



WESTERN
AUSTRALIAN
MUSEUM



INNOVATE

RECONCILIATION ACTION PLAN

March 2023 – March 2025



ACKNOWLEDGEMENT OF COUNTRY

The Western Australian Museum acknowledges and respects the many Traditional Owners of their ancestral lands, waters and skies throughout all of Australia.



Kooyi, wall mural artwork by artist Michael Cummings, Museum of the Great Southern.



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OUR VISION FOR RECONCILIATION

The WA Museum's vision for reconciliation is to provide a culturally safe, respectful and inclusive space for all people to learn about Aboriginal and Torres Strait Islander culture and history, and to collaboratively advance understanding between all peoples.

The Museum plays a crucial role in preserving, sharing and representing Australia's shared histories and cultures. Through the perspectives, voices and stories of Aboriginal and Torres Strait Islander peoples throughout Western Australia, truth-telling is at the forefront of historical representation.

The Museum recognises Aboriginal and Torres Strait Islander peoples as the custodians of their stories, cultures, practices and traditions and acknowledges their ongoing connections to the past, present and future.

To achieve our vision, the WA Museum commits to contribute to reconciliation through:

1. Honouring and valuing Aboriginal and Torres Strait Islander people's rights, diversity, culture, knowledge and self-determination by strengthening new and existing relationships with Aboriginal and Torres Strait Islander peoples and communities. The Museum recognises that establishing relationships and meaningful collaboration is an integral part of the reconciliation journey.
2. Ensuring the path of truth-telling is continuous, by encouraging and supporting Aboriginal and Torres Strait Islander peoples to lead and be at the forefront of knowledge sharing and interpretation throughout the Museum's galleries, exhibitions and programs.
3. Work closely with Aboriginal and Torres Strait Islander peoples and communities to develop and implement new and exciting Aboriginal and Torres Strait Islander-lead programs and events.
4. Work collaboratively with WA Museum Aboriginal and Torres Strait Islander staff and stakeholders to create tangible economic opportunities for Aboriginal and Torres Strait Islander peoples through inclusive employment and retention initiatives.



Message from the Chair of the Trustees

As we welcome tangible outcomes from the Uluru Statement from the Heart, in the shape of the Indigenous Voice to Parliament, it is doubly important that our public cultural institutions play their part in the truth and reconciliation process, and that they lead by example.

I have been privileged to become Chair of the Trustees of the Western Australian Museum at time when its conspicuous activity in this area is plainly evident and is receiving plaudits from across Australia, not least for the WA Museum Boola Bardip, and the process through which it was created.

I am proud of the Museum's achievements, particularly as a champion of social justice, but I am certainly not complacent. The road to true reconciliation is both long and arduous. That is something that most Australians acknowledge, but which Aboriginal Australians feel most painfully.

The Museum's new Strategic Plan – *Past, Present, Future* makes clear our commitment to Aboriginal and Torres Strait Islander people, to their culture, to their voices and to their self-determination. This second version of our **Innovate** Reconciliation Plan provides the detail that underpins the Strategic Plan. It articulates our beliefs, focuses on our impacts, and establishes the priorities for our activities in these areas

Ultimately, however, strategies and plans are effective only when they are translated into actions. Under my Chairmanship, I am determined that the Western Australian Museum will not only continue to honour its commitment to Australia's First Peoples, but will set a benchmark for our public institutions to which others will aspire.

I am particularly grateful to the Museum's Aboriginal Advisory Committee – a committee established for some thirty years, but about to receive an influx of new members. I thank the retiring, and recently retired members, not least its founding, and long-standing, Chair, Irene Stainton. I also wish to thank the Whadjuk Reference Group that ensured the appropriate development of the Boola Bardip site in Perth.

Finally, I wish to acknowledge the work of all the Museum's staff and, of my fellow Trustees as we proceed on this journey. In particular, I want to thank our Aboriginal and Torres Strait Islander staff. They carry a heavy burden of expectation and, therefore, our support for them must be paramount as should our commitment to increase their presence in our organisation.

The Hon. Melissa Parke

Chair of Western Australian Museum
Board of Trustees



CEO's Foreword

As the Reconciliation Action Plan (RAP) Champion for the Western Australian Museum, it is both a pleasure and honour to provide a Foreword to our second **Innovate** RAP.

Since the publication of our first innovate RAP, the world has had to deal with the global pandemic and its impact on people and communities; the mental, physical, social and economic scars will remain for many years to come. Disruption caused by COVID-19 affected the delivery of our previous **Innovate** RAP targets, and that is why we decided to re-visit this process before proceeding to the Stretch level.

That is not to say that we have not been active over the intervening period – far from it! In November 2020, we opened the much-anticipated WA Museum Boola Bardip in Perth. Boola Bardip means many stories' in Nyoongar, and we believe the new museum sets the standards for community engagement, cultural sensitivity, and story-sharing in museums. Some 54,000 people were involved in providing their stories, viewpoints and opinions, including many Aboriginal and Torres Strait Islander people. Aboriginal Community Liaison Officers, recruited from their own communities ensured the integrity of bilateral relationships and provided both cultural safety and respectful facilitation.

Key to the development of Boola Bardip is a principle that now permeates through every part of our organisation: that we will not speak for people who will speak for themselves. This has meant that in both Boola Bardip and the other sites that we manage, there are some tough stories and some pretty tough language: we do not apologise for this, because it is part of the truth-telling and reconciliation process that we must navigate carefully, but to which we are absolutely committed.

Boola Bardip may be a flagship, but it is the mere tip of the iceberg that is WA Museum's influence, impact and reach. Each one of our regional and metropolitan museums has played its own part in ensuring that we deliver on our commitments, right across WA.

That commitment includes the marking of significant anniversaries, such as National Reconciliation Week and NAIDOC Week. The innovative Emerging Curators program has also continued successfully, providing learning experiences for Aboriginal trainees from across the State.

