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ACKNOWLEDGEMENT OF COUNTRY

Injury Matters acknowledges the Traditional Owners of Country throughout Western Australia and recognises their continuing connection to land, waters and community. We pay our respect to them and to their cultures and to Elders past, present and future in the spirit of reconciliation.
I am very proud to be part of the team at Injury Matters that has overseen the many hours of work that has gone into producing this organisation’s first Reflect Reconciliation Action Plan (RAP).

Although this is only the beginning of our reconciliation journey, it has been a valuable, enlightening and educative process. We hope that it will pave the way for us to extend our understanding of Aboriginal and Torres Strait Islander culture and to build stronger, more meaningful relationships with the Aboriginal and Torres Strait Islander communities that we currently engage with and those with whom we hope to do so in the future.

We hope it will act as a framework to build on the work that we already do, to affirm and extend those relationships and partnerships we have already developed, and see us take on a more strategic, meaningful approach to integrating the actions described in our RAP into our everyday work and processes.

This RAP will assist us to reinforce Injury Matters’ commitment to respecting diversity, promoting an inclusive organisational culture and increasing our understanding of the complexity and diversity that characterises Aboriginal and Torres Strait Islander cultures, histories and beliefs.

It is only a small step on our journey, however, we envisage that it will reinforce the entire organisation's ongoing commitment to continue to work with the Aboriginal and Torres Strait Islander communities in a meaningful, mutually beneficial way on our continued path to reconciliation.

Sandy Lukjanowski
Chief Executive

I was employed by ICCWA (now Injury Matters) for approximately seven years to manage their suicide prevention program throughout the South West of Western Australia. Injury Matters has a drive to support safety within the community and focussing on internal safety, rather than just external safety, was an important extension for their work.

During my time working for them it was a real positive for me that I had such a diverse group of people to turn to, they had all these wonderful existing relationships with so many members of the community and although I no longer work with Injury Matters, they still maintain a strong support for me and my company, WISDOM in your Life. Through WISDOM in your Life, I continue to work alongside Injury Matters as their long-term goal, to create a safer community by valuing and maintaining relationships, aligns with ours, which is to empower individuals to create sustainable relationships within themselves, their communities, their workplaces and families.

This leads us to the importance of a Reconciliation Action Plan (RAP). This RAP helps to set a benchmark for engagement with the Indigenous community. It shows that Injury Matters are committed to the Indigenous community and value the input of Aboriginal people as part of the movement forward. It is a holistic approach that creates space for Aboriginal people to have a voice within their organisation.

Shaun Nannup
Key Aboriginal Torres Strait Islander Community Partner
Our Business

Injury Matters is a for-purpose, not-for-profit agency leading the way in preventing injury and supporting recovery in Western Australia. The vision of Injury Matters is towards an injury-free community. Injury Matters has a mission to prevent injury and support recovery.

To achieve this vision and mission, Injury Matters focuses on helping facilitate and lead change on a societal level but also on an individual level, through its key platforms of influencing, empowering and collaborating.

Injury Matters focuses on:

- Influencing individuals, agencies and decision makers that preventing injury and supporting recovery should be a priority.
- Empowering individuals, communities, professionals and agencies to make better decisions and modify factors that will assist them to prevent injury and support recovery.
- Collaborating at a local, national and international level to produce effective, shared solutions.

Injury Matters works in partnership with individuals and organisations involved in injury prevention and community safety at a local, state, national and international level. The aim of the organisation is to facilitate liaison between community-based agencies, to work closely with government departments, to improve communication between these sectors and to support research in injury prevention.

Injury Matters engages with a wide range of groups in order to achieve strong injury prevention outcomes for Western Australians.

These groups include:

- Injury Prevention Sector
- Academics, Researchers and Students
- Media Outlets
- Community Groups
- At Risk Groups
- And the general public as a whole.

