

Shire of EAST  
**Pilbara**  
THE HEART OF THE PILBARA



**Reconciliation  
Action Plan**  
Nov 2022 - Nov 2023

*Reflect*





## ACKNOWLEDGEMENT OF COUNTRY

The Shire of East Pilbara acknowledges the Traditional Owners throughout this vast region and their continuing connection to the land, waters and community.

We pay our respects to the members of these Aboriginal communities, their cultures, and to their Elders past, present and emerging.

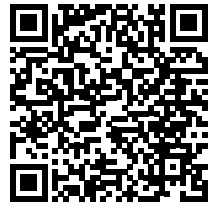
# THE ARTISTS

Mortumili 



**CORBAN CLAUSE WILLIAMS**

**KAALPA (WELL 23)**



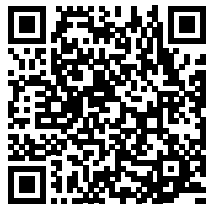
**NGAMARU BIDU**

**WANTILI AREA WARU (FIRE)**



**BUGAI WHYOULTER**

**NGURRA**



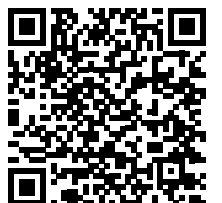
**PAULINE WILLIAMS**

**KUNAWARRITJI**



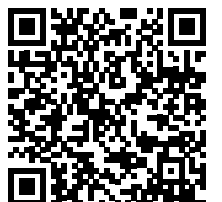
**MARIANNE BURTON**

**PUNMU WATERHOLES**



**CYRIL WHYOULTER**

**PUNKULYI AND YULPU**







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# Message from the Shire President

**CR ANTHONY MIDDLETON**



Located in the heart of the Pilbara, the Shire of East Pilbara is the largest shire in Australia and we are privileged to be living amongst the oldest living culture in the world with significant connections to the land, waters and community. We pay our respects to the Traditional Owners across our vast region and to their Elders past, present and emerging.

Here, on Country, where there is a history of troubled relationships, we can take real steps toward genuine partnership and trust. Remembering and acknowledging wrongs that have occurred, I believe we can work consciously and courageously to move beyond those wrongs, toward a place of reconciliation.

On behalf of the Council, it is a privilege to present the Shire of East Pilbara's first Reconciliation Action Plan as a demonstration of our commitment to the journey ahead to achieve genuine and meaningful relationships with our First Nations Peoples.

Over the next 12 months, the Shire will have greater engagement with the community and existing relationships with our First Nations Peoples to build a strong foundation to restore the trust and confidence of all Traditional Owners within our region.

I appreciate the effort and contribution that has gone into creating this Plan and look forward to its implementation.

# Message from the CEO

STEVEN HARDING



I am very proud to present the Shire of East Pilbara's first Reconciliation Action Plan (RAP), Reflect, which represents a significant step in the Shire's journey towards reconciliation with our First Nation communities.

The Shire has an incredibly rich culture and history with Aboriginal and Torres Strait Islander peoples, with at least 13 language groups contributing to 17.9% of the population within the region. The Shire therefore plays an important role in supporting the continuation of the oldest living culture that occupies the land and waters in which the Shire of East Pilbara operates.

Throughout the Shire's recent community engagement for the development of our Strategic Community Plan 2022-2032 (SCP), the importance of maintaining cultural knowledge and heritage and the need to support Aboriginal business, employment and leadership were strong themes which emerged for the East Pilbara. To support the community's aspirations the Shire will continue to develop and strengthen its relationships with Aboriginal and Torres Strait Islander people, engaging staff and stakeholders in reconciliation and undertake mandatory cultural awareness training for all employees. An average of 52.83% of Shire staff rate their knowledge and understanding of Aboriginal and Torres Strait Islander peoples and their cultures at 5 or below on a scale of 1- 10. This is why we have placed additional focus on increasing our staff awareness on the East Pilbara's unique cultural heritage and peoples, including creating opportunities for staff to self-educate.

