



Western Power

REFLECT Reconciliation Action Plan

December 2017 – December 2018





Western Power is excited about the development of our very first Aboriginal and Torres Strait Islander Reconciliation Action Plan (RAP).

This Reflect RAP is an important document that supports our organisation's commitment to Aboriginal and Torres Strait Islander peoples. Our RAP aims to develop and strengthen relationships with Aboriginal and Torres Strait Islander peoples, stakeholders and communities in the regions we operate. Diverse organisations have demonstrated that they deliver better business results. At Western Power, our long-term goal is to have a workforce that reflects the diversity of community that we serve, and we recognise that many diverse cultures create the tapestry of our WA community. We have a long history of Aboriginal and Torres Strait Islander employment in our regional areas and this connection to our community has built a level of understanding about our relationship with the land on which we operate.

Our vision and values support an inclusive culture through teamwork, inviting the opinions of others and working together for our customers' best interest. Our safety first value ensures that we respect and take care of each other, our community and the environment.

In developing our RAP, we demonstrate our commitment towards creating a more inclusive and culturally aware organisation for Aboriginal and Torres Strait Islander employees and customers. We're committed to achieving the actions and targets outlined in this Reflect RAP over the next 12 months, focusing on relationship building and improving cultural and historical awareness. This will ensure we are well-positioned to implement effective and mutually beneficial initiatives as part of our commitment to reconciliation.

The RAP offers people a path to greater understanding and awareness of the heritage and history of this land's first people and to develop respectful and culturally aware practices.

**Mr Guy Chalkley,
Chief Executive Officer**

March 2018

Our business

Western Power is a Western Australian State Government owned corporation. Our core business is connecting people with electricity in a way that is safe, reliable and efficient.

Our vast transmission and distribution network connects Western Australians to a wide range of both traditional and renewable energy sources to power a vibrant modern lifestyle. Although we have been delivering energy safely, reliably and efficiently for more than 70 years, our focus is always firmly on the future.

In a rapidly changing landscape, our customers' energy needs are evolving, and we intend to keep them connected every step of the way. Whether its residents connecting their dream home, developers building a shopping complex or a stadium hosting a world class sporting event, we are there to deliver.

Western Power is based in the South-West of Western Australia, on Noongar and Yamatji country. Our network spans from Kalbarri in the North, to Kalgoorlie in the East and Albany in the South. We currently operate out of thirty (30) depots located throughout the South-West.

Our people

We are proud of our history and our people, and even prouder to be at the heart of Western Australia's energy future.

At the end of the financial year 2016-17, we employed 2,760 employees and embedded contractors. 31 of these employees identified as Aboriginal and Torres Strait Islander People. Western Power does not have or utilise volunteers.



Safety First



Customer Focus



Be Bold



Teamwork



Our RAP

We have developed this Reflect RAP because we believe that building strong, respectful partnerships with our Aboriginal and Torres Strait Islander peoples and communities is fundamental to achieving our goals for reconciliation, serving our customers effectively and reflecting the community we live in.

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 members.

This Reflect RAP will allow Western Power time to build relationships externally and internally with Aboriginal and Torres Strait Islander communities and organisations. It will help us to inform and guide future RAP commitments. The commitments in this RAP will help us engage with our Aboriginal and Torres Strait Islander employees, customers and community to ensure our core relationships are developed with respect and cultural awareness.

The RAP Committee is made up of employees and community members who have been responsible for developing this Reflect RAP. Our RAP Committee has a strong representation of Aboriginal and Torres Strait Islander employees

and our focus is to ensure this over-representation is maintained as we develop our future RAP commitments. We have actively recruited a diverse group of people to the RAP Committee that reflects the diversity of community that we serve.

Our RAP is championed by the Western Power Board, Executive Managers and our Senior Leadership Teams. The Human Resources Function provides practical support through the Diversity team.



