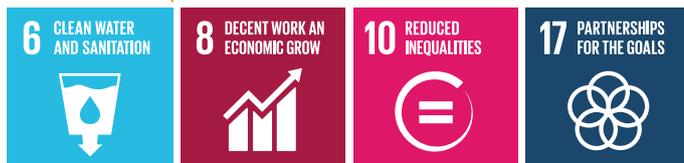




Reconciliation Action Plan – turning good intentions into measurable actions

Water Corporation



The Water Corporation's 2015-18 Reconciliation Action Plan (RAP) is the Corporation's fourth RAP and aims to achieve "Elevate" status with Reconciliation Australia. This status is achieved by organisations considered to be leaders in reconciliation. All target areas contain actions and measurable targets.

Water Corporation formally began its journey to support better outcomes for Aboriginal people in 2006 with an Aboriginal Engagement Story and Plan. In 2008 the Corporation's first Reconciliation Action Plan was developed. The RAP has been refreshed with new priorities developed every three years.

A RAP committee of employees, chaired by the Chief Executive Officer, meets every three months to progress priority programs and actions.

Implementation

The Water Corporation has a range of activities underway as part of the RAP in 2016-17.

Awareness raising activities include Aboriginal Cultural Awareness training and on-line Aboriginal Cultural Awareness Program. External partnerships including with the Clontarf Foundation and Yirra Yaakin Theatre Company support Aboriginal development and raise awareness of Aboriginal culture. There is also continued promotion of Aboriginal cultural events and reconciliation activities to the Corporation's employees throughout the year.

The development of a Native Title Strategy ensures the Water Corporation undertakes its business

with native title stakeholders in a way that not only meets the legal requirements of the Native Title Act 1993, but also the contractual obligations set out in Indigenous Land Use Agreements (ILUAs) and other formal arrangements. One outcome is the 'Two people's Bay' partnership which enables Noongar people to legally carry out certain land-based Aboriginal customary activities within Public Drinking Water Source Areas in the south west of Western Australia.

Water Corporation supports Aboriginal suppliers through a Supplier Diversity Strategy, to encourage and sustain the future growth of Aboriginal supplier engagement in Western Australia. Contracts of almost \$1 million have been awarded to Aboriginal suppliers as head contractors and subcontractors.

Support for Aboriginal employment through an Aboriginal employment retention strategy provides support to both managers and employees. It also supports development of a specifically focussed Aboriginal Leadership program for aspiring leaders, partnership engagement with Clontarf Foundation, South Metropolitan Youth Link and Job Networks.

Visible support from the Chief Executive Officer and key staff on the RAP committee have been critical to the success of the program.

Moving forward, the focus is to continue the significant work with Aboriginal businesses and to increase the Water Corporation's relationships with the Aboriginal community specifically in relation to the protection of native title rights and interests.

Water Corporation is committed to increasing the number of contracts awarded to Aboriginal owned and operated suppliers from Western Australia. By engaging suppliers locally owned and operated by Aboriginal people, the organisation is increasing their customer focus, delivering products more effectively, valuing every dollar and ensuring the future of supplier diversity, and continues to be at the forefront of leadership in the water sector.

Benefit / Outcome

- Increase in Aboriginal workforce to 3.1 per cent of total workforce, previously 2.68 per cent in 2016.
- Creation of ambitious but achievable stretch targets – 2018 workforce target has been revised up from 3.2 per cent to 5 per cent.
- Improved relationships with Aboriginal communities.
- Increase in opportunities for Aboriginal contractors and suppliers.

Further References

For more information please go to Watercorp's website (watercorporation.com.au/about-us/our-commitments/aboriginal-people-and-communities).