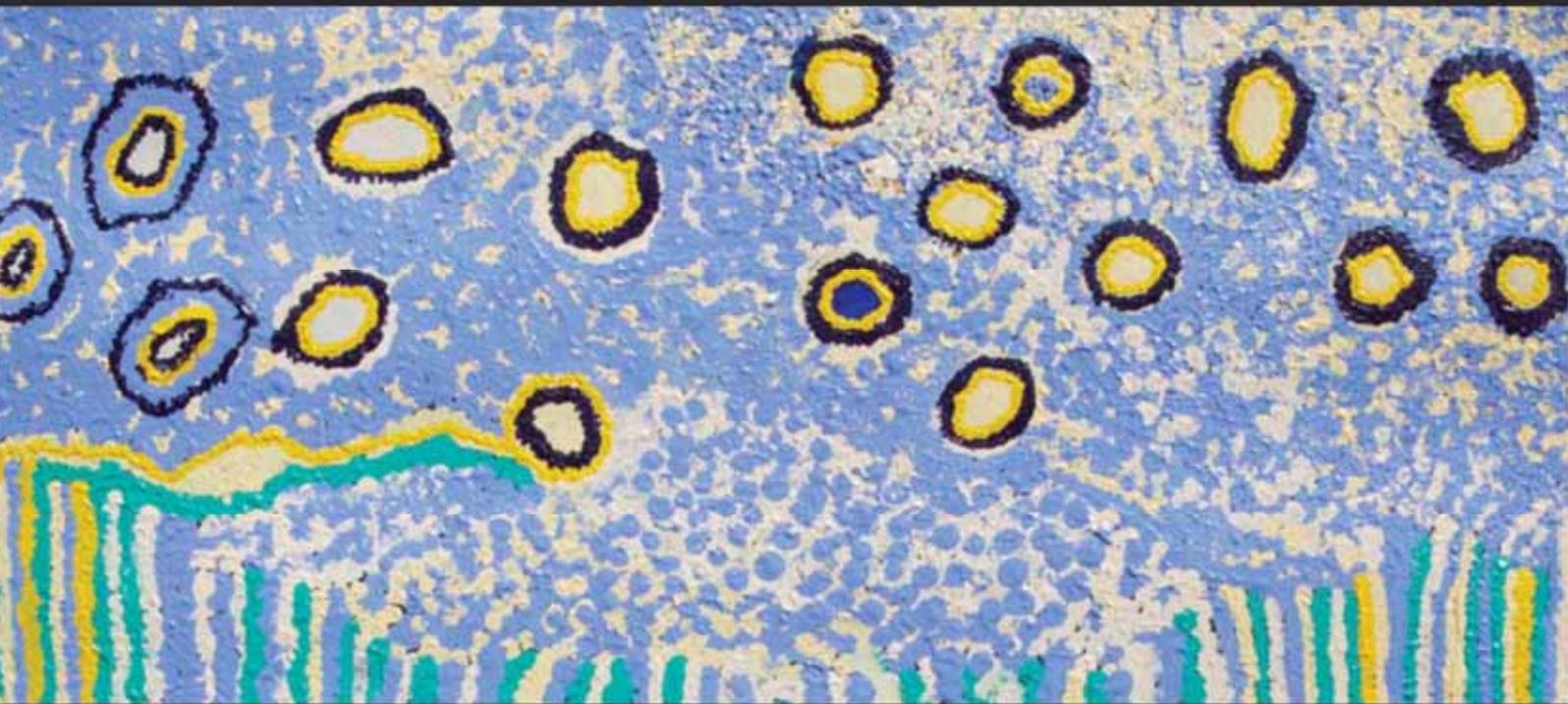




RECONCILIATION ACTION PLAN



2014—2017



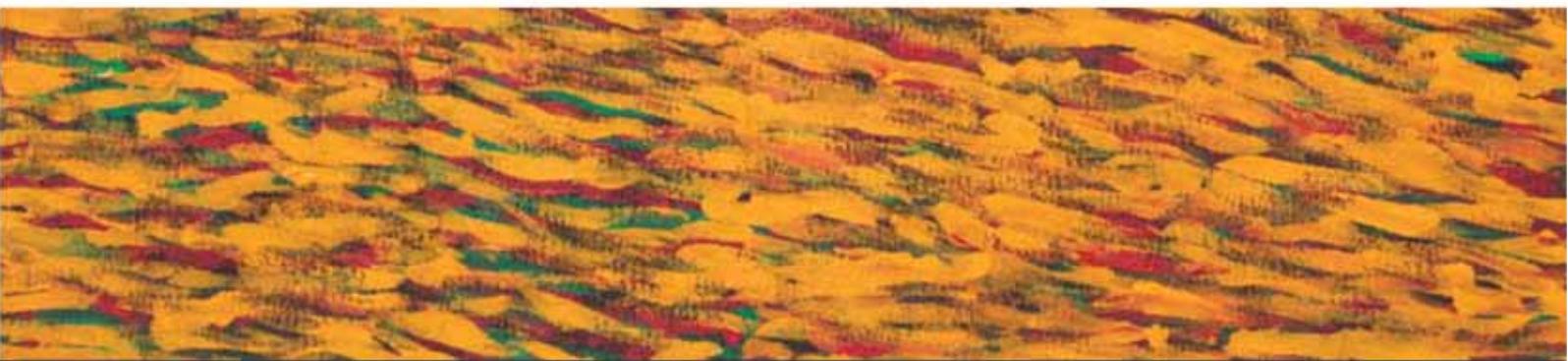
The catalyst for regional growth and development

Reconciliation Action Plan

Pilbara Development Commission

2014-2017

The artwork featured in this publication has been generously provided by Martumili Artists, representing Martu artists from the Western Desert area of the East Pilbara in Western Australia. The Pilbara Development Commission has secured a reproduction licence and paid associated fees to reproduce the artwork in this publication. All copyright remains with the artists.



Kulyakartu after a waru (fire) 2011 (detail)
46 x 61cm acrylic on linen
Muuki Taylor, Martumili Artists

A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

As the Chief Executive Officer of the Pilbara Development Commission I am proud to present the Commission's Reconciliation Action Plan 2014. As a Statutory Authority of the State Government of Western Australia the Commission is committed to playing an integral role in helping to close the gap between Aboriginal and Torres Strait Islander Australians and non-Aboriginal and Torres Strait Islander Australians.

Our Reconciliation Action Plan is about building constructive partnerships, promoting Western Australia's unique Aboriginal heritage and ensuring that all Aboriginal and Torres Strait Islander residents in the Pilbara benefit from the growth, development and significant investment in the region.

To achieve the State Government's Pilbara Cities Vision to reach a population of 120,000 by 2035 the Commission will support employment opportunities for Aboriginal and Torres Strait Islander people through economic development and improved health and education outcomes through increased social infrastructure and services. These outcomes are also identified in the Commission's 2014 to 2017 Strategic Plan.

Whether it is through direct investment, advocacy or our partnerships with community, government and industry, the delivery of this Reconciliation Action Plan is a priority for the Pilbara Development Commission.

Dr Ken King
CEO



OUR VISION FOR RECONCILIATION

The Pilbara Development Commission is committed to reconciliation between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander Australians. The Commission endorses a united Australia which values Aboriginal and Torres Strait Islander heritage, cultures and peoples and provides justice and equity for all citizens.

The Commission is committed to working in partnership with and supporting Aboriginal and Torres Strait Islander Australians to assist in achieving regional growth and prosperity in the Pilbara. The Commission is committed to providing genuine opportunities to improve social and economic outcomes for Aboriginal and Torres Strait Islander people.

