

**RTRFM'S
RECONCILIATION
ACTION PLAN**

REFLECT

**JANUARY 2024 -
JULY 2025**



**RECONCILIATION
ACTION PLAN**

REFLECT

the sound alternative

**RTRFM 92.1 ACKNOWLEDGES THE WHADJUK
PEOPLE OF THE NOONGAR NATION AS THE
TRADITIONAL CUSTODIANS OF THE LAND ON
WHICH WE LIVE AND WORK.**

**WE PAY OUR RESPECTS TO NOONGAR ELDERS
PAST, PRESENT AND EMERGING.**



A STATEMENT FROM KAREN MUNDINE, RECONCILIATION AUSTRALIA'S CEO

Reconciliation Australia welcomes RTRFM 92.1 to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

RTRFM 92.1 joins a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

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These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance. It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables RTRFM 92.1 to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations RTRFM 92.1, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



OUR BUSINESS

RTRFM is The Sound Alternative: an independent, non-profit community radio station in WA that provides an alternative voice for Boorloo and beyond through innovative music and talks programming. Founded in 1977, we take pride in being a platform for local news and issues, with a strong focus on the arts, culture, social justice, politics and the environment. We especially champion local music and support musical diversity through 50+ specialist music programs and a huge program of events.

RTRFM has been an outlet for people in the community who might not otherwise have access to broadcasting. This allows us to transmit music and information (locally and more recently globally via our online stream) that cannot be found anywhere else. But RTRFM doesn't just reflect the community by giving its members a voice—we are also funded by the community. Through subscriptions, donations, sponsorship and attendance at RTRFM fundraising events, the community is what keeps us on air.

As we venture towards our fiftieth year, RTRFM acknowledges a need to grow, evolve, improve and diversify (articulated in our five-year plan for 2023 - 2027). We want RTRFM to remain a vital alternative to the local (and national, and international) media landscape, because the local (national, international) landscape needs that. Doing this meaningfully requires us to engage more actively in the process of reconciliation in Western Australia.

We believe RTRFM's values already align with the framework for reconciliation laid out by Reconciliation Australia—but it is long past time to formally apply those values to our actions. This is the purpose of our REFLECT Reconciliation Action Plan (RAP). Our goal is to promote First Nations voices, cultures and histories—both on the air and behind the scenes—to foster greater respect, understanding and unity in RTRFM's community and wider WA.

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With 400+ volunteer presenters, the range of sounds and voices heard on RTRFM is reflective of our role as a community radio station. This includes the dozen presenters and producers of First Nations-led shows Moorditj Mag, Songlines and Sovereign. There are 11 staff members based in our Mount Lawley studio and office who support these volunteers. At this time, RTRFM only has one staff member and one Board director who identify as Aboriginal and/or Torres Strait Islander people.

As our RAP outlines, we aim to build on this and deepen our relationships as we continue our reconciliation journey towards 2027, and beyond.



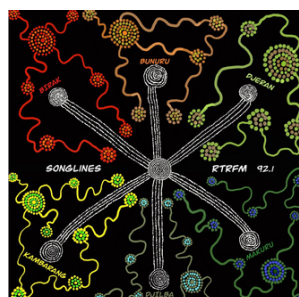
IJ McKenna and Sharlene Baloch of the Sovereign podcast, photographed by Cole Baxter



Jim Morrison (above) and Nick Abraham of Moorditj Mag, photographed by Dan Grant



Maatakitj at In the Pines 2023, photographed by Mark Francesca



Songlines podcast artwork by Wayne Ryder

OUR RECONCILIATION ACTION PLAN

Since the station's establishment in 1977 (initially as 6UWA and later 6UVS), RTRFM has sought to be a champion of diverse voices, especially through our music and talks programming. As the decades have progressed, the platforming of First Nations perspectives, specifically, has taken greater prominence. In 2023, we launched a five-year Strategic Plan that noted an annual 5 – 10% target for First Nations music across the entire programming grid. We also have more First Nations presenters and shows than ever before.

However, we acknowledge that these efforts are not yet enough to satisfy our desire and need to be a prominent space for First Nations songs, stories and indeed presenters; and that our contribution towards reconciliation in Australia requires a more holistic approach.

The Board and membership of RTRFM is committed to the process of reconciliation. This is why we have commenced the REFLECT stage of our Reconciliation Action Plan, with the intention of implementing it deeply in the roots of all we do at the station. And just as with the disability-led development and implementation of our Disability Inclusion Plan, we want to ensure that future efforts in the space of reconciliation and programming engage First Nations organisations and individuals from Whadjuk Noongar Boodja as a priority.

We are excited and hopeful for the Australia we can make together through our small contribution to the Reconciliation movement. RTRFM sincerely thanks the First Nations people for the invitation to walk with them on this journey towards a better future.

OUR PARTNERSHIPS / CURRENT ACTIVITIES

Programming:

The following First Nations-led shows currently air on RTRFM (or are available as podcasts).

Moorditj Mag: A weekly look at Indigenous Affairs both nationally and locally with Jim Morrison, Nick Abraham and Jodi Hoffmann, airing Tuesdays at 11am. The show was founded by Jim and Wayne Bynder. Jim and Nick are both Noongar Elders who are dedicated to the preservation of their culture and the healing of their people through positive and consistent empowerment of Aboriginal and/or Torres Strait Islander peoples. The show is co-produced by Jayda Corunna and replayed on Noongar Radio 100.9 and Great Southern FM in Albany on Fridays.

