



April, 2023 – April, 2024

Reconciliation Action Plan

REFLECT



Acknowledgement of country

Mid West Ports Authority acknowledges and respects the Wilunyu, Nhanagardi and Naaguja peoples of this land and waters we stand on. Elders past and present, the youth and Yama(t)ji people of the Mid West region who hold the stories and hopes for the future leaders.

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The Artwork



Title: Two Cultures, Come Together

As the water connects to the land,
The land connects to the sky,
The sky connects us to the stars,
The stars are our people's guide,
We are of the Yamaji People,
From the Past, Present and Future,
This is Yamaji Country.
As the rain begins to fall,
There is a ripple effect,
The main Rivers overflow,
And meet the ocean,
As the landscape changes through the seasons,
The new growths start to bloom,
Two cultures come together,
As we learn from the old for the new,
An ancient culture is still present,
Even within the modernised world,
As we now move forward,
On one land, it is a time for Reconciliation.

CEO Statement

Reconciliation Australia welcomes Mid West Ports Authority to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Mid West Ports Authority 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 Mid West Ports Authority 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 Mid West Ports Authority, 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



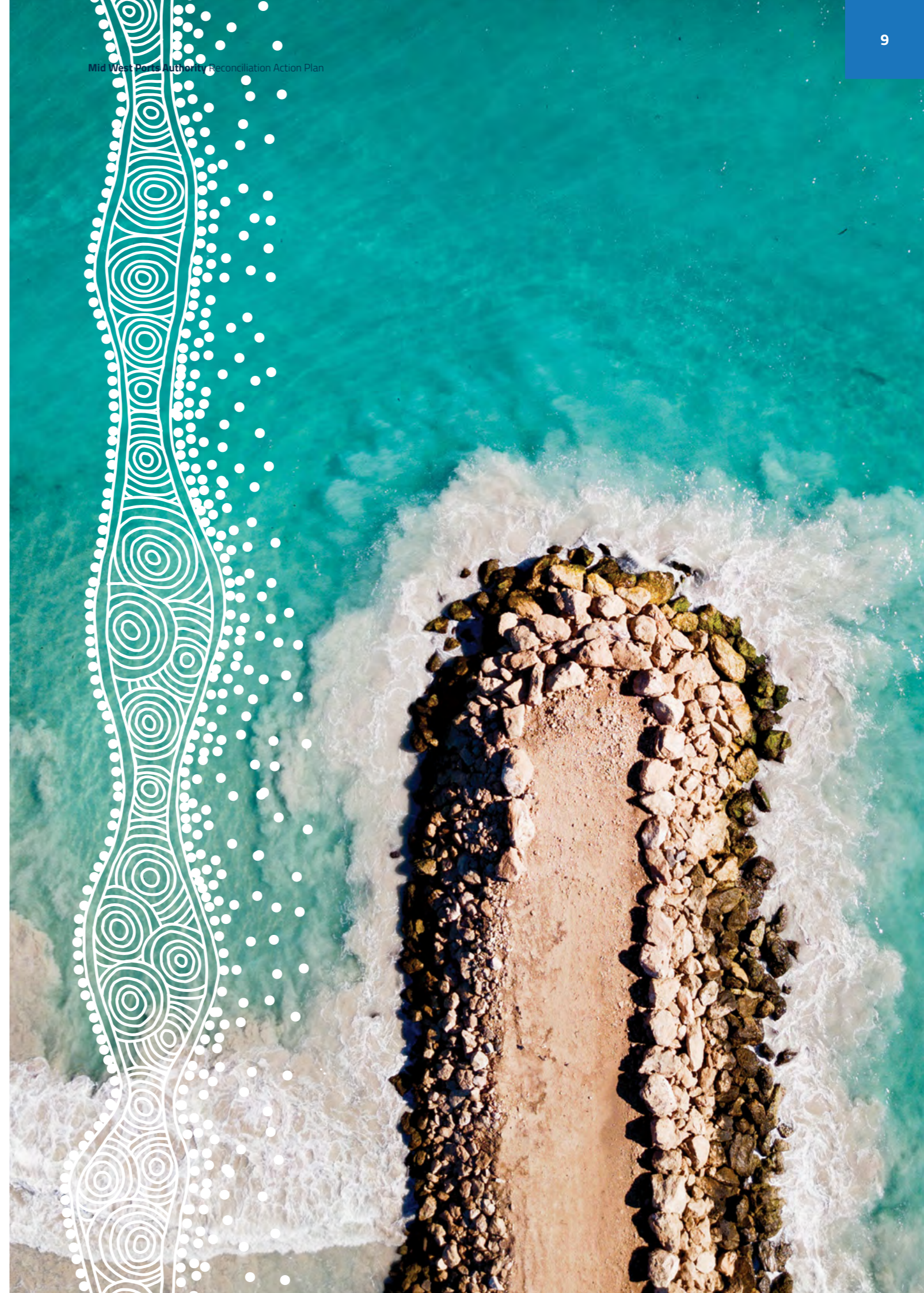
Introduction

Acronyms

- **AOC** - Acknowledgement of Country
- **CCAT** - Cross Cultural Awareness Training
- **CEO** - Chief Executive Officer
- **CGG** - City of Greater Geraldton
- **DoT** - Department of Transport
- **MWPA** - Mid West Ports Authority
- **NAIDOC** - National Aboriginal and Islander Observance Committee
- **NRW** - National reconciliation Week
- **RAP** - Reconciliation Action Plan
- **RAPWG** - RAP Working Group
- **ToR** - Terms of Reference
- **WTC** - Welcome to Country

Purpose

This RAP has been developed to demonstrate Mid West Ports Authority's (MWPA) commitment to Aboriginal and Torres Strait Islander relations and to support the establishment of a sound structural and cultural foundation upon which improved First Peoples affairs, stakeholder relations, and community development partnership actions may be built.



Our RAP

Reflect RAP

A Reflect RAP will clearly set out the steps MWPA should take to prepare for reconciliation initiatives in successive RAPs. Committing to a Reflect RAP allows MWPA to spend time scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on our vision for reconciliation and exploring our sphere of influence, before committing to specific actions or initiatives. This process will help to produce future RAPs that are meaningful, mutually beneficial, and sustainable.

Context

MWPA acknowledges the significant positioning and place of the Aboriginal and Torres Strait Islander Peoples as the First Peoples of our nation, and of the Mid West region in particular.

