

# ONE WORLD CENTRE



**October 2023 - October 2025**

## ACKNOWLEDGEMENT OF ARTWORK

The cover image is a collaborative artwork facilitated and guided by local Noongar artist Melissa Spillman, creating a joint design for our new One World Centre T-shirt.

The design represents OWC firmly grounded in the earth below, connected and strengthened by tracks and streams to both First Nations knowledges and perspectives and to the Sustainable Development Goals (SDGs), informing and guiding our work. In essence the design depicts the organic flow between all elements enabling continuous growth through collaboration and listening and the positive nurturing of understanding and action.

## ACKNOWLEDGEMENT OF COUNTRY

Ngala kaaditj Wadjuk Noongar moort keyen kaadak nidja boodja - We acknowledge the Wadjuk Noongar people as the original custodians of the land on which our office is located.

The One World Centre (OWC) acknowledges the Traditional Owners of Country throughout Western Australia and Australia recognises their continuing connection to land, waters, and community. We pay respect to them and their cultures, and to Elders past and present.

Walking the Reconciliation Labyrinth at Warndoolier on the Derbel Yerigan during National Reconciliation Week 2022.



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## Reconciliation Australia CEO statement

Reconciliation Australia commends One World Centre (OWC) on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

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

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. OWC continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that OWC will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to OWC using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on *relationships*, *respect*, and *opportunities* gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for OWC to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, OWC will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of OWC's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations One World Centre on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine  
Chief Executive Officer  
Reconciliation Australia

## OUR VISION FOR RECONCILIATION

The One World Centre vision for reconciliation is of an inclusive society where Aboriginal and Torres Strait Islander Peoples thrive and the wider Australian community has a deep understanding and respect of the peoples on whose traditional land we live. This includes within the education sector where teachers and students are deepening their understanding of First Nations perspective using a range of learning opportunities.

OWC is committed to contributing towards this vision in Western Australia by:

- Acknowledging and addressing the Traditional Owners of the Country we live on, the history of dispossession and struggle, ongoing racism and intergenerational trauma caused by dispossession and colonialism;
- Building relationships of respect with Aboriginal and Torres Strait Islander organisations and individuals;
- Taking action on social justice and supporting closing the gap strategies; and
- Supporting the Uluru Statement from the heart including having advocated for a Voice to Parliament, contributing to truth-telling of our history and Aboriginal and Torres Strait Islander cultures and changing attitudes through our work in transformational education and community building.

## OUR BUSINESS

The OWC is a non-government, not-for-profit organisation based in Bayswater, WA which provides transformative education services across Western Australia. Our aim is to encourage and support an active and engaged citizenship, and a just and sustainable future for all. Through a range of workshops and consultations designed to meet the needs of the people we work with, the OWC provides professional and community education that fosters responsible and skilled global citizenship. OWC provides professional development and resources for early childhood, primary and secondary educators throughout Western Australia and professional education in universities and the private, government and community sector.

In addition to online resources, the Centre houses a comprehensive library of global education resources – books, teaching kits, posters and audio-visual materials, which are available for loan to members throughout Western Australia. OWC is also involved in local community engagement projects relating to global issues and collaborates with other organisations working in the areas of development, human rights and global sustainability.

The Centre is open Wednesday and Thursdays although we encourage users to use online resources at any time.

The Centre is primarily a volunteer-based organisation, with occasional contractors engaged to implement projects and deliver workshops. Currently there are about 15 volunteers of whom two who identify as Aboriginal (Noongar) people.



## OUR RAP

The One World Centre is committed to extending our reconciliation journey by building on our experiences during the Reflect RAP 2016-18 and Innovate 2018-20 journey. We recognise reconciliation as being part of our core values to work towards a just and sustainable future for all. We are seeking ways to further engage with the community. The decision to continue at the Innovate RAP stage was recognition of the stage that the Centre is at.

The RAP Working Group (WG) consists of OWC Chairperson, Joe Courtney, long-time volunteer Elaine Lewis (also Chair of the Education Working Group), and Paul Willaway (a Noongar man). Joe and Paul are co-chairs of the WG. The WG developed the process with input from volunteers and the Management Committee. The OWC RAP champion is Joe Courtney, Chair of the Management Committee.