Our Reflect RAP concentrates on building the foundations to setup our organisation to achieve the Shire of East Pilbara's and its community's vision for reconciliation. During my time as CEO, I am committed to actioning our Plan and will continue to encourage staff, Council and the community to listen, challenge and learn about others, and ourselves; and together travel towards a shared future. Thank you to everyone involved in the development of the Plan.

As an organisation this is only one small step towards true reconciliation, but I am looking forward to see where this journey takes us.









# MESSAGE FROM RECONCILIATION AUSTRALIA

**Karen Mundine**



Reconciliation Australia welcomes the Shire of East Pilbara to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The Shire of East Pilbara 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 the Shire of East Pilbara 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 to the Shire of East Pilbara, 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

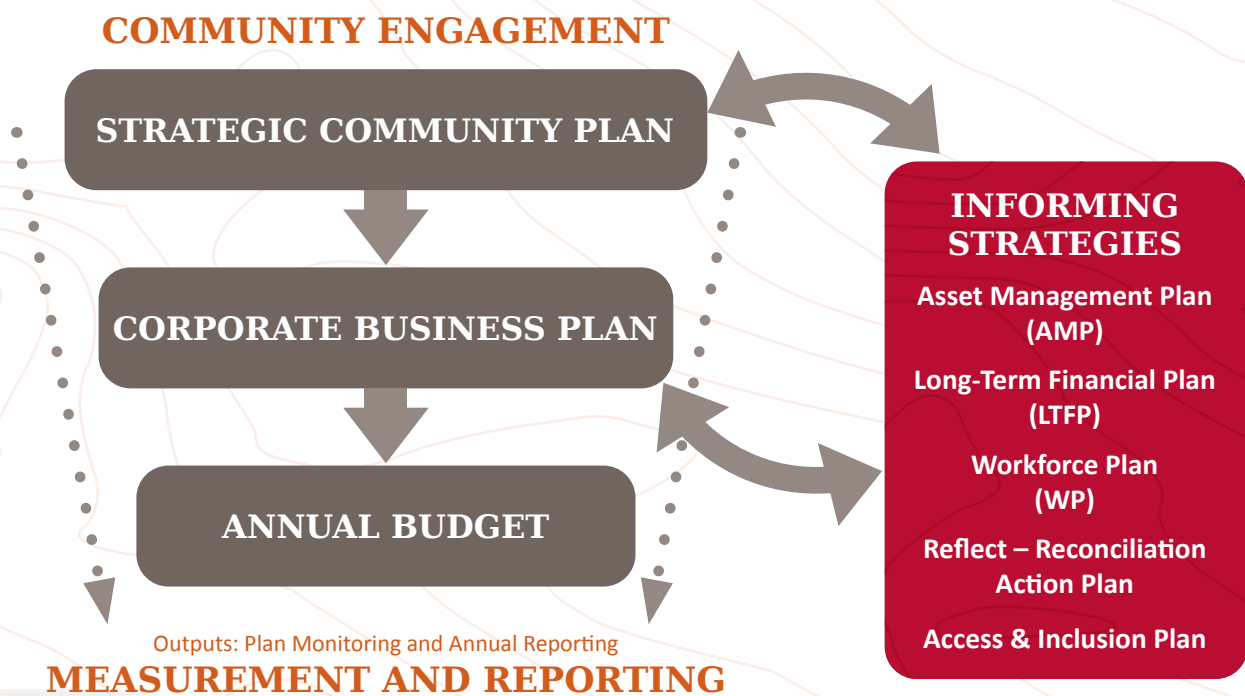


# INTERGRATED PLANNING AND REPORTING FRAMEWORK

The Integrated Planning and Reporting (IPR) Framework aims to ensure integration of community priorities with strategic planning for the Shire, as well as implementation of the objectives that have been set from these priorities.

The Reflect Reconciliation Action Plan is a strategic document that informs, and is informed by, the Shire's Strategic Community Plan and Corporate Business plan and assists the organisation to achieve meaningful outcomes towards reconciliation both internally and within the communities across the Shire of East Pilbara.

The diagram below shows how all of the elements of the framework fit together to deliver council priorities which are informed by the community vision and aspirations. The IPR provides a framework for establishing local priorities that are linked to operational functions.





