



RECONCILIATION ACTION PLAN

September 2021 - September 2022

REFLECT

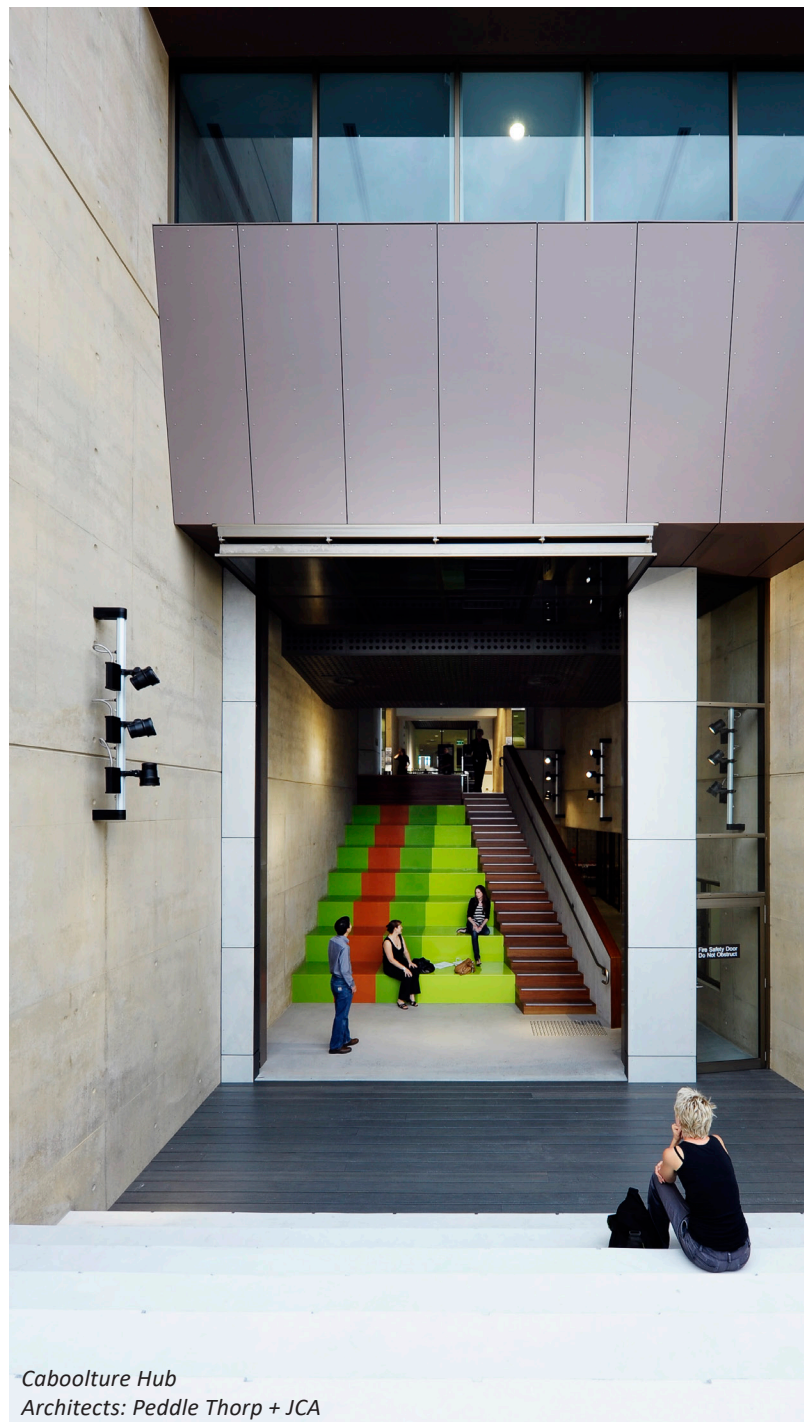


ACKNOWLEDGEMENT O F C O U N T R Y

Peddle Thorp respectfully acknowledges the Traditional Custodians of the lands across our nation. We extend that respect to the Elders, past, present and emerging.

They hold the memories, traditions, cultures and hopes of Australia's First Peoples.