Our RAP Committee

Our committee developed from our Aboriginal and Torres Strait Islander Reference Group Initiative; first formed in February 2017 in preparation for the Reflect RAP development. The Reference Group provided a chance for Aboriginal and Torres Strait Islander employees to come together and learn more about each other, our cultures and our commonalities as employees at Western Power. This group provided the business with a solid starting point for discussions about our RAP commitment and the benefits Reconciliation Actions could bring to our organisation and our communities.

To engage non-Aboriginal employees in the RAP development, we created the Deadly RAP Yammer Group and asked employees to join if they had a passion to be actively involved in the Reflect RAP preparation. We had a very positive response from a diverse range of individuals and these employees have nominated to be part of the Committee.

We engaged external community Elders and a representation of our Aboriginal and Torres Strait Islander customer-base through invitations to our National Reconciliation Action Week Welcome to Country and Smoking Ceremony. Western Power has several highly respected senior Aboriginal past employees with whom we have maintained contact, and these people were invited to the ceremony. We also invited our first Aboriginal and Torres Strait Islander Scholarship recipient to attend. Our scholarship recipient, Ms Leanne Okely, and one of our most senior past employees, Mr Graham Farmer, were then invited to nominate as RAP Committee members.

August 2017: Our RAP Committee Terms of Reference and RAP Guidelines process was developed.

September 2017: Nominations for the RAP Committee were received and voting took place via electronic ballot.

2 October 2017: Formation of the Western Power Inaugural Reconciliation Action Plan Committee

Aboriginal and Torres Strait Islander Chairperson

Yvonne Daddow

Secretary

Madalyn Oo

Community Aboriginal Elder

Graham Farmer

Employee Committee Members

Amy Haynes

Paul O'Neil

Beth Hodder

Patti Perrett

John Lawson

Mahlei Strange

Judith Marquis

Inclusion Specialist

Vanessa Pack

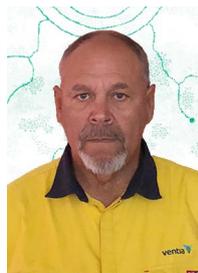
Communications Specialist

Anna Locke

Executive Sponsors

Fiona Bishop

Dave Fyfe





Our partnerships and current activities

1. Community partnerships

Sponsorship

Wunan's Kimberley Education Excellence Program (KEEP)

Western Power, Synergy and Horizon Energy share the provision of energy to three residences that form the Wunan Foundation's Kimberley Education Excellence Program (KEEP) in Western Australia. The sponsorship agreement has not only supplied the gas and electricity for the Perth houses, but has also allowed all three organisations to work with the Wunan KEEP House parents to provide energy efficiency advice and education programs to the students. The current agreement is in its first year, with another two years of sponsorship agreed upon.

Wunan is an Aboriginal development organisation based in the East Kimberley. It has a clear purpose and strategy to drive long-term socio-economic change for Aboriginal people by providing real opportunities, investing in people's abilities, and encouraging and rewarding aspiration and self-responsibility. Wunan's Kimberley Education Excellence Program (KEEP) aims to change lives through the power of education. KEEP is a scholarship program for Aboriginal and Torres Strait Islander secondary students from the East Kimberley which provides access to a high-quality private education and a range of extracurricular opportunities. The Wunan scholarship model involves a small group of students living in a home-like setting with Aboriginal Houseparents during the school year, and returning to Country during breaks and to meet a variety of Cultural Obligations.

Kulbardi Entrepreneurship Program (KEP)

Western Power partnered with Rio Tinto, WA Small Business Development Corporation, Toyota Fleet Management and The Brand Agency to provide sponsorship for the Inaugural Kulbardi Entrepreneurship Program (KEP) in 2017. The KEP model is a practical, empowering 10 day program for Aboriginal men and women to learn about enterprise creation and enterprise pathways. The KEP model is funded by the Kulbardi Fund; the community-giving arm of Kulbardi, an Aboriginal and Torres Strait Islander owned business.

