

# RECONCILIATION ACTION PLAN

REFLECT

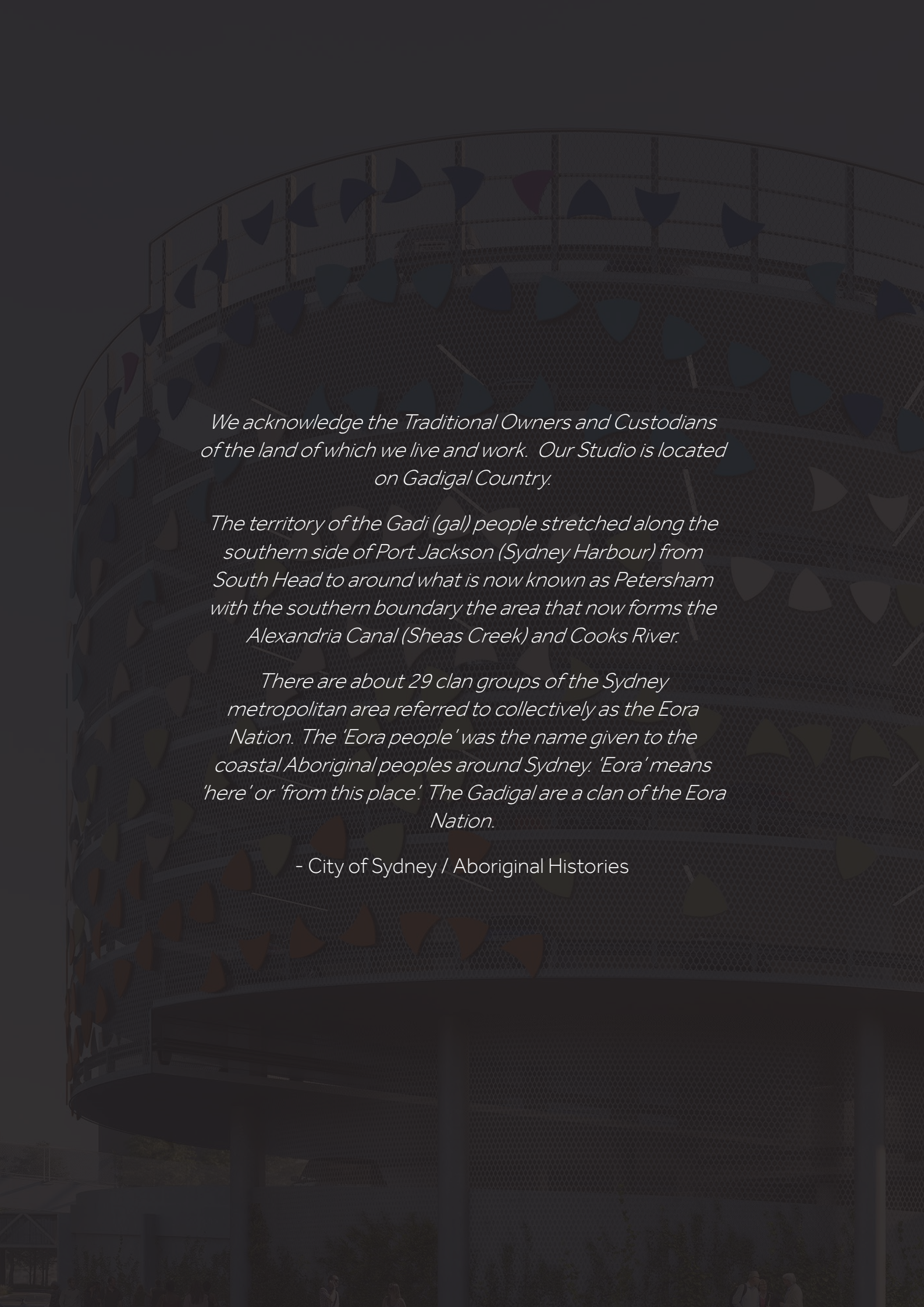
APRIL 2023 - APRIL 2024



RECONCILIATION  
ACTION PLAN

REFLECT





*We acknowledge the Traditional Owners and Custodians of the land of which we live and work. Our Studio is located on Gadigal Country.*

*The territory of the Gadi (gal) people stretched along the southern side of Port Jackson (Sydney Harbour) from South Head to around what is now known as Petersham with the southern boundary the area that now forms the Alexandria Canal (Sheas Creek) and Cooks River.*

*There are about 29 clan groups of the Sydney metropolitan area referred to collectively as the Eora Nation. The 'Eora people' was the name given to the coastal Aboriginal peoples around Sydney. 'Eora' means 'here' or 'from this place'. The Gadigal are a clan of the Eora Nation.*