# GUIDING PRINCIPLES

The Shire of East Pilbara follows a principles-based approach to all our projects, programs and activities that is set out in the Strategic Community Plan 2022-2032 (SCP). These principles will guide the implementation of the Reflect Reconciliation Action Plan.

## ***Place-based***

Taking into account the unique characteristics, circumstances and aspirations of the different towns and communities that make up the Shire.

## ***Life-cycle based***

Taking into account the needs and priorities at different ages and stages of life.

## ***Culturally appropriate***

Ensuring that all cultures are treated with respect and understanding, with regard and sensitivity to past experience, cultural norms and practices, and an openness to enquiry and learning.

## ***Positive and proud***

Sustaining a positive narrative, cultivating pride, building on what is strong, and empowering community-led solutions.

## ***Fair***

Committed to opportunities for all and a community that works for everyone, recognising that 'one size doesn't fit all'.

## ***Collaborative***

Working in partnership and collaboration across the public, private and community sectors, with shared vision and outcomes at the centre.



# OUR BUSINESS

The Shire of East Pilbara is the largest local government area in Australia, covering approximately 372,571 square kilometres. Its main town sites are Newman, Marble Bar and Nullagine, and it contains several remote and town-based Aboriginal communities, including Jigalong, Punmu, Goodabinya, Irrungadji, Warralong, Parnngurr, Kunawarritji and Kiwirrkurra. At the northern most point of the Shire is the coastal area of Cape Keraudren. As at 2021, the Shire of East Pilbara's population was 9,760. The Shire has substantial cultural diversity, with 17.9% of the population identifying as Aboriginal and/or Torres Strait Islander people and 21.6% of the population being born overseas.

The Shire of East Pilbara recognises the diverse and increasing populations in the East Pilbara region. It is committed to ensuring that community life's livability is a positive and sustainable experience. By honouring and living by our organisational values: Leadership, Honesty, Excellence, Accountability, Respect, and Teamwork (Leadership with HEART), the Shire can deliver meaningful and positive outcomes to the community.

Our core business encompasses a wide range of services to Shire of East Pilbara residents, including community development, youth services, recreation services, arts and culture, events, library services, rangers, environmental health, waste collection and recycling, planning and building approvals. The Shire also provides and maintains facilities and infrastructure, such as roads and footpaths, parks, community ovals and community on behalf of the community. Further, the Shire plays a vital role in facilitating services to be provided by others or in partnership; influencing decisions made by others that significantly impact community outcomes; and advocating to state and federal governments and regional agencies for the recognition, funding, policy and planning support of regional initiatives.

During the 2021/22 financial year, the Shire of East Pilbara's workforce comprised of 57 people who identify as Aboriginal or Torres Strait Islander descent, equalling to approximately 28.5% of our staff.

Please note: The Shire of East Pilbara does not govern the remote and town-based Aboriginal communities in the East Pilbara.

The Aboriginal Land Trust (ALT) hold over 150+ properties classed as a Crown reserve (or Aboriginal Reserve) vested under the Land Administration Act 1997. Under this legislation, the ALT has been granted Management Orders that give it authority to care, control and manage the land for 'the use and benefit of Indigenous people'.

In addition, at least 13 Aboriginal groups hold Native Title determinations. They include Lappi Lappi, Ngulupi, Ngururrpa, Ngurra Kayata, Ngurrara, Martu, Kulyakartu, Ngangumarta, Ngarla, Nyamal, Palyku and Niyaparli peoples.

# OUR VISION FOR RECONCILIATION

A Reconciliation Action Plan (RAP) provides an opportunity for our organisation to turn good intentions into real action and to rise to the challenge of reconciling Australia. A RAP takes a holistic approach to create meaningful relationships, enhanced respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Peoples.

The RAP framework, developed by Reconciliation Australia, includes four types of RAPs, each offering a different level of engagement and support. The 'Reflect RAP' is the first step in this journey for the Shire of East Pilbara. It will enable us to focus on building relationships and raising awareness to ensure shared understanding and ownership of the actions and deliverables.