As a corporate leader in the Mid West region, MWPA is responding to its social responsibility to proactively encourage First Peoples reconciliation, within its sphere of influence, for the benefit of the whole community.

MWPA intends to do what it can to facilitate self-determination and meaningful opportunities in a collaborative manner. As a general and guiding principle MWPA will commit to working in partnership to support the primary aims of the West Australian state government Aboriginal Economic Participation Strategy:

‘To increase the potential for Aboriginal people to participate more fully in the state’s economy, to strengthen Aboriginal culture and society, and to ensure Aboriginal people have the same opportunities in life as non-Aboriginal people.’

The 2023-2024 MWPA REFLECT Reconciliation Action Plan has been developed with the input of Executive and Management and MWPA RAP Working Group (RAPWG) members and supporting specialists including:

- General Manager, Sustainability, Culture & People (GMSCP)
- Senior Communications Advisor (SCA)
- Human Resources Manager (HRM)
- Procurement Manager (PM)
- Aboriginal Employee Representative (AER)
- Port Planner (PP)
- Marine Coordinator (MC)
- RAP Technical Advisor (RTA)
- Aboriginal Community Representative (ACR)

The RAPWG will meet monthly to monitor the RAPs implementation. Whilst we believe the responsibility for championing our RAP, and the commitments within it, is a shared responsibility across our organisation, specifically, all RAPWG members will be champions of the RAP within their own areas of influence and responsibility, and collectively across the business and key stakeholder networks.

The Chief Executive Officer (CEO) will champion the plan through strategic oversight, executive awareness, and positioning for Board support.

Our Port

Mid West Ports Authority (MWPA) is a Government Trading Enterprise established under the Port Authorities Act 1999 (WA) and is headquartered in the City of Greater Geraldton (CGG), the commercial, administrative and service centre for the Mid West region of Western Australia.

MWPA manages the commercial activities of the Port of Geraldton and is governed by a Board of Directors appointed by, and accountable to, the Minister for Ports.

The core business of MWPA is to facilitate trade and control the port in a safe, operationally efficient, environmentally responsible, and socially responsive manner. MWPA supports the national and international trade of bulk commodities derived from the region’s resource and agricultural sectors.

The Mid West region covers an area of 468,712km² and incorporates nearly one fifth of the State of Western Australia.

MWPA has a strategic and sustained growth focus, with the effective management of people and continual improvement in the management of its stakeholder relationships with clients, suppliers, industry, and local government and community partners integral to the effective delivery of its Strategic Plan 2023-2028.