*- City of Sydney / Aboriginal Histories*

# Statement from CEO of Reconciliation Australia

## Inaugural Reflect RAP

Reconciliation Australia welcomes Fitzpatrick + Partners to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Fitzpatrick + Partners joins a network of more than 2,200 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 close to 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 Fitzpatrick + Partners 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 Fitzpatrick + Partners, 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







Artwork on Liverpool Hospital Carpark by Bibi Barba in collaboration with Aboriginal Elders



## ULURU STATEMENT FROM THE HEART

### AS A STUDIO, WE FULLY SUPPORT THE ULURU STATEMENT FROM THE HEART

*Aboriginal and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands, and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the Creation, according to the common law from 'time immemorial', and according to science more than 60,000 years ago.*

*This sovereignty is a spiritual notion: the ancestral tie between the land, or 'mother nature', and the Aboriginal and Torres Strait Islander peoples who were born therefrom, remain attached thereto, and must one day return thither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty. It has never been ceded or extinguished, and co-exists with the sovereignty of the Crown*

*How could it be otherwise? That peoples possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years?*

*With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia's nationhood.*

*Proportionally, we are the most incarcerated people on the planet. We are not an innately criminal people. Our children are alienated from their families at unprecedented rates. This cannot be because we have no love for them. And our youth languish in detention in obscene numbers. They should be our hope for the future.*

*These dimensions of our crisis tell plainly the structural nature of our problem.*

*This is the torment of our powerlessness.*

*We seek constitutional reforms to empower our people and take a rightful place in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.*

*We call for the establishment of a First Nations Voice enshrined in the Constitution.*

*Makarrata is the culmination of our agenda: the coming together after a struggle. It captures our aspirations for a fair and truthful relationship with the people of Australia and a better future for our children based on justice and self-determination.*

*We seek a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling about our history*

*IN 1967 we were counted*

*IN 2017 we seek to be heard.*

*We leave base camp and start our trek across this vast country.*

*We invite you to walk with us in a movement of the Australian people for a better future.*

*We invite you to walk with us in a movement of the Australian people for a better future.<sup>1</sup>*



<sup>1</sup> <https://ulurustatement.org/>

## OUR BUSINESS

### FITZPATRICK+PARTNERS HAVE ESTABLISHED A REPUTATION FOR INSPIRING ARCHITECTURAL RESPONSES TO UNIQUE PROBLEMS THROUGHOUT AUSTRALASIA.

Fitzpatrick+Partners are an architectural Studio with 40 staff members. Currently we have no Aboriginal or Torres Strait Islander people working for Fitzpatrick+Partners.

Our skill is to nurture our clients goals and aspirations, develop, challenge and evolve these into successful projects to exceed their requirements, and in doing so create a unique response which reflects our philosophy to architecture.

Our Philosophy is one in which the result celebrates the solution, the expression, the technology and principles of construction, but most importantly welcomes the building users, creating inviting environments which we hope people not only understand but enjoy as places in which to work, live, learn and play.

Our industry continues to adapt to the integration of solutions to minimise our impact on the environment. We continue to question what is possible, using the simple tools of logic to continue to search for better solutions.

The challenge remains to not only build, but to build with an ongoing commitment to enhance and respect our environment, our towns and cities, and most of all our building users.

This infers a significant responsibility, for we build for an unknown future. Our design philosophy is simply, that a well designed and well built building can adapt to this change.

Architecture is the fine balance between innovative design solutions and the practical importance of fitting buildings to people, the environment and budgets.

We are optimistic for the future, we pride ourselves on the careful and thoughtful integration of the new with the existing context. A place will be better for the applications of our efforts into built form, the result is a good neighbour, a good host, a pleasurable place to be and a positive contributor to a better planet.

Our approach is close to engineering in that it sees the aesthetic outcome as a result of good thinking rather than as a goal in and of itself. Our creative

and inventive solutions relate to the immediate environment and context of the project, and results in buildings that are a pleasure in which to live and work.

We produce quality buildings with an emphasis on the blending of individual client needs and societies broader goals and aspirations. In particular the studio seeks to enhance the human architectural relationship to place and time. Our work is inherently an act of change but a respectful and informed change.

The studio does not limit itself to a particular scale or typography of project, preferring to work across all scales and building uses within Australia, where we believe can add value to the design and construction process. Through this variety we learn and transfer knowledge, enriching the outcomes with broad fields of thought.

Fitzpatrick+Partners is a registered architectural practice in NSW.

As an architecture studio practicing today in Australia, Fitzpatrick+Partners acknowledge that we are working on land that was not ceded and which always was and always will be, Aboriginal Land.

Australia is home to over 250 unique and culturally diverse Aboriginal and Torres Strait Islander language groups, defining Country. We recognise these as the oldest continuing cultures in the world and we pay our deep respects to their on-going relationships and understandings with all aspects of Country.