The Shire of East Pilbara has committed to completing the actions and deliverables identified in this RAP. This approach will ensure we are in a strong position to implement effective and mutually beneficial initiatives as part of any future RAPs'.

Within the Shire's Strategic Community Plan 2022-2032, the community vision describes a community and place that is:

- Proud, connected and resourceful;
- Caring for our vast and ancient naturescapes from desert to sea, under the endless sky;
- Building on our strengths to grow and create opportunities for all.

Collaboration, partnerships and mutually reinforcing efforts towards the vision are therefore critical to the success of the Plan. That is why one of the strategies is for the Shire to play a more prominent role in civic leadership, bringing together the key players to align and coordinate activity and stay on track to achieve the desired outcomes. Therefore, the RAP is integrated with the Shire's Strategic Community Plan and Corporate Business Plan, and together set the vision, key outcomes, long-term priorities and strategies.

The East Pilbara is a place for all people to live harmoniously – feel included and connected with access to services that meet community needs. As the Shire, we are committed to diverse and sustainable economic growth balanced with the conservation and enhancement of its unique environmental assets, rich history and heritage.







# OUR VALUES

## *Leadership with Heart*

### ***Leadership***

Being ethical and acting with integrity. Leading by example, being decisive, setting direction and providing good governance. Maintaining open and transparent communication across the whole organisation.

### ***Honesty***

Being truthful and acting with personal integrity. Admitting mistakes, taking responsibility for them and being able to move on. Build trust through reliability and consistency.

### ***Excellence***

Striving to achieve our best outcome. Encouraging and committing to innovation, creativity, learning and development. Planning to deliver quality programs, projects and services. Recognising excellence, encouraging people to aspire to be their best and taking pride in our work.

### ***Accountability***

Being accountable to each other, to the community, and to get things right the first time. Being accountable to the environment and Aboriginal culture. Being accountable to achieve the best outcome and best value for money for our community