### Major achievements during the Innovate RAP process include:

- Conducting Two-way science workshops for teachers by Elaine Lewis. This showcased how First Nations wisdom can be applied in primary schools and the many programs and resources available for teachers;
- Received NAIDOC week grants in 2020, 2021 and 2022. Engaged Noongar artists to conduct community workshops. The outcomes of these have been amazing series of artworks that highlights the work and ambitions of OWC. One grant supported a Cultural tour at Kings Park with Walter McGuire (Jan 2021) in support of NAIDOC theme “Always Was, Always Will Be”;
- Embracing the Uluru Statement from the Heart as a key topic. Watched videos, discussed and acted: engaged with politicians: Minister Ken Wyatt; Federal member for Perth Patrick Gorman (highly supportive) and Lisa Baker (highly supportive);
- Reconciliation Week event on the River 2022. Acknowledging history of place, our reflection by walking a labyrinth; smoking ceremony and support for Uluru Statement;
- Engaged Sophie Stewart from Social Reinvestment WA to be a guest speaker at a OWC dinner. SRWA is an Aboriginal led coalition working to reduce the disproportionate number of Aboriginal and Torres Strait islander people in our prison and criminal justice system in WA;
- 2022 AGM guest speaker Kobi Morrison, Bibbulmun Noongar man, shared experiences of transformational education through Noongar language and song;
- Participated in Danjoo Koorliny festival events 2019, 2020, 2021 and 2022; and
- Use of social media to promote Reconciliation.

### Challenges:

- COVID meant that the centre operations closed for a period and overall slowed with lower use of library resources and a shift to online offerings. The centre lost several key volunteers during this period;
- Having volunteers to further actions. The capacity of the three (very busy) WG members was stretched; and
- Limited funds for engaging First Nations organisations and contracting for services.

## Learnings:

- Volunteers have embraced the RAP and are keen to do more;
- Volunteer capacity and COVID have restricted the tangible outcomes but we have celebrated what we have achieved and learned not to over-stretch ourselves; and
- 'Be Brave Make Change' theme has encouraged innovative ideas that require limited or no funding.

## OWC community art: Caring for Country and Climate Change NAIDOC week 2020 led by Noongar artist Yabini Kickett (Esther McDowell).

The community art painting “walking together for country and climate” depicts the One World Centre’s ongoing commitment to address the Sustainable Development Goals. SDG number 13 is Take urgent action to combat climate Change and its impacts and number 15 is Life on Land: protect, restore and promote sustainable use of terrestrial ecosystem, sustainably manage forests, combat desertification and halt and reverse land degradation and halt biodiversity loss.



The black background reflects the effects of fire and the increased threats from climate change, then moving across to a brighter future moving forwards. The Balga is a symbol of resilience and perseverance through time. The trunk was created by thumbprints of participants showing everyone’s contribution to caring for Country. The twisted shape of the trunk is



nature’s beauty at work organic and creative designs. The Balga’s flower is a symbol of hope, that after the fire there is new life attracting the beetles, insects, bees, and the butterflies. Likewise, the seeds and green leaves symbolise new life and hope for the future.



