



RECONCILIATION  
ACTION PLAN

**REFLECT**



# Reconciliation Action Plan

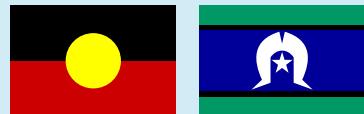
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May 2022 – May 2024

## ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation, PCYC acknowledges the Traditional Custodians throughout Australia and their connections to land, sea and community.

We pay our respect to their Elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



- 16 PCYC Centres across Western Australia



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Cover photo: Glow Photography



## MESSAGE FROM RECONCILIATION AUSTRALIA



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

### Reconciliation Australia welcomes the Western Australian Police and Community Youth Centres (PCYC) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The Western Australian Police and Community Youth Centres 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 over 2.3 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 the Western Australian Police and Community Youth Centres 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 Western Australian Police and Community Youth Centres, 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

# CHAIRPERSON AND CEO MESSAGE

**It is with great pride that we present PCYC's Reflect Reconciliation Action Plan (RAP).**

PCYC's strategic vision is to empower all children and young people to reach their potential.

As a provider of programs and activities to many Aboriginal children and young people across the state, we appreciate and value the role PCYC can play in creating a reconciled Australia, where Aboriginal and Torres Strait Islander children will have the same life chances and choices as non-Indigenous children.

Every community we work in is unique, so we listen and learn from our Aboriginal and Torres Strait Islander stakeholders to co-design programs and activities that suit the community's needs.

Through our RAP, we are determined to develop our cultural competency and strengthen cultural security in the communities in which we operate. We know that connection to culture, country and community is fundamental to a child's identity and wellbeing, so we will continue to promote Aboriginal culture at our facilities and through our activities.

We're committed to improving employment outcomes for Aboriginal and Torres Strait Islander people, both through recruitment and professional development and through our Institute of Training for Aboriginal students.

**“** We are passionate about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples for the benefit of all Australians. **”**

Whilst we celebrate launching our first RAP, we know our reconciliation journey has only just begun.

Our desire to continue making a positive contribution reflects our core values of respect, integrity and passion. We want PCYC to be a place where Aboriginal people are respected, and their culture, heritage and knowledge is valued. We are passionate about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples for the benefit of all Australians.

We look forward to delivering tangible outcomes, measuring our progress and reporting on our contribution to creating a reconciled Australia to the wider PCYC community, our partners and our stakeholders.

**Geoffrey Stooke**  
OAM CitWA  
PCYC Chairperson

**David van Ooran**  
PCYC CEO



**Geoffrey Stooke**  
OAM CitWA  
PCYC Chairperson



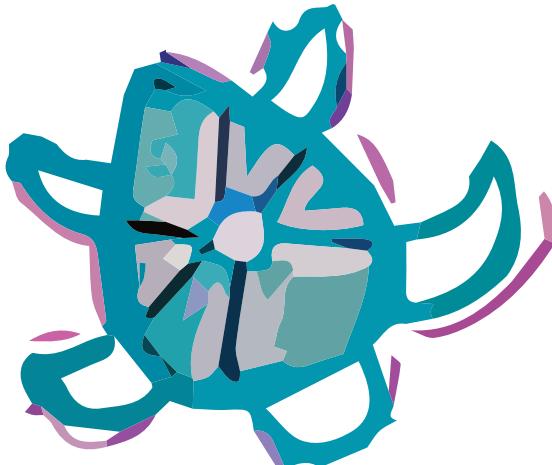
**David van Ooran**  
PCYC CEO



# OUR BUSINESS

The Western Australian Police and Community Youth Centres (PCYC) exists so that disadvantaged children and young people at risk across Western Australia have a safe place to go – somewhere they can feel at home, make friends and do things that young people should do.

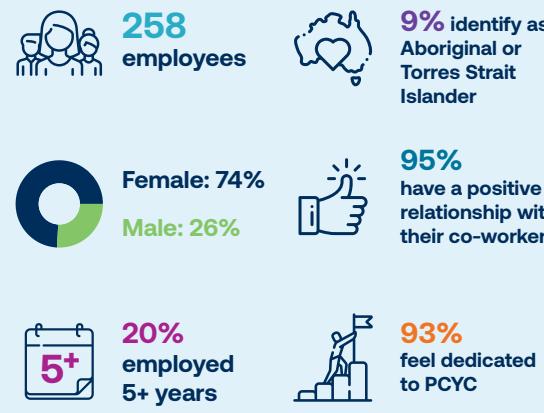
Our recreational activities, diversionary programs and alternate education and training opportunities keep children and young people active and engaged so that they can reach their potential and stay on a positive path.