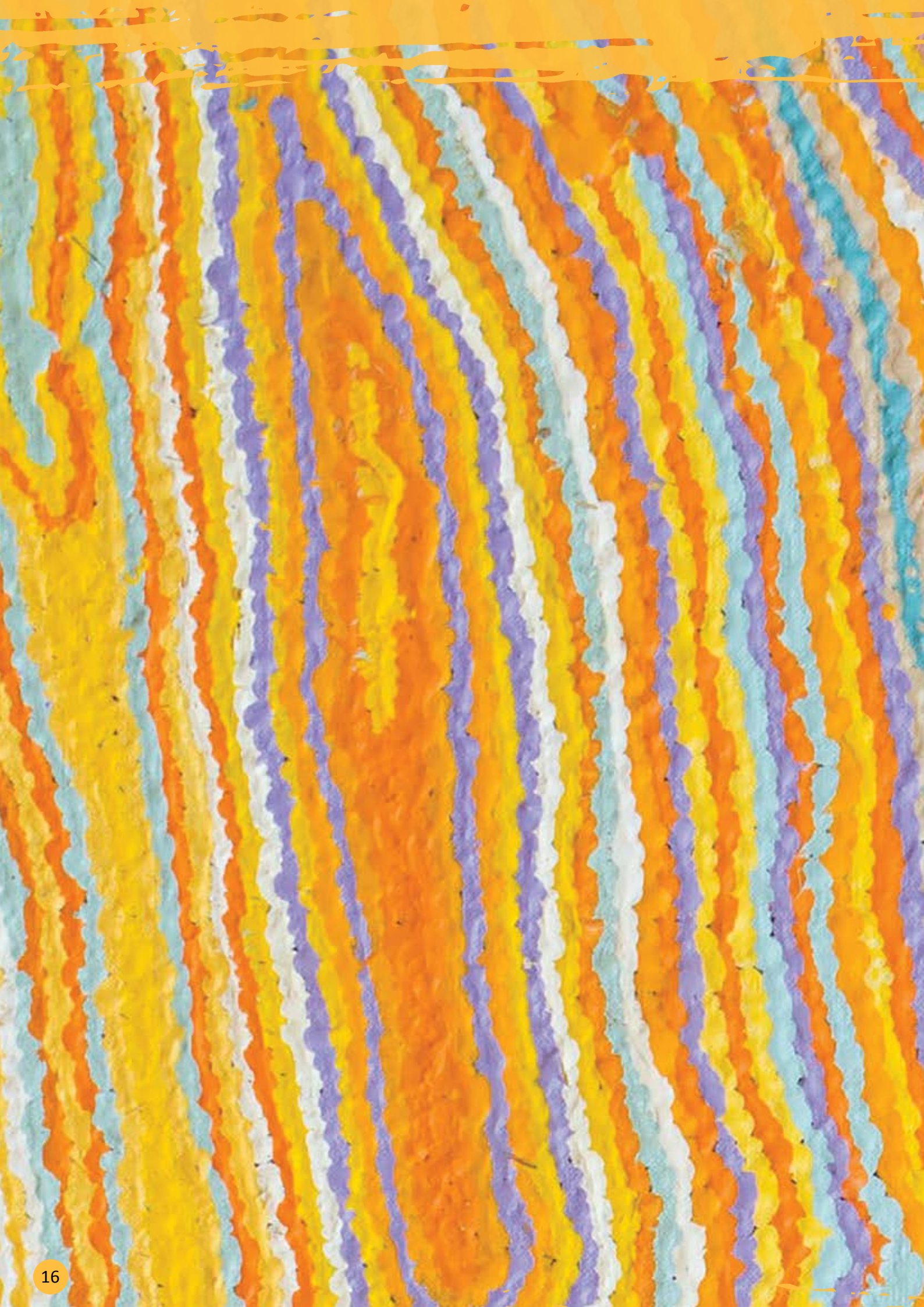
### ***Respect***

Being respectful of people, their cultures, ideas, circumstances and environment. Being respectful of ourselves and our well-being, safety, appearance and reputation.

### ***Teamwork***

Working as a team within and beyond our organisation to achieve a common goal and vision. Welcoming and providing feedback respectfully. Supporting and talking to each other and sharing information. Encouraging creativity, flexibility and resilience.







# OUR PARTNERSHIPS & CURRENT ACTIVITIES

The Shire of East Pilbara is committed to continuing the development of ongoing partnerships with a range of Aboriginal and Torres Strait Islander organisations and events to bring recognition, awareness and education to our community. These partnerships and activities include:

## *Aboriginal Liaison*

The Shire of East Pilbara actively engages with Aboriginal and Torres Strait Islander stakeholders and community members to gain insight and feedback on cultural aspects for the Shire's Reconciliation Week and NAIDOC Week events.

## *Ngurra Kujungka Inc*

Ngurra Kujungka Inc is the Western Desert's first community driven regional sport and recreation organisation that facilitates tailored programs to improve health, sport, and recreation and employment outcomes for the people of the Western Desert. The Shire of East Pilbara and Ngurra Kujungka have a Memorandum of Understanding which supports Ngurra Kujungka through in-kind support and to help provide holiday programs and activities for the community within the Shire of East Pilbara.

## *Martumili Artists*

Martumili Artists was established by Martu people living in the communities of Newman, Jigalong, Parnngurr, Punmu, Kunawarritji, Irrungadji and Warralong, and it draws on strong influences of aboriginal art history. The artists and their families are the traditional owners of vast stretches of the Great Sandy, Little Sandy and Gibson Deserts as well as the Karlamilyi (Rudall River) National Park.

Martumili Artists are based in the East Pilbara Arts Centre in Newman, with artists working in the 6 other remote communities. Martumili Artists is a service of the Shire of East Pilbara.

## *Cultural Compact*

In 2020, the Shire of East Pilbara became a signatory of the Cultural Compact. The Cultural Compact is in the form of a statement called "This Is Our Dream". The statement is an invitation by Niyaparli People and Martu People to "walk a new pathway" of mutual respect. This demonstrates the Shire's commitment to working together in new ways with Niyaparli People and Martu People to ensure the Niyaparli and Martu community members are effectively contributing to the social and economic growth, wellbeing and prosperity of Newman and surrounding remote communities.