Injury Matters’ strength is to work effectively as a lead agency promoting injury prevention in Western Australia and comes, not only from the expertise of our staff, but also from our Board and Members. Members of Injury Matters possess a diverse range of expertise and skills and regularly collaborate with Injury Matters’ staff to deliver a high quality injury prevention service. Injury Matters’ energetic staff have considerable health promotion, trauma counselling and project management experience in the public health sector and are respected for their ability to successfully manage projects and deliver positive outcomes. Staff are also continually working to improve networks and strengthen partnerships and professional relationships with a broad range of organisations, groups and individuals working to reduce injury and promote safety in Western Australia.
Injury Matters delivers three flagship programs that prevent injury and support recovery;

• Stay On Your Feet®: Educates community members and health professionals on how to keep active and alert to prevent slips, trips and falls.

• Know Injury: Provides knowledge, training, resources and networking opportunities for health professionals, Local Government, not-for profit and community organisations to prevent injuries.

• Road Trauma Support WA: Provides information, education and counselling services for people affected by road crashes.

The organisation employs 21 staff. Currently the organisation has no employees who identify as Aboriginal or Torres Strait Islander. Injury Matters has previously employed Aboriginal and Torres Strait Islander staff in the areas of training, outreach and administration and has maintained strong relationships with them and continues on-going partnerships and working relationships with Aboriginal and Torres Strait Islander peoples with whom we have come into contact via our networks. Injury Matters is aware that this is currently below the desired level of employment for Aboriginal and Torres Strait Islander peoples and hopes to address this through several identified, ongoing strategies.

Injury Matters is a state wide service provider, with its key programs - Stay On Your Feet®, Know Injury and Road Trauma Support WA - all being funded for state wide delivery of service. While based in Perth, staff regularly attend meetings and deliver training and events across the WA. In the past 18 months, Injury Matters has delivered training, given presentations and attended meetings in Karratha, Broome, Busselton, Albany, Kellerberrin, Northam, Geraldton and has coordinated or attended community events in Kalgoorlie, Bunbury, Narrogin, Manjimup, Geraldton, Margaret River, Esperance, Wagin and Kellerberrin.
Our Reflect RAP

Injury Matters recognises that injury is a serious issue in Western Australia.

The Reflect Reconciliation Action Plan (RAP) journey for Injury Matters commenced when the organisation facilitated an Injury Prevention Summit (2012) where Aboriginal and Torres Strait Islander peoples were identified as a priority population. Ten different priorities requiring action were identified for Aboriginal and Torres Strait Islander peoples and injury at this Summit. Since then, Injury Matters has undertaken the process of determining how the organisation could start addressing these key issues through a Reconciliation Action Plan process to empower Aboriginal and Torres Strait Islander communities to improve injury outcomes in Western Australia.

While initiating the process of developing the Reconciliation Action Plan, Injury Matters and its staff identified that the organisation could improve the way in which it supports the Aboriginal and Torres Strait Islander community. It was felt that while previous programs coordinated by the organisation strongly focused on this population and allowed for the organisation to have a full-time Aboriginal staff member, funding constraints in recent years meant that less had been done in this area and there was a strong desire among all staff to improve and/or change this. Injury Matters staff are passionate about making a difference and recognise the importance of undertaking this process.

Our journey to date:

• Injury Matters hosted an Injury Prevention Summit where the injury sector in WA recognised that Aboriginal and Torres Strait Islander peoples' injury rates were a priority area for injury prevention in WA.

• Injury Matters staff and the injury prevention sector were invited to attend Cultural Awareness training and discuss Injury Matters' past work and future opportunities working with the Aboriginal and Torres Strait Islander community.

• Injury Matters recognised the importance of having an Aboriginal or Torres Strait Islander representative with a good understanding of the organisation to assist with the Reconciliation Action Plan process and invited Ingrid Cummings, (Code Switch) who has worked with Injury Matters over a number of years to guide the process.

• The Chief Executive encouraged involvement and engagement in reconciliation from all levels of the organisation, from board to volunteer level.

• Injury Matters invited all members of staff to become Internal RAP Champions and subsequently appointed a group of six staff.

• Injury Matters held an initial internal RAP session in November 2016. (More information about the internal workshop can be found below.)

• As an organisation, Injury Matters understands that the needs of the community are different in each region. Metro and regional consultations took place in Bunbury, Albany, Merredin, Geraldton, Kalgoorlie, Broome and Karratha in addition to a Metro Perth...
Injury Matters staff began implementing what was learnt during these regional and metro consultations and offered further support to the staff through professional development and networking with stakeholders relating to reconciliation.

