

Reflect Reconciliation Action Plan

November 2020 – February 2022



RECONCILIATION
ACTION PLAN

REFLECT

architectus™



Architectus acknowledges Aboriginal and Torres Strait Islander peoples of this nation as the Traditional Custodians of the lands on which our company is located and where we conduct our business. We pay our respects to their Elders past, present and emerging.

Architectus is committed to honoring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society



About the artwork

Architectus commissioned Heather Kamarra Shearer to complete a unique art piece to support our first Reconciliation Action Plan. This artwork is both a representation of a 'map and an agreement', at the start of the Architectus reconciliation action journey, that expresses the elements of cultural understanding required for Architectus to effectively contribute to reconciliation with Aboriginal and Torres Strait Islander peoples.

The understanding between Aboriginal and Non-Aboriginal world views are represented by the two halves of the symbol for Aboriginal community and the protractor coming together and completing the circle in the centre of the painting is surrounded by people of all cultural background. This symbol of balance, understanding and mutual respect is set in the centre of the perspective, acknowledging that achieving this balance is still off in the future. But may-be not too far away.





A message from Reconciliation Australia

Reconciliation Australia welcomes Architectus to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP. Architectus joins a network of more than 1,100 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 over 2.3 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.

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 Architectus 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 Architectus, 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

A decorative graphic consisting of several concentric circles in shades of green and white, connected by orange lines. The circles are arranged in a horizontal line, with some overlapping. The lines are double-lined and connect the circles.

A message from our CEO

At Architectus we are acutely aware that we design places and spaces that occupy the unceded lands of the Aboriginal and Torres Strait Islander peoples, and that these First Peoples maintain the greatest connection and knowledge of place.

Our reconciliation journey has commenced, and we want to build our understanding from acknowledgment to listening, learning, and working with First Peoples in our practice and in our projects. Now is the time to put our intention into action, and for Architectus our Reflect Reconciliation Action Plan is an essential part of our commitment to action. We want to make reconciliation tangible in our practice, our process and in our built work. We look to the Architectus studios in New Zealand as a reference point, where the creative process is bi-cultural, where First Peoples are at the heart of decision making,

where organisational concepts, the expression of cultural values, landscapes and identity are firmly embedded within projects.

The Architectus RAP Group was formed across our five Australian studios and across all disciplines and roles of the practice. This group of 14 people explored how we can expand our connections and activities to make truly meaningful and fruitful relationships with Aboriginal and Torres Strait Islander peoples, organisations and businesses. It has been a true collaboration to create our first RAP. We have had the privilege and the pleasure of working with artist Heather Kamarra Shearer and graphic agency Little Rocket on the visual components of our RAP. Thanks goes to Principal Karl Traeger who introduced us to Heather and coordinated Heather's time in the Adelaide studio while producing the artwork. And thanks to our RAP Champion Principal Sophie Cleland who worked with Little Rocket on the final manifestation of our RAP document.

FROM THE ARTIST:
The concentric circles linked by coloured lines represent the communities from around the world living in Australia.



We would like to thank Reconciliation Australia for their guidance and feedback as we established our RAP. It was a galvanising experience for our practice and we encourage all our colleagues in the design, property and construction industries to embark on their own RAP journey, if they haven't already.

It is with humility, optimism and anticipation that I offer the Australian Aboriginal and Torres Strait Islander peoples the Architectus Reflect Reconciliation Action Plan. We commit to, and look forward to, our journey of reconciliation with you.

