



# Western Sydney Leadership Dialogue *Reflect* Reconciliation Action Plan

April 2021 - April 2022



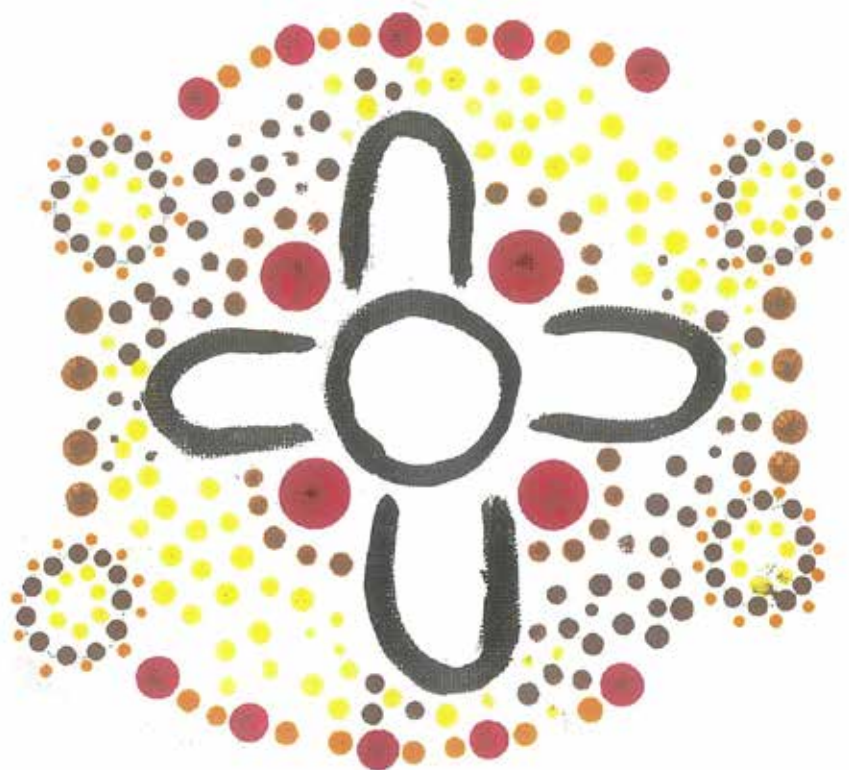
# Acknowledgement of Country

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The Western Sydney Leadership Dialogue acknowledges and honours the Aboriginal People who have lived on this land and continue to live on this land. We respectfully acknowledge the Traditional Custodians of the land which Western Sydney covers; the Darug people of the Darug Nation. We pay respect to Ancestors and Elders, past, present, and future.

We recognise that there are more than 30 First Nations represented in Greater Western Sydney (GWS), and that GWS has the largest population of Aboriginal people in Australia. Prior to invasion a large, healthy and prosperous community of Aboriginal clans lived and thrived in Greater Western Sydney. We acknowledge that the invasion caused widespread displacement and generations of pain and suffering to all Aboriginal and Torres Strait Islander peoples.

We also recognise the significant role of the Local Aboriginal Land Councils of Greater Western Sydney most specifically the Deerubbin Local Aboriginal Land Council, the largest Aboriginal organisation in Western Sydney.





