

# LandCorp's 2014-2016 RAP Progress Report



January 2014– June 2015

- Target Exceeded     
 ● Target Achieved     
 ● Target on Track to be Achieved  
● Target Behind Schedule     
 ● Target at Risk

## 1. RELATIONSHIPS: Working together to build better relationships

We work closely with Aboriginal communities to make sure our developments are of the highest standard. Through partnership and engagement with Aboriginal and Torres Strait Islander staff, contractors, consultants and people, we together create communities that can be vibrant and prosperous into the future.

Action	Target	Date	Progress	
1.1 Executive support of implementation of Reconciliation Action Plan	RAP developed collaboratively with Aboriginal and Torres Strait Islander and other LandCorp Staff.	July 2014	RAP developed with engagement of staff and external stakeholders.  Executive approved subject to further inclusions June 2014. Completed.	<span style="color: green;">●</span>
1.2 Establish an Internal RAP Working Group to actively monitor RAP development, including implementation of actions and tracking progress.	Working Group identified.  At least two RAP working group meetings per year.	Sept 2014	RAP Working Group established October 2014.  First meeting was held on 1 December 2014. Subsequent meetings held 22 April and 29 June 2015.  Meetings scheduled for July September and December in 2015.	<span style="color: blue;">●</span>
1.3 Celebrate National Reconciliation Week with a staff event on building relationships with Aboriginal and Torres Strait Islander people	A National Reconciliation Week event to be held.  All staff are encouraged to participate in at least one event during National Reconciliation Week.	27 May-3 June 2014  2015	A bush tucker staff morning tea was held on 29 May 2014 with a cultural performance incorporated into a Welcome to Country by Uncle Ben Taylor and representatives from HALO Leadership and Development Agency  A bush tucker staff morning tea was held on 28 May 2015 with Shaun Nannup providing a Welcome to Country and Prof. Marion Kickett talking about Aboriginal resilience. Key stakeholders were invited from the Blackmore Park Estate RAP initiative. Marion's presentation was later shared with all staff via email.	<span style="color: lightgreen;">●</span>

Action	Target	Date	Progress	
1.4 Recognise and pay respects on Sorry Day	Acknowledgement through LandCorp internal communications (intranet and email)	May 2014	May 2014 - Sorry Day recognised via staff email and promoted on iLand (Intranet). Local Perth Sorry Day event promoted to staff.	
	Staff encouraged to participate in events to hear stories of those affected by the stolen generations.	May 2015	May 2015 – Sorry Day recognised via email to all staff and local Perth Sorry Day events promoted to staff	
1.5 Work with Traditional Owners on implementing current Native Title Agreement commitments.	All requirements of Native Title Agreements are met.	Report as at June 2015	<p><b>Broome Road Industrial Estate ILUA (Yawuru):</b> letter sent to Yawuru regarding seed collecting and tender criteria included in Stage 1 Civil Works as required under ILUA.</p> <p><b>Native Title Internal Processes:</b> LandCorp has conducted an assessment of all NT Agreements, located all NT agreements and stored them in its e-filing system. An assessment of the payments made to date, payments to be made and being held in trust, payments to be paid in the future is completed. Analysis of compliance with Agreement conditions is completed. Financial payment reconciliations with the claimant groups has commenced. The Dept of Lands presented a detailed briefing to staff of new NOITT processes and NT and Land Admin Act obligations that LandCorp would need to manage/navigate working in unison with DoL and NT people.</p> <p><b>Exmouth Land Agreement</b> (Gnulli Claim Group): executed on 24 May 2014. It is the first Native Title agreement of its kind, enabling the State and LandCorp to proceed with development prior to a Favourable Final Determination being made. The Native Title benefits will be held in trust and paid to the Native Title Holders once a Favourable Final Determination has been made.</p> <p><b>Browse ILUA (Wardi):</b> the State Government has transferred to Wardi, 31 residential lots. An agreement is in place with Department of Housing to build houses on 6 of those lots. There remains to be transferred 1 x LIA lot and 15ha of englobo land in 3 tranches. Negotiations with Department of</p>	