We extend this appreciation to Reconciliation Australia for their enthusiasm and support. They inspire and assist all Australians to contribute to reconciliation of our nation.



Caboolture Hub
Architects: Peddle Thorp + JCA



Toowoomba City Library Opening Ceremony

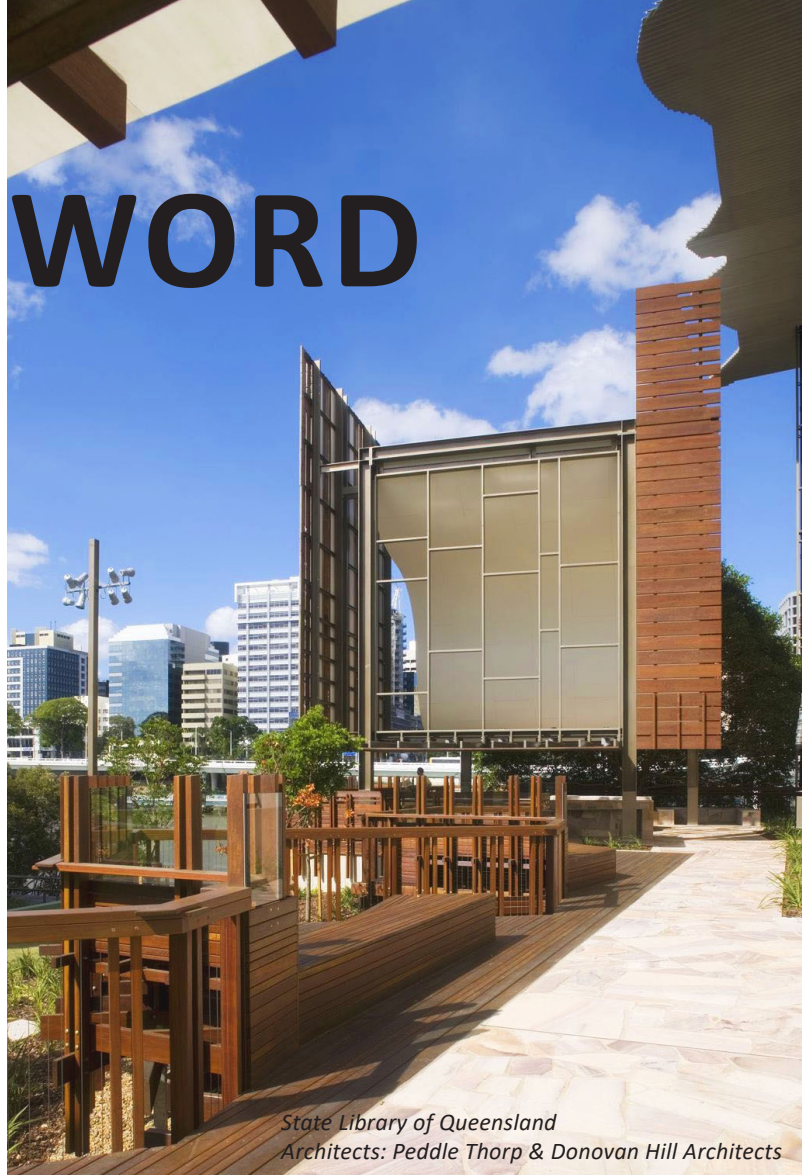
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Toowoomba City Library
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FOREWORD



*State Library of Queensland
Architects: Peddle Thorp & Donovan Hill Architects*

Peddle Thorp is proud to present our first Reflect Reconciliation Action Plan (RAP). Our RAP establishes our commitment to the process of reconciliation in Australia. It provides pathway as we move from good intentions to meaningful actions for positive change.

The heart of reconciliation is the relationship between the broader Australian community and First Nations peoples. In order to foster positive relations, we must be grounded in a foundation of truth about Australia's modern history and a deeper appreciation and respect for the millennia of continuous First Nations communities on the land.

In our own workplace and as part of the broader construction industry, we aim to contribute to achieving greater social equality and employment opportunities for Aboriginal and Torres Strait Islander peoples. In our work we aim to provide opportunities to celebrate Aboriginal and Torres Strait Islander stories.

