

INNOVATE RECONCILIATION ACTION PLAN

OCTOBER 2022 – OCTOBER 2024

**PERTH
FESTIVAL**



Founder



Principal Partner





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Boorna Waanginy: The Trees Speak
Kings Park Botanical Gardens
Perth Festival Event (2023)
Image: Toni Wilkinson

INSIDE COVER:

Kaarla Yornt: Message Stick
EverNow Festival "Keelap"
Supreme Court Gardens (2023)
Artwork by Mitchella "Waljin" Hutchins
& Elaine Clocherty
Image: Jess Wyld

OUR VISION FOR RECONCILIATION

Our vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander People and other Australians walk together with trust and respect toward a better future together.

In the context of our organisation, Perth Festival aims to embrace Aboriginal and Torres Strait Islander cultures and celebration of place; ensuring Aboriginal and Torres Strait Islander cultures feature at the heart of our programs, increasing Aboriginal and Torres Strait Islander representation and incorporating Aboriginal and Torres Strait Islander cultures and celebration of place in everything we do.

A MESSAGE FROM OUR CHAIR OF THE PERTH FESTIVAL BOARD

For over 70 years the Perth Festival has stood at the centre of Western Australian cultural life. Over this time the Festival has worked hard to ensure that, combined with a broad ambition to bring international perspectives to our State, our own local stories have emerged as prominent celebrations of our history, our aspirations, our truth and our hopes.

These ambitions have been bold and, ultimately, successful. A big part of this success has been the Festival's growing awareness that our own cultural journey can only grow if we continue to greatly improve our practical reconciliation with Aboriginal and Torres Strait Islander peoples, whose cultures the Festival has celebrated for many years here on Noongar Country.

Our 2022-2024 Innovate Reconciliation Action Plan is the next Reconciliation chapter for the Festival to ensure that the success of our previous Plans continues to challenge the Festival in what practical and measurable ways we can strengthen our relationship, and improve outcomes, with Aboriginal and Torres Strait Islander Australians – particularly with the Wadjuk Noongar community.

As one of the main custodians of Western Australia's cultural assets, the Festival is ideally placed to prioritise an Aboriginal perspective in the stories we tell and the people who tell it. This has been the underwriting philosophy of the Festival since we commenced our journey with Reconciliation Australia.

This journey does not find an end point at each Reconciliation Action Plan, rather, the Plans purpose is to evolve the Festivals approach so that our audiences continue to experience and see the Aboriginal truth and experience they have come to expect. The Plan challenges the Festival to be bolder and more confident in the stories we tell ourselves and our growing audiences.

As Chair of the Board I am very aware that the success of the Perth Festival can only be through the strength of our cultural stories and our ambition in celebrating them. This is often not an easy journey but one that ensures that all who participate have a broader understanding of our history, our differences and, ultimately, what makes us human. This is the wonder of the Perth Festival and all those who move in and out of its orbit – that we are all here individuals living in a collective, city, State, Nation and Planet. We are not perfect but we accept this and challenge ourselves to ensure that we have the confidence and ability to understand and celebrate our vast array of stories.

On behalf of the Board, I wish to thank Reconciliation Australia, the Festival's Noongar Advisory Circle and our RAP Working Group for developing this Plan, for challenging what we do with the purpose of ensuring that the Perth Festival continues to sit at the centre of Western Australia's cultural life.



BEN WYATT
Chair, Perth Festival

A STATEMENT FROM RECONCILIATION AUSTRALIA'S CEO

Reconciliation Australia commends Perth Festival on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Perth Festival to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Perth Festival will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Perth Festival is part of a strong network of more than 2,500 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Perth Festival's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Perth Festival on your Innovate RAP and I look forward to following your ongoing reconciliation journey.



KAREN MUNDINE
Chief Executive Officer
Reconciliation Australia

OUR BUSINESS

Perth Festival is a not-for-profit multi-arts festival that brings world class performance, music, film, visual arts and literary events to Perth, Western Australia every Summer.