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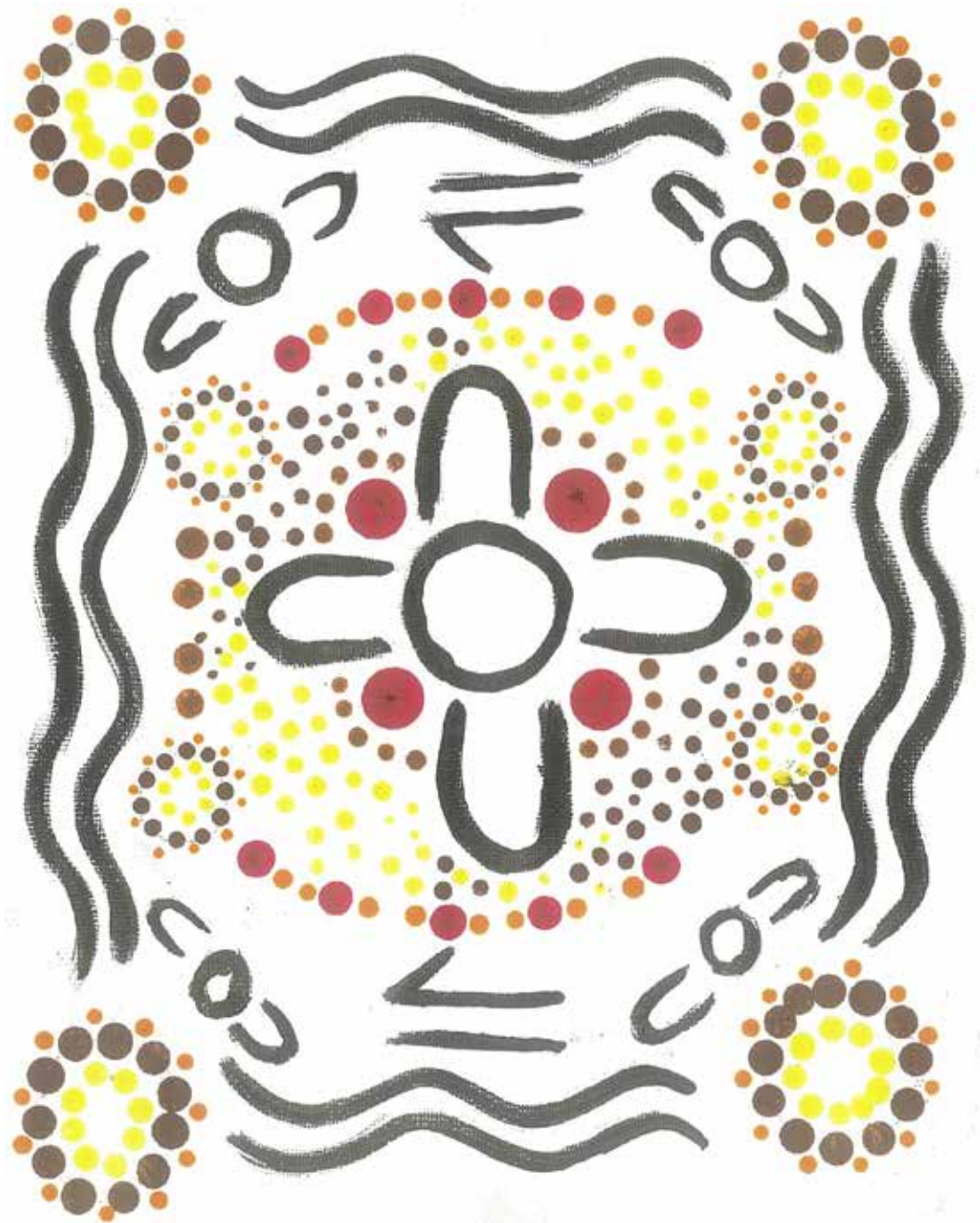


## Artwork & Artist

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Bianca Groves is a Dunghutti girl living in Western Sydney attending Quakers Hill High School.

She has used the meeting place symbol to represent coming together as well as country, land and river symbols. This is all represented through her use of the Aboriginal flag.





Shiple Plateau, Blue Mountains. Traditional Lands of the Darug people.  
Photographer: Catherine Nguyen



# Our Business

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The Dialogue is a not-for-profit, community initiative leading a national conversation about Greater Western Sydney. The Dialogue facilitates interaction between key opinion leaders across industry, government, academia, and the community, to inform public policy debate and to advance a Western Sydney regional agenda through research, analysis, advocacy & events.

The Dialogue has locations in Darug Nation - Parramatta and Eora Nation - Balmain, making a big impact, with 10 full time employees. This allows the Dialogue to connect with leaders who often work within the inner city whilst also staying in touch with our roots at the heart of Western Sydney, the new CBD, Parramatta. Currently, the Dialogue does not have any staff who identify as Aboriginal and/or Torres Strait Islander people. A key part of The Dialogue's commitment under this RAP is to increase cultural safety, awareness, and inclusivity within our employment opportunities.

The Dialogue is supported by five Patrons including, Lucy Hughes Turnbull AO, Cameron Clyne, Mike Mrdak AO, Dr Kerry Schott AO and Prof. Peter Shergold AC. As well as 15 driven, inspiring young adults from Western Sydney forming the Dialogue's Generation West Committee. Two proud Generation West Committee members identify as Aboriginal and Torres Strait Islander people and are passionate, strong advocates for their communities.

