

Wesfarmers

2012 Reconciliation
Action Plan Progress Report

2013 Reconciliation Action Plan





Lisa Uhl

Born 1976, lives and works in Fitzroy Crossing,
West Kimberley

Fitzroy Trees 2012
acrylic on canvas 90.0cm x 90.0cm

The Wesfarmers Collection of Australian Art, Perth

©Lisa Uhl, reproduced courtesy of the artist,
Mangkaja Arts and Seva Frangos Art

Message from the Managing Director



We launched our first Reconciliation Action Plan (RAP) in November 2009. Our goal was, and remains, to have a workforce that reflects the communities that we serve.

Since then, our divisions have taken time to develop relationships with Aboriginal and Torres Strait Islander* communities and to build our internal cultural awareness. We have also commenced a range of Aboriginal employment programs, often in partnership with local community organisations. These span our retail and our industrial businesses.

They range from entry-level roles to cadetships, traineeships and managers in training. I am pleased to report an increase from 1,012 to 1,164 self-identifying Aboriginal team members from June 2011 to June 2012.

The challenge for Wesfarmers going forward will be to adjust our recruitment and retention practices to ensure that Aboriginal employment is sustainable in the long-term and, eventually, 'business as usual'.

I commend and thank team members and community members who are making our RAP a success.



Richard Goyder
Managing Director
Wesfarmers

Message from Reconciliation Australia



Reconciliation Australia congratulates Wesfarmers on the launch of your Reconciliation Action Plan and for remaining true to the core of the program.

The RAP is an important framework that brings reconciliation to life with actions that benefit the company as well as improve relationships with the Aboriginal and Torres Strait Islander communities. Since their first RAP in 2009, Wesfarmers has continued to achieve their goal to have a workforce that reflects the communities that they serve.

With an increase from 1,012 to 1,164 self-identifying Aboriginal team members from June 2011 to June 2012, Wesfarmers has made great progress with their employment initiatives. Through the RAP program, Wesfarmers has also developed strong relationships with their partners including Jawun, The Clontarf Foundation and the Graham 'Polly' Farmer Foundation.

From 2013 the Wesfarmers RAP will focus on deepening staff engagement through National Reconciliation Week and NAIDOC Week activities and they will ensure ongoing cultural awareness training for staff, including the leadership team and Board. Another essential feature of Wesfarmers' new RAP will be to educate staff on supporting supplier diversity.

Reconciliation Australia is excited by the successes of the Wesfarmers RAP and I am pleased to see your continued commitment to reconciliation through demonstrating positive relationships, encouraging respect and providing opportunities for our community.



Leah Armstrong
Chief Executive Officer
Reconciliation Australia

*In this document, the term 'Aboriginal' reflects all Aboriginal and/or Torres Strait Islander peoples.

Our vision for reconciliation

Our vision for reconciliation is an Australia that affords equal opportunities to all.

Wesfarmers will ensure that Aboriginal people feel welcome in our businesses as employees, customers, suppliers and visitors. We will know that we have succeeded when we have a workplace that reflects the diversity of the communities we serve.

Our business

Wesfarmers is one of Australia's largest listed companies and employers. Our businesses interact with millions of people every day. Our operations are grouped into eight divisions, which operate as separate businesses:

- Coles
- Home Improvement and Office Supplies (Bunnings and Officeworks)
- Target
- Kmart
- Wesfarmers Insurance
- Wesfarmers Resources
- Wesfarmers Chemicals, Energy & Fertilisers
- Wesfarmers Industrial and Safety

Given our size and diversity, we take seriously our responsibilities to our 200,000 team members, our wider customer base, and the communities and families across Australia where we operate.

Our company values are **integrity, openness, accountability** and **boldness**. These values are reflected throughout our RAP.

Our Reconciliation Action Plan

This Wesfarmers RAP contains high-level actions and targets that will drive our businesses towards our goal of a workplace that reflects the diversity of the communities that we serve.

Each Wesfarmers division operates as a separate business and has a distinct culture. In keeping with this model, all Wesfarmers divisions have their own Aboriginal and Torres Strait Islander strategies. These strategies are aligned with our RAP and reflect unique divisional priorities, operations, localities and cultures. Throughout the following pages, you can read stories about some of the work our divisions are doing to advance our RAP goals.



Shepparton young people experience work at Bunnings

Bunnings' successful partnership with the Academy of Sport, Health and Education in Shepparton enters its third year.