Ray Brown
CEO Architectus Australia Pty Ltd

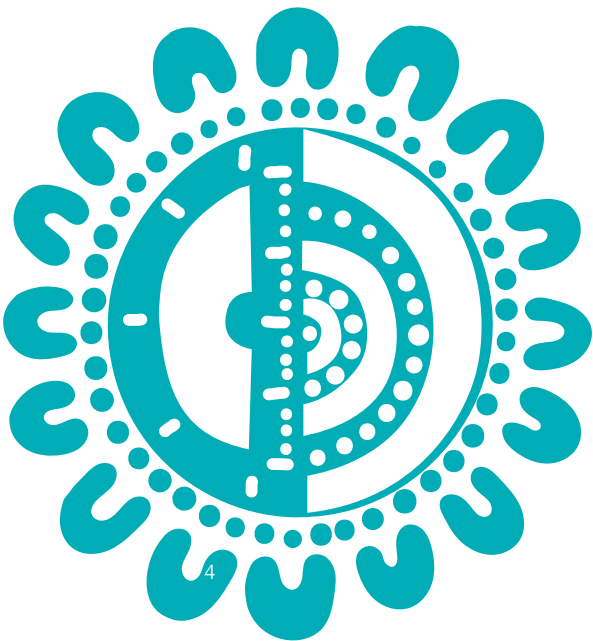
Overview of our Business

Architectus Australia is a design practice offering architecture, interior architecture, urban design, urban planning and digital design. We have ~380 staff nationally in studios (listed by size) in Sydney, Melbourne, Brisbane, Adelaide and Perth.

We were founded twenty years ago when three existing practices combined under the name Architectus. We are now one of the four largest practices in Australia. We have a sister practice Architectus New Zealand with whom we collaborate and share and evolve our design ethos.

As architects and designers, we have a responsibility to understand, respect and acknowledge the places that host the projects we develop. This occurs ideally through deep consultation and engagement with First Peoples in the design process and results in built form that is deeply founded in place and context.

Our business has national reach and our work spans a wide range of project types and sectors. We are known for our high-rise towers such as 1 Bligh St Sydney, public buildings including the QEII Courts of Law and the Gallery of Modern Art in Brisbane. In education we design schools, TAFEs, university buildings and research facilities; we recently completed 15 State schools in Victoria and are undertaking a large redevelopment of the Macquarie University central courtyard precinct. We design apartments, student housing and social and affordable housing such as The Platform Apartments, located in Sydney's North Eveleigh. We work in all facets of airports and are currently heavily involved in major rail projects in Sydney and Melbourne.

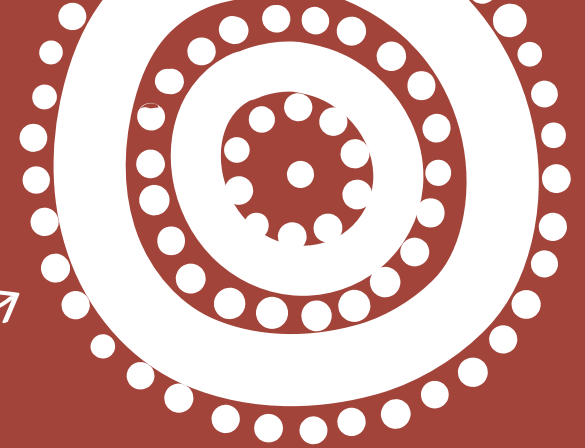


FROM THE ARTIST:

The combined symbol of a half-protractor and the Aboriginal symbol for community expresses a notion of the coming together of two worlds in balance and understanding, whilst maintaining respect for individual group lineage and identity.



FROM THE ARTIST:
This symbol depicted on this page represents
Aboriginal & Torres Strait Islander culture.



Design Philosophy

The shorthand we use to describe our design philosophy is “people, purpose, place, planet and production”. This is our checklist and framework for creating, discussing and assessing our design.

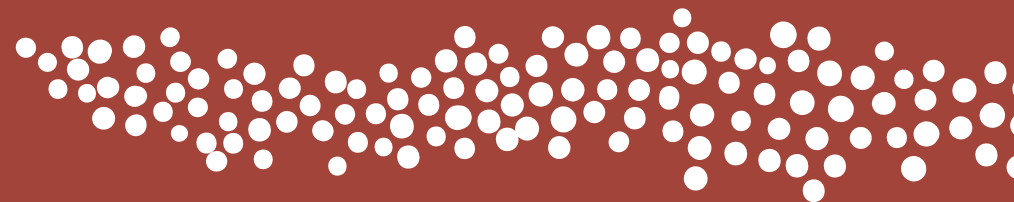
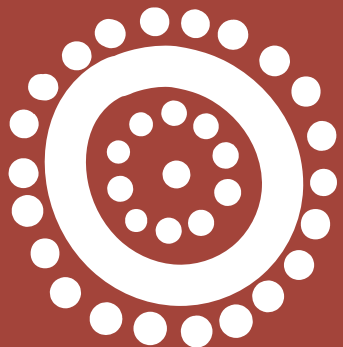
People: Human experience is at the heart of our approach, we design for the people who work, travel, visit, learn and live in the spaces and places we create.

