others.



[L-R] Sergeant Steve Holmes, Cadet Xavier Kickett, Police Auxiliary Officer Teleiah Ogilvie, Phillip and Betty West and Police Auxiliary Officer Lakeisha Mongoo. Warburton, April 2018.



[L-R] Warburton Cadets Teleiah Ogilvie, Lakeisha Mongoo and Xavier Kickett. Warburton, April 2018.



The Aboriginal Flag was raised at the Tambellup Police Station and Tambellup Primary School for the first time in June 2018.



NAIDOC guests with police officers from Three Springs and Carnamah, July 2018.



## Relationships

The WA Police Force understands the importance of its relationships with the Aboriginal employees and communities across Western Australia. These relationships ensure the services we deliver can support all Western Australian communities to be safe, strong and sustainable.

Action	Action & Deliverables	Timeline	Responsibility
<b>1. Promote reconciliation and the RAP to all WA Police Force employees and key stakeholders.</b>	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> <li>RAP launched by the WA Police Force and districts and celebrated locally by inviting the community.</li> <li>RAP is available on the WA Police Force Internet and Intranet for staff and the public to access.</li> <li>RAP information included in induction pack.</li> <li>RAP available at police stations across WA.</li> <li>Identify to external stakeholders that our organisation can engage with them on our reconciliation journey.</li> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	May 2019	<ul style="list-style-type: none"> <li>Corporate Executives</li> <li>Media and Corporate Communications</li> <li>AC Community and Coordination</li> <li>Aboriginal Affairs Division</li> <li>All portfolios</li> </ul>
<b>2. Establish and strengthen mutually beneficial relationships with Aboriginal stakeholders and organisations.</b>	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	June 2020	<ul style="list-style-type: none"> <li>AC Community and Coordination</li> <li>District and Divisional Officers</li> <li>Aboriginal Affairs Division</li> <li>Remote OICs</li> </ul>
<b>3. Work in collaboration with Aboriginal communities to create WA Police Force Aboriginal Strategic Pathways.</b>	<ul style="list-style-type: none"> <li>WA Police Force officers will visit Aboriginal communities throughout WA.</li> <li>Work towards developing a co-designed Aboriginal Strategic Directions document.</li> <li>Launch the Aboriginal Strategic Directions.</li> </ul>	July 2019  October 2019	<ul style="list-style-type: none"> <li>Corporate Executives</li> <li>Aboriginal Affairs Division</li> <li>District and Divisional Officers</li> <li>OIC at police stations</li> </ul>

Action	Action & Deliverables	Timeline	Responsibility
4. <b>Build relationships through celebrating National Reconciliation Week (NRW).</b>	<ul style="list-style-type: none"> <li>• Events held annually.</li> <li>• Internal articles will be published to promote events internally and externally.</li> <li>• Staff participating.</li> <li>• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> <li>• RAP Working Group members to participate in an external NRW event.</li> <li>• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May – 3 June 2019 and 2020	<ul style="list-style-type: none"> <li>• District Officers</li> <li>• Media and Corporate Communications</li> </ul>
5. <b>Participation of the WA Police Force on whole-of-government interagency forums and working groups that impact service delivery to Aboriginal and Torres Strait Islander communities.</b>	<ul style="list-style-type: none"> <li>• Forums attended and implementation of agreed strategies.</li> </ul>	Report September Annually	<ul style="list-style-type: none"> <li>• Corporate Executives</li> <li>• WA Police Force (all business units)</li> <li>• All portfolios</li> <li>• Aboriginal Affairs Division</li> </ul>
6. <b>Promote WA Police Force engagement, consultation and collaboration with government agencies and communities on reconciliation events and achievements.</b>	<ul style="list-style-type: none"> <li>• Media releases will be published for external use.</li> <li>• Internal articles will be published in From the Line newsletter.</li> </ul>	July 2020	<ul style="list-style-type: none"> <li>• Media and Corporate Communications</li> <li>• Aboriginal Affairs Division</li> <li>• WA Police Force (all business units)</li> </ul>
7. <b>Promote positive race relations through anti-discrimination strategies.</b>	<ul style="list-style-type: none"> <li>• Research best practice and policies in areas of race relations and anti-discrimination.</li> <li>• Conduct a review of policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> <li>• Identify key priorities.</li> </ul>	October 2020	<ul style="list-style-type: none"> <li>• Aboriginal Affairs Division</li> <li>• Director Human Resources</li> <li>• AC Professional Development</li> <li>• AC Judicial Services</li> <li>• All portfolios</li> </ul>





## Respect

Respecting the diversity in the Aboriginal community and the leaders within them enables the WA Police Force to build relationships that are mutually beneficial and share our vision for reconciliation.