Bunnings case study

Bunnings first met with the Academy of Sport, Health and Education (ASHE) in Shepparton, Victoria, in February 2010 to look for opportunities to work together, formalising a relationship by September that year. ASHE uses sport to engage young, predominantly Aboriginal people in a range of education and training programs in a culturally appropriate environment. After discussions between ASHE and local Bunnings team members, a work experience program was developed. Now in its third year, 15 participants have been through the program. The program allows students to learn practical retail skills, while developing the confidence to engage with fellow team members and customers. Students are partnered with Bunnings mentors, who provide day-to-day support.

As one ASHE work experience participant said: 'Bunnings staff made me feel welcome and part of their team from the very beginning. They invited me to their daily morning meetings and my mentor allowed me to be independent but would always be there if I needed help. I really enjoyed my time at Bunnings.'

Top tips

- Close, local partnerships ensure alignment of community and business needs
- Engage internal and external mentors or 'buddies' to support training opportunities
- Genuine local engagement and passion for the program are key success factors

More information

For more information about Bunnings' community programs, visit http://www.bunnings.com.au/contact-us_in-the-community.aspx

For more information about the Academy of Sport, Health and Education, visit www.ashe.com.au





Coles First Step program goes national

Since the launch of the Coles First Step program in Canberra in May 2011, Coles has expanded its Indigenous employment program into New South Wales, Queensland, Western Australia, South Australia and the Northern Territory.

Coles case study

The Coles First Step program is supported by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR) and engages Aboriginal job-seekers in two weeks pre-employment training and one week of work experience. At the successful completion of training, job-seekers commence permanent part-time employment, supported by a professional mentor for the first six months.

Since May last year, the Coles First Step program has been implemented in a number of locations across six states and territories. In each location, the program is tailored to the local community by the Coles State Indigenous Coordinator.

More than 200 Aboriginal job-seekers have been recruited by Coles since May 2011. They are achieving above industry-standard retention levels.

The Coles First Step program was bolstered by news in July that Coles Edmonton, Queensland, (site of the first Coles Indigenous employment program) was the highest ranking Coles store in Australia, based on people, customer and financial results – proof that what is good for community, is good for business!

Top tips

- Recognise that all Aboriginal communities are different and be prepared to tailor your approach to the local conditions
- Work in partnership with experienced, local service providers who can assist with training and mentoring



More information

For more information about Coles' Aboriginal and Torres Strait Islander Plan, visit www.colescareers.com.au or email diversity@coles.com.au

For more information about the DEEWR Indigenous Employment Program, visit <http://www.deewr.gov.au/Indigenous/Employment/Pages/default.aspx>

coles



Kmart acknowledges the Gunai-Kurnai people in Bairnsdale

Kmart case study

Kmart Bairnsdale Store Manager Cathy Freitag had always wanted to get more involved in her local Aboriginal community. It was after her Jawun secondment to Warmun, in the East Kimberley, that Cathy took the step to formally acknowledge the Traditional Owners of Bairnsdale, Victoria.

On 16 August 2012, members of the Bairnsdale community gathered outside Kmart for a Welcome to Country and traditional Aboriginal dancing. The event was a formal acknowledgement of the Gunai-Kurnai people as the Traditional Owners of the Bairnsdale area.

Kmart State Operations Manager Damian Babic presented local Traditional Owner Nikki Moffit with a plaque that read: 'Kmart respectfully acknowledges the Traditional Owners of this land.'

Nikki Moffit said: 'This is the first acknowledgement of traditional landowners in Bairnsdale and hopefully it won't be the last. It would be good to see other businesses in the area take note of what Kmart has done. This was widely accepted in the community with very positive feedback for diverse employment. Well done Kmart Bairnsdale.'

Following the ceremony, key Kmart state and local leaders toured The Keeping Place, a museum of artefacts detailing the local Aboriginal history.

Cathy hopes that this will be the first step in a long and productive relationship between Kmart and the local Aboriginal community. She is working with local job agencies to create opportunities for local Aboriginal people.

Top tips

- An Acknowledgement of Country plaque, coupled with cultural awareness training for your team, sends a clear message that your workplace is welcoming to Aboriginal people
- Get to know your local traditional owners; your local native title representative body is a good place to start: <https://www.ntrb.net/PublicPages/NTRBmap.aspx>

More information

For more information about Kmart's Aboriginal and Torres Strait Islander Plan, visit <http://www.kmart.com.au/SocialResponsibility.aspx> or email diversity@kmart.com.au





Officeworks launches first Aboriginal strategy

In 2012, Officeworks launched its first Aboriginal and Torres Strait Islander strategy. Key to a successful launch was taking time to engage team members in the new strategy.

