



Western Power Innovate Reconciliation Action Plan

2022-23





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Acknowledgement of Country

Ngala kaaditj Noongar moort keyen kaadak nidja boodja.

Western Power acknowledges the Traditional Owners of the lands on which we operate, and recognises their continuing connection to lands, waters, and communities. The language in this document has been used with the permission from local Traditional Owners.

Cultural warning

Aboriginal and Torres Strait Islander Peoples should be aware that this document may contain images or names of people who have since passed away.



Boordakan – About the artist

Noongar Woman Buffie Corunna was born in Albany but has lived most of her life in Perth.

Her art career officially started three years ago when she became a full-time artist. She works across a range of mediums including digital, acrylic, metal, ceramics, and mixed media, and has a range of jewellery.

“We all have a story to tell and art is one of the most creative forms to share our stories,” says Buffie. “I create artworks by taking inspiration from my clients and what I see and feel around me through my spirituality and what connects me to my culture. I especially love using Aboriginal symbols to portray a story and narrative.”



Artist Buffie Corunna with her artwork ‘Boordakan’ at Western Power’s Perth office.

About the artwork

The artwork 'Boordakan' depicts Western Power telling our story through the creative talents of Noongar artist Buffie Corunna. The visual artwork

created in these six elements tells our story about our journey and our relationships with our communities across Western Australia.



Our people

Through the lines, this element symbolises connecting of many different partners, communities, and stakeholders to Western Power and the links of employment, education and working that bring them together.



Future

Spiralling to the future, this element represents Western Power's growth and innovation, with the vision of constantly moving forward, learning, and evolving.



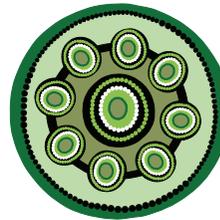
Energy

Representing Western Power's core purpose, this element symbolises the movement, motion, and power of energy.



Location

Representing the Western Power network and the area it spans across in the South West. The circles represent the main regions. The 16 lines represent the 16 different Aboriginal language groups across the South West Interconnected System (SWIS).



Environment

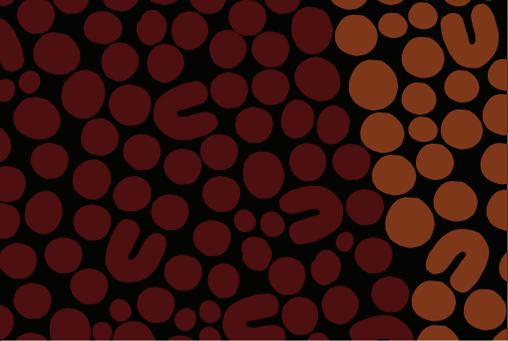
Representing environment and country this element symbolises green renewable resources and highlights the importance of country and preserving its heritage.



Community

Representing Western Power and communities, this element symbolises coming together and sharing stories, information, and knowledge.





Message from our CEO

As we continue our reconciliation journey with this Innovate RAP, I'm so pleased to lead a company that reflects the diverse community we serve.

Western Power operates on Noongar, Amangu and Wangkatha Country, in the towns and stunning landscapes of South West WA. It's important for us to recognise the rich history and culture of Aboriginal and Torres Strait Islander Peoples; to celebrate achievements but also to recognise the past and the challenges faced so far. Acknowledging the past is an important part of moving forward and part of the healing process of reconciliation.

This Innovate RAP provides tangible actions to strengthen relationships with our Aboriginal and Torres Strait Islander employees, suppliers and customers; helping us to bring about meaningful change to our community.

Expanding on the successes achieved in our Reflect RAP, we've set ourselves ambitious targets to build capability and competence within the business as well as supporting local suppliers and our community.

Everyone in the business has a role to play in our reconciliation journey, and this RAP includes actions to ensure we remain culturally aware and respectful in the way we operate.

It's important that we develop our local connections and create a safe and open environment to learn and grow for everyone.

My thanks to the many employees who have led the development of this Innovate RAP and those who continue to be active allies in this space.

Reconciliation is incredibly important to me both personally and as Western Power's CEO, and I'm looking forward to continuing my personal journey alongside the business. We're aiming to embed and embrace reconciliation in everything that we do as we work towards a more inclusive workforce and community.

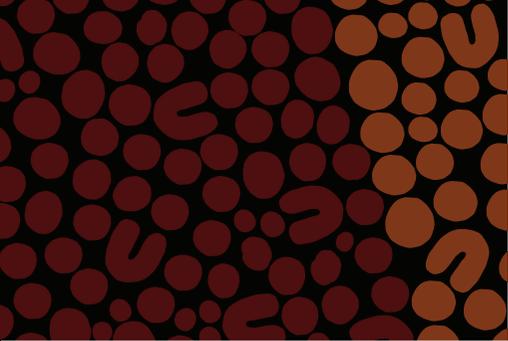
Ed Kalajzic

Chief Executive Officer



Walk with Synergy and Horizon Power – Reconciliation Week 2021.





Message from the Minister for Energy

Reconciliation is an important goal of the State Government, and I am honoured to support Western Power's first Innovate Reconciliation Action Plan (RAP).

The State Government recognises the injustices and inequalities experienced by Aboriginal and Torres Strait Islander peoples and the work that must be done to overcome the impacts of these.

This Innovate RAP demonstrates Western Power's commitment to the pursuit of a more equitable society, and its recognition of the opportunity it has to influence meaningful change.

Western Power plays an integral role in the lives of 2.3 million Western Australians; its network spans from Kalbarri in the North, to Kalgoorlie in the East and Albany in the South, on lands including the Noongar and Yamatji Nations.

