



**ROTTNEST  
ISLAND  
AUTHORITY**



# Stretch Reconciliation Action Plan

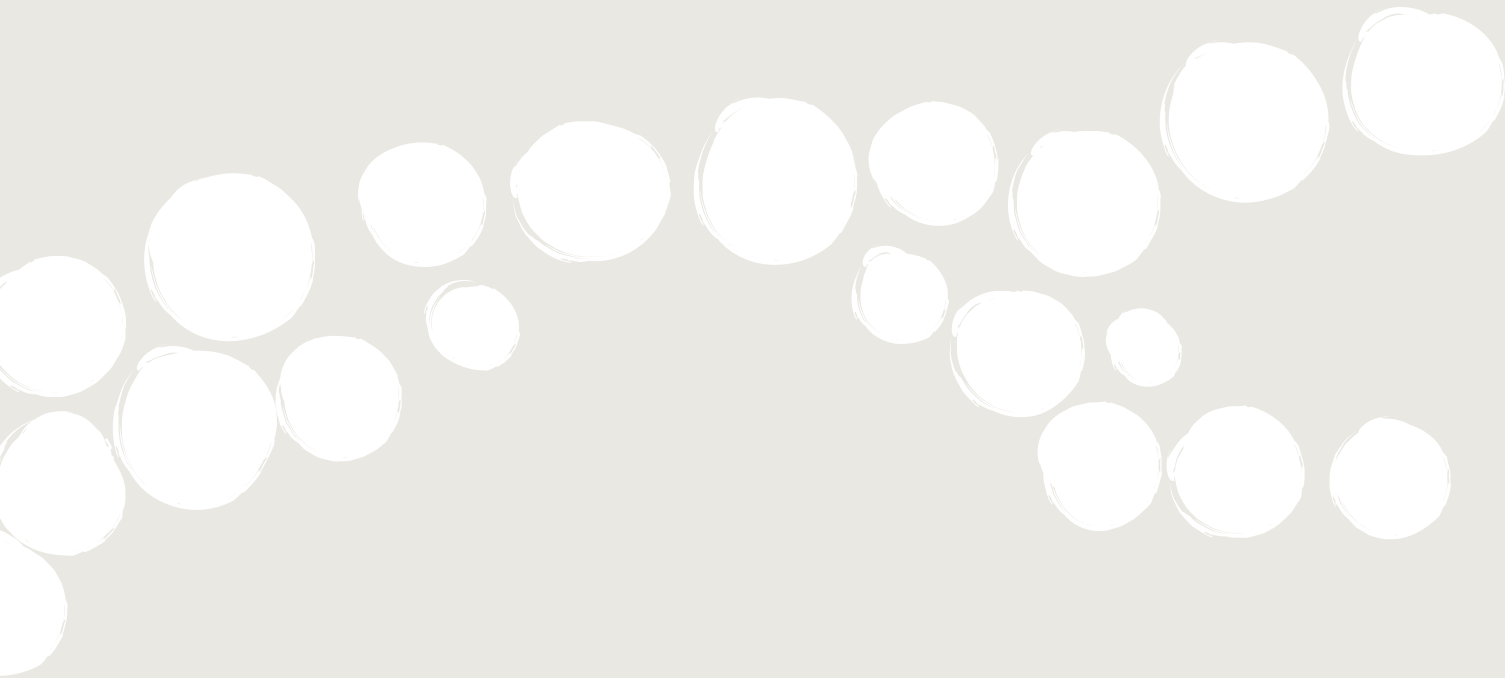
July 2026 – June 2029



An abstract painting with a vibrant color palette. The background is dominated by large, sweeping brushstrokes in shades of orange and purple. In the lower-left corner, there is a textured area of blue and teal, resembling a rocky coastline or a dense thicket of vegetation. The overall style is expressive and textured, with visible brushwork throughout.

## **Content Warning**

Aboriginal and Torres Strait Islander people are advised that this publication contains material that relates to the island's prison era and may be confronting and/or challenging. Rottnest Island Authority does not endorse the language and views of the past and sincerely apologises for any distress this content may cause. The content may also contain images and names of individuals who have passed away.



### **Acknowledgment of Country**

Rottnest Island Authority kaadatj Wadjak Noongar moort. Baalap Wadjemup kaaradjiny, RIA acknowledges Whadjuk Noongar families. They Wadjemup caring, baalabang malayin nakolak-ngat wer wirn kalyakoorl noyinand koort boodja-k wer kep-ak. their culture and spirits always connected Island-to and water-to.

Ngalak kaadatj nedingar, birdiya wer boordakan Noongar moort. Ngalak karnadjil kaadatj We acknowledge ancestors, Elders and future Noongar families. We truly acknowledge men maaman wer noba wirn ali kalka nginow noyiyang Wadjemup ngardak boodja-k. and boys' spirits who still remain connected Wadjemup under ground-in. Baalabang moort maambart-boort, ngooni-boort, kongk-boort wer Birdiya-boort. Their family's father-without, brother-without, uncle-without and Elder-without.

**Translation courtesy of Sharon Gregory, Noongar Language Consultant**

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In this **Rottnest Island Authority (RIA) Stretch Reconciliation Action Plan (RAP) 2026–2029**, the term ‘Aboriginal’ is preferred over ‘Indigenous’ or ‘Aboriginal and Torres Strait Islander’ to acknowledge that Aboriginal Peoples are the original inhabitants of Western Australia. While both Aboriginal and Torres Strait Islander Peoples constitute the First Nations of Australia, Torres Strait Islander Peoples in Western Australia possess distinct cultures, identities, and histories that differ from those of Aboriginal Peoples.

This RAP primarily focuses on Aboriginal Peoples in Western Australia. RIA respectfully acknowledges the contributions of Torres Strait Islander Peoples to Western Australia’s society, economy, and communities. We recognise that certain principles and strategic directions outlined in this RAP may also be relevant to Torres Strait Islander Peoples.

Noongar, like all traditional Aboriginal languages, is primarily oral, so words may have varied spellings. To ensure consistency, we have followed the spelling used by the South West Aboriginal Land and Sea Council under the Single Noongar Claim.



# Our Vision for Reconciliation

**Wadjemup is a place of deep cultural significance, layered histories, and enduring connection. It is a place where truth is told, healing is nurtured, and reconciliation is lived.**

Truth-telling is central to reconciliation and to building a shared, accurate understanding of Australia's history. Through our commitment to truth-telling, the Rottnest Island Authority (RIA) will embed truth-telling, practice deep-listening, and act on these truths to support healing and shared understanding across our work and relationships.

Wadjemup holds profound cultural heritage, and RIA recognises our responsibility to protect, respect and uplift the stories within this. RIA will work with Aboriginal Peoples to ensure that the cultural heritage of Wadjemup is preserved, visible and guides organisational decisions.

We are committed to creating an inclusive visitor experience that reflects the shared journey of reconciliation. By strengthening cultural capability across RIA and embedding culturally-informed practices, we will ensure that Wadjemup is a place where all people feel connected, respected and welcomed, to support a deeper understanding and unity across communities.

Our vision is to embed reconciliation into the core of our organisation, where every individual shares responsibility for creating a culturally safe, inclusive and respectful environment.

Through this Stretch Reconciliation Action Plan, we are committed to delivering meaningful, measurable outcomes that honour the cultural significance of Wadjemup and support the aspirations of Aboriginal Peoples.

This vision supports the delivery of the Rottnest Island Management Plan 2023-28, ensuring that reconciliation is not only a cultural imperative, but a strategic enabler of our goals.

Together, we will continue to walk forward with purpose—listening, learning, and leading with respect.

# Foreword from the Chair of the Rottnest Island Authority Board

**It is with deep respect that I present the Rottnest Island Authority's fifth Reconciliation Action Plan (RAP), our first at the Stretch stage.**

This plan is a vital step in realising the vision of the Rottnest Island Management Plan 2023-28, that Wadjemup / Rottnest Island is recognised as a visitor destination of national significance and for its sustainable recreational, environmental and cultural heritage values.

Our Stretch RAP strengthens this vision by embedding reconciliation into the heart of our strategic direction, ensuring that cultural heritage and truth-telling are not only acknowledged, but actively supported.

As a State Government agency, we are aligned to the Western Australian Government's broader commitment to the 2021-29 Aboriginal Empowerment Strategy, and this RAP reinforces our responsibility to walk alongside Aboriginal Peoples in shaping the future of Wadjemup.

It builds on the strong foundations of our previous Innovate RAPs and reflects a maturing approach to reconciliation—one that is collaborative, accountable, and enduring.

The Rottnest Island Authority aspires to be a leader in reconciliation, setting a benchmark for respectful engagement, cultural integrity, and truth-telling. We are proud to work in partnership with reconciliation allies across government, community and industry who share our commitment to a more just and inclusive future.

I extend my deepest thanks to the Wadjemup Aboriginal Reference Group for their cultural leadership and guidance throughout this process. Their wisdom and partnership continue to shape our understanding and our actions.

Together, we are working towards a future where Wadjemup is a place of healing, cultural integrity, and deep respect.