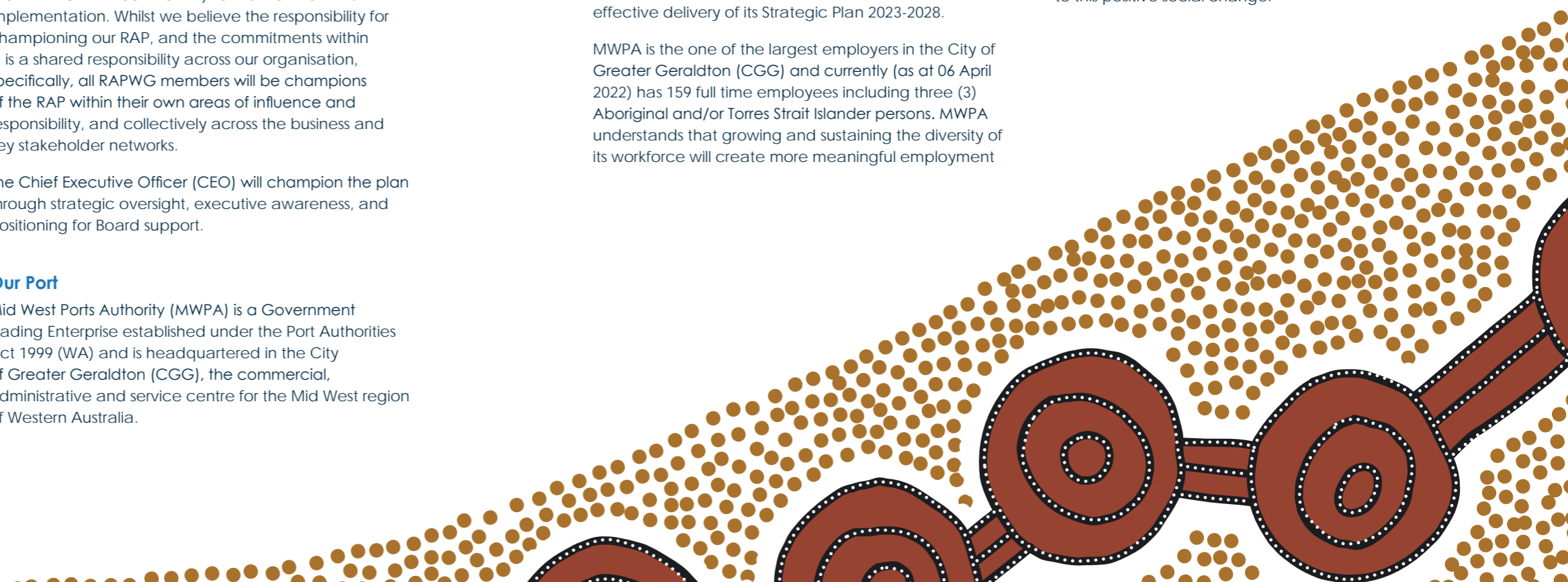
MWPA is the one of the largest employers in the City of Greater Geraldton (CGG) and currently (as at 06 April 2022) has 159 full time employees including three (3) Aboriginal and/or Torres Strait Islander persons. MWPA understands that growing and sustaining the diversity of its workforce will create more meaningful employment

opportunities for local people and will enhance and strengthen its workforce development objectives including the aspiration to become a regional ‘employer of choice’.

Situational Analysis

MWPA is committed to working with a spirit of collaborative action to develop more meaningful and mutually beneficial working relationships with its local First Peoples communities, organisations, agencies, clients, and contractor partners in order to create opportunities that will contribute to reconciliation.

MWPA believes that genuine, respectful, shared responsibility, and sustained action over time will lead to the realisation of equity that will be of benefit to all Australians, and are committed to actively contributing to this positive social change.



Action Plan

Relationships



Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April 2023	SCA
	Develop an understanding of when, how, and whom to engage and consult with on port matters in consultation with Southern Yamatji Regional Council.	June 2023	GMSCP
	Review Aboriginal and Torres Strait Islander representation on MWPA stakeholder committees.	May 2023	GMSCP
	Research best practices and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2024	PM
Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	HRM
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June 2023	GMSCP
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June	GMSCP
Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	April 2023	CEO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June 2023	PP
	Develop a RAP page on MWPA Website outlining MWPA's commitment and provide a link to the current RAP.	June 2023	SCA
	Identify external stakeholders that MWPA can engage with on our reconciliation journey.	June 2023	MC
	Promote Aboriginal and Torres Strait Islander inclusivity on/ with local projects, initiatives and committees.	April 2024	GMSCP
	Identify customers & suppliers with RAPs and investigate opportunities to collaborate.	September 2023	PM
Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	September 2023	HRM
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	September 2023	HRM

Respect



MWPA acknowledges and affords due respect to the unique cultural and social contribution Aboriginal and Torres Strait Islander peoples have made and continue to make to our society, our community, and our nation. We believe that mutual respect between Aboriginal and non-Indigenous people and the valued recognition and celebration of cultural difference and diversity are the foundations of a harmonious multicultural society. We will continue to improve the way in which we extend and encourage respect in action and commit to proactively reflecting upon and growing the ways we show due respect for Aboriginal peoples and cultures throughout the course of conducting MWPA business.