As we begin our first year of participating in the RAP program, we look forward to contributing to the national movement towards reconciliation and respect.

RAP CHAMPIONS



Caroline Yuen
Senior Executive
Interior Architecture



Brett Hudson
CEO

GROUP MEMBERS

Belden Coutts
Architectural Graduate (Brisbane)

Cameron Grant
Senior Project Architect (Brisbane)

Hennie Ferreira
Senior Project Architect (Townsville)

Jayden Lim
Interior Designer (Brisbane)

Sarah O'Rourke
Architect (Brisbane)

Brendan Sutton
Architect (Brisbane)

Daniela James
Architectural Graduate (Cairns)

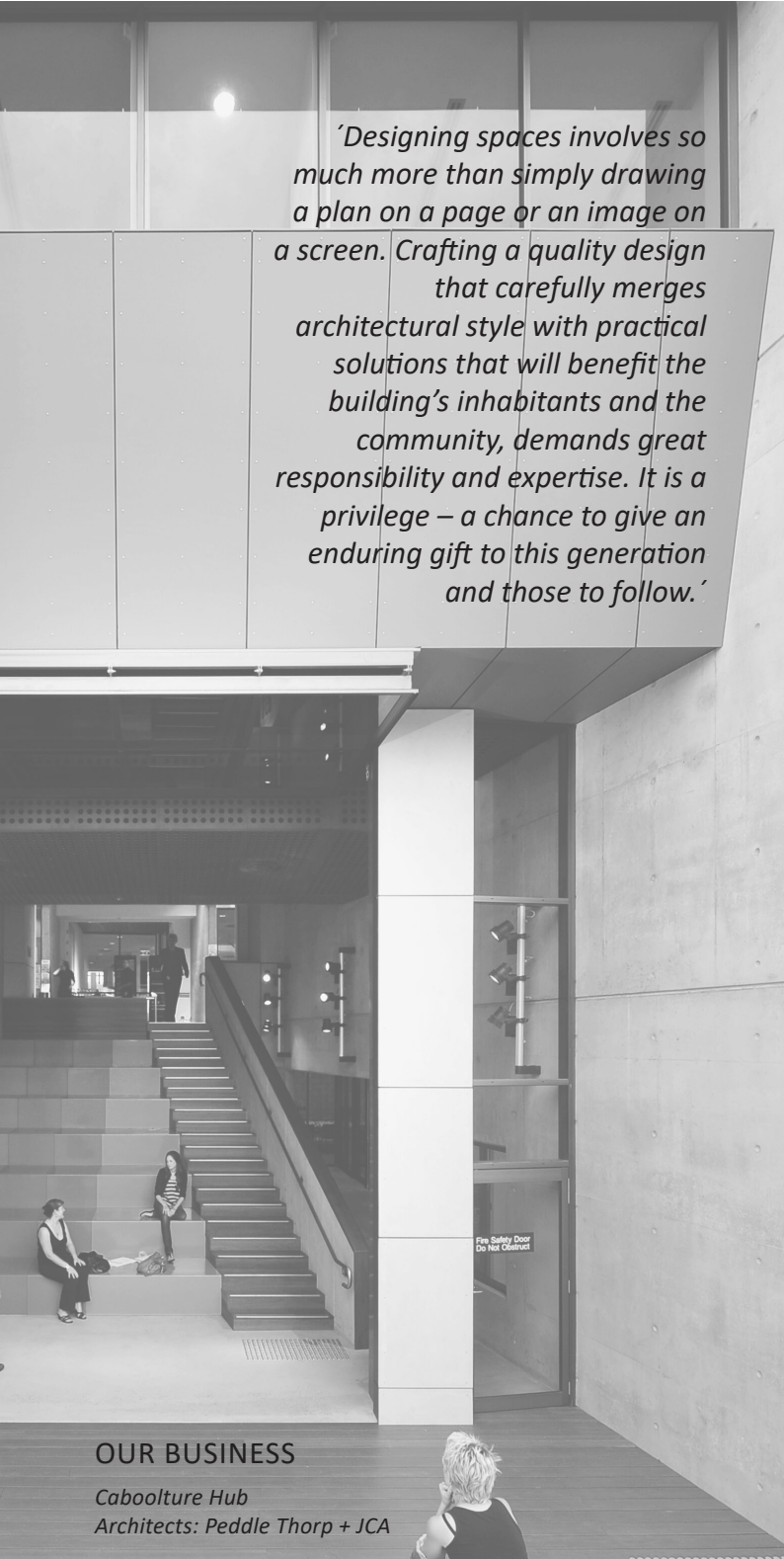
Letetia Doak
Project Admin Assistant (Brisbane)

