

# LandCorp's 2017-2018 RAP

## Final Report

August 2018

LandCorp has committed to the Reconciliation Action Plan (RAP) program since 2008. This is the final report against LandCorp's sixth RAP, dated from January 2017 to June 2018.

Over the course of the 2017-2018 RAP, some new targets were added. There were originally 122 targets, however 23 new targets were identified, and this RAP report includes those. They are clearly identified in the main tables.

This report contains 145 targets - 50% of all the targets were completed, 31% carry forward into the new RAP, and 19% of targets were not achieved within the RAP term. A summary against our RAP targets is provided in Table 1. The summary highlights we have a job ahead of us as it's not become business as usual in all parts of our business yet, and we need to continue to push ourselves.

Table 1: RAP targets summary

Target Area	Original Targets	New Targets	Targets Completed	Targets in Progress	Not Started	Not Met	Total
Relationships	29	4	11	20	1	1	33
Respect	47	5	30	11	5	6	52
Employment and Economic Opportunities	38	14	28	12	7	5	52
Reporting	8	0	4	2	2	0	8
<b>Total</b>	122	23	73	45	15	12	145

Since May 2018, LandCorp and the Metropolitan Redevelopment Authority have been working together to develop a new joint Stretch level RAP for 2019 – 2022. The new RAP will build on the positive relationships, outcomes and achievements from the reconciliation journeys of both LandCorp and MRA. In partnership with our Aboriginal partners and communities, we aim to share and learn from each other to develop and plan stronger initiatives for the future.

The following tables (Tables 2 to 5) are the main tables, and provide a detailed report against every RAP target.

*Note: In our RAP and reports, 'Aboriginal' is intended to be inclusive of Aboriginal and Torres Strait Islander Australians. Throughout Western Australia, the preferred term is 'Aboriginal'. When communicating within a specific region, we defer to the protocols advised by local Traditional Custodians.*

**Table 2 Targets and Details**

<b>Relationships</b>	<b>Original Targets</b>	<b>New Targets</b>	<b>Total</b>
Targets	29	4	33

<b>Targets Completed (11)</b>	<b>Targets in Progress (20)</b>	<b>Not Started (1)</b>	<b>Not Met (1)</b>
<p>1a) LandCorp's 1 January 2018 to 30 June 2018 RAP was developed collaboratively with Aboriginal staff, stakeholders and other LandCorp staff.</p> <p>1b) During RAP reporting period Executive received 3 reports (every six-months) on RAP progress.</p> <p>2a) During RAP reporting period LandCorp CFO led development and the implementation of the RAP with Working Group support.</p> <p>2b) During RAP reporting period the RAP Working Group included Aboriginal staff.</p> <p>2c) During RAP reporting period the RAP working Group met 5 times.</p> <p>2d) RAP working Group Terms of Reference were reviewed by Executive in 2017/18.</p> <p>3a) During RAP reporting period NRW events were conducted by LandCorp for staff.</p> <p>3b) During RAP reporting period information was to staff about NRW events encouraging staff to participate.</p> <p>6a) During RAP reporting period LandCorp met all its financial Native Title Agreement requirements.</p> <p>7a-j) During RAP reporting period LandCorp consulted with Traditional Custodians on more than 5 sites.</p> <p>8a) LandCorp completed a review of its Community Engagement Consultants and in 2017/18 subsequently engaged an Aboriginal owned consultant for specific project requirements at Hamilton Hill.</p>	<p>4a) LandCorp commenced implementing an Aboriginal Engagement and Stakeholder Relationship Management Plan in 2017/18.</p> <p>4b) During RAP reporting period LandCorp met with the South West Land and Sea Council to discuss future engagement in relation to the South West Settlement and including working with the associated Regional Corporations.</p> <p>5a) During RAP reporting period LandCorp's continued to implement its strategy to communicate RAP to internal and external stakeholders.</p> <p>5b) During RAP reporting period LandCorp continued to actively promote reconciliation with stakeholders.</p> <p>6c) LandCorp worked with the Department of Premier and Cabinet over 2016/17 and 2017/18 on a Native Title Agreement database (IT and Mapping Application Scoping Brief).</p> <p>7a) During RAP reporting period LandCorp had ongoing consultation with Ngarluma Yindijbarndi, Wong-Goo-Tt-Oo and Yaburara Mardudhunera through the Murujuga Aboriginal Corporation on the development of the Burrup SIA and Maitland SIA.</p> <p>7b) During RAP reporting period LandCorp had ongoing consultation with Nyamba Buru Yaruru on Broome.</p> <p>7c) During RAP reporting period LandCorp consulted with Nyiyaparli on Newman.</p> <p>7d) During RAP reporting period LandCorp consulted with Kariyarra on Port Hedland.</p> <p>7e) In 2016/17 and 2017/18 LandCorp Consulted with MG Corporation on Kununurra townsite projects.</p>	<p>4c) LandCorp did not meet with the Noongar Chamber of Commerce and Industry to ascertain how LandCorp can engage with their members.</p>	<p>3c) LandCorp's NRW events in May 2017 were not registered with Reconciliation Australia. LandCorp's NRW events in May 2018 were registered with Reconciliation Australia.</p>