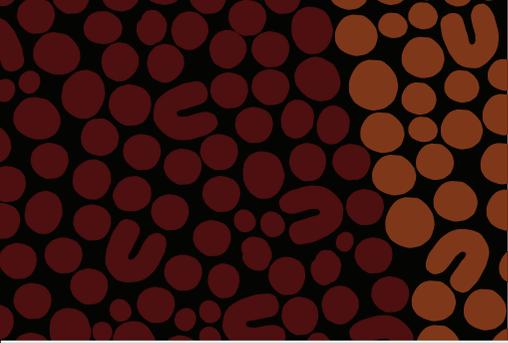
The initiatives captured in this Innovate RAP will further deepen mutual respect and relationships, as well as continue to create and expand opportunities for Aboriginal and Torres Strait Islander peoples.

Western Power will also amplify its impact by demonstrating the importance and value of reconciliation within the communities it serves.

I commend Western Power on this work, and look forward to following this next stage of its reconciliation journey.

Hon Bill Johnston MLA
Minister for Energy





Message from Reconciliation Australia

Reconciliation Australia commends Western Power on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Western Power to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Western Power will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of *relationships*, *respect*, and *opportunities* emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander Peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With over 2.3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Western Power is part of a strong network of more than 1,100 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Western Power's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

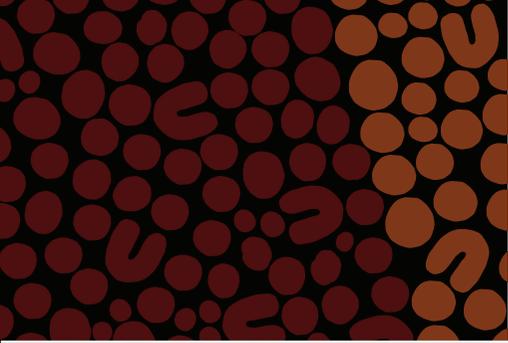
Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Western Power on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia





Message from our RAP Chair

The Western Power Reconciliation Committee is committed to further developing our relationships with Aboriginal and Torres Strait Islander stakeholders in Western Australia.

Our vision is to gain a greater understanding of Aboriginal and Torres Strait Islander Peoples, histories and culture, and to respect their diversity while providing opportunities to participate and lead our initiatives.

Our Reconciliation Action Plan (RAP) was developed through collaborative dialogue with our Aboriginal and Torres Strait Islander employees. As part of our commitment to provide employment opportunities across Western Power, we continue to strive for excellence and be an inclusive, informed and engaged organisation within the communities in which we work.

We acknowledge Aboriginal Peoples as the First Australians and aim to build long term sustainable relationships, based on mutual respect and trust.

We believe we can only truly call ourselves a successful society when Aboriginal and Torres Strait Islander Peoples participate equally in the full range of life's opportunities.

Brad Collard

Aboriginal Engagement Officer



Aboriginal artwork workshop – NAIDOC Week 2021.



Our team participating in the creative workshop.

Our business

Our business

Western Power is a corporation owned by the State Government of Western Australia, responsible for delivering a critical service to the community. We build, maintain and operate the electricity network within the State's south west.

Our vision is to deliver on the changing energy needs of Western Australians, powered by community trust and the passion of our people.

For more than 70 years, we've kept Western Australian communities connected to a range of traditional and renewable energy resources.

Today, we're responsible for powering the modern lives of more than two million customers with safe, reliable and affordable electricity.

The energy industry is rapidly evolving, with new technologies presenting challenges and opportunities that drive our future-focussed planning, investment and innovation. We're changing the way we operate the network, challenging conventional thinking to deliver a more flexible, modular grid that will better meet our customers' needs.

Our vast transmission and distribution network connects Western Australians to a wide range of both traditional and renewable energy sources across the South West Interconnected System (SWIS), which covers an area larger than the United Kingdom.

We're one of the largest island grids in the world due to WA's geography – our powerlines span from Kalbarri in the north to Albany in the south, and out to Kalgoorlie in the east.

Western Power is based in the South West of West Australia on Noongar, Amangu and Wangkatha Country. There are estimated to be 16 different Aboriginal and Torres Strait Islander language groups within our service area.

In a rapidly changing landscape, our customers' energy needs are advancing, and we intend to stay at the forefront of the energy revolution.

Our people

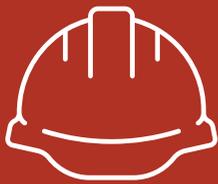
We're proud of our history and our people, and even prouder to be driving the development of Western Australia's energy future.

At the end of the 2020/21 financial year, we employed more than 2,950 employees – smart, driven, talented people whose work seamlessly connects homes, businesses and essential community

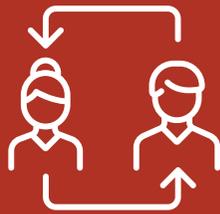
infrastructure to an increasingly renewable energy mix.

36 of these employees' self-identified as Aboriginal and/or Torres Strait Islander Peoples.

Our values



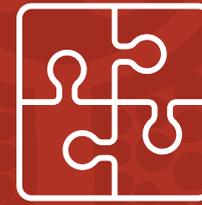
Safety First



Customer Focus



Be Bold



Teamwork

Western Power facts and stats



2+ million customers



103,000km of wires



825,750+ total number of transmission and distribution towers and poles



276,600+ streetlights



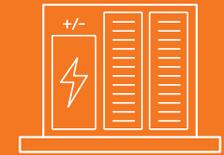
One in three homes have rooftop solar



255,064 sq km covered by the Western Power network



58 Stand-alone Power Systems (SPS) installed



13 community batteries



11 contracts awarded to Aboriginal businesses



73,000+ followers on social media



99% of goods, services and materials procured from Australian businesses (76% operate in Western Australia)



Our vision



Our vision

Western Power is committed to the national reconciliation effort between Aboriginal and Torres Strait Islander Peoples, and non-Indigenous Australians, to create a united country that provides equity for all.

Our vision for reconciliation is to build strong, respectful, and mutually beneficial partnerships with Aboriginal and Torres Strait Islander Peoples, to serve our customers effectively and reflect the community.

