

Innovate Reconciliation Action Plan

July 2020 – July 2022



WESTERNPORT
WATER



RECONCILIATION
ACTION PLAN

INNOVATE

Acknowledgement

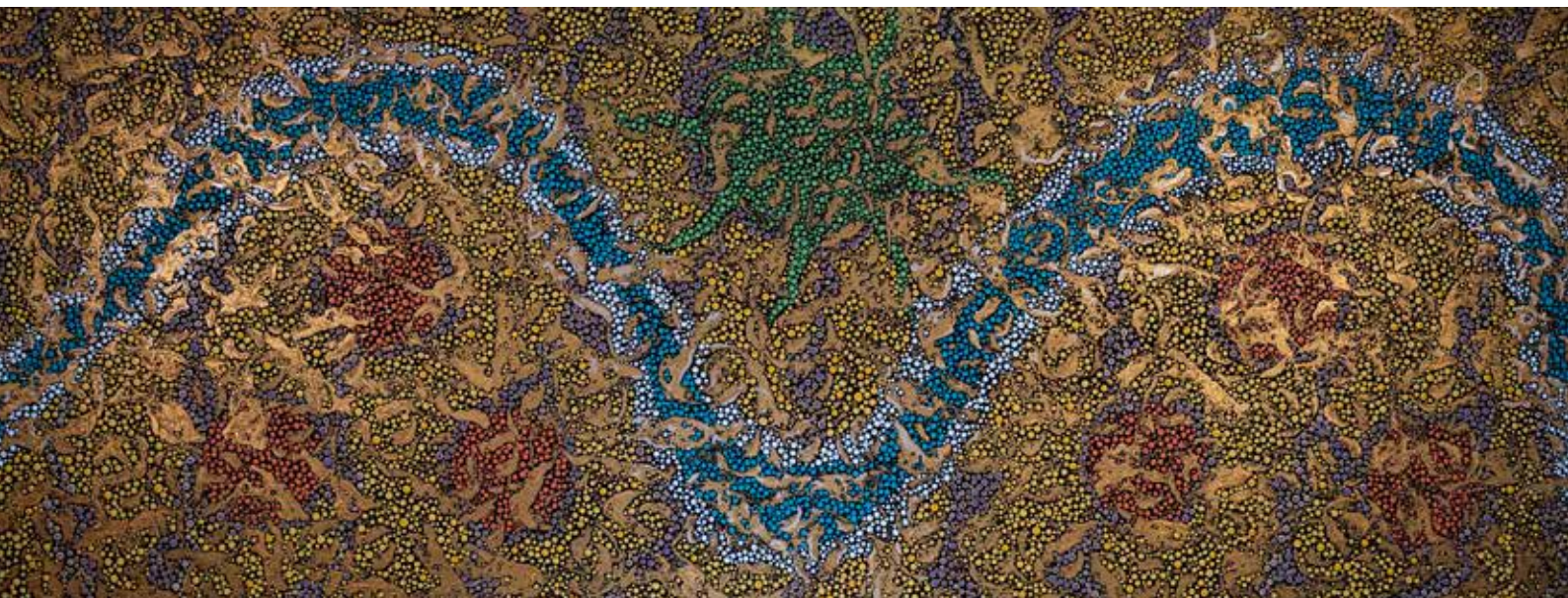
Westernport Water acknowledges Aboriginal and Torres Strait Islander Peoples as First Nations People and that the land, sea and water are of spiritual, cultural and economic importance. We recognise that we provide services on the traditional lands of the Bunurong Peoples of the Kulin Nation. The Bunurong Peoples have managed the resources on Millowl for thousands of years. We acknowledge them and their continued connection to this place, as we go about managing the water resources today.

The Bunurong People

The Bunurong (Boon wurrung) are Aboriginal People of the Kulin Nation, who occupy South-Central Victoria, from the east of Port Phillip Bay, Western Port, Cape Liptrap and surrounding areas. The Victorian Aboriginal Heritage Council notes that there are many different spellings for Bunurong, some common alternative spellings include Boonwurrung, Bunwurrung, Boon Wurrung and Boonoorong.

Our vision for reconciliation

Our vision for reconciliation is one where our shared history is acknowledged, so that we may move forward and embrace unity with Aboriginal and Torres Strait Islander Peoples and recognise the possibilities and benefits of a diverse and inclusive community, one that represents equality and equity.



Artwork titled: Clans Water Connection By: Melissa McDevitt-Weston

Clans Water Connection

Art created by Melissa McDevitt-Weston, Boon Wurrung Traditional Owner.

“The art was underpinned by my understanding of my culture and belief that everything is connected, specifically, that is the essence of creation. The depiction of Waterways, the ongoing presence in spirit of my ancestors along their banks, the present-day necessity to continue the care and preservation of these waterways, provides the impetus and inspiration for this work. I used natural materials and plant life found locally, thereby allowing the land and my

ancestors to dictate the image. My concept of colour suggests that the use of the colour Gold, expresses the great worth and beauty of mother earth. Green, represents the creator and the vibrational colour of love. White, the colour of spirit and denoting the ongoing presence of my ancestors, apparent along the course of the waterways. Six dark Orange circles represent the clan groups of the Boon Wurrung peoples; Aqua, symbolising the waterways across Bass Coast lands. My use of Purple reflects the flowing of anything impacting the land and waterways. Finally Yellow, the soil and sand supporting all waterways.”

Our mission

Talking, walking and working together we will build trust and respectful relationships with Traditional Custodians and Aboriginal and Torres Strait Islander

Peoples to enable us to achieve positive social change and support the national reconciliation movement.

A message from our Managing Director



Through care, courage and commitment, Westernport Water will contribute to a better future for our community through our Reconciliation Action Plan (RAP).