	<p>7f) In 2017/18 LandCorp commenced consultation with Whadjuk Working Group and South West Land and Sea Council on Ocean Reef.</p> <p>7g) In 2017/18 LandCorp was in consultation Whadjuk Working Group and South West Land and Sea Council on the Mangles Bay project. The project has ceased and no further consultation is planned.</p> <p>7h) In 2017/18 LandCorp Consulted with Whadjuk Working Group and South West Land and Sea Council on Hamilton Hill.</p> <p>7i) LandCorp had ongoing consultation with Nyamba Buru Yaruru on Chinatown over 2017/18.</p> <p>7j) During RAP reporting period LandCorp had ongoing consultation with Nyamba Buru Yaruru on Broome Growth Plan.</p> <p>NEW) During RAP reporting period LandCorp had ongoing consultation with Nyamba Buru Yaruru on Broome Motorplex Site.</p> <p>NEW) LandCorp had ongoing consultation with MG Corporation on Ord Stage 2 in 2017/18.</p> <p>NEW) During RAP reporting period LandCorp had ongoing consultation with Gnaala Karla Booja on McLarty Explosives Reserve.</p> <p>NEW) In 2017/18 LandCorp was in consultation with the Whadjuk Working Group and South West Land and Sea Council on the Ascot project. The project has ceased and no further consultation is planned.</p> <p>9a-b) During RAP reporting period LandCorp engaged with at least 4 local government Aboriginal Reference Groups on LandCorp projects.</p>		
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**Table 3 Respect Targets and Details**