A new strategic plan and a new mission sees a continued focus on our RAP as the way in which to deliver meaningful outcomes for Aboriginal and Torres Strait Islander people, and the way in which we challenge our organisation to maintain focus, and to step up to the next level.

The Western Australian Museum needs to be a place where all people feel culturally safe: to misquote, we might say that it **not always was** such a place, but in the future, we are determined that it **always will be**.

Alec Coles OBE

Chief Executive Officer
Western Australian Museum



Message from Senior Aboriginal and Torres Strait Islander Advisor

This is the second iteration of the WA Museum's **Innovate** Reconciliation Action Plan (RAP), with the first **Innovate** RAP being released in 2019. Inevitably, progress was impacted by the global outbreak of COVID-19.

During this time, the Museum attempted to manage its RAP commitments through online delivery of programs and sharing information on social media platforms. Whilst this addressed some of the commitments, constraints on face-to-face interaction meant that it was impossible to achieve all our goals. It is for that reason that the Museum made the decision to develop a second version of the **Innovate** RAP.

This new **Innovate** RAP highlights the Museum's ongoing commitment to continue to deliver programs and works highlighting the on-going relationships, respect and opportunities the Museum has with the Aboriginal and Torres Strait Islander community of Western Australia.

The Museum is supported by its Aboriginal Advisory Committee in delivering its RAP commitments, and is grateful to our many Aboriginal partners and collaborators, all of whom are essential travellers on our journey to true reconciliation.

I want to thank the Museum's RAP Working Group and the Museum's RAP Champion, Mr Alec Coles (CEO). I also want to thank my staff, in particular Marani Greateorex, for the great work she has committed in the development and delivery of this RAP.

Deanne Fitzgerald

Senior Aboriginal and Torres Strait Islander Advisor Western Australian Museum



Message from CEO of Reconciliation Australia

Reconciliation Australia commends the Western Australian Museum on the formal endorsement of its second **Innovate** Reconciliation Action Plan (RAP).

Commencing an **Innovate** RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This **Innovate** RAP is both an opportunity and an invitation for WA Museum to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, WA Museum will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An **Innovate** RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of *relationships, respect, and opportunities* emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. WA Museum is part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an **Innovate** RAP signals your organisation's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations WA Museum on your **Innovate** RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine

Chief Executive Officer
Reconciliation Australia



OUR BUSINESS

The WA Museum is the custodian of more than eight million objects and specimens that document and represent the unique environment and people of Western Australia.

Our Mission: Inspiring curiosity to explore the past, question the present and shape the future. Past, Present, Future - Koorah Nitja Boordahwan.

Our Aspiration: To be valued, used and admired by all Western Australians and the world.

Our Vision: An informed and engaged community working together for a better future.

Our Values: We are dedicated to community values, which means we will be:

Respectful

We will respect the views and opinions of others, consider their needs and sensibilities, and work collaboratively to build trust and understanding.

Inclusive

We welcome and engage with people of all abilities, backgrounds and experiences. We will make sure that our workplace, facilities, programs and resources are accessible to all.

Accountable

We exist for the benefit of all the people of Western Australia. We hold ourselves accountable to them and are custodians of their collections.

Enterprising

We will be creative, resourceful, imaginative, innovative, agile and entrepreneurial. We will be commercially astute, embrace change and aspire to excellence in all we do.

Recognise Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia

We acknowledge the primary rights of Aboriginal and Torres Strait Islander peoples in their cultural heritage and will work collaboratively to advance understanding between all peoples.

The WA Museum employs 132 people equivalent to FTE; including 19 people who identify as Aboriginal, employed at metropolitan and regional sites equivalent to FTE, PTE, and casual positions.

OUR MUSEUMS

The WA Museum has seven public sites and a Collection and Research Centre, housing more than eight million objects; these sites are located in Perth, Fremantle, Welshpool, Albany, Geraldton, Kalgoorlie and Carnarvon.



Children's engagement program,
WA Museum Boola Bardip.

WA Museum Boola Bardip

WA Museum Boola Bardip stands on Whadjuk Nyoongar¹ country and is located in the heart of the Perth Cultural Centre. The Perth area is known to Nyoongar people as Boorloo.

Boola Bardip, means 'Many Stories' in Whadjuk Nyoongar language, and is a place to share Western Australia's many stories of its people, history and culture. The Museum hosts eight permanent galleries focused on three major themes:

- Being Western Australian: Celebrating the diversity of our people.
- Discovering Western Australia: A gateway to our incredible State.
- Exploring the World: Defining Western Australia and its place in the world.

The State's unique cultural and scientific collections have come alive with innovative new exhibits, activations and digital technology, exploring subjects such as the formation of the Universe, WA's latest inventions, extinct dinosaurs, newly discovered species, WA's local communities and its place in the world.

Aboriginal and Torres Strait Islander voices and perspectives are woven throughout the Museum's multi-disciplinary galleries, recognising the primary rights of Australia's Aboriginal and Torres Strait Islander peoples, in practising and expressing culture. There is, however, also a series of galleries dedicated to Aboriginal and Torres Strait Islander cultural heritage, entitled Ngalang Koort Boodja Wirn – Our Heart, Our Country, Our Spirit.

¹ Nyoongar, or Noongar, is spelt variously in this document, depending on the preference of local people. For instance, Whadjuk people of the Perth region often prefer to use the 'y' as in 'Nyoongar', whereas, for instance, Menang people from the south dispense with it. Other groups replace the 'oo' with 'u'.

National NAIDOC Week at
WA Maritime Museum



WA Maritime Museum and WA Shipwrecks Museum

There are two museums located in the port city of Fremantle, the WA Maritime Museum and the WA Shipwrecks Museum.

