

ROTTNEST ISLAND AUTHORITY

Reconciliation Action Plan

2008-2011



Cover artwork

Aurora Abraham is a Noongar artist.

Wadjemup is a beautiful place that was very important to Noongar people prior to colonisation.

It became a Native Prison in 1838 - 1931 when the last Aboriginal person left.

As prisoners were drawn from all areas across the State it became very important to all Aboriginal tribal groups. It remains so today.

The colours of Wadjemup Country are represented in this artwork and the spirituality of the land is represented by the quokka who were on the Island before colonial times, through the prison era and are still there today. The quokka represents the link to the peoples of the past and to the future. Wildlife on the Island is of immense spiritual importance to Aboriginal people and must be treated with respect.

Published February 2009

Chief Executive Officer's statement



Rottnest Island (Noongar name: Wadjemup) has a unique place in Western Australia's history. Ironically, the Island's history as an Aboriginal prison from 1838 to 1931, when the last prisoner left the Island, has given it a special status as a point of reference for every Western Australian person of Aboriginal descent alive today.

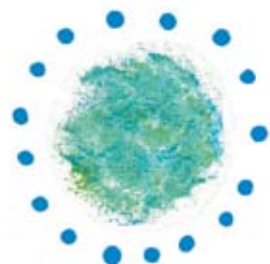
The Rottnest Island Authority (RIA) is committed to working with Aboriginal people in a spirit of reconciliation so that all can move forward together in an environment of cooperation and understanding that is built upon acknowledgement of the past but is focussed on the future.

This Reconciliation Action Plan provides structure and form for our intent to work collaboratively to bring about healing and spiritual cleansing for the Island. The Rottnest Island Authority will work closely with Aboriginal people to ensure that its actions and decisions are informed, culturally appropriate, and provide economic opportunities for Indigenous people through tourism and related activity.

This Plan identifies the specific actions the RIA will take to achieve improved social and economic outcomes for Indigenous Western Australians. It is a first step. Its effectiveness will be measured not just against its performance indicators, but by its success in enhancing the Island's recreational experience for all Western Australians and other visitors.

Paolo Amaranti

CHIEF EXECUTIVE OFFICER



Rottnest Island Authority Reconciliation Action Plan

Our vision for reconciliation

Together with the Government of Western Australia, the Rottnest Island Authority is committed to Reconciliation Australia's goal of closing the 17-year life expectancy gap between Indigenous and non-Indigenous children.

The RIA recognises the cultural significance and sad history that Rottnest Island holds for Aboriginal people and therefore its position of responsibility to ensure the Island is appropriately managed.

Through this plan the RIA commits to promoting awareness, education and action both internally and externally to help build relationships, develop respect and create opportunities for Aboriginal people.

Our business

The RIA manages Rottnest Island to provide visitors with enjoyable recreational and holiday experiences in healthy natural and cultural environments. Rottnest Island is a popular destination attracting approximately 500,000 visitors annually to enjoy the flora and fauna, learn about the Island's history and culture, and walk, cycle or swim in its picturesque surroundings and beaches.

The Reconciliation Action Plan formalises the RIA's efforts to involve and assist Aboriginal people and in doing so ensures the Rottnest Island experience will be richer and more rewarding for all its visitors.

Our Reconciliation Action Plan

In early 2008 the Rottnest Island Authority commenced researching and developing a draft Reconciliation Action Plan to support the process of recognising and respecting the important connection of Aboriginal people with Rottnest Island. Consultation and discussions between RIA staff and Aboriginal representatives resulted in a draft plan of action.

The draft Plan was further developed by a Working Group consisting of members from all Directorates across the agency and representatives from the Noongar Aboriginal community and other Aboriginal people. The Reconciliation Action Plan was finalised and approved by all Working Group members.



Reconciliation Action Plan



1. RELATIONSHIPS

Building relationships between Indigenous and non-Indigenous Australians through Executive leadership, recognition of cultural differences and respect for Aboriginal history on Rottnest Island.

Tasks	Responsibility ¹	Timeline	Desired Outcome
Action Item 1.1 Establish a RAP Working Group of Indigenous and non-Indigenous staff to monitor and report on RAP progress.	Strategic Planning	By March 2009	Working Group established. Reporting undertaken as per <i>Action Item 4.2 and 4.4.</i>
Action Item 1.2 Work with Aboriginal people to develop an agreed group of Aboriginal representatives for Rottnest Island.	Strategic Planning	By June 2009	Identification and coordination of appropriate representatives. Group established.
Action Item 1.3 Established Aboriginal representative group advises the RIA on the cultural and spiritual healing of Rottnest Island recognising and respecting that there are men's and women's sites.	Strategic Planning	Ongoing	RIA observes representative group's cultural program. Program reviewed annually to determine RIA's observation.
Action Item 1.4 Ensure Aboriginal representation on RIA Environment and Cultural Heritage advisory committees.	Marine and Terrestrial Reserve Branch	Ongoing	Aboriginal representation on Environment and Cultural Heritage advisory committees initiated and maintained.
Action Item 1.5 Ensure development applications continue to be assessed by Aboriginal people for their impact on Rottnest Island's Aboriginal cultural heritage.	Strategic Planning	Ongoing	Percentage of development applications assessed for impact on Aboriginal cultural heritage.
Action Item 1.6 Work with Aboriginal people to develop and implement a policy and procedure on consultation with Aboriginal people.	Strategic Planning	June 2009	Policy and procedure is developed and implemented.