The Kulbardi Fund was set up to design, fund and leverage community programs that have long-term outcomes. As part of the program, the participants learned how to pitch their idea to a panel of judges. The judging panel selected Bunbury resident Naydeene Edwards to receive a seed funding package that included a cash prize from Toyota Fleet Management, as well as branding and financial management pro bono support from The Brand Agency and Western Power.

Naydeen's business idea "Are You House Ready?" offers workshops and a consultancy service to take people from homelessness to home ownership. Western Power has continued to build relationships with all of the finalists and Naydeene was supported within the business over an eight-week period where her business idea was enhanced with the assistance of a team of Western Power subject matter experts.

2. Service delivery

Kooya Consulting

Western Power engaged Kooya Consulting to provide cultural awareness training and RAP development training to our Executive and Senior Leadership Teams in June 2017.



3. Internal initiatives

Aboriginal and Torres Strait Islander entry-level employment initiatives

Apprenticeships: We actively recruited for Aboriginal and Torres Strait Islander Line worker apprentices in Dec 2016. 24 applications resulted in the employment of three full-time first year apprentices.

Traineeships: Our Customer Service Function developed and delivered on an inaugural Aboriginal and Torres Strait Islander Business Traineeship Program in January 2017. The program resulted in the appointment of two full-time employees. The Business Traineeship offers in-house, tailored delivery of Certificate 111 in Business Administration with a plan to move into a Cert IV in 2018.

The traineeship has a sustainable program plan with opportunities for short-term secondments across the entire business and potential leadership skills training as a long-term outcome.

Public Sector Commission (PSC) traineeships: Two PSC trainees completed 12 month programs with us in 2017. One trainee returned to country to have a child and the other trainee has been retained on a maximum-term contract in our Customer Service Function.

Aboriginal and Torres Strait Islander talent pipeline and recruitment initiatives

1. January 2017: Aboriginal and Torres Strait Islander Undergraduate Scholarship Program (Edith Cowan University) was awarded for the first time in 2017.
2. May 2017: We partnered with the Aboriginal Workforce and Development Centre (AWDC) for the first time to actively target Aboriginal and Torres Strait Islander talent through their Jobs Board. We also engaged AWDC to provide a recruitment information workshop for our recruitment teams and key stakeholders to better understand best practise recruitment processes.
3. NAIDOC Week: The AWDC invited us to hold a stall at the NAIDOC Week Deadly Jobs Expo which exposed our organisation and recruitment opportunities to over 10,000 people.
4. May 2017: All Human Resources employees attended a recruiting and retaining Aboriginal and Torres Strait Islander people internal workshop.
5. Feb – Sept 2017: 116 supervisors, managers and team leaders in Asset Operations and Customer Service attended internal cultural leadership and cultural obligations in the workplace workshops.
6. May 2017: The Diversity and Inclusion team developed an organisation-specific recruitment and interview guide to assist the organisation with a guide to culturally appropriate recruitment activities.
7. July 2017: We engaged senior Aboriginal and Torres Strait Islander past and present employees to assist with workplace mentoring and cultural support initiatives.



4. Internal activities

International Women's Day 2017

Special Guest Speaker - Senior Noongar Aboriginal Elder, Irene Station.

National Reconciliation Week Celebrations

1. Mogumber Moore River Settlement – Restoration and preservation of history.
2. Smoking Ceremony and Welcome to Country conducted by Wadjuck Elder, Mr Walter McGuire.
3. Purchased and publicly displayed the Aboriginal, Torres Strait Islander and Australian flags at Western Power as a permanent fixture.
4. Encouraged the use of Acknowledgement to Country throughout the organisation through an informal introduction process along with the development of an information guide.



NAIDOC Week Celebrations

1. Digeridoo history and music sessions conducted by Noongar Man Philip Nannup.
2. Shared bush tucker family recipes to the business through our employee magazine.
3. Hosted ten of our most senior and most junior Aboriginal and Torres Strait Islander employees at the NAIDOC Ball, along with community stakeholders and Executive leaders.
4. Engaged the Communications and Community Engagement Teams in an internal Building Community Relationships Workshop.