The Commission's Reconciliation Action Plan outlines the agency's commitment to identifying and developing business practices that contribute to the wellbeing and quality of life of Aboriginal and Torres Strait Islander Australians. The Commission is committed to all staff being well informed on all aspects of Aboriginal and Torres Strait Islander cultures and how this is critical to assisting them in carrying out their work in a culturally sensitive and appropriate manner, as well as enhancing their ability to apply best practice in their work to meet the needs of Aboriginal and Torres Strait Islander people.

OUR BUSINESS

The Pilbara Development Commission is a Western Australian Statutory Authority and one of nine Regional Development Commissions established in 1993 under the *Regional Development Commissions Act*. The Commission employs 22 staff, including a Senior Aboriginal Project Officer across three offices located in Karratha, Port Hedland and Perth.

The Commission's mission is to be the catalyst for regional growth and development in its role as a leader, advocator, broker and innovator for the region. The Commission's objective is to diversify and develop the region through economic, community and social development and achieve growth through increased land supply, accommodation and infrastructure.

The Commission's vision is for the Pilbara to become Australia's Global Economic Hub. To achieve this, the Commission works to empower Pilbara communities to direct their own future as diversified and sustainable centres that are attractive to live, work, visit and invest in.



OUR RECONCILIATION ACTION PLAN

The Pilbara Development Commission's Reconciliation Action Plan (RAP) was developed with the support of a small working group that included Aboriginal representation, CEO and Director representation and staff from across Pilbara Development Commission's various business units. Input was sought from internal and external stakeholders including local Aboriginal people involved with small business, private companies, government departments and agencies and non-government organisations. Members of the Commission's Board also provided input into the development of the RAP.

The RAP has been developed to act on the commitment the Commission has made to work to improve Aboriginal and Torres Strait Islander disadvantage in the region and to assist Aboriginal and Torres Strait Islander people in achieving self-determination and equality in all jurisdictions. The development of the RAP represents an important strategic objective for the Commission and its contribution towards the national effort to close the life expectancy gap between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander people.

Implementation of the actions outlined within the RAP will be the responsibility of all staff, enabling all levels of operation to implement key actions that reflect their environments and program areas, empowering teams to better operate at a local level and better reflect community needs.

The Commission's progress against each of the action items will be monitored by senior management of the agency. Progress implementing the RAP will be reported to the Commission's Chief Executive Officer and the Board. It will also be documented in the Commission's Annual Report thereby integrating the RAP into the Commission's governance framework.

The RAP will be publicly available on the Commission's website and internal and external stakeholders will be encouraged to provide comment and/or suggest additional actions for inclusion in the RAP.



1. RELATIONSHIPS

The Pilbara Development Commission recognises the importance to further develop and build its existing relationships with Aboriginal and Torres Strait Islander peoples, communities, groups, organisations and businesses. The Commission will facilitate effective consultation and engagement between government and non-government organisations and Aboriginal and Torres Strait Islander communities to assist in the growth and prosperity of Aboriginal and Torres Strait Islander peoples throughout the Pilbara region.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
RAP Working Group actively monitors RAP development, including implementation of actions, tracking progress and reporting.	Chief Executive Officer	July 2014	RWG oversees the development, endorsement and launch of the RAP.
	Executive Services Coordinator	Jan/July Annually	Meet at least twice per year to monitor and report on RAP implementation.
Communicate the Pilbara Development Commission's Reconciliation Action Plan to raise awareness internally and externally of the Commission's commitment to reconciliation	Communications Officer	July 2014	Provide access to a copy of the RAP on the Commission's website.
	Communications Officer	July 2014	Forward a copy of the RAP to Reconciliation Australia.
	Communications Officer	July 2014	Provide a link to Reconciliation Australia on the Commission's website.
Develop a framework for Commission staff and Board on engagement and negotiation protocols with Aboriginal and Torres Strait Islander people in the Pilbara.	Senior Corporate Services Officer	Oct 2014	Framework developed with input from the working group and appropriate departments and agencies and provided to all staff and Board members.
Commit to ensuring that all relevant taskforces or committees that the Commission establishes or chairs have Aboriginal or Torres Strait Islander representation or consultation.	Directors & Senior Project Officers: Development & Diversity Team Strategy & Knowledge Team Land & Infrastructure Team	Ongoing Annually	The number of relevant taskforces/committees established or chaired by the Commission that have Aboriginal or Torres Strait Islander representation through memberships or consultation .



ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Facilitate opportunities for representatives from the Pilbara Aboriginal and Torres Strait Islander community to attend government, business and community reference groups/forums for two way learning.	Directors & Senior Project Officers: Development & Diversity Team	Monthly Annually Quarterly Annually	Increase Aboriginal and Torre Strait Islander representation at Chamber of Commerce and Small Business after hours and business and training forums. Increase Aboriginal and Torres Strait Islander representation at the 'Service, Programs and Initiatives' Aboriginal Consultation Forum.
Consult with Aboriginal and Torres Strait Islander community members when developing projects, policy advice and or publications that are relevant to Aboriginal people.	Directors & Senior Project Officers: Development & Diversity Team Strategy & Knowledge Team Land & Infrastructure Team	July Annually December 2017	Develop and implement criteria to identify relevant projects, policy advice and publications that the Pilbara need to consult with Aboriginal communities. All relevant projects, policy advice and publications have Aboriginal input.
Promote the success of the Commission's partnerships with Aboriginal and Torres Strait Islander clients, industry and government relating to Aboriginal projects.	Communications Officer	Ongoing Annually	Include Commission partnerships with Aboriginal and Torre Strait Islander clients, industry and government relating to Aboriginal projects in relevant publications, news letters and the media.
Celebrate National Reconciliation Week to provide support opportunities for Aboriginal and Torres Strait Islander employees and other employees to build relationships.	Communications Officer	May /June Annually	Pilbara Development Commission to arrange staff morning teas across all three offices to celebrate National Reconciliation Week.



2. RESPECT

It is essential for the Pilbara Development Commission to respect and have an understanding of Aboriginal and Torres Strait Islander culture and people with all aspects of its services in the Pilbara region. This will ensure that Aboriginal and Torres Strait Islander people feel safe and valued when interacting with the Pilbara Development Commission.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Engage Pilbara Development Commission employees in cultural learning to increase understanding and appreciation of different cultural backgrounds in order to lay the foundation for other RAP actions to be achieved.	Senior Corporate Services Officer	Ongoing Annually	New employees as part of their induction will complete Cultural Awareness Training delivered by the appropriate representative organisation.
	Senior Corporate Services Officer	July Annually	Document and provide further cultural training opportunities for existing staff, building on their initial Cultural Awareness training, looking at Cultural Safety, Cultural Integrity and Cultural Competency .
	Senior Corporate Services Officer	July Annually	Include cultural education/awareness material in staff induction packages including a copy of the Commission's RAP.
	Senior Corporate Services Officer	Ongoing Annually	All new staff will complete initial Cultural Awareness training within three months of appointment.
Celebrate, promote and support Aboriginal and Torres Strait Islander culture, learning and achievements with opportunities for staff to participate in events.	Senior Corporate Services Officer	July Annually	Review HR policies and procedures to ensure there are no barriers to staff participating in NAIDOC., particularly Aboriginal and Torres Strait Islander staff.
	Communications Officer	Ongoing Annually	Promote NAIDOC Week and other Aboriginal and Torres Strait Islander cultural dates and events throughout the year to all staff.
Make the Commission's workspaces and offices a place that celebrates Aboriginal and Torres Strait Islander cultures, art, work and communities.	Communications Officer	Ongoing Annually	Display Aboriginal art/craft in Commission premises with information on the artist, works and community.
	Finance Officer	July Annually	Recording and management of the Commissions cultural assets, including artwork.
Engage employees in understanding protocols around Acknowledgement of Country and Welcome to Country ceremonies to ensure there is shared meaning behind the ceremonies.	Manager Strategy & Knowledge	October 2014	Acknowledgement of Country and Welcome to Country protocols are developed.
	Manager Strategy & Knowledge	Ongoing Annually	'Welcome to Country' or Acknowledgement of Traditional Owners is included in appropriate speeches as per the developed policy.



