

R E F L E C T



RECONCILIATION

ACTION PLAN NOV 2020 - NOV 2021



OUR BUSINESS

RAC Arena (the Arena) is the home of live entertainment in Western Australia. It plays host to the best live music, sport, comedy and family events right in the heart of the CBD. Since opening in 2012, it has quickly established itself as a world class venue both within Australia and beyond.

Situated in the centre of the City of Perth, the Arena is a notable building both inside and out. Its exterior has been designed to showcase something new from every angle of approach, alongside its interior which has been described as 'a cosmic labyrinth of spatial delight'.

The Arena has a seating capacity of 16,500, making it about equal in size with Madison Square Garden in New York.

The building is owned by VenuesWest and managed by ASM Global, the largest venue management group operating globally. ASM Global looks after more than 300 sporting and entertainment venues in Australia and internationally. RAC Arena is the current home venue of the Perth Wildcats basketball team and the West Coast Fever netball team. Over the years the venue has hosted tennis tournaments, international competitions and exhibition matches. With an average of thirty music, comedy and family entertainment events each year, the Arena has welcomed three quarters of a million people through the doors annually. A versatile facility, RAC Arena also hosts conferences and other corporate events, which are catered for by the award winning in-house team.

The Arena currently employs 60 permanent staff and has a casual workforce just under 800 people. Over 300 of the casual workforce have been employed for over five years and to date, three employees identify as Aboriginal or Torres Strait Islander people.

OUR RAP

This Reflect Reconciliation Action Plan is the first step in RAC Arena's reconciliation journey and is championed by General Manager, Michael Scott.

Initiating this plan has encouraged the venue to strive for greater representation of Aboriginal and Torres Strait Islander peoples as part of the workforce. Integral to the development and implementation of the RAP is the creation of traineeships and cadetships to extend employment and business opportunities for Aboriginal and Torres Strait Islander peoples. RAC Arena is committed to raising awareness of local Aboriginal and Torres Strait Islander histories and cultures, to model respect for Aboriginal and Torres Strait Islander heritage and to build meaningful relationships and partnerships with our local Aboriginal and Torres Strait Islander communities.

Reconciliation Australia's RAP framework has guided the Arena in the development of this practical plan of action that is built on Relationships, Respect and Opportunities. The plan forms a solid foundation for learning and action, that will be built on with further stages in the coming years.

The RAP Working Group is responsible for compiling and implementing this plan. The Working Group consist of 10 committed members, drawn from across the Arena staff, as well as Meegan Jones, Support Officer at Water Corporation and proud Noongar Yamatji woman.

The Working Group has been facilitated by Christine Sindely of Waangara Marra Consulting, who has provided invaluable guidance throughout the process. Christine has enlightened and shared her knowledge and insights into the historical context on which the foundation of the RAP has been developed.

RAC Arena is very excited to have commenced this journey and looks eagerly forward to implementing a range of strategies. The initiatives will form part of the everyday operating procedures as a business entity serving the Western Australian community.



MICHAEL SCOTT
GENERAL MANAGER
RAC ARENA

RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes RAC Arena to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

RAC Arena 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 RAC Arena 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 RAC Arena, 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

OUR PARTNERSHIPS

RAC Arena is a member of Reconciliation Western Australia, with venue staff regularly attending their networking events and forums.

In 2019, RAC Arena were the host facility for the National Reconciliation Action Plan Conference.

As a VenuesWest building, the VenuesWest Acknowledgement of Country plaque is displayed in the main foyer. The venue's naming rights partner, RAC, also have their acknowledgment and commitment to Reconciliation on display in the RAC Local Lounge.

Bespoke artwork from a local Aboriginal artist, Kevin Bynder, has been commissioned and obtained by the Arena. This work was unveiled at the launch of the RAP and is prominently displayed within the venue. The design will be used in a number of ways, including on the digital screens during events.

As the venue moves further down the path of Reconciliation, relationships will be built to ensure that strong working partnerships are in place, fostering learning for all.

RELATIONSHIPS

The RAC Arena is committed to building new relationships and connections with our local Aboriginal and Torres Strait Islander communities, to include Aboriginal and Torres Strait Islander cultures in events and promote more inclusive employment and procurement practices in our business.

