



RECONCILIATION  
ACTION PLAN

REFLECT



**Scouts**  
WA

# Reconciliation Action Plan

March 2023 – March 2024



### **ACKNOWLEDGMENT OF COUNTRY**

As Scouts of Australia, we acknowledge Australia's First Nations Peoples, the Aboriginal and Torres Strait Islander peoples, as the Traditional Custodians of this land. We pay our respects to Elders past, present, and emerging.

We're grateful to do our Scouting in this country; we commit to use its resources wisely, and develop our understanding of Aboriginal and Torres Strait Islander cultures.

We also acknowledge any Aboriginal and Torres Strait Islander Scouts who are part of our movement today.

# A message from our Chief Commissioner



It is my privilege to present our first Reconciliation Action Plan (RAP) on behalf of the Scouts WA Membership. This is an important element of our youth development advocacy role in our community and organisational maturity in promoting reconciliation.

This Reflect RAP is the first part of our journey towards strengthening our mutual understanding of culture and appreciation of the lands we share with traditional owners.

Our national vision for reconciliation is an Australia that is unified around a shared history that celebrates and honours the world's oldest continuous culture.

Scouting embraces all peoples, recognising that our community is diverse and complex and as such, we strive to be inclusive, sensitive, and respectful. In Western Australia we have over 280 discrete Aboriginal communities with unique languages, cultures, and histories. All Scout members promise to respect and act with integrity – to be friendly and considerate – and this begins with our relationships. Cultural sensitivity begins with listening and then reflection, and this RAP is a significant step towards greater awareness.

Part of our promise is also to care for others and the environment. Country means so much more in the hearts of our Aboriginal and Torres Strait Islander people. This deep connection with the land is one which we seek to share with honesty and gratitude. Our young people can, through our youth program, discover their own bond with the great outdoors, learn how to nurture it and enjoy all the experiences that our country has to offer. This RAP is a foundation to gaining insight into how we can as an organisation embrace traditional knowledge in meaningful ways.

Scouts also promise to Do What is Right, to be trustworthy, honest, and fair. As a youth movement we can add our voice to promote and advocate for closing the gap, achieve equality in life expectancy, education, employment, and all forms of disparity. We seek to build integrity in our programs and actions, to create an Australian society that values and recognises the heritage of Aboriginal and Torres Strait Islanders and play our part in finding unity for our society.

Our youth members are our future, and we as the adults supporting them can guide and encourage holistic and practical approaches to reconciliation. This is not an exercise in looking good, it is about a commitment to build relationships based on trust, understanding and mutual respect.

We look forward to working together with Reconciliation Australia to achieving the outcomes of our Reflect RAP and then starting our Innovate RAP.

**Ayden Mackenzie JP**

Chief Commissioner  
Scouts WA

# A message from Reconciliation Australia



Reconciliation Australia welcomes Scouts WA to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Scouts WA joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Scouts WA to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Scouts WA, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

**Karen Mundine**

Chief Executive Officer  
Reconciliation Australia

# Our organisation

Scouts WA's purpose is to encourage the physical, intellectual, social, emotional and spiritual development of young people so that they take a constructive place in society as responsible citizens, and as members of their local, national and international communities. We do this through adventurous, fun, challenging and inclusive activities delivered in small groups across Western Australia. All Scouting activities are youth led, and adult supported.

- Scouts WA has 2,000 adult volunteer members, who lead the delivery of our Scouts programs and activities for nearly 5,000 youth members.
- Scouts WA has 110 staff members, who work with our volunteers and members to ensure our program is delivered in a way which is high quality, safe and sustainable.
- Scouts WA currently has no staff who identify as Aboriginal or Torres Strait Islanders.
- Scouts WA operates across all of WA, with our most northern location being Kununurra Scout Group on Miriwoong Country and most southern location in Esperance on Wudjari Country.
- We operate 105 Scout Groups, five camping and adventure centres, and four recycling depots.
- We also have one head office, based in Mount Hawthorn, WA on Whadjuk Noongar Country, which our Corporate sService's team operate from to support all operations across WA.



**4,861**

Scout Youth Members



**834**

Joey Scouts

(ages 5-7)



**1,849**

Cub Scouts

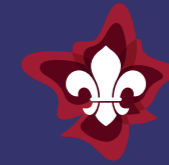
(ages 8-10)



**1,556**

Scouts

(ages 11-14)



**452**

Venturer Scouts

(ages 15-17)



**170**

Rover Scouts

(ages 18-25)



**678**

Youth Program Leaders



**179**

Program Support Leaders



**1079**

Non-Uniformed supporters



**4** regions made up of

**100+** groups

covering all **5** Scouts Sections

in **432** individual Units



Scouts WA



## Our RAP

The purpose of Scouts WA's Reflect RAP is for our organisation to build its capacity to work with and in Aboriginal and Torres Strait Islander communities. We also want this RAP to demonstrate our commitment to reconciliation and provide guidance to our entire team on how to achieve this in their role.