We have over 200 full-time, part-time and casual workers throughout Western Australia. They operate across our 10 regional PCYCs and six metropolitan PCYCs. Our work focuses on the following objectives:

-  Getting young people active in life
-  Working with young people to develop their skills, character and leadership
-  Reducing and preventing anti-social behaviour and crime by and against young people
-  Providing a safe environment for young people
-  Engaging with children and young people on their terms
-  Working effectively and constructively with the WA Police Force, communities and other organisations

Our workforce comprises 9% Aboriginal and Torres Strait Islander staff (25 employees) working throughout our Centres or in our Perth Head Office. In many of our Centres, the majority of participants are Aboriginal or Torres Strait Islander.



# OUR RECONCILIATION ACTION PLAN

**PCYC has strong connections with Aboriginal and Torres Strait Islander people. Aboriginal and Torres Strait Islander children and young people participate in our programs in large numbers. Attendance rates are high especially in our regional centres.**

We employ Aboriginal and Torres Strait Islander people and are fortunate to have Aboriginal volunteers to support our activities and programs. While our connection with Aboriginal communities has been good, there is potential to further build relationships, respect and opportunities.

As an organisation, we want to engage more effectively with Aboriginal and Torres Strait Islander participants and their respective communities.

Our PCYC RAP Working Group will guide us to achieve these RAP objectives. Members of the RAP Working Group are:

- Board Director (Chair of RAP Working Group)
- Chief Executive Officer
- Executive Officer
- Centre Managers

We also need to acknowledge and better understand Aboriginal and Torres Strait Islander cultures. Our RAP actions form a pathway to strengthen and deepen our understanding of Aboriginal and Torres Strait Islander cultures and practices, languages and customs. These actions highlight our role in supporting improved outcomes for Aboriginal and Torres Strait Islander peoples.

The RAP demonstrates our commitment to supporting outcomes for Aboriginal and Torres Strait Islander participants and the advancement of the wider community they represent. It highlights the importance we attach to the recognition, respect and inclusion of Aboriginal and Torres Strait Islander peoples in Western Australia.

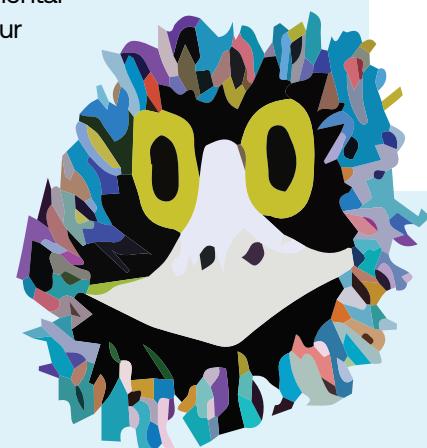
- Executive Manager Centres, Activities and Programs
- Executive Manager Marketing, Communications and Fundraising
- RAP Officer, Aboriginal Affairs Division, WA Police Force
- Executive Officer of the RAP Working Group.



The CEO is the PCYC RAP Champion. The CEO will raise the profile of reconciliation as a priority internally and externally. The CEO commits to actioning the deliverables in the RAP.

PCYC's RAP will assume an important and integral part of our strategic direction. The RAP will play a key role in our business planning cycle. It will sit as a key reference point in the delivery of activities and in our practices and processes. The RAP actions will enable individuals across the organisation to play an important role in contributing to our reconciliation journey. We will implement the RAP in partnership with Aboriginal and Torres Strait Islander stakeholders. We will demonstrate our commitment to the delivery of tangible RAP actions by our ongoing review and reporting of our achievements.

PCYC has a lengthy history alongside Aboriginal communities. PCYC values its relationships with Aboriginal participants, families, volunteers and staff. PCYC seeks to provide its recreational activities, diversionary programs and alternate education and training opportunities in a culturally safe, non-threatening and non-judgemental environment. We acknowledge our journey can be improved, our knowledge deepened and our respect strengthened.