Action	Target	Date	Progress
			Premier and Cabinet commenced to transfer the balance of benefits in cash in accordance with Waardi requests.
			<b>Newman LIA (Karlka Nyiyaparli):</b> Presented at a Karlka Nyiyaparli meeting (Nov 2014) to discuss proposed Native Title agreement over Stage 4 of the Light Industrial Area in Newman. No agreement has yet been reached.
1.6 Consulting with Traditional Owners on all LandCorp's future development sites	Five sites have undertaken discussions with Traditional Owners including: <ul style="list-style-type: none"> <li>• McLarty Site, Collie (Gnaala Karla Booja)</li> <li>• Newman Expansion Lands (Karlka Nyiyaparli Aboriginal Corporation)</li> <li>• Wyndham Residential Infill (Balangarra)</li> <li>• Broome North LDP3 (Yawuru)</li> <li>• Broome Road Industrial Estate(Yawuru)</li> </ul>	Report as at June 2015	<p>Five sites have undertaken discussions with Traditional Owners including:</p> <p>Late 2013 - Meeting with Dr. Louis Evans CEO and members of the Hayward Family (Gnaala Karla Booja). Provided a summary of the Cabinet Decision to relocate the State Explosives Reserve to the McLarty State Forest. Summary included detail on the statutory processes required to relocate the facility including the Notice of Intention to Take and also review of Aboriginal Heritage matters. LandCorp was well received and thanked for providing the summary and they looked forward to working with us through the processes.</p> <p>Ongoing – LandCorp has kept Karlka Nyiyaparli Aboriginal Corporation updated on progress with BHP on the Newman Expansion.</p> <p>Ongoing – consultation with the Traditional Owners is being led by the Department of Premier and Cabinet to resolve the ILUA process.</p> <p>Structure plan prepared in conjunction with Yawuru over LandCorp and Yawuru land holdings. Structure plan approval is pending the endorsement of the LWMS by the Department of Water and the Shire's acknowledgement of the Department's endorsement. Resolution expected February 2015.</p> <p>LandCorp and Yawuru have signed a Deed to Licence for LandCorp to undertake minor construction works within their adjacent land holding.</p>

Action	Target	Date	Progress
	NEW: Anketell SIA (Ngarluma)		Met with Traditional Owners to discuss the improvement scheme initiation and invite formal feedback.
	NEW: Alkimos (Whadjuk)		In conjunction with partner, Lend Lease, commenced discussions with Whadjuk Elders on development surrounding Karli Springs at Alkimos

## 2. RESPECT: Recognise and promote Aboriginal and Torres Strait Islander Culture and Heritage

We recognise and support Aboriginal and Torres Strait Islander cultures and heritage. Our tangible appreciation and demonstration of respect for Aboriginal and Torres Strait Islander peoples helps to support positive relationships that are mutually rewarding, assisting us in our work to create strong communities and supporting Aboriginal and Torres Strait Islander peoples to be visible and involved community members.

### Focus area: Heritage

Action	Target	Date	Progress
2.1 Meet Heritage statutory requirements on all projects	All heritage statutory requirements met.	Report as at June 2015	<p><b>Karratha City Centre:</b> Engaged with Ngarluma to ensure all artefacts were removed and safely stored from Karratha Health Campus site. Monitors were also used during initial ground disturbing activity as per conditions in the section 18 notice approved on 2 January 2014.</p> <p>Undertook a desktop and options analysis for the Newman mixed business site.</p> <p>Completed a heritage compliance report to meet the conditions of the Section 18 Approval of Swanbourne High School.</p> <p>Section 18 Approval granted for Mangles Bay Marina Based Tourist Precinct with conditions. Actions are being implemented to address conditions.</p>
2.2 Work with Traditional Owners to recognise Aboriginal heritage, culture and history at a local level within projects.	Nine sites have achieved heritage recognition targets including:		Ten sites are in the process of working towards achieving heritage recognition targets, with progress against targets and new initiatives detailed below:
	Oakajee Industrial Estate: Create an Aboriginal reburial area within the Oakajee buffer zone to re-bury ancestral remains which may be disturbed during the development of the Oakajee Industrial Estate. Also to act as a transfer station for the return of remains to the Geraldton	Dec 2014	Discussion with Department of Aboriginal Affairs and Aboriginal groups to determine the appropriate group to enter into a lease of the site area. YMAC as registered body for the wider area is preferred, but discussions are still underway.

