



Innovate

Reconciliation Action Plan

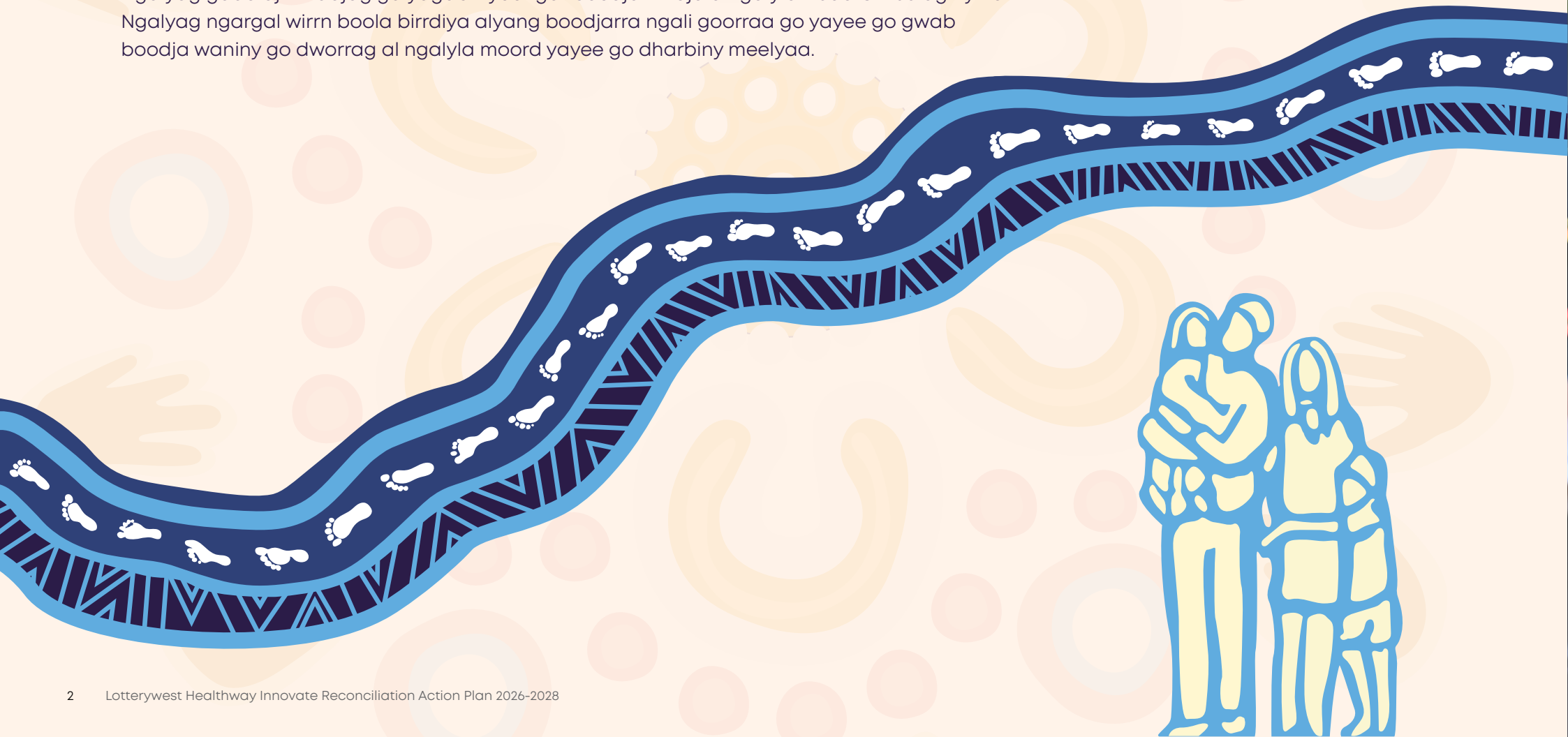
July 2026 – July 2028



Acknowledgement of *Country*

We acknowledge the Whadjuk people of the Noongar Nation as the Traditional Owners of this land on which our Head Office is based. We wish to show our respects to Elders throughout Western Australia both past and present for their cultural contributions to the life of our community now and into the future.

Ngalyag gaadidj Whadjag galyagab Nyoongar boodja nhidjala ngalya Head Office ag nyina.
Ngalyag ngargal wirn boola birrdiya alyang boodjarra ngali gooraa go yayee go gwab
boodja waniny go dworrag al ngalya moord yayee go dharbiny meelyaa.