Injury Matters is working towards creating a more inclusive and culturally safe and competent workplace with the RAP champions working on the ground across each of the organisation’s programs.

The Injury Matters leadership group and board are focusing on embedding practices in strategic policies and governance.

Injury Matters, as an organisation, is focusing on developing partnerships to deliver programs and services for Aboriginal and Torres Strait Islander communities with Aboriginal and Torres Strait Islander organisations already working in these communities. The organisation has partnered with three Aboriginal and Torres Strait Islander agencies on funding applications for the funding of an Aboriginal Wellbeing project that is being led by Aboriginal and Torres Strait people and which is hoped will build the capacity of the Aboriginal and Torres Strait Islander workforce.

Across Injury Matters project areas, staff are working to reduce barriers so that communities are more easily able to access funding, resources and support.

Ongoing internal knowledge sharing is also being implemented using internal and external newsletters about culturally significant events and news.
All Injury Matters staff were invited to participate in an internal RAP workshop in November 2016. The organisation enabled all staff to attend by closing all services for the day. The purpose of the workshop was to build the awareness and cultural capacity of Injury Matters’ staff and to decide how the organisation would go about building and imbedding a RAP into the organisation.

The six members of the internal Injury Matters RAP Champion Group were introduced during the workshop. They are:

Rachel Meade  Juliana Summers  Georgie Sweeting  Emily Anderson  Alyson Elari  Ryan Fernie
The RAP champions spoke of the passion and vision they hold for the organisation to be a part of the whole Reconciliation Action Plan journey and how vital it is for all Injury Matters’ stakeholders, including staff, to inform, embrace and utilise this journey to create better outcomes and services for all people who access and engage with Injury Matters, including the Aboriginal and Torres Strait Islander clients and colleagues.

This workshop provided the basis for the development of the overall RAP framework. It was anticipated that the RAP would be developed over a six-month period for the organisation, which would also include consultation with external parties including the Aboriginal and Torres Strait Islander communities through a series of workshops. The workshop discussion generated a strong and common theme bought up by staff, that they felt they could be part of the solution to empower Aboriginal and Torres Strait Islander communities to improve their overall wellbeing and maximise the opportunities available to them through their work. Through the programs that Injury Matters offers, whether targeted at an Indigenous specific cohort or as a mainstream program, the overall feeling across staff was that they could make a difference in regard to facilitating better access to opportunities, more effective service provision and contribute towards the national Closing the Gap strategy by improving Aboriginal and Torres Strait Islander awareness and access to injury prevention programs and trauma recovery services and information.

However, there were several admissions from participants, including the need for a greater understanding around what reconciliation is, and what a RAP will and can do to be better equipped to help drive and be an active part of the process. Another common reflection was the idea of being able to embrace and understand perspectives other than their own (described as a western ‘white’ worldview). This was a key driver in the reason behind why they were committing to the RAP journey and that understanding worldviews other than their own, could result in services offered by Injury Matters attracting, retaining and being more relevant, sustainable and successful for Aboriginal clients. During this process it was determined that regional visits would be a vital next step towards better understanding Aboriginal and Torres Strait Islander communities across Western Australia.

Many Injury Matters staff mentioned that they found the process of the internal workshop to be very reflective, allowing them to take a step back and consider how they can improve in their own roles both personally and professionally. It was agreed that the staff felt the workshop put the organisation in a good position to move forward with a Reconciliation Action Plan.
Metro and Regional External RAP Workshops

From March to May 2017, Injury Matters travelled to eight different regions of Western Australia to receive feedback from individuals and organisations in each of the different communities.

Regional consultations took place in Bunbury, Albany, Merredin, Geraldton, Kalgoorlie, Broome and Karratha (in addition to a Metro Perth event) with Aboriginal and Torres Strait Islander stakeholders and community members invited to attend to provide their input, expertise and options. Multiple Injury Matters staff members attended to ensure staff across the organisation gained an understanding of the different communities and their respective needs.

Injury Matters invited stakeholders from the communities to come and share their thoughts on what reconciliation was, how well they knew Injury Matters and the work that is done within the organisation. They were also given the opportunity to provide guidance on what would be considered as key performance indicators around Respect, Relationships and Opportunities within the Injury Matters Reflect RAP. In addition to the face-to-face consultation, Injury Matters provided the opportunity for those who were not able to attend consultations to provide input via an online survey or telephone conversation at their convenience.