**Hamish R Beck OAM**  
**Chair**  
**Rottnest Island Authority Board**

# Foreword from the Executive Director of the Rottnest Island Authority

**The Stretch Reconciliation Action Plan (RAP) 2026–29 marks an evolution in our journey toward reconciliation.**

This plan builds on the momentum of our previous Innovate RAPs and reflects a deeper commitment across the Rottnest Island Authority.

It aligns with the vision of the Rottnest Island Management Plan 2023–28 by ensuring that reconciliation is not a parallel initiative, but a core enabler of our organisational goals; particularly in how we engage with cultural heritage, deliver inclusive visitor experiences, and foster a culturally safe workplace.

This RAP introduces a strengthened governance model that empowers every part of our organisation to lead. With strong leadership from RIA's Corporate Executive within the RAP Working Group and Aboriginal and Executive Co-Chairs, and RAP Champions, we are embedding reconciliation into our daily operations, decision-making, and workplace culture.

I would like to sincerely thank our RAP Working Group for their dedication, insight and leadership. Their work has been instrumental in shaping this plan and will continue to guide its implementation with integrity and purpose.

This plan is a shared commitment to listen, learn, and lead with respect.



**Jason Banks**  
**Executive Director**  
**Rottnest Island Authority**

# Statement from the Wadjemup Aboriginal Reference Group

**The Wadjemup Aboriginal Reference Group (WARG) is a Minister-appointed advisory group that was established in 2017. It consists of six Aboriginal members from different language groups across the state. It provides advice to the Rottneest Island Authority (RIA) on matters associated with reconciliation and the management of non-legislative cultural heritage on the island.**

Wadjemup has always been, and will always be, a significant place.

Before the sea levels rose, Whadjuk people would travel to Wadjemup. Wadjemup was a place of joy and celebration. Although the rising sea levels made Wadjemup an island, Wadjemup remains incredibly significant—connecting Whadjuk people to their afterlife.

The atrocities committed when Wadjemup became a prison—and ultimately a final resting place for hundreds of Aboriginal boys and men from Whadjuk Country and beyond, created a deep and painful connection for many Aboriginal communities across Western Australia.

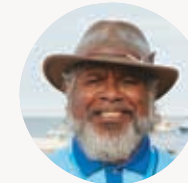
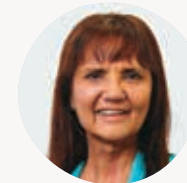
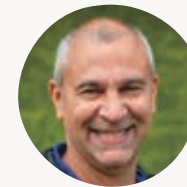
It is with deep regard of these layers of cultural significance that the WARG works in partnership with RIA—in goodwill and good spirits—to respectfully bring back joy to the island for Aboriginal and Australian communities and international visitors. This has taken, and will continue to take hard work, courage, and truthful conversations. It is in this light that we are proud to see RIA commit themselves to further meaningful and courageous impacts through RIA's Stretch RAP.

We, the WARG and RIA, have worked alongside the Aboriginal community to begin to right past wrongs, knowing that the deep injustices on Wadjemup can only be healed so much.

Although there are many positive actions that we have taken, the Aboriginal-led Wadjemup Project remains a pivotal milestone for reconciliation. We hope that the commemoration of the former prison sites and burial ground on Wadjemup, the week of cultural ceremonies to heal communities and the truth-telling that must occur with these actions—will help Aboriginal families to feel safe in coming back to Wadjemup over time.

We pay our respects to our Elders, past and present, and acknowledge that we stand on the shoulders of many.

**Brendan Moore, Casey Kickett,  
Pamela Thorley, and Walter McGuire OAM**



# Statement from the CEO of Reconciliation Australia

**On behalf of Reconciliation Australia, I congratulate Rottnest Island Authority (RIA) on its formal commitment to reconciliation, as it implements its first Stretch Reconciliation Action Plan (RAP), its fifth RAP overall.**

Formed around the pillars of relationships, respect and opportunities, the RAP program helps organisations realise the critical role they can play in driving reconciliation across their work and area of expertise.

Wadjemup / Rottnest Island is a place of profound spiritual significance for the Whadjuk Noongar people. It also has an enduring legacy of pain as a former prison for Aboriginal men and boys between 1838 and 1931. RIA's management of Wadjemup / Rottnest Island must face this complex and layered history as it works to balance environmental conservation, cultural heritage protection, and its role as an iconic tourism destination.

By working with Aboriginal Peoples to ensure that the cultural heritage of Wadjemup is preserved and that its complex history is respectfully told, RIA can help bring joy back to the island for Aboriginal communities and non-Indigenous visitors.

We have seen this work in action through the thoughtful commitments in RIA's previous four RAPs where it focused on building relationships with and following the lead of Aboriginal communities. This resulted in an Aboriginal-led initiative focused on truth-telling, healing and commemoration and the opening of a dedicated cultural space for Aboriginal visitors, staff and contractors.

These learnings and achievements created a strong foundation for RIA to move to a Stretch RAP. Continuing its focus on long term cultural healing, partnership and governance, RIA will support the enduring connection of Aboriginal Peoples to Wadjemup through initiatives like an Aboriginal Elders-in-Residence Program and an annual event for women and girls on the island.

By supporting Aboriginal-led reclamation and preservation of Wadjemup / Rottnest Island, RIA has the potential to drive considerable reconciliation outcomes in a place of deep cultural and historical significance. On behalf of Reconciliation Australia, I commend Rottnest Island Authority on this Stretch RAP and look forward to following its ongoing reconciliation journey.



**Karen Mundine**  
**Chief Executive Officer,**  
**Reconciliation Australia**

# Our Business

**Established under the Rottneest Island Authority Act 1987, the Rottneest Island Authority (RIA) sits within the Department of Biodiversity, Conservation and Attractions (DBCA), and is a statutory body responsible for the management of Wadjemup / Rottneest Island on behalf of the Government of Western Australia.**

Reporting to the Minister for Tourism, RIA is responsible for balancing environmental preservation, cultural heritage, and the island's role as an iconic tourism destination. This includes managing the island as a Class A Reserve for recreational and conservation purposes, as well as maintaining and enhancing the island as a signature tourism destination in Western Australia.

Governed by a board of six members. In the year ending 30 June 2026, RIA employed 204 staff, 116 whom were in permanent positions. Seven members of staff identify as Aboriginal.

Wadjemup lies in the Indian Ocean, 18 kilometres off the coast of Walyalup / Fremantle, Western Australia. Spanning 11 kilometres in length and up to 4.5 kilometres at its widest point, the island covers around 1,859 hectares, complemented by a surrounding marine reserve of about 3,828 hectares. Wadjemup attracts visitors of all ages from across Western Australia, interstate Australia, and internationally; and, in the year ending 30 June 2026, over 850,000 people visited the island by ferry.

The island holds a deep cultural significance for Whadjuk Noongar people. Their connection to Wadjemup is long and significant. Artefacts that have been found on the island have been securely dated between 50,000 and 10,000 years ago and are associated with Aboriginal cultural activities and an enduring cultural landscape. Our vision for Wadjemup / Rottneest Island is to be a visitor destination of national significance recognised for its sustainable recreational, environmental and cultural heritage values.

RIA is guided by the Rottneest Island Management Plan (RIMP). The current RIMP commenced in September 2023 and expires in 2028. It outlines priorities and guides RIA management activities across five strategic focus areas:

- Diversify the visitor base and enhance visitor experience
- Deliver sustainable island infrastructure and services
- Respect and engage with the island's cultural heritage
- Explore and conserve the island's environment
- Foster strong partnerships

We recognise the Whadjuk Noongar people as the Traditional Owners of Wadjemup and their enduring cultural and spiritual connection to its land and waters. We also acknowledge that the island's role as both a historical prison and a modern tourism destination is a complex one. As such, our careful and responsible management of the island is vital in ensuring both aspects are reconciled.



# Our RAP – A Path Towards Reconciliation

**Rottnest Island Authority (RIA) proudly presents its fifth Reconciliation Action Plan (RAP) and its first at the Stretch stage. This plan marks a significant step forward in our journey of truth-telling, healing and partnership with Aboriginal Peoples.**

Wadjemup / Rottnest Island holds deep cultural and spiritual significance for the Whadjuk Noongar people and many Aboriginal communities across Western Australia. It is a place of profound and mixed history—one that includes its use as a prison for Aboriginal men and boys between 1838 and 1931. This legacy continues to resonate, and we acknowledge the enduring pain it has caused.

RIA demonstrates strong alignment with the five dimensions of reconciliation through its commitment to truth-telling, cultural integrity, and respectful relationships—grounded in the unique significance of Wadjemup.

This Stretch RAP advances historical acceptance by openly acknowledging the island's traumatic history as an Aboriginal prison and embedding truth-telling, truth-listening and truth-acting across its programs, partnerships, and visitor experiences.

RIA strengthens race relations, equality and equity, and unity by fostering culturally safe workplaces, delivering inclusive visitor experiences, expanding cultural learning opportunities for staff, and elevating Aboriginal Elders, artists and knowledge holders in shaping how the island is understood and cared for.

RIA demonstrates strong institutional integrity by embedding reconciliation into its governance structures, systems, and decision-making processes.

This Stretch RAP is our commitment to ensuring that Wadjemup becomes a place of shared understanding, respect and healing. It is a strategic cultural framework that guides our actions to honour the past, listen deeply, and walk forward together creating a future grounded in commitment to healing, partnership, cultural integrity and meaningful relationships.