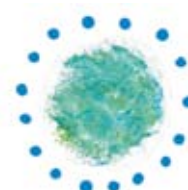
1. Indicates major driver for task. In many cases, other branches will be involved in aspects of implementation. The RAP Working Group will work with the Aboriginal representative group as a point of reference and advice.

Reconciliation Action Plan

2. RESPECT

Developing respect between Indigenous and non-Indigenous Australians by internal and external education of Indigenous culture and through our tourism operations.

Tasks	Responsibility	Timeline	Desired Outcome
Action Item 2.1 In consultation with Aboriginal people, establish the Aboriginal Burial Ground as a place of remembrance that is culturally accepted by Indigenous groups with ancestors buried there.	CEO	June 2013	Rottnest Island Aboriginal Burial ground project is externally funded and commenced within a five year period.
Action Item 2.2 Provide Aboriginal education activities in school term and holiday programs.	Marine and Terrestrial Reserve Branch	From June 2009	At least one Aboriginal education activity provided during school terms and in each holiday program.
Action Item 2.3 Encourage cross cultural awareness education through the Rottnest Island Authority, its partners and the Rottnest Island Business Community.	Business Services – Human Resources Marine and Terrestrial Reserve Branch	From August 2009 Ongoing	Cross-cultural awareness education a part of RIA staff induction. Facilitate cross-cultural awareness education for RIA staff, businesses, permanent contractors and volunteer groups.
Action Item 2.4 RIA staff are supported and encouraged to attend appropriate Aboriginal cultural ceremonies on Rottnest Island.	All Directorates	Ongoing	All staff advised and attendance supported for appropriate cultural ceremonies.
Action Item 2.5 Rottnest Island Authority retains and encourages events with Aboriginal focus.	Commercial Operations - Marketing	Ongoing	Anzac Day ceremony preserves Welcome to Country and other Aboriginal components. Wadjemup Cup Aboriginal football carnival continues on Rottnest Island. NAIDOC week recognised in RIA operations and Events Calendar.



Reconciliation Action Plan

2. RESPECT (Continued)

Tasks	Responsibility	Timeline	Desired Outcome
Action Item 2.6 Formalise procedures to include recognition of traditional owners and custodians at official events on Rottnest Island.	Commercial Operations - Marketing	By June 2009	Procedure developed.
Action Item 2.7 Encourage consideration of use of Aboriginal names for relevant tourism, education activities and locations.	Commercial Operations - Marketing	Ongoing	Aboriginal names considered for tourism and education activities in consultation with Aboriginal people.
Action Item 2.8 Fly the Aboriginal flag daily and maintain it in good condition.	Facilities Management Branch	Ongoing	Flag flown every day in good condition.
Action Item 2.9 Promote and encourage education in Aboriginal subjects to all staff through the annual scholarship program.	Business Services - Human Resources	Ongoing	Scholarship notice contains information encouraging Aboriginal studies.



Reconciliation Action Plan



3. OPPORTUNITIES

Creating opportunities for Indigenous Australians through business, employment and cultural development on Rottnest Island.

Tasks	Responsibility	Timeline	Desired Outcome
Action Item 3.1 Encourage Aboriginal employment and involvement on the Island through annual offering of traineeship or cadetship and the targeting of employment opportunities to Aboriginal communities.	Business Services - Human Resources	By Nov 2009 Ongoing	Develop Aboriginal recruitment and retention strategy. Annual offering of at least one Aboriginal traineeship or cadetship. Maintain registration with the National Indigenous Cadetship Project.
Action Item 3.2 Encourage and promote the development of Aboriginal tourism products, education, businesses and partnerships on Rottnest Island.	CEO – across Directorates	By Nov 2009 Ongoing	Tender for Aboriginal bus tours finalised Research and trial new Aboriginal products, ventures or activities on Rottnest Island.
Action Item 3.3 Provide opportunities for Aboriginal people to develop vocational skills and economic opportunities by incorporating Aboriginal assistance in appropriate RIA cultural and natural heritage projects.	Marine and Terrestrial Reserve Branch	Ongoing	Completion of Coastal Walk Trail and incorporation of interpretative Aboriginal tours. (Subject to external funding) Investigate a location for an Aboriginal welcome 'experience' in consultation with Aboriginal people.
Action Item 3.4 Promote the display of Aboriginal art from across the State on the Island and create tourism links back to the communities from where the art originated.	Commercial Operations - Marketing (with Education)	From June 2009	At least one Aboriginal art exhibit held on Rottnest Island. Investigate external funding opportunities for the establishment of an 'artist-in-residence' scholarship. Investigate external funding opportunities for a dedicated Aboriginal arts centre.

Reconciliation Action Plan

4. TRACKING AND REPORTING

Monitoring and reporting of the Reconciliation Action Plan to ensure its success.

Tasks	Responsibility	Timeline	Desired Outcome
Action Item 4.1 Promote the RAP internally via intranet and externally via Rottnest Island and Reconciliation Australia websites.	Strategic Planning	February 2009	RAP launched and available to staff, Island businesses and public.
Action Item 4.2 Assess RAP progress and resolve issues.	RAP Working Group	July / December annually	RAP progress assessed and six month report presented to the Authority meeting.
Action Item 4.3 Report on RAP progress through the Authority's Annual Report.	Strategic Planning	Annual	Progress of RAP reported in RIA Annual Reports.
Action Item 4.4 Review and refresh RAP annually and publish updated Plans as per Item 4.1.	RAP Working Group	Annual	RAP reviewed, refreshed and republished annually.