Contents

Statement from CEO of Reconciliation Australia	5	Our Innovate RAP	12
Co-Foreword from Chair of Board and CEO	6	Partnerships and activities	13
Our RAP vision	7	Action Plan	16
About us	7	Relationships	16
Our RAP Working Group	8	Respect	18
Reflecting on our RAP journey	9	Opportunities	20
		Governance	22

Statement from CEO of *Reconciliation Australia*



Inaugural Innovate RAP

Reconciliation Australia commends Lotterywest and Healthway on the formal endorsement of their inaugural 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 Lotterywest and Healthway to expand their understanding of their core strengths and deepen their relationship with their community, staff and stakeholders.

By investigating and understanding the integral role they play across their sphere of influence, Lotterywest and Healthway's RAP will create dynamic reconciliation outcomes, supported by and aligned with their 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.

With more than 5.5 million people now either working or studying in an

organisation with a RAP, this program's potential for impact is greater than ever. Lotterywest and Healthway are part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed them into action.

Implementing an Innovate RAP signals Lotterywest and Healthway'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 Lotterywest and Healthway on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Co-Foreword from *Chair of Board and CEO*

Kaya.

Telling the truth about our past and walking together has the power to shape a better future for all of us.

At Lotterywest and Healthway, our Reconciliation Action Plan (RAP) has been the guiding light in our mission for meaningful change.

This journey continues as we progress through the Reflect stage of our RAP towards Innovate.

Our Reflect RAP encouraged us to embrace relationships with Aboriginal and Torres Strait Islander people, along with greater learning on the ways we can influence change both within our organisation, and our sphere of influence.

Guidance from our Cultural Consultant Danny Ford, from Kambarang Services, has been vital in steering us to where we are today. Danny has been a true mentor, leading us through powerful learning experiences about Aboriginal culture, and

highlighting deep connection to land, spirituality, community, and tradition.

As we start a two-year commitment towards our Innovate RAP, this is an opportunity to turn words into action by exploring progressive and impactful ways to use our influence in the spirit of reconciliation.

Our Innovate RAP will guide us to pilot innovative strategies that empower Aboriginal and Torres Strait Islander people.

Through this phase we will strengthen existing grant strategies by leveraging insights from Aboriginal-led organisations across the state to improve access and equity.

We will continue to encourage staff to recognise and embrace events that acknowledge the history and activities of Aboriginal and Torres Strait Islander peoples.

We are excited and open to learning more as we progress towards the next milestone of our RAP journey.



Karen Brown
Chair of Board/ Presiding Member
Lotterywest and Healthway



Colin Smith
Chief Executive Officer
Lotterywest and Healthway

Our RAP *vision*

We strive to lead the way in advocating for reconciliation through meaningful action and by amplifying Aboriginal and Torres Strait Islander voices. Our vision is to foster an inclusive, empowering environment where psychological safety, cultural competence, truth-telling, and understanding are central to our work.

We are committed to creating spaces where everyone feels heard, respected, and safe to speak their truths, knowing they will be met with empathy and openness. This sense of safety is fundamental to building authentic relationships, promoting equity, and driving lasting cultural change through continuous learning.

Together, we shape a future where reconciliation is not just an aspiration, but a lived reality – anchored in leadership, deep respect, and meaningful impact.

About us

Lotterywest and Healthway share a proud history of supporting the Western Australian community. For more than 90 years, Lotterywest has been uniquely the only State Government owned and operated lottery in Australia, where all available profits are returned directly to the community in the form of grants. Our purpose is clear: to operate a responsible and sustainable lottery that leaves an enduring positive impact for Western Australia.

Together with Healthway — the State Government’s dedicated health promotion agency for more than 30 years — we play a

pivotal role in creating a hopeful, healthy, connected, and sustainable community life for all Western Australians.

Through funding health, arts, sports and community initiatives, we help inspire Western Australians to live healthier lives and strengthen the fabric of our State.

We are guided by our values of Responsible, Empowered, Working Together, and Make a Difference. With a diverse workforce of more than 350 staff members, we are committed to inclusivity and collaboration as we deliver programs and grants that make a real difference.