Respect	Original Targets	New Targets	Total
Targets	47	5	52

Targets Completed (31)	Targets in Progress (11)	Not Started (5)	Not Met (5)
<p>10a) In 2017/18 LandCorp's GRI Report reported on compliance with heritage statutory requirements</p> <p>10b) During RAP reporting period LandCorp obtained relevant approvals as required under the Aboriginal Heritage Act (for projects including Broome, Karratha, McLarty Explosive Reserve and Denmark).</p> <p>11c) In 2016/17 LandCorp worked with Clontarf and a Contractor to create a garden designed and project managed by Aboriginal students (Miya Kaadadjiny @ Girrawheen High School)</p> <p>11e) During RAP reporting period LandCorp worked with Nyamba Buru Yawuru on heritage approvals for the new motorcross site at Broome.</p> <p>11f) In 2016/17 and 2017/18 LandCorp worked with the Niyaparli and Martu people on the implementation of the Newman Town centre Cloud Rock and Rainmaker artwork and stories.</p> <p>11j) In 2017/18 LandCorp's Allara project recognised the Aboriginal heritage at the opening of the Water Park. Welcomes to Country were held, followed by Dreamtime Klub Kinkuna Collective Canvas workshop where traditional art was taught to community. The completed canvas is now on public display in the Allara Office.</p> <p>11k) During RAP reporting period LandCorp's Alkimos Beach project held events displaying artwork created by the <i>Alkimos Land by the Ocean</i> book. LandCorp also commenced a public art and interpretative pedestrian walkway and cycle path, to identify and embed Aboriginal culture and sense of place. A knowledge session also took place as part of the initiative. All Alkimos staff are provided</p>	<p>10c) LandCorp continued to work to implement the requirements of the Noongar Standard Heritage Agreement, (including Activity Notices at Beverley, Nambeelup, Myalup, Casurina Harbour Bunbury and Shenton Park).</p> <p>11a) Over 2016/17 and 2017/18 LandCorp worked with Yamatji Land and Sea Council to transfer a lot within Oakajee buffer for burial of Aboriginal peoples remains.</p> <p>11d) In 2017/18 LandCorp continued to work with the Murujugga Aboriginal Corporation and the Yaburara and Mardudhunera people on possible concept plans for the Standing Stones site on the Burrup SIA.</p> <p>11i) In 2016/17 and 2017/18 LandCorp continued its consultation with the local Aboriginal community on the protection of Aboriginal heritage around the cave site within Meridian Park.</p> <p>13c) Over 2017/18 LandCorp prepared a proposal for adopting Aboriginal Names to be street names (with the Shire) at Gajurra (previously called LDP2) in Broome. Adoption is expected in 2018/19.</p> <p>NEW) In 2017/18 LandCorp proposed Karratha street names and park names using Ngarluma words.</p> <p>NEW) LandCorp is proposing to discuss with the Shire of Broome Yawuru names as street names and park names for Broome North LDP3.</p> <p>14a) LandCorp collating a photographic catalogue of all Aboriginal Arts installations across its projects historically, then publishing this catalogue along with the artists stories.</p> <p>15a) In 2016/17 LandCorp reviewed participation in Cultural Awareness Training,</p>	<p>11g) Ongoing investigation of opportunities at Karnup for local recognition of culture and heritage following a cultural audit.</p> <p>11h) Ongoing investigation of the opportunities at Shoreline for local recognition of culture and heritage following a cultural audit.</p> <p>12b) Investigation in 2017/18 of creating Newman Welcome Packs for land purchasers and residents.</p> <p>20a) Identification of key research projects which require culturally sensitive methodologies and approaches.</p> <p>20b) Working with research organisations and service providers to improve research processes.</p>	<p>13a-c) Over 2016/17 and 2017/18 Implementing Aboriginal Naming Initiatives on at least 6 projects (this was achieved at Girrawheen, Broome and Karratha).</p> <p>15c) No face-to-face cultural workshops were held as there were not enough new starters to make up a group (the target was 100%)</p> <p>16c) Create a central set of Case Studies of positive examples of Aboriginal Engagement within LandCorp projects for staff to use as reference points.</p> <p>17e) During RAP reporting period LandCorp invited a local Traditional Custodians to provide a Welcome to Country for at least 10 events and meetings. 5 invitations were confirmed.</p> <p>19a) In 2017 Sorry Day was not acknowledged through an oversight. In 2018 Sorry Day was acknowledged and information communicated to staff by email on the history of the day.</p>