Action	Target	Date	Progress
	region currently held in other locations until suitable reburial areas in ancestral homelands can be created.		
	Batavia Coast Marina Stage 2 (Geraldton): investigate opportunities for appropriate recognition and interpretation of local Aboriginal culture.	June 2015	Met with the Chair and Secretary of the Mid West Aboriginal Organisations Alliance and provided an overview of the BCM2 project at this early stage. The MAOA is keen to be involved in the Aboriginal interpretation and history of the site. Further consultation to take place with Aboriginal groups as part of the community consultation process.
	Nimitz Residential, Exmouth: develop a Cultural Heritage Management Plan in conjunction with the Gnulli Working Group.	April 2015	LandCorp is progressing its obligations under the Exmouth Land Agreement with the Yamatji Marpa and the Gnulli working group. This includes identifying Aboriginal names for streets and the preparation of a Cultural Heritage Management Plan and Cultural Awareness Training.
	Halls Creek: work with the Kija and Jaru through the Land Housing and Heritage Advisory Board on land development planning.	Dec 2014	Ongoing
	Broome: work with the Mabu Yawuru Ngan-ga language centre to develop a name and branding for Local Development Plan 3 area.	Dec 2014	The process will be initiated following the endorsement of the Structure Plan in 2015.
	Broome: work with the Yawuru on co-branding and potential for indigenous re-naming of Broome Road Industrial Estate	Dec 2014	The Yawuru have agreed to a co-branding of Broome Road Industrial Estate as "Warrgamburu Birragan".
	Newman Town Centre: identify opportunities to recognise Niyaparli culture through the development of a detailed Town Square concept.	June 2015	LandCorp is facilitating discussions with the Niyaparli and Martu peoples to provide relevant artwork and interpretation that speaks specifically for Newman Country. Among other consultations, a two day workshop has been held with Traditional Owners, the Niyaparli and Traditional Custodians, the Martu people regarding the artwork. The significance of this opportunity is that it reunites traditional cultural management stories that were handed from Traditional Owners (Niyaparli) to Traditional Custodians (Martu) at the time of people being dispersed through Country. The world-renown Martu artists have their old ones working with

Action	Target	Date	Progress
			the Nyiyaparli old ones to develop the public works for proud display in the Newman Town Square. In addition, this process is being documented by film which will be displayed in the town square's digital screen at the opening and during other community and civil occasions.
	Kwinana Educational Precinct: development of a community garden, involving Aboriginal and Torres Strait Islander students at Gilmore College through Clontarf Academy, to recognise local Aboriginal culture.	July 2014	Workshops held and garden design completed. Works commenced in May 2014 and a formal opening of the Gilmore Native Garden was held in September 2014 and included a Welcome to Country delivered by local Elder Charlie Kickett.
	Alkimos Beach – in collaboration with our partner Lend Lease and Traditional Owners, commence development of a conservation plan to ensure the long term protection, interpretation and recognition of Karli Spring as an area of significance.	Nov 2014	LandCorp's partner Lend Lease will be holding workshops (proposed early in 2016) to engage with the Aboriginal representatives in relation to desired design and community outcomes for Karli Springs and other events / interpretative elements that may be incorporated into some of the parks. High level discussions have already commenced with Traditional Owners in preparation for these Workshops.
	<b>NEW INITIATIVES</b>		Kununurra - Lakeside and foreshore - Gravity Sewer Works Area Reserve 41812 - LandCorp, at the request of MG Corporation, facilitated the planning for the installation of a bilingual plaque to commemorate and raise awareness about the historical significance of the site (previously a traditional camping ground for the Miriuwung people). The plaque will be developed with the Mirima Dawang Woortlab-geering Language Centre.
			Alkimos Beach – An “Evening Under the Stars” is planned for Alkimos Beach September 2015 to celebrate the Traditional Stories associated with the place; this will be an annual free community event.
			Alkimos Beach – Interpretive cards that build on the ‘sense of place’ will be included into residents’ Welcome Pack. The first 6 stories will be included in the July welcome.
			Alkimos Beach – Park F is to include interpretive elements. The part will open in September 2015.
			Cockburn Coast - Approval of the public


Action	Target	Date	Progress
			realm guideline for the Robb Jetty (now Shoreline) and Hilltop Precinct identifies areas for Indigenous heritage interpretation through various methods - public art, way finding and street naming. Site specific areas for Cockburn Coast include the foreshore and Hilltop areas.
2.3 Offer Traditional Owners 'monitoring' of works on projects likely to detect an cultural material disturbed on development sites.	Identify sites for monitoring. Report on the number of sites monitored during each reporting period and the name of the Traditional Owners monitoring each site	Report as at: June 2015	<p><b>Karratha City Centre Project:</b> Monitors from Ngarluma were engaged during initial ground disturbing activity at the Karratha Health Campus site as per condition in the Section 18 approval.</p> <p><b>East Port Hedland:</b> One Kariyarra Monitor was engaged for one day to monitor geotechnical test pit works for Stage 3 (Aug 2014).</p> <p><b>Buckingham Way, Collie:</b> Monitors from Gnaala Karla Boodja were engaged for initial ground disturbing works from July-August 2014</p> <p><b>The Springs Rivervale:</b> LandCorp awarded a contract to Ethnoscience who utilised Gum Heritage Services to conduct an archaeological excavation in January 2015. The excavation had Aboriginal monitors and consultants present to advise on any findings, who were actively involved in the physical archaeological digging. The site contains a Registered Site.</p> <p><b>Broome Road Industrial (Warrgamburu Birragun):</b> Yawuru Cultural Monitors have been engaged in heritage monitoring throughout the civil works of Stage 1.</p>

