

## Scouts WA Reflect RAP Working Group

### Expressions of Interest

Scouts WA are pleased to be calling upon a team of Youth and Adult Members, Skilled Volunteers and Staff for EOIs to join the first ever Scouts WA Reconciliation Action Plan (Reflect RAP) Working Group. Scouts WA will be working with Reconciliation WA to develop our RAP.

To submit your EOI, please read the overview below, and send the following (up to 1page, no longer please) to [ea1@scoutswa.com.au](mailto:ea1@scoutswa.com.au) with the subject line:

### EOI for Scouts WA RAP Working Group

- Your role, including key responsibilities and length of time in Scouts
- Why you would like to be part of this working group
- Why you think it's important for Scouts WA to develop and embed a Reflect RAP
- What are the key skills, experience and qualities you will bring to this working group.

EOIs close Monday May 2<sup>nd</sup> 12pm. We aim to commence the work in late May 2022.

#### **1. Purpose of the Group - Stage One:**

This RAP Group guide the process of developing Scouts WA's first RAP (Reflect), by consulting with the Scouts WA team of volunteers, Members, staff, customers, and community stakeholders.

Initially, the RAP Working Group will also develop the group's process and way of working.

Once the Reflect RAP has been developed, submitted, and endorsed, the RAP Working Group will continue, and begin focusing more on the embedding and completion of the RAP.

#### **2. Purpose of the Group – Stage Two:**

To be responsible for achieving the initiatives within the focus areas of the Scouts WA Reflect Reconciliation Action Plan.

The committee is responsible for driving, planning, and organising key initiatives and events to ensure oversight and accountability for the Scouts WA plan.

During this phase they will also provide advice to Scouts WA regarding new and existing activities, processes, strategic priorities, and decisions across all levels of the organisation, to increase Scouts WA cultural safety, inclusion, and appropriateness for all Aboriginal and Torres Strait Islander people.

#### **3. Key Responsibilities for the RAP Working Group in Phase Two:**

- Providing leadership and direction to key RAP activities throughout Scouts WA.
- Assist in building relationships and partnerships with Aboriginal organisations throughout Scouts WA.
- Support the development and implementation of First Nations' culturally appropriate processes and activities, including forms and documents.
- Provide leadership and direction on supporting Scouts WA's recruitment and retention of Aboriginal and Torres Strait Islander people throughout the organisation.
- Undertaking planning and reporting in line with the RAP and Reconciliation Australia timelines.

- Establish a collaborative/consultative process for engaging volunteers and staff across the organisation to hear ideas and contribute ideas and engage in the activities.

#### **4. Time Allocation:**

Meetings will be held Monday 5-6.30pm (tentative pending applicant's preferences).

Phase One - 2-4hours weekly for 12-16 weeks.

- The working group will meet every three weeks, during this phase.

Phase Two – 2-4hrs monthly for 12-18 months.

- The working group will meet bi-monthly, during this phase.

Ideally members of this working group are part of stage one and stage two, however this is not essential.

#### **5. Working Group Structure**

- Up to nine members.
  - Including the CEO and Chief Commissioner
  - At least two additional Scouts WA' Adult Members
  - One Youth Member
  - At least one additional Scouts WA' staff member
  - Up to two external skilled volunteers, who bring relevant expertise to the working group.
- CEO will Chair the working group, unless there is a person from Aboriginal or Torres Strait Islander background who applies and would like to have this role.

#### **6. Selection Criteria**

- Scouts WA strongly encourages any people from Aboriginal or Torres Strait Islander backgrounds to apply, with or without any experience within Scouts WA.
- Have experience in a role at Scouts WA (Member (or Volunteer, Youth Member) or staff role).
- Have a current (or willingness to obtain) WWCC, if over 18
- Ability to attend meetings held at 5-6.30pm on Monday (virtual or in person) and contribute whole-heartedly to this process.
- Experience in working groups/action and outcome focused committees.
- *Experience in Microsoft teams and Office365 is preferable, but not essential.*
- Must believe in Scouts WA' purpose vision and values and share Scouts WA priority of working with more Aboriginal and Torres Strait Islander peoples, communities and families towards genuine reconciliation and inclusion.