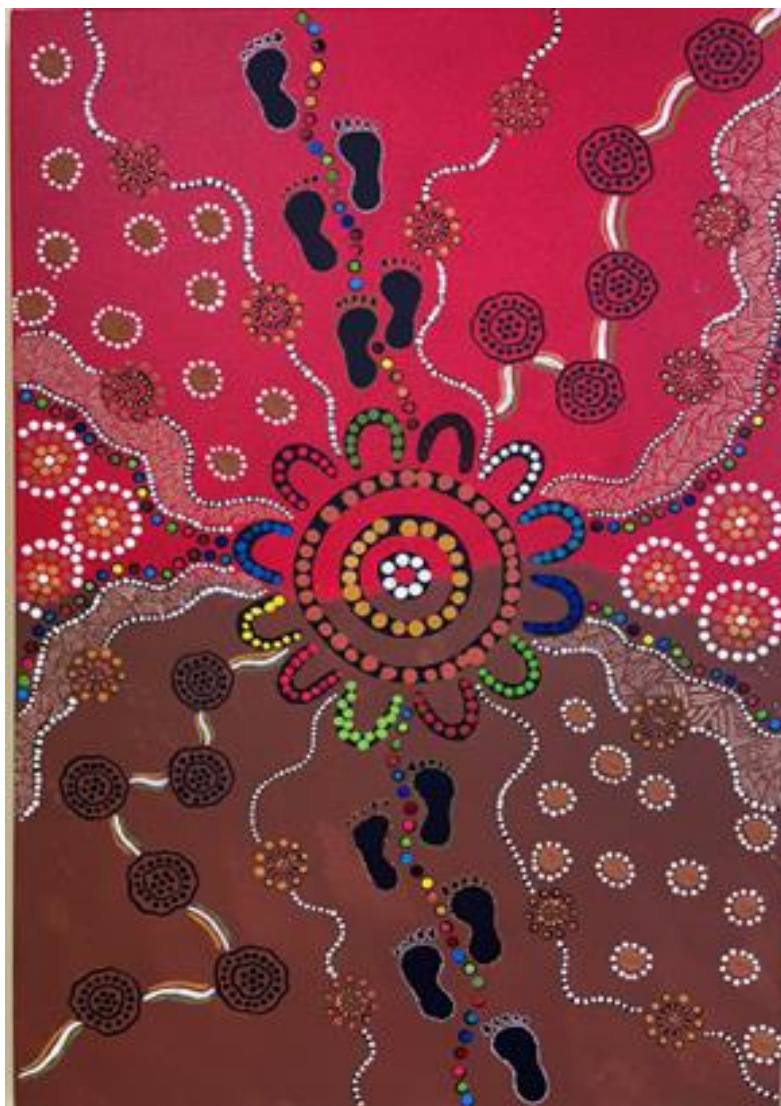
## Coming Together/Makarrata: NAIDOC week 2021 led by Noongar artist Melissa Spillman.

This collaborative community artwork reflecting on the theme of coming together was created for NAIDOC week 2021 with the facilitation and guidance of Noongar artist Melissa Spillman.

Makarrata is a Yolngu word describing a process of conflict resolution, peace-making and justice, peace after a dispute. The red and brown background is a coming together. The large meeting place in the middle is where come together to sit, to have conversations and to work together. The colours of the gathering are the colours of the Sustainable Development Goals. The footprints is walking together to a better future.

The sand patches are milestones in our journey.

True collaboration with young and old.





## Community OWC artwork: “be brave, take action, support Uluru statement”.

As featured on the cover of this RAP, and as described in the accompanying Artwork Acknowledgement, this creative art collaboration for NAIDOC week July 2022, was led by Mel Spillman who also created the final artwork and facilitated its transfer to our new OWC T-shirts for volunteers to wear.

Symbols: top big white circle is the OWC, bottom big circle with earth tones represents Aboriginal culture and knowledge, the 17 smaller white circles are the SDGs, the cross-hashed lines from the bottom big circle to the top white circle represent Aboriginal knowledge informing what we do at the OWC and in relation to our commitment to the SDGs.

OWC is a strong supporter of the Uluru statement and the Voice to Parliament and advocates for it through interaction with educators, decision-makers and the community.





## Sharing experiences of transformational education through Noongar language and song led by Kobi Morrison, OWC AGM 2022.