The Festival has been celebrating Perth, its people and its culture on the shore of the Derbarl Yerrigan (Swan River) for nearly 70 years as Australia's longest-running arts festival. Grounded on Noongar Boodjar, it is uniquely placed to celebrate the oldest living cultures in the world by championing rich Indigenous traditions and contemporary arts practice.

At the edge of Australia, at the edge of the world, our lifestyle, our environment, our history provides us with a singularly distinctive outlook on how we celebrate creativity and culture – and embrace the very best that humanity has to offer from anywhere on the planet. As the longest-running arts festival in the Nation, our not-for-profit organisation is dedicated to enriching life through art.

Using our strategic pillars of community; leadership and sustainability we aim to fulfil our vision to be at the heart of our local community on Whadjuk Noongar Boodjar and a world leader for cultural and artistic experience.

We build a creative community through arts sector development and diverse audience engagement, which are the heartbeat of the Festival. We collaborate with local institutions, grass roots arts organisations and provide opportunities, skills and jobs for hundreds of people each year.

This Festival and this city share the most dynamic region in the world, the Indian Ocean Rim and East Asian time zone where more than 60% of the world's population lives. The opportunities for artists, producers and presenters to explore creative engagement and international partnerships throughout the region are boundless. In 2022, Perth Festival reached an audience of 143,665 with roughly 327 interstate and overseas visitors.

The Festival was born out of the University of Western Australia's annual summer school entertainment nights as a "festival for the people" in response to a changing post-war society hunger for artistic nourishment. Perth Festival's office is based in a UWA owned building in Crawley, Western Australia, however we activate many venues and locations across Perth, and some regional venues, during the Festival season.

Perth Festival is a scalable organisation. This year, 269 employees worked together to put on the 2022 Festival. That number comprises 28 permanent employees, 23 longer-term fixed term employees, 25 seasonal employees and 186 casual employees. We also welcomed back our volunteers to the Festival this year. We had 45 volunteers which included 10 people who had never volunteered with the Festival before. Perth Festival currently engages one Aboriginal staff member as part of our core, year-round staff, our Associate Artist, and a Noongar Advisory Circle with six paid Noongar representatives that meet six times per year.

OUR RAP

Why our RAP is important to us

Perth Festival is developing a RAP to develop a strategic plan around reconciliation with our Aboriginal and/or Torres Strait Islander community and keep our organisation accountable.

Perth Festival programs a considerable amount of Aboriginal and Torres Strait Islander work, or work which includes Aboriginal and Torres Strait Islander content and voices; part of our organisational strategic goal to embrace Aboriginal and Torres Strait Islander Cultures and Celebration of Place. Each year, the Festival collaborates and consults with Aboriginal and Torres Strait Islander artists and organisations, and in 2020, under the guidance of our Associate Artist Kylie Bracknell, the Festival created its first Noongar Advisory Circle (see more below). Before our first RAP was endorsed in September 2021, this consultation and the outcomes have not been formally measured or reported. Perth Festival aims to create a tangible plan for reconciliation that is reinforced by the works we present and the way in which we operate.

Reconciliation journey since our first RAP

Our first Reflect RAP was endorsed in September 2021, launched with a Smoking Ceremony at our offices by senior artist and Noongar leader, Barry McGuire. During the development of this RAP, some of the key learnings have occurred through knowledge sharing from local community members; Reconciliation Week yarning with Barry McGuire and Richard Walley, and a lunch and learn with Associate Artist Kylie Bracknell around cultural protocols. Several new Aboriginal and Torres Strait Islander organisations were engaged over the course of the Reflect RAP, which is being captured in a preferred supplier list to build these connections. In 2022, the Festival programmed over twenty Aboriginal and Torres Strait Islander works, programs and/or artists, an increase from twelve in 2021. The Festival also presented the immersive Noongar Wonderland in 2022, and two major Noongar-led works in 2021 – Fist of Fury Noongar Daa and Witness Stand. The Aboriginal Reviews Program, and Noongar Storytellers in Schools programs were continued, and a new partnership with Indigenous Arts Foundation was made, to give members access to Festival opportunities.