This is our second RAP and I am confident that we will build on the successes of our previous plan. In the last

two years, we have worked closely with the inspiring members of our RAP Working Group to understand, educate and contribute to meaningful opportunities with the local Aboriginal and Torres Strait Islander Community.

Reconciliation remains a key priority for our business. While the RAP is just a document, it serves as an expression of our commitment to unite with First Nations People and give voice to the true history of the area we care for. Westernport Water recognises the Bunurong Peoples as the Traditional Custodians of our area and their long-standing role in the sustainable management of our land and water resources.

“We look forward to learning; we look forward to understanding; and we look forward to delivering real outcomes with the local Aboriginal and Torres Islander Community.”

Peter Quigley
Managing Director, Westernport Water

A message from Reconciliation Australia



On behalf of Reconciliation Australia, I am delighted to see Westernport Water continue its reconciliation journey and to formally endorse its first Innovate RAP.

Through the development of an Innovate RAP Westernport Water continues to play an

important part in a community of over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia, defines and measures reconciliation through five critical dimensions: race relations; equality and equity; institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their

spheres of influence. This Innovate RAP provides Westernport Water with the key steps to establish its own unique approach to reconciliation. Through implementing an Innovate RAP, Westernport Water will strengthen its approach to driving reconciliation through its business activities, services and programs, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders.

We wish Westernport Water well as it embeds and expands its own unique approach to reconciliation. We encourage Westernport Water to embrace this journey with open hearts and minds, to grow from the challenges, and to build on its successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Westernport Water on its second RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
CEO, Reconciliation Australia

Our business

Westernport Water provides drinking water, recycled water, and wastewater services to over 21,500 customers on Millowl (Phillip Island) and the mainland stretching from The Gurdies in the north to Archies Creek in the south east, covering an area of 300 square kilometres.

The Corporation has one Head Office located in Newhaven on Millowl and three remote treatment facilities, one located on Pyramid Rock Road and two on the mainland at Coronet Bay and Almurta in the Bass Hills.

The Corporation has 90 employees with one who identifies as an Aboriginal and Torres Strait Islander person and we've recruited a trainee that identifies as an Aboriginal. Additional to this, the Corporation's Deputy Chair and longest standing Board Director Rueben Berg is a Gunditjmara man and a member of the First Peoples' Assembly of Victoria.

The area is considered an iconic tourism destination with 3.4 million visitors to the area annually. Westernport Water has a responsibility to deliver water and sewerage services for the communities within its service area and sustainably manage the water resources.

Westernport Water is one of 19 water corporations that report to the State Government of Victoria. We are committed to recognising and supporting Aboriginal and Torres Strait Islander cultural and economic inclusion in the water sector. Our Innovate RAP is an important corporate commitment that will ensure the organisation continues to build capacity to increase Aboriginal and Torres Strait Islander participation in water management.

Our values

Our values are integral to the way we work to deliver our vision for reconciliation.



Care to make a difference – because our actions show that we care about who we are, what we do, and each other.



Courage to step forward – because we can achieve great things when we are prepared to step forward.



Commitment to do great work – because we all want to do the best we can, together.

Victorian Water Plan

Water corporations manage a resource that is considered by many Aboriginal and Torres Strait Islander Peoples as one of the most important and sacred, water. We all need water to survive, and the protection and management of our local waterways and sites of cultural significance are an example of where Aboriginal and Torres Strait Islander Peoples and water corporations can work in partnership for shared benefit.

'Water for Victoria' sets out the Victorian Government's long-term direction for managing Victoria's precious water resources. The Plan includes a commitment to recognise the values of water for Traditional Custodians and Aboriginal and Torres Strait Islander Peoples. In accordance with this commitment, Westernport

Water will create meaningful opportunities to support Aboriginal and Torres Strait Islander participation in water planning and develop respectful relationships to support us in this endeavour.

Additional to the above, an Amendment Bill to the *Water Act 1989* was passed. The purpose of the Water and Catchment Legislation Amendment Bill was to amend the *Water Act 1989* to ensure that Victoria's water resources and waterways are managed in a way that considers Aboriginal cultural values and uses, as well as the social and recreational uses and values of waterways.

Therefore in performing our functions as a utility provider, Westernport Water will consider opportunities to provide for Aboriginal cultural values and uses of waterways and the social and recreational uses and values of waterways.

Our RAP

Westernport Water's reconciliation journey has been enriching, creating engagement and learning opportunities that have been instrumental to building cultural awareness, recognition and understanding in the workplace and within the community. We have developed many meaningful relationships on our journey and are proud of the achievements over the last few years, as well as the outcomes delivered as part of our Reflect RAP.

The corporation in partnership with local Aboriginal and Torres Strait Islander organisations and communities has inspired a powerful momentum for reconciliation over recent times. The development and implementation of an Innovate RAP will support its continuation.

Westernport Water's RAP Working Group has both internal and external Aboriginal and Torres Strait Islander representatives and includes members from the Registered Aboriginal Party the Bunurong Land Council Aboriginal Corporation, Yowengarra Bun Wurrung Balug Clans Aboriginal Corporation (YBWBCAC), Traditional Custodians and local Aboriginal and Torres Strait Islander community members living on Country as well as Westernport Water's Leadership Team and employees from across the organisation.

Our champions

Westernport Water's RAP is championed internally by the Corporation's Board of Directors, the Executive Team and our RAP Working Group members, led by the Manager of Communications and Engagement.

Championed at the Board level by Rueben Berg, Commissioner for the Victorian Environmental Water Holder and Member of the First Peoples' Assembly of Victoria, Rueben provides leadership with a unique perspective and brings a wealth of knowledge that has helped to guide us on our journey of reconciliation.