Officeworks case study

When the time came for Officeworks to develop an Aboriginal strategy, the Human Resources team called upon Stan Yarramunua, a Dja Dja Wathaurong man from Victoria. Yarramunua is an Aboriginal artist and founder of Art Yarramunua Galleries.

Officeworks team members met with Yarramunua and brainstormed creative ways to engage the Officeworks team in the new Aboriginal strategy. The result was a program of events in National Reconciliation Week, including a morning tea catered by Aboriginal catering company 'The Black Olive'. Here, Yarramunua performed didgeridoo and spoke about the significance of Aboriginal culture to Australia.

Yarramunua guided Officeworks team members in a collaborative artwork, which now hangs at Officeworks' National Support Centre in Melbourne.

Later that year, Yarramunua addressed 300 Officeworks leaders at the Officeworks National Conference. Yarramunua's presentation, along with an engaging Welcome to Country and Aboriginal cultural heritage walk, helped cement the importance and relevance of the strategy to Officeworks leaders across all areas of the business.

With an engaged and supportive team, Officeworks looks forward to implementing its Aboriginal strategy, which reflects the Wesfarmers RAP. Key parts of the strategy include the continued support of Aboriginal education initiatives along with the development of products featuring Yarramunua's artwork.

Top tips

- Find out who in your business has existing relationships with Aboriginal communities; these are great starting points for respectful community engagement
- Take time to engage your team members through interactive events and activities, such as an Aboriginal-catered morning tea, art works and music performances

More information

To learn more about National Reconciliation Week, visit www.reconciliation.org.au/nrw

For more information about Officeworks' community programs, visit www.officeworks.com.au/retail/landing/community



Target case study

In March 2012, Target and Deakin University established the Deakin Target Australia Scholarships at the Institute of Koori Education, which is based at Deakin's Waurn Ponds campus. Through these scholarships, Target offers Aboriginal Bachelor of Education students, who display a record of academic excellence and are experiencing financial hardship, the opportunity to successfully complete their studies.

Target was very proud to announce that the scholarships were awarded to six students from various locations nationally, including Darwin, Geelong, Wilcannia (NSW), Atherton Tablelands (QLD), Raymond Terrace (NSW) and Brisbane. As well as meeting the academic and financial criteria, the students also displayed a real desire to utilise their education degrees for the benefit of their local communities.

Upon getting to know the scholars, Target discovered further opportunities to engage with two of them on other initiatives. In addition to her studies, Candice McKenzie from Darwin is currently working with the year 10, 11 and 12 girls at the Palmerston Girls Academy. Her role is to establish business partnerships to provide work experience and employment opportunities for the students. Target's Human Resources team has commenced discussions with the Girls Academy with the view to support this 'ready for work' program.

In Geelong, local scholar and young leader Cameron Madden has been invited to sit on Target's Diversity Committee.

Top tips

- Build on your current relationships and explore opportunities to further develop partnerships
- Never underestimate the insights of young members of the Aboriginal community; they have a wealth of knowledge, understand the issues that Aboriginal young people face and have a passion to work in their community

More information

For more information about Target's diversity strategy including Aboriginal programs, contact diversity@target.com.au



Target supports Aboriginal students

Target is focused on raising cultural awareness with their team members and building strong relationships with Aboriginal communities, including awarding scholarships to Aboriginal university students.

Establishing a strong foundation of cultural awareness

Wesfarmers Chemicals, Energy & Fertilisers has continued its journey in being an inclusive and diverse workplace.

Wesfarmers Chemicals, Energy & Fertilisers case study

Wesfarmers Chemicals, Energy & Fertilisers (WesCEF) completed its Aboriginal Engagement and Employment strategy this year, committing to building respect for Aboriginal culture, building relationships with Aboriginal people and creating employment opportunities for Aboriginal people.

Following the development of this strategy, WesCEF's Executive Leadership Team engaged in a two-day residential cultural awareness program to deepen their understanding of Aboriginal culture and appreciation for the importance of engaging in collaborative relationships with the Aboriginal community. The program also facilitated personal and team commitment to actions supporting the strategy.

In addition to this, 72 people across WesCEF businesses have participated in cultural awareness training throughout the year.

WesCEF continues to work towards its strategy by renewing its partnership with The Clontarf Foundation and through a recently-appointed Aboriginal Development Coordinator. WesCEF is also working to establish meaningful relationships with the Kwinana (WA) Aboriginal community by supporting and getting involved with NAIDOC and National Reconciliation Week events.