Our RAP *Working Group*

Established in December 2023, the RAP Working Group (RAPWG) communicates the purpose of our RAP throughout the organisation and beyond. The group includes 25 staff from all business units — including retail, grants, digital, leadership, and marketing — and proudly includes Danny Ford, Director of Kambarang Services, as our Aboriginal and Torres Strait Islander representative. Danny's guidance ensures cultural perspectives and lived experiences are embedded in our work, such as encouraging meetings on Country, hearing a Creation story from Dr Noel Nannup, and commencing exploration around the development of an Aboriginal Reference Group.

Building on the strong foundations of the Reflect stage, 2024 and 2025 have been pivotal years. The RAPWG delivered meaningful outcomes — fostering understanding, driving change, and championing truth-telling conversations across our organisation.

Key highlights include:

- Partnering with Kambarang Services to guide the development and implementation of our RAP.
- Establishing guiding principles to strengthen Aboriginal and Torres Strait Islander engagement.
- Promoting cultural awareness through events like NAIDOC and Reconciliation Week.



Reflecting on our *RAP journey*

Our Reflect RAP provided a strong reconciliation foundation, with several meaningful achievements and valuable learnings:

1. Commissioning of artwork

We commissioned a powerful artwork by emerging Aboriginal artist Biara Martin, to symbolise our organisational connection to Aboriginal culture, heritage, and our forthcoming reconciliation journey. Biara has since also produced a series of Noongar seasonal artworks to help us increase our understanding, and create visibility of Aboriginal culture within our facilities.

2. Staff cultural engagement

Staff actively participated in Reconciliation Week and NAIDOC Week activities, engaging in traditional dance, Welcome to Country, Smoking ceremonies, offsite events and funding; and storytelling — fostering greater cultural awareness and respect.

3. Cultural Learning Strategy

We launched a five-year Cultural Learning Strategy (2024–2029) to move beyond awareness, building cultural capability, growth, and safety across our organisation.

4. RAP Speaker Series

The RAP Working Group coordinated a series of Lunch'n'Learn sessions as part of Lotterywest and Healthway's RAP Speaker Series.

This initiative fosters an inclusive and respectful workplace by:

- Educating staff on reconciliation and truth-telling topics.
- Showcasing diverse voices, including community members, Elders, and subject matter experts.
- Deepening understanding of cultural awareness, historical events, contemporary issues, and reconciliation achievements.



RAP Speaker Series highlights:

December 2024: Aboriginal Tourism in WA

We explored the richness of Aboriginal tourism experiences supported by Lotterywest grants and heard from Robert Taylor, CEO at the Western Australian Indigenous Tourism Operators Council (WAITOC) about the remarkable work happening across the State.

Our key learnings highlighted the growth of Aboriginal tourism in WA, Lotterywest’s support for Aboriginal-led organisations, and inspiring operator stories that show how these programs strengthen communities and create unique visitor experiences.

Grant spotlight: WAITOC – \$1,542,523

Towards an auspiced grant to expand and deepen cultural experiences across WA through the development of Aboriginal-led enterprises.

June 2025: Gondwana Link Genestreaming Journey Sculpture Trail

We heard from Carol Pettersen, a Menang-Ngadju Elder from Albany, and Keith Bradbury, CEO of Gondwana Link, about the Genestreaming Journey Sculpture Trail, its cultural and environmental significance, and the artists who brought it to life.

The session enriched our understanding of southwestern Australia’s extraordinary public art, natural heritage, and connection to Noongar culture.

Grant spotlight: Gondwana Link – \$572,875

Towards the Genestream Songlines Project to connect the community with natural heritage and Noongar culture.

November 2025: Preserving Martu culture through film

Clifton Girgiba and his colleagues presented their Lotterywest-funded documentary project, currently in development, which tells the life story of his grandmother, Kumpaya Girgiba – a Martu Elder from the Eastern Pilbara.

The session enriched our understanding of the Martu culture in the Western Desert of the East Pilbara.

Grant spotlight: Kanyirninpa Jukurrpa – \$182,882

Towards filming *Footprints Across Two Worlds*: a truth-telling documentary which highlights key moments in Australian history as two cultures intersected, and also preserves vital Martu cultural knowledge at risk of loss.