## Our Approach

The development of the 2026–29 Rottnest Island Authority Reconciliation Action Plan (RAP) was guided by a culturally respectful, inclusive and strategic process. This Stretch RAP builds on the foundations of our previous plans, deepening our commitment to meaningful outcomes for Aboriginal Peoples.

To ensure cultural integrity and alignment with community expectations, RIA partnered with Aboriginal Consultancy Kaala Barna. This collaboration was central to shaping a RAP that reflects the voices, values and aspirations of Aboriginal stakeholders.

The process began with a comprehensive review of the Innovate RAP 2021–25, identifying key achievements to build upon and areas requiring renewed focus or new approaches.

This review revealed that the progress achieved through RIA's Innovate RAP strengthened partnerships and identified opportunities to embed reconciliation more deeply across governance, cultural capability, engagement processes and organisational culture. These learnings have shaped the direction of this Stretch RAP.

### Key engagement activities included:

- Two dedicated stakeholder workshops to gather insights and foster collaborative input.
- Targeted consultations with:
  - The Rottnest Island Authority Board
  - RIA Corporate Executive
  - Aboriginal staff across the organisation
  - The Wadjemup Aboriginal Reference Group (WARG)

This inclusive approach ensured that Aboriginal voices and those of internal and external stakeholders were central to the RAP's development.

A key theme that emerged was the importance of embedding reconciliation into RIA's organisational culture and practices to enable the RAP's strategic vision.

## Learnings and achievements from our Innovate RAP

### Learnings

Through the delivery of our Innovate RAPs (2018–2020 and 2021–2023, extended to 2026), RIA learnt that reconciliation requires a long term, consistent commitment that is grounded in truth-telling, cultural leadership, and genuine partnership with Aboriginal people.

RIA has recognised the importance of embedding reconciliation within organisational culture rather than treating it as a project stream. This has led to a need for stronger governance, clearer accountability mechanisms, and broader staff capability building.

Engagement with the Wadjemup Aboriginal Reference Group (WARG) has demonstrated that reconciliation progresses most successfully when Aboriginal voices are central to decision-making, particularly regarding cultural heritage, interpretation, and truth-telling on Wadjemup.

RIA also learnt the necessity of improving internal systems including consultation processes, cultural learning approaches, and staff induction frameworks to ensure that reconciliation is consistently applied across all directorates.

### Achievements

The Innovate RAP period delivered several significant outcomes that strengthened RIA's relationship with Aboriginal communities and advanced truth-telling on Wadjemup.

The Minister for Tourism, on behalf of RIA, delivered a formal apology for its historical role in concealing the island's prison history and progressed Aboriginal led truth-telling through Stage Two of the Wadjemup Project. This included taking initial steps toward memorialising the Wadjemup Aboriginal Burial Ground and stabilising the Quod.

Cultural recognition initiatives included the installation of dual name branding, culturally-informed visitor content, and the commissioning of significant public artworks such as Koora-Yeye-Boordawan-Kalyakoorl.

RIA strengthened cultural engagement through the establishment of the Aboriginal Reference Guide, expansion of cultural programming such as Cultural Yarns, and the delivery of multiple Aboriginal-led exhibitions and residencies, including the Kwop Wirin Emerging Aboriginal Artists program.

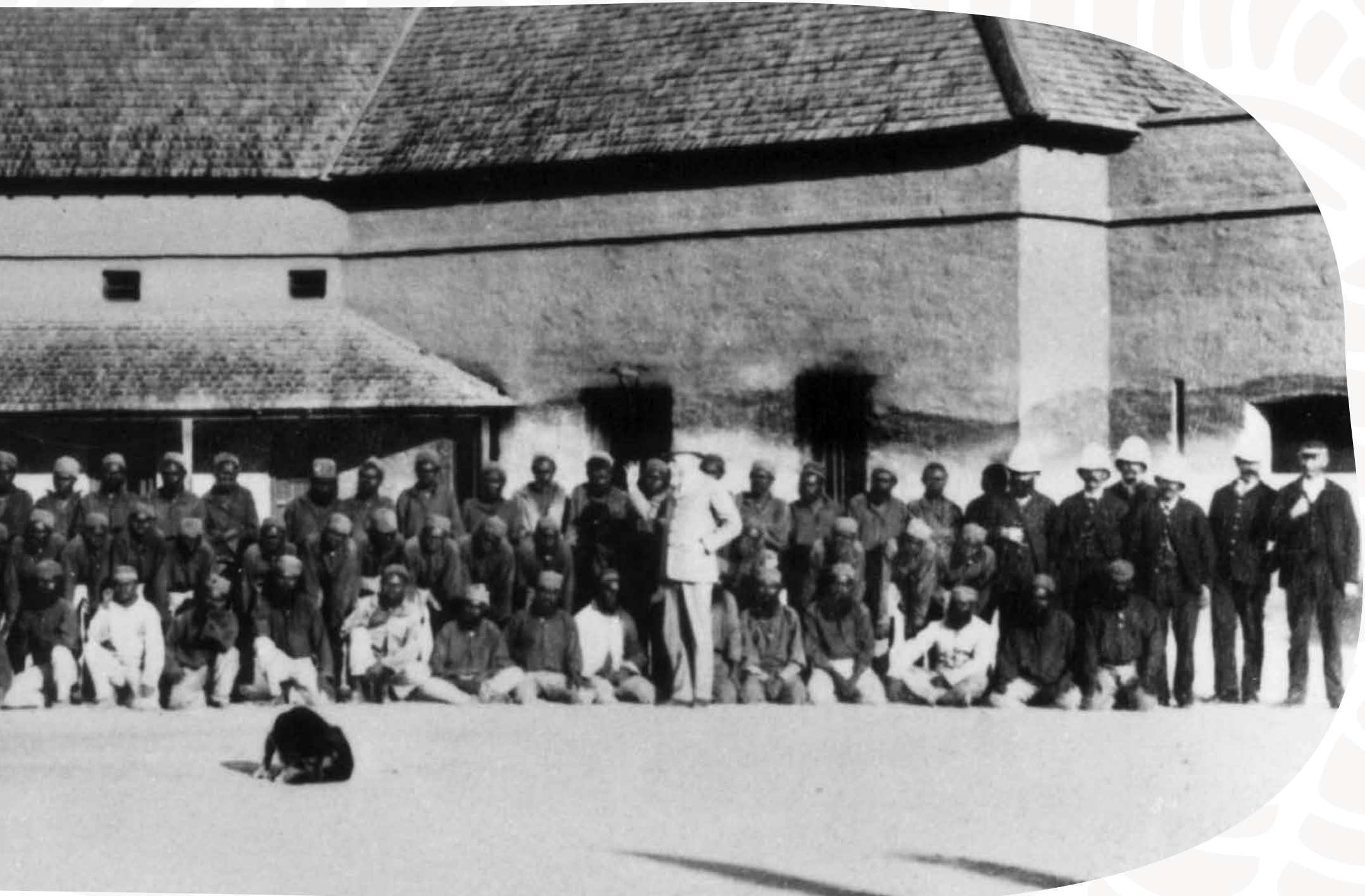
RIA also established the Kwoba Wirin-up / Good Spirit Place, a space designed to provide a culturally-appropriate and respectful environment for Aboriginal Traditional Owners and visitors, and a place for reflection, ceremony and connection to Country.

RIA also expanded employment opportunities through Aboriginal traineeships, heritage roles, and ranger pathways, while deepening partnerships via programs like the Wadjemup Cup.

These achievements have created a strong foundation for moving to a Stretch RAP that is focused on long-term cultural healing, partnership, and governance.



📍 c. 1885, Aboriginal prisoners and guards assembled inside the Quod. Image illustrates the Establishment at full capacity.  
Credit: State Library of Western Australia, The Batty Library 354B/18



# RAP Working Group

**The RAP Working Group reflects a whole-of-agency commitment to reconciliation, that embeds responsibility and accountability across all directorates of the organisation. The RAP Working Group is designed to foster collaboration, promote cultural leadership, and drive meaningful change, ensuring that RIA's commitments are embedded in practice across the agency.**

The RAP Working Group will be responsible for translating the intentions outlined in RIA's reconciliation vision into sustained action. This includes ensuring that the cultural heritage of Wadjemup is preserved, visible, and guides organisational advice; strengthening partnerships with Aboriginal Peoples; and embedding truth telling, truth listening, and truth acting in alignment with community led, place based, strengths focused and action oriented principles.

Drawing on the insights gained through previous RAP development workshops and collaborative engagements with Whadjuk Noongar people, Aboriginal community members, and the Wadjemup Aboriginal Reference Group (WARG), the RAP Working Group will steward implementation, track progress, and support continuous improvement.

Our RAP Working Group includes leadership from RIA's Corporate Executive, members from Environment, Heritage and Parks team and Aboriginal staff and the WARG Co-Chair.