Some of the most significant changes at Perth Festival include the creation of our new Strategic Plan, with the first goal being; Embrace Aboriginal Cultures and Celebration of Place to ensure we consider this through everything we do, increase Aboriginal and Torres Strait Islander representation and ensure Aboriginal cultures are at the heart of our programs. We have increased engagement with our Noongar Advisory Circle – increasing meetings to six per year to align with the Six Seasons (this includes a corresponding increase to remuneration). Steps have also been taken to start planning an Aboriginal and Torres Strait Islander works Pathway Program to address the need for more Aboriginal and Torres Strait Islander employment in the arts behind the scenes (producing, production, marketing, human resources, etc). Perth Festival also joined an arts industry RAP Reconciliation Industry Networking Group (RING) and co-hosted the first event alongside The Chamber of Arts and Culture and Reconciliation WA.

RAP Working Group

The RAP working group champions Perth Festival's RAP internally and consists of senior leadership in the Executive Director, Chief Financial Officer, Head of People, Social Impact and Sustainability / General Counsel and the Head of Programming, and Festival team members; Associate Artist, Producer, People and Community Manager/ Legal Counsel, Special Projects: Business Operations Lead, Community Engagement Manager, Digital Content Strategist, Production Coordinator and Philanthropy Coordinator. There is one Aboriginal staff member on the RAP working group, and Noongar Advisory Circle Member, Carol Innes, has been engaged to provide external guidance and advice on the RAP. Our Community Engagement Manager is Perth Festival's RAP Champion.

Noongar Advisory Circle

Our Noongar Advisory Circle meet six times a year and are compensated for their valuable time and knowledge – knowledge which collectively spans approximately 185 years. Comprised of members with a range of qualifications and lived experiences in Aboriginal and Torres Strait Islander arts practice, the Noongar advisory Circle brings together expert industry knowledge from well-respected story holders, performers, language & Land caretakers, visual artists, and organisation representatives. It is comprised of two men and four women from the Noongar community, honouring the strength of the matriarchal Noongar Country. The Festival sees the NAC as one of the pillars of the Festival, embedded in the Festival through a Charter of Understanding, and provide guidance and support in our ambitions to celebrate Noongar culture both internally and to the wider Perth community through programming and events. The Noongar Advisory Circle consists of the following members; Roma 'Yibiyung' Winmar, Vivienne 'Binyarn' Hansen, Dr Richard Walley OAM, Carol Innes, Barry McGuire, and Mitchella 'Waljin' Hutchins. Our Noongar Advisory Circle is particularly interested in ensuring we capture our 'journey of engagement' ('our partnerships and current activities') which details Perth Festival's reconciliation journey to date.



**MITCHELLA 'WALJIN'
HUTCHINS**



**ROMA 'YIBIYUNG'
WINMAR**



**VIVIENNE 'BINYARN'
HANSEN**



**BARRY
MCGUIRE**



**CAROL
INNES**



**DR RICHARD
WALLEY OAM**

OUR PARTNERSHIPS AND CURRENT ACTIVITIES

This timeline and case studies document Perth Festival’s inclusion of stories and collaboration with Aboriginal and Torres Strait Islander artists, and its celebration of place on Wadjuk Noongar Boodjar: from the first Aboriginal and Torres Strait Islander work from central Australia programmed in 1960 at the Skinner Galleries to the latest 2022 Festival, which featured Aboriginal and Torres Strait Islander work across theatre, dance, film, visual arts, Literature & Ideas and both the fine and contemporary music programs, including the immersive event Noongar Wonderland. This timeline includes a focus on the 2006 Ngallak Koort Boodja (Our Heart Land) canvas, the 2015 Perth Festival commission, The Giants, the 2017 & 2019 Festival commission Boorna Waanginy: The Trees Speak, the 2021 presentation of Witness Stand and the 2022 presentation of Noongar Wonderland.

In 2022, Perth Festival continued our partnership with six Noongar leaders, artists and elders to continue to walk together on the Festival’s relationship with Noongar people and place. The Festival also partnered with Indigenous Arts Foundation to offer arts opportunities to Aboriginal and/or Torres Strait Islander young people.

