

... Goo bala noa blungu goo riet... know your rights...

Kriol – Kimberley and Perth

## Our Reconciliation Action Plan

To assist in developing, implementing and monitoring the RAP, the Commission has established a RAP Committee. The Committee is chaired by a member of the Commission's Corporate Executive. Staff members made up of Aboriginal and Torres Strait Islander peoples and non Indigenous staff representing all sections of the Commission attend Committee meetings on a rotating basis, allowing maximum participation. Staff perform an important role, reporting back to each section and ensuring that matters arising from the Committee are discussed and actions followed up. The model is inclusive of all staff.

The RAP includes specific actions and targets designed to foster the Commission's relationship with the Aboriginal and Torres Strait Islander community and bring about a better way of delivering our services. It also seeks to establish a process for consulting with Aboriginal and Torres Strait Islander stakeholders in relation to Commission activities and projects. All actions are subject to the reporting and monitoring framework set out in Part 4 'Tracking and Reporting on Progress'.

## Our Vision

The Equal Opportunity Commission envisions Australia as a nation that recognises and respects Aboriginal and Torres Strait peoples as the original inhabitants and custodians of the land and seas; where its citizens work together to eliminate disadvantage, discrimination and injustice experienced by Aboriginal and Torres Strait peoples in every aspect of their lives; and where opportunity, security, education, and good health - for so long denied Aboriginal and Torres Strait Islander peoples - are enjoyed by all, fully and without qualification.

## Our Business

The Commissioner for Equal Opportunity is an independent statutory office established under the *Equal Opportunity Act 1984* ("the Act").

The Commissioner's main responsibilities are to:

- ≈ Encourage recognition and an understanding of the principle of equal opportunity;
- ≈ Provide a means of redress to individuals who allege unlawful discrimination;
- ≈ Address systemic forms of racism in the procedures and practices of public sector agencies in the delivery of services to the public;
- ≈ Provide a variety of services that seek to inform and promote the principles of equal opportunity to individuals, employers, employees, public and private sector organisations, as well as community and voluntary groups;
- ≈ Raise public awareness about human rights.

The Equal Opportunity Commission carries out the Commissioner's statutory functions and responsibilities under the Act.

## Relationships

Since 1985, the Commission has been building relationships with Aboriginal and Torres Strait Islander people in Western Australia, from the Kimberley to the South West. The Commission looks forward to strengthening those relationships through its RAP, working together on ways to provide a better service to Aboriginal and Torres Strait Islander communities, and doing all we can to eliminate discrimination in Western Australia.

## Respect

The Commission respects the cultural heritage of Aboriginal and Torres Strait Islander people and their special relationship with the land. The Commission values the opinions of Aboriginal and Torres Strait Islander people and shall seek their views on all aspects of the Commission's work that is relevant to them.

## Opportunities

As the principal agency for the promotion of equal opportunity and anti-discrimination in Western Australia, the Commission seeks to lead by example in relation to the successful recruitment and retention of Aboriginal and Torres Strait Islander employees and trainees. The Commission has also resolved to identify and remove barriers encountered by Aboriginal and Torres Strait people when accessing the Commission's services, especially in the areas of complaint-handling and communicating effectively with people in remote locations.

Please see our website, or ask one of our staff if you would like to see the full text of the EOC's Reconciliation Action Plan.

[www.eoc.wa.gov.au](http://www.eoc.wa.gov.au)



Equal Opportunity Commission

... Gaganyjarrman nyinkardayarrnda... know your rights...

Yindjibarndi - Pilbara

... Pinarri marrikarra ngartakarraa ragitka... know your rights...

Walmajarri - Kimberley

... Wangaparrima wangka nyinka... know your rights...

Kariyarra - Pilbara