## Internal

- Executive Director
- Director, Environment, Heritage and Park Services
- Director, Marketing and Events
- Director, Infrastructure
- Director, Contracts and Planning
- Director, Visitor Services
- Director, Corporate Services
- Manager, Office of Executive Director
- Cultural Heritage Manager
- Heritage Coordinator
- Reconciliation and Heritage Project Officer
- Heritage Officer (50D)

## External

- Wadjemup Aboriginal Reference Group Member



# Our RAP Journey

## Laying the Foundations (2007–2010)

### 2007

- Closure of Tentland, a former camping ground located on the Wadjemup Aboriginal Burial Ground.

### 2008

- Launch of RIA's first RAP (2008–2011).

### 2009

- Wadjemup Aboriginal Bus Tours commence in partnership with Indigenous Tours WA.

### 2010

- Aboriginal Cultural Awareness Training introduced for all RIA staff.

## Cultural Recognition and Early Commitments (2011–2017)

### 2011

- Whadjuk Noongar custodianship acknowledged in signage at the main jetty.

### 2012

- RIA's second RAP implemented (2012–2015).

### 2016

- RIA first Innovate RAP implemented (2016–2019).
- Launch of Green Corps Aboriginal Cadets with Conservation Volunteers Australia, contributing to the Wadjemup Bidi trail.

### 2017

- Establishment of the Wadjemup Aboriginal Reference Group (WARG).
- Signing of the Noongar Standard Heritage Agreement.
- RIA RAP Working Group established.

## Truth-Telling and Institutional Change (2018–2021)

### 2018

- The Quod is excised from commercial lease and returned to RIA management.

### 2020

- Launch of the Wadjemup Project—an Aboriginal-led initiative focused on truth-telling, healing and commemoration.

### 2021

- Formal apology delivered by the Hon. David Templeman, Minister for Tourism.
- Renaming of Vincent Way to Nyi Nyi Bidi / The Crying Road.
- Installation of Koora-Yeye-Boordawan-Kalyakoorl / Past-Present-Future-Forever sculpture by Whadjuk artist Sharyn Egan and Jahne Rees.
- RIA Innovate RAP implemented (2021–2023).

### 2022

- Publication of the Aboriginal Reference Guide.
- Introduction of dual name branding for the promotion of the island.
- Launch of destination website with dedicated Acknowledgement of Country, and content on Aboriginal culture and history.
- Introduction of Welcome to Country video content for arriving ferries to Wadjemup / Rottne Island and within the Visitor Centre.
- Permanent Aboriginal Heritage Officer 50(d) position established.
- Launch of Survivors of Wadjemup exhibition, including film by Black Russian Productions.

## Cultural Leadership and Community Engagement (2023–2025)

### 2023

- WARG Chair Pamela Thorley appointed as Ex-Officio member of the RIA Board.
- Inaugural Aboriginal Artist-in-Residency program and Kwop Wirin exhibition.
- Two Aboriginal Trainee Rangers join RIA.
- Commencement of Connect to Kamarang, RIA's signature NAIDOC Week event.
- Launch of corporate website with dedicated Acknowledgement of Country.
- State Government commitment to fund Stage Two of the Wadjemup Project over a four-year period.
- Dandjoo: Be a Voice for Generations exhibition and film.
- RIA Innovate RAP implementation extended (2023–2026).
- Aboriginal Wadjemup Project Officer appointed.

### 2024

- Launch of RIA's first Aboriginal and Torres Strait Islander Engagement Plan.
- Wadjemup Wirin Bidi 'Spirit Trail' Ceremonies held.
- 17th annual Wadjemup Cup hosted.
- Inaugural Cultural Yarns at Wadjemup program commenced.

### 2025

- Opening of Kwoba Wirin-Up / Good Spirit Place—a dedicated cultural space for Aboriginal visitors, staff and contractors
- Commence stabilisation of the Quod to support future use aligned with the Wadjemup Project.

## Stretching Forward (2026 and Beyond)

### 2026

- Launch of RIA's first Stretch Reconciliation Action Plan.

# Our RAP Achievements 2021–2025

The RIA RAP 2021–2025 was designed to increase the participation of Aboriginal people. It mapped what we're doing to acknowledge the past, and look to the future, while celebrating the cultures, languages, stories, and long histories of Aboriginal Peoples.



📍 2024 Wadjemup Cup, North Thomson

📍 2021 Cultural Immersion,  
Koora-Yeye-Boordwan-Kalyakoorl  
Sculpture, Thomson Bay



📍 2025 Wadjemup Cultural Yarns Event, Heritage Common



📍 2024 Bardi Jawi Aboriginal Rangers Exchange, Rottnest Island Nursery



📍 2025 Connections to Wadjemup Exhibition, Wadjemup Museum





📍 2025 Baarna Healing Workshops, Wadjemup Museum



📍 2023 Kwop Wirin Exhibition, Wadjemup Museum



📍 2023 Artist in Residence Program, Wadjemup Museum



📍 2023 Bunuba Rangers Exchange, Herschel Lake



📍 2023 Dandoo Be a Voice for Generations Exhibition, Wadjemup Museum



📍 2021 Reconciliation Action Plan Launch, Heritage Common



📍 2023 Connect to Kambarang Event, Thomson Bay

📍 2025 Kwoba Wirin-Up Launch,  
North Thomson



📍 2024 Miriwung Gajerrong Rangers Exchange,  
West End



# Case study: The Wadjemup Project — Truth-Telling, Healing and Commemoration

**Aboriginal trauma and mental health challenges remain deeply entrenched across Western Australian communities—stemming in large part from the impacts of colonisation and the incarceration of Aboriginal men and boys on Wadjemup between 1838 and 1931. For nearly a century, Wadjemup operated as a site of imprisonment, segregation and forced labour, with more than 4,000 Aboriginal men and boys taken from their homelands and incarcerated on the island.**

In June 2020, the Western Australian Government initiated the Wadjemup Project as a long-term commitment to acknowledge this history, support truth-telling, and create opportunities for ceremony, healing and commemoration. The Project is Aboriginal-led, facilitated by the Rottnest Island Authority (RIA), and supported by the Department of the Premier and Cabinet. Traditional Owners and Elders of Wadjemup were appointed by the Minister as the Wadjemup Project Steering Group to guide the work.

Through extensive statewide engagement with Aboriginal organisations, Elders and community groups, the Wadjemup Project continues to progress a range of cultural, heritage and healing initiatives, including:

## **Stabilisation of the Quod**

Conservation work has commenced on the Quod, the former prison building, to protect the structure while future decisions about its use are shaped through statewide Aboriginal community input. This work ensures that any future outcomes honour cultural expectations and historical truth.

## **Memorialisation of the Wadjemup Aboriginal Burial Ground**

The Wadjemup Aboriginal Burial Ground is being respectfully memorialised under Aboriginal community leadership. The work honours the Aboriginal men and boys who remain resting at Wadjemup, ensuring their stories are acknowledged with dignity. A raised boardwalk will surround much of the Burial Ground, creating spaces for quiet reflection, cultural practices and ceremonial gathering. This memorialisation strengthens cultural safety and contributes to ongoing healing.

### Wadjemup Wirin Bidi 'Spirit Trail'

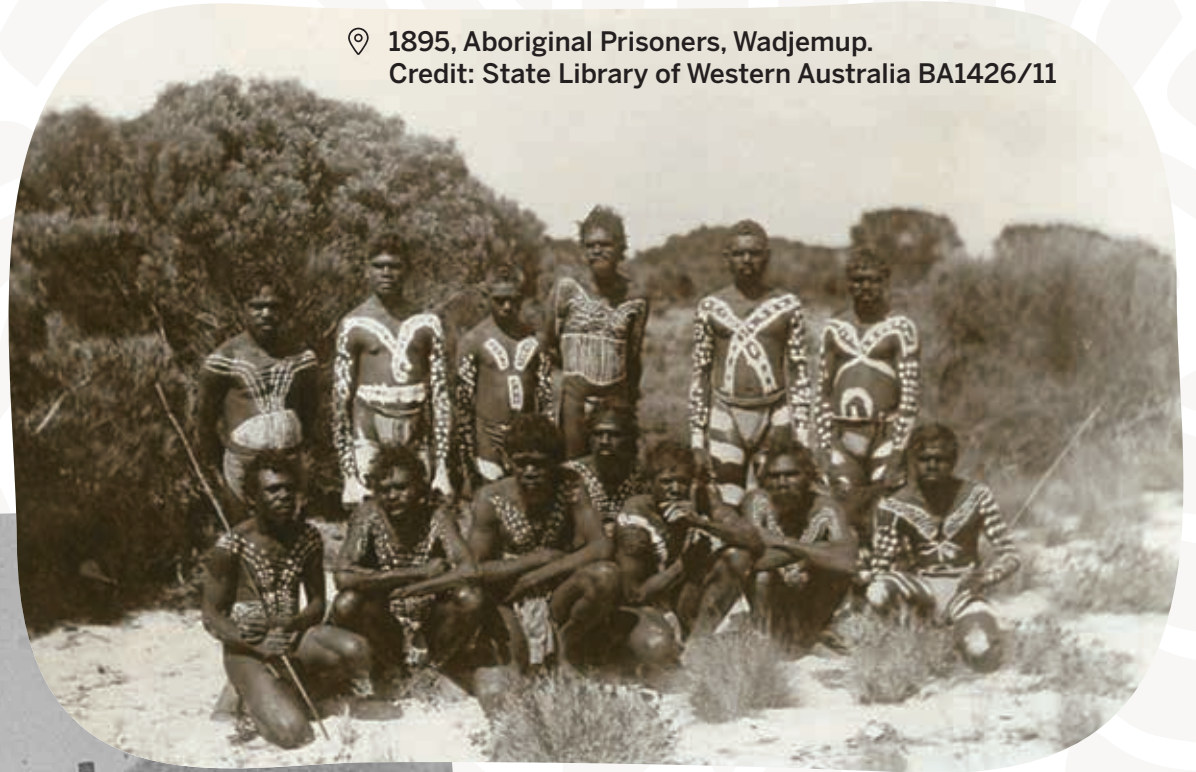
In November 2024, Aboriginal people from across Western Australia gathered for Wadjemup Wirin Bidi—a week of private cultural ceremonies followed by a public commemoration. Hundreds of community members undertook Sorry Business, Men's Business and Women's Business throughout the week, culminating in a public commemoration event attended by more than 2,000 people. The event honoured the Aboriginal men and boys incarcerated on Wadjemup and marked a powerful moment of truth-telling, remembrance and collective healing.