Purpose: Working with our clients and their stakeholders, we explore the purpose of each project to reach its full potential beyond its functional brief.

Place: Our projects are derived from their context and are respectful of the landscape, climate, history, culture and community that defines place.

Planet: Sustainability is championed on every one of our projects. We consider the longer-term impact on the built environment, on society and on our planet.

Production: How a building can be intelligently, efficiently and safely put together drives our design thinking. This may have been called construction, however with an eye firmly on a future of 3D printed, prefabricated and robotic-assembled building components we call it production.



Our People

Our staff of 380 brings together architects, interior designers, digital design and delivery experts, urban designers and planners with a breadth of local and global experience. Our design professionals are supported by our wider team that includes finance, compliance, IT, HR and marketing experts.

We embrace the diverse backgrounds of our people and the rich perspective they bring to our studio.

We currently have one staff member who identifies as an Aboriginal employee.

Working in a studio environment, teams are formed for each project. Teams can be as small as two people and as large as around 40 people, some projects are for discrete pieces of work lasting a few weeks while most span over a couple of years. In this environment strong collegiate bonds are formed between our team members and we prefer to describe our collective as a community rather than a workforce or office.

We are active contributors in the design, property and construction industries with representation in most of the peak bodies including the Institute of Architects, Planning Institute Australia and Property Council Australia. We support and encourage our staff who hold part time lecture and tutor positions at universities and other institutions. We support charities and are a national donor to the Property Industry Foundation to help support Australia's homeless youth.

FROM THE ARTIST:
These cultural element, in the form of dashes, represents building blocks - a symbol for 'building understanding'. The 'U' shapes represent the Aboriginal and Non-Aboriginal people meeting.



Our RAP

Reconciliation Australia's RAP framework provides us with a structured approach to build and encourage reconciliation. There are four (4) types of RAP that an organisation can develop – Reflect, Innovate, Stretch & Elevate – each designed to suit an organisation at various stages of its reconciliation journey.



Architectus is embarking on a Reflect RAP which includes the implementation of practical deliverables to promote and drive our contribution to reconciliation within our workplace and the communities in which we design and collaborate. **We are developing our Reflect RAP** as a tool to help both our employees and clients build positive and respectful relationships and improve education and connectedness to the diverse cultures and perspectives of Aboriginal and Torres Strait Islander peoples.

Committing to a Reflect RAP allows Architectus to spend time scoping and developing greater relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on our Vision for reconciliation and exploring the sphere of influence. This process will provide the solid foundations to ensure that our future RAPs are meaningful, mutually beneficial and sustainable.

As we embark on developing and **implementing our Reflect RAP**, each deliverable will be jointly owned by two members of our RAP Group who are Principals, Senior Associates, Associates, Senior Team Members, Team Members, Graduates, Students, Studio Operations

Coordinator and group People Advisory Manager to ensure momentum and even distribution of responsibility. While those two members may not be wholly accountable for their deliverable, they can leverage other members of the RAP Group for information in addition to seeking the contribution of others across Architectus. Our intention is to foster meaningful relationships with local Aboriginal and Torres Strait Islander individuals and agencies and ultimately have their guidance and participation in the Architectus RAP Group.

We anticipate the development and implementation of this RAP over the next 18 months will lay the foundation of our commitment to establish more meaningful and long-term relationships with First Nations peoples and communities. We want to contribute to reconciliation in a structured, relevant and respectful way. We want to build upon and create genuine relationships with First Nations peoples and communities and promote a culturally aware workplace that is inclusive and diverse.

Our partnerships/current activities

Our studios across Australia engage with reconciliation and Aboriginal and Torres Strait Islander people in a variety of ways.