- WA Maritime Museum focuses on the relationship that the people of Western Australia have with the sea, from the early contact between Aboriginal and Torres Strait Islander Peoples and Trepangers, to leisure boats to the fishing industry. It is also where the America's Cup yacht, *Australia II* is housed along with many other iconic WA sea vessels.
- WA Shipwrecks Museum is as the name suggests, houses thousands of relics from ships wrecked along WA's coastline and includes the original timbers from the *Batavia* and the original de Vlamingh plate. Although the wrecks featured are mainly European in origin, here are important considerations of early contact, and of Aboriginal families who discovered the wrecks.

WA Museum Collection and Research Centre

The Collection and Research Centre (CRC), located in Welshpool, south of Perth, is the WA Museum's primary storage facility, with the administration building named Joobaitch House. Joobaitch was a prominent Whadjuk Nyoongar Elder who lived in the area in the 1900s.

It is home to the majority of the WA Museum's collection, as well as many items for which the Museum is a temporary custodian. In 2016, the \$17.6 million state-of-the-art Harry Butler Research Centre (HBRC) was built as part of the New Museum Project. Aboriginal and Torres Strait Islander cultural materials are stored here, including secret and sacred materials in restricted access storage areas. The CRC is also the locus of the Museum's repatriation program, which returns human remains and associated materials to Country in consultation with local communities.

Women's Weaving Circle - Balga's,
Museum of the Great Southern



Museum of the Great Southern

Museum of the Great Southern overlooks the picturesque Princess Royal Harbour in Albany, the site of the first European settlement in Western Australia. The Museum includes stories of the local Menang Noongar people, and the influence of Mokare, a prominent Noongar man, as well as stories of the early settlers, convicts and the unique natural environment. This was the so-called 'Friendly Frontier'; and this is explored in the displays.

Hands-on activity with Ciahn Button from WA Wildlife Displays and Jack Griggs (Mum, Mel Griggs), Museum of Geraldton



*Jiwara shield, 1973,
Gwoonwardu Mia, Carnarvon*



Museum of the Goldfields

Museum of the Goldfields showcases the history of the region. Gold mining stories are to the fore, whilst the Museum acknowledges the heritage, influence and experiences of the 13 Aboriginal Nations that constitute the Goldfields Region.

Museum of Geraldton

Museum of Geraldton overlooks the Indian Ocean and celebrates the rich heritage of the land, sea and the people of the Mid-West region showcasing the region's Yamatji history and culture. The Museum houses relics and stories from shipwrecks located in the region.

Gwoonwardu Mia

WA Museum currently manages Gwoonwardu Mia, the Gascoyne Aboriginal Heritage and Cultural Centre, on behalf of the Department of Primary Industries and Regional Development (DPIRD), in collaboration with the local community. Located in Carnarvon, Gwoonwardu Mia stands on Yinggarda Country and celebrates the Aboriginal culture of the five language groups of the Gascoyne region of Western Australia, which comprise the Yinggarda, Bayungu, Malgana, Thadgari and Thalanyji people.

Gwoonwardu Mia first opened in 2005, and closed in 2015, before reopening in November 2019 under the WA Museum's stewardship. The WA Museum was tasked with managing it for an initial three-year period, while working in partnership with local Aboriginal communities to chart a pathway to sustainability. The WA Museum has entered into a second agreement that will see it continue to manage Gwoonwardu Mia for the period 1 July 2021 to 30 June 2024.



*The Prayer/Promise Basket, made by
Marjorie Bonney from Mount Magnet,
Museum of the Goldfields.*

GOVERNANCE AND PARTNERSHIPS

The Trustees of the Western Australian Museum

The Museum is governed by a board of up to eight trustees, seven of which are directly appointed by the State Government the eighth being the Director General (DG) of the Government department responsible for Culture and the Arts, or her/his delegate. The current department is the Department for Local Government Sport and Cultural Industries (DLGSC). The current DG is Ms Lanie Chopping. The current Chair of the Trustees is the Hon. Melissa Parke. Aboriginal and Torres Strait Islander representation on the Trustees is mandated.

The Western Australian Museum Aboriginal Advisory Committee

The Museum continues to work with the WA Museum Aboriginal Advisory Committee, which has been closely involved with the WA Museum for over 25 years. The Advisory Committee's role is to advise the WA Museum on issues relating to the management of Aboriginal collections, education and public programs that have an Aboriginal focus. The Advisory Committee acts as the contact between the WA Museum and the Aboriginal and Torres Strait Islander communities.

Gwoonwardu Mia Advisory Committee

The Gwoonwardu Mia Advisory Committee provides guidance on the strategy and practices of Gwoonwardu Mia as well as invaluable cultural knowledge. It includes representatives of all the five Aboriginal language groups of the Gascoyne, as well as representatives from key stakeholders such as the Shire of Carnarvon and the Gascoyne Development Commission.

Powerful Partnerships

The Museum has well-established networks and partnerships with Aboriginal communities across WA. More recently, it has created and seeks to maintain working relationships that were established during the development of the WA Museum Boola Bardip. The Museum has hosted a number of visits from community groups from regions in Western Australia, such as Kwini (Kuini) Traditional Owners from Kalumburu, Gija and Jaru Traditional Owners from Purnululu/Warmun, Yamatji Marlpa Aboriginal Corporation (YMAC) the representative body for the Traditional Owners of the Pilbara, Midwest, Murchison and Gascoyne regions of Western Australia, and representatives from the WaterCorp Aboriginal Leadership program.

Understanding, (MoU) partnership with Yirra Yaakin Aboriginal Theatre company, based in Perth. The MoU focuses on a community cultural partnership with the WA Museum and Yirra Yaakin. The MoU enables both the Museum and Yirra Yaakin to gain access to new audiences through cross promotion and marketing of each other's business, including programming of special events and performances. This MoU is in place until 2023 and will be renewed after this date.