Kira Sue Yek
Communications/Graphic Designer (Cairns)

Sofie Pringle
Project Leader (Gold Coast)

Willem De Vylder
COO (Brisbane)

OUR BUSINESS



'Designing spaces involves so much more than simply drawing a plan on a page or an image on a screen. Crafting a quality design that carefully merges architectural style with practical solutions that will benefit the building's inhabitants and the community, demands great responsibility and expertise. It is a privilege – a chance to give an enduring gift to this generation and those to follow.'

WHO WE ARE

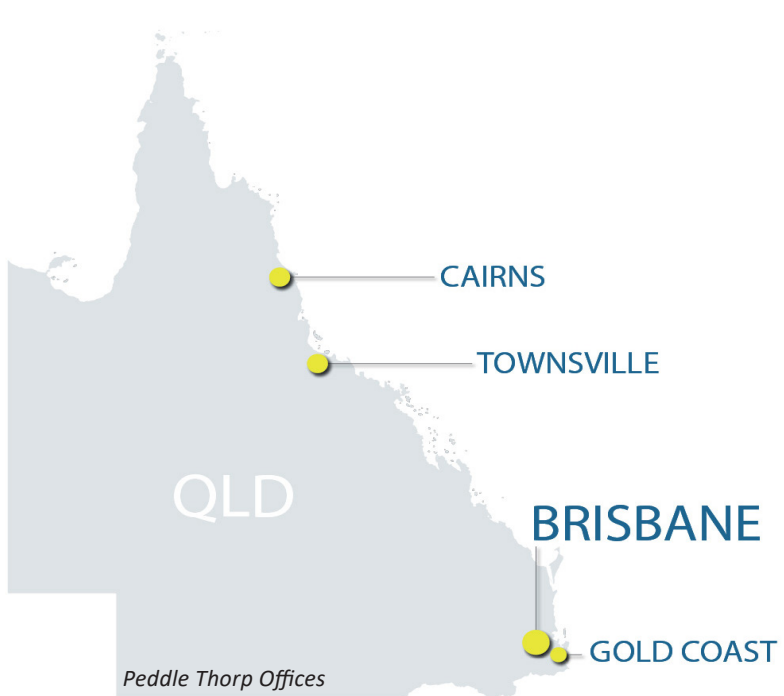
Our business is Architecture, Master Planning and Interior Design. Peddle Thorp is an architectural design practice that makes meaningful places for people, not just buildings. We create multidimensional spaces for people of diverse backgrounds, experiences, and demographics. We know that a one-size approach does not do justice to a buildings' inhabitants. We offer bespoke design solutions.

We are the architects people choose when they want a refined aesthetic combined with superior functionality. Our work makes a positive difference to the way people work, live, care, play and learn. Peddle Thorp specialises in creating spaces for communities: residential buildings, hospitals, aged care facilities, retirement communities, schools and universities, libraries, museums, art galleries and courthouses.

OUR BUSINESS

Caboolture Hub
Architects: Peddle Thorp + JCA

Peddle Thorp employs 45 people across 4 offices in Queensland. Currently, there are no Aboriginal and/or Torres Strait Islander members of staff employed by Peddle Thorp. Our intention is to develop opportunities via an architecture internship programme to improve and increase employment opportunities for First Nations students.



Our reach is regional, national, and global. Our projects expand across Queensland, from cities to regional towns. From the coast to the outback. From the border to the Cape.