We recognise the value of the diverse skills, abilities and culture of our employees, stakeholders and the West Australian community including all Aboriginal and Torres Strait Islander Peoples.

Left: Our team had the opportunity to participate in an Aboriginal artwork session with artist Beverly Egan and produced a range of beautiful, vibrant artworks.

Our partnerships

Our partnerships

We are committed to building significant and long-standing partnerships with Aboriginal and Torres Strait Islander communities and organisations.

We are proud to have forged strong relationships with several Aboriginal and Torres Strait Islander organisations including:

- **Arra Group** – recruitment
- **Bindi Bindi Dreaming** – cultural awareness and catering
- **Codee Cleaning Services** – cleaning at our Geraldton Depot
- **Kambarang Services** – cultural awareness
- **Kulbardi** – stationery suppliers
- **Kooya Consultancy** – cultural awareness
- **Resilience Solutions** – employment, security, Alcohol and Other Drug (AOD) testing, crisis management
- **Undalup Association** – ceremonial services, cultural awareness and catering
- **Wisdom in your Life** – ceremonial and cultural awareness services
- **Clontarf Foundation** – engagement and employment outcomes
- **Waalitj Foundation** – engagement and employment outcomes
- **Christine Coyne** – cultural awareness services
- **Djidi Djidi Aboriginal organisation** – Forget Me Not Elders Ball
- **Kim Bridge and Associates** – cultural awareness
- **Karla Hart Enterprises** – cultural awareness.

Inspiring our Youth

We invest in communities and create employment opportunities for Aboriginal and Torres Strait Islander Peoples throughout our service area, from promoting careers to high school students and educating on electrical safety, to having Sponsorships with major organisations

that allow our employees to have enriching engagement with our Aboriginal and Torres Strait Islander communities. We undertake many projects in our Aboriginal and Torres Strait Islander communities and deliver programs to our employees, stakeholders, and customers.

Clontarf Foundation

In January 2021, Western Power commenced an official partnership with the Clontarf Foundation, a national not-for-profit organisation that exists to improve the education, discipline, self-esteem, life skills and employment prospects of young Aboriginal and Torres Strait Islander men and by doing so, equips them to participate more meaningfully in society.

The Clontarf Foundation operates a full-time, outcomes-based program that focuses on re-engaging young Aboriginal and Torres Strait Islander men with the education system, retains them until they complete Year 12 and then supports them into employment or further training/ study. The Foundation currently has 9,750 young men participating in the program across 149 schools in WA, NT, VIC, NSW, QLD and SA.

The partnership between Clontarf and Western Power will be long term and mutually beneficial for both organisations. The key objective of the partnership is for Western Power employees to engage with the young Aboriginal men who participate in the Clontarf academies located in both regional and metropolitan communities of Western Australia where both organisations co-exist. This encompasses a vast range of activities both social and employment based, and in 2021 has seen Western Power employees involved in major Clontarf events such as employment forums, sporting carnivals, executive immersions experiences and academy visits, as well as hosting worksite visits and providing career guidance.

The end goal of the partnership is to develop clear employment pathways within the Western Power business for Clontarf graduates to transition into post-school. Several Clontarf students and alumni have applied for both school-based and post-school positions in 2021, and we anticipate the number of Clontarf students and alumni employed by Western Power to continue to increase year on year.

Waalitj Foundation

Western Power partnered with Waalitj Foundation in May 2021 to further the work of the Foundation's highly successful Deadly Sista Girlz program. Over 1,000 Aboriginal and Torres Strait Islander girls are engaged in this program in 17 high school sites across Western Australia.

The partnership commenced with a rewarding series of activations which saw five Western Power sites work on a collective canvas to celebrate National Reconciliation Week, facilitated by Indigenous artist Julianne Wade. Employees at Perth office and Jandakot, Belmont, Balcatta and Mt Claremont depots worked together with Waalitj Foundation's Deadly Sista Girlz and also Employment program participants, to create beautiful art pieces which were then presented back to the Western Power locations.

Western Power has enhanced its connection with Waalitj Foundation's Employment Mentors, participated in Fit 4 Work presentations at the Foundation, and created opportunities through pre-apprenticeships. We have recently participated in the Careers Expo held alongside the Deadly Sista Girlz Ken Wyatt Football Cup for students in Years 7-10, and the Deadly Futures Expo for Years 11-12. Members of our team have also begun connecting with Deadly Sista Girlz sites in regional areas, with a recent visit to Geraldton to talk about future career opportunities for the Deadly Sista Girlz at Champion Bay High School.

Djidi Djidi Aboriginal Women's Corporation

Western Power supports the Djidi Djidi Aboriginal Women's Corporation to provide an elders recognition luncheon for Elders 60 years of age and older. The day consists of a Mad Hat theme and has an array of Aboriginal performers to entertain the crowd.

Fair Game

In 2021 Western Power became a new partner of the Fair Game project, which inspires healthy communities through recycled sports equipment. We look forward to continuing our support to this worthwhile program through ongoing donations of recycled sporting equipment.

Community Arts Network Western Australia Mavis Walley Photo Exhibition

Western Power supported the Mavis Walley Photo Exhibition in partnership with the Community Arts Network of Western Australia and the Perth Centre for Photography. Mavis Phillips (née Walley) is one of Australia's earliest known Indigenous photographers.

Through her box Brownie camera Mavis captured the everyday moments of her community in Goomalling, Western Australia from the 1930s.

Her photographs capture joy, spontaneity, pride, and hope from the thriving wheatbelt Aboriginal community. The photographs are extremely rare in that they capture daily life from a Noongar perspective.

Our RAP landscape

Western Power's Innovate RAP is our second Reconciliation Action Plan (RAP). It builds upon the success of our Reflect RAP, which was published in December 2017 following months of planning, preparation and engagement with employees and Aboriginal and Torres Strait Islander communities.

The journey we have taken so far has already enhanced our local understanding and identified opportunities for ongoing engagement with Aboriginal and Torres Strait Islander Peoples, communities, and organisations.