Building internal relationships

August 2017: Created an internal social media meeting place (Ngala Maya) Yammer group for Aboriginal and Torres Strait Islander employees to come together through social media, to build relationships across logistical boundaries.

Western Power Women in Leadership Program

September 2017: Inspirational guest speaker – Ms Rishelle Hume, Corporate Leader and respected Noongar woman.

Over the next 12 months, our organisation commits to:



Relationships

Action	Responsibility	Timeline	Deliverables
1.1 Establish a RAP Committee	Diversity Specialist, Areas of Expertise Human Resources	Dec 2017	Form a committee to support the development of our RAP, ensuring a strong representation of Aboriginal and Torres Strait Islander employees, external Aboriginal and Torres Strait Islander community stakeholders, employees with diverse heritage, and all other Western Power employees.
	Area of Expertise Manager Human Resources. Head of Function Human Resources	Oct 2017	Ensure the Committee has the support and input from Executive-Level sponsors.
1.2 Celebrate and participate in National Reconciliation Week 27 May–3 June	RAP Chairperson	27 May–3 June 2018	Organise an internal Head Office event that provides a platform for our Western Power Elders to engage our business in understanding and appreciating the importance of recognising and celebrating National Reconciliation Week.
	RAP Committee Events Planning team		
	Communications Specialist, Media & Strategic Communications Team	2 Apr 2018	Encourage all metro and regional depots to host a National Reconciliation Week event.
		16 Apr 2018	Register Western Power's National Reconciliation Week events via Reconciliation Australia website.
		16 Apr 2018	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees via our intranet.
		27 May–2 June	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees via the Western Power internal intranet site "The Grid"
			Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.
1.3 Develop external relationships with Aboriginal and Torres Strait Islander peoples, communities, organisations and stakeholders	Community Engagement Manager, Community Engagement Team	Mar 2018	Encourage our regional depots to actively engage with Aboriginal and Torres Strait Islander people within their communities so we can work together to protect and encourage culture activities and culture observations.
	Community Education Specialist, Brand & Customer Communications		Establish connections and networks with Aboriginal and Torres Strait Islander Land and Sea Councils in the regions we operate, to form relationships that can foster a better understanding of local Aboriginal and Torres Strait Islander histories and cultures.
	RAP Chairperson		Use our Current community education and industry safety sessions to share knowledge about innovative energy solutions and working safety around electricity.
	RAP Committee Events Planning team	Mar 2018	Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.
		Aug 2018	Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.
1.4 Raise internal awareness of the Western Power RAP	Area of Expertise Manager Human Resources	Dec 2017	Form and promote a Deadly RAP Yammer Group as a communication hub for Project updates during the early planning and development phase. Use this group as an online meeting place for our remotely-located Aboriginal and Torres Strait Islander employees so they can be part of the development and implementation of the RAP.
	Head of Function Human Resources		
	Communications Specialist, Media & Strategic Communications Team	Dec 2017	Develop and implement a communications plan to raise awareness across the organisation about Western Power's RAP commitment, particularly with key internal stakeholders.
	RAP Committee Events Planning team	May 2018	Use our internal intranet "The Grid" to communicate the purpose and objectives of our RAP to employees, raising awareness of how teams can contribute to current and planned future reconciliation efforts.
		May 2018	Formally launch our RAP across the Western Power business during National Reconciliation Week 2018.