## Nanga 2019 SDG weekend Cultural Tour with Maitland Hill of Kaarak Dreaming.



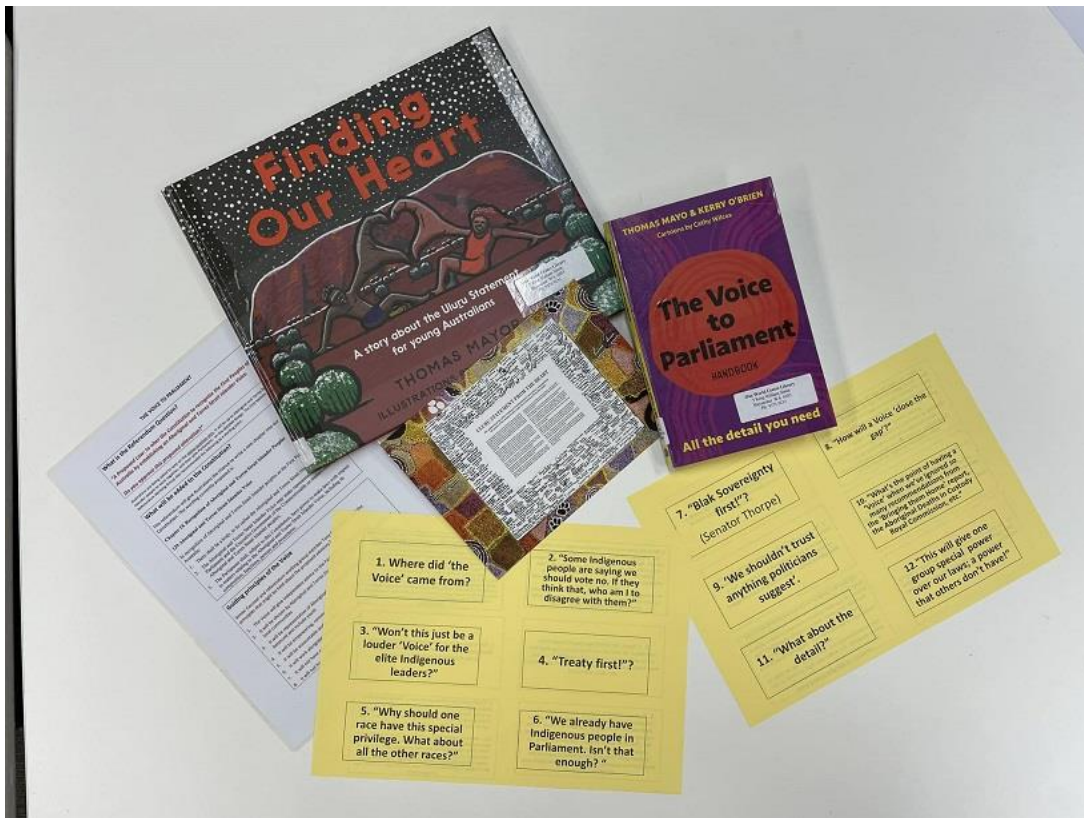


## Community OWC artwork NAIDOC 2023 led by Mel Spillman: "Acknowledgement of Country plaque"



### Advocating for the Voice to Parliament.

Volunteers participated in a series of round-table discussions on the Voice to Parliament (TogetherYes), promoted the voice through the website and social media, increased signage, met with local MPs,





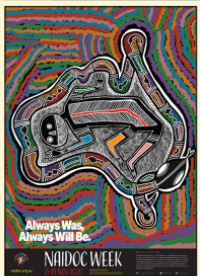
## Samples of relative workshops and events

**ONEWORLDCENTRE**  
WORKING TOWARDS A JUST AND SUSTAINABLE WORLD

All volunteers and OWC members are invited to this OWC event for NAIDOC Week 2020

**Always Was, Always Will Be**

*Always Was, Always Will Be*: recognises that First Nations people have occupied and cared for this continent for over 65,000 years.



**Conversation with Elaine Lewis about Australia's First Naturalists ... for NAIDOC Week**

Elaine, member of the OWC Reconciliation Action Plan Working Group, will share reflections on social justice issues in the context of a recent publication by Olsen & Russell "Australia's First Naturalists" (2019).

Come along, bring your lunch and join in a stimulating conversation about some of the truths at the basis of the shared journey of Reconciliation we are walking together and celebrate the achievements of Aboriginal and Torres Strait Islander peoples.

