



Reflect

Reconciliation Action Plan

February 2024 - July 2025

Our Vision

We want to walk together with Aboriginal and Torres Strait Islander people to create a space for truth telling and acceptance of our shared history, demonstrating inclusivity, promoting education, and increasing cultural understanding. Together we can strengthen equality and create opportunities for a connected future.



Artwork title: Expansion

Artist: Biara Martin

Artist's Description: This work represents how the sun illuminates and expands which Lotterywest and Healthway represent through hope and growth - B. Martin.

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

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 ngalyla Head Office ag nyina.
Ngalyag ngargal wirn boola birrdiya alyang boodjarra ngali goorraa go yayee go gwab boodja waniny go dworrag al ngalyla moord yayee go dharbiny meelyaa.*



Relationships

At the heart of reconciliation is the relationship between the broader Australian community and Aboriginal and Torres Strait Islander peoples. To achieve reconciliation, we need to develop strong relationships built on trust and respect, and that are free of racism.

1. Strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.
2. Build relationships through celebrating National Reconciliation Week (NRW)
3. Promote reconciliation through our sphere of influence.
4. Promote positive race relations through anti-discrimination strategies.



Opportunities

Equal participation in a range of life opportunities is crucial for the well-being of all peoples, including Aboriginal and Torres Strait Islander peoples.

1. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.
2. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.



Respect

Understanding of Aboriginal and Torres Strait Islander cultures, rights and experiences underpins progress toward all five dimensions of reconciliation. Without respect for Aboriginal and Torres Strait Islander ways of doing things, respectful relationships cannot be built.

1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.
2. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.
3. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.



Governance

1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.
2. Provide appropriate support for effective implementation of RAP commitments.
3. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.
4. Continue our reconciliation journey by developing our next RAP.