Action	Responsibility	Timeline	Deliverables
2.1 Explore cultural development for all Western Power Employees	Learning and Development Training Administration	Feb 2018	Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.
	RAP Committee Project Planning team	Feb 2018	Conduct a review of cultural awareness training needs within our organisation.
	RAP Chairperson	Mar 2018	Develop a business case for Aboriginal and Torres Strait Islander cultural awareness training to be offered to all Western Power employees, based on the organisation's workforce planning strategy and functional objectives.
	Communications Specialist, Media & Strategic Communications Team	Mar 2018	Explore how to engage with Traditional Owners, or Aboriginal and Torres Strait Islander cultural consultants to assist in developing cultural awareness modules.
		Mar 2018	Explore and make available learning resources and opportunities to increase awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within Western Power. Explore culturally specific leadership training opportunities for the RAP Committee, senior management team and board members. Provide support for on-going cultural awareness through team meetings
2.2 Celebrate and participate in NAIDOC Week Events and Activities	Area of Expertise Manager Human Resources	3 July 2018	Ensure RAP Working Group is to participate in at least one external local NAIDOC Week event.
	Head of Function Human Resources	2 Jul-6 Jul 2018	Host internal NAIDOC Week events at our head office and depots. (First Sunday – second Sunday in July each year).
	RAP Committee Project Planning team	18 Jun – 6 Jul 2018	Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.
	RAP Chairperson Communications Specialist, Media & Strategic Communications team	18 Jun – 6 Jul 2018	Introduce our staff to NAIDOC Week by promoting community events in our local area.
2.3 Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols around Welcome to Country and Acknowledgement of Country	Area of Expertise Manager Human Resources	Jan 2018	Develop and communicate a cultural protocols document for Western Power which includes raising awareness of the significance and meaning behind these protocols as well as information about the appropriate use of an Acknowledgment of Country and Welcome to Country.
	Head of Function Human Resources	Dec 2018	Provide Fact Sheets on our HR Solutions Centre to communicate to employees and stakeholders, the meaning and significance of Welcome to Country and Acknowledgement of Country.
	RAP Committee Project Planning team	Aug 2018	Explore the introduction of a Cultural Obligations and Workplace Leave Policy induction module for all new starters.
	RAP Chairperson	May 2018	Explore who the Traditional Owners are of the lands and waters in our local area.
	Communications Specialist, Media & Strategic Communications team	May 2018	Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence.
	Hr Solution Centre Team Leader HR	May 2018	



Opportunities

Action	Responsibility	Timeline	Deliverables
3.1 Explore options to increase employment opportunities for Aboriginal and Torres Strait Islander peoples.	Area of Expertise Manager Human Resources	Jan 2017	Establish baseline data of current Aboriginal and Torres Strait Islander employees to report on progress and plan for the development of future RAP initiatives.
	Head of Function Human Resources	Jan 2017	Review our Diversity Strategy Aboriginal and Torres Strait Islander employment objectives outlined in our Diversity Strategy and promote the business case for increasing roles for identification through traineeships, scholarships and other employment pathways.
	Head of Function Stakeholder and Communications	Jan 2018	Upskill Human Resources Business Partners to better understand culturally appropriate Best Practise recruitment processes.
		April 2018	Continue to build relationships with the Aboriginal Workforce and Development Centre and advertise suitable vacancies on their Job Board.
		Jan 2018	Secure a Recruitment Stall at the NAIDOC Deadly Jobs Expo in June 2018.
		June 2017	Explore our current scholarship opportunities and build processes to encourage Aboriginal and Torres Strait Islander students to complete studies in relevant STEM fields through community promotions.
		Jan 2018	Explore the introduction of a Formal Mentoring and cultural support program for all Aboriginal and Torres Strait Islander Employees.
			Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.
3.2 Investigate Western Power Procurement's Aboriginal and Torres Strait Islander supplier Diversity.	Head Of Commercial Supply Chain Compliance Specialist, Procurement Team	July 2018	Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.
		Oct 2018	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.



