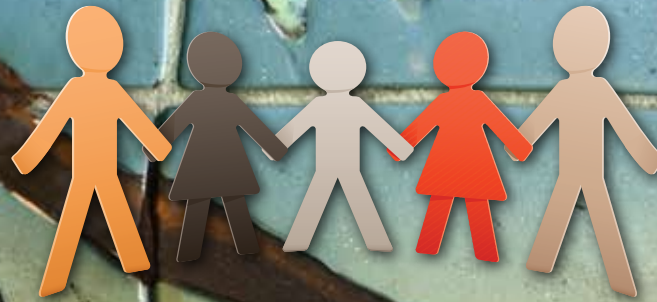


LANDCORP RECONCILIATION ACTION PLAN



LANDCORP



OUR VISION FOR RECONCILIATION

LandCorp acknowledges the Traditional Owners of this country and respects the diversity of Aboriginal people. LandCorp recognizes that many Indigenous Australians face significant social and economic disadvantage and lack of opportunity. LandCorp wishes to play its role in addressing this inequity.

LandCorp will apply its influence and leadership to create sustainable and vibrant places for all Western Australians, including Indigenous communities.

This Reconciliation Action Plan is viewed by LandCorp as an opportunity for engagement with the Indigenous population of Western Australia through closer alignment of our operations and our projects that take into account the needs of Indigenous people.

OUR BUSINESS

As the State's land and property development agency, LandCorp develops industrial, commercial, mixed use and residential land throughout the State of Western Australia. As part of this role, LandCorp has a long history of developing strong relationships with Indigenous people, respecting Indigenous culture and providing socio-economic development opportunities where possible. Some of our more recent collaborations with Indigenous communities have resulted in:

- A positive case-study involving Indigenous communities within the planning of our development at Januburu Six Seasons in Broome.
- Naming rights of streets and community facilities in many regional towns which respect the Indigenous history and culture of the area.
- Employment of Indigenous people and companies by LandCorp and its contractors to undertake work in the development of our estates.
- Invitations to Indigenous leaders for attendance at regional Economic Forums.
- Distribution of the Tree Talk book written by the Minyirr Park People to each purchaser of land at Minyirr Park in Broome about endemic plant species and their cultural uses.
- Opportunities to participate in economic benefits of developments through land agreements with native title holders/claimants.
- Acknowledgement and protection of numerous sites of significance to local Indigenous people across the State.
- Overseeing of sensitive excavations or work by Indigenous monitors to ensure the reporting of heritage issues.





OUR RECONCILIATION ACTION PLAN

Our Reconciliation Action Plan (RAP) has been developed through consultation with our staff. They have contributed many ideas and suggestions on how LandCorp can, as part of a whole of Government approach, work towards closing the “gap” with Indigenous Australians whilst recognizing the unique skills LandCorp, as the State’s land developer can bring to this approach. LandCorp has also consulted with Indigenous stakeholders to obtain more holistic feedback on our current RAP and potential future initiatives. This consultation resulted in not only positive feedback but a number of fledgling initiatives for future RAPs.

Our RAP also has a land and property development industry focus, with many of our people “on the ground” having significant experience in dealing with native title and heritage issues, but also with managing successful projects that aim to deliver triple bottom line (economic, social and environmental) benefits to all stakeholders.

This RAP is intended as a “starting point”. It is expected the initiatives will grow and evolve as new opportunities are identified and developed over the course of the year.

It is LandCorp’s intention to embed Reconciliation strategy and initiatives into our Strategic Development Plan (5 year plan) and Statement of Corporate Intent (1 year plan) to ensure whole of business integration.