Artwork at Gosford Health & Well Being by Aunty Donella Waters - Portrays the weave of the dilly bag as a background within which a sea eagle soars over Gosford

## OUR RAP

### FITZPATRICK + PARTNERS SEEK TO PLAY AN ACTIVE PART IN THE RECONCILIATION OF NON-INDIGENOUS AUSTRALIANS WITH THE FIRST NATIONS PEOPLE OF THIS CONTINENT.

We are utilising the process of developing our initial Reconciliation Action Plan to further our engagement with Aboriginal and Torres Strait Islander peoples.

We see this as both appropriate and essential as participants in contemporary Australian civil society, particularly in a time between the invitation of the Uluru Statement from the Heart and its hopeful impact on the wider Australian society through a successful referendum. We see our part in this process from both our role as an Australian business operating in this time and from a design perspective as Architects contributing to the built environment of Country.

As a business collective we generate commercial opportunities from our work throughout our supply chain and we have aligned ourselves with iDiC in order to extend these opportunities to Aboriginal and Torres Strait Islander businesses across everything we do. This partnership has been operating for over a year now and has impacted a growing number of Aboriginal and Torres Strait Islander businesses. We are also involving our entire team through engagement with a program of cultural awareness training with iDiC's help and guidance.

As a group of Architects F+P have always sought to place our work in its context and are continuing to evolve this strategy to a more holistic understanding of Place and Country. One that recognises the original Custodians of the land and their place in this process. Designing for projects in contemporary Australia means designing on Country and we seek to grow our knowledge and respect for both the place and the peoples who have cared for it since the beginning of time.

We see the opportunity for our work to be informed by a greater knowledge of the Aboriginal and Torres Strait Islander understanding of Country and to be created with greater awareness of place, as everywhere we design is on unceded Aboriginal land.

We are utilising this engagement through our RAP to position ourselves as advocates, allies and students to learn from First Nations perspectives and design with a greater sense of place.



## RAP WORKING GROUP



MATT AYLMER - GRADUATE ARCHITECT



BRIAN CUNNINGHAM - PRINCIPAL



MEL EDWARDS - STUDIO MANAGER



LIZ NEED - SENIOR ASSOCIATE



PAUL REIDY - PARTNER  
RAP CHAMPION



## OUR PARTNERSHIPS AND INITIATIVES

In July 2021 Fitzpatrick+Partners partnered with the Aboriginal and Torres Strait Islander Defence and Infrastructure Consortium (iDiC), an organisation that facilitates the increased participation of Aboriginal and Torres Strait Islander owned and controlled businesses in the delivery of long-term Nation building projects.

Fitzpatrick + Partners established this partnership as part of our commitment to integrate business opportunities for Aboriginal and Torres Strait Islander partners and suppliers within its wider supply chain, and it represents a milestone in our journey towards promoting reconciliation within our organisation.

The partnership with iDiC is focussed on facilitating the engagement of Aboriginal and Torres Strait Islander businesses in our supply chain, education of our staff regarding Aboriginal and Torres Strait Islander Australians and developing Aboriginal and Torres Strait Islander business capability and capacity.

### *Executive Summary from IDIC*

***"The Indigenous Defence & Infrastructure Consortium is proud to be a partner of Fitzpatrick + Partners in the provision of Architectural Services to the Health Infrastructure NSW in the Rouse Hill Hospital contract. Our partnership with Fitzpatrick + Partners will provide long term support and opportunities through the connection of the Australian Indigenous business sector during the life of the contract. Our engagement by Fitzpatrick + Partners is proof of their commitment to working with Indigenous businesses as a meaningful partner, it is not just a box ticking or tokenistic gesture. Fitzpatrick + Partners being awarded this contract will be very good news for the Indigenous business sector as we build capability and capacity of Indigenous Businesses and our First Nations People in the Health sector"***

### **Adam Goodes CEO**

Indigenous Defence & Infrastructure Consortium

Fitzpatrick + Partners is committed to our Strategic Relationship with the Indigenous Defence & Infrastructure Consortium (iDiC). The Indigenous Defence & Infrastructure Consortium (iDiC) was formed to ensure that Australia's Aboriginal and Torres Strait Islander businesses are considered worthy of participating in nation building projects. Having access to longer term projects will allow the Aboriginal and Torres Strait Islander business sectors to grow, and in turn, train and employ more Aboriginal and Torres Strait Islander Peoples. Aboriginal and Torres Strait Islander Businesses are proven to be 100 times more likely to employ Indigenous Australians than non-Indigenous businesses.