Our practice has both led and collaborated on major projects across Australia and overseas, some of which have been recognised as the best of their kind. While we are proud of our award-winning buildings, we measure success through the satisfaction of our clients and their stakeholders. Our greatest strength is our sensitivity to our clients' needs, combined with a sophisticated ability to lead, adapt and reliably deliver.



OUR RAP

The Peddle Thorp team is united by our support for diversity, equality, and inclusion. We wish to expand our cultural understanding of the issues faced by Australia's First Nations People and their descendants. This is part of the reason that we are collectively invested in undertaking our Reflect RAP. We are keen to avoid some pitfalls of Indigenous representation to ensure that we avoid tokenism in design through lack of engagement or missed opportunities in addressing broader themes that address Country and Culture.

We seek to improve our understanding of ongoing conditions, voices, and treatment of First Nations Peoples. Therefore, we feel it is not adequate for us, as professionals with the shared objective to design spaces that truly provide inclusion for all, to not understand their stories and experiences. We recognise that we need to expose ourselves to those stories of First Nations Peoples to design holistically with informed cultural awareness.



*Caboolture Regional Art Gallery
Architects: Peddle Thorp + JCA*



Ground cover near Peddle Thorp Office



*Caboolture Hub
Architects: Peddle Thorp + JCA*

WE INTEND TO APPROACH THE IMPLEMENTATION OF OUR RAP “REFLECT” BY:

We intend to approach the implementation of our ‘Reflect’ RAP by firstly and foremost, seeking to listen, so that we may understand. This may be in the form of event attendances, reading books, memoirs, or webinars. We will also work with First Nation Elders to speak with us to inform our cultural learning. In the months to come, we will engage with an Indigenous artist to develop an artwork reflective of Country and place. We intend to educate ourselves about the recent history of First Nations Peoples, to understand their past displacement and treatment, and their current rights. In addition, we will seek to learn about First Nation Peoples traditions/customs, values, beliefs and their tenable connection to landscape. The RAP Working Group will share these stories, learnings and experiences via our regular Continuous Improvement Training sessions.

TO DATE

Peddle Thorp is in the preliminary stages of our reconciliation journey. In November 2020, we formed an internal RAP Working Group which consists of 12 Peddle Thorp team members from our Brisbane, Cairns and Townsville offices. Our working group is led by our RAP Champion, Caroline Yuen – Senior Executive, Interior Architecture. Our First Nations Engagement group has provided a forum for focus to undertake research into the significance of Culture & Country with Reconciliation in Architecture being our underlying focus.



OUR JOURNEY TO DATE

- Community partnerships
 - Peddle Thorp has started conversations with First Nations industry group – Rork Projects to explore synergies and collaborations
- Internal activities/initiatives
 - Workshop presentations with invited guests - In 2019, we hosted an event at our Brisbane office where Dr. Timothy O'Rourke presented the University of Queensland's research project on improved Indigenous patient and visitor experience in Healthcare facilities. For this event, we engaged the services of a First Nations owned and operated catering company called 'Birrunga Gallery & Dining' where attendees were treated to 'bush tucker' canapes.
 - Presentation facilitation of Dr Timothy O'Rourke's research to Healthcare provider project delivery team
- Members of Queensland Equity, Diversity and Inclusion committee (QEDIC)
 - Caroline Yuen and Brendan Sutton are members of QDEIC. QEDIC is a committee that is dedicated to raising the voices and visibility of the broad range of individuals within the architecture profession. We recognise the importance of progressing our collective understanding of reconciliation. Similarly, QEDIC advocates for wider understanding and incorporation of Indigenous perspectives in education and practice. Caroline and Brendan are also part of the NAIDOC working group to organise key QDEIC affiliated events during NAIDOC week.
- External activities
 - Peddle Thorp team members attended educational events/activities with a focus on reconciliation eg art workshop with Birrundi Wiradyuri, founder and principal artist at Birrunga Gallery.
 - Prior to 2019, some Peddle Thorp team members engaged with Gudju Gudju Fourmile on the Cairns South Health Precinct project.

