

RECONCILIATION ACTION PLAN



Fremantle Surf Life Saving Club

REFLECT

MAY 2020 TO MAY 2021





FREMANTLE SURF CLUB SAND MURAL

Designed by Roni Forrest
Wildfire Consultants

The larger circle in middle represents the elements of the *Ocean Wardan*, *Land Boodja*, & *Sun Ngangk*, which are all reflected in the Fremantle Surf Club logo.

Around the outside of the circles are representations of the Noongar Six Seasons as designed by club junior embers. These are stories of hunting and tracking, coming together, finding bush berries, rain, and camp fires. Traditionally our people hunted and gathered food according to these seasons and were guided by the weather, animal behaviour and plants, all signs of nature. We know when food is plentiful in which area and which season and move to those areas accordingly. This is our *katitjin* - our knowledge.

Wildfire Consultants pay our respects to the Whadjuk people whose *boodja* land we are on and who have entrusted us with stories, we are keeping the home fires burning - our *Kallark*, by sharing and teaching our histories and cultures.

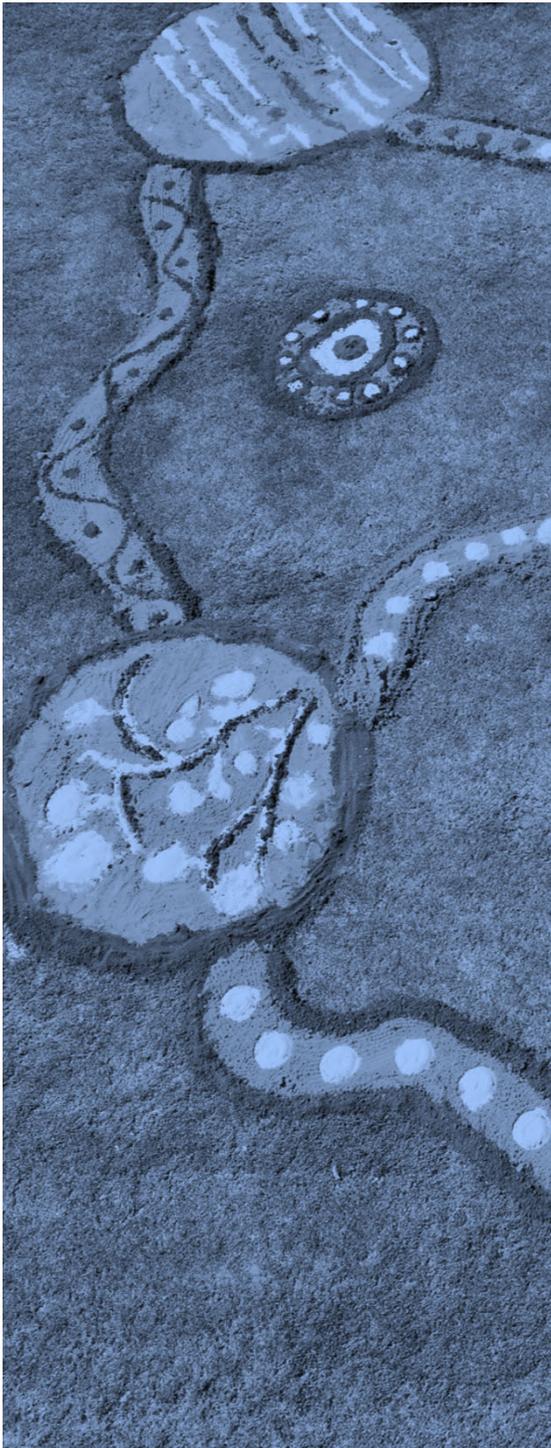
Roni & Simon Forrest
November 2020



Acknowledgement:

Fremantle Surf Life Saving Club acknowledges the Whadjuk people of the Nyoongar nation on whose traditional lands and waterways we serve our community, and we have deep respect for their Elders past, present and emerging. We recognise and seek to learn from the important knowledge held by First Nations people over tens of thousands of years as the Traditional Custodians of Walyalup.





