

RTRFM'S RECONCILIATION ACTION PLAN

INNOVATE

OCT 2026 - OCT 2028



**RECONCILIATION
ACTION PLAN**

INNOVATE

the sound alternative

OUR VISION FOR RECONCILIATION

RTRFM BROADCASTS FROM WHADJUK NYOONGAR BOODJAR, WHERE SOVEREIGNTY WAS NEVER CEDED. WE PAY OUR RESPECTS TO ELDERS PAST AND PRESENT, AS WELL AS THE NEXT GENERATION'S EMERGING LEADERS, AND COMMIT TO CELEBRATING THEIR ART, CULTURE AND RESILIENCE THROUGH OUR PROGRAMMING.

NGALANG NIDJA RTRFM MOORT KAADITJAK NIDJA WINDANG WHADJUK NYOONGAR BOODJAR WER YANG WARDA KOORT BIRDIYA KOORA KOORA, YEYI WER MILA.

OUR VISION FOR RECONCILIATION IS AN AUSTRALIA THAT IS HARMONIOUS; NOT BECAUSE ITS PEOPLE HAVE BECOME INDISTINGUISHABLE FROM ONE ANOTHER, BUT BECAUSE WE CAME TO APPRECIATE OUR DIVERSITIES IN CONCERT WITH OUR COMMONALITIES. WE BELIEVE THIS CAN ONLY OCCUR IF AUSTRALIA ENGAGES IN THE ACT OF TRUTH-TELLING, TO BETTER UNDERSTAND AND ACCEPT OUR HISTORY.

IN THE CONTEXT OF RTRFM, THIS MEANS MAKING EFFORTS TO PRIORITISE FIRST NATIONS VOICES, MUSIC AND ART THROUGH OUR PLATFORM. IT ALSO REQUIRES RESPECTFUL ENGAGEMENT WITH CULTURAL PRACTICES AND PROTOCOL AT LARGE AS A MEANS OF PAYING RESPECT TO NYOONGAR ELDERS, AND HELPING TO EDUCATE OUR AUDIENCE AND WIDER COMMUNITY.

A STATEMENT FROM KAREN MUNDINE, RECONCILIATION AUSTRALIA'S CEO

Reconciliation Australia commends RTRFM on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for RTRFM to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, RTRFM will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

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With over 5.5 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. RTRFM is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals RTRFM's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations RTRFM on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

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 shows and a huge program of events.

With 400+ volunteer presenters, the range of sounds and voices heard on RTRFM is reflective of our role as a community radio station. There are 10 staff members based in our Mount Lawley studio and office who support these volunteers. At this time, RTRFM does not have any staff members or board directors 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 2028, and beyond.

RTRFM has long 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 as well as 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.

So, it is vital we serve our community by embracing the responsibility they've afforded us.

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We celebrate RTRFM's fiftieth anniversary in 2027, but there is no appetite here to lean on the nostalgia of past successes. Instead, our aim is to continue blazing a trail in the sector, serving as an alternative to the local (and national, and international) media landscape, because the local (national, international) landscape still needs us to do so. And doing this meaningfully in Western Australia means redoubling our commitment to reconciliation.

In January 2024, RTRFM launched a Reflect Reconciliation Action Plan (RAP), where we committed ourselves to the promotion of First Nations voices, cultures and histories, both on the air and behind the scenes. Our goal was to foster unity by encouraging greater respect and understanding of Aboriginal and Torres Strait Islander peoples in RTRFM's community and wider WA. We successfully completed our Reflect RAP in July of 2025, and though we are proud of the modest achievements it has facilitated to date (as of this writing RTRFM is believed to be the only community radio station in Australia with a RAP), the broader national landscape leads us to believe a new and bolder RAP is needed more than ever.

The RTRFM community, led by our RAP Working Group, has spent the past year plotting the next steps on our reconciliation journey, leading us to this Innovate RAP. We are excited to share with you our plans for the next two years, as we commence our second half-century.