Pitan 2011 (detail)
36 x 76cm acrylic on linen
Pinyirr (Nancy) Patterson, Martumili Artists

3. OPPORTUNITIES

It is essential that the Pilbara Development Commission provides opportunities for Aboriginal and Torres Strait Islander people to be on the Commission's Board and be employed at the Pilbara Development Commission. It is also essential that the Commission draws on the expertise of Aboriginal and Torres Strait Islander professionals and partners with Aboriginal and Torres Strait Islander organisations when delivering services.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Investigate opportunities at the Pilbara Development Commission to increase Aboriginal and Torres Strait Islander employment opportunities.	Senior Corporate Services Officer	July 2014 Annually	Develop and include an Aboriginal and Torres Strait Islander recruitment and retention strategy in the Commission's Strategic Workforce Plan.
Regularly review methods of recruitment advertising to maximise opportunities for Aboriginal and Torres Strait Islander employment.	Senior Corporate Services	July Annually	Recruitment methods reviewed, improvements identified and implemented.
Provide advice and funding for high level economic and social development services to and for Aboriginal and Torres Strait Islander people across the Pilbara and assist with the negotiations, management and implementation of projects.	Directors & Senior Project Officers:	Ongoing Annually	Further investment of Pilbara Cities Funding into economic diversification opportunities for Aboriginal and Torres Strait Islander people.
	Development & Diversity Team	Ongoing Annually	Further investment of Pilbara Cities Funding into health and education services for Aboriginal and Torres Strait Islander people.
	Strategy & Knowledge Team		
Investigate opportunities to increase the use of Aboriginal and Torres Strait Islander businesses within Pilbara Development Commission's procurement to improve economic outcomes for Aboriginal and Torres Strait Islander communities in the region	Finance Officer	July Annually	Review procurement policies barriers to Aboriginal and Torres Strait Islander businesses are able to be addressed
	Finance Officer	July 2014 Annually	Develop a plan for the PDC to publically promote business opportunities.
	Finance Officer	July Annually	Review and implement processes that are inline with Treasury's Procurement Policy to enable supplier diversity principles to be incorporated and delivered at a local level.



Pitan 2011 (detail)
36 x 76cm acrylic on linen
Pinyirr (Nancy) Patterson, Martumili Artists

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Identify and maintain the Pilbara Aboriginal businesses in 'ePilbara' - the Pilbara Business Capability Register to better promote Aboriginal and Torres Strait Islander business to potential customers.	Communications Officer	Ongoing Annually	Identify, support and assist all Pilbara Aboriginal businesses to register with 'ePilbara'.
	Communications Officer	Quarterly Annually	Identify new businesses and update ePilbara on a quarterly basis.



Pitan 2011 (detail)
36 x 76cm acrylic on linen
Pinyirr (Nancy) Patterson, Martumili Artists

4. TRACKING PROGRESS AND REPORTING

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Launch the Commission's Reconciliation Action Plan and distribute to all stakeholders.	Manager Strategy & Knowledge	July 2014	RAP launched on time, promoted in the media and distributed to all stakeholders.
Promote regular updates on implementation process of the Commission's Reconciliation Action Plan	Manager Strategy & Knowledge	Quarterly Annually	Report regular updates on the implementation of RAP in Commission publications and on the website.
Incorporate RAP progress reporting into Pilbara Development Commission's annual reporting mechanisms	Manager Strategy & Knowledge	Quarterly Annually	Updates on the progress of the RAP provided to the Commission's CEO and Board.
	Chief Executive Officer	July Annually	Report on RAP in the Commission's Annual Report.
Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report	Manager Strategy & Knowledge	Quarterly Annually	RAP reviewed quarterly
	Manager Strategy & Knowledge	July Annually	Compile achievements, challenges and learning, and complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
Review RAP and updates as required.	Manager Strategy & Knowledge	July Annually	RAP reviewed, updated and endorsed annually.