Introduction

Fremantle Surf Life Saving Club (FMSLSC) is a not for profit organisation, employing 4 part time staff and 1500 volunteer based members, located at Leighton Beach in the Perth metropolitan area, Western Australia. Established in 1935, our club is built on a foundation of service, integrity and excellence and we are committed to continuing and improving this service for the community and our members.

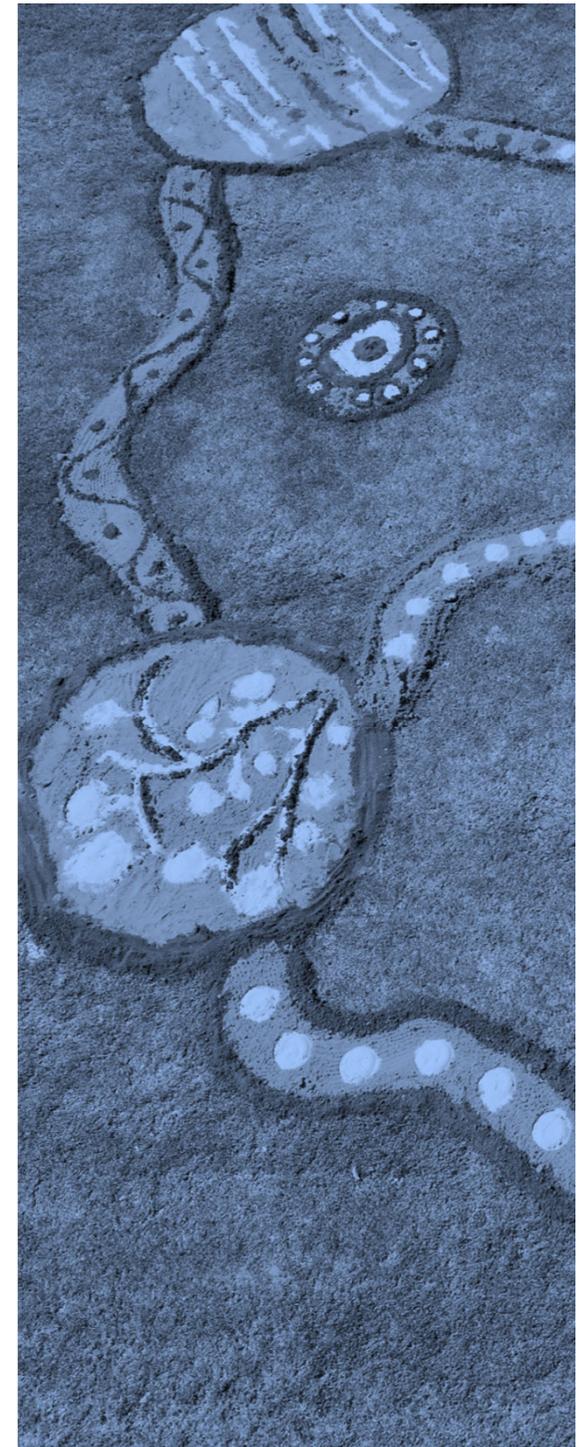
FMSLSC provides essential lifesaving and emergency rescue services to a four kilometre stretch of beach including Port, Leighton and Mosman Beaches. The club operates very successful programs from Nippers (5 years old) through to Masters and is immensely proud of the training and development options provided to members. The club continues to be actively engaged with local businesses, residents and other local community groups.

To date FMSLSC have not employed any staff who have identified as Aboriginal and Torres Strait Islander people in the workplace and due to the large membership, it is yet to be determined how many Aboriginal and Torres Strait Islander peoples are engaged in the club however FMSLSC is actively determining this position for future involvement.

President's Message

Our Clubs Board of management is very proud of our commitment to play our part in the journey toward Reconciliation.

It is the club's intent and ongoing actions to continuously build relationships, respect and trust between the wider Australian community and Aboriginal and Torres Strait Islander peoples.





Message from Reconciliation Australia

Reconciliation Australia is delighted to welcome Fremantle Surf Life Saving Club to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, Fremantle Surf Life Saving Club joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides Fremantle Surf Life Saving Club a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, Fremantle Surf Life Saving Club will lay the foundations for future RAPs and reconciliation initiatives.