<p>with Cultural Awareness training.</p> <p>12c) In 2017/18 LandCorp and Lend Lease continued to provide Welcome Packs and the <i>Alkimos Land by the Ocean</i> book to purchasers and residents.</p> <p>11I) In 2017/18 LandCorp worked with Lend Lease to develop a wide ranging approach to the Alkimos Vista Project initiatives responding to LandCorp and Lend Lease RAPs.</p> <p>NEW) During RAP reporting period LandCorp initiated four public art pieces designed by Aboriginal Artists from the Roebourne Art Group at Karratha Bayton West and The Quarter.</p> <p>NEW) In 2017/18 LandCorp worked with the Ballardong people on cultural recognition opportunities in the Beverley project.</p> <p>12a) In 2017/18 LandCorp continued to provide Welcome Packs from Yawuru to Waranjarri (Broome) purchasers and residents.</p> <p>13a) During RAP reporting period LandCorp formalised the Aboriginal Naming Initiatives at Girrawheen High School garden.</p> <p>13b) During RAP reporting period Aboriginal Naming Initiatives were adopted for the Branding of Broome LDP2 as Gurjarra.</p> <p>NEW) In 2017/18 LandCorp launched the Broome Road Industrial Entry Statement Sculptures by Yawuru Artists.</p> <p>15b) 100% of staff employed for six months or more completed cultural learning activities (Closing the Gap on-line module and Diversity at LandCorp and EEO mandatory online modules)</p> <p>15d) Over 40% of staff participated in a Cultural Immersion tour during RAP reporting period (the target was 8% of staff).</p> <p>15e) 100% of the RAP Working Group members participated in the Cultural Immersion tours and/or</p>	<p>identified needs for ongoing culture learning needs and initiated targeted actions.</p> <p>16b) In 2016/17 LandCorp commenced training for some operational teams to build culturally respectful communication and relationship skills.</p> <p>17g) Over 2016/17 and 2017/18 LandCorp continued its promotion of the LandCorp-Civil Contractors Federation Aboriginal Engagement Guide to staff, government agencies and to stakeholders.</p>		
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<p>workshops arranged by LandCorp.</p> <p>15f) 100% of the Executive Members participated in Cultural Immersion tours conducted during RAP reporting period.</p> <p>16a) In 2017/18 LandCorp created a central reference point for Aboriginal engagement resources in its Objective filing systems.</p> <p>17a) During RAP reporting period LandCorp acknowledged the Traditional Custodians of the Land at LandCorp public events, with many events also having a Welcome to Country.</p> <p>17c) During RAP reporting period LandCorp acknowledged the Traditional Custodians of the Land at staff events, with a number of meetings also having a Welcome to Country.</p> <p>17d) In 2017/18 LandCorp placed an Acknowledgement of Traditional Custodians in the Perth office reception area.</p> <p>17b) Over 2017/18 LandCorp maintained a list of businesses and people who could provide and organise welcomes to country.</p> <p>17f) In 2016/17 LandCorp reviewed and updated its Acknowledgement of Country Policy.</p> <p>18a) During RAP reporting period LandCorp provided staff with information about NAIDOC week and LandCorp NAIDOC events and activities.</p> <p>18b) Over 2017/18 LandCorp continued to encourage staff to participate in the July 2018 NAIDOC week staff event.</p> <p>18c) During RAP reporting period LandCorp arranged internal NAIDOC events for staff.</p> <p>18d) LandCorp encouraged its Aboriginal staff to participate in local NAIDOC week events.</p> <p>18e) In 2017/18 LandCorp completed a corporate review of its HR policies. The review included ensuring there were no barriers to Aboriginal staff participating in NAIDOC week.</p>			
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19b) LandCorp (and through various training workshops) provided information and stories to staff about the Stolen Generation.			
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**Table 4 Opportunity Targets and Details**

<b>Employment and Economic Development Opportunities</b>	<b>Original Targets</b>	<b>New Targets</b>	<b>Total</b>
Targets	38	14	52