Scouts WA has a RAP Working Group (RAPWG), including, including Board Directors, Executive, Staff, Volunteers and Youth members. This RAPWG will collectively oversee the delivery of the RAP. The responsibility for implementing our RAP, including completing activities and tasks, will be shared amongst our team of staff and volunteers. The RAPWG will meet every six weeks to review and update progress, ensuring the RAP meets its timeline for completion.

The Chief Commissioner is the Scouts WA RAP Champion. They sit on the RAPWG and are responsible for championing the RAP internally.

This Reflect RAP is the beginning of Scouts WA's reconciliation journey. It is fully supported by the Board of Directors. Our next reconciliation goal is to be submitting an Innovate RAP by 2024. We believe this is a good timeframe for Scouts WA, as it enables us to embed the Reflect RAP, achieve all of the actions within this RAP, and plan more activity-based RAP actions. As Scouts WA has a lot of events, groups, and activities across WA, we would like to include more actions focused on delivery of culturally inclusive events and activities.

## Our partnerships and current activities

Scouts WA currently undertakes a number of reconciliation activities:

### Community partnerships:

Scouts WA is a proud member of Reconciliation WA, and actively encourages participation in events and training activities within our membership and staff.

### Internal activities and initiatives:

- An Acknowledgement of Country is included in all significant meetings, events and activities.
- Local Aboriginal and Torres Strait Islander artists have been commissioned to create artwork for Scouts WA, which is displayed within head office.
- Scouts Australia offers Walangari badges, and Scouts WA encourage local members to achieve these in the character, or spiritual 'SPICES' framework, by demonstrating cultural awareness, and participating in activities facilitated by First Nations people.
- Nationally recognised occasions and dates which are meaningful to Aboriginal and Torres Strait Islander people are recognised and celebrated via our social media.
- Scouts WA database records show we currently (September 2022) have 0.8% of our 6,200 members with Aboriginal and/or Torres Strait Islander backgrounds.
- Scouts WA has over 100 groups which operate across WA, and there are many local initiatives and partnerships which bring Aboriginal and Torres Strait Islander cultures to our members.

# Reflect Reconciliation Action Plan

RAP Actions and Deliverables



## Relationships



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	August 2023	Branch Commissioner Diversity and Inclusion
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2023	Branch Commissioner Diversity and Inclusion
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our Scout Groups and staff.	May 2024	Branch Commissioner Diversity and Inclusion
	RAPWG members to participate in an external NRW event.	May/June, 2024	Chief Commissioner
	Encourage and support Members, volunteers, and staff to participate in at least one external event to recognise and celebrate NRW.	May/June, 2024	Chief Commissioner and Executive Manager
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all Members and staff. Include update in monthly newsletter from RAPWG for Members and staff within Scouts WA.	Quarterly July/ September/ December, 2023; March 2024	Chief Commissioner and Executive Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	September 2023	Branch Commissioner Diversity and Inclusion
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	December 2023	Branch Commissioner Diversity and Inclusion
	Communicate our commitment to reconciliation externally, and our draft Reflect RAP with Scouts Australia and other State Scouts Branches.	July 2023	Chief Commissioner
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	August 2023	Executive Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2023	Executive Manager

# Respect



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation, and share with all members and staff to encourage them to commit to reconciliation.	October 2023	Branch Commissioner Diversity and Inclusion, Training Officer
	Conduct a review of cultural learning needs within our organisation.	October 2023	Branch Commissioner Diversity and Inclusion, Training Officer
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	October 2023	Branch Commissioner Diversity and Inclusion
	Develop a map of Scouts WA Halls and Facilities and identify the traditional names and Traditional Owners or Custodians.	August 2023	Chief Commissioner
	Increase Member, volunteer and staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	August 2023	Chief Commissioner and Executive Manager
	Develop a template for use in our Innovate RAP, including authentic Aboriginal and Torres Strait Islander artwork, from a local Aboriginal and/or Torres Strait Islander artists.	December 2023	Chief Commissioner
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2024	Chief Commissioner and Executive Manager
	Include and distribute information about NAIDOC events in Scouts WA communications to Members and staff.	June 2024	Branch Commissioner Diversity and Inclusion
	RAPWG to participate in an external NAIDOC Week event.	First week in July 2024	Branch Commissioner Diversity and Inclusion
	Ensure that Scout Groups are made aware of NAIDOC Week activities in local communities.	March to July, 2024	Branch Commissioner Diversity and Inclusion
	Introduce our Members and staff to NAIDOC Week by promoting external events in our local area.	June and July 2024	Branch Commissioner Diversity and Inclusion



# Opportunities



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	September 2023	Executive Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing and volunteers to inform future employment and professional development opportunities.	June 2024	Chief Commissioner and Executive Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses, including local artists for our RAP document.	October 2023	Finance Manager, Events Officer
	Investigate Supply Nation membership.	August 2023	Finance Manager
	Investigate membership and use of the Aboriginal Business Directory WA.	August 2023	Finance Manager