The Foundation for the WA Museum

The Foundation for the WA Museum has been committed to securing the future of the State heritage since 1995. The Foundation's role is to provide meaningful and sustainable financial support to the WA Museum, by building partnerships with organisations and individuals who understand the critical role that museums play in society. It supports community and educational programs, ground-breaking scientific research and discovery, touring exhibitions, and the acquisition of new items for the State Collection.



National NAIDOC Week at WA Maritime Museum, 2019.



WA Museum Emerging Curators Program

The Museum has established a range of partnerships with community organisations to institute the Emerging Curators Program initiatives, with support from the National Museum of Australia. Each year, two community members are offered an opportunity for hands-on work to develop project skills relevant to their community. Mentorship is a key element of the program. The participants are mentored by staff from the WA Museum, National Museum of Australia and in some cases by external mentors. Participants are immersed in a holistic range of museum-related skills, to build their experience, skills and confidence, as well as a network of relationships across the cultural sector.

In recent years, since the previous Innovate Reconciliation Action Plan, the WA Museum has partnered with a range of Aboriginal organisations:

- 2019: One Karajarri person and one Nyoongar person were employed by Rottneet Island Authority and developed *Always Wadjemup*, a digital exhibition about Wadjemup (Rottneet Island).
- 2020: One Yinggarda-Wadjjarri person and one Nyoongar person from Gwoonwardu Mia Aboriginal Heritage and Cultural Centre in Carnarvon, recorded oral histories to form the basis for a future project at the Centre.
- 2021: One Ngarluma person and one Mirning person from Murujuga Aboriginal Corporation on the Burrup Peninsula developed their project planning skills.
- 2022: One Ngarluma person, one Yindjibarndi-Ngarluma person and one Yindjibarndi person from Ngarluma Yindjibarndi Foundation in Roebourne, learnt a wide-range of museum-related skills.

Warakurna Artists, children and Tony Albert's Reclaimed Tin Figures collection.



OUR RECONCILIATION ACTION PLAN


The Western Australian Museum values and acknowledges the primary rights of Aboriginal and Torres Strait Islander peoples in their expression and preservation of culture as an intrinsic part of their identity, empowerment and self-determination.

The Museum actively prioritises opportunities to ensure there is meaningful engagement with, and inclusion of, Aboriginal and Torres Strait Islander peoples in all that we do. We work collaboratively to advance reconciliation between all peoples.

This Innovate RAP will enable Museum staff to increase the commitments made in the initial Innovate RAP (2019 -2021), and to continue with the development and implementation of the actions pledged.

Innovate RAP 2023 - 2025 will assist WA Museum staff in prioritising, developing and strengthening our established relationships with Aboriginal and Torres Strait Islander peoples, engaging Museum staff in reconciliation and developing innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

*National Reconciliation Week,
WA Museum Boola Bardip.*



The WA Museum's inaugural Reconciliation Action Plan (RAP) 2015-2016, based on the Reflect framework, drove us to evaluate our progress toward reconciliation and the recognition of the primary rights of Australia's Aboriginal and Torres Strait Islander peoples and their cultural heritage.

Since the implementation of the Museum's first Innovate RAP 2019-2021, the pursuit for reconciliation has continued through initiatives to strengthen relationships with Aboriginal and Torres Strait Islander peoples and communities. These initiatives have included extensive consultation for the WA Museum Boola Bardip, and the development of programs for cultural learning, targeted employment and supplier diversity.

The progression of the new Innovate RAP 2022 - 2024, has driven the Museum to reflect upon past commitments and to gain a deeper understanding of the impact needed within our sphere of influence, to drive our reconciliation journey, to further empower Aboriginal and Torres Strait Islander peoples and communities, and develop and implement appropriate strategies and initiatives.

The Museum continues to work with its RAP Working Group and Aboriginal and Torres Strait Islander staff, with support and endorsement from the Western Australian Museum Aboriginal Advisory Committee (WAMAAC).

The WA Museum CEO is the champion of the Western Australian Museum RAP, which is supported by the Executive Management team and all Museum staff.

The Museum's RAP Working Group includes members of staff across a variety of business areas. These areas include Aboriginal and Torres Strait Islander Interests; Engagement; Marketing, Media and Audience Development; Strategy and Performance; Creative and Regional Development; Culture and Communities; Human Resources; Science; Regional Museum Managers and Retail Services. Three of the sixteen RAP Working Group representatives identify as Aboriginal or Torres Strait Islander and are key members who provide advice from an Aboriginal perspective across the Museum.

The WA Museum's Regional sites continue to work with their local Aboriginal advisory committees and organisations as part of their ongoing commitment to engage with and include and seek guidance from Aboriginal and Torres Strait Islander community.

The Museum of Great Southern continues to work with the Southern Aboriginal Corporation and the Albany Heritage Reference Group Aboriginal Corporation (AHRGAC). The latter, in particular, has supported and collaborated with the Museum over a number of years to work on future projects.

The Museum of Geraldton is establishing a relationship with Yamatji Southern Regional Aboriginal Corporation (YSRC), the Native Title body under the new Yamatji Indigenous Land Use Agreements (ILUA). The Museum will work collaboratively on several projects with Yamaji Art, Bundiyarra Aboriginal Community Aboriginal Corporation (which includes the Irra Wangga Language Centre), the City of Greater Geraldton, Geraldton Regional Aboriginal Medical Services and Aboriginal student high school programs.

The Museum of the Goldfields continues to develop working relationships with Aboriginal organisations to support and deliver on the actions pledged in the RAP. The Museum continues to develop partnerships in the region to pursue the journey of reconciliation in all areas of business.

Gwoonwardu Mia Aboriginal Heritage and Culture Centre works alongside the Gwoonwardu Mia Advisory Committee, liaising through a two-way process, representing the community for Gwoonwardu Mia and acting as an advocate in the community. The Advisory Committee meets three times per year, to consider and support the Centre.