Kelsi Forrest and Dylan Collard of Kalyakoorl Waangkaniny



Boox Kid and Iconyx (below) at In the Pines, photographed by Cam Campbell

OUR RECONCILIATION JOURNEY

RTRFM is proud of what was accomplished during the Reflect stage of our reconciliation journey. The 2025 RAP Survey illuminated great strides of progress that the station made in the reconciliation space during this period, as well as key areas for growth and development. The survey, which focused on the station's internal and external processes for working with and platforming Aboriginal and Torres Strait Islander peoples in a culturally-safe and meaningful way, demonstrated positive growth in cultural learning and genuine partnerships, but highlighted gaps in the station's employment strategy for hiring and retaining First Nations staff, presenters, work placements and contractors.

The following practices, policies and services were changed as a result of our RAP Reflect commitments:

- RTRFM adapted our Acknowledgement of Country to be more personalised to our Country, and changed standard spelling of 'Noongar' to "Nyoongar" after seeking cultural guidance advice.
- We increased First Nations music representation on the airways (rose from 4.54% in 2023 to 6% by June 2025).
- RTRFM began including Acknowledgement of Country guidance in our Training manual for new presenters, and updated trainers on how to approach this during course delivery.
- We developed a Cultural Safety Protocols Handbook for presenters, which supported them in writing their own Acknowledgement of Country, provided information and resources for our membership to find & source First Nations music for their shows, and education on the impacts of colonialism on the First Nations peoples of Australia.

- Greater internal planning conducted ahead of National Reconciliation Week (NRW) and NAIDOC Week to champion First Nations cultures, excellence and artistry, balanced with discussions on best practice for planning & delivering quality, respectful and impactful content (to ensure we weren't outsourcing all the labour to First Nation voices, while also prioritising their space on the airwaves).
- More streamlined & regular communications with RTRFM members to explain our reconciliation goals and invite them to participate in practical action (providing learning resources and support for show-planning during NRW and NAIDOC Weeks; building out First Nations music library and providing member updates).
- Estimated \$16,750 +GST in pro bono services provided to Aboriginal and Torres Strait Islander individuals, organisations, or communities.

Of particular note was our growth in partnerships. While RTRFM has sought informally to use its platform to showcase and champion First Nations voices across its history, those efforts were never formalised or unified at an organisational level prior to our first RAP, so progress was not tracked or measured. During the Reflect RAP, we established new positive working relationships with Aboriginal-led businesses such as Kalyakoorl, who lead the Nyoongar language podcast Kalyakoorl Waangkaniny, as well as the reconciliation advocacy body Reconciliation WA, with whom we established a Memorandum of Understanding.

We also maintained existing relationships with the team behind Moorditj Mag: the West Australian Stolen Generations Aboriginal Corporation (trading as 'YOKAI Healing our spirit'). We hosted a screening of their film Genocide in the Wildflower State for NRW and continued to provide them with community service announcements. More than 140 Aboriginal & Torres Strait Islander people were either interviewed on-air or performed at our events. Plus, the station's overall tracklisting of First Nations artists rose from 4.54% in the last reporting period to 6% in June 2025. That equates to 3,997 First Nations tracks played by presenters. In the reporting period alone, 120 new songs and/or EPs by First Nations artists were added to RTRFM's Music Catalogue. We also hosted residencies by First Nations Focus, First Block Sounds & Lubly Dae on our online sister-station RTR2. These amounted to 12x 2-hour episodes, i.e. the equivalent of 24 hours of programming, which were given additional airtime on Breakfast with Pam via the weekly Friday Mix segment.

We also prioritised cultural learning for RTRFM's staff, membership and public facing operations. RTRFM's efforts to engage with First Nations peoples were previously not informed by cultural learnings or an advisory body, so any general organisational

policies and on-air content/protocol were not developed or considered through the lens of cultural safety and competency. The establishment of RTRFM's RAP Working Group helped us to review and action cultural safety at the station. This has included signage in the building to welcome mob, adapting policies for training new and existing RTRFM presenters with the development of the Cultural Safety Protocols Handbook, and updating the Training Manual, plus having more streamlined internal and external communications regarding our stance on reconciliation.