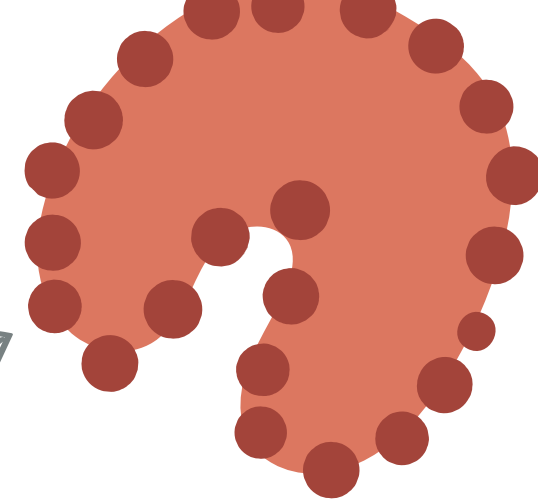
In 2019 we initiated an Acknowledgment of Country at public presentations, studio updates, and in many of our submissions, reports, and publications.

We invite local Aboriginal and Torres Strait Islander people into our Studios to give talks, run workshops, and engage with our wider team. Most recently this included Dr Fiona Folley, an artist, Badtjala woman, and founding member of Boomalli Aboriginal Artist Co-operative, and John Paul Jankie, Wuthathi, from Cape York and from Murray Island in the Torres Strait. He is currently co-owner of Rork Projects, a national Indigenous fit-out and refurbishment company servicing the corporate and government sectors, and the co-host of NITV's flagship news and current affairs show 'The Point'.

The importance of understanding 'Place' in our design process has involved conducting historical, pre-colonial, and contemporary cultural research to ensure the significance of connection to Country in the many locations on which we build is understood and acknowledged in our design response. More recently, the intention of specifically referencing Aboriginal and Torres Strait Islander peoples within our design philosophy has been viewed as a favourable outcome of the RAP process, and an exciting indication of positive moves to come.

With our clients we actively promote collaborations with First Nations people on our projects and continue to view this as an important part of our identity and responsibility as an Australian architecture studio. Many of our projects have incorporated Indigenous design principles, artworks and storytelling. Notable projects include the University of Sydney Faculty of Arts and Social Sciences building whereby artwork was etched into the stone façade by artist Robert Andrew and the Sunshine Coast

FROM THE ARTIST:
Aboriginal (U shapes with dots)
and Non-Aboriginal Australians
(U shapes without dots) meeting.



University Hospital whereby understanding and acknowledgement of place played a significant role and was manifested through artwork by Dr Bianca Beetson of the Kabi Kabi nation of the Sunshine Coast.

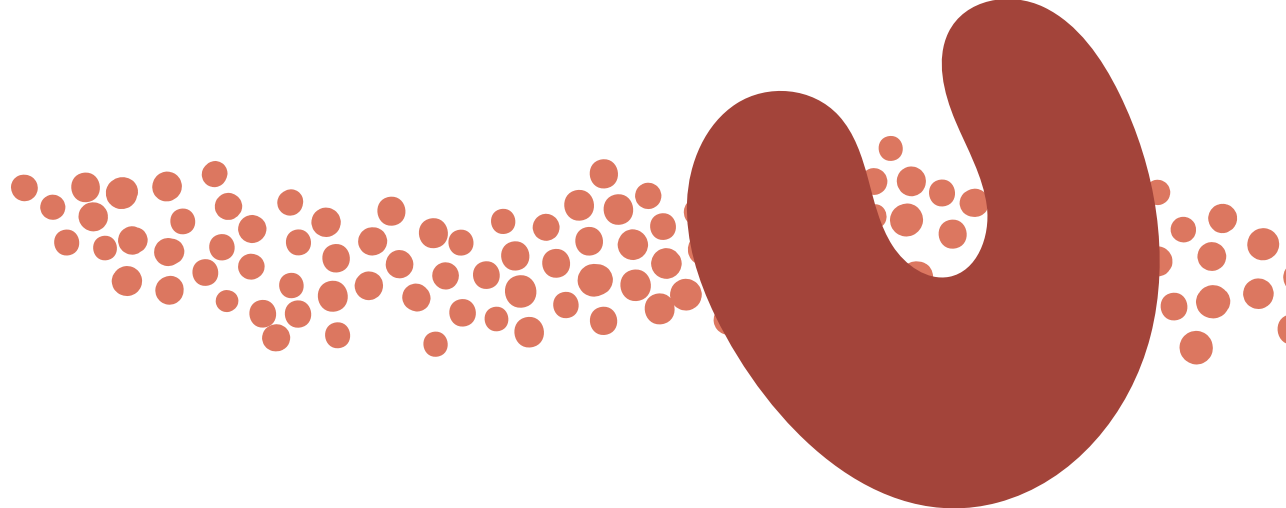
Fruitful engagement and consultation with Aboriginal and Torres Strait Islander people has occurred on significant projects such as the Shepparton Law Courts for the Koorie Court and Family Violence Unit, the Bendigo TAFE Campus Redevelopment, Sydney Metro and Barangaroo Station and the Macquarie Group workplace.