# An Island Prison

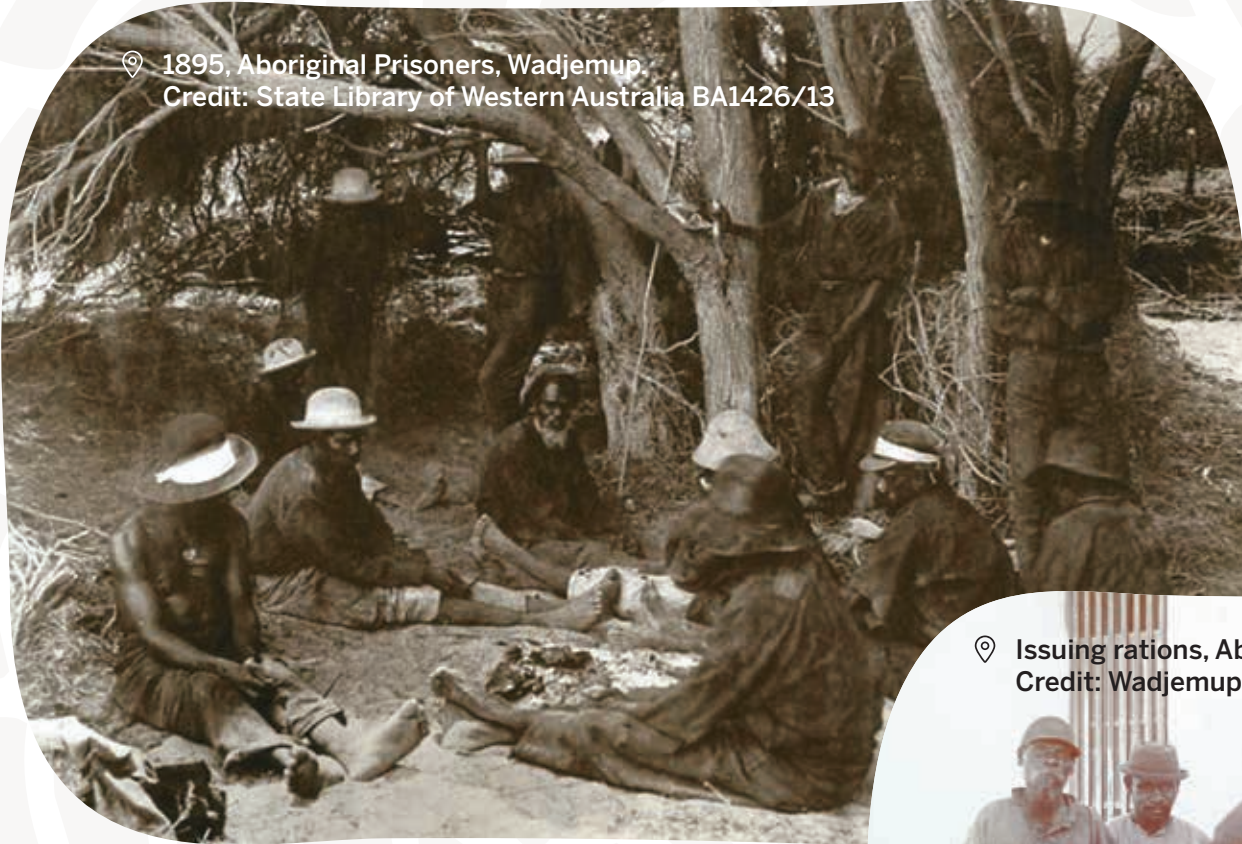
The Quod building on Wadjemup is the most recognisable symbol of Wadjemup's prison history. Wadjemup's prison era saw the incarceration of more than 4,000 Aboriginal men and boys between 1838–1931.

📍 1895, Aboriginal Prisoners, Wadjemup.  
Credit: State Library of Western Australia BA1426/11

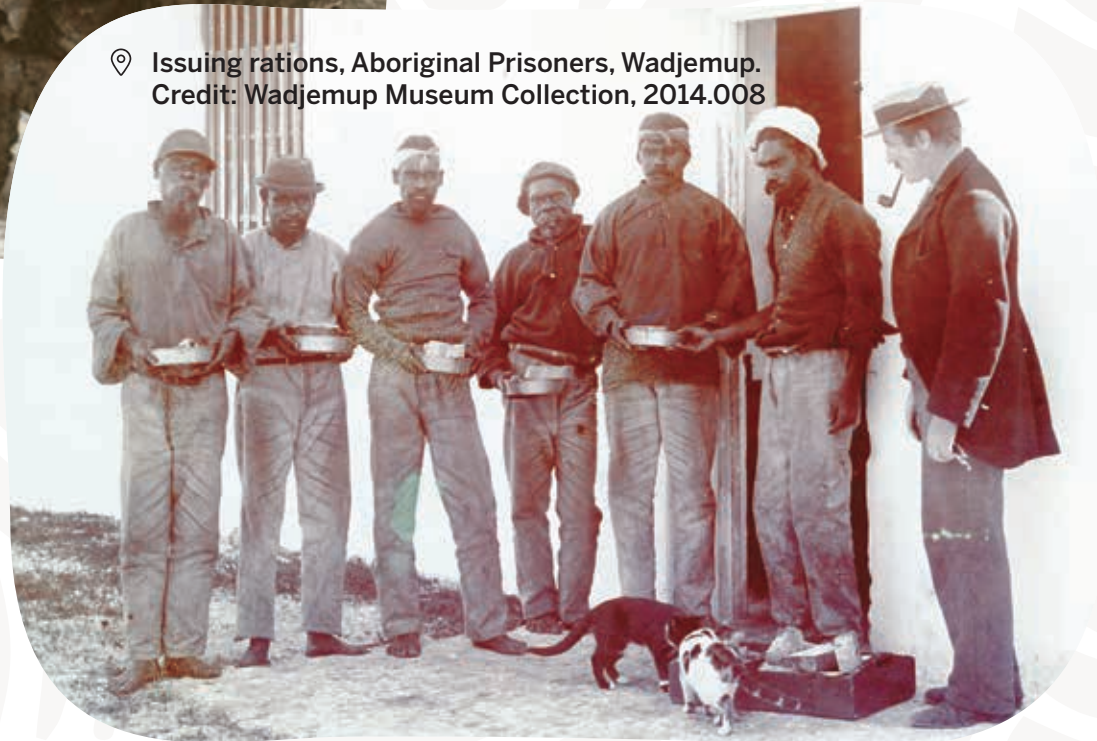


📍 1889, Aboriginal Prisoners.  
Credit: State Library of Western Australia BA1886/569

📍 1895, Aboriginal Prisoners, Wadjemup  
Credit: State Library of Western Australia BA1426/13



📍 Issuing rations, Aboriginal Prisoners, Wadjemup.  
Credit: Wadjemup Museum Collection, 2014.008



# Relationships

RIA recognises that meaningful reconciliation depends on connecting people, sharing experiences, and fostering genuine partnership with Aboriginal communities. Our relationships work focuses on strengthening governance, communication, and engagement practices to ensure that Aboriginal voices guide how we operate, how we care for Country, and how we welcome visitors to the island.

Through the Stretch RAP, RIA will embed structured, mutually-beneficial partnerships; create culturally-informed engagement processes; and, increase opportunities for collaboration with Aboriginal stakeholders and organisations. This includes developing an Aboriginal Engagement Guide; establishing formal partnerships; engaging with the Wadjemup Aboriginal Reference Group; and, strengthening staff and community participation in National Reconciliation Week.

By promoting reconciliation across workforce practices, communications, industry partnerships, visitation programs, and anti-discrimination strategies, RIA will continue to build an environment where connections deepen, cultural knowledge is shared, and Aboriginal People’s enduring relationship with Wadjemup is supported and celebrated.