Tracking progress

Action	Responsibility	Timeline	Deliverables
Review and update Western Power's RAP	Insights & Total Reward Consultant, Human Resources	Dec 2018	Establish data collection systems to measure the progress and successes of the Western Power RAP.
	Area of Expertise Manager Human Resources	Dec 2017-Dec 2018	Monitor and report on implementation of this RAP through quarterly RAP Working Group meetings.
	Head of Function Human Resources RAP Committee Project Planning team		Review and update the Western Power RAP based on learnings, achievements and challenges, and forward to Reconciliation Australia for review and formal endorsement.
Build support for the RAP	RAP Chairperson	30 Sep 2018	Define resource needs for RAP development and implementation.
	RAP Committee Project Planning teams		Define systems and capability needs to track, measure and report on RAP activities.
	Area of Expertise HR Manager		Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.
Review and refresh RAP	Area of Expertise Manager Human Resources	1 Oct 2018	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.
	RAP Committee Project Planning team		Submit draft RAP to Reconciliation Australia for review.
	RAP Chairperson		Submit draft RAP to Reconciliation Australia for formal endorsement.



Western Power Walbirniny Nyungar Ben

named by Nyungar elder Len Collard

The name of the artwork seen throughout this RAP translates to 'Western Power creating and bringing the people light'.

The centre circles represent Western Power as an entity spreading lightning (power and light) across the entire South-West of Western Australia, from the blue oceans of Minang Country (Albany) to the red desert of Wangai Country (Kalgoorlie).

The colours are representative of our branding. Each bolt ends in the Noongar Meeting Place symbol, representing our network reaching out to all people.

The lightning bolts are represented as similar to the waterways that are so very significant for Noongar People.



About the artist Jade (J.D.) Penangke

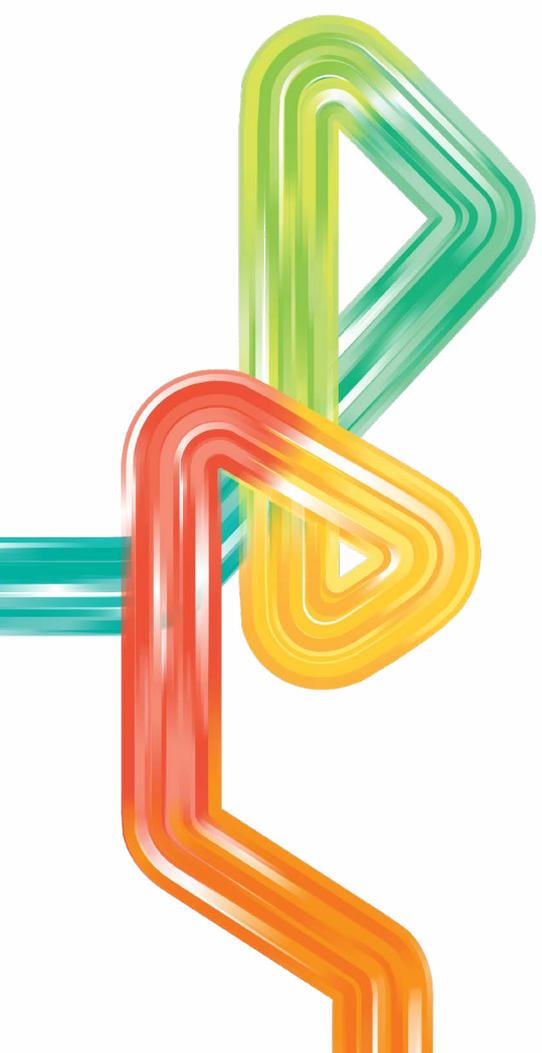
Jade is a Whadjuk/Balladong Noongar (mother's side), Eastern Arrernte (father's side) woman from Perth. She is a visual artist and a cultural educator.

Jade remains connected to her culture through painting and family. She has a passion for making a change for Indigenous Australians especially youth through different forms of art whether it be painting or dance.

The name J.D. Penangke comes from Jade's initials and Penangke (pronounced pen-ung-ga) is her skin name inherited from her father.

She has recently become a graduate of the University of Western Australia. Her degree is a Bachelor of Arts majoring in Indigenous Knowledge, History & Heritage and Fine Arts.

Jade is very passionate about her work with the community and feels privileged to share her knowledge and to facilitate discussions around current issues Aboriginal people face as well as creating conversations around the next step forward.



For more information on this RAP please contact

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