Our RAP Working Group has been the driving force behind the significant achievements to date, advocating for reconciliation and recognition within our organisation and the community, since we began our journey late in 2015. A full list of RAP Working Group members that champion reconciliation both internally at Westernport Water and within the wider community is provided in the next section.

Westernport Water's Reconciliation Action Plan Working Group and Senior Management - 2019





Safina and Letty-Brooke Stewart at BCRN launch event - 2019

External RAP Working Group members

Fiona Newson - Bunurong Land Council Aboriginal Corporation, Sonia Weston-Hume – Traditional Custodian and Director YBWBCAC, Melissa McDevitt - Traditional Custodian and Director YBWBCAC, Uncle Anthony Egan - Traditional Custodian, Steve Parker - Traditional Custodian, and Patrice Mahoney OAM - Aboriginal and Torres Strait Island Community.

Internal RAP Working Group members

Geoff Russell - Manager Communications and Engagement, Gareth Kennedy - GM Customer and Community, Lisa Caldwell - GM Corporate and People, Katrina Knight - Communications and Engagement Officer, Sam Weston - Environment and Sustainability Officer, Tim Scholtes - Governance & Risk Coordinator, Alana Russell - Human Resources Officer, Ilse Hall - Performance and Governance Support Officer, Jarryd Minahan - Assistant Water Treatment Plant Operator, Renee Sweetman - Environment and Sustainability Trainee and Sadie Warkotsch - Project Manager Business Systems.

There are active Aboriginal and Torres Strait Islander Groups within the region, with established channels for communication and engagement through their existing member networks. Information sharing from Westernport Water's RAP Working Group and the Bass Coast Reconciliation Network (BCRN) is achieved via these existing communications networks.

The BCRN was established in 2019 to further reconciliation and recognition through a whole of region approach. Further to this, both the BCRN and Westernport Water's RAP Working Group engage on a weekly basis and stay connected via Workplace which enables people to connect and collaborate online in an informal setting when it suits them.

Our journey of reconciliation

Westernport Water officially commenced its reconciliation journey back in 2015 with the preparation of a business plan to support its commitment to engage with First Nations Peoples and commence its reconciliation journey.

Following extensive engagement we launched our first official Reflect RAP in May 2018. Our journey over

the following two years has been thought-provoking, challenging and rewarding. We have made positive progress, particularly in regards to developing genuine, trusting relationships and improving Aboriginal and Torres Strait Islander employment opportunities.

Throughout our journey, employees and stakeholders have acknowledged how they have gained a better understanding of Aboriginal and Torres Strait Islander cultures, histories and communities and this has contributed to creating an understanding, welcoming and culturally inclusive workplace.

Learnings

As we gain a deeper understanding of what reconciliation and recognition is and the important role we play in working to bring Aboriginal and Torres Strait Islander Peoples and other Australians together we have learnt the following lessons:

- flexibility is key to relationship building and moving forward in truth, be open to change and sensitive to Aboriginal and Torres Strait Islander Peoples and cultures
- doing things differently gets results and works to overcome differences, explore alternative types of events and ways to celebrate dates of significance
- recognition of First Nations Peoples and acknowledgement of past atrocities is fundamental to healing and forgiveness
- integrating actions and initiatives into strategic planning helps to focus the organisation and hold people to account
- resourcing and funding are essential to ensure outcomes are achieved
- RAP Working Group members require clear roles and responsibilities to help to share the workload across the corporation.

Achievements to date

Public promotion and demonstration of commitment to reconciliation

For the month of May, Westernport Water featured a reconciliation promotion on all email signatures, displayed magnetic reconciliation and recognition signs on all fleet vehicles (30) and billboards throughout the community, conducted a social media campaign and local area advertising campaign to publicly show our commitment to reconciliation and recognition of the Nation's First Peoples.

Educating our people about cultural awareness

Aboriginal and Torres Strait Islander cultural awareness training sessions are mandatory for employees that work at Westernport Water. All of our employees have completed training to learn about traditional Aboriginal and Torres Strait Islander cultures and histories, past Government policies that have affected Aboriginal

Peoples, and how these still affect people today. Employees also learnt about cultural protocols, key Aboriginal people throughout history and today and looked at the decisions and wrongs of the past that impact Aboriginal and Torres Strait Islander Peoples.

Feedback from employees indicates that learning about Aboriginal and Torres Strait Islander cultures and histories from Traditional Owners as well as walks on Country to see places of significance has allowed them to develop a deeper respect and understanding of connection to Country.

The workshops on our political and legal systems have also had a significant impact. Geoff Russell Manager of Communications and Engagement commenting "the sessions have helped me to better understand the significance of past decisions and how these decisions still impact the health and life expectancy for Aboriginal and Torres Strait Islander Peoples today".

"I'm disappointed that I didn't get the opportunity to learn more about the Nations Indigenous cultures more when I went to school, the training we received was eye opening and now I want to learn more," said Geoff.

Communication and connecting people

We are proud of our RAP Working Group and the ongoing commitment and achievements which are

all documented on the corporation's Workplace collaboration platform which promotes open, transparent conversations and knowledge sharing amongst working group members. This communication tool has enabled people to connect, collaborate and share information in a safe and respectful way.

Development of Working Together Protocols and Guidelines to facilitate Welcome to Country ceremonies and giving an Acknowledgement of Country.

Developed and adopted by Westernport Water's RAP Working Group, the Working Together Protocols outline how we will work together and have enabled us to progress on our journey with clarity. The Acknowledgement and Welcome to Country Guidelines have supported employees to raise awareness and build an understanding of the meaning and significance behind Acknowledgement of Traditional Owners and Welcome to Country ceremonies provided by Traditional Owners.

These processes are currently in place and are being incorporated into business activities. They are working to increase awareness of reconciliation and recognition of Aboriginal and Torres Strait Islander cultures and histories in our workplace.