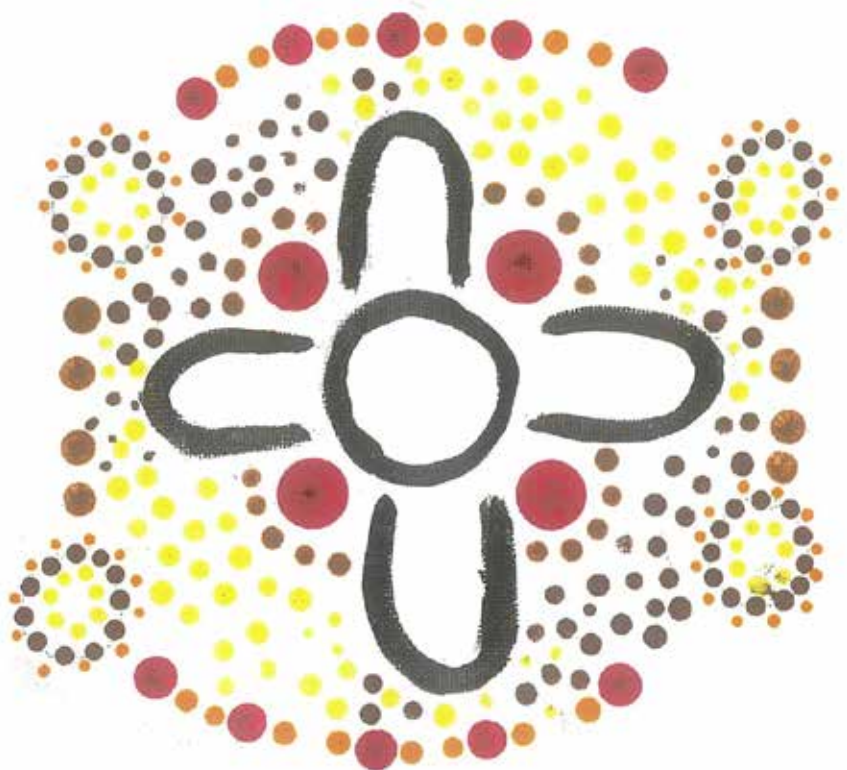


## Our Focus

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The Dialogue's network spans across the public, private and community sectors, and has connections in Sydney and Greater Western Sydney, making the advocacy firm a common link between Government, business, and Aboriginal and Torres Strait Islander Bodies. The ability of the Dialogue to create platforms of debate between decision-makers and influencers highlights the need for a RAP for our company to further connect, understand and promote Aboriginal and Torres Strait Islander respect, inclusion, and participation. This also enables the Dialogue to further encourage partnering companies and government bodies to establish their own RAPs.

This RAP would not only become a part of the expectations and motivations of the Dialogue, but it will also provide guidance for all Dialogue initiatives, and steer partners and clients towards reconciliation. Our RAP Chair, Catherine Nguyen, will be responsible for driving internal engagement and awareness of the Dialogue's RAP.





## Our RAP

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The decision to develop a RAP was born out of a desire to become a more culturally aware organisation that contributes to a meaningful approach to reconciliation. This structured approach will allow the Dialogue to involve coordination and understanding across our initiatives and business relations. We are working to develop closer relationships with the Aboriginal and/or Torres Strait Islander communities within which we operate as part of our ongoing commitment to reconciliation.

The Dialogue has strong partnerships in Greater Western Sydney and our regional advocacy focus in Western Sydney is also a motivating factor for us to develop a RAP, owing to the Aboriginal and Torres Strait Islander population in the region - the largest in Australia. Among Western Sydney's local council areas, Penrith has the largest Aboriginal population, with 9,500 residents identifying as Aboriginal and/or Torres Strait Islander People. Blacktown and Campbelltown are also home to large Aboriginal and Torres Strait Islander populations, and both LGAs are areas where the Dialogue is active.