Songlines: Integral to Indigenous spirituality, Songlines outline the paths of ancestral spirits as they created the land, animals and lore to guide their descendants. Songlines is also the name of our podcast shining a light on First Nations artists across WA. Host Cezera Critti-Schnaars yarns with creatives across music, theatre, dance and television who are paving the way for the next generation of storytellers. Production consultation by Kobi Arthur-Morrison. Artwork by Wayne Ryder. Music by Maatakitj.

Sovereign: Besties Sharlene Baloch and IJ McKenna are just navigating life in their 20s and all the craziness and uni deadlines that come with it. Each fortnight, these Sistagirls bring love and comfort to the ears of mob and other beautiful people with yarns about First Nations affairs, fashion, culture and relationships, all while championing the sovereignty of sisterhood. Produced by Sharlene Baloch and IJ McKenna. Photography by Cole Baxter. Artwork by Lavinia 'Nijalya' McKenna. Theme Music by Flewnt and Tani Walker.

Live Music Events:

RTRFM celebrated the 30th anniversary of its flagship live music fundraiser In the Pines in 2023. Each edition of In the Pines features a Welcome to Country, delivered by an established Aboriginal or Torres Strait Islander Elder from Whadiuk Noongar Boodja. RTRFM also seeks to be inclusive and culturally diverse in its event programming. Over the last two years, Pines has featured First Nations acts such as Maatakitj, Flewnt, Yikes, 2 Lubly, Phil Walley-Stack, Gina Williams & Guy Ghouse and The Struggling Kings. We will continually invite and highlight Aboriginal and Torres Strait Islander artists (established and up-and-coming) at every edition of In the Pines.

Phil Walley-Stack: "RTRFM programmed me as part of two events [in 2021], In the Pines and WA Mixtape. As an Aboriginal musician there are still barriers engaging non Aboriginal audiences and performing at RTR's events provided the opportunity to showcase my music and to reach broader, more mainstream audiences. RTR regularly promotes diversity and inclusivity both on and off air and I'm pleased to offer my support to them."

Organisations:

As a community radio station, RTRFM can only broadcast five minutes of sponsorship announcements per hour, and dedicates some of that time to community service announcements (CSAs). Recently, those CSAs have centred on First Nations organisations, including:

Boorloo Justice: event-specific CSA specifically promoting their series Baalay in Boorloo.

Yokai: an ongoing CSA for 'Yokai Yarning'.

Bringing Them Home: CSA petitioning for the implementation of a compensation scheme in WA for the Stolen Generation Survivors.

Shooting Stars: CSA for charity empowering Aboriginal and/or Torres Strait Islander girls and women.

Yes23: CSA promoting 'yes' vote in the referendum on the Voice to Parliament.

RTRFM has also been engaged by agencies on behalf of Government to promote First Nations initiatives, such as:

DevelopmentWA: expressions of Interest for Noongar and Whadjuk female artists to apply for creating a custom artwork in Yagan Square.

Childhood Immunisation: campaign promoting childhood immunisation (placements on Moorditj Mag).

Metronet: RTRFM provided paid service for recording of Noongar place names for new Metronet service.

First Nations organisations have also engaged RTRFM as media partners for their campaigns or to provide a service:

Yirra Yaakin Theatre Company: Media Partners in 2021/2022.

South West Aboriginal Land and Sea Council: RTRFM provided paid service for audio recording and video sync of an educational video resource.

National Reconciliation Week:

The team at RTRFM was honoured to participate in some wonderful initiatives for National Reconciliation Week in 2023, including a Noongar Language lesson facilitated by Sharon Gregory, and the Walk for Reconciliation in Kaarta Koomba (Kings Park). We pledge to continue attending Reconciliation events, and not simply during Reconciliation Weeks.



RTRFM staff at a National Reconciliation Week 2023 walk in Kaarta Koomba (Kings Park)



Trish Hill-Wall (left) from Evolve WA after delivering Aboriginal Cultural Competence training at RTRFM

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence (RTRFM members, subscribers and listeners). 	February, 2024	General Manager (GM), Audience Engagement Manager (AE)
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	February, 2024	GM, AE
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May, 2024	AE
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May, 2024 – 3 June, 2024	AE, Reconciliation Working Group (RWG) Chair
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May, 2024 – 3 June, 2024	GM, AE
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	March, 2024	GM
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	March, 2024	AE, Development Manager (DM)
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	March, 2024	AE, DM
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	April, 2024	GM, AE
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	April, 2024	GM, RTRFM Board Chair

Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	March, 2024	AE, DM
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	April, 2024	GM, AE
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	February, 2024	AE, Music Director (MD)
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	February, 2024	GM, AE
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	June, 2024 and annually	AE, MD
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June, 2024 and annually	AE, MD
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, annually	RWG Chair

Opportunities			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	July, 2024	GM, AE
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	July, 2024	GM, AE
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	August, 2024	GM, DM
	<ul style="list-style-type: none"> Develop a list of Aboriginal and Torres Strait Islander suppliers. 	August, 2024	DM, MD

Governance			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. 	February, 2024	GM, AE
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	February, 2024	AE, RTRFM Board Representative
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	February, 2024	GM, AE
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	April, 2024	RWG Chair, GM
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	April, 2024	AE
	<ul style="list-style-type: none"> Appoint a senior leader to champion our RAP internally. 	May, 2024	GM, AE
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	May, 2024	RWG Chair, AE
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> 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. 	June, annually	AE
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey. 	1 August, annually	AE
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Survey to Reconciliation Australia. 	30 September, annually	AE
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	March, 2025	AE



Contact Details

For public enquiries about our RAP.

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