OUR RAP JOURNEY: A SUMMARY OF KEY LEARNINGS AND SIGNIFICANT CHANGES

Since the development of the second Innovate RAP, the Museum undertook a significant amount of community engagement and consultation with Aboriginal and Torres Strait Islander peoples and communities during the development of the WA Museum Boola Bardip. During this process, the Museum engaged with and established meaningful working relationships with a large number of groups as part of the Museum's engagement strategy and initiatives, contributing to the content within all seven permanent galleries.

Since the original iteration, the RAP has not only become an important tool for Museum staff to consider ways to empower, maintain and develop relationships with Aboriginal and Torres Strait Islander peoples, but a reflection of the ongoing commitments the Museum has made in progressing the development of the strategies and initiatives to help drive the Museum's vision for reconciliation. This includes the need to develop a cultural learning strategy for WA Museum staff; an engagement plan for working with Aboriginal and Torres Strait Islander stakeholders and organisations and an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.

The WA Museum has committed to the Australian Museums and Galleries Association (AMaGA) 10-Year Indigenous Roadmap: First Peoples: A Roadmap for Enhancing Indigenous Engagement in Museums and Galleries. The Roadmap was developed for the museum and galleries sector, to improve Aboriginal engagement and employment.

It was developed in consultation with the sector and is built upon 'Five Key Elements for Change'. These key elements represent different parts of the sector to ensure that museums and galleries are building stronger relationships with Aboriginal and Torres Strait Islander peoples and evolving away from their Eurocentric foundations.

The Five Key Elements for Change are:

- Reimagining Representation.
- Embedding Indigenous Values into Museum and Gallery Business.
- Increasing Indigenous Opportunity.
- Two Way Caretaking of Cultural Material.
- Connecting with Indigenous Communities.

The Museum recognises reconciliation as an ongoing journey. The Innovate RAP does not limit our commitments toward reconciliation, but affirms them. Since the opening of WA Museum Boola Bardip in November 2021, significant changes have been made regarding the relevancy of our commitments made in the first Innovate RAP 2019 - 2021, resulting in a number of commitments carried over into this RAP.

There were 64 commitments made in the first Innovate RAP, of which 30 have been met. Areas that have been met from the RAP include:

- The Museum continues its commitment to building relationships with Aboriginal and Torres Strait Islander peoples through participating and celebrating, as appropriate, in NAIDOC Week and National Reconciliation Week (NRW), by hosting events at all its locations. These events are organised to promote the importance of significant dates for Aboriginal and Torres Strait Islander people and for the wider community who visit the WA Museum sites.

- The Museum has maintained relationships with various Aboriginal community groups, with whom the Museum engaged, to develop content for WA Museum Boola Bardip. Since the opening, the Museum has hosted several community visits, allowing groups to revisit their stories and objects within the galleries.
- The Museum's retail department has developed and maintained working relationships with Aboriginal art centres, to broaden and diversify product offerings, driving awareness towards Aboriginal arts and culture, whilst also providing revenue to arts centres through the sale of products.
- The Museum continues to engage with Aboriginal businesses and service providers, including those registered with Supply Nation (Australia's leading promoter of verified Aboriginal and Torres Strait Islander businesses).
- Since the opening of WA Museum Boola Bardip, there has been an increase in Aboriginal and Torres Strait Islander representation in the workplace, with an increase of Aboriginal employees in part time, full time and casual positions.
- Welcome to Country and Acknowledgment of Country protocols are delivered at the appropriate times, at each Museum hosted event, internal and external meetings, education programs and tours.



The Museum of the Great Southern

- Since the development of the Museum's Innovate RAP 2019 - 2021, the Museum of the Great Southern has forged new pathways into the community through partnerships with the Albany Heritage Reference Group Aboriginal Corporation, to attract funding for Innovate projects such as the 'Women's Weaving Circle' and 'Yorgas Yarning'.
- The Museum supports initiatives to reintroduce Menang language to the Museum of the Great Southern site, through wayfinding signage, dual naming of geological features and the future interpretation of the Museum grounds for the 'Bicentenary of Albany' events in 2026.
- The Museum of the Great Southern actively supports and participates in National Reconciliation Week (NRW) and NAIDOC Week in the Great Southern and feeds into the NAIDOC schedule of events, not only on-site, but also in the wider community. The Museum partners with key Aboriginal agencies to deliver children's activities for the 'NAIDOC Family Fun Days' and actively supports other NAIDOC community events.

The Museum of the Goldfields

- The Museum of the Goldfields has made great strides since the development of the Museum's Innovate RAP 2019 - 2021, including the continuation of membership on the Goldfields' NAIDOC Week organising committee, along with delivering National Reconciliation Week (NRW) events.
- During NAIDOC Week 2021, the Museum of the Goldfields worked with Tjuma Pulka to deliver a NAIDOC Week Exhibition Punu Tjukurrpa Tjitji. This exhibition is a culturally significant exhibition of 80-year-old, intricately carved wooden children's toys from the Ngaanyatjarra Lands, brought to life using animation, soundscape and stories featuring the Desert Sand Mole.
- The Museum has implemented an Aboriginal and Torres Strait Islander Education Program, Goldfields Aboriginal History and Culture and received funding for an Aboriginal Bush Foods and Medicine Garden which has been planted in collaboration with the Goldfields Aboriginal Rangers and the Central Regional TAFE.
- The Museum has established new working relationships by engaging with various Aboriginal and Torres Strait Islander individuals and groups such as Bush Wongatha Tours, Tjuma Pulka, Goldfields Land and Sea Council (GLSC) Land Management Rangers.