Top tips

- Create a foundation of cultural awareness and knowledge at all levels of your business, driven and supported by leadership
- Build relationships with your local Aboriginal community by getting involved with NAIDOC and National Reconciliation Week events

More information

For more information about Wesfarmers Chemicals, Energy & Fertilisers' Aboriginal Engagement and Employment strategy, email development@wescef.com.au



Wesfarmers Industrial and Safety case study

Wesfarmers Industrial and Safety (WIS) has had an Aboriginal and Torres Strait Islander strategy since February 2010, overseen by an Indigenous Steering Committee. Central to the strategy is the objective of building long-term relationships with Aboriginal people in the communities in which WIS operates.

In April 2012, members of the committee visited the National Centre of Indigenous Excellence (NCIE), in Redfern, Sydney, where they met with local Aboriginal community leaders. This was a unique opportunity to better understand the aspirations of many local Aboriginal organisations in this area.

Australian cricketer Mitchell Johnston, who is sponsored by Blackwoods, a WIS business, accompanied the committee during the visit to Redfern. Mitchell and the committee enjoyed running a cricket workshop for local young people who were involved in an NCIE school holiday program.

As a result of the Redfern visit, the committee developed a number of initiatives including ongoing involvement with the NCIE and the Redfern community and the establishment of regional WIS steering committees to aid increased local community relationship building.

Top tips

- Invest the time to get to know the Aboriginal communities that you operate in; there are plenty of opportunities for collaboration
- Leverage existing community partnerships (for example, sport sponsorships) in ways that support Aboriginal community aspirations

More information

For more information about the WIS Aboriginal and Torres Strait Islander strategy, contact WISHumanResources@wisau.com.au

For more information about the National Centre of Indigenous Excellence, visit www.ncie.org.au



Wesfarmers Industrial and Safety visit to the National Centre of Indigenous Excellence, Redfern

In April 2012, members of the Wesfarmers Industrial and Safety Indigenous Steering Committee visited Redfern to learn more about the local Aboriginal community.



Wesfarmers Insurance lends a hand in the East Kimberley

Participating in a secondment through Jawun Indigenous Corporate Partnerships, a Wesfarmers Insurance team member shared his skills and gained valuable experience.

Wesfarmers Insurance case study

Andrew Bryce, Darwin Branch Manager of Lumley Insurance, one of the Wesfarmers Insurance businesses, had a long-standing interest in Aboriginal Australia. In 2011, he took the opportunity to learn more through a Jawun secondment to Warmun, in the East Kimberley.

While on secondment, Andrew used his professional skills in contract management and negotiation to support Warmun Community to review a labour hire contract with Rio Tinto at the local Argyle Diamond Mine.

The labour hire agreement saw Warmun Community supplying labour to Rio Tinto in the capacity of grounds maintenance at the mine site. Over time, participants learned and developed new skills and in some cases were subsequently employed by Rio Tinto as direct employees.

The project required a review of the agreement as well as developing some simple tools to enable Warmun Community to monitor performance, participation and profitability.

Rio Tinto was also engaged in the review process in an effort to tap into their people development capabilities with the aim of developing participants and improving their direct employment prospects with Rio Tinto and other employers in the area.

Warmun Community CEO Ralph Addis said of Andrew's secondment: 'Andrew did a great job pulling together a complex project, and leaving us with some clear direction as to the priorities for improving the business.'

From Andrew's perspective, the secondment was a great professional challenge and he enjoyed the opportunity to get involved.

Andrew is one of 53 Wesfarmers team members who have participated in this secondment program to date, each spending a month working in an Aboriginal community organisation. Wesfarmers secondees support Aboriginal organisations in the Kimberley, inner Sydney, the New South Wales Central Coast and the Goulburn Murray region of Victoria. The program has two-way skills transfer at its core.

Top tips

- Secondments are a great way to commence relationships with Aboriginal communities
- A focus on skills transfer and capacity building means skills stay in the community

More information

For more information about Jawun Indigenous Corporate Partnerships, visit www.jawun.org.au



Wesfarmers Resources case study

Aboriginal Steel Art is a certified supplier of the Australian Indigenous Minority Supply Council (AIMSC). Here, owner Wayne McGinness talks about his relationship with Wesfarmers Resources.

Initially, I was contacted by Kent Beasley from Wesfarmers Resources in Brisbane. He found us on the AIMSC database of suppliers while looking for some artwork for their office.

I was commissioned to create a large wall hanging which now hangs proudly in Central Plaza One. Kent also placed an order of small corporate gifts, including some for overseas clients or customers.