# METHODOLOGY

The Shire of East Pilbara's Reconciliation Action Plan (RAP) was created and formed by the contributions from our staff. The RAP Working Group (RAPWG) is made up of First Nations and non-Indigenous staff from across the organisation who are passionate about reconciliation.

The Shire of East Pilbara RAPWG is championed by the CEO.

Together, the RAP Working Group facilitated consultation sessions with the Shire of East Pilbara staff located in Newman, Marble Bar and Nullagine. These sessions were held over a 1 month period, with over 21 sessions being facilitated and over 90 staff members participating to shape the development of the RAP deliverables.

The consultation sessions were structured around three core questions that fell under each pillar of the Reconciliation Framework. From here, the data was collated and common themes were identified to frame the Reflect RAP's deliverables. The key themes that developed in the data are shown in the following pages and listed as actions.

The actions have assorted deliverables unique to the Shire's core business, which will look to strengthen relationships with Aboriginal and Torres Strait Islander peoples, cultures, and communities through mutual respect and opportunities.



# RECONCILIATION ACTION PLAN FRAMEWORK

The Shire of East Pilbara commits to the following strategies and actions that will work towards strengthening our relationships, respect and opportunities for Aboriginal and Torres Strait Islander staff, stakeholders and community members in the East Pilbara region.



## RELATIONSHIPS

Relationships will improve through providing cultural, educational and informal training, improved communication, and engagement of both internal and external stakeholders, enhanced relationships and understanding within the organisation. Relationships will also be strengthened through cultural events, policy changes, and modified Human Resources and induction practices.





ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander communities, stakeholders and organisation.	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area and sphere of influence</li> </ul>	January 2023	Director Organisation Development
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations</li> </ul>	April 2023	Director Organisation Development
	<ul style="list-style-type: none"> <li>Create partnerships with Aboriginal and Torres Strait Islander stakeholders</li> </ul>	September 2023	Director Organisation Development
	<ul style="list-style-type: none"> <li>Continue to work with Nyiyaparli and Martu communities through our Cultural Compact, including becoming part of the Nyiya Warnima - Wanyjalpa welcome campaign</li> </ul>	September 2023	Director Organisation Development
Build relationships through celebrating National Reconciliation Week (NRW)	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff</li> </ul>	May 2023	Director Organisation Development
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event</li> </ul>	May 2023	Director Organisation Development
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW</li> </ul>	May 2023	Director Organisation Development
Raise internal awareness of the RAP	<ul style="list-style-type: none"> <li>Develop and execute a plan to raise awareness across the organisation about the RAP commitments</li> </ul>	November 2022	Media & Corporate Communications Officer
	<ul style="list-style-type: none"> <li>Publish, disseminate and make easily accessible the Shire of East Pilbara RAP to our staff across different platforms</li> </ul>	November 2022	Media & Corporate Communications Officer
	<ul style="list-style-type: none"> <li>Include information about the RAP in each employee's induction program</li> </ul>	January 2023	Manager People and Culture
Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> <li>Research best practices and policies in areas of race relations and anti-discrimination</li> </ul>	May 2023	Manager People and Culture
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs</li> </ul>	May 2023	Manager People and Culture
Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff</li> </ul>	May 2023	Chief Executive Officer
	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey</li> </ul>	December 2022	Director Organisation Development
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey</li> </ul>	December 2022	Director Organisation Development



# RECONCILIATION ACTION PLAN FRAMEWORK



## RESPECT

Through improved awareness, engagement, understanding, training and the introduction of relevant workplace protocols, along with celebration and learning about Aboriginal and Torres Strait Islander cultures and histories, the Shire will look to enhance cultural awareness, sensitivity and communication to develop higher levels of respect from its team around Reconciliation.

The Shire will look at its leadership practices, resources, roles and opportunities to celebrate Aboriginal and Torres Strait Islander Cultures within the workplace. This will lead to greater organisational awareness in the broader community. Personal respect will be developed and lead to opportunities for the Shire to look at what physical resources it provides to demonstrate a higher level of respect for local culture.