The Museum of Geraldton

- The Museum of Geraldton continues to build awareness of Aboriginal culture, stories and businesses in the region, with relationship and network links continuing to strengthen.
- The Museum was able to support Yamaji Art after it had to temporarily relocate due to a fire, providing storage for artwork and a workspace for the artists during a difficult period.
- The Museum has built a strong relationship with Geraldton Regional Aboriginal Medical Service (GRAMS), collaborating, along with other organisations to bring the GRAMS NAIDOC photography competition on public display in 2020 and 2021.
- GRAMS and Yamaji Art exhibitions at the Museum of Geraldton proved very popular with visitors and resulted in increased visits from schools seeking to engage with Aboriginal culture and stories
- GRAMS and Yamaji Art exhibitions at the Museum of Geraldton, proved very popular with visitors and resulted in increased visits from schools seeking to engage with Aboriginal culture and stories.
- The Museum continues to seek diversity in its workforce by employing several Aboriginal staff and providing training opportunities for Aboriginal students.

Gwoonwardu Mia

- An important focus in 2021 was on building collaborative partnerships which will focus on activation of the Gwoonwardu Mia venue, community engagement and Aboriginal Cultural Tourism products. There are two exciting new initiatives, Dancing at Home (partnership with NT Dance Company and West Australian Ballet) and the Burrowing Bee's Education and Cultural Tourism Project (funded by WA Museum Foundation Impact Circle).





RAP COMMITMENTS

Key pillars of Reconciliation.

*'In Cahoots: Artists Collaborate Across Country',
Blue Mountains Cultural Centre.*

RELATIONSHIPS

Building strong relationships is part of the WA Museum’s core business and working with Aboriginal and Torres Strait Islander Peoples is integral to this. The Museum acknowledges the primary rights of Aboriginal and Torres Strait Islander Peoples in their cultural heritage and will work collaboratively through meaningful relationships to advance understanding between all peoples.

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|---|--|---|
| 1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor |
| | Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. | March 2024 | Senior Aboriginal and Torres Strait Islander Advisor |
| | Continue to engage with Aboriginal and Torres Strait Islander stakeholders and organisations through the guidance and support of the WA Museum’s Aboriginal and Torres Strait Islander Team. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor and Aboriginal Project Officer |
| | Continue to develop and implement Letters of Agreements, MOUs and contracts with Aboriginal and Torres Strait Islander stakeholders for the WA Museum. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor, Legal Policy Officer and CEO (RAP Champion) |
| 2. Engage with Aboriginal and Torres Strait Islander peoples and communities in the regions of Western Australia. | Continue to ensure the regional Museum sites maintain Aboriginal and Torres Strait Islander representation on its Advisory Committees. | Review annually (March 2023, 2024, 2025) | Regional Site Managers and Director Regions |
| | Continue to ensure the regional Museum sites work with their Advisory Committees and Aboriginal Heritage Reference Groups to introduce a standing item for RAP updates. | Review annually (March 2023, 2024, 2025) | Regional Site Managers and Director Regions |
| | Continue to ensure the regional Museum sites develop and maintain working relationships with their local Aboriginal and Torres Strait Islander communities. | Review annually (March 2023, 2024, 2025) | Regional Site Managers and Director Regions |
| | Ensure Fremantle Museum sites develop new working relationships with local Aboriginal cultural centres and Aboriginal tourism agencies in the area, to work in partnership to promote the Aboriginal history of the Fremantle area. | Review annually (March 2023, 2024, 2025) | Manager Fremantle Museums and Director Engagement |
| 3. Engage and work with Aboriginal and Torres Strait Islander stakeholders to ensure content and research is guided by Aboriginal and Torres Strait Islander voices and knowledge. | Continue to ensure curatorial teams track and report on engagement with Aboriginal and Torres Strait Islander peoples and communities they work with. | Review annually (March 2023, 2024, 2025) | Executive Director Collections and Research |
| | Ensure all guidelines on fieldwork and research plans include a commitment to engage with Aboriginal and Torres Strait Islander communities and Traditional Owners in advance to ensure co-developed research plans. | December 2023 | Executive Director Collections and Research |

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|--|---|--|---|
| 4. Build relationships by celebrating National Reconciliation Week (NRW). | Circulate Reconciliation Australia's NRW resources and reconciliation materials to WA Museum staff. | May 2023, 2024 | Aboriginal and Torres Strait Islander Project Officer |
| | RAP Working Group members to participate in an external NRW event. | 27 May - 3 June 2023, 2024 | Chair of RAP Working Group |
| | Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. | 27 May - 3 June 2023, 2024 | Senior Aboriginal and Torres Strait Islander Advisor |
| | Register all WA Museum NRW events on Reconciliation Australia's NRW website. | May 2023, 2024 | Aboriginal and Torres Strait Islander Project Officer and Manager Marketing, Media and Audience Development |
| | Promote WA Museum NRW events through social media platforms and marketing materials. | 27 May - 3 June 2023, 2024 | Aboriginal and Torres Strait Islander project Officer and Manager Marketing, Media and Audience Development |
| | Hold and support NRW events at each of the WA Museum sites, where the local community is invited to attend and participate. | 27 May - 3 June 2023, 2024 | Senior Aboriginal and Torres Strait Islander Advisor and Director Regions and Director Engagement. |
| | Continue to develop marketing strategies, using Reconciliation Australia's NRW material, which is circulated to staff and the communities with which WA Museum engages. | May 2023, 2024 | Aboriginal and Torres Strait Islander Project Officer and Manager Marketing, Media and Audience Development |
| 5. Promote reconciliation through our sphere of influence. | Implement strategies to engage WA Museum staff in reconciliation. | Review annually (March 2023, 2024, 2025) | CEO (RAP Champion), Senior Aboriginal and Torres Strait Islander Advisor and Manager Governance Strategy and Performance |
| | Communicate WA Museum's commitment to reconciliation in the public forum. | May 2023 | Senior Aboriginal and Torres Strait Islander Advisor and Manager Marketing, Media and Marketing Audience Development |
| | Explore opportunities to positively influence external stakeholders to drive reconciliation outcomes. | Review annually (March 2023, 2024, 2025) | CEO (RAP Champion), Senior Aboriginal and Torres Strait Islander Advisor, Manager Governance Strategy and Performance, Manager WA Museum Boola Bardip, Director Engagement and Director Regions |
| | Collaborate with RAP and other like-minded organisations to develop ways to advance reconciliation. | Review annually (March 2023 2024, 2025) | CEO (RAP Champion), Senior Aboriginal and Torres Strait Islander Advisor and Manager WA Museum Boola Bardip, Director Engagement |



| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|--|--|---|
| | Ensure the RAP Champion continues to actively communicate the WA Museum RAP progress, to the WA Museum Board of Trustees and Museum Advisory Committees. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor and RAP Working Group |
| | Implement and review a strategy to communicate the WA Museum RAP to all internal and external stakeholders. | September 2023 | Senior Aboriginal and Torres Strait Islander Advisor and Manager Governance Strategy and Performance |
| 6. Promote positive race relations through anti-discrimination strategies. | Conduct a review of HR policies and procedures to affirm existing anti-discrimination provisions and future needs. | July 2023 | Senior Aboriginal and Torres Strait Islander Advisor, Manager Governance Strategy and Performance and Manager Human Resources |
| | Develop, implement and communicate an anti-discrimination policy for the WA Museum through consultation with internal and external stakeholders. | March 2024 | Senior Aboriginal and Torres Strait Islander Advisor and Manager Governance Strategy and Performance |
| | Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors, to consult on the WA Museum anti-discrimination policy. | September 2023 | Senior Aboriginal and Torres Strait Islander Advisor and Manager Governance Strategy and Performance |
| | Educate senior leaders on the effects of racism through Cultural Safety Training and workshops. | September 2023 | CEO (RAP Champion), Senior Aboriginal and Torres Strait Islander Advisor and Manager Governance and Strategy |

RESPECT

The Museum plays an active role in sharing, representing and preserving knowledge, culture and history from many communities in Western Australia. The Museum respects Aboriginal and Torres Strait Islander Peoples, cultures, lands, waters and histories and works in partnership with Aboriginal and Torres Strait Islander Peoples, to co-create content and encourage and support them in sharing stories about their culture and history. The Museum values creating safe spaces for Aboriginal and Torres Strait Islander peoples and communities through respecting and practicing customs and protocols, as well as supporting the right to self-determination.

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|--|---|--|
| 7. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. | Conduct a review of cultural learning needs within the WA Museum. | May 2023 | Senior Aboriginal and Torres Strait Islander Advisor and Manager Governance Strategy and Performance |
| | Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors, on the development and implementation of a cultural learning strategy. | September 2023 | Senior Aboriginal and Torres Strait Islander Advisor |
| | Develop, implement and communicate a cultural learning strategy for WA Museum staff. | December 2023, review annually December 2023, 2025 | Senior Aboriginal and Torres Strait Islander Advisor |
| | Provide opportunities for RAP Working Group members, HR managers and other key leadership staff, to participate in formal and structured cultural learning. | December 2023 | Senior Aboriginal and Torres Strait Islander Advisor |
| | Ensure regional Museum staff investigate opportunities to work with their local Aboriginal and Torres Strait Islander communities, to participate in local cultural awareness training and learning. | December 2023 | Senior Aboriginal and Torres Strait Islander Advisor and Director Regions |
| | Ensure all WA Museum metropolitan staff and regional Museum staff participate in formal and structured cultural learning, which defines the cultural learning needs of employees in all areas of WA Museum business. | December 2023 | Senior Aboriginal and Torres Strait Islander Advisor and Manager Governance Strategy and Performance |
| 8. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. | Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor |
| | Review current cultural protocol document for Welcome to Country and Acknowledgement of Country. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor |
| | Continue to engage with Traditional Owners to conduct Welcome to Country at WA Museum events when appropriate. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor |
| | Engage with Traditional Owners to pre-record a Welcome to Country for use at WA Museum events when appropriate. | Commence by February 2023 | Senior Aboriginal and Torres Strait Islander Advisor and Manager Learning Engagement |
| | Continue to conduct an Acknowledgement of Country or other appropriate protocols at WA Museum events and at the commencement of important meetings. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor |



| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|--|---|--|--|
| | Continue to implement 'Continuous Cultures, Ongoing Responsibilities: Principles and guidelines for Australian museums working with Aboriginal and Torres Strait Islander cultural heritage.' | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor and Head of Anthropology and Archaeology |
| | Develop and implement an Aboriginal and Torres Strait Islander Language and Terminology Guide document. | September 2023 | Aboriginal and Torres Strait Islander Project Officer |
| 9. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. | RAP Working Group to participate in an external NAIDOC Week event. | First week in July, 2023, 2024, 2025 | RAP Working Group |
| | Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor and Manager Human Resources |
| | Support Aboriginal and Torres Strait Islander staff at metropolitan sites and regional sites to attend and celebrate NAIDOC week by ensuring there are no barriers around participating with their cultures and communities during NAIDOC Week. | June 2023, 2024, 2025 | Senior Aboriginal and Torres Strait Islander Advisor, Aboriginal and Torres Strait Islander Project Officer and Director Regions |
| | Promote and encourage participation in external NAIDOC events to all staff. | First week in July 2023, 2024 | Senior Aboriginal and Torres Strait Islander Advisor and Aboriginal and Torres Strait Islander Project Officer |
| | Work with local Aboriginal and Torres Strait Islander businesses and organisations to deliver NAIDOC Week programs at all WA Museum locations. | June 2023, 2024 | Senior Aboriginal and Torres Strait Islander Advisor and Director Regions |
| | Promote WA Museum NAIDOC Week events through social media platforms and promotional material. | June 2023, 2024, 2025 | Aboriginal and Torres Strait Islander Project Officer and Manager Marketing, Media and Audience Development |
| | Encourage and support Aboriginal and Torres Strait Islander businesses and organisations to access and utilise the Museum's venue spaces for workshops and events. This includes community events held during NRW and NAIDOC Week. | May annually, July annually 2023, 2024, 2025 | Museum Executive Team, Museum Managers and Senior Aboriginal and Torres Strait Islander Advisor |
| 10. Recognise and celebrate Aboriginal and Torres Strait Islander cultures, histories and achievements | Ensure WA Museum staff are aware of significant dates of the Aboriginal and Torres Strait Islander calendar. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor and Aboriginal and Torres Strait Islander Project Officer |
| | Support and encourage Aboriginal and Torres Strait Islander staff in celebrating and participating in events within the Aboriginal and Torres Strait Islander calendar by creating awareness around our cultural leave policies. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor and Aboriginal and Torres Strait Islander Project Officer |