This was the beginning of a relationship that I am very proud of and one that has lifted Aboriginal Steel Art from a small one man company to a family run business that has taken orders for more than 1,800 pieces in July of 2012 alone.

In support of NAIDOC, Wesfarmers Resources flew me down to Brisbane where I spoke with their staff about my family and cultural history, the Crocodile (or Loondaroo) wall hanging and my company.

Thanks to the contacts and support of Wesfarmers, we are now supplying gifts and centrepieces to Wesfarmers Industrial and Safety businesses Blackwoods and Protector Alsafe.

Top tips

- Next time you need corporate gifts, consider an Aboriginal supplier, visit www.aimsc.org.au



More information

For more information about Wesfarmers Resources' Aboriginal Employment and Engagement strategy, visit <http://www.wesresources.com.au/sustainability/supporting-our-indigenous-communities>

For more information about Aboriginal Steel Art, visit www.aboriginalsteelart.com



Wesfarmers Resources and Aboriginal Steel Art lead the way on procurement

When Wesfarmers Resources needed new artwork for its Brisbane office, Aboriginal Steel Art was an authentic, Australian choice.

Wesfarmers focuses on education-to-work transitions

For Australia's largest private sector employer, a focus on improving Aboriginal employment outcomes and education-to-work transitions seemed an obvious choice.



Wesfarmers case study

Since the launch of its RAP in 2009, the Wesfarmers Group has invested heavily in partnerships that support Aboriginal employment outcomes and education-to-work transitions.

Wesfarmers has a suite of Aboriginal community partnerships, chief amongst them partnerships with The Clontarf Foundation and the Graham 'Polly' Farmer Foundation. These partnerships have been selected because they align with our goal of a workforce that reflects the diversity of the communities that we serve, and our vision of an Australia that affords equal opportunities to all.

In addition, Wesfarmers is supporting university-to-work transitions through the employment of two Aboriginal cadets in the Perth corporate office. University of Western Australia law students Aurora Milroy and Casey Kickett spend 12 weeks per year working in different corporate office departments.

Aurora says: 'My cadetship with Wesfarmers has given me the confidence and the skills to start building my career. It provides me with excellent financial support and balances well with my studies.'

Casey says: 'Working with Wesfarmers has opened my eyes to what I can achieve. It has helped me build the foundations I need to begin helping my people. The people are great, and without my cadetship with Wesfarmers I wouldn't be able to continue my studies.'

Top tips

- A cadetship is a great first step for both a student embarking on a career, and a company embarking on an Aboriginal employment program
- Cadetships can exist in a range of disciplines, from law to accounting, human resources, graphic design and more

More information

For more information about Indigenous Cadetship Support, visit www.ics.deewr.gov.au

For more information about Wesfarmers' Aboriginal community partnerships, email reconciliation@wesfarmers.com.au





Pansy Napangarti

born 1948, Haasts Bluff, Northern Territory
lives and works in Papunya, Northern Territory

language: Luritja/Warlpiri

Seven sisters travel north, old man chasing them c1995
acrylic on linen, 154.0cm x 215.0cm

© Pansy Napangarti, reproduced courtesy of the artist and Papunya Tula
Artists, Alice Springs, NT

A feature work in the exhibition **LUMINOUS WORLD: contemporary art from the Wesfarmers Collection**,
at the Art Gallery of Western Australia until 11 February 2013 and then touring nationally until 2015.

RAP progress report – 2012 at a glance

Relationships

Action	Progress	Learnings
Maintain and build the Wesfarmers Indigenous Network.	●	The Wesfarmers Indigenous Network (WIN) remains a vital mechanism for sharing information and ideas across the Wesfarmers Group.
Consult with external Aboriginal advisers at least bi-monthly.	●	Many divisions have formed relationships with Aboriginal advisers in relation to their Aboriginal strategies and divisions are increasingly seeking the feedback of Aboriginal team members and local community members.
Support external National Reconciliation Week events and campaigns. Promote National Reconciliation Week internally.	●	National Reconciliation Week was celebrated or promoted in five divisions and Perth and Melbourne corporate offices.
RAP Working Group meeting at least quarterly.	●	The RAP Working Group met twice in 2012. As the RAP becomes embedded at Wesfarmers, we are revising our RAP Working Group charter. Four divisions now have diversity or Aboriginal strategy steering committees, which operate like RAP working groups.

