



Front cover image detail: Gulumbu Yunupingu, *Ganyu (stars)* 2008, natural ochres on bark

Reconciliation Action Plan for FY2009/10



Message from the Managing Director

Growing up in country Western Australia, I was aware of the opportunities I had that were not available to Aboriginal people in my community.

This Reconciliation Action Plan (RAP) is a commitment by Wesfarmers to ensure our businesses are places where Aboriginal and Torres Strait Islander peoples feel welcome and valued, as employees, customers and citizens.

In particular, as Australia's largest private sector employer, we are able to provide Aboriginal and Torres Strait Islander peoples with greater opportunities to participate in our country's economic prosperity, through sustainable employment.

By creating opportunities, by showing respect and by developing relationships, we can play a part in wiping out the unacceptable gap that exists between Aboriginal and Torres Strait Islander peoples and the wider Australian community.

The RAP will help coordinate and extend initiatives that have existed in our divisions for many years. We are aware that there is a long way to go and no doubt we will make mistakes along the way. But we will try to learn from these and improve upon our successes in addressing this challenge which is so vital to the future of the Australian community.

I look forward to sharing our progress over coming years.

Richard Goyder Managing Director



Image:

Gulumbu Yunupingu born c1945, lives and works at Yirkala, Northern Territory, *Ganyu (stars)* 2008
Natural ochres on bark 201.0 x 64.0
The Wesfarmers Collection of Australian Art, Perth
Image courtesy of the artist, Buku-Larrnggay Mulka Arts Centre and Alcaston Gallery, Melbourne
Here is an explanation of the artist's vision:

When she looks at the stars, Gulumbu thinks about the universe, all around, and about every tribe, every colour. In every corner of the world people can look up and see the stars. This is Gulumbu's vision – in her art, she focuses on the link between all people everywhere.

Image:
Christopher Pease
Minang/Wardandi/Balardung/
Nyoongar peoples
b1969 in Perth, Western Australia;
lives and works in Perth
The wrong side of the Hay
(A deserted Indian village) 2005
122.0 x 183.0cm oil on canvas
The Wesfarmers Collection
of Australian Art, Perth



Our vision for reconciliation

Wesfarmers' diverse businesses employ more than 207,000 people and operate in communities across most of Australia. Due to its scale and diversity, the Wesfarmers Group has the ability to provide genuine employment opportunities to contribute to closing the life expectancy gap between Aboriginal and Torres Strait Islander peoples and the wider community. Wesfarmers acknowledges that this action, in isolation, will not remove these inequities, and these opportunities must be accompanied by the development of relationships with Aboriginal and Torres Strait Islander communities and showing and building upon respect for their cultures and their role in Australia. Wesfarmers will provide leadership and support to its business divisions in developing strategies to contribute to the goals of reconciliation.

Our business

Wesfarmers owns a diversified portfolio of largely autonomous businesses including retail operations (covering supermarkets, general merchandise and specialty department stores, fuel and liquor outlets and home improvement and office supplies), coal mining, gas processing and distribution, electricity generation, insurance, chemicals and fertilisers and industrial and safety product distribution. It is in Wesfarmers' interest to foster an inclusive work environment that reflects the community in which our businesses operate. Each of these businesses can contribute in its own way towards the realisation of our vision.

Our Reconciliation Action Plan

Our RAP has been developed by a Corporate Office working group, in consultation with executive members, divisional representatives and Reconciliation Australia. Input from local Aboriginal leaders in the community has been incorporated into the RAP and drafts discussed with Aboriginal advisors. Our RAP is built around the three pillars of creating opportunities, building relationships and building respect. In 2009/2010, RAP initiatives will be driven from the Corporate Office, supported by the Manager, Indigenous Affairs. Future years will see increasingly devolved RAP accountabilities across the Group.

Creating opportunities

In our first year, we will learn about our existing Aboriginal and Torres Strait Islander employees and determine how each of our diverse businesses will pursue sustainable employment outcomes. We will support our employment goals through our corporate sponsorships and assist in building the capacity of Aboriginal and Torres Strait Islander organisations through commercial arrangements and secondments.