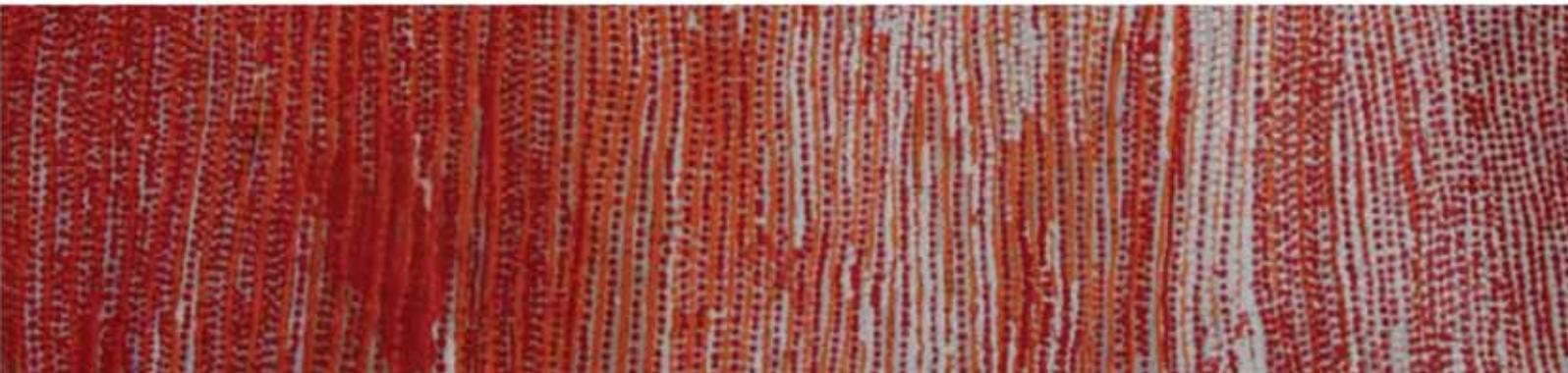


Martumili Artists was established by Martu people living in the communities of Parnpajinya (Newman), Jigalong, Parnngurr, Punmu, Kunawarritji and Irrungadji (Nullagine) after long and cautious observation of other desert artists' experiences of the art market. The artists and their families are the traditional custodians of vast stretches of the Great Sandy, Little Sandy and Gibson Deserts as well as the Karlamilyi (Rudall River) area.

Most Martu people maintained an entirely independent, nomadic lifestyle until the 1950s and 1960s when they walked into settlements in response to long and severe drought and weapons testing in their homelands. Today Martu people live in their own communities and regularly visit regional centres such as Newman and Port Hedland.

Art plays a particularly important role in the cultural and economic life of the communities. Many of the Martu artists are senior custodians of Martu cultural heritage who use their arts practice as a conduit for passing on knowledge of country and culture to younger family members. At the same time, managing the exhibition and sale of artworks is an important way in which Martu artists are carving out a contemporary, engaged and positive livelihood.

Over the past five years, Martu artists have rapidly established a reputation for arrestingly innovative artworks grounded in extensive cultural knowledge. The artists encompass an extraordinary range of styles reflecting their confident and intricate knowledge of their country. Martu artists now have works placed in significant collections including the National Gallery of Victoria, the National Gallery of Australia, Monash University Collection, Artbank, the Art Gallery of New South Wales and the National Museum of Australia.