Respect

Action	Progress	Learnings
Include an overview of the Wesfarmers RAP and/or divisional Aboriginal strategies in induction processes.	●	This action is now business as usual.
Support existing team members by making cultural awareness training available, particularly where Aboriginal employees might be joining teams for the first time.	●	Formal cultural awareness training programs have been implemented in seven divisions.
Build the intercultural awareness of Wesfarmers leaders.	●	Wesfarmers Industrial and Safety and WesCEF executive leadership teams completed cultural awareness training. Eight Wesfarmers leaders completed Jawun executive trips.
Celebrate successful Aboriginal initiatives across the Group through internal publications.	●	This action is now business as usual.
Continue to actively and ethically collect the work of Aboriginal artists.	●	Actions pertaining to the Wesfarmers Collection of Australian Art are now business as usual.
Continue to display Aboriginal art throughout our office and appropriately in our publications and make it available to the community through exhibitions and loans to museums and galleries.	●	
Support local and national NAIDOC Week events and celebrate NAIDOC Week internally.	●	NAIDOC Week was celebrated in four divisions and Wesfarmers corporate offices. External NAIDOC week events were promoted. WesCEF sponsored NAIDOC Week activities in Kwinana, Western Australia.
Continue to advise divisions in relation to published Wesfarmers 'Welcome to Country' and 'Acknowledgement of Country' guidelines.	●	This action is now business as usual.
Build knowledge and understanding of corporate office employees.	●	Three cultural awareness events held. Formal cultural awareness training planned for early 2013.

Opportunities

Action	Progress	Learnings
Each division will continue to implement its Aboriginal strategy, with the objective that our workforce should reflect the demographics of the Australian community.	●	All divisions have Aboriginal strategies and five divisions updated their strategies in 2012. Officeworks launched its first Aboriginal and Torres Strait Islander strategy in 2012.
Each division will report updated Aboriginal employee numbers.	●	All divisions reported Aboriginal employee numbers in the Wesfarmers Sustainability Report. The number of self-identifying Aboriginal team members has increased from 1,012 to 1,164.
Each division will participate in volunteering or secondment opportunities with organisations that work to improve the life outcomes of Aboriginal peoples.	●	Six divisions participated in the Jawun Secondment Program, with 22 five-week secondments completed in the Kimberley, in the Goulburn Murray region of Victoria, inner Sydney and the NSW Central Coast region. To date, the Wesfarmers Group has contributed 53 one-month secondees to Aboriginal communities.
Promote internally the Australian Indigenous Minority Supplier Council and opportunities to procure from Aboriginal suppliers.	●	We continue to raise internal awareness about Aboriginal procurement opportunities. This will be an increasing focus in 2013 and 2014.
Continue to support the divisions' Aboriginal employment programs by providing contacts and resources.	●	Corporate office continues to support divisional Aboriginal employment programs by providing contacts and resources, and facilitating forums for sharing learnings.
Continue the corporate office Aboriginal cadetship program.	●	Two cadets have been retained in corporate office. Additionally, an Aboriginal cadet has commenced at Wesfarmers Resources.
Support Aboriginal arts professionals through the Wesfarmers Arts Indigenous Fellowship program at the National Gallery of Australia.	●	Two fellows completed the Wesfarmers Arts Indigenous Fellowship at the National Gallery of Australia. Nominations have closed for the 2013/14 program.
Enter or maintain Aboriginal community sponsorships that support our long-term goal of increasing Aboriginal employment outcomes.	●	Wesfarmers' contributions to Aboriginal communities have increased year-on-year since the launch of our RAP in 2009. Major sponsorships include The Clontarf Foundation and the Graham 'Polly' Farmer Foundation.

Tracking progress and reporting

Action	Progress	Learnings
Conduct an annual review and refresh of our RAP.	●	All RAP tracking and reporting actions are now business as usual.
Report RAP initiatives and progress in our annual Sustainability Report.	●	
Make this RAP and future reports available on the Wesfarmers and Reconciliation Australia websites.	●	
Make this RAP and future reports available on the Wesfarmers and Reconciliation Australia websites.	●	
Share learnings with other companies.	●	



2013 RAP Relationships

Build relationships with the Aboriginal communities we serve

We will deepen the connections between Wesfarmers and Aboriginal communities so that we better understand the needs and ambitions of our local regions. We will also strengthen our internal network of people committed to celebrating Aboriginal culture and addressing Aboriginal disadvantage.