Our intention is to continue to grow these initiatives and processes into more clearly defined and engaging collaborations, partnerships, and reconciliation activities.





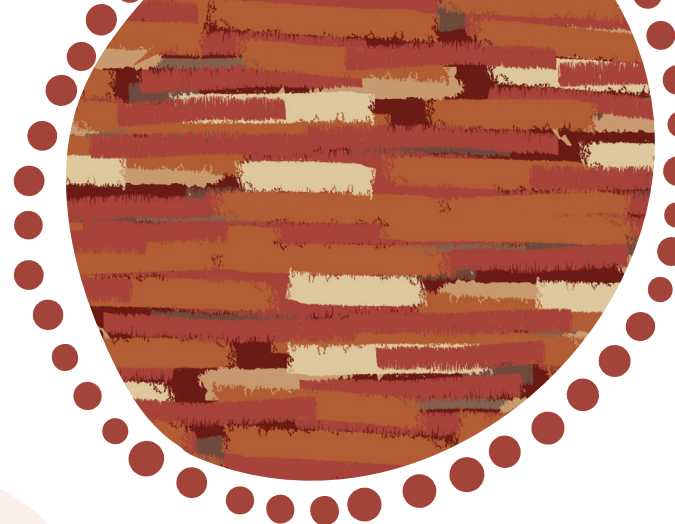
Relationships



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	February 2021	RAP Champion
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2021	RAP Champion
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	27 May – 3 June 2021	CEO
	• RAP Group members to participate in an external NRW event.	27 May – 3 June 2021	Studio Leaders
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2021	Studio Leaders
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff.	May 2020	Studio Leaders
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2021	RAP Group Principal
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2021	RAP Group Principal
4. Promote positive race relations through anti- discrimination strategies.	• Research best practice and policies in areas of race relations and anti- discrimination.	December 2020	Group People Advisory Manager
	• Conduct a review of HR policies and procedures to identify existing anti- discrimination provisions, and future needs.	December 2020	Group People Advisory Manager