The involvement of Aboriginal and Torres Strait Islander work in Perth Festival has included Presenting, Commissioning, Collaboration and Community Engagement. Perth Festival’s journey of engagement with Aboriginal and Torres Strait Islander people has shifted from purely presentation of work, to deep immersion through community engagement and partnerships. The distinction of this work is as follows:

Presentation	Presenting and showcasing Aboriginal and Torres Strait Islander works in the Festival Program
Commission	<ul style="list-style-type: none"> • Providing resources for the work • Working with Aboriginal and Torres Strait Islander artist/s or Aboriginal and Torres Strait Islander organisations • Presenting the work in the festival program • Aboriginal and Torres Strait Islander ownership of the works
Collaboration	<ul style="list-style-type: none"> • Providing resources for the work • Involving Aboriginal and Torres Strait Islander community as advisory group • Community engagement in the program • Aboriginal and Torres Strait Islander arts company partnerships
Immersion	<ul style="list-style-type: none"> • Providing the resource for the works • Involving Aboriginal and Torres Strait Islander community as advisory group • Employing Aboriginal and Torres Strait Islander staff in the festival • Community engagement in the program • Aboriginal and Torres Strait Islander arts company partnership • Aboriginal and Torres Strait Islander representation on the board of the festival

Perth Festival’s home is on Noongar Boodjar. Building and maintaining strong relationships and partnerships with Aboriginal and Torres Strait Islander people and organisations is essential to ensuring Noongar Boodjar and Noongar Culture is kept at the Festival’s core, and that Aboriginal and Torres Strait Islander people continue to play a key role in allowing our community and our Festival to flourish. One of our key strategic objectives is to ensure Aboriginal cultures features at the heart of all our Festival’ programs – meaning strong partnerships and ongoing, nurtured relationships with artists, organisations and community is crucial.

Focus area			
<i>Aligns to our strategic pillars of Community, Leadership and Sustainability, and our Goal One: Embrace Aboriginal Culture and Celebration of Place.</i>			
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	October 2022	Community Engagement Manager
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2023	Head of People, Social Impact and Sustainability
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.	May - June, 2023 & 2024	Community Engagement Manager
	RAP Working Group members to participate in an external NRW event.	May - June, 2023 & 2024	Community Engagement Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May - June, 2023 & 2024	Community Engagement Manager
	Organise at least one NRW event each year.	May - June, 2023 & 2024	Community Engagement Manager
	Register all our NRW events on Reconciliation Australia’s NRW website.	May - June, 2023 & 2024	Community Engagement Manager



RELATIONSHIPS (CONTINUED)

3. Promote reconciliation through our sphere of influence.	Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	December 2023	Community Engagement Manager
	Communicate our commitment to reconciliation publicly.	May - June, 2023 & 2024	Digital Content Strategist
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	May - June, 2023 & 2024	Executive Director
	Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	October 2023	Community Engagement Manager
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2023	People and Culture Manager
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	April 2023	Head of People, Social Impact and Sustainability
	Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	April 2023	Head of People, Social Impact and Sustainability
	Educate senior leaders and staff on the effects of racism at annual Leadership training.	June 2023 & July 2024	Head of People, Social Impact and Sustainability

Ensuring Aboriginal and Torres Strait Islander culture features at the heart of all our Festival programs is a key objective for Perth Festival, so understanding and acknowledging Aboriginal and Torres Strait Islander culture, in particular Noongar culture, history and place is crucial for us to present work respectfully and meaningfully. From this grounding, we reach out to other Australian Aboriginal nations and First Nations cultures around the globe and welcome their art and their stories here. We aim that Aboriginal Artists will express their sense of cultural safety when participating in the Festival.