Action	Responsibility	Timeline	Target
Celebrate National Reconciliation Week internally and promote external NRW events to team members.	Reconciliation @ Wesfarmers	27 May – 3 June annually	NRW celebrated in corporate offices (Melbourne and Perth). Information about NRW, links to community event calendars and ways to celebrate NRW circulated to all divisions. At least one division celebrated NRW internally.
Support Aboriginal organisations through the provision of skilled secondees.	Reconciliation @ Wesfarmers, divisional Jawun coordinators	June 2013	Pre, during and post-secondment personal and professional development activities developed and piloted.
		December 2013	25 one-month secondments completed (or equivalent).
Ensure alignment of both Wesfarmers and Aboriginal community aspirations through an effective RAP Working Group.	Reconciliation @ Wesfarmers, RAP Working Group	June 2013 Annually	RAP Working Group charter finalised. Two RAP Working Group meetings held.
Partner with programs and organisations that foster Aboriginal education access and education-to-work transitions.	Executive General Manager Corporate Affairs	June 2013	2012 financial year Aboriginal sponsorship level surpassed.
		June 2013	Discrete budget for Aboriginal community partnerships confirmed.
	Reconciliation @ Wesfarmers	Ongoing	Opportunities sought and supported for team members to participate in community partners' events, for example, The Clontarf Foundation careers fairs and graduation ceremonies.
Establish new strategic community partnerships with Aboriginal organisations or programs in states where Wesfarmers does not have a significant Aboriginal community partner.	Reconciliation @ Wesfarmers, Executive General Manager Corporate Affairs	June 2014	Community partnerships exist in all states.

Strengthen internal networks to support RAP implementation

Action	Responsibility	Timeline	Target
Drive divisional RAP engagement through the Wesfarmers Indigenous Network.	Reconciliation @ Wesfarmers	Annually	Two Wesfarmers Indigenous Network Days held. Four Wesfarmers Indigenous Network teleconferences held.
Share Aboriginal engagement and employment success stories and learnings between divisions.	Reconciliation @ Wesfarmers, eCommunications Manager	November 2013 Annually	Appropriate additional internal communications tools and processes scoped and implemented. Three internal communications (e-newsletter or blog post) to promote RAP progress.



2013 RAP Respect

Foster understanding of and respect for Aboriginal histories, cultures and aspirations

Wesfarmers will ensure that Aboriginal people feel welcome in our businesses as employees, suppliers, customers and community members. To this end, we will grow our collective knowledge of Aboriginal histories and cultures. We will celebrate the success of our Aboriginal programs, both internally and externally, and learn from our challenges.

Action	Responsibility	Timeline	Target
Develop the cultural awareness of our team members.	Human Resources teams	Ongoing	Cultural awareness training provided to existing team members or managers when a number of new Aboriginal team members are joining.
	Reconciliation @ Wesfarmers	November 2013	Cultural awareness training made available to all team members with RAP implementation responsibilities.
	Reconciliation @ Wesfarmers	March 2013	Pilot a cultural awareness course for corporate office team members.
Develop the cultural awareness of Wesfarmers executives and Board.	Reconciliation @ Wesfarmers	June 2013	Wesfarmers Leadership Team to complete a two day cultural immersion.
		November 2013	Four executives or Board directors to attend Jawun executive trips.
		November 2014	All divisional leadership teams to complete cultural awareness training.
Scope an online cultural awareness training package.	Reconciliation @ Wesfarmers	November 2013	Online cultural awareness training package scoped and developed, subject to findings of the scoping exercise.
Establish a database of cultural awareness training providers, accessible by divisions.	Reconciliation @ Wesfarmers	Ongoing, updated at least annually	Cultural awareness training provider database accessible to members of the Wesfarmers Indigenous Network.

Observe Aboriginal cultural protocols and events of significance

Action	Responsibility	Timeline	Target
Celebrate NAIDOC Week internally and support Aboriginal employees to participate in NAIDOC Week celebrations.	Reconciliation @ Wesfarmers	May annually	Information about NAIDOC Week, links to community events calendars and other ways to celebrate circulated to all divisions.
	Wesfarmers Indigenous Network	July annually	NAIDOC Week celebrated in corporate offices with an Aboriginal guest presenter or performer.
		July 2013	At least one NAIDOC Week event sponsored in Perth and Melbourne (minimum two in total).
Acknowledge Traditional Owners of the land at appropriate events.	Reconciliation @ Wesfarmers, divisional corporate affairs teams	Ongoing	Wesfarmers Welcome to Country and Acknowledgement of Country guidelines available on the Wesfarmers extranet (WESe).
		November 2013	Acknowledgement of Country plaques installed at Wesfarmers corporate offices.
		November annually	Welcome to Country at the Wesfarmers Annual General Meeting.