5. Creating a sense of place

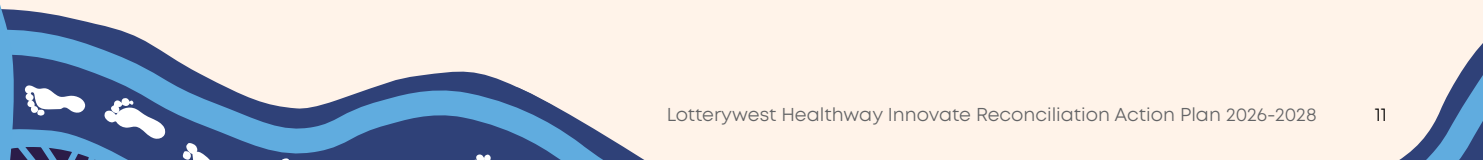
Our Cultural Consultant, Danny Ford, delivered a powerful session on Aboriginal culture for all staff. He explored the deep connections between land, spirituality, community, and traditions, offering valuable insights into Aboriginal ways of knowing and being. Danny also shared the historical and cultural significance of our Head Office location, highlighting the connection of the area to the Noongar people. This session enriched our staff’s understanding of Country, fostering a stronger sense of place and deeper respect for the land on which our Head Office is based.

6. Wadjemup visit

We piloted a staff visit to Wadjemup (Rottnest Island) to further strengthen understanding of the history, resilience, and enduring connection of Aboriginal people to their lands.

7. NAIDOC Week

In May 2024, as part of NAIDOC Week and in partnership with the WA Stolen Generations Aboriginal Corporation, also known as Yokai Healing our Spirit. Yokai, Lotterywest and Healthway staff came together for a special screening of *Genocide in the Wildflower State*. Hosted by Tony Hansen and Alan Carter from Yokai, the powerful documentary explores the history and lasting impacts on the Stolen Generations.



Our Innovate *RAP*

Lotterywest and Healthway aim to provide a workplace where diversity, equity, and inclusion are truly valued.

As we enter the Innovate stage of our Reconciliation Action Plan (RAP), we consider how the Reflect stage inspired staff to examine and challenge their own perspectives, with many sharing personal stories. This journey has reinforced our reconciliation vision, which embodies our story and guides us forward.

Our vision is to foster an inclusive, empowering environment where psychological safety, cultural competence, truth-telling, and understanding are central to our work. It reflects our commitment to building stronger relationships and deeper understanding between our staff and Aboriginal and Torres Strait Islander communities.

To achieve reconciliation, we must turn intention into action. Through our Innovate RAP, we will pilot strategies that empower Aboriginal and Torres Strait Islander peoples, including:

- Grant funding pathways and strategic partnerships that prioritise Aboriginal-led solutions.
- Collation of insights drawn from Aboriginal and Torres Strait Islander representatives across the state, ensuring our granting is responsive to both metropolitan and regional community needs.
- Continuing to encourage staff participation in cultural events such as NAIDOC Week, and offering flexibility to engage in key cultural days.
- Supporting Aboriginal and Torres Strait Islander staff to balance their work, wellbeing, and family responsibilities.

Our Innovate pathway is underpinned by principles that guide meaningful and respectful engagement:

- Collaborative and continuous improvement.
- Amplifying Aboriginal and Torres Strait Islander voices.
- Equitable and contextual engagement.
- Cultural respect and recognition.
- Empathy and accountability.

These principles safeguard our commitment to reconciliation and ensure our actions reflect respect, understanding, and shared progress with Aboriginal communities.

Partnerships and *activities*

Our partnerships

Lotterywest continues to strengthen our collaboration with State and Federal Government agencies. These include but are not limited to:

- Department of Climate Change, Energy, the Environment and Water (DCCEEW) – Aboriginal Ranger programs, specifically for Indigenous protected areas.
- Department of Biodiversity, Conservation and Attractions (DBCA) – Aboriginal Ranger programs.
- Department of Cultural Industries, Tourism and Sport (DCITS) – Arts and culture.
- Department of Premier and Cabinet (DPC) – Aboriginal affairs more broadly.
- Philanthropic organisations to amplify cultural, community, economic and environmental outcomes, benefitting Aboriginal and Torres Strait Islander peoples across WA.

Lotterywest continues to work proactively to support Aboriginal organisations and sectors including strategic support to:

- The Aboriginal arts sector through significant grants to the Aboriginal Art Centre Hub WA and individual art centres across the State. Lotterywest has also committed \$15 million over three years towards Aboriginal Art Centre infrastructure upgrades, recognising the significant role these centres play in supporting community, cultural and economic outcomes.
- Supporting cultural land management practices through Aboriginal Ranger Networks and organisations, including significant grants to the Kimberley Land Council and the Pilbara Ranger Network.
- Strategic focus on the development and recommendation of grants that support the journey of truth-telling, reconciliation, and healing.