The responses collected from the community have been used to create the actions and deliverables within this Reflect RAP.

Following the regional workshops, the Injury Matters team members who attended each workshop reflected on their experiences and began implementing changes into the way they carry out their work with the Aboriginal and Torres Strait Islander communities.

Some changes have included:

- Undertaking more culturally appropriate ways of promoting our services regionally. This has included visiting the region prior to the event to speak to the community on a personal level, finding key contacts within the community to encourage others to attend, and distributing flyers at locations they regularly attend in the community rather than relying on digital communication or traditional advertising.

- Redeveloping the way programs are evaluated when working with Aboriginal and Torres Strait Islander communities. While previously evaluation often involved printed forms or phone calls, more recently Injury Matters staff have returned back to the region for one-on-one conversations, have spent time getting to know the community in which they would like to operate and on one occasion held a bonfire at the local Noongar Centre to encourage more local community involvement.
• Training and events for Aboriginal and Torres Strait Islander peoples have been adapted to become more culturally acceptable, allowing attendees to come and leave as they need and to participate in activities where and when they wish.

• Simplifying the process of applying for grants for Aboriginal and Torres Strait Islander peoples and groups. This has involved assisting applicants through the application process and using phone conversations to get a good understanding of what grant applicants are looking to achieve, rather than relying on formal, written applications. The assessment process has also taken into account some of the unique challenges of running programs in Aboriginal and Torres Strait Islander communities.

The development of the Injury Matters RAP involved the Injury Matters RAP champion group, and nearly 100 participants who met with us in various locations throughout WA to advise us on the best way to develop a meaningful RAP that reflected both the aspirations of the organisation and the diverse group of Aboriginal and Torres Strait Islander communities that we would like to connect with. This data from communities was collated through a state-wide consultation, where Injury Matters invited and actively sought out participants from a range of groups from Elders, to senior leaders, to young people both male and female. This journey took us to nine different locations and allowed us to establish or continue to develop a rapport and strong relationships with 93 different stakeholder groups throughout the state.
Our RAP journey to date

1. **NOVEMBER 2012**
   Injury prevention summit highlights areas of action to improve injury rates among Aboriginal and Torres Strait Islander peoples.

2. **MARCH 2016**
   Code Switch invited to consult to Injury Matters on the process of developing our first Reflect RAP.

3. **OCTOBER 2016**
   Injury Matters appoints six RAP champions.

4. **NOVEMBER 2016**
   First staff internal RAP session held.

5. **FEBRUARY 2017**
   Injury Matters holds session to consult Aboriginal peoples and communities in the Perth metropolitan area.

6. **FEBRUARY 2018**
   The Injury Matters team engages in cultural awareness training with Aboriginal Awareness Production and Events in Kings Park.

7. **MARCH 2018**
   Conditional endorsement received.

8. **MARCH 2016**
   Code Switch invited to consult to Injury Matters on the process of developing our first Reflect RAP.

9. **MARCH 2018**
   Code Switch invited to consult to Injury Matters on the process of developing our first Reflect RAP.

10. **DECEMBER 2017**
    The first draft of the Injury Matters Reflect RAP is sent to Reconciliation Australia.

11. **MARCH - MAY 2017**
    Regional RAP consultations sessions with local communities are held throughout WA including Bunbury, Albany, Merredin, Geraldton, Kalgoorlie, Broome, Karratha.

12. **JUNE 2018**
    Final RAP endorsed and launched.
Current Partnerships and Reconciliation Activities

In working towards reconciliation, the past and current activities we have undertaken include:

- Continual consultation with key leaders in the Aboriginal community developing and maintaining a good rapport and relationships with Aboriginal figures including Shaun Nannup and Ingrid Cumming (nee Collard).
- Providing Welcome to Country ceremonies at significant events.
- Acknowledgement of Country at internal events and meetings.
- Inclusion of Acknowledgement of Country on our Injury Matters websites, email signature and annual reports.
- Injury Matters has existing partnerships within the Aboriginal and Torres Strait Islander community and its service providers, including Derbarl Yerrigan, The Aboriginal Health Council of Western Australia and Yorgum.