Focus area			
<i>Aligns to our strategic pillars of Community, Leadership and Sustainability, and our Goal One: Embrace Aboriginal and Torres Strait Islander Culture and Celebration of Place, and our Goal Four: Be a Festival for All People.</i>			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Commission and present Aboriginal and Torres Strait Islander led works of art in the Festival program and resource them appropriately.	March 2023 & 2024	Artistic Director
	Conduct a review of cultural learning needs within our organisation.	April 2023	Head of People, Social Impact and Sustainability
	Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	April 2023	Head of People, Social Impact and Sustainability
	Develop, implement, and communicate a cultural learning strategy document for our staff.	December 2022	Community Engagement Manager
	Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	July 2023	Head of People, Social Impact and Sustainability
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2022	Community Engagement Manager


RESPECT (CONTINUED)

6. Continued	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2022	Community Engagement Manager
	Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	December 2022	Community Engagement Manager
	Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	January 2023	Head of Programming
	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	October 2022	Executive Director
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group to participate in an external NAIDOC Week event.	July 2023 & 2024	Executive Director
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	April 2023	Community Engagement Manager
	Promote and encourage participation in external NAIDOC events to all staff.	July 2023 & 2024	People & Culture Manager

Incorporating Aboriginal and Torres Strait Islander culture and celebration of place in all that we do and increasing Aboriginal and Torres Strait Islander representation are key strategic objectives for Perth Festival. This includes increasing representation and retention of Aboriginal and Torres Strait Islander people amongst our staff, in our leadership in programmed events, and in our suppliers. We also aim to demonstrate an increase in Aboriginal and Torres Strait Islander artists and arts workers across the sector as a result of the Festival's continued investment.

Focus area			
<i>Aligns to our strategic pillars of Community, Leadership and Sustainability, and our Goal One: Embrace Aboriginal Culture and Celebration of Place.</i>			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2023	Head of People, Social Impact and Sustainability
	Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	April 2023	Head of People, Social Impact and Sustainability
	Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	April 2023	Head of People, Social Impact and Sustainability
	Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	April 2023	Head of People, Social Impact and Sustainability
	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	April 2023	Head of People, Social Impact and Sustainability
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	April 2023	Chief Financial Officer



OPPORTUNITIES (CONTINUED)

9. Continued	Investigate Supply Nation membership.	April 2023	Chief Financial Officer
	Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	April 2023	Executive Director
	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	April 2023	Chief Financial Officer
	Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses	October 2023	Executive Director
10. Implement an Aboriginal and/ or Torres Strait Islander Pathway Program to increase Aboriginal and/ or Torres Strait Islander employment and representation in arts administration.	Develop relationships with universities and Aboriginal and/ or Torres Strait Islander service organisations to partner with on this program	May 2023	Head of People, Social Impact and Sustainability
	Create a structured program for Pathway employees which includes an induction, buddy system and in-built opportunities for career development and/ or mentorship	May 2023	Head of People, Social Impact and Sustainability
	Employ three new Aboriginal and/or Torres Strait Islander staff through this program	September 2023	Head of People, Social Impact and Sustainability

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	September 2022, January, April, June & September 2023, January, April, June & September 2024	Community Engagement Manager
	Establish and apply a Terms of Reference for the RWG.	October 2022	Community Engagement Manager
	Meet at least four times per year to drive and monitor RAP implementation	September 2022, January, April, June & September 2023, January, April, June & September 2024	Community Engagement Manager
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2023 & 2024	Community Engagement Manager
	Engage our senior leaders and other staff in the delivery of RAP commitments.	October 2022	Head of People, Social Impact and Sustainability
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	October 2022	Community Engagement Manager
	Appoint and maintain an internal RAP Champion from senior management.	October 2022	Head of People, Social Impact and Sustainability

GOVERNANCE (CONTINUED)

13. 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.	June annually	Community Engagement Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August annually	Community Engagement Manager
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September annually	Community Engagement Manager
	Report RAP progress to all staff and senior leaders quarterly.	September 2022, May, July, September & November 2023, May, July & September 2024 (to align with board dates)	Head of People, Social Impact and Sustainability
	Publicly report our RAP achievements, challenges and learnings, annually.	June 2023 & 2024	Digital Content Strategist
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2024	Community Engagement Manager
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	September 2024	Community Engagement Manager
	14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2024

CONTACT DETAILS

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BACK COVER:

Ngallak Koort Boodja – Our Heart Land

Artwork by Lance Chadd, Shane Pickett, Troy Bennell,

Yvonne Kickett, Alice Warrell and Sharyn Egan

Acrylic on Canvas 2006©



Ngallak Koort Boodja – Our Heart Land

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Founder



Principal Partner