Activities

Lotterywest builds relationships with Aboriginal and Torres Strait Islander-led organisations, Elders, community leaders and communities to learn how we might best support the delivery of outcomes benefitting Aboriginal and Torres Strait Islander peoples through our grant-making.

During financial year 2024-25, Lotterywest approved \$16.1 million in grants to Aboriginal Corporations*

Lotterywest and Healthway employees participate in conferences, forums, workshops and other events to build our understanding of Aboriginal and Torres Strait Islander cultures, histories and peoples. This learning helps us strengthen our grant-making so we can better support Aboriginal and Torres Strait Islander communities to determine their own future.

**Organisations incorporated under the Corporations (Aboriginal and Torres Strait Islander) Act.*

Grants: Lotterywest

Examples of Lotterywest grants supporting Western Australia’s reconciliation movement:

- Gondwana Link Ltd**
Gondwana Nowanup

Lotterywest supported a two-year project titled the Nowanup Healing Country, Healing People Program, aimed to consolidate and expand ecological land management and cultural activities at Nowanup, a 750-hectare culturally significant and biologically rich property forming part of the larger Gondwana Link area across South Western Australia. The project supported the transition to full ownership and management of the land by Noongar people through the establishment of the Nowanup Noongar Boodgar Ltd.
- Yamatji Southern Regional Corporation Limited**
NAIDOC Community Event

Supported by Lotterywest, the 2025 NAIDOC Celebration in Geraldton connected community through sharing Aboriginal culture, arts and stories. Families were invited to picnic whilst watching the drone show and participate in arts and cultural activities on site. Activities included an Aboriginal dance group performance by Binmaga Dancers, NAIDOC Awards announcements, an onsite Aboriginal radio station, traditional food tasting, performances by Aboriginal Artists, children’s games and face painting.

- City of Melville**
Place Names Project

Place Names Melville was an Indigenous cultural development project led by the City of Melville in partnership with Community Arts Network (CAN), Moodjar Consultancy and the Noongar community. It arose from the need for deeper community engagement following the decoding of five initial Noongar sites. City of Melville worked Across 18 months, across 20 priority sites, with Noongar knowledge holders and Elders, doing cultural mapping and creative engagement to co-create and express the shared place name meanings.
- Tjamau Tjama Title Aboriginal Corporation**
Keeping Tjukurrpa Straight - Repatriation of Fred Myers Collection

Lotterywest supported a project in 2024 to repatriate recordings of Kiwirrkurra (Pintupi) People’s stories collected by anthropologist Fred Myers during his work with the Pintupi from 1979 onwards. The collection comprises approximately 277 recordings and 269 painting sketches and annotations, documenting traditional dreamings, lore, practices, and artwork. The initiative sought to strengthen Pintupi knowledge systems, facilitate intergenerational transfer of knowledge, and increase the group’s capacity to manage and protect Country.

- Banjima Native Title Aboriginal Corporation RNTBC**
Yurlu / Country

Lotterywest supported a project titled “Yurlu I Country” to capture and preserve Banjima cultural knowledge, traditions, and connection to Country through completion of a documentary film and establishment of a cultural archive. The documentary centered on the late Elder Mr. Maitland Parker, a respected senior Banjima man and advocate for environmental remediation of Wittenoom Gorge, located on Banjima Country in the Pilbara region. Mr. Parker was diagnosed with mesothelioma in 2016, contracted through exposure to asbestos from the Wittenoom mine site. He passed away during production in 2024. The film documents his final wish to heal the landscape devastated by mining operations and his advocacy for rehabilitation of Wittenoom, where approximately 3.5 million tonnes of asbestos tailings remain exposed.

- Bringing Them Home WA Incorporated**
Bringing Them Home VR Project

Lotterywest supported a project, titled “Bringing Them Home, a three-year initiative to research and develop virtual reality immersive tools focused on healing, training and education to support Truth-Telling. The initiative expands on a partnership between Bringing Them Home WA and Curtin University that developed Missions Connect, a digitised living heritage initiative presenting lived experiences of Stolen Generations Survivors. The grant enabled development of three separate Truth-Telling tools: a trauma-informed intergenerational healing tool for Stolen Generation Survivors, their descendants and broader Aboriginal communities; a professional development tool for Government agencies, community and corporate organisations; and an educational tool for school children in middle and high school.

