

# REFLECT

# RECONCILIATION

# ACTION

# PLAN

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December 2019 - December 2020



RECONCILIATION  
ACTION PLAN

REFLECT

PTW



Image above and cover image:

*National Gallery of Australia - New Entry and Galleries for Aboriginal and Torres Strait Island People's Art, Canberra*

Image courtesy of John Gollings.

Artwork: *The Aboriginal Memorial*, installation which comprises 200 traditional hollow log coffins or poles, made by 43 artists, both male and female, primarily from Ramingining and several surrounding communities in Central Arnhem Land Northern Territory, Australia.

## CONTENTS

<b>01</b>	<b>Foreword</b>
<b>02</b>	<b>PTW Architects - Reflect Reconciliation Action Plan</b>
<b>03</b>	<b>Relationships</b>
<b>04</b>	<b>Respect</b>
<b>05</b>	<b>Opportunities</b>
<b>06</b>	<b>Governance</b>
<b>07</b>	<b>Contact Details</b>



# 01

## FOREWORD

As design professionals we recognise the connection between Aboriginal and Torres Strait Islander peoples and the land which we work on. We want to learn to understand this and incorporate this in our design processes.

PTW is proud to present our first Reconciliation Action Plan.

This document sets out our formal commitment to the process of reconciliation in Australia. It is intended to provide guidance and milestones as we move from good intentions to actions which create real change for Aboriginal and Torres Strait Islander people.

In our own workplace and as we participate in the construction industry, we will aim to contribute to achieving greater social equality and employment opportunities for Aboriginal and Torres Strait Islander peoples.

In our work we will aim to provide opportunities to celebrate Aboriginal and Torres Strait Islander stories.

As we embark on this first year of participating in the Reconciliation Action Plan program, we look forward to being part of the national movement towards reconciliation.



**Simon Parsons**  
PTW Architects  
Managing Director  
Asia-Pacific

A handwritten signature in black ink, appearing to read 'Simon Parsons', written in a cursive style.



**Jill Woodley**  
PTW Architects  
Senior Associate



# 02

## PTW Architects

### Reflect Reconciliation Action Plan

#### Our Business

PTW is one of Australia's longest operating architectural practices. We work in multiple sectors including residential, mixed use, commercial, hospitality and integrated communities. We work for both public and private clients with the ultimate clients of our work being the people and communities who occupy our buildings.

Our staff are design professionals including architects and interior designers as well as support and administration personnel. We have around 100 employees in Australia. We currently have no staff who identify as Aboriginal or Torres Strait Islander peoples. Our office is in Sydney and we are part of a multi-national company with offices in China and Vietnam.

#### Our RAP

As a practice we have become increasingly aware of our responsibility and desire to be part of reconciliation with First Nations peoples in Australia. We are just starting our process of understanding and educating ourselves about reconciliation and so are commencing a Reflect Reconciliation Action Plan . This plan will become a framework for our reconciliation development within our practice.

Following endorsement of our RAP we plan to assemble a working group to implement it and to understand how we can contribute to reconciliation in a meaningful way. We expect the working group to include an associate, a business development manager, our practice manager and other interested staff.

Aboriginal and Torres Strait Islander peoples are under-represented in the architecture profession and we are committed to assisting to improve this.

As design professionals we recognise the connection between Aboriginal and Torres Strait Islander peoples and the land which we work on. We want to learn to understand this and incorporate this in our design processes.

### **Our partnerships/current activities**

We have a connection with an architectural academic who identifies as Aboriginal and Torres Strait Islander and runs a course on Indigenous cultural narratives in design.

We have been involved in Aboriginal and Torres Strait Islander internships through the University of Sydney in the past.

We sponsor the Reflections conference at the Australian Institute of Architects and staff from our office attended. This was an important event in our profession. Organised by Aboriginal and Torres Strait Islander practitioners, speakers at the conference shared their work and experiences, both theoretical and practical.

At our monthly staff information breakfast, PTW news, we have started to include an update on our RAP activities.

We have started to include an Acknowledgement of Country in our events.





*Coffs Harbour Justice Precinct, Coffs Harbour, NSW*  
image courtesy of Adrian Boddy

This project is recognized by the National Aboriginal Design Agency (NADC) as an exemplar of how contemporary aboriginal artwork can be incorporated in the architectural design and realization of a state civic project.

Artist: Brentyn Lugnan





# 03

## Relationships

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

# 04

## Respect

Action	Deliverable	Timeline	Responsibility
<b>5. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2020	Associate
	Conduct a review of cultural learning needs within our organisation.	June 2020	Associate/HRM
<b>6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	February 2020	Associate
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2020	Associate
<b>7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	November 2020	Associate
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	November 2020	Associate
	RAP Working Group to participate in an external NAIDOC Week event.	November 2020	Associate/HRM



**Alexander, Baranagaroo South, NSW**  
image courtesy of John Gollings

The 'Shellwall' public artwork reflects the culturally significant shell making tradition of the La Perouse community, connecting this place to Country.

Artist: Esme Timbery and Jonathan Jones



# 05

## Opportunities

Action	Deliverable	Timeline	Responsibility
<b>8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	December 2020	Associate, HRM
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2020	Associate, HRM
<b>9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2020	BDM
	Investigate Supply Nation membership.	June 2020	Operational Manager (OM)

# 06

## Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	December 2019	Associate
	Draft a Terms of Reference for the RWG.	February 2020	RWG/Associate
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	February 2020	Associate
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February 2020	OM/Associate
	Engage senior leaders in the delivery of RAP commitments.	March 2020	OM/Associate
	Define appropriate systems and capability to track, measure and report on RAP commitments.	April 2020	RWG
12. 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 2020	Associate
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2020	Associate





*National Gallery of Australia - New Entry and Galleries for Aboriginal and Torres Strait Island People's Art, Canberra*  
Image courtesy of John Gollings.



# 07

## Contact Details

**For public enquiries about our RAP:**

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