



# Office of the Auditor General for WA Reconciliation Action Plan 2018 to 2021

## A statement of commitment

### Our vision for reconciliation

The Office of the Auditor General for WA is committed to serving the public interest by an informed Parliament and community. The Office will collaborate with Aboriginal people and communities wherever appropriate to inform its independent, impartial reporting processes to Parliament. For our office, this is about mutual benefit and making a useful contribution to closing the gap of disadvantage.

### Our mission

Our mission is to help improve public sector performance and accountability by reporting independently to Parliament and entities.

The Auditor General's role is to audit the finances and performance of the Western Australian state and local government sectors. In undertaking this task, the Auditor General will scrutinise financial and non-financial reporting, relevant controls, compliance with relevant legislation and assess the efficiency and effectiveness of agency operations or programs, and report her findings to Parliament.

### Our Reconciliation Action Plan (RAP)

"Reconciliation is about mutual respect, a willingness to listen and learn from each other. Aboriginal culture is rich and enduring and it is essential to build a greater understanding and awareness of Aboriginal culture and the value it adds to our workplace and our community as a whole." (Department of Aboriginal Affairs website)

"A RAP is a strategic document that supports an organisation's business plan. It includes practical actions that will drive an organisation's contribution to reconciliation both internally and in the communities in which it operates." (Reconciliation Australia website)

The Office of the Auditor General's inaugural RAP aims to state in simple, clear terms the number of activities and deliverables we are committing to implement to contribute to reconciliation with First nations people.

This RAP is a strategic and concise document. It reflects our focus on achieving outcomes in the areas of relationships, mutual respect and understanding, and opportunities, drawing on the focus areas recommended by Reconciliation Australia.

The goals of this RAP are to:

- promote cultural understanding and influence everyday behaviour to enhance Aboriginal community contribution to our work (building and maintaining better relationships) and to enhance the impact of our work in contributing to improved outcomes for Aboriginal Western Australians
- embed cultural elements in the Office of the Auditor General's events and activities for mutual benefit (mutual respect and understanding of the unique contribution of Aboriginal people)
- use collaborative processes with Aboriginal people and communities where appropriate to inform the credibility and influence of our work (leading to equal opportunities).

The Executive Management Group will develop and facilitate implementation of actions required to achieve the RAP's deliverables; track and report on progress; and monitor the Office's contribution to reconciliation.

**Relationships:** Building and maintaining employee and stakeholder capacity, particularly around Aboriginal engagement and collaboration, is crucial to the success of the OAG's reconciliation goals.

Activity	Deliverable	Target
1. celebrate and participate in National Reconciliation Week, NAIDOC Week and/or other major cultural events	<ul style="list-style-type: none"> <li>employees are free to participate in internal and external events to recognise and celebrate Aboriginal culture</li> </ul>	<ul style="list-style-type: none"> <li>100% of reconciliation focussed event notifications received publicised</li> <li>5 selected events supported for Office representation per year</li> </ul>
2. develop and maintain mutually beneficial relationships with Aboriginal people, communities and organisations	<ul style="list-style-type: none"> <li>Aboriginal communities are engaged in Office audit products and tools that relate or are relevant to them</li> </ul>	<ul style="list-style-type: none"> <li>100% of relevant or related audit topics have Aboriginal community engagement</li> </ul>

**Mutual respect and understanding:** The Office of the Auditor General for WA believes that education, acknowledgment, and respect and understanding of culture plays an important part of reconciliation.

Activity	Deliverable	Target
3. engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal culture	<ul style="list-style-type: none"> <li>cultural knowledge, awareness, sensitivity and training is implemented for all employees</li> </ul>	<ul style="list-style-type: none"> <li>100% of available employees receive cultural awareness training within their first 12 months with the OAG</li> </ul>
4. engage employees in understanding the significance of Aboriginal cultural protocols such as Welcome to Country and Acknowledgement of Country	<ul style="list-style-type: none"> <li>cultural protocols for Welcome to Country and Acknowledgement of Country are developed, communicated and implemented</li> </ul>	<ul style="list-style-type: none"> <li>100% of OAG presentations include Acknowledgement of Country</li> </ul>
5. ensure that reconciliation is a mutual obligation between Aboriginal and non-Aboriginal people	<ul style="list-style-type: none"> <li>a commitment to reconciliation is reflected in the day to day activities of all employees</li> </ul>	<ul style="list-style-type: none"> <li>all written and verbal language is positive and affirming</li> </ul>

**Opportunities:** The Office of the Auditor General for WA seeks to support Aboriginal employment in the Public Sector; Aboriginal business enterprise; and increase Aboriginal collaboration where appropriate to improve reporting credibility and relevance.

Activity	Deliverable	Target
6. investigate opportunities to improve and increase Aboriginal engagement in our reporting processes	<ul style="list-style-type: none"> <li>engage with cultural expertise to ensure collaboration with Aboriginal people and communities on relevant reports</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal groups and consultants engaged for 100% of relevant or related topics</li> </ul>
7. investigate opportunities to support Aboriginal business enterprises	<ul style="list-style-type: none"> <li>increase procurement of goods and services from Aboriginal business enterprises</li> </ul>	<ul style="list-style-type: none"> <li>3% contracts to registered Aboriginal businesses by 1/7/2019, 4% by 1/7/2020</li> </ul>
8. develop and promote opportunities to raise Aboriginal professional employment in the Public Sector, the Accounting Profession and governance roles more broadly with Aboriginal students	<ul style="list-style-type: none"> <li>actively seek to build Aboriginal interest and participation in employment in the Sector generally and in OAG specifically</li> </ul>	<ul style="list-style-type: none"> <li>at least 2 presentations to primarily Aboriginal student groups per year</li> <li>at least 1 new Aboriginal intern, cadet or graduate per year</li> </ul>