Promote Aboriginal culture and success to the wider community

Action	Responsibility	Timeline	Target
Promote Aboriginal arts and culture as the National Gallery of Australia Indigenous Art Partner.	Manager, Wesfarmers Arts	Ongoing	Wesfarmers retained as the Indigenous Art Partner of the National Gallery of Australia.
Foster Aboriginal leadership and professional development in the visual arts through the Wesfarmers Arts Indigenous Fellowship.	Manager, Wesfarmers Arts	December 2012	10 Associate Fellowships and two Fellowships awarded.
Continue to actively and ethically collect, display and loan the work of past and current Aboriginal artists.	Manager, Wesfarmers Arts	Ongoing	15 per cent of the Wesfarmers Collection of Australian Art is by Aboriginal artists.
			Aboriginal art displayed in corporate office and divisional headquarters.
			Requests for loans appropriately addressed.
Raise awareness of contemporary Aboriginal lives and aspirations.	Reconciliation @ Wesfarmers	Ongoing	Koori Mail and Aboriginal Business Magazine displayed in corporate office reception areas.



2013 RAP Opportunities

Grow and improve divisional Aboriginal strategies to achieve our overarching RAP objective of a workforce that reflects the communities we serve

We will work towards our objective of increasing Aboriginal representation in our workforce in order to reflect and relate to the communities in which we operate. We understand that Aboriginal employment success will happen when our workplaces are appreciative of cultural diversity. This appreciation will benefit our entire workforce.

Action	Responsibility	Timeline	Target
Refresh divisional Aboriginal strategies, incorporating lessons learned.	Wesfarmers Indigenous Network	June 2013	All divisional Aboriginal strategies updated in the 18 months to 30 June 2013.
Review all divisional recruitment and retention strategies to support sustainable Aboriginal employment at all levels and across all disciplines.	Human Resources teams	November 2013	All divisions to have an individual Aboriginal employment goal.
		June 2014	All divisions have reviewed recruitment and retention strategies to support Aboriginal employment as 'business as usual'.
Scope a Wesfarmers multi-divisional, place-based employment program.	Reconciliation @ Wesfarmers	June 2013	Wesfarmers multi-divisional, place-based employment program scoped and implemented, pending findings of scoping exercise.
Continue corporate office cadetship program.	Corporate office Human Resources team	Ongoing	Ensure minimum of two cadets (or equivalent).

Increase engagement with Aboriginal businesses

Action	Responsibility	Timeline	Target
Support divisions to engage with Aboriginal businesses as part of their supply chains.	Reconciliation @ Wesfarmers	July 2013	Minimum of four Wesfarmers divisions attend the AIMSC Connect conference.
	Group Procurement Manager	By November 2013	Supplier diversity training available to representatives of all divisions.
		By November 2013	'Meet the buyer' event held to encourage purchasing relationships between Wesfarmers divisions and Aboriginal suppliers.

2013 RAP Tracking progress and reporting

Action	Responsibility	Timeline	Target
Distribute RAP to key internal and external stakeholders.	Reconciliation @ Wesfarmers	December annually	Hard copy and electronic RAPs distributed to key stakeholders. RAP accessible at www.wesfarmers.com.au and www.reconciliation.org.au
Refresh and report on RAP.	Reconciliation @ Wesfarmers	September annually November 2013 November 2013	Complete Reconciliation Australia RAP Impact Questionnaire. Public RAP Report and refreshed RAP launched. RAP Report in Wesfarmers Annual Report and Sustainability Report (includes Aboriginal employee numbers).
Update Wesfarmers Leadership Team and Board on RAP progress.	Reconciliation @ Wesfarmers	By February annually	Verbal or written RAP Report to Wesfarmers Leadership Team and Board.
Report on divisional Aboriginal strategies.	Wesfarmers Indigenous Network	November annually	All divisions report on divisional Aboriginal strategy progress in Wesfarmers Sustainability Report.



Wesfarmers

AIMSC / Member

For more information about any of the programs in this RAP, please contact us:

+61 8 9327 4211

reconciliation@wesfarmers.com.au

About the artwork

This original artwork design was created by Marcus Lee. Marcus Lee Design is a creative design agency accredited by the Australian Indigenous Minority Supplier Council.

This design was created to symbolise workplace and community diversity throughout Wesfarmers. The circular core and the outer surrounding ring of circular pods represent Wesfarmers, with the myriad of multiple and welcoming pathways depicting the daily activity of employees, customers, suppliers and visitors.

Designed by Marcus Lee Design.

Printed by Print Junction.

Both companies are certified by the Australian Indigenous Minority Supplier Council of which Wesfarmers is a founding member.