



Reconciliation Action Plan

May 2020



ACKNOWLEDGEMENT

We acknowledge Aboriginal and Torres Strait Islander peoples as the first inhabitants of this country. We pay respect to the Traditional Owners and Elders, past, present and emerging, of all lands upon which we live and work. We recognise the practice of intergenerational care for Country and its relevance to much of the work we do.

PURPOSE

Aboriginal and Torres Strait Islander people have unique needs and may face challenges engaging with government entities, including ChemCentre. ChemCentre will work to recognise and address any such needs in a proactive manner. This demonstrates our support for reconciliation and our commitment to contributing positively and proactively to the achievement of the broader aims of the reconciliation initiative. This will be achieved through focussing on three key areas:

1. Relationships – we seek to develop and maintain meaningful relationships with Aboriginal and Torres Strait Islander peoples and communities. We will help staff to continue to develop their understanding of the cultures, values, practices and beliefs of Aboriginal and Torres Strait Islander peoples.
2. Respect – we will engage with our staff, encouraging and supporting them to build an understanding of Aboriginal and Torres Strait Islander culture, history, achievements and challenges. Our aim is that this engagement will advance reconciliation by building knowledge, understanding, advocacy skills and a desire to achieve positive change, both in interactions within ChemCentre’s scope of business and more widely.
3. Opportunities – we will investigate and support employment opportunities within our organisation and wider networks to increase the participation of Aboriginal and Torres Strait Islander peoples, particularly in STEM based initiatives.

BACKGROUND

Our vision for reconciliation is to engage with Aboriginal and Torres Strait Islander peoples in ways that are responsive and relevant to their needs and results in improved outcomes for them and their families. We recognise that building strong, respectful partnerships with Aboriginal and Torres Strait Islander peoples and communities is a vital step towards reconciliation.

We have developed this Reconciliation Action Plan (RAP) because we are committed to ensuring appropriate outcomes for all Aboriginal and Torres Strait Islander people that interact with ChemCentre.

We hope that this RAP will help to promote reconciliation by documenting our efforts to:

- Meet the needs of Aboriginal and Torres Strait Islander peoples with respect to accessing the science-based services that ChemCentre offers.
- Offer work experience and potential employment opportunities through the WA Public Sector Commission's Aboriginal traineeship program.
- Engage with tertiary institutions to fund scholarships to Aboriginal and Torres Strait Islander science students.
- Create awareness of the history and cultures of Aboriginal and Torres Strait Islander peoples by recognising significant dates throughout the year.

We recognise that as an organisation ChemCentre's reconciliation journey, in many respects has just begun. We look forward to achieving positive outcomes for all of our staff and the wider community as we continue to build strong, respectful and collaborative partnerships with Aboriginal and Torres Strait Islander peoples and communities.

RELATIONSHIPS

We will seek to develop and maintain meaningful relationships with Aboriginal and Torres Strait Islander peoples and communities, and help our staff to continue to develop their understanding of Aboriginal and Torres Strait Islander peoples' cultures, values, practices and beliefs.

Action:

1. Raise awareness with staff and clients that ChemCentre has a RAP in place.
2. Participate in and celebrate events such as National Reconciliation Week (normally late May).

RESPECT

We will engage with our staff to build their understanding of Aboriginal and Torres Strait Islander peoples' cultures, histories and achievements. We aim that this engagement will help us move towards reconciliation by building expertise, advocacy skills and a desire to change.

Action:

1. Acknowledge the traditional owners of the land at each meeting involving 40 or more staff.
2. Participate in and celebrate NAIDOC Week (normally July).
3. Carry out Aboriginal and Torres Strait Islander cultural awareness training for ChemCentre staff.

OPPORTUNITIES

We will investigate employment opportunities within our organisation and sphere of influence to increase the participation of Aboriginal and Torres Strait Islander peoples.

Action:

1. Commit to continuing involvement in the Aboriginal Traineeship Program run by the Public Sector Commission.
2. Investigate Aboriginal and Torres Strait Islander employment directly with ChemCentre and/or with client and supplier organisation as appropriate.
3. Commit to State government programs aimed to encourage opportunities for Aboriginal and Torres Strait Islander peoples, including but not limited to "Aboriginal Procurement Policy."