**Focus area: Culture**

Action	Target	Date	Progress
2.4 Work with local Aboriginal communities to identify Aboriginal names for streets and parks in selected LandCorp estates.	<p>Four projects with Aboriginal naming initiatives:</p> <p>Names are selected in consultation with the local Aboriginal community including in:</p> <p>Onslow Residential with the Thalanyji</p>	Report as at: June 2015	<p>Eight projects with Aboriginal naming initiatives:</p> <p>A number of Thalanyji and European street names have been endorsed by local Aboriginal people and the Shire of Ashburton for use at Barrada Estate. All names will have to be approved by the</p>

Action	Target	Date	Progress
			Geographic Names Committee.
	Nimitz Residential, Exmouth with the Yamatji Marlpa and Gnulli Working Group		LandCorp is progressing its obligations under the Exmouth Land Agreement with the Yamatji Marlpa and the Gnulli working group. This includes identifying Aboriginal names for streets and the preparation of a Cultural Heritage Management Plan and Cultural awareness training.
	Broome North Gujarra Estate and LDP3 with Yawuru		<i>To be commenced</i>
	Broome Road Industrial Estate with Yawuru		<b>Broome Road Industrial Estate:</b> the Estate is now named "Warrgamburu Birragan". The main street in the Estate has also been named Warrgamburu Drive.
	<b>NEW INITIATIVES</b>		<p><b>Kwinana Education Precinct:</b> Three road names approved in Kwinana Education Precinct with Aboriginal heritage reference, being Mundabiddi Drive, Yardie Lane and Meelup Lane.</p> <p><b>Kalgoorlie GreenView at Karlkurla Estate:</b> Six road names taken from the two prominent languages in the Goldfields. Names used are local flora and fauna. Construction completed June 2014.</p> <p><b>Carnarvon North Water Stage 4:</b> Adopted two Aboriginal street names – Parnaa View and Yaburru Loop – as per the Carnarvon Land Agreement obligations.</p> <p><b>White Gum Valley:</b> Two Aboriginal names were submitted - "Cower" - the name of the Purple Crown Lorikeet and "Karak" - the name of the Red Tailed Black Cockatoo. Both names received approval from the South West Aboriginal Land and Sea, Whadjuk Working Party and the City of Fremantle in November 2014.</p>
2.5 Development and delivery of Aboriginal public art projects.	Installation of art in Coolibah Estate, Kununurra through Waringarri Arts.	July 2014	Artwork created and was due for installation July 2014. However this was delayed to late 2015 due to concerns of the Shire over maintenance costs. These concerns have now been resolved and installation is scheduled.
	Investigate opportunities for public art in the Newman Town Centre development.	June 2015	The Shire endorsed the Town Centre concept plan in August 2014. LandCorp is facilitating discussions with the Nyiyaparli and Martu peoples to



Action	Target	Date	Progress
			provide relevant artwork and interpretation that speaks specifically for Newman Country. The world-renown Martu artists have their old ones working with the Nyiyaparli old ones to develop the public works for proud display in the Newman Town Square. In addition, this process is being documented by film which will be displayed in the town square's digital screen at the opening and during other community and civil occasions.
	Inclusion of public art in Karratha Town Centre (Karratha Quarter project)	June 2015	Ongoing
	<b>NEW INITIATIVES:</b>		<b>South Hedland Town Centre:</b> In July 2015, Yurra Pty Ltd (75% owned Aboriginal business with over 44% Aboriginal employment) and LandCorp undertook a yarn bombing exercise with the South Hedland Primary School (which is majority Aboriginal and Torres Strait Islander students). This involved the children yarn bombing tree guards that will be installed in the South Hedland Town Centre
2.6 Cultural awareness training and development for staff – raise awareness and increase knowledge of staff in relation to Aboriginal and Torres Strait Islander culture.	100% of staff who have been employed by LandCorp for six months or more have cultural awareness training.	Report as at June 2015	97% of staff employed more than 6 months have completed CAT training. 
	Develop and implement an 'online' cultural awareness training module as a refresh for staff to reinforce cultural awareness.	Sept 2014	The Metropolitan Division launched its plan in September 2014 in Alkimos. A talk was given to the group by Danny Ford of Kambarang Services about how the lives of the Aboriginal people had been affected in the early years and what is needed to help improve the lives of the Aboriginal people of today and the generations to come.
	<b>NEW INITIATIVE:</b> Site Specific Cultural Awareness Training		Originally implementation of on-line learning module was proposed for February 2015 and cultural awareness refresher training to be established by July 2015. However there are now no plans to roll out an online course as we believe there is more value in doing this training face to face via more interactive workshops.
			Three Development Managers attended a weekend cultural awareness camp run by Yawuru Elders and Law bosses. This provided a more detailed understanding of Yawuru culture and



