



Reconciliation Action Plan

Reflect

Oct 2021-Oct 2022



Acknowledgement

WED Group is located in Dharawal Country.

We pay our respects to Elders past, present and future, and to all Aboriginal and Torres Strait Islander peoples across the many communities in which we live, visit and work.

We acknowledge the Aboriginal people as the Traditional Custodians of this land and waterways and extend this respect to all Aboriginal and Torres Strait Islander peoples.

Opening

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

WED Group 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 WED Group 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 WED Group, 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

Opening

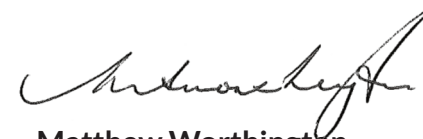
On behalf of the employees of WED Group, it is my privilege to present our first Reconciliation Action Plan.

“ I would like to thank Reconciliation Australia for their efforts in developing the RAP framework that will guide our company along its path toward reconciliation. ”

Whilst our company is new to formally embarking on this journey, I believe the open and inclusive culture we have fostered in our company will serve us well in developing a deeper cultural understanding of First Nations Peoples, and how to best create meaningful opportunities for all.

It is our first step, but an especially important one, that we as a company look forward to turning our intentions into actions that will generate lasting change.

I will be personally leading this change in our company, and I encourage everyone in our industry to join us as we move towards reconciliation.



Matthew Worthington

Managing Director
WED Group

Our Business

WED Group is a specialised electrical contracting company with clients that represent a broad cross-section of industries. Our wide range of expertise allows us to successfully manage all aspects of electrical, data, AV & lighting control installations. We have a strong track record in new construction projects, registered club maintenance, commercial AV systems, and commercial maintenance.

Our office is located in Caringbah, Dharawal Country, and for over 35 years WED Group has been servicing the greater Sydney area with a highly trained team of 40+ staff. We currently have no staff who identify as Aboriginal and/or Torres Strait Islander people, our intention is to focus on improving this and increase employment outcomes as part of our journey.

Our extensive experience gives us the ability to provide customised electrical solutions that meet and exceed the expectations of our valued clients.

Our three key principles are to provide:

- Quality workmanship
- Value for money
- Client satisfaction

This being our first RAP, we look forward to the positive and real change our organisation can bring to the reconciliation process.

Our RAP

WED Group believes in providing employment opportunities to our younger generations with a strong apprenticeship program. Most recently we have partnered with Sydney Trains to assist with ensuring their apprentices obtain training and knowledge in all areas of the electrical trade.

Our management firmly believes that our employees are our greatest asset and having a diversity of views from our staff only strengthens this position. The suggestion from an industry colleague that this reconciliation program would be of great benefit in developing our diversity is what has now led us to this new journey.

Being our first Reflect RAP and in the initial stages of our reconciliation journey, we intend to leverage the RAP framework to guide us as we develop meaningful reconciliation outcomes through employment, procurement, and engagement opportunities with First Nations Peoples.

At present, we have no First Nations representation on our RAP Working Group. One of our first actions will be to identify and invite local First Nations stakeholders to participate in our RAP Working Group in an advisory capacity. We will do this by reaching out to Reconciliation Groups in the local area.

Our Reconciliation Working Group is:

- Matthew Worthington – Managing Director & RAP Champion
- Gavin Nouwens – Controls Specialist & RAP Champion
- Tyhe Harper – CBD Account Manager
- Niki Taylor – Administration
- Patrick Keating – Project Manager
- Isaac Ford – Leading Hand Electrician

Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen 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.	November 2021	RAP Champions
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	December 2021	RAP Champions
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2022	RAP Champions
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2022	Lead: Managing Director Support: RWG Members
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2022	RAP Champions

Relationships



Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	November 2021	Managing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	December 2021	CBD Account Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	January 2022	CBD Account Manager
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2021	Project Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	January 2022	Administration

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.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	March 2022	RAP Champions
	Conduct a review of cultural learning needs within our organisation.	February 2022	Administration
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	November 2021	Leading Hand Electrician
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2021	Leading Hand Electrician
7. Build 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.	June 2022	Project Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	Project Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2022	Lead: Managing Director Support: RWG Members

Opportunities



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	January 2022	RAP Champions
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2022	Administration
9. Increase 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	Project Manager
	Investigate Supply Nation membership.	January 2022	Administration

Governance



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	October 2021	RAP Champions
	Draft a Terms of Reference for the RWG.	November 2021	CBD Account Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	January 2022	RAP Champions
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February 2022	Managing Director
	Engage senior leaders in the delivery of RAP commitments.	November 2021	Managing Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	February 2022	RAP Champions
12. Build 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 2022	RAP Champions
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2022	Administration

The Artist

Reanne Nampijinpa Brown was born in 1989 in the Alice Springs Hospital, the closest hospital to Yuendumu, a remote Aboriginal community 290 km north-west of Alice Springs in the NT of Australia. She has lived in Yuendumu all her life, attending the local school. Reanne is married and has one little boy Jacob.

She first painted for Warlukurlangu Artists Aboriginal Corporation, an Aboriginal owned and governed art centre in Yuendumu, in 2002, when she was thirteen.

Warlukurlangu Artists provides an outlet for Warlpiri artists to paint their cultural heritage and earn income from their work. Reanne paints Ngapa Jukurrpa (Water Dreaming) and Pamapardu Jukurrpa (Flying Ant Dreaming) that she has inherited from her father and grandfather's side. These Dreamings relate directly to her land, its features and the plants and animals that inhabit it. Her first endeavour into print making at Warlukurlangu was in 2006 where she produced her first etching. As a young artist, Reanne enjoys painting for the arts centre and has a promising career ahead.

Established in 1985 Warlukurlangu Artists Aboriginal Corporation is a not-for-profit organisation that is 100% Aboriginal-owned by its artists from the remote desert communities of Yuendumu and Nyirripi in Central Australia.

<https://warlu.com/>



Water Dreaming – Mikanji

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Contact

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