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <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> </ul>	March 2023	Director Organisation Development Manager People and Culture
	<ul style="list-style-type: none"> <li>• Capture data and improve staffs' current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements</li> </ul>	March 2023	Manager People and Culture
	<ul style="list-style-type: none"> <li>• Conduct a review of cultural learning needs within our organisation</li> </ul>	November 2022	Manager People and Culture
	<ul style="list-style-type: none"> <li>• Increase the communication to all staff on Aboriginal and Torres Strait Islander cultures and peoples within the Shire</li> </ul>	November 2022	Director Organisation Development
	<ul style="list-style-type: none"> <li>• Commit to and implement cultural awareness training as an ongoing process that includes a focus on Aboriginal and Torres Strait Islander peoples within the East Pilbara region</li> </ul>	November 2022	Manager People and Culture
	<ul style="list-style-type: none"> <li>• Develop and implement a strategy for respectful communication with Aboriginal and Torres Strait Islander staff, stakeholders and community members March 2023</li> </ul>	May 2023	Director Organisation Development
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols	<ul style="list-style-type: none"> <li>• Increase staff's understanding of the purpose and significance behind cultural protocols, including Welcome to Country and Acknowledgement of Country protocols</li> </ul>	November 2022	Director Organisation Development
	<ul style="list-style-type: none"> <li>• Scope and develop a list of Traditional Owners and Custodians of the lands and waters within our organisations sphere of influence</li> </ul>	November 2022	Director Organisation Development
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week	<ul style="list-style-type: none"> <li>• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week</li> </ul>	July 2023	Media & Corporate Communications Officer Director Organisation Development
	<ul style="list-style-type: none"> <li>• Introduce our staff to NAIDOC Week by promoting external events in our local area</li> </ul>	July 2023	Media & Corporate Communications Officer
	<ul style="list-style-type: none"> <li>• RAP Working Group to participate in an external NAIDOC Week event</li> </ul>	July 2023	Manager People and Culture
	<ul style="list-style-type: none"> <li>• Reassess the Shire's engagement of NAIDOC Week to best assist community delivered events</li> </ul>	July 2023	Manager Activation and Events
Increase recognition and understanding of Aboriginal and Torres Strait Islander cultures within the Shire	<ul style="list-style-type: none"> <li>• Investigate opportunities to increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures through Shire projects, initiatives and daily operations</li> </ul>	May 2023	Director Organisation Development
	<ul style="list-style-type: none"> <li>• Continue to identify opportunities to work with First Nations artists to increase the visibility of Aboriginal and Torres Strait cultural art within the Shire, inclusive of all language groups.</li> </ul>	November 2023	Director Organisation Development



# RECONCILIATION ACTION PLAN FRAMEWORK



## OPPORTUNITIES

There are a number of opportunities for the Shire to grow in regards to its respect of Aboriginal and Torres Strait Islander relationships. This can be achieved through changed employment practices, introducing trainees, relevant training, leadership and mentoring, partnerships with key stakeholders, along with increased educational and community exposure and knowledge. It will require resources, improved communication, appropriate events, programs and activities, along with better understanding of which opportunities to provide. Fostering mutual and two way support both within and external of the organisation, will generate a number of opportunities for the organisation and staff.