Water Heals

Art by Patrice 'Muthaymiles' Mahoney OAM of the Anewan, Nganyawana Nation NSW, resident of the Bass Coast.

Patrice is deeply respectful of her ancestral connections through Nganyawana language and family group Oorala (Uralla) country, culture and spirituality. Patrice's search for her place and meaning of her identity within



Artwork titled: Water Heals By: Patrice 'Muthaymiles' Mahoney OAM

the landscape of contemporary Australia, decolonising her voice, as Artist and mother, have been a large influence on her art-making practices.

Having grown up in Armidale on the New England Tablelands the lands of the Ngayawana Nation, NSW, Patrice developed a passion for the landscape, rivers and everything in it.

Working together

Since beginning our journey, we have formed a number of strong and lasting relationships and partnerships providing mutual benefits and advancing reconciliation. Some of the relationships that have helped Westernport Water to learn, grow and lead include:

- A close working relationship with the Bunurong Land Council Aboriginal Corporation
- Relationships with local Aboriginal and Torres Strait Islander Community members and Traditional Owner organisation the Yowengarra Bun Wurrung Balug Clans Aboriginal Corporation
- Forming a strategic alliance with the Phillip Island Nature Parks (PINP) to work together on reconciliation activities
- Supporting Bass Coast Shire Council and Bass Coast Health to start their journey towards achieving reconciliation by sharing learnings
- Working with the Bass Coast and South Gippsland Reconciliation Group to advance community led initiatives
- Establishing a regional approach to reconciliation through the Bass Coast Reconciliation Network
- Supporting local event organisers to help increase awareness and show respect by incorporating and acknowledging our shared histories.

Establishing and leading the Bass Coast Reconciliation Network

Organisations across the Bass Coast are committed to working together towards shared goals, collaborating and supporting each other via their respective Reconciliation Action Plans. The Bass Coast Reconciliation Network is comprised of like-minded organisations that have come together to

deliver common RAP actions and initiatives. Network members have made a commitment to one another to continually consult and share their reconciliation and recognition journeys with one another and work together with Traditional Custodians, local Aboriginal and Torres Strait Islander Peoples, groups and the wider community.

Vision of the BCRN

We walk together, side by side, respectfully caring for the Country, Waters and Sea of Bass Coast and Millowl. We create a shared future of recognition, opportunity and true partnerships with Traditional Custodians and Aboriginal and Torres Strait Islander Peoples. We create opportunities for healing through responsible and respectful truth telling and knowledge sharing.

Members of the BCRN

Westernport Water, Bass Coast Shire Council, Phillip Island Nature Parks, Bass Coast Health, Bunurong Land Council Aboriginal Corporation, Yowengarra Bun Wurrung Balug Clans Aboriginal Corporation, Bass Coast South Gippsland Reconciliation Group as well as four Aboriginal and Torres Strait Islander Community representatives.