Our key achievements to date have included awarding our first contracts to Aboriginal owned businesses in support of the State Government's Aboriginal Procurement Policy and introducing a new Sustainable Procurement Policy.

The Innovate RAP sets the future direction of how Western Power and all our people can continue to make a positive difference in a practical way. It will enable us to continue strengthening how we drive reconciliation through our business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander communities.

This RAP also highlights that while we have a lot to celebrate, we recognise we can do more.

To develop the Innovate RAP, our RAP Committee reviewed our organisation's progress, and created this action plan to build upon our successes and deepen our commitment to reconciliation, by evolving our activities in the following established priority areas:

- **Relationships**
- **Respect**
- **Opportunities**

In addition to these RAP actions, we have Public Sector Commission employment targets. These help measure our commitment to enhancing full participation in the workplace and the positive outcomes for Aboriginal and Torres Strait Islander communities.



Our RAP Committee

This Reconciliation Action Plan is championed by our Executive Manager of Asset Management and is chaired by our Aboriginal Engagement Officer.

The RAP Committee brings together a diverse group of employees, from various areas of the business, who are passionate about our vision for reconciliation. Working alongside key business areas (HR, Stakeholders and Communications and Commercial), the RAP Committee is responsible for driving and implementing change within the business and to build relationships with local Aboriginal and Torres Strait Islander communities in our service area.

The RAP Committee meets once a month. Our Terms of Reference ensure we have 50% representation of Aboriginal and Torres Strait Islander employees on the committee.

RAP Committee

Our RAP Committee is made up of the following employees:

Job title	Name	Location
RAP chairperson and Aboriginal Engagement Officer	Brad Collard	Perth office
Executive Sponsor	Gair Landsborough	Perth office
Principal Diversity and Inclusion Consultant	Samantha Webster	Perth office
Head of Human Resources	Mark Wilshusen	Perth office
Procurement Excellence Manager	Michael Taylor	Perth office
Head of Operational Maintenance	Brett Hovingh	Jandakot Prinsep Road depot
Lineworker	Matt Smith*	Jandakot Prinsep Road depot
Network Support Officer	Amy Haynes*	Kewdale depot
Electrical Tradesperson	Kyna Mason	Kewdale depot
Lineworker Apprentice	Cecelia Mallah*	Balcatta depot
Administrative Assistant	Kyeisha Strange*	Perth office
Administrative Assistant	Mahlei Strange*	Perth office
Team Coordinator	Braden Ballard*	Kewdale depot
Executive Assistant	Michelle House	Perth office
<i>Communications Specialist</i>	<i>Vacant</i>	<i>Perth office</i>

50% Aboriginal representation

*indicates lived experience



Case study: Recognising National Reconciliation Week

National Reconciliation Week provides a platform for us to recognise our milestones in the reconciliation journey and build our employees' awareness of Aboriginal and Torres Strait Islander culture and history.

In 2019, we created five short videos based on the style of ABC TV's *You can't ask that*. Six of our Aboriginal and Torres Strait Islander employees candidly answered questions about working at Western Power, and shared insights into their personal lives. These videos were shown on our intranet, with over 700 views during the week alone.

Shortened versions were used on our public LinkedIn and Facebook pages. Our LinkedIn post had a 4.4% engagement rate (well above the 2% considered as 'good' industry standard), while our three Facebook posts had an average 4% engagement rate (also well above the 1% 'good' industry standard).

We also celebrated with a Welcome to Country and smoking ceremony at our Perth office.

In 2020, due to COVID-19 restrictions we were unable to hold events during National Reconciliation Week. However, we produced six new videos, where our Aboriginal and Torres Strait Islander employees taught senior leaders a few words in their traditional language. These videos were promoted via our intranet, with over 400 views during the week.

A shortened video was used on our public LinkedIn and Facebook pages, with 3.6% and 5.2% engagement rates respectively.

In 2021 our Aboriginal and Torres Strait Islander Employee Network Group organised several activities, inviting employees to join with our Aboriginal community and partners to recognise the week.

A key highlight was an art engagement activity that saw employees learn traditional painting techniques and collaborate on six new artworks for our Perth office, Jandakot, Kewdale, Balcatta, Mt Claremont and Pinjarra depots.

This activity was led by Stronger Communities, a pre-employment program run by the Waalitj Foundation, who we're proud supporters of. It featured the works of Whadjuk artist Julianne Wade, who designed each canvas to symbolise unity between Aboriginal and non-Aboriginal people. Julianne demonstrated traditional painting techniques for each depot involved before inviting employees to help complete the art pieces.

Other activities during National Reconciliation Week 2021 included joining with Horizon Power and Synergy employees to participate in the WA Walk for Reconciliation (organised by Reconciliation WA), followed by a screening of the documentary *In My Blood It Runs* which was well attended by Western Power employees.

Our key Innovate Reconciliation targets

Reconciliation Pillars

Relationships

Develop an Aboriginal and Torres Strait Islander Engagement Strategy, which sets targets for engagement to be tracked and mapped, and outcomes shared

Respect

Deliver different levels of face-to-face Cultural Awareness training for 80% of employees with a stretch target of 100 per cent

Opportunities

Employment

- Increase from 1.2% per cent to 1.5% percent in two years (additional nine new Aboriginal and/or Torres Strait Islander employees).
- Each division to employ one Aboriginal and/or Torres Strait Islander person over two years into a new or vacant role to support the 1.5% per cent target.