There are, however, noticeable areas for improvement to work towards. These include opportunities for employment, paid roles and key presenter positions at RTRFM. While the station has provided significant opportunities for the exposure and experience of First Nations talent via interviews and performances, there is room to create more internship opportunities and involve more peak/specialist show presenters, as well as additional Aboriginal or Torres Strait Islander directors on the RTRFM Board. There is also a desire to increase paid roles and employment of First Nations people at RTRFM, though the capacity remains limited due to the size of the business. Nonetheless, the station would benefit by creating a document that outlines our Aboriginal and Torres Strait Islander employment, retention, and professional development strategy, referring to the two business case studies for employment and procurement delivered to the Board in 2024.

There is also more cultural learning to integrate into our operations for ongoing cultural safety, such as developing a formal 'cultural learning' plan for staff & membership, Acknowledgement workshops for presenters, and hosting at least one event in our calendar per year dedicated exclusively to First Nations music, education and/or artistry.

In the meantime, we must offer our thanks to the inaugural members of our RAP Working Group, who gave up their time to offer guidance and hold the station to account. They include Joe Archer, Sharlene Baloch, Nina Bower-Crooke, Zac James, Isaiah McKenna, Genevieve Miller, Kobi Arthur Morrison, Jim Morrison, Natasha Thomas, and our chair Jarred Wall. Jarred is a Wadandi and Bibbulmun artist, and general manager in Aboriginal services at Anglicare WA. He has been instrumental in guiding our RAP implementation and remains committed to the Chair position for our Innovate Plan. While the full composition of the next Working Group is still in development, Nyoongar singer-songwriter Kobi Morrison, Minang-Goreng Nyoongar Elder and RTRFM presenter Jim Morrison, Joe Archer, and Natasha Thomas have confirmed that they will continue their member positions.

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 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 moved onto the Innovate stage of our Reconciliation Action Plan journey, with the intention of implementing reconciliation deeply in the roots of all we do at the station. 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 Nyoongar Boodjar 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.

Relationships			
Use our influence, partnerships and collective voice to drive meaningful reconciliation outcomes across our industry and local community. Collaborate with sector partners to amplify reconciliation, strengthen industry standards and create lasting change.			
Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement (RTRFM RAP Working Group). 	Feb, May, Aug & Nov 2026 - 2028	General Manager (GM), Audience Engagement Manager (AE)
	<ul style="list-style-type: none"> Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	February, 2027	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 & members. 	May-June 2027, 2028	GM, AE
	<ul style="list-style-type: none"> Organise at least one NRW Week event per year produced by RTRFM (on-air and/or in person). 	May-June 2027, 2028	GM, AE
	<ul style="list-style-type: none"> Encourage and support staff, RAP Working Group and members to participate in at least one external event to recognise and celebrate NRW. 	27 May - 3 June, 2027, 2028	GM, AE
	<ul style="list-style-type: none"> Register RTRFM's NRW events on Reconciliation Australia's NRW website. 	May, 2027, 2028	AE
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. 	February, 2027	AE, GM
	<ul style="list-style-type: none"> Communicate our commitment to reconciliation publicly. <ul style="list-style-type: none"> Circulate RTRFM's Innovate Reconciliation Action Plan across on-air and online platforms. 	February, 2027	AE, GM
	<ul style="list-style-type: none"> Social media promotions during key cultural weeks and ongoing editorial that showcases/platforms First Nations excellence & voices. 	May 2027 & 2028, July 2027 & 2028, Ongoing	Lead: AE Support: Social Media Manager, Talks Team
4. Explore opportunities to positively influence our external stakeholders to drive	<ul style="list-style-type: none"> Establish a list of local creative organisations with RAPs and approach about a meeting/brainstorm to share organisational needs on how to deliver plans and how we can work collaboratively to advance reconciliation in WA arts. 	July 2027	AE, GM