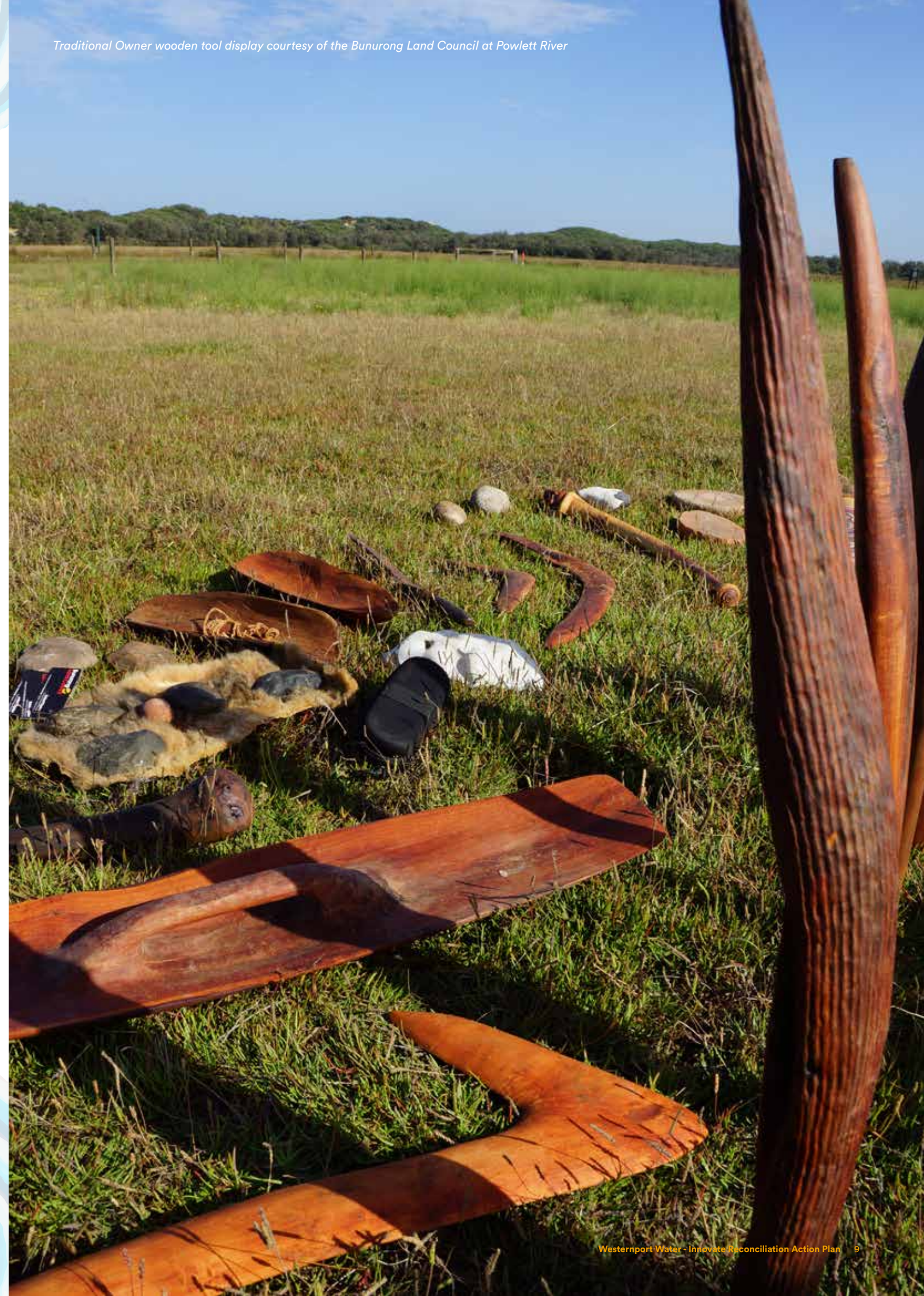
Achievements of the BCRN

To date the BCRN has produced a Welcome to Country video, commissioned Aboriginal and Torres Strait Islander artworks and hosted many successful events on a regional level. Sharing resources and information, the network will consider opportunities for shared training, co-design of a joint employment opportunity and working with one another to enhance community projects and events.

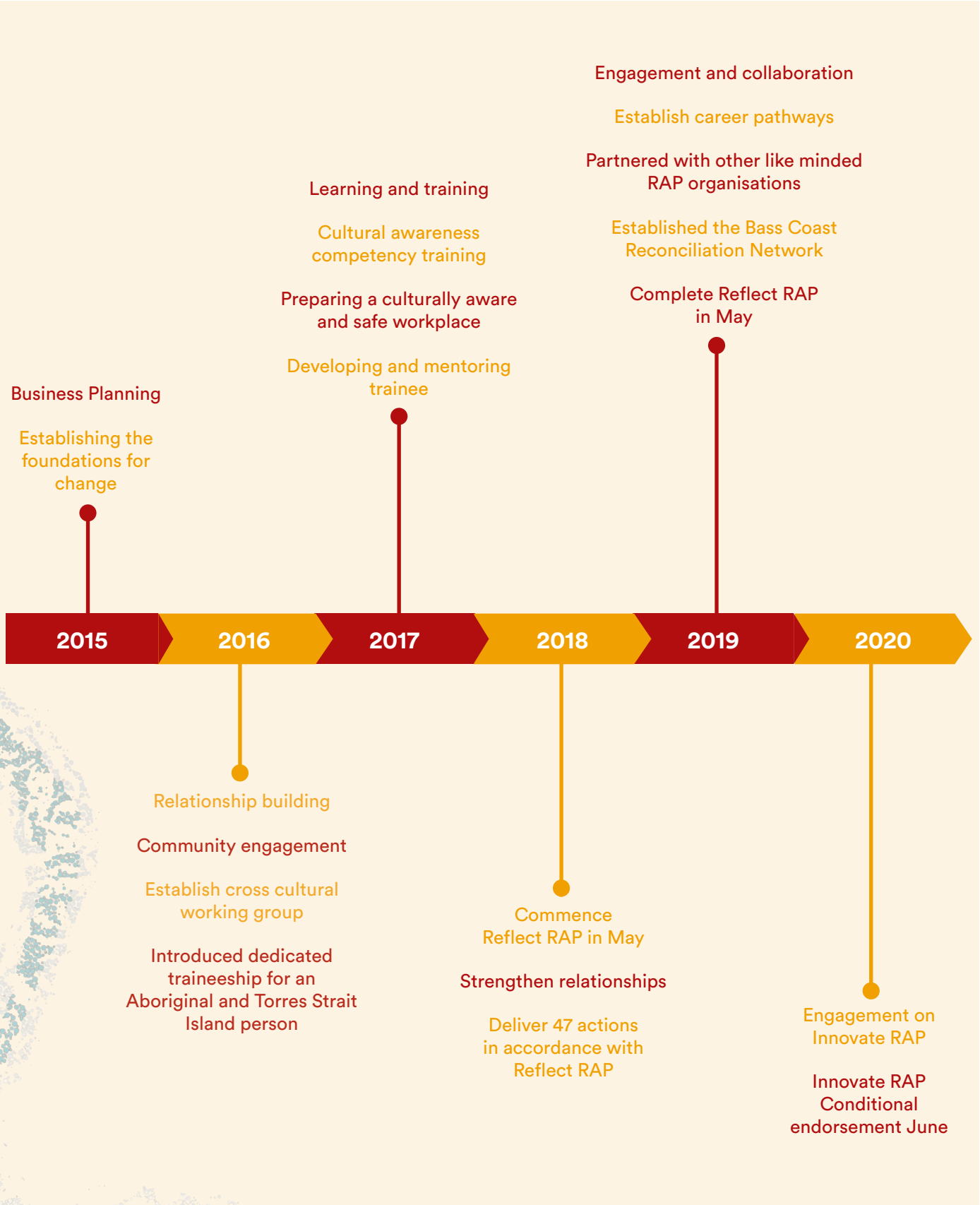


Bass Coast Reconciliation Network inaugural gathering, where members committed to working together by leaving their finger print on art - 2019

Traditional Owner wooden tool display courtesy of the Bunurong Land Council at Powlett River



Our journey



Sam Weston - Westernport Water's Land and Water Officer

Employment diversity

Creating genuine jobs that lead to career paths in the water industry for Aboriginal and Torres Strait Islander Peoples has been a focus for the organisation.

Sam Weston commenced his traineeship with Westernport Water in 2017 and has been an integral part of the Environment & Product Quality Team.