Training

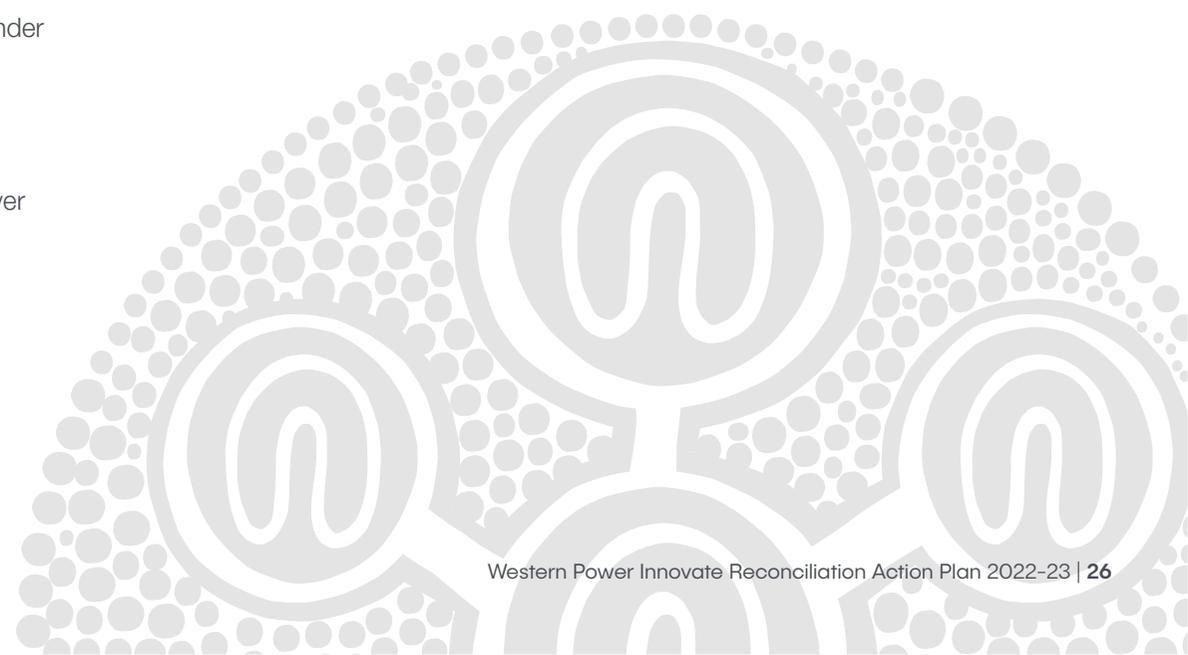
- Employ one Aboriginal and/or Torres Strait Islander graduate over two years.

Procurement

- Under the Aboriginal Procurement Policy – achieve a target of 3.5% of the total volume of contracts valued over \$50k to Aboriginal businesses by July 2023.
- Develop Aboriginal Procurement Procedure to support the Aboriginal Procurement Policy.
- Partnerships – Develop two partnerships with Aboriginal organisations.

Governance

- Reconciliation Committee – Maintain the Reconciliation Committee to include representatives from Executive, managers with implementation accountability, Aboriginal and Torres Strait Islander employees and regionally-based employees.





Relationships

Western Power is committed to forging stronger, respectful relationships with Aboriginal and Torres Strait Islander Peoples throughout Western Australia.

We aim to reach equitable partnerships within these communities through education, cultural events and activities, engagement pathways and sustainable employment outcomes for Aboriginal and Torres Strait Islander Peoples.



Peter Kerr (Executive Manager – Growth), Dallas Phillips, Buffie Corunna and Gair Landsborough (Executive Manager – Asset Management), NAIDOC Week 2021.

Actions	Deliverables	Responsibility	Timeline
1.1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Continue to work in collaboration with local organisations and other stakeholders to respond to current issues that impact on Aboriginal and Torres Strait Islander communities.	Aboriginal Engagement Officer	August 2021 – 2023
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Principal Consultant D&I Aboriginal Engagement Officer	September 2021
	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Aboriginal Engagement Officer Principal Consultant D&I	November 2021
	Establish relationships with Aboriginal and/or Torres Strait Islander employees in depots by conducting RAP meetings on location.	RAP Committee Chair	August 2021 February 2022 August 2022 February 2023
1.2 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	Communications Specialist	27 May – 3 June 2022, 2023
	Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	RAP Committee Executive Sponsor	27 May – 3 June 2022, 2023
	Members of the RAP Committee to participate in an external NRW event.	RAP Committee Chair	27 May – 3 June 2022, 2023
	Organise at least one internal NRW event each year.	Aboriginal Engagement Officer	27 May – 3 June 2022, 2023
	Work with Aboriginal and Torres Strait Islander employees to publish stories and social media content profiling Aboriginal and Torres Strait Islander employees or communities to support NRW.	Communications Specialist Aboriginal Engagement Officer	27 May – 3 June 2022, 2023
	Circulate Reconciliation Australia's resources and materials to staff on Aboriginal and Torres Strait Islander cultures and traditions.	Communications Specialist	27 May – 3 June 2022, 2023
	Register all our NRW events on Reconciliation Australia's NRW website.	Communications Specialist	May 2022, 2023

Actions	Deliverables	Responsibility	Timeline
1.3 Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation publicly by maintaining a RAP page on our website, including content in our annual report, external social media channels, and other channels as appropriate.	Communications Specialist Aboriginal Engagement Officer	December 2021
	Research opportunities for the Executive and Board to be involved in cultural activities and events.	Principal Consultant D&I Aboriginal Engagement Officer	December 2021
	Encourage sector and partner organisations to develop a RAP.	Senior Commercial Business Partner	November 2021
	Implement strategies to engage our employees in reconciliation.	Aboriginal Engagement Officer	May 2022
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Senior Commercial Business Partner	May 2022
	Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation.	Aboriginal Engagement Officer	May 2022
1.4 Promote positive race relations through anti-discrimination strategies	Develop, implement, and communicate an anti-discrimination policy for our organisation.	Principal Consultant D&I	November 2021
	Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Principal Consultant D&I Aboriginal Engagement Officer	November 2021
	Educate senior leaders on the effects of racism.	Principal Consultant D&I Aboriginal Engagement Officer	June 2022
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Head of Function – HR Principal Consultant D&I Aboriginal Engagement Officer	December 2022



Case study: Celebrating NAIDOC week

At Western Power, we believe that NAIDOC week is a fantastic time to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander Peoples.