- Injury Matters has invested in cultural awareness training for all staff.
- Traditional Noongar names have been allocated to Injury Matters offices representing programs and services.
- Injury Matters will continue to invest in its developing and ongoing relationships with Aboriginal and Torres Strait Islander community and service providers.
Injury Matters values mutually respectful relationships between the community, stakeholders, members and staff to help inform our activities, decision making path towards diversity to further develop our RAP.

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<th>Timeline</th>
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<tbody>
<tr>
<td>1. Establish a RAP Working Group</td>
<td>• Form a RAP Working Group to support the development of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation and within the regions in which we operate.</td>
<td>December 2018</td>
<td>Injury Prevention Manager</td>
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<tr>
<td>2. Build internal and external relationships</td>
<td>• Develop and maintain a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.</td>
<td>September 2018</td>
<td>Policy and Sector Support Officer</td>
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<tr>
<td>3. Participate in and support local and partnering Aboriginal and Torres Strait Islander organisations and groups celebrate National Reconciliation Week (NRW)</td>
<td>• Develop a list of various NRW events throughout the regions of the state and enable/encourage staff to attend.</td>
<td>May 2019</td>
<td>Community Outreach Coordinator</td>
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<td>• Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.</td>
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<td>Communications Lead</td>
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<td>• Ensure networking group participates in an external event to recognise and celebrate NRW or actively supports or volunteers at the events.</td>
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<td>• Encourage staff to network and build rapport and relationships with attendees and community members at NRW events, to listen and connect to the local community in which they serve.</td>
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<td>4. Raise internal awareness of our RAP</td>
<td>• Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.</td>
<td>December 2018</td>
<td>Chief Executive</td>
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<td></td>
<td>• Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.</td>
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<td>5. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes</td>
<td>• Continue to build on the connections and current partnerships with Aboriginal and Torres Strait Islander peoples and organisations that align with our business and the current trends, strengths and issues in the Aboriginal and Torres Strait Islander community, to build a strong and relevant contacts and actively engage and invite these stakeholders to various events hosted by the organisation.</td>
<td>February 2019</td>
<td>Injury Prevention Manager</td>
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<td></td>
<td>• Identify Indigenous and non-Indigenous organisations to partner with to deliver programs and services.</td>
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<td></td>
<td>• Create a plan for continued face to face engagement with Aboriginal and Torres Strait Islander organisations in regional WA.</td>
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<td>6. Raise external awareness of our RAP</td>
<td>• Raise awareness of the organisation’s Reflect RAP process through key events such as the RAP launch.</td>
<td>September 2018</td>
<td>Communications Lead</td>
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<td></td>
<td>• Ensure continual community engagement to raise external awareness of RAP.</td>
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<td></td>
<td>• Ensure to raise RAP awareness when acknowledging Aboriginal and Torres Strait Islander Peoples at all events and trainings.</td>
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<td></td>
<td>• Acknowledge RAP on all websites and in email signatures.</td>
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Injury Matters has respect for all people, cultures, histories and beliefs. We provide a solid foundation for our organisation and the community in general, recognising the past, celebrating the present and creating a positive and inclusive future.