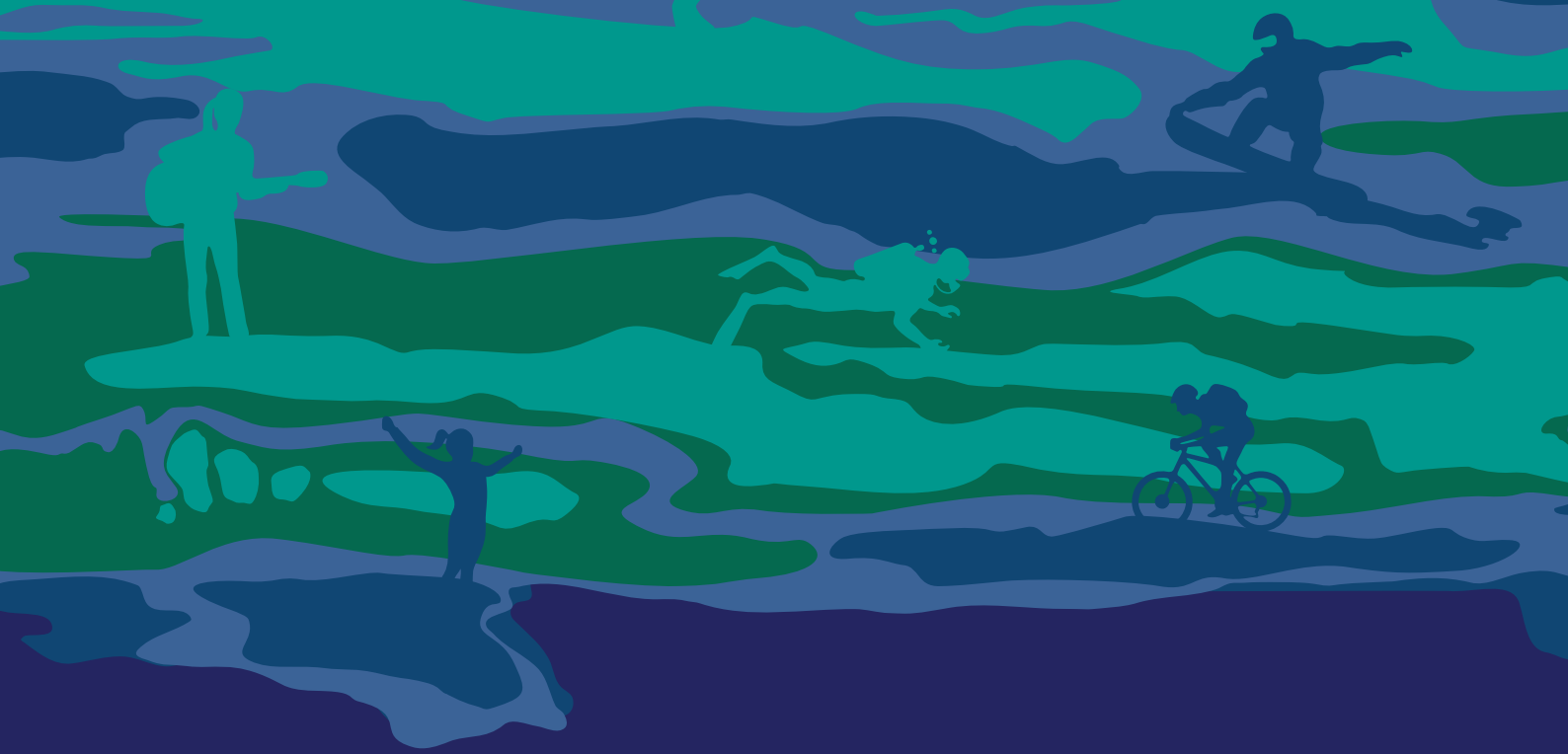
# Governance



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RAPWG) to drive governance of the RAP.	Form a RAPWG to govern RAP implementation.	March 2023	Chief Commissioner and Executive Manager
	Draft a Terms of Reference for the RAPWG.	April 2023	Chief Commissioner and Executive Manager
	Present Terms of Reference for the RAPWG to the Board of Directors for approval.	April 2023	Executive Manager
	Establish Aboriginal and Torres Strait Islander representation on the RAPWG.	December 2023	Chief Commissioner and Executive Manager
	Invite Scouts WA Members who are from an Aboriginal and Torres Strait Islander background to join RAPWG or participate/provide feedback on the RAP.	August 2023	RAPWG Chair
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	July 2023	Chief Commissioner and Executive Manager
	Engage senior leaders in the delivery of RAP commitments.	July 2023	Chief Commissioner and Executive Manager
	Appoint a senior leader to champion our RAP internally.	July 2023	Chief Commissioner
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2024	Chief Commissioner and Executive Manager
	Set targets for more Aboriginal and Torres Strait Islander representation within our membership, which aligns with the population within WA.	August 2023	Branch Commissioner Diversity and Inclusion
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	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.	July annually	Chief Commissioner
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	Chief Commissioner
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	Chief Commissioner
	Present progress and completion of RAP deliverables from the RAPWG to the Board at every meeting.	Every Board Meeting	RWG Chair
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	February 2024	Chief Commissioner







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