

# Reconciliation action plan



## Our vision for reconciliation

The Forest Products Commission (FPC) commits to Reconciliation Australia's goal of closing the unacceptable 17 year life expectancy gap between Indigenous and non-Indigenous Australians.

We will demonstrate this commitment by:

- identifying key Indigenous stakeholders and ways to foster relationships with them
- improving cultural awareness and recognition among FPC people
- seeking ways to increase employment, business and capacity building opportunities for Indigenous people.

## Our business

The Forest Products Commission is the Western Australian Government's trading enterprise responsible for the allocation and sale of forest products from State-owned and State-managed plantations, and from the State's native forests and woodlands that are available for harvesting.

We operate four principal business segments:

- south west forests – jarrah, karri and marri
- mature plantations – radiata and pinaster pine
- arid forests – wild sandalwood
- new plantations – development of eucalypts, pine and sandalwood in agricultural regions.

Our business operations include:

- harvesting and selling forest products from State-owned native forests and plantations
- regenerating (re-planting) State-owned native forests and plantations
- managing and harvesting trees on farms in partnership with land owners
- identifying new and better ways to grow and harvest forests and to maximise the value of all forest products
- providing advice to Government on the development of the Western Australian forest products industry
- working with industry to find higher-value uses for WA forest products.

Our purpose is to grow a sustainable and prosperous Western Australian forest industry for the future well being of all.

We see our vision linking with reconciliation by allowing Indigenous Australians to share in the benefits of a sustainable and profitable forest products industry.

## Our RAP

Our Reconciliation action plan (RAP) has been developed through dialogue with Indigenous and non-Indigenous staff and stakeholders. The dialogue began with a working draft RAP considered by a working group to establish the key actions for our RAP.

All staff and selected stakeholders were invited to provide feedback, and their comments were taken into account as the RAP was finalised.

Our RAP is a living document and future actions will build on the base established by this one.



## Relationships

Respectful relationships between Aboriginal and Torres Strait Islander peoples and our organisation are important because they underpin reconciliation and contribute to closing the gap.

**Focus area:** engaging with the Indigenous community will help us understand the issues affecting them.

Action	Responsibility	Timeline	Measurable target
1. Establish a RAP Committee with Indigenous and non Indigenous staff to monitor and review FPC's RAP.	Executive Manager Business Development & Technology	June 2009	<ul style="list-style-type: none"> <li>RAP Steering Committee established.</li> <li>Committee to meet quarterly and report progress to General Manager.</li> </ul>
2. Identify Indigenous leaders (corporations, groups or individuals) who can provide guidance and assistance in developing understandings between their community and FPC.	Executive Manager Operations and Executive Manager Business Development & Technology	October 2009 and ongoing	<ul style="list-style-type: none"> <li>List of Indigenous stakeholders, including details and type of relationship identified for FPC businesses.</li> </ul>
3. Review existing business arrangements across FPC where staff are engaged in work that impacts on Indigenous landowners/ community members to identify opportunities to share information and learn from one another.	Executive Manager Operations and Executive Manager Business Development & Technology	December 2009	<ul style="list-style-type: none"> <li>List of business activity that impacts on Indigenous people for FPC businesses.</li> <li>Stakeholders identified in 2, above, will be consulted prior to FPC activity and included in decision making involving Indigenous land/community developments and opportunities.</li> </ul>



## Respect

Respect for Aboriginal and Torres Strait Islander peoples, culture, land, history, language and law is important to our organisation because it will help us understand the unique contribution of Aboriginal and Torres Strait Islander peoples and the actions we need to take.

**Focus area:** cultural awareness for all staff, celebration, and monetary contribution to a relevant Indigenous organisation.

Action	Responsibility	Timeline	Measurable target
1. Extend the availability of FPC's cultural awareness training course to all FPC employees.	RAP Committee	June 2009 then ongoing	<ul style="list-style-type: none"> <li>All staff attend cultural awareness training.</li> </ul>
2. Develop and implement protocols for acknowledging traditional owners at official events/meetings.	Manager Communications	August 2009 then ongoing	<ul style="list-style-type: none"> <li>Policy and protocols acknowledging traditional owners developed and implemented.</li> <li>Traditional owners acknowledged at 100% of relevant events and meetings.</li> <li>Welcome to country by traditional owners at major conferences and events.</li> </ul>
3. Review and update induction programs to include Indigenous cultural awareness components.	Manager People & Development	September 2009 then ongoing	<ul style="list-style-type: none"> <li>Review of induction program complete.</li> <li>Changes to induction program implemented.</li> <li>Copy of FPC's RAP included in induction pack.</li> </ul>