Action	Deliverables	Timeline	Responsibility
<p><b>1. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b></p>	<ul style="list-style-type: none"> <li>• Increase staff understanding of the purpose and significance behind cultural protocols and customs, including Acknowledgement of Country and Welcome to Country protocols.</li> <li>• Develop an understanding of the local traditional owners or custodians of the lands and waters within our organisation's operational area.</li> <li>• Welcome to Country performance policy developed and implemented.</li> <li>• Acknowledgement of Country policy developed and implemented.</li> </ul>	<p>June 2019</p>	<ul style="list-style-type: none"> <li>• Corporate Executive</li> <li>• AC Community and Coordination</li> <li>• Aboriginal Affairs Division</li> <li>• All portfolios</li> <li>• District and Divisional Officers</li> </ul>
<p><b>2. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b></p>	<ul style="list-style-type: none"> <li>• Events held annually.</li> <li>• Internal articles will be published to promote events internally and externally.</li> <li>• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> <li>• Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> <li>• RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	<p>July 2019 and 2020</p>	<ul style="list-style-type: none"> <li>• Media and Corporate Communications</li> <li>• Aboriginal Affairs Division</li> <li>• District and Divisional Officers</li> </ul>

Action	Deliverables	Timeline	Responsibility
<p><b>3. Promotion of Aboriginal culture at specific police facilities, e.g. the Aboriginal flag, artworks, plaques and memorials.</b></p>	<ul style="list-style-type: none"> <li>• Artworks and plaques be openly displayed at specific police facilities.</li> <li>• Permanent displays of the Aboriginal flag at all police facilities.</li> <li>• Acknowledging Aboriginal people as the Traditional Owners of the land by a statement on the WA Police Force Internet.</li> <li>• Acknowledging Aboriginal people as the Traditional Owners of the land displayed in all police facilities, divisions and districts.</li> </ul>	December 2020	<ul style="list-style-type: none"> <li>• Director Asset Management</li> <li>• Media and Corporate Communications</li> <li>• Aboriginal Affairs Division</li> </ul>
<p><b>4. Increase organisational understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b></p>	<ul style="list-style-type: none"> <li>• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> <li>• Conduct a review of place-based cultural learning needs within our organisation.</li> <li>• Identify and employ appropriate place-based cultural training provider(s).</li> <li>• Look into the feasibility of offering Aboriginal language lessons to staff.</li> <li>• Identify Aboriginal language learning facilities across identified Districts.</li> </ul>	July 2020	<ul style="list-style-type: none"> <li>• AC Professional Development</li> <li>• Aboriginal Affairs Division</li> <li>• Regional WA</li> </ul>
<p><b>5. WA Police Force to recognise the service of Aboriginal people past and present.</b></p>	<ul style="list-style-type: none"> <li>• Award the Aboriginal Police Service Medal to all eligible current, retired and posthumous employees.</li> </ul>	May 2019	<ul style="list-style-type: none"> <li>• AC Professional Development</li> <li>• Aboriginal Affairs Division</li> </ul>





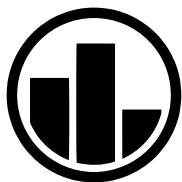
## Opportunities

By recruiting and retaining Aboriginal staff we will build relationships and expertise that benefit the community and our agency.

Action	Deliverables	Timeline	Responsibility
<b>1. Improve employment outcomes for Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	<ul style="list-style-type: none"> <li>• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> <li>• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> <li>• Review current strategies and amend as required.</li> <li>• Review Aboriginal staffing levels bi-annually.</li> <li>• Increase the percentage of Aboriginal staff in the agency.</li> </ul>	June 2020	<ul style="list-style-type: none"> <li>• AC Professional Development</li> <li>• Director Human Resources</li> <li>• Aboriginal Affairs Division</li> </ul>
<b>2. Develop culturally appropriate policies and guidelines to address culturally diverse needs of employees and future Aboriginal applicants.</b>	<ul style="list-style-type: none"> <li>• Policy developed and implementation plan.</li> </ul>	May 2020	<ul style="list-style-type: none"> <li>• AC Professional Development</li> <li>• Director Human Resources</li> <li>• Aboriginal Affairs Division</li> </ul>
<b>3. Provision of on-the-job support for existing Aboriginal employees.</b>	<ul style="list-style-type: none"> <li>• Development of a Mentoring Program for Aboriginal employees.</li> <li>• Increase percentage of participants in the Aboriginal Employee Network through meetings and Yammer.</li> </ul>	December 2019	<ul style="list-style-type: none"> <li>• AC Professional Development</li> <li>• Aboriginal Affairs Division</li> </ul>