OPPORTUNITIES

The Museum belongs to all Western Australian people and recognises Aboriginal and Torres Strait Islander Peoples as the owners and custodians of their stories and cultures. The Museum supports Aboriginal and Torres Strait Islander communities to determine their stories and how they are told and represented. The Museum will work with the Aboriginal and Torres Strait Islander communities to provide opportunities for employment and training and business procurement opportunities.

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|--|--|--|
| 11. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development. | Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. | September 2023 | Senior Aboriginal and Torres Strait Islander Advisor and Manager Human Resources |
| | Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy. | September 2023 | Senior Aboriginal and Torres Strait Islander Advisor and Manager Human Resources |
| | Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy. | March 2024 | Senior Aboriginal and Torres Strait Islander Advisor and Manager Human Resources |
| | Continue to advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders through Aboriginal and Torres Strait Islander media and online employment services. | Review annually (March 2023, 2024, 2025) | Manager Human Resources |
| | Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in the WA Museum workplace. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor and Manager Human Resources |
| | Continue the commitment of increasing the percentage of Aboriginal and Torres Strait Islander staff employed in the WA Museum workforce by investigating opportunities to create 50(d) and 51 positions. | Review annually (March 2023, 2024, 2025) | Manager Human Resources |
| | Continue to develop an Aboriginal Emerging Curators training program, to train Aboriginal and Torres Strait Islander people in aspects of museum and gallery work. | May 2023 | Creative and Regional Development Project Officer and Senior Aboriginal and Torres Strait Islander Advisor |
| | Continue to ensure Aboriginal and/or Torres Strait Islander representation on appropriate recruitment and selection panels. | Review annually (April 2023, 2024, 2025) | Manager Human Resources |



| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|--|---|---|--|
| 12. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. | Continue to renew Indigenous Art Code membership. | Review annually (March 2023, 2024, 2025) | Manager Retail Services and Director Corporate and Strategy CFO |
| | Continue to implement the WA State Government's Aboriginal Procurement Policy (APP) into the WA Museum's procurement processes. | Review annually (March 2023, 2024, 2025) | Manager Retail Services and Director Engagement |
| | Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to WA Museum staff. | Review annually (March 2023, 2024, 2025) | Senior Aboriginal and Torres Strait Islander Advisor and Manager Retail Services |
| | Continue to review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. | Review annually (June 2023, 2024, 2025) | Director Corporate and Strategy CFO and Manager Retail Services |
| | Continue to develop and maintain commercial relationships with Aboriginal and Torres Strait Islander businesses and Aboriginal art centres across WA. | Review annually (March 2023, 2024, 2025) | Manager Retail Services |
| | Continue to renew Supply Nation membership. | Review annually (December 2023, 2024, 2025) | Director Corporate and Strategy CFO |

GOVERNANCE

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|--|--|--|
| 13. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP. | Maintain Aboriginal and Torres Strait Islander representation on the RWG. | Review annually (March 2023, 2024, 2025) | Chair of RAP Working Group |
| | Review and update the Terms of Reference for the RWG. | Review annually (November 2023, 2024, 2025) | Chair of RAP Working Group |
| | Meet at least four times per year to drive and monitor RAP implementation. | May, August, November, March, 2023, 2024, 2025 | Senior Aboriginal and Torres Strait Islander Advisor and Aboriginal and Torres Strait Islander Project Officer |
| 14. Provide appropriate support for effective implementation of RAP commitments. | Define resource needs for RAP implementation. | April 2023 | Chair of RAP Working Group |
| | Engage senior leaders and other staff in the delivery of RAP commitments. | February, April, August, November annually | Chair of RAP Working Group |
| | Define and maintain appropriate systems to track, measure and report on RAP commitments. | August 2023 | Senior Aboriginal and Torres Strait Islander Advisor and Aboriginal and Torres Strait Islander Project Officer |
| | Continue to work with the RAP Champion from senior management. | Review annually (March 2023, 2024, 2025) | Chair of RAP Working Group |
| 15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. | 30 September, 2023, 2024, 2025 | Aboriginal and Torres Strait Islander Project Officer |
| | Report RAP progress to all staff and senior leaders quarterly. | July, October, January, April, 2023, 2024, | Senior Aboriginal and Torres Strait Islander Advisor |
| | Publicly report our RAP achievements, challenges and learnings, annually. | July 2023, 2024, 2025 | Senior Aboriginal and Torres Strait Islander Advisor |
| | Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. | May 2024 | Aboriginal and Torres Strait Islander Project Officer |
| | Ensure RAP Working Group members report their RAP progress to their Executive Managers Team, including WA Museum Aboriginal Advisory Committee, the Board of Trustees and internal and external staff three times per year as a standing item. | September, January, May, 2023, 2024, 2025 | Senior Aboriginal and Torres Strait Islander Advisor and Aboriginal and Torres Strait Islander Project Officer |
| 16. Continue our reconciliation journey by developing our next RAP. | Register via Reconciliation Australia's website to begin developing our next RAP. | September 2024 | Aboriginal and Torres Strait Islander Project Officer |



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