Lighting the Sound, Albany (Menang Noongar Country)



Grants: Healthway

Healthway grants supporting Aboriginal organisations/individuals:

- **Wyndham Youth Aboriginal Corporation**

Wyndham Youth Aboriginal Corporation will deliver a series of art workshops for Aboriginal young people aged between 10 to 19 years, to enhance their creativity and wellbeing in a culturally supportive environment.

- **Binar Futures**

Binar Futures will deliver a portable canteen that offers equitable access to healthy meals for Aboriginal young people and their families during Binar's weekly basketball nights and regional tournaments. Binar will engage young people in their Youth Leadership and Development programs with the canteen operations, providing opportunities to gain valuable employment skills and improve their knowledge of cooking healthy meals.

- **Shannon McNeair and Sharon Lockyer**

Shannon, a proud Malgana woman from Guthaaguda (Shark Bay) received a Healthway Aboriginal Research Training Scholarship to work with the Kimberley-based Yawardani Jan-ga (Horses Helping) program to create a tool to measure relationships and wellbeing for Aboriginal children and young people. Sharon, a proud Nyul Nuyl woman from Ngariun Burr (Beagle Bay), will complete a Diploma of Indigenous Research online while living in the Pilbara, building her skills for future research.



Action Plan



Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	1.1 Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to integrate engagement principles.	July 2026	Lead: Chair, RAPWG Support: Grants and Community Development
	1.2 Explore and develop an engagement plan that fosters ongoing relationships with Aboriginal and Torres Strait Islander peoples, addressing systemic barriers and centering active listening and storytelling led by Elders.	June 2028	Lead: People and Culture Support: Grants and Community Development
	1.3 Explore and formalise partnerships with Aboriginal and Torres Strait Islander programs across schools, universities, and other education pathways to create clear connection points and identify employment pathways for students.	June 2028	Lead: People and Culture Support: Chair, RAPWG
2. Build relationships through celebrating National Reconciliation Week (NRW).	2.1 Circulate Reconciliation Australia's NRW resources to staff.	Annually, June	Lead: Media and Communications Support: Chair, RAPWG
	2.2 RAP Working Group members to participate in an external NRW event.	Annually, June	Lead: Chair, RAPWG Support: People and Culture
	2.3 Encourage staff and senior leaders to participate in at least one NRW event to recognise and celebrate NRW.	Annually, June	Lead: People and Culture Support: Media and Communications
	2.4 Organise and register at least one NRW event each year incorporating Noongar language, and art collaborations.	Annually, June	Lead: People and Culture Support: Chair, RAPWG
	2.5 Register all our NRW events on Reconciliation Australia's NRW website.	Annually, June	Lead: People and Culture Support: Chair, RAPWG

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	3.1 Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	December 2026	Lead: Media and Communications Support: People and Culture
	3.2 Communicate reconciliation commitment publicly.	Annually, September	Lead: Marketing Support: Executive
	3.3 Encourage leadership to strengthen relationships with Aboriginal and Torres Strait Islander peoples through informal engagement activities.	Annually, June	Lead: Chair, RAPWG Support: Executive
4. Promote positive race relations through anti-discrimination strategies.	4.1 Review Human Resource policies and identify areas in anti-discrimination provisions to ensure cultural appropriateness and inclusivity.	June 2028	Lead: People and Culture Support: Media and Communications
	4.2 Develop and communicate an anti-discrimination policy.	June 2028	Lead: People and Culture Support: Media and Communications
	4.3 Provide tailored support for leaders to foster a culturally safe and supportive workplace.	June 2028	Lead: People and Culture Support: Media and Communications
	4.4 Raise awareness and understanding of leaders and all staff on the effects of racism.	June 2028	Lead: People and Culture Support: Media and Communications