Sam completed his qualification in Conservation & Land Management in 2018 and while working Sam has progressed towards completion of his university degree in Fisheries & Aquaculture. Since completing his studies in 2018 and finishing his traineeship, Sam has been promoted to the position of Land and Water Officer with Westernport Water.

Quotes attributed to Sam Weston

“Westernport Water has provided me with great mentors in the water industry that have allowed me to succeed in both my studies and my work.”

“In my new role, I hope to contribute to the ongoing success of our organisation. My passion lies with our ability to be able to manage our land and water resources in a sustainable manner, much like the Bunurong Peoples of the Bass Coast have done for many, many generations.”

“I feel privileged to be able to come into work every day, knowing that I’m caring for Country like my ancestors would have done before me. I look forward to the challenge of how we manage our resources in the future, focusing on sustainability through wastewater reuse and reducing our carbon footprint to combat climate change.”

“I’m delighted to continue with the great work we are doing on our reconciliation journey as we work towards unity within our community. Working alongside our passionate reconciliation friends and creating ways of incorporating Aboriginal and Torres Strait Islander cultural values in how we operate.”

“I acknowledge that the Traditional Custodians here have cultural, spiritual and economic connections to land and water resources and that these connections are vital for their individual and community health and wellbeing,” said Sam.



Relationships

Working in partnership with local Aboriginal and Torres Strait Islander Peoples, communities, Traditional Custodians and Traditional Owner Organisations we will strengthen and maintain mutually beneficial relationships and deliver shared community benefit.

Focus area: Our Community 'Be a valued member of our community.'

This means to communicate and engage effectively and openly with all areas of our community and build strong partnerships focused on shared liveability benefits.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to review and further develop working together protocols.	December 2020	Reconciliation Action Plan Working Group (RAPWG)
	2 Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2021	Manager Communications and Engagement (MCE)
	3 Explore formalising a partnership with the Bunurong Land Council Aboriginal Corporation through the introduction of a Memorandum of Understanding.	November 2020	MCE
2. Build relationships through celebrating National Reconciliation Week (NRW).	1 Circulate Reconciliation Australia's NRW resources and reconciliation materials to our employees.	May 2021, 2022	MCE
	2 RAP Working Group members to work with the Bass Coast Reconciliation Network and participate in an external NRW event.	27 May – 3 June 2021, 2022	Chair RAPWG
	3 Encourage and support employees and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2021, 2022	Chair RAPWG
	4 Organise at least one NRW event each year.	27 May – 3 June 2021, 2022	Chair RAPWG
	5 Register all our NRW events on Reconciliation Australia's NRW website.	May 2021, 2022	Chair RAPWG
	6 Publicly acknowledge and promote NRW on all corporate communications channels including, social media, website and internal communications platforms.	May 2021, 2022	MCE
	7 Invite local schools to participate in and attend NRW activities and events	March 2021, 2022	Communication Engagement (CE) Officer
3. Promote reconciliation through our sphere of influence.	1 Develop engagement strategy to continue to engage our employees in reconciliation activities.	October 2020	MCE
	2 Communicate our commitment to reconciliation publicly, through the promotion on corporate fleet and major billboards.	June 2021, 2022	MCE
	3 Positively influence external stakeholders to drive reconciliation outcomes, by supporting events and initiatives that recognise and celebrate reconciliation and recognition.	May – June 2021, 2022	GMCC

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	4 Collaborate with the Registered Aboriginal Party and other like-minded organisations to develop ways to advance reconciliation.	March – April 2020, 2021	GMCC
	5 Work with Bass Coast Reconciliation Network to explore opportunities for Aboriginal and Torres Strait Islander Community.	June 2021	Chair RAPWG
	6 Represent Westernport Water on the Bass Coast Reconciliation Network and lead reconciliation and recognition across the Bass Coast.	Feb, May, Sept, Dec 2020, 2021, 2022	MCE
	7 Formally adopt a Terms of Reference for the Bass Coast Reconciliation Network.	May 2021	Chair RAPWG
	8 Support the development and installation of Welcome Signage to the Bass Coast area through our involvement in the Bass Coast Reconciliation Network.	December 2020	Chair RAPWG
4. Promote positive race relations through anti-discrimination strategies.	9 Engage with and support other water corporations and local stakeholders to engage in the reconciliation movement and develop Reconciliation Action Plans.	January 2021, 2022	Chair RAPWG
	1 Conduct a review of Working Together Policy and Diversity and Inclusion Policy to review existing anti-discrimination provisions, and future needs	November 2020, 2021	Manager People and Culture (MPC)
	2 Implement and communicate Working Together and Diversity and Inclusion Policies for our organisation.	June 2020, 2021	MPC
	3 Engage with Aboriginal and Torres Strait Islander employees and/or Aboriginal and Torres Strait Islander advisors with a view to further improve our anti-discrimination within our Working Together and Diversity and Inclusion Policies.	February 2021, 2022	MPC
	4 Educate senior leaders on the effects of racism, through unconscious bias and diversity and inclusion training.	February 2021, 2022	MPC



Bass Coast Reconciliation Network members Sally O'Neill (PINP), Geoff Russell (Westernport Water) and Kate Adams (PINP) - 2019



Respect

We will demonstrate and promote respect for Aboriginal and Torres Strait Islander Peoples through the actions in our RAP and be culturally sensitive when managing water and environmental resources.

Focus area: Our Community 'Be a valued member of our community.'