We wish Fremantle Surf Life Saving Club well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend Fremantle Surf Life Saving Club on its first RAP, and look forward to following its ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

Message from Surf Life Saving Western Australia



11 September 2020

Jack Dowie

President, Fremantle Surf Life Saving Club

Dear Jack,

Thank you for sending Surf Life Saving Western Australia (SLSWA) a copy of your recently developed Fremantle SLSC (FMSLSC), Reconciliation Action Plan (RAP).

The SLSWA Board reviewed the document at the August Board meeting. On behalf of the Board I congratulate the FMSLSC Board for taking on this initiative and developing a RAP that reflects the capacity of your club.

We acknowledge that the commitment of the FMSLSC to reconciliation is a large one, especially given the movements' already extensive mission "to save lives and build great communities".

It is obvious that considerable work has been undertaken to this point. So, we commend your club on implementing its new RAP and we wish you every success in achieving the commitments made within your sphere of influence.

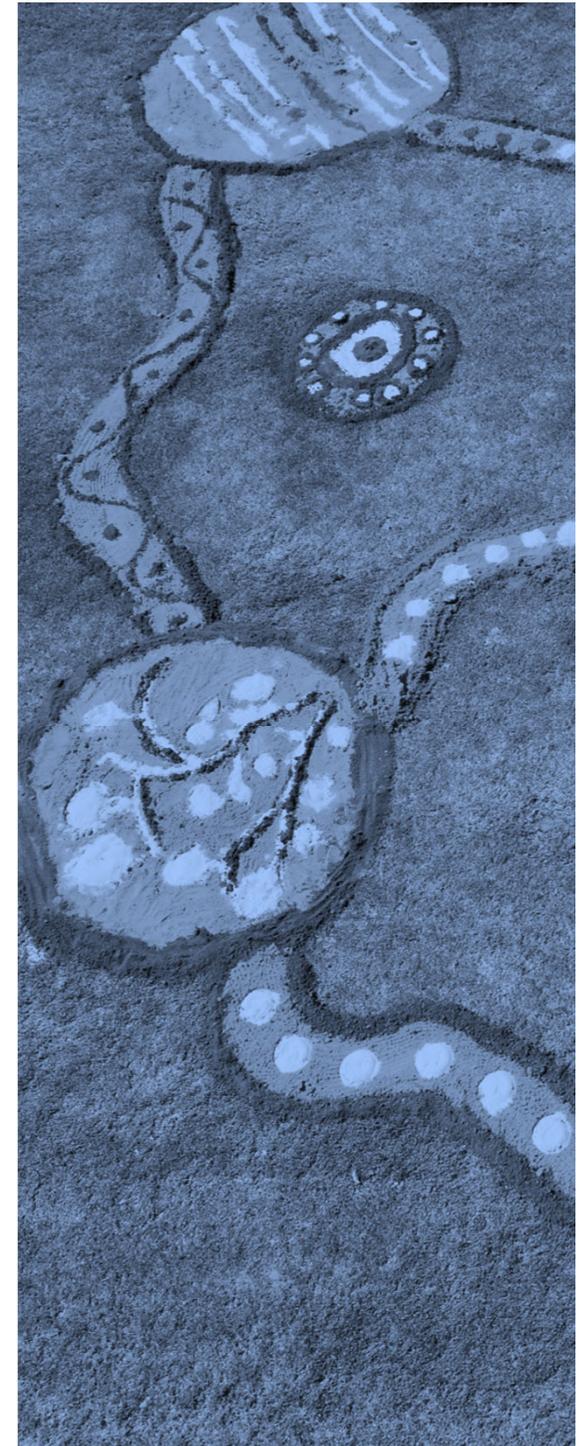
We look forward to your feedback on the club's achievements.