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	5.1 Continue to monitor and assess the cultural learning needs within our organisation.	Annually, June	Lead: People and Culture Support: Media and Communications
	5.2 Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to continue to guide our cultural learning strategy.	Annually, June	Lead: People and Culture Support: People and Culture
	5.3 Progress the cultural learning strategy, including the use of Noongar language.	Annually, June	Lead: People and Culture Support: Media and Communications
	5.4 Ascertain the frequency and develop a program of immersive cultural experiences to assist staff progressing from cultural awareness to cultural competency.	June 2028	Lead: People and Culture Support: Media and Communications
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	6.1 Increase understanding of cultural protocols, (e.g. Acknowledgement of Country and Welcome to Country) amongst staff.	June 2028	Lead: People and Culture Support: Media and Communications
	6.2 Review and communicate a Cultural Respect Guidelines document, and ensure appropriate resources and training are made available to all staff, in order to demonstrate culturally appropriate practices.	June 2028	Lead: People and Culture Support: Media and Communications
	6.3 Ensure that cultural protocols are respected and observed across all organisational events, meetings, and training sessions — not limited to RAP-related activities. This includes incorporating a Welcome to Country (where appropriate) or an Acknowledgement of Country as standard practice, and ensuring other relevant cultural considerations are upheld in consultation with Aboriginal and Torres Strait Islander stakeholders.	June 2027	Lead: Executive Support: Chair, RAPWG
	6.4 Include cultural protocols (Welcome to Country, Acknowledgement of Country) at significant events.	June 2026	Lead: Executive Support: Media and Communications

Action	Deliverable	Timeline	Responsibility
	6.5 Encourage participation in cultural events and provide flexibility for staff to engage in key cultural days.	June 2027	Lead: People and Culture Support: Media and Communications
	6.6 Strengthen our workplace capability, policies, and practices to support Aboriginal and Torres Strait Islander staff in balancing their personal wellbeing, including spiritual, cultural, and familial responsibilities.	June 2027	Lead: People and Culture Support: People and Culture
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	7.1 RAP Working Group to participate in an external NAIDOC Week event.	Annually, July	Lead: People and Culture Support: Chair, RAPWG
	7.2 Review and adjust Human Resource policies to support staff participation in NAIDOC Week.	Annually, July	Lead: People and Culture Support: Media and Communications
	7.3 Promote and encourage staff participation in NAIDOC Week events.	Annually, July	Lead: Media and Communications and Grants and Community Development. Support: People and Culture
8. We commit to acknowledging and sharing a fuller, more accurate account of Australia's history — including the ongoing impacts of colonisation — and to supporting truth-telling initiatives in the communities where we operate.	8.1 Encourage deeper reflection on 26 January and explore alternative ways for staff to honour Australia Day to ensure inclusivity.	June 2028	Lead: People and Culture Support: Media and Communications
	8.2 Lotterywest will continue to proudly support truth-telling and acknowledge a fuller and more accurate account of Australia's history by supporting grants that enable truth-telling, cultural recognition, and community-led storytelling through our Community Investment Framework.	June 2027	Lead: Grants and Community Development Support: Executive
9. Strengthen the cultural recognition of Aboriginal communities within our facilities.	9.1 Establish an Aboriginal Reference Group (ARG) to progress cultural initiatives such as the Cultural Recognition within our Facilities strategy and action plan.	June 2028	Lead: People and Culture Support: Media and Communications
	9.2 Engage the ARG (Aboriginal Reference Group) and relevant advisors to create a comprehensive Cultural Narrative Report. This report will serve as a foundational guide for incorporating cultural recognition into the following areas: storytelling, naming of rooms, artwork procurement and design enhancements.	June 2028	Lead: People and Culture Support: Chair, RAPWG

Action	Deliverable	Timeline	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	10.1 Build understanding of current Aboriginal and Torres Strait Islander staffing and identify opportunities for employment and development.	June 2028	Lead: People and Culture Support: Executive
	10.2 Address barriers preventing Aboriginal and Torres Strait Islander candidates from applying for positions to support Aboriginal and Torres Strait Islander employment, outcomes and ensure systemic change in recruitment practices.	June 2028	Lead: People and Culture Support: Media and Communications
	10.3 Increase Aboriginal and Torres Strait Islander representation in leadership roles by advocating for board appointments, including prioritising candidates with Aboriginal and/or Torres Strait Islander heritage and presenting them for the Premier's consideration.	June 2027	Lead: Office of the CEO Support: People and Culture
	10.4 Audit and review employment pathways through grants, internships, and training programs.	June 2028	Lead: People and Culture Support: Media and Communications
	10.5 Develop and implement an Inclusive Hiring and Support Guide to enhance the recruitment, onboarding, and ongoing engagement of Aboriginal and Torres Strait Islander candidates and staff.	June 2028	Lead: People and Culture Support: Chair, RAPWG
	10.6 Engage with Aboriginal and Torres Strait Islander staff and advisors to consult on our recruitment, retention and professional development strategy.	June 2028	Lead: People and Culture Support: Media and Communications
	10.7 Develop and implement a recruitment, retention and professional development strategy for Aboriginal and Torres Strait Islander staff.	June 2028	Lead: People and Culture Support: Executive
	10.8 Explore initiatives such as a mentoring program to further strengthen career development and connection.	June 2028	Lead: People and Culture Support: Media and Communications
	10.9 Advertise job vacancies to effectively reach potential Aboriginal and Torres Strait Islander applicants.	June 2028	Lead: People and Culture Support: Marketing