Action	Deliverable	Responsibility	Timeline
<b>1. Establish and maintain mutually beneficial relationships with Aboriginal stakeholders and organisations.</b>	1.1. Develop and implement an Aboriginal Engagement Guide for engagement and partnerships with external Aboriginal stakeholders.	Manager, Office of the Executive Director	Oct 2026
	1.2. Aboriginal stakeholders to provide guidance on cultural engagement principles and other elements of the Aboriginal Engagement Guide.	Manager, Office of the Executive Director	Oct 2026
	1.3. Establish and maintain one (1) formal two-way partnership with at least one Aboriginal organisation.	Executive Director	Jun 2028
	1.4. Board to meet annually with the Aboriginal reference group to maintain and strengthen relationships.	Board	Apr 2027, 2028, 2029
<b>2. Build relationships and knowledge by celebrating National Reconciliation Week (NRW).</b>	2.1. Circulate Reconciliation Australia’s National Reconciliation Week (NRW) resources and reconciliation materials to all staff.	Director, Marketing and Events	May 2027, 2028, 2029
	2.2. RAP Working Group members to participate in one (1) external NRW event.	Director, Environment, Heritage and Parks	May 2027, 2028, 2029
	2.3. Encourage and support staff and senior leaders to participate in one (1) external event to recognise and celebrate NRW.	Executive Director	May 2027, 2028, 2029
	2.4. Organise two (2) internal organisation-wide NRW events each year.	Director, Marketing and Events	May 2027, 2028, 2029
	2.5. Register all RIA NRW events on Reconciliation Australia’s NRW website.	Director, Marketing and Events	May 2027, 2028, 2029
	2.6. Transition the existing corporate NRW event to a combined corporate and public event.	Director, Marketing and Events	May 2027, 2028, 2029

<b>3. Promote reconciliation through our sphere of influence.</b>	3.1. Review RIA's Workforce Engagement Strategy to integrate RAP deliverables into RIA operations, including raising awareness of reconciliation across our workforce.	Manager, Office of the Executive Director	Jul 2026
	3.2. Develop RAP communications plan for RAP deliverables to positively influence our external stakeholders to drive reconciliation outcomes including businesses and contractors associated with the island.	Director, Marketing and Events	Jul 2026
	3.3. Communicate our commitment to reconciliation publicly by publishing the RAP on RIA corporate website and providing physical copies at our office locations.	Director, Marketing and Events	Jul 2026
	3.4. Collaborate with two (2) RAP and other like-minded organisations to implement innovative approaches to advance reconciliation, including government agencies and not-for-profits with aligned values.	Director, Environment, Heritage and Parks	Dec 2027
	3.5. Encourage island businesses or organisations to contribute to reconciliation activities.	Director, Marketing and Events	Oct 2027
	3.6. Include cultural programs for Aboriginal and Torres Strait Islander WA school students to increase accessibility to the island inclusive of Welcome to Country, tour and cultural care.	Director, Visitor Services	Jul 2026, 2027, 2028
	3.7. Attend a minimum of two (2) RAP Leadership Gatherings hosted by Reconciliation Australia per year.	Director, Environment, Heritage and Parks	Nov 2026, 2027, 2028 & Jun 2027, 2028, 2029
<b>4. Promote positive race relations through anti-discrimination strategies.</b>	4.1. The department to promote positive race relations through its anti-discrimination policy, Code of Conduct and Values Charter.	Department of Biodiversity, Conservation and Attractions (DBCA)	Jun 2027
	4.2. Continuously improve HR policies and procedures concerned with anti-discrimination.	DBCA	Jun 2027
	4.3. Engage with Aboriginal employees and/or Aboriginal advisors to continuously improve the department's anti-discrimination policy.	DBCA	Jun 2027
	4.4. Implement and communicate the department's anti-discrimination policy.	Manager, Office of the Executive Director	Jun 2027
	4.5. Continue to provide ongoing education opportunities for senior leaders and managers on the effects of racism. Review progress annually.	DBCA	Jul 2026, 2027, 2028
	4.6. Senior leaders to publicly support anti-discrimination campaigns, initiatives or stances against racism and actively communicate through regular Broadcast emails. Review progress annually.	DBCA Board Executive Director	Jul 2026, 2027, 2028
<b>5. Increase Aboriginal Peoples' presence on and support their connection to Wadjemup.</b>	5.1. Develop and implement a formal policy to support Aboriginal people to access the island, for specific cultural events, cultural activities, and recreation.	Director, Environment, Heritage and Parks	Jul 2026
	5.2. Implement an Aboriginal Elders-in-Residence program to ensure the regular presence of Aboriginal Elders on the island.	Director, Environment, Heritage and Parks	2027, 2028, 2029
	5.3. Develop targeted consumer content for the Aboriginal community to visit Wadjemup and connect with Country.	Director, Marketing and Events	Feb 2027, 2028
	5.4. Continue the Wadjemup Cup annual football camp and competition in partnership with Clontarf Foundation.	Director, Marketing and Events	Oct 2026, 2027, 2028
	5.5. Research and establish <sup>1</sup> annual event for women and girls on the island, similar to the Wadjemup Cup.	Director, Marketing and Events	May 2028
	5.6. Continue to facilitate cultural immersion tours for Aboriginal groups visiting Wadjemup for cultural activities.	Director, Environment, Heritage and Parks	May 2026, 2027, 2028

<sup>1</sup> This deliverable is dependent on securing external funding. This event may only proceed if an external funding partner, grant, or sponsorship is secured.

# Respect

Respect shapes how we learn from Traditional Owners, how we honour the cultural and historical truths of Wadjemup, and how we embed Aboriginal perspectives into the island's operations, environment, visitor experiences and governance.

By strengthening cultural capability, embedding cultural protocols, increasing opportunities for cultural learning and immersion, and elevating Aboriginal interpretation and storytelling, RIA supports pride in culture, deeper understanding among staff and visitors, and ongoing connections between Aboriginal communities and Country.

Action	Deliverable	Responsibility	Timeline
<b>6. Increase understanding, value and recognition of Aboriginal cultures, histories, knowledge, and rights through cultural learning.</b>	6.1. Conduct a review of cultural education needs (i.e. assess cultural competency) within our organisation.	Manager, Office of the Executive Director	Sep 2026
	6.2. Consult Aboriginal reference group on the implementation of a cultural learning strategy.	Manager, Office of the Executive Director	Sep 2026
	6.3. Design and implement a Cultural Education Plan in consultation with Aboriginal reference group, which will outline cultural education priorities, a cultural competency framework, timelines and frequency of cultural training and/or immersion opportunities available to RIA staff, volunteers, contractors and island businesses.	Manager, Office of the Executive Director	Sep 2026
	6.4. All staff to undertake formal, structured and in-person Wadjemup-specific cultural education within the three-year RAP period.	Manager, Office of the Executive Director	Aug 2026, 2027, 2028
	6.5. All staff to complete online cultural education each year they do not participate in-person.	Manager, Office of the Executive Director	Aug 2026, 2027, 2028
	6.6. Provide opportunities for all members of the RIA Board, RAP Working Group members, RAP champions, HR managers, and other key leadership staff to participate in cultural immersions within a year of the RAP launch, and new members to participate on commencement of their role.	Manager, Office of the Executive Director	Aug 2026, 2027, 2028
	6.7. Current RIA RAP and Aboriginal history publications to be included in the induction package for new staff members and contractors and be reviewed and updated biennially.	Manager, Office of the Executive Director	Oct 2026, 2028
	6.8. A Wadjemup-specific online induction to be developed for staff and contractors.	Manager, Office of the Executive Director	Oct 2027
	6.9. Include cultural learning induction requirements in procurement documents and contracts valued at \$250,000 or more.	Director, Corporate Services	Dec 2026
<b>7. Demonstrate respect to Aboriginal Peoples by observing cultural protocols.</b>	7.1. Include the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols, in inductions and cultural education.	Manager, Office of the Executive Director	Jul 2026
	7.2. Maintain and review the Aboriginal Reference Guide, including protocols for Welcome to Country and Acknowledgement of Country.	Director, Marketing and Events	Dec 2027