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<tr>
<td>7. Investigate Aboriginal and Torres Strait Islander cultural learning and development</td>
<td>• Continue to increase awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.&lt;br&gt;• Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievement.&lt;br&gt;• Continue our commitment to increasing the ongoing cultural awareness through training and engagement within our organisation by identifying specific needs of the various and diverse communities in which we operate.&lt;br&gt;• Understand the needs of specific communities when developing programs and resources.&lt;br&gt;• Review of training requirements and impact to ensure employee/organisational needs are being met and that staff have a good understanding of Aboriginal and Torres Strait Islander cultures, acknowledgements, protocols and affairs.&lt;br&gt;• Investigate cultural immersion programs that can be used to further develop and build rapport with the communities in which we operate.&lt;br&gt;• Communicate and encourage staff to use Reconciliation Australia's 'Share Our Pride' online tool to all staff.</td>
<td>June 2019</td>
<td>Injury Prevention Manager</td>
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<tr>
<td>8. Participate in and celebrate NAIDOC Week</td>
<td>• Raise awareness and share information amongst our staff of the meaning of NAIDOC Week, which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.&lt;br&gt;• Introduce our staff to NAIDOC Week by promoting community events in our local area.&lt;br&gt;• Ensure our Working Group participates in an external NAIDOC Week event.&lt;br&gt;• Seek possible opportunities where our organisation can work with or support locally organised events during NAIDOC, NRW and other events linked to the community.</td>
<td>July 2018</td>
<td>Community Outreach coordinator Communication Lead</td>
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<td>9. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols</td>
<td>• Embed local language and knowledge of the Traditional Owners of the lands and waters in our local area and areas in which we operate.&lt;br&gt;• Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence.&lt;br&gt;• Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).&lt;br&gt;• Create a plan for multifaceted approaches to engagement with different target audiences ie Elders, Youth.</td>
<td>June 2019</td>
<td>Injury Prevention Lead</td>
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Injury Matters aims to create opportunities to ensure equality and diversity within the organisation and its programs and to strive to increase and promote inclusiveness and identify partnerships that will further enhance our commitment to reconciliation.

### Opportunities

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<tr>
<td>10. Investigate Aboriginal and Torres Strait Islander employment</td>
<td>• Develop an inclusive employment policy that identifies how to attract and retain new and existing staff.</td>
<td>June 2019</td>
<td>Chief Executive</td>
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<td>opportunities</td>
<td>• Identify Aboriginal and Torres Strait Islander staff (former) and partner organisations to inform future employment and development opportunities.</td>
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<td>• Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships) using Aboriginal specific organisations like South Metro Youth Link for increased engagement.</td>
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<td>11. Investigate Aboriginal and Torres Strait Islander supplier diversity</td>
<td>• Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.</td>
<td>December 2018</td>
<td>Organisational Support Coordinator</td>
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<td>• Investigate feasibility of membership with supply nation or other like organisations and directories.</td>
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<td>Chief Executive</td>
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<td>• Increase the use of and interaction with Aboriginal and Torres Strait Islander owned businesses as preferred suppliers to support the organisation’s to support the Aboriginal and Torres Strait Islander workforce.</td>
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<td>• Identify and explore diversified funding opportunities to provide programs and services in conjunction - or partnership with – Aboriginal and Torres Strait Islander communities and existing organisations with similar services.</td>
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<td>12. Improve advocacy and support for Aboriginal Health Services</td>
<td>• Investigate opportunities to provide and promote advocacy and support for Aboriginal Health Services.</td>
<td>July 2018</td>
<td>Chief Executive</td>
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<pre><code>                                                                    |                                                                                           |                | Policy and Sector Support Officer    |
</code></pre>
Injury Matters will use evidence based practices to ensure we are continually improving for the future and to ensure we continue to align with the Reconciliation Australia guidelines and suggestions.

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| 13. Build support for the RAP | • Define systems and capability needs to track, measure and report on RAP activities.  
• Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.  
• Engage our senior leaders and board members in the delivery of RAP outcomes. | 30 September 2018 | Injury Prevention Manager |

| 14. Review and Refresh RAP | • Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.  
• Submit draft RAP to Reconciliation Australia for formal review and endorsement. | April 2019 | Injury Prevention Manager |

COVER ARTWORK: “STANDING STRONG” BY NEROLIE BYNDER BLURTON

Wavy travel lines at the top with three colours of the earth represents the past, present and future of life. The five spirits are people at different stages in life. Each spirit is on a different journey leading out in their own direction. The middle spirit is standing very strong but also growing with the roots covering the place they are now. It represents how staying strong helped them stand strong, growing into the future. The bottom travel lines full with waterholes are bumpy but are the places already travelled in life on the colours of the land.

_Nerolie Bynder Blurton is a proud Badimia-Noongar-Yamatji woman, a contemporary artist, mother and grandmother. Nerolie’s work continues to be inspired by her mother’s artistic outlook on life and proudly expresses her connection to country through her art. She draws inspiration from the old peoples’ words, her own life journeys and from her family, and paints as a way of staying happy and healthy. Her trademark interplay of bright colours with earthy tones transcends categorisation and has seen her work translated into murals, dance, logos, tattoos and message stones and has sold her work across Australia and the world._