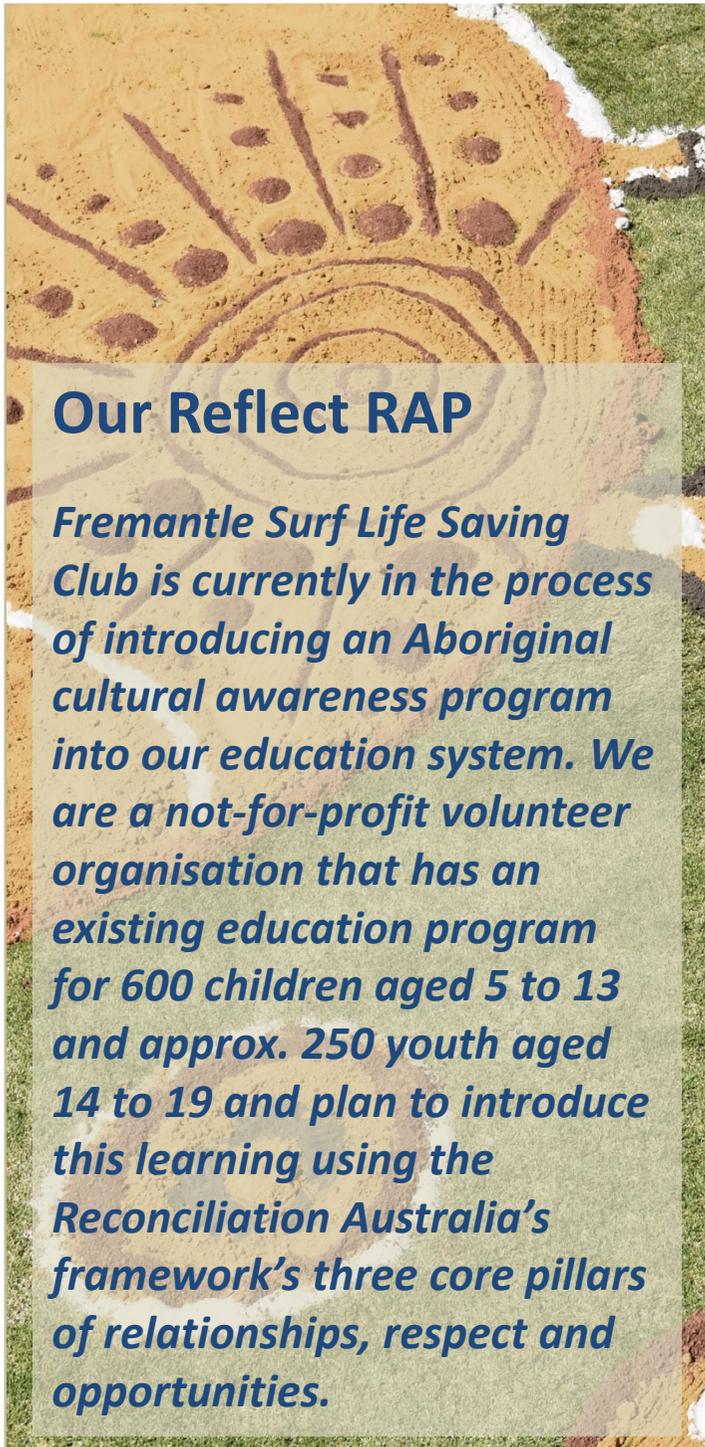
Yours sincerely,

A handwritten signature in black ink, appearing to read "C. Smith-Gander".

Craig Smith-Gander

President Surf Life Saving Western Australia





Our Reflect RAP

Fremantle Surf Life Saving Club is currently in the process of introducing an Aboriginal cultural awareness program into our education system. We are a not-for-profit volunteer organisation that has an existing education program for 600 children aged 5 to 13 and approx. 250 youth aged 14 to 19 and plan to introduce this learning using the Reconciliation Australia's framework's three core pillars of relationships, respect and opportunities.

Many of our club members and stakeholders are either directly involved in reconciliation already through their schools, workplaces and community organisations, however others are not and we believe through our efforts we can positively influence our members and also the many thousands of visitors who come to the locations where we operate. Our club believes there is a need to bring this knowledge together and introduce reconciliation to those in the club and surrounding community to demonstrate respect and acknowledgement of Aboriginal and Torres Strait Islander cultures and custodianship of the land and waterways on which we work with and for the community.