Wesfarmers Group			
Action	Responsibility	Timeline	Measurable target
Each division will develop and implement an Aboriginal and Torres Strait Islander strategy, with the objective that our workforce should reflect the demographics of the Australian community.	Divisions	March 2010 2019	Development divisional of strategies. Workforce to reflect Aboriginal and Torres Strait Islander representation in the community.
Each division will gather data to determine how many Aboriginal and/or Torres Strait Islander people it employs.	Divisions	June 2010	Statistics to be reported to Manager, Indigenous Affairs by June 2010.
Each division will report annually on all Aboriginal and Torres Strait Islander employee statistics and programmes through Wesfarmers' publicly available Sustainability Report.	Manager, Indigenous Affairs / divisions	November annually	Report on Aboriginal and Torres Strait Islander employment statistics from November 2010.
Each division will participate in volunteering or secondment opportunities with organisations that work to improve the life outcomes of Aboriginal and Torres Strait Islander peoples.	Manager, Indigenous Affairs / divisions	Throughout 2010	Pilot participation programme with two secondees by end 2009. All divisions to participate in 2010.
Investigate opportunities to support Aboriginal and Torres Strait Islander businesses.	Manager, Indigenous Affairs	End 2009	Become a founding member of the Australian Indigenous Minority Supplier Council and pursue resulting opportunities where appropriate.
Wesfarmers Corporate Office			
Action	Responsibility	Timeline	Measurable target
Support the divisions' Aboriginal and Torres Strait Islander employment programmes by providing contacts and resources.	Manager, Indigenous Affairs	Ongoing, quarterly updates	WESe page developed, quarterly email update and regular response to divisional requests.
Implement an Aboriginal and Torres Strait Islander cadetship programme in the Corporate Office.	Manager, Indigenous Affairs	End 2010	At least 2 Aboriginal and/or Torres Strait Islander cadets employed in 2010.
Build on existing support of Aboriginal and Torres Strait Islander art by supporting the next generation of Aboriginal and Torres Strait Islander arts professionals.	Manager, Wesfarmers Arts	End 2010	Four Aboriginal and/or Torres Strait Islander Fellows and up to 28 Associate Fellows trained through National Gallery of Australia and Wesfarmers Arts National Indigenous Fellowship by 2014.
Continue to undertake appropriate corporate sponsorships consistent with our RAP.	Executive General Manager, Corporate Affairs / Manager, Indigenous Affairs	Ongoing, reviewed annually in November	Appropriate sponsorships undertaken.



Building relationships

As well as developing relationships between Wesfarmers people and external Aboriginal and Torres Strait Islander people, we will build a network across our businesses of people committed to addressing Aboriginal and Torres Strait Islander disadvantage.



Wesfarmers Group

Action	Responsibility	Timeline	Measurable target
Build a network of interested parties across the Wesfarmers Group, for support and dissemination of information.	Manager, Indigenous Affairs	Publication by end 2009	WESe page published with Group contact list.

Wesfarmers Corporate Office

Action	Responsibility	Timeline	Measurable target
Create a RAP Working Group, with Corporate Office and divisional representation and external Aboriginal advisors to advise on the development and implementation of RAP initiatives.	Manager, Indigenous Affairs	Quarterly	Quarterly consultations with RAP Working Group members.
Build on our strong Western Australian origins to get to know those Aboriginal people who are the Traditional Owners of the area where the Corporate Office is located.	Manager, Indigenous Affairs	Commenced before 30 June 2010	Traditional Owners engaged to address staff about the Aboriginal heritage of the Corporate Office surrounds at least once.



Image:
Queenie McKenzie c1930-98
 born on Old Texas Station,
 East Kimberley, Western Australia
 lived and worked in the Warmun
 community, Turkey Creek
Artist's country 1993
 ochre on canvas 80.0 x 160.0cm
 The Wesfarmers Collection
 of Australian Art, Perth



Building respect

To make our businesses places where Aboriginal and Torres Strait Islander people feel welcome, we will start the process of educating our employees about the first Australians and the issues they face today. We will continue to build respect for Aboriginal and Torres Strait Islander peoples through our Wesfarmers Arts programmes and acts of recognition.