Action	Deliverable	Timeline	Responsibility
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	11.1 Develop and implement an Aboriginal and Torres Strait Islander supplier procurement strategy	June 2028	Lead: Procurement Support: People and Culture
	11.2 Investigate Supply Nation membership and engage with Aboriginal business directories.	June 2026	Lead: Procurement Support: People and Culture
	11.3 Communicate procurement opportunities from Aboriginal and Torres Strait Islander businesses to staff.	June 2026	Lead: Media and Communications Support: Procurement
	11.4 Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	June 2027	Lead: Procurement Support: People and Culture
	11.5 Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	June 2027	Lead: Procurement Support: Chair, RAPWG

Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Group (RAPWG) to drive governance of the RAP.	12.1 Ensure Aboriginal and Torres Strait Islander representation on the RAPWG.	June 2028	Lead: People and Culture Support: Chair, RAPWG
	12.2 Establish and apply a Terms of Reference for the RAPWG.	March 2027	Lead: People and Culture Support: Chair, RAPWG
	12.3 Hold at least four RAPWG meetings annually to drive and monitor RAP implementation.	Quarterly	Lead: People and Culture Support: Chair, RAPWG
	12.4 Formalise the involvement of Elders in the RAPWG and cultural programs, with regular consultations to ensure ongoing cultural relevance and guidance.	June 2028	Lead: People and Culture Support: Chair, RAPWG
13. Provide appropriate support for effective implementation of RAP commitments.	13.1 Define and secure resources for RAP implementation.	Annually	Lead: People and Culture Support: Chair, RAPWG
	13.2 Engage our senior leaders and other staff in the delivery of RAP commitments.	Quarterly	Lead: People and Culture Support: Chair, RAPWG
	13.3 Define and maintain appropriate systems to track, measure and report on RAP commitments.	Quarterly	Lead: People and Culture Support: Chair, RAPWG
	13.4 Appoint and maintain RAP Champion from the leadership team.	Annually	Lead: People and Culture Support: Chair, RAPWG

Action	Deliverable	Timeline	Responsibility
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	14.1 Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	Annually	Lead: People and Culture Support: Media and Communications
	14.2 Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	September, annually	Lead: People and Culture Support: Chair, RAPWG
	14.3 Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September, annually	Lead: People and Culture Support: Chair, RAPWG
	14.4 Report RAP progress to all staff and senior leaders quarterly.	Quarterly	Lead: Media and Communications Support: People and Culture
	14.5 Publicly report our RAP achievements, challenges and learnings.	Annually	Lead: Media and Communications Support: Marketing
	14.6 Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2028	Lead: People and Culture Support: Chair, RAPWG
	14.7 Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	March 2028	Lead: People and Culture Support: Executive
15. Continue our reconciliation journey by developing our next RAP.	15.1 Submit registration via Reconciliation Australia's website to begin developing our next RAP.	October 2027	Lead: People and Culture Support: Chair, RAPWG

Public enquiries about our RAP can be directed to:

People and Culture team

Phone: 133 777

Email: humanresourceservices@lotterywest.wa.gov.au



lotterywest.wa.gov.au

healthway.wa.gov.au

Artwork title: Koorliny Dandjoo (Coming Together)

Artist: Biara Martin

Artists description:

The original artwork titled 'Expansion' was created for our Reflect Reconciliation Plan. It represents how the sun illuminates and expands, which Lotterywest and Healthway represent through hope and growth. This second piece created for the Innovate Reconciliation Plan, Koorliny Dandjoo, builds upon this vision by introducing community and family. Footsteps are shown moving toward a central gathering, representing the journey of coming together.

Acknowledgment:

Biara Martin is an Aboriginal artist from Perth, Western Australia. Biara has a strong bloodline of the Ballardong, Binjarep, Widi, Ballaruk and Budimia Tribe.