To implement this RAP, FMSLSC will seek to understand Aboriginal and Torres Strait Islander knowledge, cultures and voices we may already have within our club community. In the anticipation we will seek to engage with, listen to and learn from local Whadjuk Nyoongar cultural advisors to help shape our approach from the very beginning, particularly in relation to the specific history of Walyalup (Fremantle).

We will also introduce the club's intended direction towards reconciliation to our employees and the entire membership transparently, giving a brief outline of the importance to our connection with community and place, the RAP process, stages and planned activities.

Our external stakeholders will also be advised in a way that indicates the club feels it important to provide what community leadership it can in promoting reconciliation which it sees as an important underpinning posture of the club's approach to the continued building of an even better community through education, sport and involvement.

A RAP working group (RWG) already forming, will expand and lead the engagement with the Whadjuk Nyoongar community and with their guidance plan, deliver, implement and monitor actions within the RAP.

Our Reflect RAP

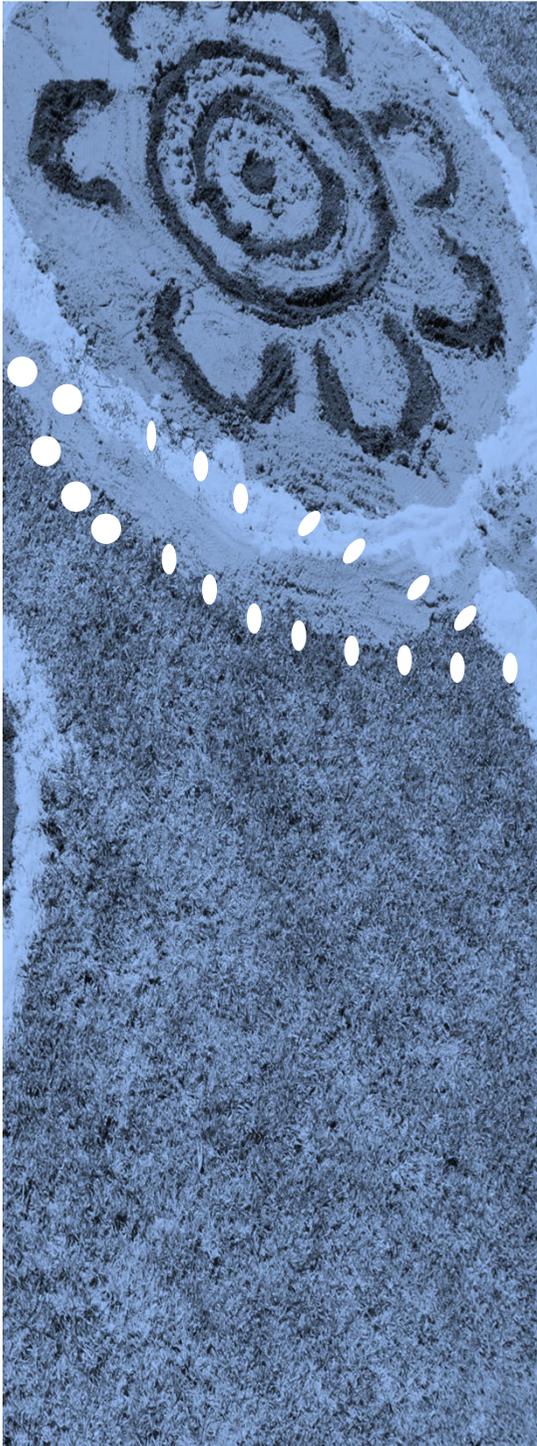
Our reconciliation journey at FMSLSC has been conducting an Acknowledgement of Country in meetings and group events for approximately 12 months highlighted by Olman Walley, of Boorloo Aboriginal Cultural Experiences, opening the 2019/20 season for us in front of the whole club.

Our club's Board of Management considered the opportunity and responsibility to embrace reconciliation as a foundation of our governance and education framework and unanimously agreed to the commitment.