This means to communicate and engage effectively and openly with all areas of our community and build strong partnerships focused on shared liveability benefits.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	1 Based on employee survey results and feedback, conduct a review of cultural learning needs within our organisation.	September 2020, 2021	MPC
	2 Consult Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform the cultural learning sections of Westernport Water's Learning and Development Plan.	March 2021, 2022	MPC
	3 Develop, implement and communicate a cultural learning plan for our employees' in-line with Westernport Water's Learning and Development Plan.	August 2021	MPC
	4 Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	March 2021, 2022	MCE
	5 Facilitate walks on Country with Traditional Owners and staff to improve cultural awareness and understand connection to Country.	April 2021, 2022	MCE
	6 Design and implement culturally appropriate interpretative sign at Candowie Reservoir in consultation with the Registered Aboriginal Party and local Aboriginal and Torres Strait Islander community.	March 2021	MCE

National Reconciliation Week 2019 - Grounded in Truth - Smoking Ceremony and Welcome to Country



Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander Peoples by observing cultural protocols.	1 Increase employees' understanding of the purpose and significance behind cultural protocols. Educate and empower employees to give an Acknowledgement at the commencement of events and meetings in line with the guidelines.	March 2021, 2022	MCE
	2 Embed cultural protocols for Welcome to Country and Acknowledgement of Country by promoting and educating the Leadership Team as well as all employees on expectations.	March 2021, 2022	MCE & Executive Team
	3 Invite a Traditional Owner to provide a Welcome to Country or other appropriate cultural activity at significant events.	As required May 2021	MCE
	4 Embed Acknowledgement of Country and Welcome to Country ceremonies or other appropriate protocols at the commencement of important events and meetings.	As required May 2021	Chair RAPWG
	5 Embed Acknowledgement of Country and Welcome to Country ceremonies or other appropriate protocols at the commencement of important events and meetings.	March 2021, 2022	GM Customer and Community
	6 Annually review the established Working Together Protocols and Guidelines for Welcome to Country ceremonies and giving an Acknowledgement and communicate to employees.	February 2021, 2022	MCE
7. Build respect for Aboriginal and Torres Strait Island cultures and histories by celebrating NAIDOC Week.	1 RAP Working Group to participate in an external NAIDOC Week event.	3 July 2021, 2022	Chair RAPWG
	2 Implement strategies to create opportunities for employees from all areas of the business to participate in NAIDOC Week.	May 2021, 2022	MCE
	3 Promote and encourage participation in external NAIDOC events to all employees.	First week in July 2021, 2022	MCE
	4 Publicly acknowledge and promote NAIDOC Week on all corporate communications channels, including social media, website and internal communications platforms.	First week in July 2021, 2022	MCE
	5 Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	October 2020, 2021	MPC
8. Ensure community support activities are aligned with and respect Aboriginal and Torres Strait Islander Peoples.	1 Review sponsorship applications and requests for funding to ensure they align with and promote reconciliation values and opportunities for shared learnings.	July 2021, 2022	MCE
	2 Avoid celebrating Australia Day to respect the sensitivities for Aboriginal and Torres Strait Islander Peoples. This will be achieved by: <ul style="list-style-type: none"> not publicly promoting the Day; and allowing employees to substitute the public holiday for another day. 	January 2021, 2022	MCE



Opportunities

Westernport Water is privileged to manage water and environmental resources on Bunurong Country and we commit to work collaboratively with Traditional Owner Organisations and Communities to explore opportunities for increased Aboriginal and Torres Strait Islander participation in water management.

Focus area: Our People ‘Be an innovative corporation with a reputation that is valued by current and prospective employees’.

We want our organisation to reflect the diverse community we serve through inclusion, participation and engagement.

Focus area: Our Customers ‘Provide products and services that meet our customers’ expectations for quality, accessibility and affordability.’

By empowering customers with accessible services and information to manage their water use and providing flexible payment options for customers experiencing hardship.

Focus area: Our Community ‘Be a valued member of our community.’

This means to contribute to community wellbeing through opportunities that support social and recreational benefits.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	1 Continue to build an understanding of Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.	September 2020, 2021	MPC
	2 Engage with Aboriginal and Torres Strait Islander employees to consult on our recruitment, retention and professional development.	December 2020	MPC
	3 Review and implement the Corporation's Diversity and Inclusion Strategy 2021-24 to specifically address recruitment, retention and professional development for Aboriginal and Torres Strait Islander employees	March 2021	MPC
	4 Advertise job vacancies in Koori Mail national newspaper to attract as many Aboriginal and Torres Strait Islander candidates as possible.	June 2021, 2022	MCE
	5 Review HR and recruitment procedures and policies to further remove any barrier to Aboriginal and Torres Strait Islander participation in our workplace.	December 2020	MPC
	6 As per the Diversity & Inclusion Plan undertake activities to increase the percentage of Aboriginal and Torres Strait Islander people employed in our workforce.	June 2021, 2022	GMCP
	7 Explore the possibility of developing a pool of candidates under an Aboriginal and Torres Strait Islander employment program.	June 2021	GMCP
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	1 Ensure adherence to Westernport Water's Social & Sustainable Procurement Strategy outcomes, with specific objectives and deliverables for the procurement of service from Aboriginal and Torres Strait Islander businesses.	June 2021	Manager Strategy Performance Governance (MSPG)
	2 Investigate membership to social enterprise organisations such as Supply Nation, Kinaway & Social Traders.	July 2020	MSPG
	3 Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to employees.	September 2020, 2021	MSPG