In 2019 we held eleven successful events at our depots that incorporated music, dance, art and storytelling: providing employees with a holistic experience of Aboriginal and Torres Strait Islander cultures.

These traditional and cultural events included:

- Welcome to Country and smoking ceremonies by local Elders: Mr Shaun Nannup (Perth), Mr Aiden Eades (Albany), Mr Mick Hayden (Merredin) and Mr Zac Webb and Mr Wayne Webb (Vasse, Bridgetown and Picton)
- A contemporary bush tucker lunch and awareness session provided by Bindi Bindi Dreaming
- A lesson in traditional dance by the young dancers from Wadumbah Indigenous Dance Troupe
- A class in the fundamentals of Indigenous art by respected Yamatji artist Bev Egan
- Cultural awareness training provided by Bindi Bindi Dreaming on Country.

These events were attended by over 450 employees. The week, and the 2019 theme of “Voice: Treaty: Truth” was promoted internally via our intranet, TV screens, screensavers, Yammer and a podcast.

We proudly participated in the Town of Bassendean’s NAIDOC Family Day which was attended by over 3,000 people. Our employees volunteered their time and expertise to run two stalls: a community stall with activities for kids to learn about electricity and how to stay safe around our assets, while at the Deadly Jobs Expo our employees spoke to people interested in working with us.

Due to COVID-19 restrictions and the change in dates for NAIDOC 2020, we were unable to host internal events, instead encouraging employees to participate in local government events. We ran a series of awareness TV screens and introduced our new Aboriginal Engagement Officer, Brad Collard, to the business with both internal and external communications.

“NAIDOC week is a great opportunity for all of our community to come together to recognise and celebrate the history, culture and achievements of all Aboriginal and Torres Strait Islander Peoples,” said Brad.

“The theme for 2020 – Always was Always will be – recognises the unwavering connection that Aboriginal and Torres Strait Islander Peoples have to their Country. As an Aboriginal person, that connection and relationship to Country is so important as it shapes our understanding of culture, language and connection to Country and people.”



Respect

Western Power respects Aboriginal and Torres Strait Islander Peoples, cultures, lands and histories as it's important when engaging, communicating, and participating in decisions that impact on Country.

We strive to promote and actively encourage a culturally aware and competent workplace that respects cultural protocols and practices.

Actions	Deliverables	Responsibility	Timeline
2.1 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation.	L&D Consultant	December 2021
	Develop, implement and communicate a cultural learning strategy for our employees.	Principal Consultant D&I L&D Consultant Aboriginal Engagement Officer	December 2021
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors on the development and implementation of a cultural learning strategy.	Aboriginal Engagement Officer Principal Consultant D&I	July 2022
	Develop awareness of Aboriginal and Torres Strait Islander cultures, histories, and achievements within our organisation by including at least one story on The Grid (intranet) quarterly.	Aboriginal Engagement Officer	July 2022
	Provide opportunities for RAP Committee members, HR managers and other key leadership employees to participate in formal and structured cultural learning.	Aboriginal Engagement Officer Principal Consultant D&I	December 2022

Actions	Deliverables	Responsibility	Timeline
2.2 Demonstrate respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols.	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Aboriginal Engagement Officer Principal D&I Consultant	September 2021
	Increase employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	RAP Committee Exec Sponsor Aboriginal Engagement Officer	December 2021
	Develop, implement, and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Aboriginal Engagement Officer Digital Communications Specialist	December 2022
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Aboriginal Engagement Officer	December 2022
2.3 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Review HR policies and procedures to remove barriers to employees participating in NAIDOC Week.	Head of Function – HR Aboriginal Engagement Officer Principal D&I Consultant	February 2022
	RAP Committee to participate in an external NAIDOC Week event.	RAP Committee Chair RAP Committee Exec Sponsor	July 2022, 2023
	Promote and encourage participation in external NAIDOC events to all employees.	RAP Committee Exec Sponsor	July 2022, 2023
	Provide opportunities for all Aboriginal and Torres Strait Islander employees to participate with their cultures and communities during NAIDOC Week.	Aboriginal Engagement Officer	July 2022, 2023
2.4 Create a culturally welcoming office space	Ensure an Acknowledgement of Country is on display at the reception desks at each major office or depot throughout the business.	Aboriginal Engagement Officer	December 2021
	Ensure that the Aboriginal and Torres Strait Islander flags are displayed in the foyer of Perth Office.	RAP Committee Exec Sponsor	July 2022, 2023



Opportunities

Western Power is committed to creating social and economic opportunities in our community with Aboriginal and Torres Strait Islander Peoples.

Our aim is to empower everyone to achieve their ambitions through valuable education and unbiased employment opportunities.

Actions	Deliverables	Responsibility	Timeline
3.1 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.	Head of Function – HR	November 2021
	Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention and professional development strategy.	Head of Function – HR Principal D&I Consultant	December 2021
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Recruitment Specialist Principal D&I Consultant Aboriginal Engagement Officer	December 2021
	Review HR recruitment procedures and policies so that they provide no barriers to Aboriginal and Torres Strait Islander employees and future applicants participating in our workplace.	Area of Expertise Manager – HR Principal D&I Consultant	June 2022
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention, and professional development strategy.	Area of Expertise Manager – HR Aboriginal Engagement Officer	June 2022