reconciliation outcomes.			
5. Contribute to the First Nations Music Industry Review.	<ul style="list-style-type: none"> ● Provide industry insight for the 'Raising Their Voices' Report <ul style="list-style-type: none"> - Publication by the end of 2027 	October 2026	Lead: GM Support: Chair
6. Work with Reconciliation WA to promote National Reconciliation Week themes and messaging.	<ul style="list-style-type: none"> ● Promote reconciliation themes & messaging year around in consultation with Reconciliation WA, during MOU activity. 	June 2027	AE
	<ul style="list-style-type: none"> ● Drive Reconciliation WA membership on RTRFM through Community Service Announcements and/or Sponsorship. 	March 2027	Sponsorship Managers
	<ul style="list-style-type: none"> ● Utilise Reconciliation WA Membership opportunities for workshops and training available to RTRFM staff and volunteers. 	October 2026, Throughout 2027	AE
7. Work with the Community Broadcasting Foundation to set national RAP standards for Australian Community Radio Stations.	<ul style="list-style-type: none"> ● Provide feedback to the Community Broadcasting Foundation (CBF) on their RAP (Innovate 2026) and support them in the delivery of their commitments. 	October 2027	GM & AE
	<ul style="list-style-type: none"> ● Leverage opportunities to present RTRFM's RAP findings/outcomes/experiences at the CBAA Community Radio Conference/s to encourage other stations to develop their own RAP (RTRFM is currently the only Community Radio Station in Australia with a RAP as of June 2026). 	October 2027	GM & AE
8. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> ● Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	April, 2027	GM
	<ul style="list-style-type: none"> ● Engage with Aboriginal and Torres Strait Islander staff and/or advisors to consult on our anti-discrimination policy <ul style="list-style-type: none"> - Consult with the First Nations Music Industry Review for industry specific guidance 	April, 2027	Lead: AE Support: Chair
	<ul style="list-style-type: none"> ● Develop, implement, and communicate an anti-discrimination policy for our organisation. 	June, 2027	GM
	<ul style="list-style-type: none"> ● Educate senior leaders on the effects of racism. Refer to cultural learning and Anti-Racism training in item 8. 	June, 2027	GM

Respect			
Show respect for and responsibly engage with Aboriginal and Torres Strait Islander cultural knowledge to help ensure First Nations Cultures, Peoples and connection to land are maintained, protected, and passed onto future generations. Foster ethical conduct, mutual respect, promote cultural values, and nurture cultural safety within our sphere of influence.			
Action	Deliverable	Timeline	Responsibility
9. 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"> Conduct a review of cultural learning needs within our organisation. <ul style="list-style-type: none"> Circulate survey with RTRFM staff and presenters asking what resources, support and information they feel they are lacking/need to present radio in a culturally informed way. 	October, 2026	AE
	<ul style="list-style-type: none"> Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy. <ul style="list-style-type: none"> Seek guidance from RAP Working Group and local First Nations and reconciliation advocacy bodies. 	October, 2026	AE
	<ul style="list-style-type: none"> Develop, implement, and communicate a cultural learning strategy document for our staff. <ul style="list-style-type: none"> Add a cultural calendar for staff with key upcoming dates (including NRW, NAIDOC, Jan 26 programming and Sorry Day). 	February, 2027	GM, AE
	<ul style="list-style-type: none"> Provide opportunities for RAP Working Group members and staff to participate in formal and structured cultural learning. 	October, 2026	GM, AE
	<ul style="list-style-type: none"> Revise section in RTRFM's News and Factual Content policy on "Indigenous Issues and Programming". 	October, 2026	Lead: GM Support: Programming Committee
	<ul style="list-style-type: none"> Develop and circulate a Board Statement outlining RTRFM's position on reconciliation, including its commitment to self-determination, Treaty, Intersectionality (LGBTQIA+, the Disability community) and the conditions needed for reconciliation to flourish, and use the Statement to guide January 2026 programming. 	October, 2026	Lead GM, AE, Support: Board
	<ul style="list-style-type: none"> Commit to at least one cultural learning activity for staff annually, including but not limited to anti-racism training (online or in-person) and On Country experiences. 	May 2027, 2028	GM, AE