## The story behind our RAP artwork

The front cover artwork, which has also been used throughout the PCYC RAP, was produced by children and young people from Geraldton PCYC safeSPACE™.

Indigenous artist Trevor Pickett, who is a Community Support Worker at the Geraldton Streetwork Aboriginal Corporation (known to the children as 'Streeties') kindly gave his time to design the template and work with the children to complete the artwork.

More than 70 children took part over a five-week period. The creative workshops also provided the children with the opportunity to hear about other services that Streeties provide.

The artwork was a wonderful demonstration of inclusion and participation.

Centre Manager, Talya Quinn, stated, "The artwork represents collaboration, inclusivity, diversity, culture and creativity – not only through the young people who enter our doors, but in the way our Centre connects with other agencies, community and families in Geraldton."





# ACTION AREAS

## RELATIONSHIPS

We recognise that the value and success of our work is based on the way we connect.

We build our relationships with Aboriginal people from a position of trust.

We learn by accepting the wisdom and knowledge of Aboriginal people.

We acknowledge relationships before business.

Action	Deliverables	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations to support positive outcomes.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within each local area or sphere of influence.	June 2022	Executive Manager Centres, Activities, Programs
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2022	Executive Officer of the RAP Working Group
	Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders. Review the plan annually.	October 2022	Executive Manager Marketing, Communications, Fundraising
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to staff and volunteers.	Annually last week of May	Executive Manager Marketing, Communications, Fundraising
	RAP Working Group members to participate in an external NRW event.	Annually last week of May	RAP Working Group
	Encourage and support staff and senior management to participate in at least one external event to recognise and celebrate NRW.	Annually last week of May	RAP Working Group
	Organise and hold NRW events annually in Centres and Head Office.	Annually last week of May	Executive Manager Marketing, Communications, Fundraising
	Promote NRW in internal and external communications.	Annually in May	Executive Manager Marketing, Communications, Fundraising

Action	Deliverables	Timeline	Responsibility
<b>3. Promote reconciliation throughout our organisation and with our stakeholders (our sphere of influence).</b>	Communicate our commitment to reconciliation to all staff.	April 2022	Executive Manager Marketing, Communications, Fundraising
	Launch the RAP and celebrate it at each PCYC Centre, including Perth Head Office. RAP available in hard copy at PCYC Centres and Head Office.	May 2022	Executive Manager Marketing, Communications, Fundraising; CEO / Board Chair
	Make the RAP available on the PCYC website for public access and on internal communication systems such as Flare for staff and volunteers.	May 2022	Executive Manager Marketing, Communications, Fundraising; Executive Manager People and Safety
	Include our RAP in new employee induction pack. Review annually.	May 2022	Executive Manager People and Safety
	Develop and implement a communications plan to engage and inform internal stakeholders of their responsibilities within our RAP.	May 2022	Executive Manager Marketing, Communications, Fundraising
	Promote PCYC involvement in reconciliation events and achievements. Distribute media releases for external use amongst all media channels and publish articles on Centre and main Facebook pages and e-newsletter.	May 2022	Executive Manager Marketing, Communications, Fundraising
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	June 2022	Executive Officer of the RAP Working Group
	Identify organisations that we could approach to collaborate with on our reconciliation journey.	June 2022	Executive Officer of the RAP Working Group
	Scope out a cultural safety agreement policy.	July 2022	Executive Manager People and Safety
	Scope out a Directory of local Elders and Aboriginal Corporations to assist staff.	July 2022	Executive Officer of the RAP Working Group
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	Research best practice and policies in areas of race relations and anti-discrimination.	July 2022	Executive Manager People and Safety
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	July 2022	Executive Manager People and Safety

## ACTION AREAS

### RESPECT

We acknowledge the diversity within and across Aboriginal and Torres Strait Islander communities.

We respect the leaders within those communities and value their wisdom and knowledge.

We recognise the vital role Aboriginal and Torres Strait Islander people play in our successes.

We accept we can improve our cultural competency. We strive to achieve reconciliation through this respect.