Caboulture Hub
Architects: Peddle Thorp + JCA



OUR AIM

THROUGH THE RAP PROCESS, WE HOPE TO:

Through the RAP process, we hope to appreciate the First Nations Peoples' 40,000 years of history; learn about the intent and purpose of Country and Culture, and how that informs the design of spaces and buildings. We would like to establish understanding and respect of Indigenous traditions. This will include challenges faced by the Indigenous communities and recognise the need and value in open, frank and honest communication.

Our aim is to educate ourselves so that we are informed and better equipped to educate our clients and the broader community ; develop respect of First Nation Peoples' values, traditions, beliefs, and connection to landscape. We share the Country First Approach with the same interest in promoting sustainable building practices and to leave the country better than before. We believe that this ambition will fit within the scope of our Social Conscious Response with an important sustainability undertone.



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.	September 2021	Senior Architect Project Leader
	Maintain and research best practice and principals that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	July 2022	Senior Architect Architect
2. Build relationships through celebrating National Reconciliation Week	Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff.	May 2022	Admin Assistant Graphic Designer
	RAP Working Group members to participate in National Reconciliation Week event	27 May – 3 June 2022	Senior Executive Architect
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May – 3 June 2022	Senior Executive CEO
	Participate in Queensland Equity, Diversity and Inclusion Committee talks, seminars, National Reconciliation Week.	July 2022	Architect
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	September 2022	Architect
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	September 2021	Senior Executive Architect
	Identify RAP and other like-minded organizations that we could approach to collaborate with on our reconciliation journey	October 2021	CEO Senior Architect
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination	January 2022	Senior Architect Architectural Graduate
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	January 2022	Senior Executive COO



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.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	February 2022	Senior Executive CEO
	Conduct a review of cultural learning needs within our organisation.	September 2021	Architect Architectural Graduate
	Reflect and review on literature and research collected	July 2022	Architect Architectural Graduate
	Ensure the organisation's continuous Improvement Training to include regular presentations of research and overview of RAP group learnings	September 2022	Admin Assistant Graphic Designer
	Invite external speakers to Peddle Thorp Friday afternoon informal presentations, with external speakers to include topics with reconciliation in architecture significance.	July 2022	Project Leader
	Hold cultural learning workshops including Elder's storytelling and bush tucker	July 2022	Project Leader
	Hold cultural Awareness workshops relating to architecture and interiors	January 2022	Project Leader
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	July 2022	Senior Executive
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2021	Architectural Graduate Admin Assistant
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2022	Admin Assistant CEO
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2022	Admin Assistant Graphic Designer
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2022	Senior Executive Project Leader
	Reference to NAIDOC website to implement select event participation.	July 2022	Project Leader



Opportunities

Action	Deliverable	Timeline	Responsibility
8. 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 organization.	February 2022	COO CEO
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	February 2022	CEO COO
9. 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 staffing to inform future employment and professional development opportunities.	February 2022	Interior Designer Admin Assistant
	Investigate Supply Nation membership.	September 2021	CEO
10. Use social media to promote, celebrate and share information about Aboriginal and Torres Strait Islander peoples, cultures and histories.	Build connections and networking through social media (i.e. LinkedIn and Instagram).	September 2021	Senior Executive
	Hosting events and posting them on Peddle Thorp social media.	July 2022	Project Leader



Governance

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group to drive governance of the RAP.	Form a RAP Working Group to govern RAP implementation.	February 2022	CEO Senior Executive
	Draft a Terms of Reference for the RAP Working Group.	February 2022	COO
	Establish Aboriginal and Torres Strait Islander representation on the RAP Working Group.	February 2022	Senior Executive Architect
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	October 2021	Admin Assistant Senior Executive
	Engage senior leaders in the delivery of RAP commitments.	October 2021	CEO Senior Executive
	Define appropriate systems and capability to track, measure and report on RAP commitments.	October 2021	Interior Designer Admin Assistant
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	30 September, 2022	Senior Executive
14. Continue out reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	May 2022	Project Leader

Contact details for public enquiries about
Peddle Thorp's Reconciliation Action Plan

CONTACT

Caroline Yuen
Senior Executive- Interior Architecture

07 3811 9545
c.yuen@peddlethorp.com.au
www.peddlethorp.com.au