Two of the club's Directors have taken responsibility to plan and deliver a reconciliation program with the intention of building a working party of club staff, members and Nyoongar cultural advisors that collectively are both proactive and capable. Contact has been made with Reconciliation Australia and our expression of interest form was lodged and accepted.

The club successfully met with the City of Fremantle (an important club stakeholder) for potential advice and support going forward. Contact with other known Aboriginal cultural organisations is being discussed and investigated.

Planning towards announcing the club's commitment and RAP are underway including participation in an initial cultural activity with some younger club members in May 2020.



Our Partnerships and Activities

Community partnerships are important to the club and to date, the City of Fremantle have welcomed the opportunity to support the club in developing a RAP as well as providing links within the Walyalup Aboriginal Cultural Centre.

Additional to the aforementioned, FMSLSC has engaged with Nyoongar Elders and cultural advisors to sketch out some initial opportunities and activities.

The first large scale activity is anticipated to be the co-construction of a large sand mural likely to focus on the 'Always Was, Always Will Be' theme for NAIDOC 2020. It is felt a large tactile engagement activity for the children and youth groups will be a great way to kick off our Reflect RAP and commence the journey.

We also have some Nyoongar artworks installed in the vicinity of our club and we have sought initial contact with the artist in the hope they can form part of an education piece for our various age groups. We have also had initial discussions with an Aboriginal artist in regards the club commissioning an artwork which would underpin our Reflect RAP journey and steps toward gaining collective cultural capabilities within our club community.

Whilst we are an organisation largely made up of a strong and stable volunteer base, we do hold some information about our members, albeit the holdings are not as significant as it is for our employees. Despite this, from the information we already have, we have sought to understand any declarations of First Nations heritage volunteered by our members in the hope of having Aboriginal and/or Torres Strait Islander knowledge emerge to support our efforts by providing guidance and insights on our journey toward reconciliation.



Relationships

Relationships			
Action	Deliverable	Timeline	Responsibility
1. 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. 	June, 2020	Director of Administration
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	May, 2020	President
2. 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, 2020	Director of Administration
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May- 3 June, 2020	RWG Lead
	<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, 2020	President
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	June, 2020	President
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	June, 2020	Club Captain
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	July, 2020	RWG Lead
	<ul style="list-style-type: none"> Approach other Surf Life Saving associations / clubs to also embrace reconciliation and assist them if required. 	July, 2020	President
4. 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. 	September, 2020	Director of Administration
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	September, 2020	



Respect

Respect			
Action	Deliverable	Timeline	Responsibility
5. 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 business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	September, 2020	President
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	November, 2020	RWG Lead
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	August, 2020	RWG Lead
	<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. 	September, 2020	Director of Administration
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June, 2020	RWG Lead
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June, 2020	Director of Administration
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2020	RWG Lead
	<ul style="list-style-type: none"> Instigate or hold an internal NAIDOC Week event 	June 2020	RWG Lead
	<ul style="list-style-type: none"> Prepare to hold or host an external event to recognise NAIDOC Week in 2021 	April, 2021	RWG Lead



Opportunities

Opportunities			
Action	Deliverable	Timeline	Responsibility
8. 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	President
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	October, 2020	Director of Administration
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	October, 2020	President
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	October, 2020	Director of Administration



Governance

Governance			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. 	May, 2020	President
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	June, 2020	Director of Administration
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	May, 2020	President
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	June, 2020	RWG Lead
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	June, 2020	President
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	July, 2020	Director of Administration
12. 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. 	30 September, 2020	RWG Lead
13. 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. 	December, 2020	RWG Lead
	<ul style="list-style-type: none"> Initiate preparation and development of the Innovate RAP. 	January 2021	

Acknowledgements:

Fremantle SLSC acknowledges the following for their generous support in commencing our reconciliation journey:

- Reconciliation Australia
- The Fremantle SLSC Rap Working Group and Club Members
- City of Fremantle
- Fremantle Ports
- Surf Life Saving Western Australia
- Simon and Roni Forrest, of WILDFIRE Indigenous Education & Cultural Consultants.
- Ingrid Cumming, Nyungar Cultural Advisor of Curtin University
- Olman Walley, of Boorloo Aboriginal Cultural Experiences.

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