	7.3. Invite a local Traditional Owner to provide a Welcome to Country at all significant events led by the RIA each year.	Director, Marketing and Events	Jun 2027, 2028, 2029
	7.4. Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Executive Director	Jun 2027, 2028, 2029
	7.5. Staff and senior leaders to provide an Acknowledgement of Country or other appropriate protocols at all public events.	Director, Marketing and Events	Jun 2027, 2028, 2029
	7.6. Display an Acknowledgment of Country plaque in the foyer of RIA offices both at Walyalup / Fremantle and on the island.	Director, Corporate Services	Aug 2026
	7.7. Develop consumer content for visitors about Acknowledgement of Country and Welcome to Country.	Director, Marketing and Events	Jul 2027
	7.8. Display the name of Country in all RIA meeting rooms.	Director, Corporate Services	Dec 2026
<b>8. Engage with Aboriginal cultures and histories by celebrating NAIDOC Week.</b>	8.1. RAP Working Group to participate in one (1) external NAIDOC Week event.	Director, Environment, Heritage and Parks	Jul 2026, 2027, 2028
	8.2. Review departmental protocols and procedures to remove barriers to staff participating in NAIDOC Week events.	Manager, Office of the Executive Director	Jul 2026, 2027, 2028
	8.3. Advertise and encourage all staff to participate in at least one (1) NAIDOC Week RIA event.	Director, Marketing and Events	Jul 2026, 2027, 2028
	8.4. RIA to host at least one (1) NAIDOC event on Wadjemup for all staff and island visitors.	Director, Marketing and Events	Jul 2026, 2027, 2028
<b>9. Enable Truth-Telling and embed Aboriginal interpretation, history, and culture in connection with Wadjemup.</b>	9.1. Complete Stage Two of the Wadjemup Project including the memorialisation of the Aboriginal Burial Ground and the stabilisation and conservation of the Quod and develop the Business Case for Stage Three.	Director, Environment, Heritage and Parks	Apr 2027
	9.2. Continue to develop consumer content regarding Aboriginal cultures and history on Wadjemup, cultural events, activities and tourism experiences in physical and digital formats.	Director, Marketing and Events	Apr 2027
	9.3. Ensure that all RIA-led public and internal programs/events include a component that is connected to Aboriginal culture and/or history.	Director, Marketing and Events	Jun 2027, 2028, 2029
	9.4. Collaborate with ferry service providers to include Aboriginal culture and history consumer content and marketing and promotional media in their services.	Director, Marketing and Events	Jun 2027, 2028, 2029
	9.5. Identify and implement opportunities for Aboriginal renaming or dual naming of places or infrastructure on the island.	Director, Environment, Heritage and Parks	Apr 2027
	9.6. Request Landgate progress dual naming of the island as Wadjemup / Rottnest Island for consideration of the Minister for Lands.	Director General, DBCA	Apr 2028
	9.7. Develop an Aboriginal Infrastructure Framework to integrate Aboriginal art, culture and language (including naming) into existing and planned infrastructure, such as accommodation, bus shelters and power kiosks.	Director Infrastructure	Jul 2026
	9.8. Promote Aboriginal cultural heritage on Wadjemup to domestic, intrastate and international visitors through RIA destination marketing activities.	Director, Marketing and Events	Jun 2027, 2028, 2029
	9.9. Review and update accommodation fridge magnet to include Aboriginal art and QR code to Welcome to Country.	Director, Visitor Services	Feb 2027

# Opportunities

As an organisation responsible for managing a place of deep cultural significance, RIA recognises that increasing Aboriginal and Torres Strait Islander Peoples participation across employment, procurement, professional development and cultural programming strengthens not only our workforce, but also the cultural, social and economic wellbeing of communities connected to the island.

Expanding opportunities, whether through targeted recruitment pathways, culturally safe professional development, supporting Aboriginal businesses, or enabling Aboriginal people to share culture on Wadjemup, helps ensure that Aboriginal knowledge, leadership and enterprise are embedded within RIA's systems, operations and visitor experiences.

These commitments advance our vision for this Stretch RAP by building a more inclusive organisation, empowering Aboriginal voices across all areas of our work.

Action	Deliverable	Responsibility	Timeline
<b>10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</b>	10.1. Broaden the representation of Aboriginal employees in roles within the department through recruitment tools such as Section 50(d) and Section 51 of the Equal Opportunity Act 1984. Review progress annually.	DBCA	Jun 2027, 2028, 2029
	10.2. Advertise job vacancies to effectively reach Aboriginal partners. Review progress annually.	DBCA	Jun 2027, 2028, 2029
	10.3. Review HR and recruitment procedures and policies to identify and remove barriers to Aboriginal participation in the department's workforce.	DBCA	Jun 2027
	10.4. Actively encourage Aboriginal employees to pursue career development and leadership.	Manager, Office of the Executive Director	Jun 2027, 2028, 2029
	10.5. Increase and maintain the percentage of Aboriginal staff employed in our workforce to meet WA Public Sector Aboriginal Torres Strait Islander and Employment targets by way of an Aboriginal traineeship program. <sup>2</sup>	Executive Director	Jun 2027, 2028, 2029
	10.6. Maintain an Aboriginal Heritage Officer role.	Director, Environment, Heritage and Parks	Jun 2027, 2028, 2029
	10.7. In consultation with Aboriginal staff and stakeholders, develop and implement a Cultural Safety program for Aboriginal staff.	Manager, Office of Executive Director	Jul 2026
	10.8. Establish an annual on-Country camp for Aboriginal RIA and DBCA staff with Elders (all-day immersion or overnight stay) to strengthen relationships between Aboriginal staff and increase cross-cultural knowledge and connections. <sup>3</sup>	Manager, Office of Executive Director	May 2028

<sup>2</sup> The Aboriginal traineeship program is subject to securing external funding.

<sup>3</sup> The on-Country Camp is subject to securing external funding.

<b>11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	11.1.	Continue to implement and advance opportunities for Aboriginal businesses consistent with the WA Aboriginal Procurement Strategy. Review progress annually.	Director, Corporate Services	Jul 2026, 2027, 2028
	11.2.	Maintain Supply Nation and Aboriginal Business Directory WA membership.	Director, Corporate Services	Jun 2027, 2028, 2029
	11.3.	Develop and communicate a database of goods and services provided by Aboriginal businesses to staff.	Director, Corporate Services	Jul 2026
	11.4.	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal businesses.	Director, Corporate Services	Jul 2026
	11.5.	Maintain commercial relationships with two (2) Aboriginal businesses.	Director, Corporate Services	Jun 2027, 2028, 2029
	11.6.	Achieve the Western Australian Government's Aboriginal Procurement Policy target of five per cent by 2026-27, by awarding Government contracts to registered Aboriginal businesses.	Director, Corporate Services	Jun 2027, 2028, 2029
	11.7.	Develop Agency Aboriginal Procurement Plans alongside the Strategic Forward Procurement Plans (SFPP) and submit to the Department of Finance annually as part of the SFPP submission process in accordance with the Western Australian Government's Aboriginal Procurement Policy.	Director, Corporate Services	Jul 2027, 2028
	11.8.	Train all relevant staff in contracting Aboriginal businesses through Supply Nation or an equivalent organisation.	Director, Corporate Services	Jun 2027, 2028, 2029
	11.9.	Source and supply Aboriginal-designed and made retail products for commercial sale at the Visitor Centre.	Director, Visitor Services	Jul 2026, 2027, 2028
	11.10.	Support the Aboriginal business sector to establish new Aboriginal cultural tourism activity businesses on the island via the annual Expression of Interest process.	Director, Contracts and Planning	Apr 2027, 2028, 2029
	11.11.	Review the Development Application document suite to ensure it is responsive to RAP Actions.	Director, Contracts and Planning	Jul 2026
<b>12. Increase opportunities for Aboriginal people to share their culture on the island.</b>	12.1.	Ensure at least one (1) Aboriginal curator is engaged to provide cultural activation in the Wadjemup Museum each year.	Director, Environment, Heritage and Parks	Aug 2026, 2027, 2028
	12.2.	Implement an Aboriginal Artist-in-Residence program at the Wadjemup Museum.	Director, Environment, Heritage and Parks	Apr 2027, 2028, 2029
	12.3.	Engage emerging and established cultural presenters to develop cultural activations and Yarning Circles at the Wadjemup Museum.	Director, Environment, Heritage and Parks	May 2027, 2028, 2029

# Governance

**Strong and transparent governance is essential to ensuring that RIA's reconciliation commitments are delivered with integrity, accountability, and sustained impact.**

RIA recognises that effective governance structures enable reconciliation to be embedded across all functions of the organisation. Strengthening governance ensures that decision-making processes are culturally-informed, that Aboriginal voices and leadership are integrated into oversight mechanisms, and that RAP commitments are tracked, reported, and continually improved.

Through a strengthened RAP Working Group, with clearly defined roles and responsibilities, cross agency collaboration, structured reporting, and ongoing engagement with the Wadjemup Aboriginal Reference Group, RIA will ensure that reconciliation remains a core organisational priority.

This governance framework supports the vision of the Stretch RAP by embedding shared accountability, continuous learning, and long-term commitment, ensuring that reconciliation is not only aspirational, but also operationalised through consistent action and transparent performance.