Actions	Deliverables	Responsibility	Timeline
	Include an Aboriginal and Torres Strait Islander representative on all recruitment selection panels where there is an Aboriginal and Torres Strait Islander candidate.	Head of Function – HR Aboriginal Engagement Officer	May 2022
	Increase the percentage of Aboriginal and Torres Strait Islander employees in our workforce.	Head of Function – HR	June 2022
	Establish an employee network group focused on improving the recruitment and retention of Aboriginal and Torres Strait Islander Peoples.	Principal D&I Consultant Aboriginal Engagement Officer	July 2022
3.2 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Head of Commercial	December 2021
	Investigate Supply Nation.	Head of Commercial	December 2021
	Review and update procurement policies and procedures to ensure there are no barriers for procuring goods and services from Aboriginal and Torres Strait Islander owned businesses.	Senior Commercial Business Partner	December 2021
	Develop commercial relationships with Aboriginal and Torres Strait Islander businesses.	Senior Commercial Business Partner	December 2021
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander business to employees.	Senior Commercial Business Partner	December 2021

Case study: Working with Traditional Custodians as part of our depot modernisation program

In 2017 we started our depot modernisation program, looking to ensure depots are fit for purpose, efficient and safe. Any new facilities are built to meet the growing energy needs of our customers while improving operational efficiencies.

As part of the built process, we've worked with the Traditional Custodians in the respective area on names and featured artwork.

Mulgarup/Balbaringup

In 2018 we opened our new Vasse Depot, located on Wadandi Country, the first purpose-built depot in nearly 30 years.

The Wadandi Peoples (Saltwater Peoples) are the Traditional Custodians of the South West of WA, and we were honoured to work with the Undalup Association to give our depot a local name in language – the first of our depots to have one.

The location of our depot was originally an Aboriginal camp and healing site, built circa 1887, called the Mulgarup Mission. The mission had its beginnings through a desire of peace and has been acknowledged as a place of importance and significance to the Aboriginal Peoples of Bindjareb Boodja.

On naming the depot, Undalup Elders Zac Webb and Wayne Webb said "The Custodians feel that Mulgarup / Balbarignup (Thunder / Lightning) would be the best name for your building with the connection to the Mulgarnup Mission.

"The mission was a place for the Aboriginal women to come to give birth, which provided life and healing for the people. The connection to the thunder and lightning, brings healing of the country, brings rain to country, bringing life."

The depot was formally opened on 7 December 2012 with a Welcome to Country and smoking ceremony.

Mulga

Pinjarra is the location of our second new purpose-built depot, becoming fully operational in November 2020. Gracing the front of this new building is a stunning mural visible to anyone passing or entering the depot.

Based on an original painting titled Mulga (lightning) by local artists and Bindjareb Elders Gloria Kearing and Karrie-Anne Kearing-Salmon, it's an eye-catching piece representing the Pinjarra region.

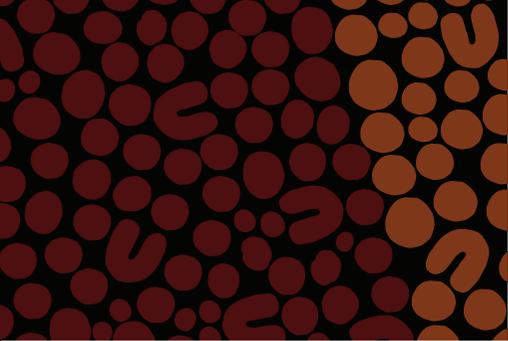
Mulga means lightning in the Noongar/Nyungar language. "The Bindjareb Peoples have a strong connection to nature and boodja [land]," Gloria said.

The artwork celebrates the Yakkan/Yakkinn/Ya-gyne (turtle) and kooyar/kwiyar (frogs). Frogs are pivotal to Bindjareb stories as their song calls the rain which refreshes the land as well as summoning thunder and lightning, a source of power.

The dots in the painting show walking trails and the hills represent the eastern border of Bindjareb country. The bilya (river) is a focal point as it sustains life.

Once the artwork was completed, our Pinjarra depot builders (Perkins) digitalised, enlarged and installed the artwork on the depot's exterior. The magnificent artwork is now able to be enjoyed by the local community and our Pinjarra team.





Case study: Developing employees of the future

It's an exciting time to be in the electricity industry. We offer a range of different entry level programs including apprenticeships, traineeships and our graduate employment program. We're champions of gender and cultural equality, and our diverse employees reflect the community we serve.

We actively recruit for Aboriginal and Torres Strait Islander Peoples to join our business. Apprenticeships are advertised on our website, Seek, jobs and skills centres, on social media, through various high schools as well as Aboriginal and Torres Strait Islander organisations and our partners.

Our Aboriginal and Torres Strait Islander employees volunteer their time to visit job fairs and schools, to share their stories and opportunities to help young people to forge their own career pathways.

Dillon Richards is one of six school-based trainees located at Northam, Picton and Kewdale, part of our program looking at building a pipeline of new recruits.

The 18 month paid traineeship sees Dillon attending Northam depot one day a week and learning on the job from our fleet team. He'll complete his Certificate II Automotive Servicing Technology this way, with a TAFE assessor visiting periodically to assess his competency in the required units. "I saw the opportunity, and it sparked my interest," he said. "I knew that it would help me reach my goals in the future."

In July 2021 we welcomed nine students taking part in an exciting pilot program helping local Aboriginal and Torres Strait Islander youth on their apprenticeship and trade qualification journey.

The students were awarded Western Power scholarships to complete a nationally recognised Certificate II in Electrotechnology (Career Start) at North Metropolitan TAFE. This in-demand course is part of the pathway to becoming an Electrical Apprentice.

We also offer a dedicated Aboriginal and Torres Strait Islander Scholarship through Edith Cowan University for up to four years. Students must be undertaking either an undergraduate degree or a postgraduate degree in all courses. One of our scholarship recipients, Jessica Woods, is currently completing her Bachelor of Law degree. "My experience of Western Power is that they do really support Indigenous students in their career paths," she said. "I think this scholarship can be the difference between succeeding and not."



Governance

By diligently tracking and monitoring our progress, we can ensure we are accurately addressing the needs of Aboriginal and Torres Strait Islander communities and delivering on our RAP.

The relationships, respect and opportunities we have created, will be reported both internally and externally.