Action	Target	Date	Progress
			has improve our relationships.
2.7 Recognise Traditional Owners of the land at corporate and regional events by following our established protocols.	Conduct an Acknowledgement of Country at all significant events and staff briefings.	June 2016	Acknowledgement conducted at staff briefings in March, July 2014, September 2014, November 2014, March 2015 and June 2015.
	Three significant events will have Traditional Owner provide a "Welcome to Country"	Report as at June 2015	Welcome to Country undertaken by local Aboriginal Elder Charlie Kickett at the formal opening of the Gilmore Native Garden (September 2014)  Welcome to Country undertaken by Elder Revd Sealin Garlett at the Allara development project in Eglinton in (November 2014)  Welcome to Country undertaken by Elder Revd Sealin Garlett at a smoking ceremony at Cockburn Central West (October 2014) prior to commencement of works.  Welcome to Country undertaken by Shaun Nannup at staff morning tea for Reconciliation Week (May 2015)
	Review, update and circulate list of key contacts for organising a Welcome to Country protocol.		Document has been completed February 2015. Marketing and Communications Team have been updated on the procedures.
	CEO and Executive personally reply to a Welcome to Country ceremony when delivered at events.		CEO responded to Welcome to Country during NRW staff morning tea (May 2014)  GM Metro responded to Welcome to Country at the formal opening of the Gilmore Native Garden (September 2014)  CFO Responded to a Welcome to Country at Reconciliation Week Morning Tea (May 2015)
2.8 Recognise and celebrate significant Aboriginal and Torres Strait Islander events including NAIDOC Week.	Celebrations acknowledged through LandCorp internal communications (intranet and email)	July 2014  July 2015	July 2014 - NAIDOC week recognised via staff email and promoted on iLand (Intranet).  May 2015 – Reconciliation week regonised via staff email and morning tea.
	Staff encouraged to participate in celebratory events.		July 2014 - Local Perth NAIDOC week events promoted to all staff.  May 2015 – Local Reconciliation Week

Action	Target	Date	Progress
	Support Aboriginal and Torres Strait Islander staff to engage with their culture and community throughout NAIDOC Week.		events promoted to all staff. July 2014 - Local Perth NAIDOC week events promoted to all staff.


### 3. OPPORTUNITIES: creating and encouraging education, employment and economic development opportunities in partnership with Aboriginal and Torres Strait Islander people.

We recognise the importance of creating opportunities for Aboriginal and Torres Strait Islander peoples through economic participation, including the need to invest in and promote leading edge skills. This investment also boosts our capacity and helps to foster important local relationships.

#### Focus Area: Internal Opportunities

Action	Target	Date	Progress
3.1 Enhance the recruitment and retention of Aboriginal and Torres Strait Islander employees.	Achieve and maintain or exceed an internal employment target of 3%.	June 2016	Internal employment indicator currently 1.9% of workforce. 
	Retention (as in years of service) of Aboriginal and Torres Strait Islander staff is on par with that of other staff.	June 2016	Retention rate for Aboriginal Australians at 4.2 years, compared with 6.6 years for non-Aboriginal Australians
	Explore the options for expanding pathways to employment for Aboriginal and Torres Strait Islander people (ie Traineeship, cadetship, graduate program) within LandCorp's Diversity Strategy.	Dec 2014	LandCorp has scoped possibilities with CCI and sought Aboriginal and Torres Strait Islander candidates through its graduate recruitment program in November 2014.
3.2 Review LandCorp's Aboriginal and Torres Strait Islander Employment and Retention Strategy.	Review completed.	July 2014	EEO and Diversity Plan under review for completion by 31 December 2014. LandCorp has reviewed its relationship with agencies. 
	Recommendations implemented.	Nov 2014	

#### Focus area: Working through our Suppliers

3.3 Aboriginal and Torres Strait Islander supplier diversity – increase opportunities for businesses owned by Aboriginal and Torres Strait Islander people to supply their goods and services to LandCorp.	Develop and implement a Supplier Diversity Strategy to streamline LandCorp's procurement processes and provide direction for the next 3 – 5 years. Strategy to consider measures to increase direct and non-direct procurement activity.	Dec 2014	In June 2015, Waanga Marra Consulting was engaged to assist procurement develop an Aboriginal business register and deliver cultural training. The Framework has been developed and the implementation plan is currently being structured. A pilot program is currently being undertaken in Karratha in July/August 2015 and findings will be incorporated into the implementation plan. These initiatives will have an impact on weighted criteria, evaluation processes and business mentoring programs. 
	Identify and commit to at least	Dec	Gunadar Contracting Services