<b>Targets Completed (28)</b>	<b>Targets in Progress (12)</b>	<b>Not Started (7)</b>	<b>Not Met (5)</b>
<p>21b) Short term retention of Aboriginal is equivalent to other staff.</p> <p>21c) During RAP reporting period LandCorp expanded the channels where job vacancies occur through Aboriginal media.</p> <p>21d) In 2017/18, LandCorp reviewed and updated its Aboriginal employment and retention strategy.</p> <p>22c) Prior to the current RAP reporting period Civil Works on site at Wedgefield were monitored by Traditional Custodians.</p> <p>22d) Prior to the current RAP reporting period Civil Works on site at Port Hedland Light Industrial Area were monitored by Traditional Custodians.</p> <p>23a) In 2017/18 LandCorp's Executive approved the review and update of its Aboriginal procurement strategy.</p> <p>24a) Guide for Aboriginal Engagement launched prior to RAP reporting period.</p> <p>NEW) In 2017/18 LandCorp updated its records on locally owned companies tendering information to enable future pre-qualification.</p>	<p>21e) In 2017/18 LandCorp continued to engage its Aboriginal staff on employment strategies and professional development.</p> <p>NEW) Traditional Custodians involved and consulted in planning, bilby management plan and Aboriginal heritage clearance at the new Motorcross site in Broome.</p> <p>23d) During RAP reporting period LandCorp's Executive received procurement reports which included statistics on LandCorp's Aboriginal businesses expenditure.</p> <p>24c) In 2017/18 LandCorp continued to promote the Civil Contractors/LandCorp Aboriginal Engagement Guide to Government agencies</p> <p>25 ) In 2017/18 LandCorp developed and started the process to implement tendering for projects that allows for sub-contracting to registered local Aboriginal businesses.</p> <p>25b) In 2017/18 LandCorp continued to investigate Gujorra Broome sub-contracting opportunities.</p> <p>25c) In 2017/18 LandCorp continued to investigate Broome Motorcross site</p>	<p>22e) Civil Works on site at Broome Motocross Site were not monitored by Traditional Custodians due to slow pace of development.</p> <p>24b) LandCorp has not actively promoted the Civil Contractors / LandCorp Aboriginal Engagement Industry Guide to its preferred suppliers, panels and registers.</p> <p>24d) LandCorp has not introduced the Civil Contractors Federation to Reconciliation WA (but LandCorp did introduce the Master Builders Association to RecWA).</p> <p>26c) LandCorp has not implemented an Aboriginal Participation Plan for construction of Gujorra and the new motorcross site, construction deferred to 2019/20.</p> <p>32a) LandCorp deferred further consideration of new strategies to increase supplier diversity and engagement of Aboriginal businesses in the future (deferred to December 2018).</p> <p>34a) LandCorp has not identified a university level program to support (via scholarship or similar)</p>	<p>21a) Increased Aboriginal employment to 4 staff (target was 5 (3%)).</p> <p>23c) In the RAP period \$1,604,571 was procured from Aboriginal businesses, against the target of \$2 million.</p> <p>22a) Civil Works on site at Beverley were not monitored by Traditional Custodians.</p> <p>22b) Civil Works on site at Bruce Rock were not monitored by Traditional Custodians.</p> <p>27b) In 2017/18 LandCorp did not engage an Aboriginal business to undertake site monitoring at Wedgefield.</p>

<p>NEW) In 2017/18 LandCorp worked with its prime contractor in Broome works to enable the landscaping subcontract to be awarded to Aboriginal businesses.</p> <p>25a) At Wedgefield, through contractor DeGrey Civil, work was subcontracted to Boodarie Contracting and Yurra who are both Aboriginal Owned.</p> <p>26a) In 2017/18 LandCorp incorporated reconciliation criteria in works tender assessments for Forrestdale Industrial Estate stage 3b.</p> <p>NEW) In 2017/18 LandCorp and Lend Lease for Alkimos Beach undertook a workshop with Aboriginal groups associated with the implementation of an indigenous interpretative signage strategy; and Reconciliation Week school and community workshops.</p> <p>NEW) During RAP reporting period LandCorp ensured Aboriginal organisations were invited to participate in the redevelopment of the Newman Town Centre resulting in 6 businesses being contracted and providing 9% of project man hours for the site.</p> <p>27a) During RAP reporting period over 25 direct appointments are made to Aboriginal businesses.</p> <p>27c) In 2017/18 LandCorp engaged an Aboriginal business to undertake maintenance and minor works at South Hedland Town Centre.</p> <p>27d) In 2017/18 LandCorp engaged an Aboriginal business to work on the entry statement at Broome Road Industrial.</p> <p>NEW) In 2017/18 LandCorp engaged an Aboriginal business to undertake site community consultation at Hamilton Hill.</p>	<p>sub-contracting opportunities.</p> <p>26b) In 2017/18 the LandCorp and Lend Lease tender for Alkimos Vista civil works carried Aboriginal employment and training opportunities criteria (consistent with past Alkimos contracts).</p> <p>28b) In 2017/18 LandCorp continued to work with Nyamba Buru Yawuru on future partnership opportunities within the Broome townsite. LandCorp also worked with Aboriginal Corporations, businesses and people on establishing businesses in Karratha Gap Ridge, South Hedland land acquisitions, South Hedland housing and Marble Bar developments.</p> <p>28c) In 2017/18 LandCorp continued to work stakeholders and Nyamba Buru Yawuru on a Kimberley Cultural and Interpretative Centre opportunity encompassing Aboriginal and European cultures and industries such as the pearling industry.</p> <p>NEW) LandCorp continues to discuss development opportunities with Murajuga Aboriginal Corporation at Karratha Tambrey Neighbourhood Centre.</p> <p>31a) In 2017/18 LandCorp offered to Yawuru to place a staff member with LandCorp as part of a mentoring program (reciprocated by Yawuru).</p>	<p>34b) LandCorp has not worked through a process on the approach to support a university level program (via scholarship or similar) initiative in the future.</p>	
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NEW) In 2017/18 LandCorp engaged an Aboriginal business to undertake landscaping works at Gap Ridge Industrial.