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case (strategy) for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	April 2024	PP
	Conduct a review of cultural learning needs within our organisation.	September 2023	HRM
	Identify opportunities to include cultural awareness training in induction process.	September 2023	HRM
	Identify potential local language naming opportunities at MWPA to improve cultural knowledge, value and recognition.	June 2023	PP
	Research opportunities to catalog cultural knowledge on GIS to improve cultural knowledge, value and recognition.	June 2023	PP
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	April 2024	GMSCP
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. When and as applicable.	April 2024	GMSCP
	Circulate map identifying Aboriginal and Torres Strait Islander regions of the Mid West with MWPA employees to increase understanding.	April 2024	GMSCP
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2023	AER
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2023	SCA
	RAP Working Group to participate in an external NAIDOC Week event.	July 2023	SCA

Opportunities



MWPA will proactively identify and consider any structural, cultural and functional improvements that present an opportunity to mature the ways in which MWPA engages with, relates to and extends respect to our Aboriginal community stakeholders in the interest of reconciliation. MWPA recognises that duly considering and supporting relevant reconciliation opportunities will contribute social value to the greater Mid West community.

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case (strategy) for Aboriginal and Torres Strait Islander employment within our organisation.	April 2024	HRM
	Review of organisation employment opportunities to ensure inclusivity of Aboriginal and Torres Strait Islander peoples.	December 2023	HRM
	Identify opportunities to engage with Mid West Aboriginal and Torres Strait Islander youth to increase awareness of employment opportunities at MWPA.	December 2023	HRM
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2023	HRM
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case (strategy) for procurement from Aboriginal and Torres Strait Islander owned businesses.	April 2024	PM
	Investigate Supply Nation and Aboriginal Business Registry membership.	June 2023	PM
	Investigate Indigenous Business Australia.	June 2023	PM
	Identify opportunities to engage Yamatji artists for public artworks on MWPA property and/or corporate documents.	April 2024	SCA
	Engage Yamatji artist(s) in the development of artwork for each RAP.	April 2023	SCA

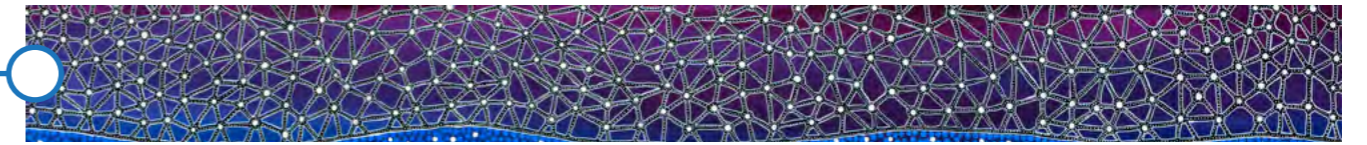
Governance



Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RAPWG) to drive governance of the RAP.	Maintain a RAPWG to govern RAP implementation.	April 2024	SCA
	Review and update a Terms of Reference for the RAPWG.	April 2024	SCA
	Maintain and strengthen Aboriginal and Torres Strait Islander representation on the RAPWG.	April 2024	SCA
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2023	CEO
	Engage senior leaders in the delivery of RAP commitments.	April 2023	CEO
	Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2023	SCA
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2023 and annually	SCA
	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	June 2023	SCA
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	1 August 2023	SCA
	Include RAP performance overview in annual report.	August 2023	SCA
	Include Statement Corporate Intent (SCI) & Statement of Expectation (SOE) deliverable in the maintenance of a recognised Reconciliation Australia RAP.	December 2022	GMSCP
	Investigate the opportunity to include KPIs / objectives in individual performance appraisals.	October 2023	GMSCP
Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2024	SCA

Artwork Interpretation

in the words of the Artist, Nicole Dickerson



This part of the artwork represents the night sky and the stars.



This part of the artwork is of the daytime sky and the rain with the ripple effect, as the rain falls and leaves this mark, also the two rivers the blue wavy lines.



This part of the artwork is about the language groups within the Yamaji Region, also the earth colour for the country. The white is symbolic for the spirit of the people still present on country.

The black lines represent train line (so represent the NEW) this is to represent exporting from the regions inland to the coast.

The green area is the outline of the Port from an aerial view.



This area of the artwork represents the people, Past, Present, Future, also the ocean, which connects to the Port. I use the black lines as connections and also to represent the new growths, for Reconciliation.



For Public enquiries about
our RAP please contact:

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