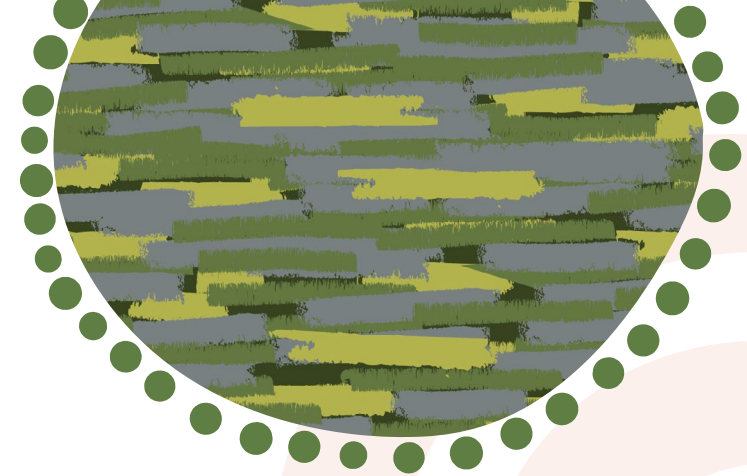
Respect



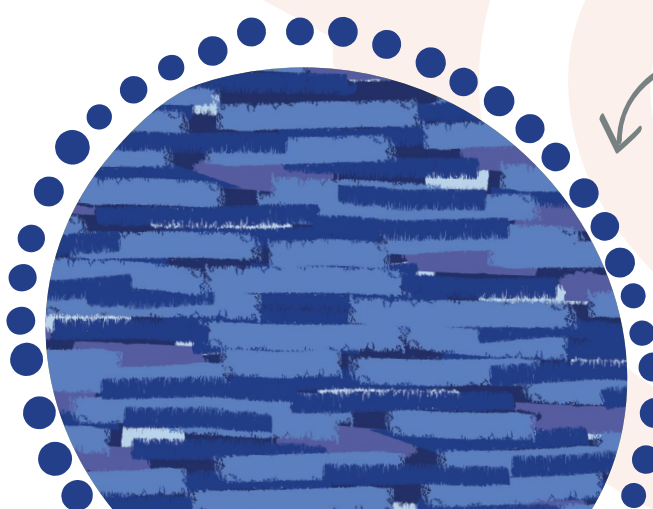
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	July 2021	RAP Group Senior Associate
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	July 2021	RAP Group Senior Associate
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. 	April 2021	RAP Champion
	<ul style="list-style-type: none"> Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	July 2021	Studio Leaders
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. 	8-15 November 2020 4-11 July 2021	Studio Leaders
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	8-15 November 2020 4-11 July 2021	Studio Leaders
	<ul style="list-style-type: none"> RAP Group to participate in an external NAIDOC Week event. 	8-15 November 2020 4-11 July 2021	RAP Champion
8. Investigate opportunities to embed Aboriginal and Torres Strait Islander peoples, cultures and contributions throughout our design process	<ul style="list-style-type: none"> Review design guidelines to ensure they include specific reference to Aboriginal and Torres Strait Islander peoples and designing for Country practises. 	July 2021	RAP Group Principal



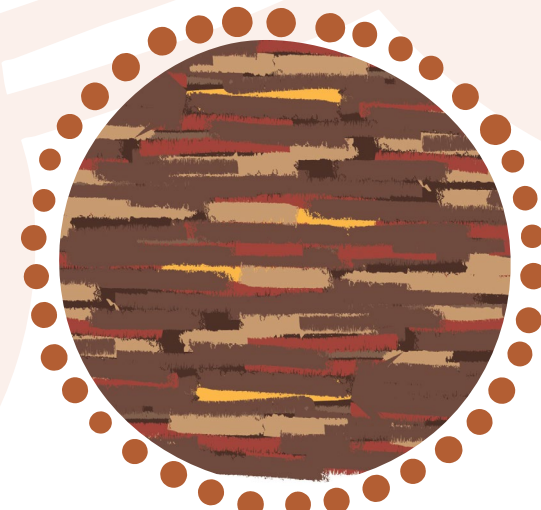
Opportunities



Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	December 2020	Group People Advisory Manager
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2020	Group People Advisory Manager
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	July 2021	Group People Advisory Manager
	• Investigate Supply Nation membership.	December 2020	Group People Advisory Manager



FROM THE ARTIST:
This form of painting is used to express the four elements that are essential to life; fire, air, earth and water.





Governance

Action	Deliverable	Timeline	Responsibility
11. Action and maintain an effective RAP Group (RG) to drive governance of the RAP.	• Review and maintain RAP Group to oversight RAP implementation.	November 2021	RAP Champion
	• Draft a Terms of Reference for the RG.	April 2021	RAP Champion
	• Review and maintain Aboriginal and Torres Strait Islander representation on the RG.	July 2021	CEO
12. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	December 2020	RAP Group Senior Associate
	• Engage senior leaders in the delivery of RAP commitments.	December 2020	RAP Group Senior Associate
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	December 2020	Group Compliance Manager
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	September 2021	Group People Advisory Manager
14. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	November 2021	Group People Advisory Manager



FROM THE ARTIST:
 These symbols are used within Aboriginal culture to symbolise the built form / structure that is traditionally known as a wurlie.



FROM THE ARTIST:
Aboriginal communities with lines
showing how they're all connected.

Architectus Australia Pty Ltd

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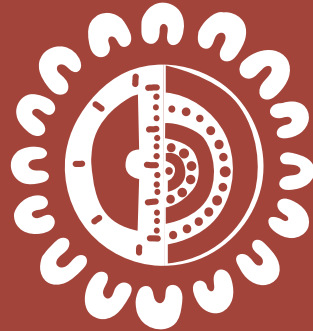
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