Minyawwe Miller

Birth Date	1933 -
Language	Warnman
Skin	Jangala
Place of Birth	Punkarnu, near Kunawarritji
Home	Punmu Community

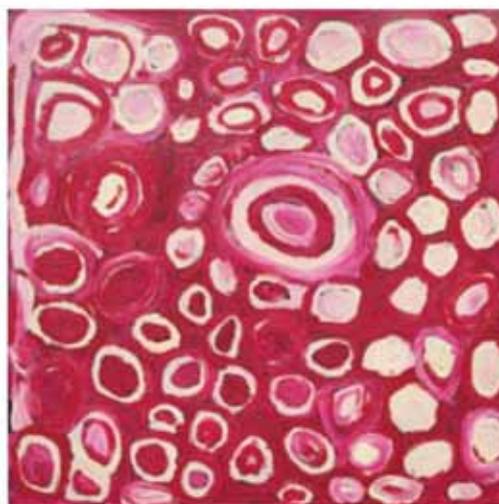
Biography

Minyawwe grew up in the Punmu area with his sister and fellow artist Nancy Taylor and many other family members. As a young man he walked long distances carrying only his tajitaji (smouldering stick) and his jurna (hunting stick). He ate womula (fruit) and all kinds of meat including emu, gididi gididi, kangaroo, pussycat and dingo.

Minyawwe heard that the people had all gone to Jigalong, Marble Bar, Nullagine and Port Hedland. He walked a long way to get to Jigalong and finally a truck passed and drove his family and him in.

Minyawwe met his wife Nancy Chapman at Jigalong Mission. He worked in the cattle station and was an excellent horse rider and breaker, working for many years on pastoral stations. At Strelley Minyawwe and the other men built roads by hand and ran the station.

Minyawwe now lives in Punmu with his wife, children and grandchildren, where he paints great stretches of country in a very distinctive, precise style.



Jakayu Biljabu

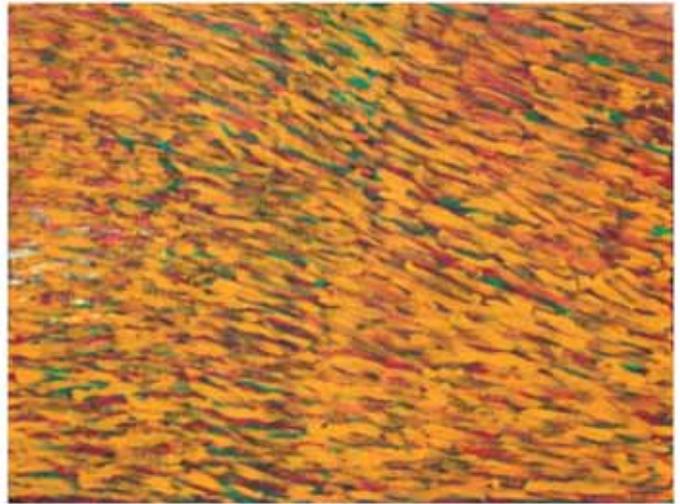
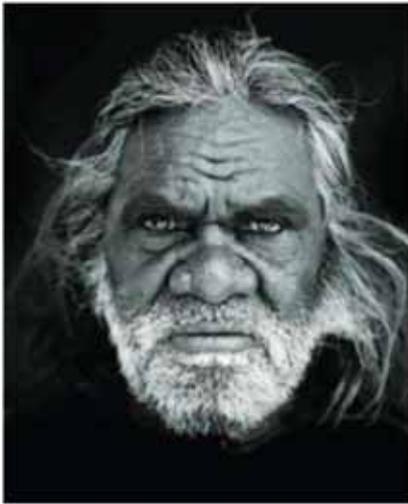
Birth Date	1937 -
Language	Manyjilyjarra
Skin	Purungu
Place of Birth	Pitu
Home	Punmu Community

Biography

Jakayu was born a little way north of Pitu around 1937 and grew up around Pitu, Wikirri, Rarrki, Wantili and Nyinyari on the Canning Stock Route. Drivers would kill a bullock and give food to Jakayu's group. Jakayu and her sister married the same man (Jakayu's sister was the first wife). Jakayu has two sons who were born in the bush and one daughter born in the mission. Her father was very wary of the Europeans who increasingly travelling along the Canning Stock Route building new roads and her family waited longer than most before leaving a traditional life. Jakayu was travelling with her three children and a group of other people in 1963 when they were contacted by Len Beadell, who made the roads for the Woomera rocket range. Some people in the group Jakayu was travelling with had been to Jigalong previously and Len told the Jigalong mission staff that they all wanted to come into the mission.