It is crucial that the Dialogue appropriately represents and advocates for the rights and concerns of Aboriginal and/or Torres Strait Islander Peoples living in the Western Sydney region. Aboriginal and Torres Strait Islander Australians should be given the same opportunities to participate in community life, employment and the housing market. As the Dialogue focuses on these issues through our policy agenda, it is important that Aboriginal and Torres Strait Islander perspectives and awareness are incorporated in our policy, advocacy, and workplace. The Dialogue strongly believes that we must learn from one another and ensure Greater Western Sydney's Aboriginal and Torres Strait Islander population has a supportive platform to be heard.

The Dialogue strongly supports reconciliation and hopes to bring this to the forefront of discussion. The Dialogue has always encouraged the wider community to build good relationships with Aboriginal and/or Torres Strait Islander peoples, especially those within Western Sydney. We acknowledge the hurt and injustice Aboriginal and Torres Strait Islander Peoples have experienced and continue to experience. We also show our support and commitment to the Uluru Statement from the Heart, to recognise First Nations Peoples in the Australian Constitution.





Dharawal National Park. Traditional Lands of the Dharawal people.  
Photographer: Jonathan Tan



Dharawal National Park. Traditional Lands of the Dharawal people.  
Photographer: Catherine Nguyễn



# RAP Working Group

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This RAP will be implemented through the Dialogue’s RAP working group. This selected group will ensure that the RAP is continuously referred to and implemented throughout the year and that all RAP goals are achieved, fostering more opportunities, relationships and respect throughout the workplace and all business activity. Although this is the Dialogue’s first *Reflect* RAP, we deemed it appropriate to have a RAP working group to ensure the RAP is committed to appropriately. The RAP working group involves the following employees and representatives.

**RAP Chair**

Catherine Nguyen

Engagement Officer

**RAP Champion  
RAP Champion**

Christopher Brown AM  
Luke Turner

Chair  
Director of Policy & Analysis

**External Aboriginal and Torres Strait Islander Representative  
External Aboriginal and Torres Strait Islander Representative**

Kimberwalli  
Deerubbin Local Aboriginal Land Council

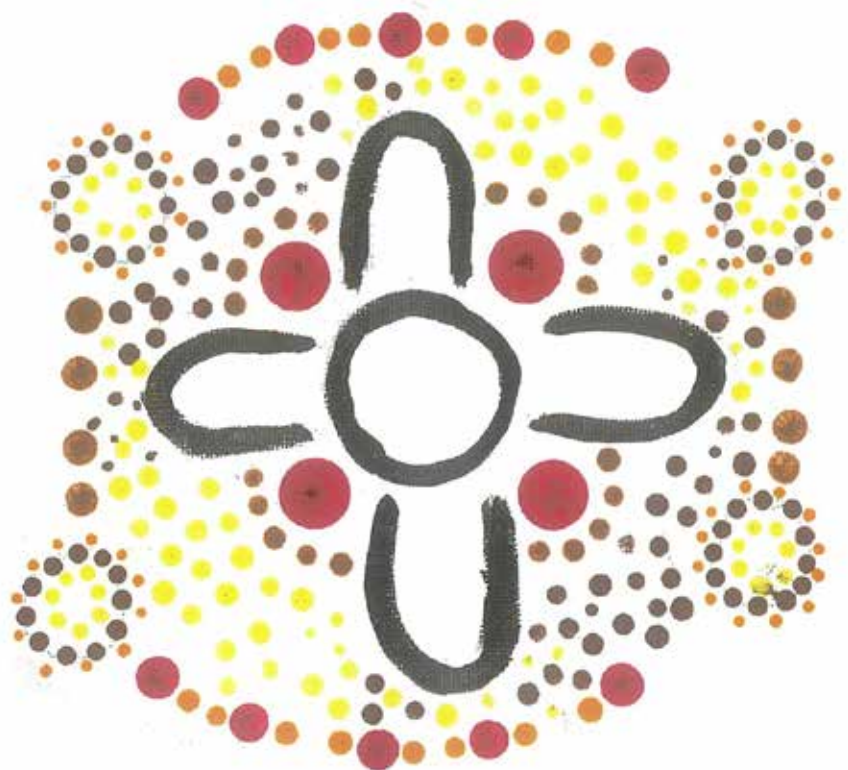


# The Dialogue's Reconciliation Path

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The Dialogue actively supports National Reconciliation Week and NAIDOC Week each year, and plans to build more resilient and stronger relationships with Australia's First Peoples in the future. To achieve this the Dialogue is working to implement core parts of the business advocacy and policy targets with Aboriginal and Torres Strait Islander people, businesses, and communities. We are educating our staff on cultural competency and promoting the growth and support of Aboriginal and Torres Strait Islander business, employment and participation through our client/partner relationships.