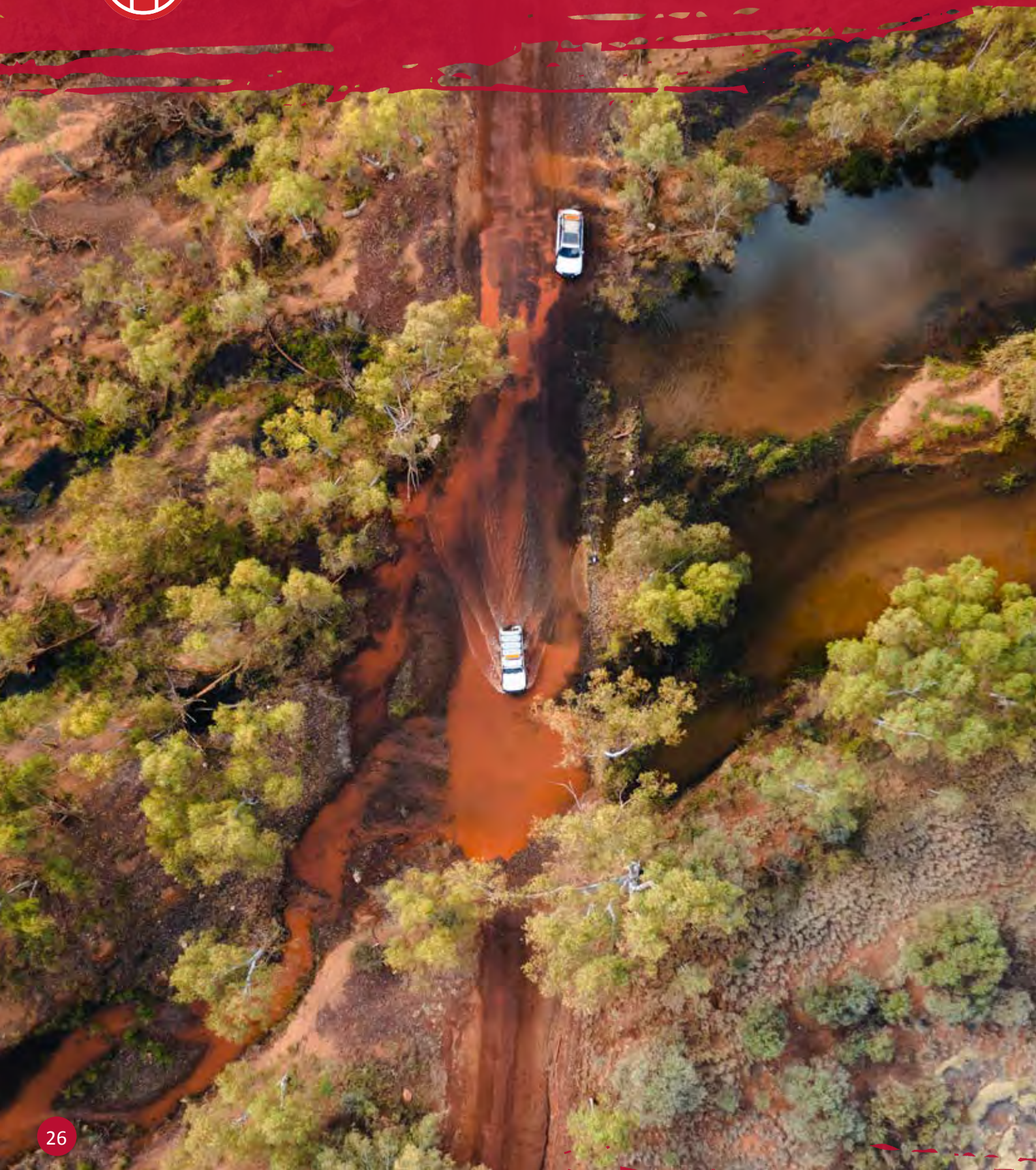
ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	May 2023	Manager People and Culture
	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	June 2023	Manager People and Culture
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	June 2023	Director Corporate Services
	• Investigate Supply Nation membership	June 2023	Director Corporate Services



# RECONCILIATION ACTION PLAN FRAMEWORK




GOVERNANCE





ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Maintain a RWG to govern RAP implementation.	November 2022	Manager People and Culture
	• Draft a Terms of Reference for the RWG.	November 2022	Manager People and Culture
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2022	Director Corporate Services
Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	November 2022	Director Organisation Development
	• Engage senior leaders in the delivery of RAP commitments.	November 2022	Director Organisation Development
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	November 2022	Director Organisation Development
	• Appoint a senior leader to champion our RAP internally.	November 2022	Director Organisation Development
Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Director Organisation Development
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Director Organisation Development
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Director Organisation Development
Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	January 2023	Director Organisation Development





For any enquiries relating to the Shire of East Pilbara's  
Reconciliation Action Plan, please contact:

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