10. Celebrate Nyoongar Cultures, Peoples, and connection to land by sharing knowledge in broadcasting year-round.	<ul style="list-style-type: none"> Script, record & broadcast Nyoongar Season sweeps (six annually). 	October 2026, throughout 2027	Lead: AE Support: Production Manager, Content Producer
	<ul style="list-style-type: none"> Script, record & program sweeps for broadcast with personal Acknowledgement of Country from non-Indigenous & Aboriginal and/or Torres Strait Islander voiced by RTRFM community members for presenters to air during shows. 	October 2027	Lead: AE Support: Production Manager, Content Producer
	<ul style="list-style-type: none"> Conceptualise and produce shows & podcasts that celebrate and platform First Nation Australians voices, artistry and culture, including the bridging of non-Indigenous and First Nations voices and cultures. 	October 2026, throughout 2027	Lead: Content Producer Support: AE
	<ul style="list-style-type: none"> Use our platform to promote First Nations artists who feature on-air & at our events (refer to Action 14 in the 'Opportunities' section). 	October 2026, throughout 2027	Lead: AE Support: Social Media Manager, Talks Team, Operations Manager
11. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<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, as outlined in RTRFM's Cultural Handbook. 	October, 2026	AE, Training Manager
	<ul style="list-style-type: none"> Reassess RTRFM's cultural protocol document annually, including protocols for Welcome to Country and Acknowledgement of Country. Make additions/changes as required to keep the handbook up-to-date and culturally respectful/relevant for use on Nyoongar boodjar. 	October, 2026	Lead: AE Support: WG
	<ul style="list-style-type: none"> Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year, including RTRFM events Neon Picnic and In The Pines. 	March and April, 2027	Lead: AE, GM Support: Operations Manager

	<ul style="list-style-type: none"> • Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings. 	October, 2026	GM, AE
12. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> • RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2027, 2028	AE, WG
	<ul style="list-style-type: none"> • In lieu of hosting our own NRW public event, host an event during NAIDOC Week. 	July 2027, 2028	Lead: GM, AE Support: Operations Manager
	<ul style="list-style-type: none"> • Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week. 	October, 2026	GM
	<ul style="list-style-type: none"> • Promote and encourage participation in external NAIDOC events to all staff and membership. 	First week in July, 2027, 2028	AE

Opportunities

Contribute to a robust & richly diverse economy and cultural landscape in Australia by prioritising the employment, training and professional development of First Nation Australians in media, broadcasting, creative arts, and events, in an environment that is culturally safe and inclusive.

Action	Deliverable	Timeline	Responsibility
13. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	<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, 2027	GM, Board
	<ul style="list-style-type: none"> • Engage with Aboriginal and Torres Strait Islander advisors, volunteers, presenters and other key stakeholders to consult on our recruitment, retention and professional development strategy 	July 2027	GM, AE
	<ul style="list-style-type: none"> • Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy for attracting and retaining First Nations staff, presenters, work experience students and interns 	July 2027	GM
	<ul style="list-style-type: none"> • Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders. 	July 2027, July 2028	GM
	<ul style="list-style-type: none"> • Devise a list of local First Nations-led groups, orgs, stakeholders, and businesses who could circulate 	November, 2026	GM