This involves supporting Aboriginal and Torres Strait Islander initiatives through our community partnerships, promoting local programs within the region, encouraging the progression of further Reconciliation Action Plans for the Dialogue.





Nepean River. Traditional Land of the Darug people.  
Photographer: Leah-Anne Thompson



Shiple Plateau, Blue Mountains. Traditional Land of the Darug people.  
Photographer: Catherine Nguyen



# The Dialogue's Reconciliation Path

## Community Partnerships

The Dialogue strives to improve the community and support those around us. Community partnerships are a focus of the Dialogue and provide opportunities to reach out and collaborate with Aboriginal and Torres Strait Islander bodies. The Dialogue aims to benefit these organisations and more by becoming a platform for their advocacy, connecting them with key decision makers whilst assisting with events and valuable networking opportunities. Some examples of our existing partnerships include:

### **NSW Aboriginal Affairs**

As a government agency, Aboriginal Affairs works alongside Aboriginal and Torres Strait Islander people and communities to ensure their voices are heard and interests represented. By leading and influencing change within government, they support the social, cultural and economic aspirations of Aboriginal people in NSW. Through its partnership with the Dialogue, Aboriginal Affairs has access to a number of new platforms, allowing it to connect to a range of different audiences, collaborate in a more holistic way and promote the work that is being undertaken with GWS Aboriginal and Torres Strait Islander communities.

### **Kimberwalli**

An initiative of NSW Aboriginal Affairs, Kimberwalli is a unique initiative to support young Aboriginal and Torres Strait Islander people in Western Sydney transitioning from school to tertiary education and/or further employment. Located in Mount Druitt, Kimberwalli provides access to top-class facilities and programs. Training is provided, helping young Indigenous people, within a safe space, to achieve their aspirations, share information and engage in discussion. This is achieved through a strong connection to culture through Elders and mentoring programs. This is an incredible project the Dialogue has been excited to support through advocacy.



# The Dialogue's Reconciliation Path

## Community Partnerships

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### **Clontarf Foundation**

Clontarf encourages young men to attend school, finish Year 12 and enter employment. Using supportive relationships, a welcoming environment and a diverse range of activities, the young Aboriginal and Torres Strait Islander men in their programme develop improved self-esteem and confidence which assists them to participate in education, employment and society in a positive way. There is a focus on more disciplined, purposeful, and healthy lifestyles while giving Aboriginal and Torres Strait Islander young men an opportunity to succeed.

Clontarf is present in Western Sydney and making an incredible impact in young Aboriginal and Torres Strait Islander lives at all Chifley College locations and at Cranebrook High School. The Dialogue helps connect Clontarf to other government and non-government representatives to continue to support the great work it is doing for Western Sydney's Aboriginal and Torres Strait Islander young men.

### **Deerubbin Local Aboriginal Land Council**

The Dialogue works with the Deerubbin Local Land Council in a variety of matters. The Deerubbin Aboriginal Land Council has land in the Hills, Blacktown, Hawkesbury, Penrith, Parramatta, and the Blue Mountains and supports genuine assertions and respectful recognition of Traditional Ownership. Deerubbin is a regular participant in the Dialogue's policy forums and regional stakeholder groups, often delivering the Welcome to and Acknowledgement of Country at the commencement of proceedings. In 2020, Deerubbin was an active participant in the Dialogue's Housing Reference Group, working to change the landscape of social and affordable housing within Western Sydney, particularly for the Aboriginal and Torres Strait Islander population.





Kimberwalli, Whelan. Traditional Lands of the Darug people.  
Photographer: Unknown



# The Dialogue's Reconciliation Path Initiatives

## Generation West - A Dialogue Initiative

One of the most important functions of the Dialogue is to foster a leadership class in Greater Western Sydney, increasing the region's presence and influence. To this end, the Dialogue has engaged with a group of young, passionate individuals, all of whom support reconciliation, with strong ties to Greater Western Sydney to provide a youth-driven perspective for the discussion and activism led by the Dialogue.