Action	Target	Date	Progress
	five Aboriginal and Torres Strait Islander business through the Aboriginal Business Directory WA, or other appropriate sources, for procuring goods and/or services relevant to LandCorp's business activity.	2015	<p><b>(Roebourne)</b> engaged to assist with cyclone preparation and ongoing landscape maintenance. This is a new business and the first time they have undertaken work for LandCorp.</p> <p><b>Madigan Estate:</b> LandCorp approached a local indigenous business operator to undertake landscaping maintenance of our demonstration home at Madigan Estate.</p> <p><b>South Hedland Town Centre:</b> In March 2015, LandCorp appointed Yurra Pty Ltd, who are a 75% Indigenous owned business. Yurra has an Aboriginal employment rate of over 44%. Yurra is undertaking the landscaping work in the town centre.</p>
	Explore how LandCorp can provide small business mentoring for at least one Aboriginal and/or Torres Strait Islander business by way of in-kind support with the intention of supporting business skill and capacity.	June 2016	LandCorp held an introductory meeting with business development representatives from the Karika Nyiyaparli Aboriginal Corporation in December 2014. KNAC outlined a range of its small businesses and will look to engage with LandCorp further in 2015 to consider any mutually beneficial opportunities.
	Implement AS2124 Standard Contract which includes weighted criteria for Aboriginal and Torres Strait Islander participation.	April 2014	Contract implemented April 2014. At least five contracts offered to market with weighted criteria.
	Conduct a review of AS2124 Standard Contract Weighted Criteria for Aboriginal Participation in the evaluation of procurement contracts.  Recommendations implemented.	June 2015	A review was undertaken in April 2015 which revealed the majority of contracts contained a weighting, however the weighting in each contract did not have a strong effect on the final selection.
	<b>NEW INITIATIVE:</b>		The Business Analyst responsible for LandCorp's Reconciliation Action Plan participated in a discussion panel on Aboriginal economic development by LandCorp's contractor, Brierty.
3.4 Implement the LandCorp – Civil Contractors Federation Guidelines for Aboriginal Participation in WA Civil Construction and Landscaping Industries.	Conduct a review of the Guidelines and make recommendations to LandCorp Executive and CCF Board as to their improvement.	June 2014	Review of Guidelines completed June 2014, with input from CCF's Land Advisory Group. Minor changes adopted by Executive May 2014. Updated Guidelines published June 2014.
		June 2015	The June 2015 review will occur once feedback from the Civil Contractors Survey has been received.

Action	Target	Date	Progress
	In conjunction with Civil Contractors Federation (CCF) conduct a survey of CCF members and LandCorp prequalified contractors on Aboriginal employment, training and engagement.	Dec 2014	The survey conducted through the Civil Contractors Federation has been undertaken with over 100 companies being interviewed, including LandCorp's prequalified contractors. Results are currently being analysed.
3.5 Support the Civil Contractors Federation as per our three year agreement to provide Aboriginal and Torres Strait Islander civil construction trainees across the State.	Agreement commitments met.	Dec 2014	As at June 2014 124 people have been trained through the Civil Start Program with 88 placed in employment. Uncertainty about changes to the VTEC federal funding rules has seen a decline in the demand for Civil Start courses in 2014. CCF continues to work in industry, seeking opportunities. This funding agreement has now come to an end. LandCorp and CCF are investigating other ways of supporting industry with these initiatives.
	Agreement targets reviewed quarterly.		Governance meetings held in March, July, October and December 2014. From July 2014 the Civil Start program became sustainable (self-funding) it was agreed to divert Civil Start funding for the period July - December 2014 for CCF to develop and implement an Indigenous Engagement and Sustainability Strategy.
	Conduct a final review of the Agreement and investigate opportunities beyond December 2014.		KPIs for the Indigenous Engagement and Sustainability Strategy agreed. A formal review of Civil Start was conducted and LandCorp is working with CCF WA to identify future opportunities. The industry survey is being used to identify some of these potential opportunities.
3.6 Embed reconciliation related criteria into prequalification of suppliers	Reconciliation related criteria embedded into the engineering prequalification process	June 2015	Consultant panels relating to engineering, tax, accounting and GST services and environmental services included reconciliation related criteria
3.7 Develop and implement Aboriginal Participation Plans and other Aboriginal engagement initiatives	Develop and implement a new Aboriginal Participation Plan and explore engagement initiatives for: <ul style="list-style-type: none"> <li>• Claremont on the Park.</li> <li>• Cockburn Central West.</li> </ul>	June 2016	<b>Claremont on the Park:</b> Weighted criteria for Aboriginal and Torres Strait Islander participation included in stage 3 civil contract. This contract engaged two Aboriginal employees on labour hire. Further to this an additional employee has been engaged to work on the extensive traffic management contract implemented for the stage 3 works and a commitment has been obtained with the traffic management subcontractor to increase the on site Aboriginal employment opportunities.