Fitzpatrick + Partners entered into a strategic partnership with iDiC to assist us with our Aboriginal and Torres Strait Islander engagement strategy across all parts of our business and all contracts. We are committed to working with the iDiC to ensure that Aboriginal and Torres Strait Islander businesses are engaged at the very beginning of every project and that our staff and systems provide a safe and welcoming environment for Aboriginal and Torres Strait Islander businesses and People.

The Aboriginal culture is the oldest living and surviving culture in the world. It is a culture based on sharing knowledge, respect and collaboration. This knowledge includes widespread systems of incorporating biodiversity, climate, land, culture and people. Aboriginal People have established a shared living culture with their environment since time immemorial. We believe that this approach reflects what is needed in the Corporate and Government sectors to ensure that the proponents involved in the various programs work together to realise the full potential of this project. The formation of the iDiC and its 100+ Aboriginal and Torres Strait Islander businesses is based on this premise, and we are engaging with the iDiC to take the learnings and apply this in a wider context within our business.



## INTERNAL ACTIVITIES



22 likes

mycause.com.au Congratulations to the team at Fitzpatrick & Partners who have walked over 5,000kms while raising \$12,390 for @gofoundationau, a charity that aims to empower young Indigenous Australians through education. 🙌

37 members of the Sydney-based Architecture firm participated in the virtual walking challenge for the cause.

*F+P raised money for the GO Foundation to go towards scholarships for Indigenous students from primary school through to university, to students that live on country, in community and with family.*



*The F+P team had a Cultural Awareness presentation from iDiC in May 2022*



*F+P jumped aboard the Mari Nawi (Big Canoe) and learned the traditional culture, history, and stories of one of the most beautiful harbours in the world. We heard stories of the Gadigal, Guringai, Wangal, Gammaraigal and Wallumedegal people of Sydney Harbour and learned the Aboriginal names and meanings of significant Sydney landmarks, before stepping ashore on Be-lang-le-wool (Clark Island).*

*We learnt about life pre-colonisation, our coastal lifestyle, traditional fishing methods and food gathering techniques.*



## RELATIONSHIPS



Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> </ul>	March 2023	Partner
	<ul style="list-style-type: none"> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	March 2023	Senior Associate
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> </ul>	April 2023	Studio Manager
	<ul style="list-style-type: none"> <li>RAP Working Group members to participate in an external NRW event.</li> </ul>	27 May- 3 June, 2023	Studio Manager
	<ul style="list-style-type: none"> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	27 May- 3 June, 2023	Partner
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> </ul>	March 2023	Partner
	<ul style="list-style-type: none"> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> </ul>	March 2023	Senior Associate
	<ul style="list-style-type: none"> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	March 2023	Architect
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>Research best practice and policies in areas of race relations and anti-discrimination.</li> </ul>	May 2023	Studio Manager / Senior Associate
	<ul style="list-style-type: none"> <li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	May 2023	Studio Manager / Senior Associate

## 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"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> </ul>	March 2023	Partner
	<ul style="list-style-type: none"> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	March 2023	Studio Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> </ul>	April 2023	Architect
	<ul style="list-style-type: none"> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> </ul>	April 2023	Partner
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> </ul>	June 2023	Studio Manager
	<ul style="list-style-type: none"> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> </ul>	June 2023	Studio Manager
	<ul style="list-style-type: none"> <li>RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	First week in July 2023	Partner / Architect



## OPPORTUNITIES



Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> <li>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> </ul>	May 2023	Partner
	<ul style="list-style-type: none"> <li>Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li> </ul>	May 2023	Partner
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes	<ul style="list-style-type: none"> <li>Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul>	June 2023	Studio Manager
	<ul style="list-style-type: none"> <li>Investigate Supply Nation membership.</li> </ul>	April 2023	Studio Manager
	<ul style="list-style-type: none"> <li>Continue procurement from Aboriginal and Torres Strait Islander owned business through our strategic relationship with iDiC and their suppliers</li> </ul>	September 2023	Studio Manager

## GOVERNANCE



Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Maintain a RWG to govern RAP implementation.</li> </ul>	April 2023	Partner
	<ul style="list-style-type: none"> <li>Draft a Terms of Reference for the RWG.</li> </ul>	April 2023	Partner / Studio Manager
	<ul style="list-style-type: none"> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	April 2023	Partner
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> </ul>	April 2023	Architect
	<ul style="list-style-type: none"> <li>Engage senior leaders in the delivery of RAP commitments.</li> </ul>	April 2023	Partner
	<ul style="list-style-type: none"> <li>Appoint a senior leader to champion our RAP internally.</li> </ul>	April 2023	Partner
	<ul style="list-style-type: none"> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	April 2023	Architect
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>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.</li> </ul>	June 2023	Studio Manager
	<ul style="list-style-type: none"> <li>Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.</li> </ul>	August 2024	Studio Manager
	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September 2023	Studio Manager
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>	January 2024	Studio Manager



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