Generation West aims to honour and showcase Greater Western Sydney's rich tapestry of culture and history, while advocating for the region's social and cultural capital. Generation West includes two young Aboriginal and Torres Strait Islander leaders; Matilda Harry and Blake Tatafu.

## Matilda Harry

Matilda is a 21-year-old proud Wiradjuri woman, passionate about making positive social change through education. Studying for her Master's degree at Western Sydney University and through further research, volunteering at grass-roots levels and providing an Aboriginal voice on boards and commissions, she has made significant changes for Western's Sydney's community as she advocates for those less fortunate.

Matilda empowers NSW's young mob by mentoring through Pathways to Dreaming and the Kimberwalli Centre. She has been recognised within her achievement of the Premier's Young Volunteer of the Year, the Young Woman of the West and the 2019 Zest Outstanding Youth and Unsung-Hero Award. She is a leader and youth voice on local, state and national levels and volunteers across many organisations, especially those within her community.

Matilda was given the honour of conducting the Acknowledgement of Country at the Dialogue's 2021 Partnership Gala dinner in front of 200 business, government and community leaders including the Premier of NSW, Hon. Gladys Berejiklian MP.



# The Dialogue's Reconciliation Path Initiatives

## Blake Tatafu

Blake is a Wiradjuri and Dunghutti Aboriginal and Tongan man born and raised in Western Sydney. Blake is a Social Worker and Project & Community Developer, creating inclusive, innovative programs and providing therapeutic, strengths-based services for disengaged young people and their communities across Australia, with a focus in Western Sydney.

Blake's effort, ethos and commitment for serving vulnerable, people and their communities (particularly Aboriginal and Torres Strait Islander communities) has allowed his work and contribution to reach an International audience; representing Australia at the Commonwealth Leadership Programme held in Scotland which cultivated deep interest and personal engagement from His Royal Highness Charles, the Prince of Wales. Blake has represented Australia and Aboriginal Peoples through national campaigns and programs which include Healing Foundation, Headspace and UNICEF. Blake has taken some of the models of community best practice to the Islands of Tonga and Vanuatu, raising the participation of Young People in their own villages and communities.

The Dialogue is incredibly proud of these Generation West Committee members and looks forward to continuing to support them and future Aboriginal and Torres Strait Islander leaders to come. The Dialogue is also excited to further support and partner with more Aboriginal and Torres Strait Islander organisations and initiatives through the implementation of this RAP as well as connecting with more councils and businesses that actively support Reconciliation.



Nepean River. Traditional Land of the Darug people.  
Photographer: Andrew Farrell



# Relationships

**The Dialogue establishes and strengthens mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.**

Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.

September 2021

**RAP Chair**

Support Clontarf and Kimberwalli at events.

April 2021

**Dialogue Executive Director**

Write a policy paper in collaboration with Kimberwalli focusing on Aboriginal and Torres Strait Islander Communities advancing in the Greater Western Sydney Expansion.

December 2021

**Director of Policy & Analysis**

Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.

December 2021

**RAP Chair**

**The Dialogue builds relationships through celebrating National Reconciliation Week (NRW).**

Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.

27 May – 3 June 2021

**RAP Chair**

RAP Working Group members to participate in an external NRW event.

27 May- 3 June 2021

**RAP Chair**

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

**Dialogue Chairman**



# Relationships

## The Dialogue promotes reconciliation through our sphere of influence.

Communicate our commitment to reconciliation to all staff.	May 2021 <b>Dialogue Chairman</b>
Identify external stakeholders with whom our organisation can engage on our reconciliation journey. Especially organisations relevant to the Dialogue.	August 2021 <b>Conference Manager</b>
Identify new RAP and other like-minded organisations that we could approach and collaborate with on our reconciliation journey.	July 2021 <b>Conference Manager</b>
Encourage current and future clients/partners of the Dialogue to create their own RAP.	July 2021 <b>Conference Manager</b>
Continue to incorporate Aboriginal Affairs and Deerubbin Aboriginal Land Council presence on reference groups and panel discussions.	July 2021 <b>Director of Marketing &amp; Partnerships</b>
Plan a forum with a focus on Aboriginal and Torres Strait Islander business and employment growth within the Western Sydney Region.	February 2022 <b>Director of Marketing &amp; Partnerships &amp; RAP Chair</b>



# Relationships

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## **The Dialogue promotes positive race relations through anti-discrimination strategies.**

Research best practice and policies in areas of race relations and anti-discrimination.