NEW) In 2017/18 LandCorp engaged an Aboriginal business to undertake catering at Karratha Business After Hours event.

NEW) In 2017/18 LandCorp engaged an Aboriginal business to undertake retaining wall and fencing and clearing services The Karratha City Centre.

NEW) During RAP reporting period LandCorp engaged Aboriginal businesses to undertake:

- Landscaping works at Shenton Park Hospital, South Hedland Town Centre, Rockingham Heavy/Special Project Area, Anstey Road Forrestdale, Karratha city Centre, and Madigan Road at Karratha;
- Site Works at Karratha City Centre, and South Hedland Town Centre;
- Public Art at Coolibah at Kununurra;
- Heritage consultancies at Broome North LDP 2, Madigan Road Karratha, Chinatown Waterfront Redevelopment at Broome, and general advice in project assessment phases;
- Community consultation at Chinatown Waterfront Development at Broome: and
- Corporate marketing consultation.

28a) In 2017/18 LandCorp engaged Conservation Volunteers Australia to provide its Aboriginal employees with dune habitation and coastal management experience at Alkimos.

<p>NEW In 2017/18 LandCorp worked with Horizon Power and Waardi Limited on a Smart Sun Trial in Broome, on up to 6 Waardi homes which would experience significantly reduced power costs.</p> <p>29a) In 2017/18 LandCorp continued to work with key stakeholders and Nyamba Buru Yawuru on the Broome Growth planning partnership and promotion of engagement with Aboriginal people and businesses.</p> <p>30a) In 2017/18 LandCorp continued to maintain the Waringgarri public art at Coolibah in Kununurra.</p> <p>33a) In 2017/18 LandCorp entered into a formal agreement of support with Reconciliation WA, which included a financial contribution and in kind assistance which included hosting events and a young leaders forum.</p> <p>NEW) LandCorp's regional manager in the Pilbara continued their role as an Executive Board Member of the Youth Involvement Council in Port Hedland.</p> <p>NEW) LandCorp's Regional Manager East Pilbara has: worked with the Kariyarra Aboriginal Corporation and the Njamal Aboriginal Corporation in advancing the EOI Sale Process for Lot 1700 in the South Hedland Town Centre; provided land assembly advice and direction to Kariyarra Elders on an Aboriginal Housing Project in South Hedland; and worked with Yindjibarndi and Ngarluma Elders in providing land assembly direction advice.</p>			
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**Table 5 Governance Targets and Details**

<b>Reporting</b>	<b>Original Targets</b>	<b>New Targets</b>	<b>Total</b>
Targets	8	0	8

<b>Targets Completed (4)</b>	<b>Targets in Progress (2)</b>	<b>Not Started (2)</b>	<b>Not Met (0)</b>
<p>35a) RAP Impact Measurement Questionnaire completed and submitted in 2017.</p> <p>35b) RAP Barometer submitted in 2017.</p> <p>36a) LandCorp 2017 and 2018 GRI Reports have incorporated RAP Activities.</p> <p>39a) LandCorp RAP Communication Plan developed in the second half of 2016/17.</p>	<p>37a) During RAP reporting period, RAP learnings, challenges and achievements were shared with staff and stakeholders.</p> <p>39b) Over 2017/18 LandCorp continued its RAP Communication Plan implementation</p>	<p>38a) In July 2018 LandCorp commenced liaison with Reconciliation Australia about its new 2-year (2018/19 to 2019/2020) Stretch RAP.</p> <p>38b) Draft Stretch RAP to be sent to be sent to Reconciliation Australia for formal feedback in second half of 2018. This process is now being shared with MRA, and is in train.</p>	