Action	Deliverable	Timeline	Responsibility
Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	November 2020	Chair of RAP Working Group
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	November 2020	Human Resources Co-ordinator
	<ul style="list-style-type: none"> Develop and maintain a Register of local Aboriginal and Torres Strait Islander performers available to perform at events and conferences. 	January 2021	Events Manager
Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2021	Marketing Manager/Chair RWG
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event where possible. 	27 May- 3 June, 2021	Chair RWG
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May- 3 June 2021	General Manager
Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	November 2020	General Manager
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	October 2020	Chair RWG
	<ul style="list-style-type: none"> Identify organisations with RAPs and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	December 2020	Events Manager
	<ul style="list-style-type: none"> Ensure all staff engage in activities and initiatives in support of reconciliation. 	March 2021	GM/Chair RWG
	<ul style="list-style-type: none"> Develop and implement a strategy to communicate the RAP to internal and external stakeholders. 	November 2020	GM/Chair RWG/ Marketing Manager
	<ul style="list-style-type: none"> Publish the RAP on our website. 	November 2020	Marketing Manager
	<ul style="list-style-type: none"> Prominently display RAP artwork throughout the venue. 	November 2020	Marketing Manager
	<ul style="list-style-type: none"> Keep all stakeholders informed of progress on implementation of RAP through quarterly updates. 	November 2020 February 2020 May 2021 August 2021	Marketing Manager
Promote positive race relations through anti-discrimination strategies	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	December 2020	Human Resources Coordinator
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs. 	November 2020	Human Resources Coordinator

RESPECT

RAC Arena acknowledges that the building is situated on the ancestral lands of the Whadjuk Noongar people. Understanding their cultures and histories is fundamental to our engaging with Aboriginal and Torres Strait Islander communities.

We will explore initiatives which will celebrate and represent Aboriginal and Torres Strait Islander cultures, develop our understanding of Aboriginal and Torres Strait Islander histories and heritage, and encourage involvement in cultural awareness initiatives amongst our staff, partners, patrons, and communities.

Action	Deliverable	Timeline	Responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	<ul style="list-style-type: none"> Develop a strategy for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation. 	November 2020	Chair RWG
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	February 2021	Training Officer/ Research Officer
	<ul style="list-style-type: none"> Source and deliver a suitable online cultural awareness course for all employees. 	November 2020	Research Officer/Human Resources Coordinator
Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop and share internally an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	November 2020	Research Officer/RAP Ambassadors
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	October 2020	GM/Marketing Manager/ Research Officer
	<ul style="list-style-type: none"> Create a digital Welcome to Country production to be available to be played at the commencement of all events at RAC Arena. 	November 2020	Research Officer/ Marketing Manager
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Encourage Suite holders to display an Acknowledgment of Country with artwork on the digital screens in their suites. 	November 2020	Suite Executive
	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	November 2020 July 2021	Research Officer/ Marketing Manager
	<ul style="list-style-type: none"> Plan, host and promote a NAIDOC Week event for 2021. 	July 2021	Research Officer/ Marketing Manager
	<ul style="list-style-type: none"> Encourage Clients to host events for NAIDOC Week at RAC Arena. 	November 2020 July 2021	Events Sales Executive
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	July 2021	Research Officer/ Marketing Manager
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	November 2020 and July 2021	Research Officer/ Marketing Manager
	<ul style="list-style-type: none"> Review and update policies and procedures, in consultation with Aboriginal and Torres Strait Islander stakeholders to ensure that they are culturally safe and appropriate. 	April 2021	Human Resources Coordinator
	<ul style="list-style-type: none"> Recognise dates of significance such as the National Apology, Mabo Day, through social media, public statements, and/or events. 	From October 2020	Research Officer/Marketing Manager/GM

OPPORTUNITIES

RAC Arena is committed to creating employment and procurement opportunities for Aboriginal and Torres Strait Islander people and will establish achievable benchmarks to achieve these goals.

Action	Deliverable	Timeline	Responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	October 2020	Human Resources Coordinator
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	November 2020	Human Resources Coordinator
	<ul style="list-style-type: none"> Pursue opportunities and partnerships to support employment of Aboriginal and Torres Strait Islander peoples. 	December 2020	Human Resources Coordinator
	<ul style="list-style-type: none"> Encourage the engagement of Aboriginal and Torres Strait Islander peoples to consider employment, training, and placement opportunities with RAC Arena. 	January 2021	Human Resources Coordinator
	<ul style="list-style-type: none"> Include specific wording in all job advertisements encouraging Aboriginal and Torres Strait Islander peoples, to apply. 	February 2021	Human Resources Coordinator
	<ul style="list-style-type: none"> Where possible, advertise vacant positions through Aboriginal and Torres Strait Islander community networks or agencies. 	January 2021	Human Resources Coordinator
Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes and opportunities for their peoples	<ul style="list-style-type: none"> Develop a strategy to include procurement from Aboriginal and Torres Strait Islander owned businesses. 	November 2020	Catering Manager Assets Manager Chair RWG
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	November 2020	Chair RWG
	<ul style="list-style-type: none"> Review procurement policies and procedures to identify and remove barriers to Aboriginal and Torres Strait Islander businesses to supplying RAC Arena with goods and services. 	January 2021	Assets Manager/Catering Manager/Executive Chef
	<ul style="list-style-type: none"> Pursue alternative opportunities for direct procurement through Aboriginal and Torres Strait Islander businesses. 	February 2021	Assets Manager/Catering Manager/Executive Chef

GOVERNANCE

RAC Arena will review and report the progress of its RAP deliverables to measure progress and further develop its reconciliation initiatives in consultation with Reconciliation Australia.