August 2021  
**Engagement Officer**

Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.

December 2021  
**Executive Director of  
Strategy & Engagement**

## **The Dialogue encourages the participation of Aboriginal and Torres Strait Islander people in Generation West and Dialogue initiatives.**

Encourage Aboriginal and Torres Strait Islander Members of Generation West (the Dialogue's Youth Network) to use the Dialogue's social media platforms.

July 2021  
**Generation West Convener**

Invite all Aboriginal and Torres Strait Islander partners to Dialogue events and panel discussion opportunities.

August 2021  
**Conference Manager**



Auburn Botanical Gardens. Traditional Land of the Darug people.  
Photographer: Catherine Nguyen





# Respect

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## **Through cultural learning, the Dialogue increases the understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights.**

Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within the Dialogue.

August 2021  
**RAP Chair**

Conduct a review of cultural learning needs within our organisation.

August 2021  
**Engagement Officer**

## **The Dialogue demonstrates respect to Aboriginal and Torres Strait Islander people by observing cultural protocols.**

Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational, especially for the Dialogue locations and client's/partner's locations.

September 2021  
**RAP Chair**

Increase employees' understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.

September 2021  
**RAP Chair**

Ensure Welcome to Country or Acknowledgement of Country is given at all events.

July 2021  
**Conference Manager**



# Respect

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## **The Dialogue builds respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.**

Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.

July 2021  
**RAP Chair**

Introduce our staff to NAIDOC Week by promoting external events in our local area and online.

July 2021  
**RAP Chair**

Hold a NAIDOC week event with Generation West.

July 2021  
**Generation West Convener**

RAP working group to participate in an external NAIDOC Week event.

July 2021  
**RAP Chair**



Empress Falls, Blue Mountains. Traditional Lands of the Darug people.  
Photographer: Catherine Nguyen



Dharawal National Park. Traditional Lands of the Dharawal people.  
Photographer: Catherine Nguyen



# Opportunities

## **The Dialogue improves employment outcomes for Aboriginal and Torres Strait Islander peoples through recruitment, retention and professional development.**

Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.

November 2021  
**RAP Chair**

Ensure Aboriginal and Torres Strait Islander members of Generation West are supported during their education and work opportunities with regular communication and networking opportunities.

November 2021  
**Generation West Convener**

Provide Mentoring through GenWest to diverse Western Sydney youth including Aboriginal and Torres Strait Islander young people.

December 2021  
**Generation West Convener**

Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development/employment opportunities.

November 2021  
**RAP Chair**

## **The Dialogue increases Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.**

Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.

December 2021  
**Director of Finance & Research**

Investigate Supply Nation membership.

December 2021  
**Director of Finance & Research**



# Governance

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**The Dialogue will establish and maintain an effective RAP working group to drive governance of the RAP.**

Maintain a RAP working group to govern RAP implementation.	April 2021 <b>RAP Chair</b>
Draft a Terms of Reference for the RAP working group.	April 2021 <b>RAP Chair</b>
Establish Aboriginal and Torres Strait Islander representation on the RAP working group.	April 2021 <b>RAP Chair</b>

**The Dialogue will provide appropriate support for effective implementation of RAP commitments.**

Define resource needs for RAP implementation.	April 2021 <b>RAP Chair</b>
Engage senior leaders in the delivery of RAP commitments.	December 2021 <b>Dialogue Chairman</b>
Define appropriate systems and capability to track, measure and report on RAP commitments.	April 2021 <b>RAP Chair</b>



# Governance

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**The Dialogue builds accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.**

Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.

30 September 2021  
**RAP Chair**

**The Dialogue will continue our reconciliation journey by developing our next RAP.**

Register via Reconciliation Australia's website to begin developing our next RAP.

1 October 2021  
**RAP Chair**



Nepean River. Traditional Land of the Darug people.  
Photographer: Andrew Farrell



## Contact Details

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Western Sydney  
Leadership Dialogue