1. RELATIONSHIPS

WORKING TOGETHER TO BUILD BETTER RELATIONSHIPS:

We work closely with Indigenous communities to make sure our developments are of the highest standard and the communities we create together can be vibrant and prosperous, well into the future.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Establish a RAP working group made up of Indigenous and non-Indigenous staff.	Executive	October 2008	<ul style="list-style-type: none"> Working group established. Quarterly reports to Executive on RAP actions progress.
Working with Traditional Owners on implementing current Native Title Agreement commitments.	Project Managers	Ongoing	Traditional Owners are consulted where there are Native Title Agreements in place to ensure commitments are met.
Consulting with Traditional Owners on all LandCorp's future development sites.	Project Managers	Ongoing	Traditional Owners are consulted on potential future LandCorp development sites
Supporting the use of Indigenous Land Usage Agreements and investigation of opportunities of partnerships and wealth sharing.	Project Managers	Ongoing	<ul style="list-style-type: none"> Conditions of Indigenous Land Usage Agreements met or exceeded. # of opportunities for partnerships and wealth sharing investigated/ initiated.
Identifying Indigenous stakeholders.	Marketing and Communications	June 2009	<ul style="list-style-type: none"> List Indigenous stakeholders, including contact details and type of relationship identified for each of LandCorp's Programs. Through the Customer Relationship Management Database provide staff access to Indigenous stakeholders.
Partner with key Indigenous related groups i.e. Aboriginal and Torres Strait Islander Advisory Group (ATSIAG) to deliver positive outcomes for Indigenous people.	Armadale Redevelopment Authority	Ongoing participation	Active participation on key Indigenous related groups including; ATSIAG, Champion Lakes Aboriginal Reference Group.

2. RESPECT



RECOGNIZING AND PROMOTING INDIGENOUS CULTURE AND HERITAGE:

LandCorp recognizes Indigenous culture and heritage and the positive impact that its activities can have in communities if those communities are engaged and a high level of trust and respect is built.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Completion of existing commitments to recognize Indigenous heritage.	Project Managers	January 2009	<ul style="list-style-type: none"> Completion of the Halls Creek Town Walk in consultation with the Halls Creek community which unites the stories of Indigenous people with other local heritage, provides local employment opportunities and involves local Aboriginal artists. Scoping the Kinjarling Trail in Albany around Noongar history.
Investigation of opportunities (in consultation with Indigenous stakeholders) for promotion of Indigenous history at a local level across WA.	Project Managers	Investigated by: 2011 End of 2009	Further investigation of opportunities such as: <ul style="list-style-type: none"> Perth Waterfront; community/education hub in Karratha; Number of opportunities investigated.
Ongoing consultation with local Indigenous communities on the selection of Indigenous names for streets and parks in various LandCorp estates.	Project Managers	Consulted by: Dec 2009 Dec 2009	Indigenous community groups consulted on a variety of projects such as: <ul style="list-style-type: none"> Rubibi decision and approval of park and street names for Stage 4 Januburu Six Seasons (Broome); naming of streets in GreenView Karlkurla (Kalgoorlie) and exploration of promotion of Indigenous annunciation. Number of projects with Indigenous naming initiatives.
Recognizing the Indigenous owners of the land at corporate and regional events	Marketing and Communications	Ongoing	<ul style="list-style-type: none"> Number of events where Traditional Owners formally acknowledged. Number of “Welcome to Country” ceremonies Traditional Owners have been invited to perform.
Recognition and celebration of significant Indigenous events e.g. NAIDOC Week, Reconciliation Week.	Marketing and Communications	Annually	<ul style="list-style-type: none"> Celebrations acknowledged through LandCorp intranet and publication. NAIDOC Week Moorjitch Mar-Daa Art Award event promoted and held with local Indigenous artists. Staff encouraged to attend NAIDOC week events.
Raise awareness and increase knowledge of LandCorp staff in relation to Indigenous culture.	Human Resources	June 2009 Dec 2010	<ul style="list-style-type: none"> Research on cultural awareness training options completed and suitable course developed. All staff to undertake CAT.
Launch and promote LandCorp’s Reconciliation Action Plan to all staff.	Business Strategy	January 2009	<ul style="list-style-type: none"> Launch event held. Reconciliation Action Plan promoted.