Action	Deliverables	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 PCYC.	June 2022	Executive Officer of the RAP Working Group
	Conduct a review of cultural learning needs within our organisation.	August 2022	Executive Manager People and Safety
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the Traditional Owners and Custodians of the lands and waters within our organisation's operational area.	August 2022	Executive Officer of the RAP Working Group
	Increase staff understanding of the purpose and significance behind cultural protocols and customs, including Acknowledgement of Country and Welcome to Country protocols.	August 2022	Executive Manager People and Safety; Executive Manager Marketing, Communications, Fundraising



Action	Deliverables	Timeline	Responsibility
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst staff and volunteers about the meaning of NAIDOC Week.	Annually in July	Executive Manager Marketing, Communications, Fundraising
	Introduce our staff and volunteers to NAIDOC Week by promoting external events in local areas.	Annually in July	Executive Manager Marketing, Communications, Fundraising
	RAP Working Group to participate in an external NAIDOC Week event.	Annually in July	Executive Officer of the RAP Working Group
8. Promote Aboriginal and Torres Strait Islander cultures and languages at PCYC facilities and through activities and organisational materials.	Provide an Acknowledgement of Aboriginal people as the Traditional Owners of the land displayed in all PCYC locations and website.	July 2022	Executive Manager Marketing, Communications, Fundraising
	Permanently display the Aboriginal and Torres Strait Islander flags at all PCYC Centres.	August 2022	Executive Manager Marketing, Communications, Fundraising
	Display Aboriginal and Torres Strait Islander artworks and plaques at PCYC Centres.	November 2022	Executive Manager Marketing, Communications, Fundraising

## ACTION AREAS

### OPPORTUNITIES

Optimising our recruitment and retention of Aboriginal and Torres Strait Islander staff and volunteers will enable us to work towards equality in employment opportunities.

We can build stronger relationships and develop our expertise to better service the community and our participants.

Action	Deliverables	Timeline	Responsibility
9. Improve employment outcomes for 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 2022	Executive Manager People and Safety
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2022	Executive Manager People and Safety
	Promote or sponsor employment opportunities for Aboriginal and Torres Strait Islander peoples through HR and marketing strategies.	September 2022	Executive Manager People and Safety
	Provide on-the-job support for existing Aboriginal and Torres Strait Islander employees and volunteers.	October 2022	Executive Manager People and Safety
	Develop a mentoring program for Aboriginal and Torres Strait Islander employees and volunteers.	October 2022	Executive Manager People and Safety
	Develop culturally appropriate policies and guidelines to address culturally diverse needs of employees and future Aboriginal and Torres Strait Islander applicants and volunteers.	December 2022	Executive Manager People and Safety

Action	Deliverables	Timeline	Responsibility
<b>10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Investigate Supply Nation membership.	July 2022	Executive Manager Finance and Business Services
	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2022	Executive Manager Finance and Business Services

## ACTION AREAS

### GOVERNANCE AND REPORTING

Having transparent and accountable reconciliation processes within the organisation helps us keep track of our progress.

Annual reporting aims to ensure our reconciliation objectives are being measured and evaluated.

Action	Deliverables	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group to drive implementation of the RAP.	Establish a Working Group to govern RAP implementation.	November 2021	CEO
	Draft a Terms of Reference for the RAP Working Group.	November 2021	Executive Officer of the RAP Working Group
	Establish Aboriginal and Torres Strait Islander representation on the RAP Working Group.	November 2021	CEO; Executive Officer of the RAP Working Group
	Organise for the RAP Working Group to report annually on reconciliation strategies.	November 2022	Executive Officer of the RAP Working Group
12. Provide appropriate support for effective implementation of RAP commitments.	Engage senior leaders in the delivery of RAP commitments.	December 2021	CEO
	Define resource needs for RAP implementation.	February 2022	Executive Officer of the RAP Working Group
	Define appropriate systems and capability to track, measure and report on RAP commitments.	April 2022	Executive Officer of the RAP Working Group

Action	Deliverables	Timeline	Responsibility
<b>13. Build accountability and transparency through reporting RAP achievements, challenges and learnings – both internally and externally.</b>	Publish our RAP on the PCYC website.	May 2022	Executive Manager Marketing, Communications, Fundraising
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 December 2022	Executive Officer of the RAP Working Group
<b>14. Continue our reconciliation actions by developing our next RAP at the appropriate time.</b>	Register via Reconciliation Australia's website to begin developing PCYC's next RAP.	May 2023	Executive Officer of the RAP Working Group