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			<p><b>Cockburn Central West:</b> further civil contracting opportunities will be explored in following stages.</p> <p><b>Cockburn Coast:</b> LandCorp's standard RAP clauses were included in the Stage 1 contract. Wormald were awarded the stage 1 civil and landscape contract in April 2015 and directly employ 1 full time indigenous employee on site.</p>
	Explore options with our contractors for Aboriginal engagement on Metropolitan projects including: <ul style="list-style-type: none"> <li>• Girrawheen;</li> <li>• Jane Brook.</li> </ul>	June 2016	<i>To be commenced</i>
	<b>NEW INITIATIVES</b>	June 2014	<b>Carnarvon – NorthWater:</b> the civil works construction contractor for Stage 4 of NorthWater achieved on average 50% indigenous employment (~3 people) throughout the four-month construction period.
3.8 Create land development or other business opportunities to partner with Aboriginal companies	Complete Due diligence investigations with Bunuba Developments on identified land parcels in Fitzroy Crossing by way of a State Government supported Indigenous Public Partnership (subject to Government funding).	June 2015	Department of Premier and Cabinet will be initiating a new Cabinet Submission for the extended Due Diligence investigations to be carried out in 2015.
	Undertake Geotechnical research for Local Development Plan 3 in Broome with Yawuru, through a joint funding arrangement.	June 2014	Geotechnical research undertaken in May 2014 with the Yawuru.
	Finalise Local Development Plan 3 in Broome with Yawuru and obtain statutory approvals over the development site (including Yawuru land holdings)	Dec 2014	Structure plan endorsed by Shire of Broome for advertising in June 2014. Structure Plan approval is now pending.
	Work with Waardi Ltd to provide land development advice and fulfil obligations under the BLG Precinct Project Agreement, including development of house and land packages within Waranyjarri and Gujarra estates (Broome).	July 2015	The land for the house and land packages has been transferred and a building agreement signed with Department of Housing for the construction of the homes.
	Facilitate the due diligence process (as part of developing a Business Case) with the Karlka Niyiyaparli Aboriginal	July 2014	LandCorp and Department of Lands are working to finalise a way to facilitate the sale of the land. Department of Housing is proposing to purchase units

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	Corporation for a mixed use development in Newman Town Centre, with State Government approval agencies.		within the development. LandCorp is continuing to work with Karlka Nyiyaparli to finalising the sale of the land.
	Assist Murujuga and Ngarluma Yindjibarndi Foundation Limited investigate options for commercial investment in the Karratha Town Centre.	June 2015	Ongoing
	<b>NEW INITIATIVES</b>		<p>Ongoing discussions with Karlka Nyiyaparli Aboriginal Corporation over potential development opportunities within Newman where LandCorp may be able to partner with Karlka Nyiyaparli.</p> <p>Discussions with Murujuga Aboriginal Corporation (MAC) over its intention to acquire a site in the Bulky Goods development under the BMEIA agreement. MAC propose to operate a business from here.</p> <p>Due to delays in development of the Tambrey Neighbourhood Centre site with our private partner, LandCorp has brought forward the process to deliver Murujuga Aboriginal Corporation a site under its BMIEA entitlements. They propose to operate a car wash business from this site. Conditional approval was received 29 October 2014.</p>
3.9 Partner with Miriuwung Gajerrong (MG) Corporation on implementation of relevant parts of the Ord Final Agreement's Aboriginal Development package, with aims to improve the financial and social well-being of the local Aboriginal communities by providing education, training and employment and direct ownership opportunities.	Facilitate the land allocation to MG for the Goomig Farm (formerly known as Weaber Plains) area development as per the entitlements of the Ord Final Agreement	Dec 2014	Deposited plans have been prepared. The land allocation will not be finalised until various conditions precedents with the Goomig Developer & MG are closed out.
	Monitor and support (as required) MG Corporation in meeting its requirements for the MG Legacy Business.	Dec 2014	MG Corporation has commenced a Building maintenance business. MGC Building & Maintenance Pty Ltd has been successful in obtaining several minor contracts. This mentoring is no longer a requirement.
	Monitor and support (as required) MG Corporation in the arrangements for the MG Services Transition.	Sept 2014	The Ord SALT group and MG Corporation have agreed to close the MG Services transition as it has served its purpose (June 2014). Completed.
<b>Focus area: Sponsorship Opportunities</b>			
3.10 Identify and implement sponsorship opportunities for regional activities supporting Aboriginal and Torres Strait	\$30,000 of opportunities supporting Aboriginal and Torres Strait Islander participation sponsored.	June 2014	\$40,500 of sponsorship opportunities supporting Aboriginal and Torres Strait Islander Participation including: <ul style="list-style-type: none"> <li>Barramundi Concert in Kununurra (May 2014) \$3,000</li> </ul>