## Respect continued...

Action	Responsibility	Timeline	Measurable target
4. Launch and promote FPC's RAP to staff.	General Manager	May 2009	<ul style="list-style-type: none"><li>• RAP launched.</li><li>• RAP posted on FPC website and Reconciliation Australia website.</li></ul>
5. Conduct fundraising with proceeds to be donated to a relevant organisation that supports Indigenous wellbeing outcomes.	RAP Committee	Commence June 2009	<ul style="list-style-type: none"><li>• One casual free dress day per quarter - proceeds donated to an Indigenous organisation.</li></ul>
6. Promote the objectives and achievements of FPC's RAP.	RAP Committee and Communications Manager	Ongoing	<ul style="list-style-type: none"><li>• Articles and news pieces published.</li></ul>



## Opportunities

Creating opportunities for Aboriginal and Torres Strait Islander peoples, organisations, groups, communities and individuals is important to our organisation because it ensures we are contributing to equality and to closing the gap through our unique market position.

**Focus area:** the foundations for opportunities are our support for education, training, and employment and our commitment to develop capacity in key programs and services.

Action	Responsibility	Timeline	Measurable target
<p>1. Develop an Indigenous recruitment and retention strategy.</p> <p>Explore opportunities through:</p> <ul style="list-style-type: none"> <li>- school-based traineeships</li> <li>- cadetships (NICP) and graduates</li> <li>- targeted recruitment.</li> </ul>	Manager People & Development	<p>September 2009</p> <p>December 2009</p>	<ul style="list-style-type: none"> <li>• Target 3% indigenous employment rate (as per <i>EEO &amp; Diversity Management Plan 2007 – 2010</i>).</li> <li>• Target of three Indigenous staff.</li> </ul>
<p>2. Establish a scholarship to fund the participation of a staff member in Indigenous studies.</p>	Manager People & Development	July 2009	<ul style="list-style-type: none"> <li>• One General Manager's Scholarship set aside to fund the participation of a staff member in Indigenous studies.</li> </ul>
<p>3. Establish a scholarship to fund the participation of an Indigenous staff member in tertiary studies.</p>	Manager People & Development	July 2009	<ul style="list-style-type: none"> <li>• One General Manager's Scholarship set aside to fund the participation of an Indigenous staff member in tertiary/University studies.</li> </ul>

## Opportunities continued...

Action	Responsibility	Timeline	Measurable target
<p>4. Establish a relationship with local senior schools to identify aspirational students for traineeships and possible scholarship funding for an Indigenous student undertaking horticultural studies.</p> <p>Scholarship funding would be available if scholarships in Actions 2 and 3 above are not taken up.</p>	Executive Manager Operations	October 2009	<ul style="list-style-type: none"> <li>Schools identified and visit arranged.</li> </ul>
<p>5. Identify programmes to build on existing FPC Indigenous land owner capacity building programmes.</p>	Executive Manager Business Development & Technology	December 2009	<ul style="list-style-type: none"> <li>Programmes identified eg share farming arrangements.</li> </ul>
<p>6. Develop joint proposals in consultation with Indigenous land owners for funding to undertake projects with environmental, social and economic benefits for Indigenous land owners.</p>	Executive Manager Business Development & Technology	March 2010	<ul style="list-style-type: none"> <li>Proposals developed.</li> </ul>

## Tracking progress and reporting

Action	Responsibility	Timeline	Measurable target
1. Publish RAP on Reconciliation Australia's and FPC's websites.	Communications Manager	June 2009	<ul style="list-style-type: none"> <li>RAP registered with Reconciliation Australia and published on Reconciliation Australia's and FPC's website.</li> </ul>
2. Review of RAP and report on progress to Corporate Executive.	RAP Committee	Quarterly from June 2009	<ul style="list-style-type: none"> <li>Quarterly reports to Corporate Executive and published on FPC Intranet.</li> </ul>
3. Annual report, review and update of RAP by RAP committee.	RAP Committee	June 2010	<ul style="list-style-type: none"> <li>RAP report provided to Reconciliation Australia.</li> <li>Refreshed RAP provided to Reconciliation Australia for review and comment.</li> <li>RAP is approved by RA and published on FPC's internal and external websites and on RA's website.</li> </ul>

### Contact us:

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