Action	Deliverable	Timeline	Responsibility
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	4 Review and update procurement practices to encourage the procurement of goods and services from Aboriginal and Torres Strait Islander businesses.	November 2020	MSPG
	5 Implement a Social Procurement Framework to provide greater opportunity for Aboriginal and Torres Strait Islander Businesses.	December 2020	MSPG
	6 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	October 2020	MSPG
11. Incorporate Traditional Ecological Knowledge into Asset and Land Management.	1 Develop a Cultural Heritage Compliance Framework in consultation with the Registered Aboriginal Party to guide and manage activities in accordance with the <i>Aboriginal Heritage Act 2006</i> .	December 2020, 2021	GM Assets and Operations (GMAO)
	2 Develop Global Information System (GIS) Cultural Heritage overlay to inform future works in consultation with the Registered Aboriginal Party and in accordance with the relevant legislation.	December 2021	Manager Asset Strategy and Product Performance (MASPP)
	3 Further develop records management procedures to safeguard culturally sensitive information in accordance with the relevant legislation and through consultation with the Registered Aboriginal Party.	December 2020	MASPP
	4 Incorporate a traditional season's framework for water releases in Tennent Creek.	December 2020	Land and Water Officer (LWO)
	5 Investigate options for the development of a native garden at sites managed by Westernport Water	May 2021	LWO
	6 Support Aboriginal and/or Torres Strait Islander employees to participate in the Melbourne Region Aboriginal Water Network.	June 2021, 2022	LWO
12. Build capacity and engagement opportunities for Aboriginal and Torres Strait Islander participation in water management.	1 Enable Aboriginal and Torres Strait Islander employees to participate in water sector initiatives by providing flexible work arrangements.	July 2021, 2022	MPC
	2 Co-design a capacity building program to increase Aboriginal and Torres Strait Islander participation in land and water management.	February 2021	LWO
13. Investigate opportunities to improve employment outcomes across the Bass Coast.	1 Investigate shared employment opportunities for Aboriginal and Torres Strait Islander Peoples with Bass Coast Reconciliation Network stakeholders	December 2020	Chair RAPWG
	2 Develop a refined program for Aboriginal and Torres Strait Islander work experience and opportunities for work placement based on feedback from Aboriginal and Torres Strait Islander employees.	March 2021	MPC



Governance and reporting

Focus area: Our Business 'Maintain the integrity and value of our business through sound governance and financial management'

We will plan for the future through strategic business planning and regularly find ways to reduce costs and become more efficient.

Action	Deliverable	Timeline	Responsibility
14. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	1 Maintain Aboriginal and Torres Strait Islander representation on the RWG.	December 2020, 2021	Chair RAPWG
	2 Establish and apply a Terms of Reference for the RWG.	December 2020, 2021	Chair RAPWG
	3 Meet at least four times per year to drive and monitor RAP implementation.	Feb, April, June, Sept, Nov 2021, 2022	Chair RAPWG
	4 Invite greater employee participation on Working Group by annually issuing an Expression of Interest.	May 2021, 2022	Chair RAPWG
	5 Develop at least two RAP Working Group members to be reconciliation champions.	May 2021	Chair RAPWG
15. Provide appropriate support for effective implementation of RAP commitments	1 Define resource needs for RAP implementation.	May 2021	Chair RAPWG
	2 Engage our senior leaders and other employees in the delivery of RAP commitments.	May 2021	GMCC
	3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	September 2020, 2021	MCE
	4 Review and maintain an internal RAP Champion from senior management.	May 2021	MCE
	5 Build an appropriate RAP budget for the implementation of actions and initiatives.	February 2021, 2022	MCE
	6 Develop an annual RAP calendar inclusive of events and working group meetings.	December 2020 – 2021	MCE
16. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	1 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2020, 2021	MCE
	2 Maintain monthly corporate reporting updates and provide quarterly reports to senior leaders.	September 2020, 2021	MCE
	3 Provide an annual RAP update highlighting achievements, challenges and learnings.	September 2020, 2021	MCE
	4 Publicly report our RAP achievements, challenges and learnings annually.	September 2020, 2021	MCE
	5 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	May 2022	Chair RAPWG
17. Continue our reconciliation journey by developing our next RAP.	1 Register via Reconciliation Australia's website to begin developing our next RAP.	December 2021	Chair RAPWG
18. Further develop governance in relation to cultural heritage values.	1 Develop procedures to ensure compliance with relevant legislation in relation to Cultural Heritage Management.	June 2021	MASPP



Fiona Newson, Safina Stewart, Aunty Dyan Summers and Patrice Mahoney OAM speaking at NAIDOC celebration on Phillip Island in 2019

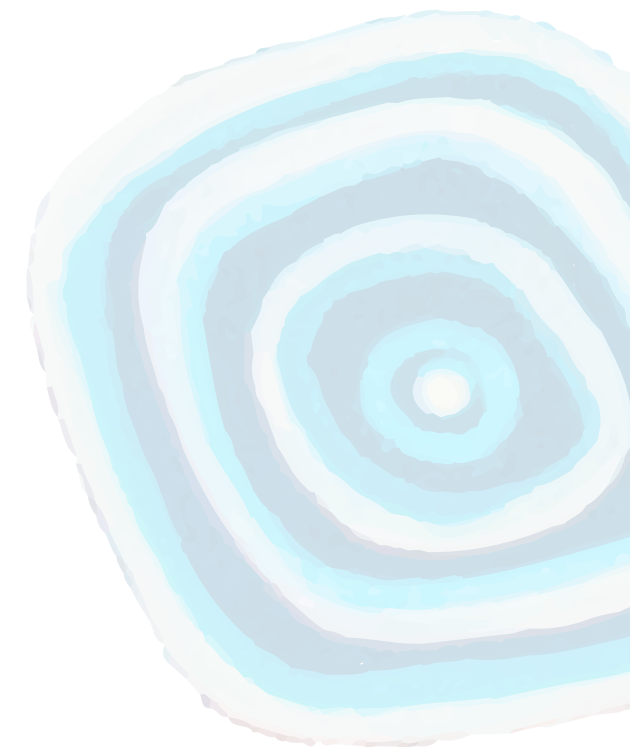
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- Bunurong Land Council Aboriginal Corporation
- Yowengarra Bun Wurrung Balug Clans Aboriginal Corporation
- Westernport Water's RAP Working Group members
- Westernport Water's Board of Directors and Leadership Team
- Bass Coast Reconciliation Network members

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