Action	Target	Date	Progress
Islander Participation.			<ul style="list-style-type: none"> <li>• Clontarf Academies in WA \$30,000</li> <li>• HALO Leadership and Development Agency \$7,500</li> </ul>
	\$60,000 of opportunities supporting Aboriginal and Torres Strait Islander participation sponsored.	June 2015	Over \$60,000 of sponsorship supporting Aboriginal and Torres Strait Islander Participation including: <ul style="list-style-type: none"> <li>• Clontarf Academies in WA</li> </ul>
	\$60,000 of opportunities supporting Aboriginal and Torres Strait Islander participation sponsored.	June 2016	Due to austerity measures, this target of \$60,000 is not going to be met.
	All sponsorship commitments met.	June 2016	All sponsorship commitments to date have been met.
3.11 Pilot a volunteer program with HALO Leadership and Development Agency	Staff participation in HALO's Deck Chair Reading Program.	July 2014	LandCorp identified volunteers for the Deck Chair Reading Program, however it did not proceed due to HALO winding up. This target will not be achieved.

#### 4. Tracking progress and reporting

Action	Target	Date	Progress
4.1 Publish the 2014/2016 Reconciliation Action Plan on the Reconciliation Australia and LandCorp websites	RAP endorsed by Reconciliation Australia and published on Reconciliation Australia's and our websites.	August 2014	First draft submitted to Reconciliation Australia May 2014. Feedback incorporated. Final Version submitted to Reconciliation Australia July 2014 with final endorsement received early September 2014.
	Launch and promote the 2014/16 Reconciliation Action Plan	August 2014	New RAP published September 2014 on iLand, LandCorp and Reconciliation Australia's public website.
4.2 RAP Working Group to meet to review progress against actions	General Manager Finance & Strategy to chair meetings and report progress to the Executive General Management Group.	Report as at June 2015	General Manager Finance and Strategy and chaired all Working Group meetings and reported progress to the Executive Group.
	Executive General Management Group and Board review of RAP progress and targets every six months.		Executive and Board considered RAP progress to June 2014 as part of Full Year Report (July 2014) Report to December 2014 to be presented to Executive as part of Half Year review (Jan 2015).
	Six monthly reports published on the Intranet		June and December 2014 update published on iLand RAP Page. This update to be published on iLand RAP Page.
4.3 Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually for the	Sept 2014	RAP Impact Measurement Questionnaire submitted to Reconciliation Australia for period 1 July 2013 – 30 June 2014



Action	Target	Date	Progress
Measurement Report.	periods covering: 1 July 2013 – 30 June 2014 1 July 2014 – 30 June 2015 1 July 2015 - 30 June 2016	Sept 2015  Sept 2016	
4.4 Communication of the outcomes of the RAP to internal and external stakeholders	Promote at least three RAP stories on the LandCorp Intranet and internal staff publication per financial year.	Report as at June 2015	Three RAP related stories published in LandCorp's internal staff publication (February, March, June 2014)  RAP stories promoted on iLand noticeboard as follows: - July 2014 - NAIDOC Week activities - August 2014 - RAP Barometer Survey participation - October 2014 - RAP Internal Working Group promoted - November 2014 - Cockburn Central West Smoking Ceremony - March 2015 Reconciliation WA Seeking Volunteers
	Publish at least two RAP stories in LandCorp's external e-publication (Focus) per financial year.	June 2014  June 2015  June 2016	Four RAP related stories published in LandCorp's external publication In Focus (February, May, October and November 2014).  LandCorp's (GRI) Sustainability Report was released in November 2014, referencing LandCorp's RAP and providing statistics and case studies. This document was placed on a web site and the link sent to over 700 people on LandCorp's database.
	<b>NEW INITIATIVE:</b>		Reconciliation Australia invited LandCorp to participate in the 2014 RAP Barometer Survey. The Report was provided to the RAP Internal Working Group at its December 2014 meeting. A gap analysis to identify further opportunities has been undertaken and considered by the RAP Working Group.
4.5 Review and refresh Reconciliation Action Plan	2014/16 Reconciliation Action Plan Report published on our website.	June 2015	To be commenced
	Develop a new Reconciliation Action Plan for July 2016 onwards.	June 2016	Planning a new Reconciliation Action Plan for July 2016 has commenced.