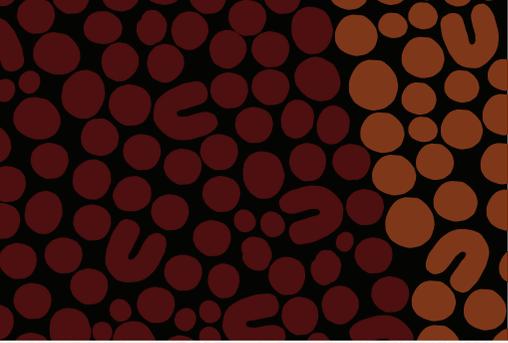


The Pinjarra depot opening day, from left to right: Ed Kalajzic (Western Power CEO), Robyn Clarke MLA (Member for Murray-Wellington), Karrie-Anne Kearing-Salmon (artist), Gloria Kearing (Bindjareb Elder and artist), Anthony Kearing-Salmon (with the Yidaki – Didjeridoo), Hon Bill Johnston MLA (Minister for Energy) and Tamara Brooker (Western Power Executive Manager – Business and Customer Service).

The artwork created for the Pinjarra depot ‘Mulga’ by Karrie-Anne and Gloria represents the Pinjarra region.



Actions	Deliverables	Responsibility	Timeline
4.1 Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP	Meet at least four times a year to drive and monitor implementation.	RAP Working Group Chair	Feb, Apr, Jun, Aug, Dec 2021/2022/2023
	Establish and apply a Terms of Reference for the RWG.	Principal D&I Consultant	April 2022
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	RAP Working Group Chair	June 2023
4.2 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Principal D&I Consultant RAP Working Group Chair	August 2021 – 2023
	Engage our senior leaders and other employees in the delivery of RAP commitments.	RAP Committee Exec Sponsor	September 2021
	Appoint and maintain an internal RAP Champion from Executive Team.	CEO	July 2022
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Aboriginal Engagement Officer Principal D&I Consultant	November 2022
4.3 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.	Principal D&I Consultant Aboriginal Engagement Officer	September 2021, 2022
	Report RAP progress to all employees and senior leaders quarterly.	RAP Committee Exec Sponsor	Sept, Dec 2021 Mar/Jun/Sept/ Dec 2022, Mar/Jun 2023
	Publicly report our RAP achievements, challenges and learnings, annually.	CEO Communications Specialist	October 2021/2022
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Aboriginal Engagement Officer	May 2022
4.4 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Aboriginal Engagement Officer Principal D&I Consultant	April 2023



Case study: Cultural awareness training

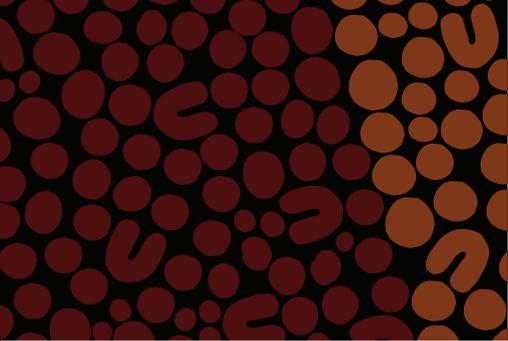
As an essential service provider of electricity in the South West of Western Australia, we are an integral part of West Australian communities across Noongar, Amangu and Wangkatha Country and understand the importance of Aboriginal and Torres Strait Islander Peoples connection to Land, Waters and Communities.

Our People Plan 2018-2022 in conjunction with our 2021 Diversity and Inclusion plan, recognises the importance of our employees' attendance at various forms of Cultural Awareness and Competence Training. In March 2021, Western Power selected a panel of six Aboriginal owned Cultural Awareness providers from a comprehensive expression of interest initiative.

From those expressions, the six suppliers selected provide breadth and depth of content as well as regional reach for our many dispersed depots.

We have subsequently set an aspirational participation target of 80% for employees to attend various blended learning initiatives, driving cultural awareness and competence through face to face, virtual, immersive, and on-country experiences over the next two years.

Our aim is to equip our employees with cultural competence that encourages active and respectful engagement with local communities by extending a deeper understanding of Aboriginal and Torres Strait Islander Peoples, culture, knowledge and rights. Through competence, we will encourage our workplaces to be culturally safe, developing meaningful relationships with our Aboriginal and Torres Strait Islander employees and communities.



Case study: A new approach to understanding Aboriginal heritage

Over the last few years, we've strengthened our understanding and relationships with the local Aboriginal and Torres Strait Islander Peoples, and any possible impact our work might have.

With works occurring right across the South West Interconnected System (SWIS), we needed a way to actively and appropriately manage any Indigenous heritage issues that might arise.

Following extensive consultation with the Department of Premier and Cabinet, Department of Planning, Lands and Heritage and the South West Aboriginal Land and Sea Council, we signed our very first Noongar Alternative Heritage Agreements (NAHAs) in 2020.

The NAHAs provide a clear and consistent approach to meeting our legal obligations relating to Aboriginal heritage

identification, assessment and management. In practice, the NAHAs help provide guidelines to minimise the impact of necessary works.

A customer funded project in Red Hill recently put this in practice. The project involved installing a tower to support transmission lines. In the planning phase it was identified that access to site had potential cultural impacts, particularly with the presence of the *Nuytsia floribunda* (Christmas tree), pictured left, which holds cultural significance to Aboriginal Peoples.

Using a considered approach, access roads to the site were redesigned to avoid contact with the area and prevent any damage to this area of cultural significance.

The background of the slide is a solid orange color. It features a complex, repeating pattern of wavy, concentric lines and dotted borders, reminiscent of traditional Indigenous Australian art. The patterns are arranged in a way that creates a sense of movement and depth across the entire page.

At Western Power, we deliver on the changing energy needs of Western Australians, powered by community trust and the passion of our people.





For more information on Western Power's Innovate RAP please contact:

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