**VENUE:** One World Centre, 5 King William Street, BAYSWATER WA

**TIME AND DATE:**  
Thursday 12<sup>th</sup> November at 12.30pm

**COST:** Free

**BRING:** Your lunch and readiness to join the conversation

**No registration is required for this event, please contact [owc@oneworldcentre.org.au](mailto:owc@oneworldcentre.org.au) or 93719133 for further information or inquiries.**

**Always Was, Always Will Be**  
8-15 NOV 2020

NAIDOC Week celebrations are held across Australia ... to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC is celebrated not only in Indigenous communities, but by Australians from all walks of life. The week is a great opportunity to participate in a range of activities and to support your local Aboriginal and Torres Strait Islander community. NAIDOC originally stood for 'National Aborigines and Islanders Day Observance Committee'. This committee was once responsible for organising national activities during NAIDOC Week and its acronym has since become the name of the week itself. Find out more about the origins and history of NAIDOC Week: <https://www.naidoc.org.au/about/naidoc-week>. You can find out more about NAIDOC WEEK here: <https://www.naidoc.org.au/get-involved/2020-theme>

**ONEWORLDCENTRE**  
WORKING TOWARDS A JUST AND SUSTAINABLE WORLD

**Cultural and Creative Learning Opportunity**

**Message Stone Painting with Jade Dolman**

Jade Dolman is a visual artist and remains connected to her culture through painting and family. She has a passion for making a change through art for Indigenous and non-Indigenous people. Her purpose is to highlight that all land is traditional country which her ancestors have practiced culture on for thousands of years. Her murals and public art are a contemporary continuation of traditional culture.

J.D. Penangke is an Aboriginal-owned business run by Jade. The name J.D. Penangke comes from Jade Dolman's initials and Penangke (pronounced pen-ung-gah) is her skin name which she inherited from her Father's line. Jade is a Whadjuk/Balladong Nyoongar (Mother's side), Eastern Arrernte (Father's side) woman from Perth.

At this workshop Jade will share aspects of her culture and conduct an art workshop, that involves painting on rocks and wooden discs. Join us for a very enlightening and creative session with Jade.

**Always Was, Always Will Be**  
8-15 NOV 2020

**THE GLOBAL GOALS**

This activity links with United Nations Sustainable Development Goals 10 (Equality) and 16 (Human Rights and Justice).

**INFORMATION AND ENQUIRIES**

For further information about the presenters and workshop, go to <http://www.oneworldcentre.org.au/upcoming-workshops-and-events>

For other enquiries contact the One World Centre  
[owc@oneworldcentre.org.au](mailto:owc@oneworldcentre.org.au) or phone (08) 9371 9133

**WORKSHOP INFORMATION**

**Saturday 26 September**  
9am-11.30am.

**VENUE**  
One World Centre  
5 King William St.  
BAYSWATER


**COST**  
Subscribers/members  
FREE  
Others \$20

**REGISTRATION**  
Register through  
Trybooking: <https://www.trybooking.com/BKVNZ>  
Morning tea and materials provided

**ONEWORLDCENTRE**  
WORKING TOWARDS A JUST AND SUSTAINABLE WORLD

**TWO-WAY SCIENCE WORKSHOP**  
AT THE  
**Herdsmen Lake Discovery Centre, Wembley**

Participants will hear about the Discovery Centre's education programs, and a presentation on the exciting Two-way Science initiative by David Broun (Two-Way Science Consultant) and Elaine Lewis (Coolbinia PS, Two-Way Science pilot school and One World Centre Education Committee).



**SDGs:** This workshop links with United Nations Sustainable Development Goals:

- 11. Sustainable Cities and Communities;
- 12. Responsible Consumption and Production;
- 13. Climate Action; and
- 16. Peace, Justice and Strong Institutions.

**REGISTRATION VIA QR CODE OR THROUGH:**  
Trybooking: <https://www.trybooking.com/BZNTB>  
<http://www.oneworldcentre.org.au/upcoming-workshops-and-events>  
[owc@oneworldcentre.org.au](mailto:owc@oneworldcentre.org.au) or phone (08) 9371 9133

**WORKSHOP INFORMATION**

**Date and Time**  
Tuesday  
21 June 2022  
4.00- 5.30pm.

**free event**

**Venue**  
Herdsmen Lake  
Discovery Centre  
Wembley



**One World Centre**  
Working towards a just and sustainable world.

**Join us for Reconciliation on the Derbal Bilya**

This Reconciliation Week 2022 we honour the spirit of Noongar Elder Doolan-Leisha Eatts\*. Fittingly the theme for 2022 is "**Be Brave. Make Change**". It is a challenge to all of us —to Be Brave and tackle the unfinished business of reconciliation so we can Make Change for the benefit of all Australians.