Jakayu worked as a baker at the mission and several stations before moving to Strelley station for a time. In 1982 she moved to Punmu community. Jakayu has painted primarily in Punmu community, where she has continued to live surrounded by her children and grandchildren, teaching her granddaughters about their history and country.





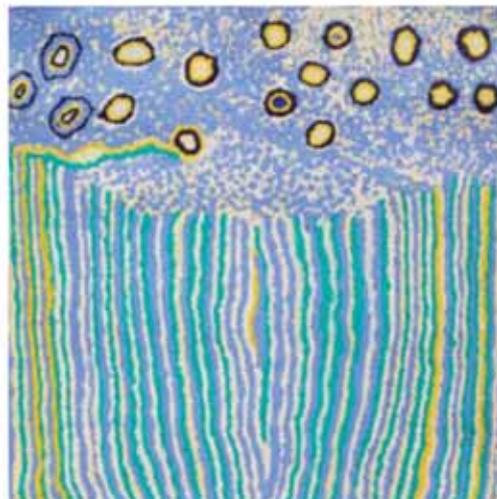
Muuki Taylor

Birth Date	1945 -
Language	Manyjiljarra
Skin	Karimarra
Place of Birth	Wayinkurungu
Home	Parnngurr Community

Biography

Muuki was born in 1945 at Wayinkurungu. His family walked across the entire Great Sandy Desert, north to Joanna Springs and south to Parnngurr. He walked around Jalyi (near Telfer) with his mother, father and his siblings (including fellow painters Nola and Wokka Taylor). Muuki is a very senior and knowledgeable Martu man and is often called upon as an authority by other artists.

Muuki paints Kulyakartu country and the country all around Wirnpa, a major ceremonial meeting place in the north. His works are encyclopaedic, detailing all aspects of country from vanished roads to living water sources.



Ngamaru Bidu

Birth Date	1940s -
Language	Manyjilyjarra
Skin	Karimarra
Place of Birth	Matalirri, Canning Stock Route
Home	Parnngurr Community

Biography

Ngamaru was born at Matalirri on the Canning Stock Route, the eldest of four siblings. Her mother came from Wikirri and her father from Pitu. As children they walked around following water and tucker including kangaroo and goanna. They saw government people for the first time near Wirnukurnu jurnu (a rockhole). Ngamaru, Mitchell and Teddy ran away from them as quickly as they could. The white men chased them everywhere but couldn't find them. Later they stayed with Wokka Taylor and ate sugar, bananas and apples, which they didn't like. Two other Martu people and some whitefellas came in a Toyota, tracking them and chasing them. They ran away for a long time. Finally at Yulpu, the whitefellas caught up with them and took them to Jigalong. Ngamaru covered herself with a blanket because she was frightened.

When they got to Jigalong her sister and some of the Biljabu family were sent to school but Ngamaru went to work making bread. She met her husband at Strelley and later moved to Warralong, Punmu and finally Parnngurr, where she lives now. Ngamaru has four children and three grandchildren.





Nancy Patterson (Pinyirr)

Birth Date	1940s - 2012
Language	Katujarra
Skin	Purungu
Place of Birth	Wantili
Home	Kunawarritji

Biography

Pinyirr was born at Kalpaa (Well 24 on the Canning Stock Route). She is a younger sister of Bugai Whylouter and the two girls grew up with many other relatives in the country around Karlamilyi (Rudall River) and also around Kunawarritji (Well 33) in the Parnngurr area. Pinyirr attended school at the Jigalong mission. She has lived on several Martu communities and now stays primarily around Kunawarritji and Punmu with her close relatives. Pinyirr often paints her mother's country, around Karlamilyi (Rudall River). Pinyirr's daughter's name is Betty who was born at Jigalong, and she has four grandchildren, all boys, living in Punmu.





Reconciliation
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