Wesfarmers Group

Action	Responsibility	Timeline	Measurable Target
Each division will use cultural competency materials in employee induction processes.	Divisions	June 2010	Cultural competency contained in all induction materials.
Each division will make available to all staff online cultural competency/awareness training links.	Manager, Indigenous Affairs	End 2009	Link on WESe page.
Build the intercultural awareness of Wesfarmers leaders.	Human Resources	Throughout 2010	Cultural awareness component included at appropriate leadership events.

Wesfarmers Corporate Office

Action	Responsibility	Timeline	Measurable Target
Actively and ethically collect the work of past and current Aboriginal and Torres Strait Islander artists.	Manager, Wesfarmers Arts	Ongoing, monitored annually in November	Approximately 15 per cent of the Wesfarmers Collection of Australian Art will comprise work by Aboriginal and Torres Strait Islander artists.
Display Aboriginal and Torres Strait Islander art throughout our office and appropriately in our publications and make it available to the community through exhibitions and loans to museums and galleries.	Manager, Wesfarmers Arts	Ongoing, monitored annually in November	Aboriginal and Torres Strait Islander art visible in Corporate Office and RAP-related documents, with artist acknowledgments. Requests for loans appropriately addressed.
Celebrate successful Aboriginal and Torres Strait Islander initiatives across the Group through internal publications.	Manager, Indigenous Affairs	Ongoing Quarterly	WESe site. Quarterly email update.
Recognise Aboriginal and Torres Strait Islander leaders through sponsoring the WA Indigenous Leadership Award and WA Indigenous Youth Scholarship.	Executive General Manager, Corporate Affairs	Annually during 2009-2011	Award and scholarship granted.
Support national and local external campaigns and events, such as NAIDOC Week and National Reconciliation Week, to promote reconciliation and cultural celebration.	Manager, Indigenous Affairs	May, July annually Ongoing	One event for each of NAIDOC Week and National Reconciliation Week. Requests for in-kind or financial support addressed. Invitations to support local campaigns and events distributed amongst Corporate Office staff, as appropriate.
Provide cultural competency materials to divisions for inclusion in induction process.	Manager, Indigenous Affairs	End 2009	Materials provided to divisions.
Implement a 'Welcome to Country' protocol for the Annual General Meeting and other appropriate public meetings.	Manager, Indigenous Affairs	End 2009	'Welcome to Country' ceremony at the Annual General Meeting.
Make 'Acknowledgement of Country' guidelines available in WESe site.	Manager, Indigenous Affairs	End 2009	'Acknowledgement of Country' guidelines on WESe site and promoted in an email update.



Tracking progress and reporting

As we progress, we will learn from our experiences and share these lessons across our businesses and with other companies.

Wesfarmers Corporate Office

Action	Responsibility	Timeline	Measurable Target
Conduct an annual review and refresh of our RAP.	Manager, Indigenous Affairs	2010	RAP Review published on anniversary of RAP launch.
Report RAP initiatives and progress in our annual Sustainability Report.	Sustainability Manager	Each November	Aboriginal and Torres Strait Islander affairs covered in annual Sustainability Report.
Make this RAP and future reports available on the Wesfarmers and Reconciliation Australia (RA) websites.	Manager, Indigenous Affairs	Every November	Current RAP published on the Wesfarmers and Reconciliation Australia websites.
Share learnings with other companies.	Manager, Indigenous Affairs	Ongoing	Contribute knowledge to Business Council of Australia, Reconciliation Australia and other appropriate bodies.



Image:

Jean Baptiste Aputimi b 1940
 Pirlangimpi, Tiwi Islands, Northern Territory
Jirtaka (Sawfish) design 2008
 ochre on paper 77.0 x 57.0cm
 The Wesfarmers Collection
 of Australian Art, Perth
 Image courtesy Jean Baptiste Aputimi,
 Tiwi Design and Seva Frangos Art



Image:
Timothy Cook b1958
Goose Creek, Milikapiti,
Northern Territory;
lives and works Melville Island,
Northern Territory
Language: Tiwi
Kulama 2008 ochre on canvas
150.0 x 120.2cm
The Wesfarmers Collection
of Australian Art, Perth
image courtesy of the artist,
Jilamara Arts and Crafts and
Seva Frangos Art

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