Action	Deliverables	Timeline	Responsibility
4. <b>Promote the Aboriginal Trainee/Cadet Program to Aboriginal people through culturally appropriate information sessions and advertising mediums.</b>	<ul style="list-style-type: none"> <li>• Increase community information sessions and targeted advertising.</li> <li>• Create relationships with the Aboriginal Islander Education Officers in the schools to promote program.</li> </ul>	July 2020	<ul style="list-style-type: none"> <li>• AC Professional Development (Recruiting)</li> <li>• Director Human Resources</li> <li>• Aboriginal Affairs Division</li> <li>• District Officers</li> <li>• Media and Corporate Communications</li> </ul>
5. <b>Enhance the opportunity of Aboriginal staff seeking career progression opportunities.</b>	<ul style="list-style-type: none"> <li>• Employment opportunities promoted for Aboriginal and Torres Strait Islander peoples through HR strategies.</li> <li>• More Aboriginal employees applying for advertised positions.</li> <li>• Sponsoring Aboriginal employees for development opportunities.</li> </ul>	July 2020	<ul style="list-style-type: none"> <li>• Director Human Resources</li> <li>• AC Professional Development</li> </ul>
6. <b>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	<ul style="list-style-type: none"> <li>• Investigate 'Supply Nation' membership for procurement of goods and services.</li> <li>• Increase the use of Aboriginal and Torres Strait Islander owned businesses for goods and services.</li> <li>• Target levels to be achieved.</li> </ul>	June 2020	<ul style="list-style-type: none"> <li>• Director Asset Management</li> <li>• District and Divisional Officers</li> <li>• Police stations</li> <li>• Aboriginal Affairs Division</li> </ul>



## Governance and Reporting

Action	Deliverables	Timeline	Responsibility
<p><b>1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b></p>	<ul style="list-style-type: none"> <li>Establish a RWG to govern RAP implementation.</li> <li>Draft a Terms of Reference for the RWG.</li> <li>Define resource needs for RAP implementation.</li> <li>Engage senior leaders in the delivery of RAP commitments.</li> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> <li>Working group to meet quarterly.</li> <li>Working group is made up of a balance between Aboriginal and non-Aboriginal members.</li> <li>The working group will report annually on reconciliation strategies.</li> </ul>	<p>May 2019</p>	<ul style="list-style-type: none"> <li>AC Community and Coordination</li> <li>Aboriginal Affairs Division</li> </ul>
<p><b>2. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b></p>	<ul style="list-style-type: none"> <li>RAP report published on the WA Police Force Internet.</li> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	<p>October 2020 September 2019/2020</p>	<ul style="list-style-type: none"> <li>AC Community and Coordination</li> <li>Aboriginal Affairs Division</li> </ul>
<p><b>3. Continue our reconciliation journey by developing our next RAP.</b></p>	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP.</li> <li>'Innovate' RAP developed and published on the WA Police Force and Reconciliation Australia websites.</li> </ul>	<p>December 2020</p>	<ul style="list-style-type: none"> <li>Aboriginal Affairs Division</li> </ul>

The image features decorative Aboriginal art patterns in the top and right corners. The top-left corner shows a curved section of a pattern with orange, yellow, and white wavy lines on a black background, with a row of white dots below it. The right side of the image is dominated by a large, vertical section of a similar pattern, featuring multiple vertical bands of orange, yellow, and white wavy lines, interspersed with rows of white dots and black circles on a black background.

Do you have enquiries about  
our Reconciliation Action Plan?

Contact the Aboriginal Affairs Division

Phone: 08 9222 1464

Email: [Aboriginal.Affairs.Division@police.wa.gov.au](mailto:Aboriginal.Affairs.Division@police.wa.gov.au)