We will gather to acknowledge and share stories and a history of place and of our time, as a basis for exploring pathways forward. Activity will include a smoking ceremony and walking the unique Reconciliation Sea of Hands Labyrinth.

\*A widely respected and leading Whadjuk, Ballardong Noongar Elder who advocated strongly for reconciliation, Doolan Leisha Eatts was also a writer, storyteller and teacher of Noongar language.

**WHEN?** 10:00 – 11:30 am, **Saturday 28 May 2022** followed by light snacks

**WHERE?** Derbal Bilya (Swan R) at northern end of **Banks Reserve, East Perth**

**COST?** FREE, donations invited for restorative justice work through Social Reinvestment WA.

**Bring a chair and cup/mug. RSVP:** Joe Courtney, [joe\\_anne@inet.net.au](mailto:joe_anne@inet.net.au)

One World Centre Inc 5 King William St, Bayswater  
Phone (08) 9371 9133 email [admin@oneworldcentre.org.au](mailto:admin@oneworldcentre.org.au) website: [www.oneworldcentre.org.au](http://www.oneworldcentre.org.au)





## RELATIONSHIPS

OWC aims to build, foster and maintain strong and respectful relationships with those organisations who are working in transformative education services within the formal education sector and community. We make a commitment to continue to grow and learn from First Nations people and ensure we are delivering culturally appropriate services.



Focus area: Engage with Reconciliation WA and their networks; and with schools engaged in promoting First Nations perspectives.

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 to develop guiding principles for future engagement.	March 2024	Chair, MC
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2024	Chair, MC
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our volunteers.	April 2024, 2025	Chairs RWG
	• RAP Working Group members to participate in an external NRW event.	27 May-3 June, 2024, 2025	Chair, MC
	• Encourage and support volunteers to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June, 2024, 2025	Chair, MC
	• Organise a NRW event each year.	27 May-3 June, 2024, 2025	Chairs, RWG
	• Register all our NRW events on Reconciliation Australia's <a href="#">NRW website</a> .	May, 2024, 2025	Chairs, RWG
3. Promote reconciliation through our sphere of influence.	• Develop and implement a engagement strategy to raise awareness of reconciliation.	Feb 2024	Chair, MC
	• Communicate our commitment to reconciliation publicly.	Oct 2023	Chair, MC
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Oct, 2024	Chair, MC
	• Engage with individuals and organisations to progress community discussions to advance the Uluru Statement in the wake of the Voice to Parliament referendum.	Nov, 2023	Chair, MC

	<ul style="list-style-type: none"> <li>Collaborate with Reconciliation WA and other like-minded organisations to develop innovative approaches to advance reconciliation.</li> </ul>	Oct, 2024	Chair, MC
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	Oct, 2024	Chair, MC
	<ul style="list-style-type: none"> <li>Develop, implement, and communicate an anti-discrimination policy for our organisation.</li> </ul>	July, 2024	Chair, MC
	<ul style="list-style-type: none"> <li>Engage with Aboriginal and Torres Strait Islander volunteers to consult on our anti-discrimination policy.</li> </ul>	May, 2024	Chair, MC
	<ul style="list-style-type: none"> <li>Educate leaders and volunteers on the effects of racism.</li> </ul>	July, 2024	Chair, MC

## RESPECT

OWC will encourage volunteers to engage with continual cultural learning especially those events organised at the centre. We will use social media to promote activities and actions and participate in community debates as they arise. OWC honours Aboriginal and Torres Strait Island peoples as Australia's First People. Recognition, respect and cultural understanding underpins the work we do. We strive to walk together for a deeper understanding of history, culture, connection to Country and to each other. OWC will encourage volunteers to engage with continual cultural learning especially those events organised at the centre. We will use social media to promote activities and actions and participate in community debates as they arise.



Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.	Feb, 2024	Chairs, RWG
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	May, 2024	Chair, MC
	• Develop, implement, and communicate a cultural learning strategy document for our volunteers.	Oct, 2024	Chair, MC
	• Provide opportunities for RAP Working Group members, and volunteers to participate in formal and structured cultural learning.	Oct, 2024, 2025	Chair, MC
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Increase volunteer's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Oct, 2023	Chairs, RWG
	• Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Oct, 2024	Chair, MC
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Oct, 2024, 2025	Chair, MC
	• Continue to include an Acknowledgement of Country at the commencement of important meetings including promotion of Noongar language.	Oct, 2024, 2025	Chair, MC
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, 2024, 2025	Chairs, RWG
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	June 2024	Chair, MC
	• Promote and encourage participation in external NAIDOC events to all staff.	July, 2024, 2025	Chair, MC

## OPPORTUNITIES

OWC will seek out and participate in creating and supporting opportunities for First Nations peoples and their communities especially in the education sector. Given that OWC has limited financial capacity for employment and procurement options, we will seek to engage at least one additional volunteer to focus on opportunities especially partnerships for developing and workshops and resources within the educational sector. Funding options will be pursued for specific projects.



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	• Build understanding of current First Nations engagement and volunteering to inform future contractual and professional development opportunities.	May 2024	Chair, MC
	• Engage with current Noongar volunteers to consult on external engagement development strategy.	May 2024	Chair, MC
	• Develop and implement an First Nations recruitment, retention and professional development strategy.	Oct 2025	Chair, MC
	• Advertise job vacancies to effectively reach First Nations stakeholders.	Oct 2025	Chair, MC
	• Review HR and recruitment procedures and policies to remove barriers to First Nations participation in our workplace.	Oct 2025	Chair, MC
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop and implement a First Nations procurement strategy.	Oct 2025	Chair, MC
	• Investigate Supply Nation membership.	Oct 2025	Chair, MC
	• Develop and communicate opportunities for procurement of goods and services from First Nations businesses to volunteers.	Oct 2025	Chair, MC
	• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Oct 2025	Chair, MC
	• Develop commercial relationships with First Nation's businesses.	Oct 2025	Chair, MC
10. Enhance partnership with other Aboriginal and Torres Strait Islander organisations.	• Identify the resource needs for the education sector and what this means for our current resources.	Oct 2024	Chair, MC
	• Support and promote First Nations educators and other partners we engage for example through web/social media opportunities.	Oct 2025	Chair, MC
	• Collaboration with local organisations to promote the journey for the Uluru Statement of the Heart.	Oct 2025	Chair, MC

## GOVERNANCE

OWC will ensure the RAP Working Group is supported to help implement the range of RAP commitments and work to develop our next RAP.



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.	May/Oct 2024, 2025	Chair MC
	• Establish and apply a Terms of Reference for the RWG.	May/Oct 2024, 2025	Chair MC
	• Meet at least twice per year to drive and monitor RAP implementation.	May/Oct 2024, 2025	Chair MC
12. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	Oct 2023	Chair MC
	• Engage our leaders and volunteers in the delivery of RAP commitments.	Oct 2023	Chair MC
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	Oct 2023	Chair MC
	• Appoint and maintain an internal RAP Champion from senior management.	Oct 2023	Chair MC
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	Chair MC
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Chair MC
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 Sept. annually	Chair MC
	• Report RAP progress to all volunteers at least annually.	Oct. annually	Chair MC
	• Publicly report our RAP achievements, challenges and learnings, annually via the annual report.	Oct. annually	Chair MC
14. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	May 2025	Chair MC

## RAP WORKING GROUP MEMBERS

Joe Courtney (co-Chair, Chair Management Committee), Paul Willaway (co-Chair, volunteer), Dr Elaine Lewis (Chair, Education Committee).

### Contact details

Name: Joe Courtney

Position: Chair, Management Committee, Email: [owc@oneworldcentre.org.au](mailto:owc@oneworldcentre.org.au)