



MIDLAND
REDEVELOPMENT
AUTHORITY

MIDLAND REDEVELOPMENT AUTHORITY

Reconciliation Action Plan 2008-2010



Reconciliation Australia
RECONCILIATION ACTION PLANS

Our Vision

Message from the Chief Executive Officer

The MRA recognises the value of the diverse skills, abilities and backgrounds of its employees, consultants, suppliers and the local community, including all those of Aboriginal and Torres Strait Islander descent.

We believe that building strong, respectful partnerships with Aboriginal and Torres Strait Islander people and communities is fundamental to achieving our goals for reconciliation, and our goals for the delivery of appropriate services.

We understand that our workplace can be enhanced and that we can add value to our business by creating an environment which encourages and supports Aboriginals to make full use of their diverse range of talents.

In a strong and stable workforce of under 20 people, our employment opportunities are limited. We therefore also encourage reconciliation actions through our works contracting base and ongoing support of local Aboriginals through our partnership with the Swan Indigenous Reference Group.

I am pleased to launch this Reconciliation Action Plan (RAP) on behalf of the MRA as we embark upon our awareness phase towards reconciliation.



Kieran Kinsella
Chief Executive Officer

Our Business

The Midland Redevelopment Authority (MRA) is an agency of the Western Australian Government.

Our role is to ensure the development and redevelopment of land within the MRA's redevelopment area.

Our commitment is to achieve this purpose in a manner which:

- Provides a demonstration to the wider community of a model urban environment.
- Enjoys high overall community support.
- Provides the best possible financial return to the taxpayer.

Our principal customers are the:

- Government of Western Australia
- Community of Midland and its surrounds
- Wider community of Western Australia

Our Reconciliation Action Plan

The MRA has developed a 2008-2010 RAP through consultation with all areas of the department and through the guidance of Reconciliation Australia and the Department of Indigenous Affairs.

This RAP was endorsed by the Chief Executive Officer and has the support of the MRA Board.

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1. Relationships

Effective engagement with Indigenous people in the local community is essential in achieving reconciliation

Actions	Responsibility	Timeline	Measurable Target
RAP Working Group established made up of Indigenous and non-Indigenous staff from across the organisation	RAP Working Group	Quarterly	Working Group established, 4 meetings per year with reporting to the SEG and staff meetings
Scan the local Midland area through the Swan Indigenous Reference Group to identify Indigenous stakeholders with interest in the MRA project works	Business Services	February 2009	Ensure the MRA's contact database identifies a list of current Indigenous stakeholders, including their contact details and type of relationship with the MRA (eg: working group representative)
Encourage usage of MRA facilities for local Aboriginal and Torres Strait Islander meeting groups through the Swan Indigenous Reference Group	Chief Executive Officer	Ongoing	Usage of MRA's facilities by local Indigenous groups for meetings
Develop principles / protocols on engagement with Aboriginal and Torres Strait Islander people through community consultations and the Swan Indigenous Reference Group	Chief Executive Officer / Business Services	February 2009	Development of protocols for advertising of community consultations through local Indigenous channels

2. Respect

The MRA recognises the continuing rights and responsibilities of Indigenous people

Actions	Responsibility	Timeline	Measurable Target
Develop and implement protocols for recognition of traditional owners during public events and speeches	Chief Executive Officer / Public Relations	October 2008	<p>Aboriginal and Torres Strait Islander cultural respect protocols developed</p> <p>Traditional people for all regions are identified and recognised at all key events</p> <p>At significant events, forums and meetings a local Indigenous representative is invited to welcome all attendees to their country</p>
Celebrate Aboriginal and Torres Strait Islander cultures and achievements with opportunities for staff to participate in events	Chief Executive Officer / Public Relations	Annually / when events scheduled (including NAIDOC week run each July)	<p>Report on opportunities provided and cultural leave allowances for staff to participate in events</p> <p>Staff invited and encouraged to attend NAIDOC week celebrations</p>
Cultural Awareness Training (CAT)	Chief Executive Officer / Business Services	June 2009	<p>All current staff to undertake CAT by June 2009</p> <p>All new staff are made aware of the MRA's commitment to Reconciliation through the induction pack containing a copy of the RAP and attendance of CAT (when new staff numbers allow)</p>

3. Opportunities

The MRA will promote opportunities for employment of Aboriginal and Torres Strait Islander people.

Actions	Responsibility	Timeline	Measurable Target
Conduct an evaluation of the MRA's traineeship program for Aboriginal and Torres Strait Islander students	Business Services	Annually	1 Aboriginal or Torres Strait Islander 12 month traineeship each year Career management support provided to each trainee On successful completion trainees will be offered placement into the State Government Entry Level Programme
All MRA contractors and consultants are made aware of MRA's commitment to reconciliation	Place Development / Place Management	June 2009	All new contractors for civil works remediation, maintenance works and artwork programs are given a copy of the MRA RAP and encouraged to employ Indigenous staff

4. Tracking Progress and Reporting

Actions	Responsibility	Timeline	Measurable Target
Publish the RAP on Reconciliation Australia's and MRA's websites	Business Services	October 2008	RAP registered with Reconciliation Australia and published on the Reconciliation Australia and MRA websites
Annual review and report on the progress of the current RAP	Business Services	Annually – December	Annual reports to Senior Executive Group
Progress reports submitted to Reconciliation Australia	Business Services	Annually – January	Transparent annual reporting on targets to Reconciliation Australia
Updating of the RAP	Business Services	December 2010	Revised RAP developed and registered with Reconciliation Australia