Action	Deliverable	Timeline	Responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain the RWG to govern RAP implementation. 	December 2020	Research Officer
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	October 2020	Research Officer
	<ul style="list-style-type: none"> Establish and/or maintain Aboriginal and Torres Strait Islander representation on the RWG. 	October 2020	RWG Chair
Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	November 2020	RWG Chair
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	December 2020	GM/RWG Chair
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	March 2021	RWG Chair
Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	September 2021	RWG Chair
Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	July 2021	RWG Chair



ABOUT THE ARTIST

Kevin Bynder is a proud Whadjuk-Yuet-Ballardong man born in 1975 in Perth, to a Whadjuk-Yuet Nyungar Mother and Badimia-Amangu Yamatji Father. He began painting at the age of 23 and lived in a small town in the north-west of WA, before moving to Broome where he had his first art studio.

As a celebrated artist, who has been practising for over 20 years, Kevin has been commissioned by more than 30 sporting clubs and associations across the country. He has created the uniforms of organisations such as West Coast Eagles, Port Adelaide, Perth Scorchers and Qantas. He has previously completed Reconciliation Action Plan artworks for Perth Mint, Water Corporation and WALGA.

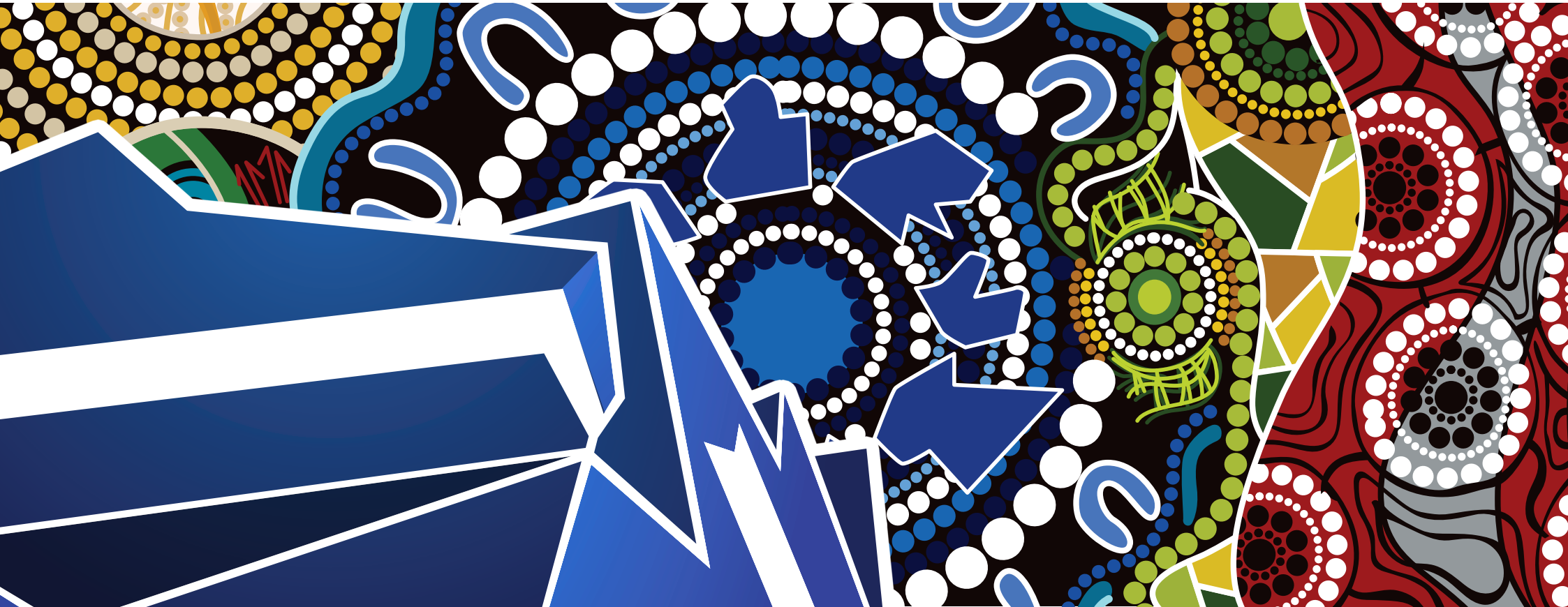
As a well-respected teacher, Kevin has worked in schools across the state teaching art to Indigenous students from remote communities.

Kevin's art conveys vibrancy and meaning throughout. His works represent the Perth region, its landscape, animals and vegetation. His artwork for the RAC Arena represents the building, the sporting and entertainment events that occur there, the people who attend, and the traditional owners of the land on which it is built.



KEVIN BYNDER
ARTIST
KEVVY BYNDERS ART

R E F L E C T



CONTACT DETAILS

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