3. OPPORTUNITY



CREATING AND ENCOURAGING EMPLOYMENT FOR/OFF INDIGENOUS PEOPLE:

LandCorp recognizes the importance of creating opportunity for Indigenous people, the need to invest in and promote leading edge skills, and the benefits to all of providing employment opportunities to people from a diverse background.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Develop an Indigenous recruitment and retention strategy (including strategies such as traineeships, cadetships, graduates and direct employment) as part of LandCorp's Equal Opportunities (EEO) Management plan.	Human Resources	June 2009	<ul style="list-style-type: none"> • Strategy developed, including activities to increase LandCorp's profile to attract Indigenous staff. • Submission of EEO Plan. • The Office of Equal Employment Opportunity is agreeable with LandCorp's EEO management plan targets. • Targets for 2010 and beyond established. • Attendance at the Curtin University Careers Expo
Assist in funding staff to undertake Indigenous related studies.	Human Resources	June 2009	Number of staff receiving assistance for indigenous related study.
Identify opportunities to ensure Indigenous participation in the Armadale Producers Market	Armadale Redevelopment Authority	Ongoing representation Appointed by June 2009	<ul style="list-style-type: none"> • Indigenous community representative on the Armadale Producers Market management Committee • Appointment of an Indigenous Chef to demonstrate cooking with seasonal foods
Investigate opportunities to partner with LandCorp stakeholders to promote further opportunity for Indigenous people	Marketing and Communications / Business Development	June 2009	<ul style="list-style-type: none"> • Scan of opportunities undertaken • Number of recommendations made to Executive. • Number of new partnership initiatives



4. OPPORTUNITY

SUPPORTING INDIGENOUS ART AND CULTURE:

LandCorp will support Indigenous art and promote Indigenous culture in consultation with Indigenous people through LandCorp developments.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Encouraging and promoting Indigenous Artists to provide public art in LandCorp estates.	Project Managers	Ongoing	Number public art installations created by Indigenous Artists.
Identify opportunities for the Indigenous community to participate and contribute towards the design and construction of the Aboriginal Interpretive Centre at Champion Lakes.	Armadale Redevelopment Authority	Dec 2008 Installed by 2010	<ul style="list-style-type: none"> Aboriginal Reference Group established. 3 Noongar art components to be contracted, created and installed.
Consult with Indigenous stakeholders before ground breaking where archaeological or ethnographic issues may be relevant.	Project Managers	Prior to construction and during construction phases of projects	<ul style="list-style-type: none"> Number of sites with Indigenous representation for construction phase to “monitor” archaeological/ethnographic issues as relevant. % of construction compliant with the Aboriginal Heritage Act.
Recognise Indigenous heritage sites within LandCorp projects.	Project Managers	Within Structure Planning of project	Number of significant sites recognised within the Structure Plan process, with support from Indigenous people.
Sponsorship of the Jets Softball team (Port Hedland) which consists predominantly of Indigenous players.	Marketing and Communications	Until June 2008	Sponsorship commitments met.



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Investigate opportunities for sponsorship of Yirra Yaakin a leading Aboriginal theatre group who provide health and educational messages through singing and theatre.	Marketing and Communications	As opportunity arises	# opportunities sponsored. Sponsorship commitments met.
Sponsorship of an Indigenous planning workshop at the Property Institute of Australia National Conference.	Marketing and Communications	June 2009	Conference sponsorship occurred.
Sponsorship of the Wheatbelt Cultural Festival Mark Olive Dinner featuring Indigenous Celebrity Chef Mark Olive (“the Black Olive”)	Marketing and Communications	December 2008	Sponsorship commitments met

5. TRACKING PROGRESS & REPORTING



ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Embed tracking and reporting on LandCorp's Reconciliation Action Plan into quarterly corporate reporting to Executive.	Business Strategy	November 2009	Quarterly reports to Executive published on LandCorp's intranet.
Publish LandCorp's RAP on Reconciliation Australia's and LandCorp's Website.	Business Strategy	January 2009	<ul style="list-style-type: none"> • RAP registered with Reconciliation Australia and published on Reconciliation Australia's and LandCorp's websites. • Hold a launch event to celebrate LandCorp's RAP.
Review and Update of LandCorp's Reconciliation Action Plan.	Business Strategy	June 2009	<ul style="list-style-type: none"> • Reconciliation Action Plan updated and registered with Reconciliation Australia.