	recruitment opportunities with relevant communities.		
	<ul style="list-style-type: none"> Investigate how RTRFM brands itself to the Aboriginal community (safe, inclusive, welcome) to encourage First Nations Peoples to apply for position openings for staff, contracts, internships and presenter roles. 	November, 2027	Lead: GM Support: Working Group
	<ul style="list-style-type: none"> Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace. 	July, 2027	GM Support: Board
	<ul style="list-style-type: none"> Formalise 'sorry business' as an explicit leave allowance. 	July, 2027	Lead: GM Support: Board
	<ul style="list-style-type: none"> Create a template for job/presenter position advertising that is explicitly inclusive/encouraging of First Nations Australians to apply. 	November, 2026	GM
14. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop and implement an Aboriginal and Torres Strait Islander procurement strategy. 	July, 2027	Lead: GM Support: Board
	<ul style="list-style-type: none"> Continue to add to RTRFM's First Nations Preferred Suppliers List. <ul style="list-style-type: none"> Research WA-based directories including Aboriginal & Torres Strait Islander businesses Explore opportunities to attend First Nations Business Fairs 	October 2026, 2027, 2028	GM
	<ul style="list-style-type: none"> Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff. 	October 2026, March 2027, October 2027	Lead: GM, AE, Support: Operations Manager
	<ul style="list-style-type: none"> Engage Nyoongar businesses & suppliers for events and services where possible (free search engine via Indigenous Business Direct) 	October, 2026, 2027, 2028	Lead: Operations Manager
	<ul style="list-style-type: none"> Allocate two Community Service Announcements campaigns per month exclusively for First Nations-owned/run businesses. 	January 2027,	Lead: Sponsorship Manager

		January 2028	Support: Production Manager
	<ul style="list-style-type: none"> Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses. 	August, 2027	GM
15. Generate meaningful work experience and opportunities for the next generation of young First Nation Australians.	<ul style="list-style-type: none"> Reach out to local schools with work placement and internship opportunities for First Nations students. 	August, 2027	Training Manager, Volunteers Coordinator
	<ul style="list-style-type: none"> Seek funding for Youth DJ courses to engage Aboriginal youth groups, schools and collectives, with after-course follow ups for opportunities on the station (radio training, DJ bookings for RTRFM gigs etc). 	August, 2027	Training Manager, Volunteers Coordinator
16. Set new representation targets for First Nation Australians across the station.	<ul style="list-style-type: none"> Increase presenters' makeup from 2% to 4-5% goal (including Peak & Targeted programming) 	December 2027	Lead: GM Support: Programming Committee, Music Director
	<ul style="list-style-type: none"> Increase music representation (airplay and interviews) target to 10% 	December 2027	Lead: GM Support: Music Director
	<ul style="list-style-type: none"> Set representation at RTRFM gigs at 10% (equates to 1 in 10 across all gigs). 	December 2026	Lead: GM Support: Operations Manager
	<ul style="list-style-type: none"> Commit to programming at least one First Nations RTR2 resident/guest mix every 3-months. 	December 2026	Lead: GM Support: Music Director

Governance			
Action	Deliverable	Timeline	Responsibility
17. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group by reviewing RAP Working Group 1.0 to inform future recruitment and support ongoing member engagement. 	October, 2026	AE
	<ul style="list-style-type: none"> Review the Terms of Reference, make changes as needed. 	October, 2026	Lead: GM, AE Support: RWG Chair
	<ul style="list-style-type: none"> Meet at least four times per year to drive and monitor RAP implementation. 	November 2026, February 2027, May 2027, August 2027, November 2027, March 2028, June 2028	AE, RWG Chair
18. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	February, 2027	AE, RWG Chair
	<ul style="list-style-type: none"> Engage our senior leaders and other staff in the delivery of RAP commitments. 	February, 2027	AE, GM
	<ul style="list-style-type: none"> Define and maintain appropriate systems to track, measure and report on RAP commitments. 	February, 2027	Lead: AE Support: Music Director, Events Manager, Talks Team,
	<ul style="list-style-type: none"> Appoint and maintain an internal RAP Champion from senior management. 	February, 2027	AE, GM
19. Build accountability and transparency through reporting RAP achievements,	<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

challenges and learnings both internally and externally.	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Survey to Reconciliation Australia. 	30 Sep, annually	AE
	<ul style="list-style-type: none"> Report RAP progress to all staff and Working Group quarterly. 	February, 2027	AE
	<ul style="list-style-type: none"> Publicly report our RAP achievements, challenges and learnings, annually and present this during RTRFM's AGM. 	May, 2027	GM, AE
	<ul style="list-style-type: none"> Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer. 	February, 2028	AE
	<ul style="list-style-type: none"> Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 	October, 2028	AE
20. 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. 	February, 2028	GM



Contact Details

For public enquiries about our RAP.

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