Action	Deliverable	Responsibility	Timeline
<b>13. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</b>	13.1. Review and update the Terms of Reference for our RAP Working Group for consideration of Board.	Director, Environment, Heritage and Parks	Jul 2026
	13.2. Maintain Aboriginal representation on the RAP Working Group.	Director, Environment, Heritage and Parks	Jul 2026, 2027, 2028
	13.3. Meet at least four (4) times per year to drive and monitor RAP implementation.	Director, Environment, Heritage and Parks	Feb, May, Aug, Nov annually
	13.4. Maintain Aboriginal and non-Aboriginal co-chairs of the RAP Working Group.	Director, Environment, Heritage and Parks	Jul 2026, 2027, 2028
	13.5. RIA staff member to attend Department of Biodiversity, Conservation and Attractions RAP Working Group.	Manager, Office of the Executive Director	Sep 2026, 2027, 2028
	13.6. Provide RAP updates to the Aboriginal reference group at each of their meetings.	Director, Environment, Heritage and Parks	Feb, Apr, Jun, Aug, Oct, Dec annually

<b>14. Provide appropriate support for effective implementation of RAP commitments.</b>	14.1. Develop a RAP Implementation Plan outlining work packages, resourcing and detailed timelines for approval by Board.	Director, Environment, Heritage and Parks	Jul 2026
	14.2. Embed key RAP actions in performance expectations of Executive and staff.	Executive Director	Jul 2026
	14.3. Embed appropriate systems and capability to track, measure and report on RAP commitments.	Director, Environment, Heritage and Parks	Jul 2026, 2027, 2028
	14.4. Maintain two (2) internal RAP Champions with at least one (1) from Corporate Executive.	Executive Director	Jul 2026, 2027, 2028
	14.5. Include the RAP as a standing agenda item at Corporate Executive meetings immediately following RAP Working Group meetings.	Executive Director	Feb, May, Aug, Nov annually
	14.6. Maintain an Aboriginal reference group to provide reconciliation and cultural heritage advice for the lifetime of the RAP.	Board	Jun 2027, 2028, 2029
<b>15. Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.</b>	15.1. Meet with Reconciliation Australia annually to share progress on RAP implementation.	Director, Environment, Heritage and Parks	Oct annually
	15.2. Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	Director, Environment, Heritage and Parks	Jul annually
	15.3. Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	Director, Environment, Heritage and Parks	Aug annually
	15.4. Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	Director, Environment, Heritage and Parks	Sep annually
	15.5. Report RAP progress to all staff and senior leaders quarterly.	Director, Environment, Heritage and Parks	Feb, May, Aug, Nov annually
	15.6. Publicly report against our RAP commitments annually, outlining achievements, challenges and learnings through the RIA Annual Report.	Board	Sep annually
	15.7. Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Manager, Office of the Executive Director	Feb 2028
	15.8. Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Executive Director	Jul 2029
<b>16. Continue our reconciliation journey by developing our next RAP.</b>	16.1. Submit first draft of the next RAP to Reconciliation Australia six months prior to the desired launch date for formal feedback.	Executive Director	Nov 2028

# Collaborators

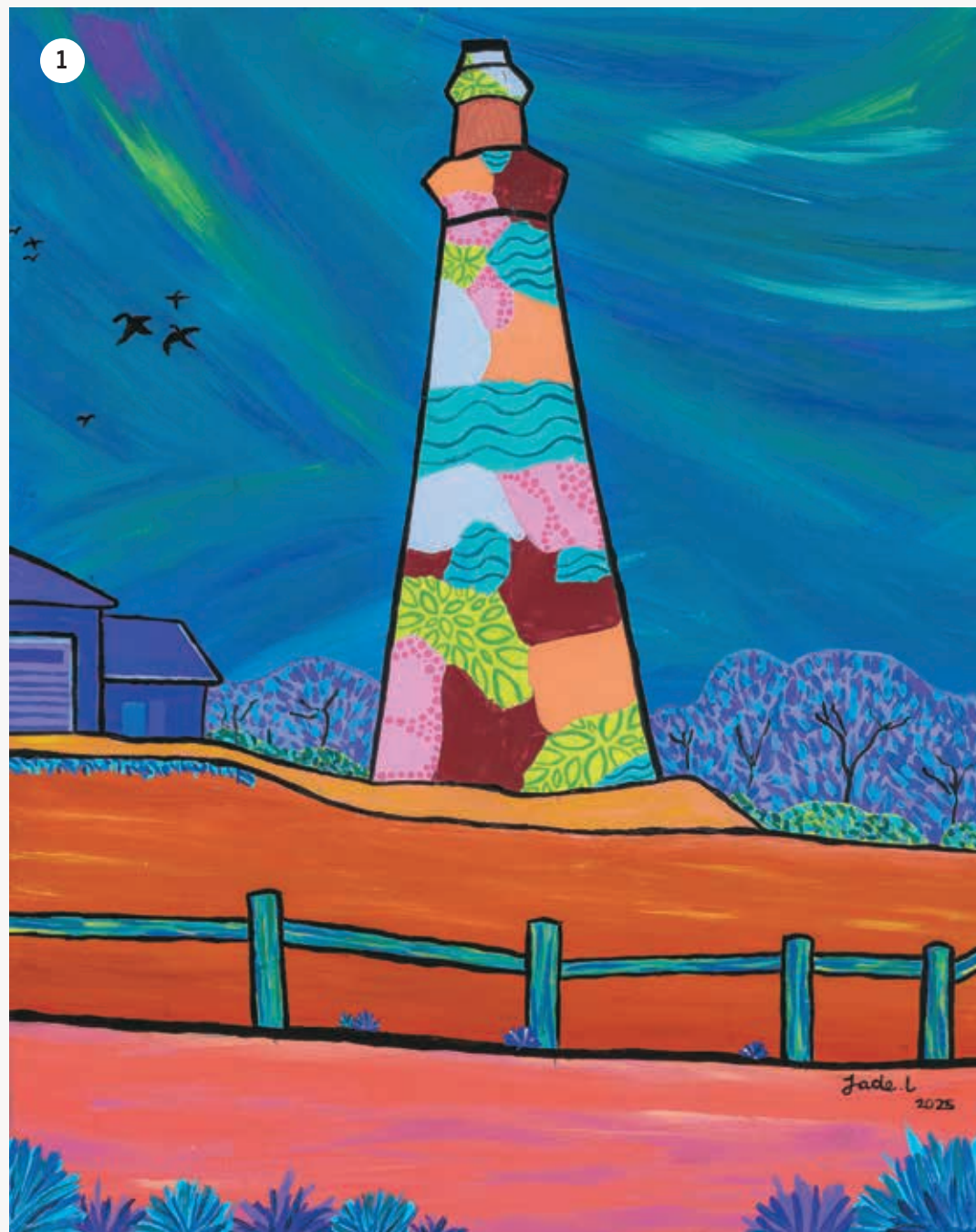
## About the artist

Jade Lawrence is an emerging Aboriginal artist whose work features prominently in the Kwop Wirin: Emerging Aboriginal Artists exhibition at the Wadjemup Museum. As one of four Aboriginal artists selected for this exhibition, Jade brings a distinctive creative voice shaped by deep cultural connection and lived experience.

Her practice is further supported through her participation in the island's first Artist-in-Residence program for Aboriginal artists with disability, an initiative delivered in partnership with DADAA that enables artists to develop and share work on Country in a culturally respectful and inclusive environment. Jade's artworks contribute to a broader narrative of belonging, storytelling and interpreting the Wadjemup landscape through Aboriginal perspectives.

Through her artistic practice, teaching and cultural leadership, Jade Lawrence plays an important role in strengthening cultural engagement on the island and supporting RIA's commitment to truth telling, cultural expression and inclusive creative opportunities for Aboriginal artists.

Jade Lawrence's artwork was selected for the cover of this Stretch RAP because her work reflects the emerging voices shaping Wadjemup's future.





## Artwork meaning

1 - **"Two Sides"** is about the Wadjemup Lighthouse. While on my trip, I got to go up the lighthouse and learn about the history from the guide. The lighthouse was an important structure that helped many sailors on their travels, but it also caused many deaths of sailors and the prisoners who were forced to construct the lighthouse. I think the history of this lighthouse teaches us that there are different perspectives when viewing the same object. How one thing can bring up positive feelings like happiness or gratitude, while also bringing up negative feelings like sadness or pain.

2 - **"Salt Works"** is about the salt lakes on Wadjemup. As I was doing the painting and researching about the lakes, I came to learn that these lakes have plants growing on the shores. I found that very fascinating, as the lakes are saltier than the ocean, yet there was plant life living side-by-side by something that would kill most other plants. I think that speaks to the resilience of the life and nature on the island, and how it could inspire people to be stronger and more resilient.

## **Nani Creative**

**Nani Creative is an Aboriginal-owned and Aboriginal-led creative agency based in Western Australia that brings together lived experience, cultural integrity and contemporary design.**

Guided by principles of truth, cultural leadership and purpose driven creativity, Nani Creative integrates First Nations knowledge and storytelling into contemporary design practice. Their approach emphasises clarity, connection and cultural integrity, ensuring that creativity is not only visually compelling, but anchored in meaning and respect for Country and community. Nani continues to forge new pathways for First Nations creatives, elevating stories, perspectives and cultural insight within the wider creative industry.

Nani Creative was the graphic design agency for this Stretch RAP.

## **Kaala Barna Aboriginal Consultancy**

**Kaala Barna is an Aboriginal-owned and operated consulting agency based in Boorloo / Perth, Western Australia, specialising in culturally informed strategy, governance, engagement and reconciliation work.**

The organisation empowers clients—ranging from community groups to government agencies and corporate organisations—with the tools, knowledge and culturally grounded approaches needed to achieve meaningful and sustainable outcomes. Their work spans Reconciliation Action Plan development, cultural learning programs, employee engagement and retention, strategic planning, policy and project support, and stakeholder engagement. At the core of Kaala Barna's purpose is a commitment to truth-telling, cultural integrity and strengthening the capacity of organisations to work respectfully and effectively with Aboriginal communities.

Kaala Barna Aboriginal Consultancy was a consultant in the development of this Stretch RAP.





**Rottnest Island Authority**

(08) 9432 9300

1 Mews Road, Fremantle WA 6160

PO Box 693, Fremantle WA 6959

[ria.wa.gov.au](http://ria.wa.gov.au)

[enquiries@rotnnestisland.com](mailto:enquiries@rotnnestisland.com)