



RECONCILIATION
ACTION PLAN

REFLECT

DesignInc

**Reconciliation
Action Plan**

October 2023 – October 2024

Acknowledgement of Country

We acknowledge and pay respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

CEO Message, Reconciliation Australia



DesignInc 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 DesignInc 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 DesignInc, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

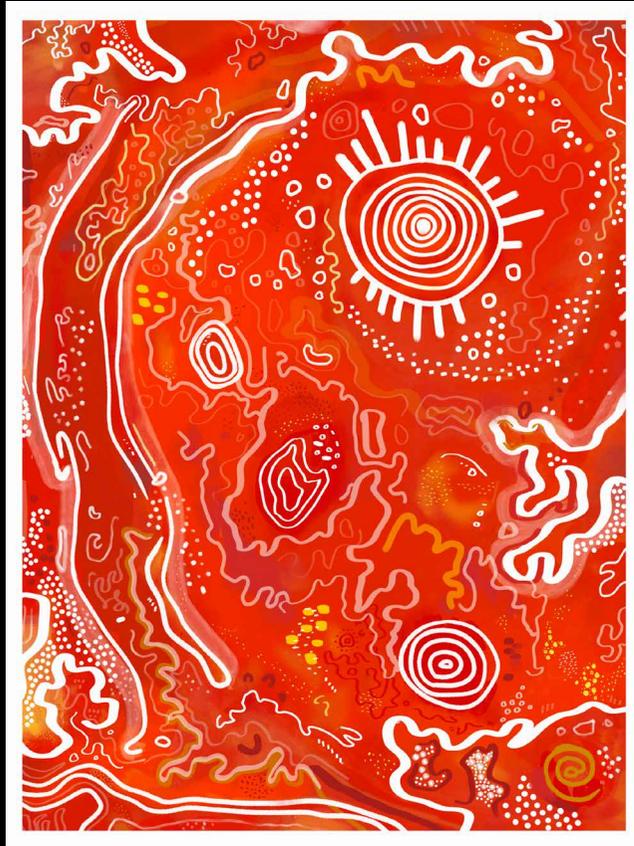
Karen Mundine
Chief Executive Officer
Reconciliation Australia



Rareland x Design Inc RAP Artwork

LIEU —

Place of Learning, Intentionality, Education and Listening. Representing the cyclical nature of all things — beginning with the birthing of the intentional reconciliation journey (lower right), growing through the listening and learning from community, culminating in the creation of a workplace that celebrates inclusivity (top right).



ABOUT THE ARTIST —

Tim has a rich and diverse heritage of Oceanic First Nations peoples — Aboriginal (Mununjali), Australian South Sea Islander and Maori. Raised on Darumbal land in QLD, he learnt firsthand that we are all connected with the natural world, and many of the on-going challenges his communities face. He is also a proud member of the LGBTQIA+SB community. Lives in-between many different spaces, he has an acute awareness of complex social issues, understanding how to navigate the intersection between race, culture and sexuality, and a passion for sharing stories.



'Storytelling is so important in our culture — it's part of who I am and my place in the world. Stories are windows to empathy and give meaning to our experiences. They are a fundamental part of what makes us human.'

Tim's been creating award-winning visual stories in creative roles at agencies, corporations, media, government for more than 15 years, most recently with not-for-profits and for-good organisations as an artist, consultant, creative director, designer and photographer. He has a strong focus on affecting positive change in his communities, closing the gap and supporting regenerative practices.

He is continually inspired by the resilience and spirit of First Nations people in their continued fight for our rights and recognition, in particular LGBTQIA+SB people, and the natural world which gives us all life.

Our RAP

Our vision for reconciliation is to foster meaningful and authentic connections between Aboriginal and Torres Strait Islander peoples, our business, and our clients. Reconciliation is a path that involves all Australians, and while we are a small group of people, we each have a role to play in the greater journey. We commit to contributing to a positive change interpersonally and as an organisation. Working towards the greater respect, understanding of and opportunities for Aboriginal and Torres Strait Islander peoples. We want to foster a culture of diversity and inclusivity across gender, background and ability.

DesignInc Brisbane's inaugural RAP (Reconciliation Action Plan) signifies the firm's genuine desire to educate ourselves about the rich culture and practices of First Nations people. By embarking on this journey of understanding, we aim to take the initial steps towards actively promoting, supporting, and participating in this vibrant culture. Our approach is centered around the core values of listening and learning, recognising the importance of respectful engagement and building meaningful relationships. Through this process, we aspire to foster a deep appreciation and understanding of First Nations culture, contributing to reconciliation efforts and cultivating a more inclusive and harmonious future.

We see our journey of reconciliation as having 4 key principles:

Intentionality - Knowing the reasons for and having a purpose behind what we're doing. Through sessions like cultural awareness or competence training we want to make sure everyone across our organisation understands the intentions of our RAP. We want to be genuine about what we do.

Education - Gaining an appreciation of the local Custodians of the land on which we work and of the greater Aboriginal and Torres Strait Islander communities. We want to open ourselves up to truth telling opportunities and stories of our local Traditional Owners, to learn of the impacts of colonization in Meanjin (Brisbane). We want to grow in our knowledge of the way Traditional Owners approached placemaking, design and how that could influence our approach to the built environment.

Listening - Recognising our need to take a step back and listen to local Custodians. We want to partner with local Aboriginal and Torres Strait Islander peoples, to hear their perspectives and be shaped by them. We want to hear perspectives other than ours and develop mutually beneficial relationships within our business and projects.

Understanding - Growing in compassion and knowledge, and ensuring that informs our steps forward. We see this as an ongoing growth journey, as we implement the actions in our RAP our understanding will grow. The relationships we gain and the barriers to inclusion that we assist to reduce should ultimately demonstrate this principle being achieved.

Our Business

About us

Brisbane DesignInc is a leading architectural firm specialising in professional design and planning services for various buildings and structures. Our core business encompasses a wide range of design expertise, including building and urban design, project management, site analysis, feasibility studies, code compliance, regulatory advice, construction documentation, and construction phase support. What sets DesignInc apart is our unwavering commitment to actively listen, challenge, and engage with stakeholders at multiple levels to ensure the success of each project. Our integrated approach, coupled with the exceptional talent and expertise of our designers, enables us to consistently add value through the thoughtful design of every endeavor.

History of the Business

As an association of independent practices, DesignInc has established offices in Adelaide, Brisbane, Melbourne, Perth, and Sydney. With a strong presence in these key locations, we are strategically positioned to serve clients throughout Australia. Currently, Brisbane DesignInc has a team of 11 dedicated professionals who bring their diverse skills and perspectives to each undertaking. Through our collaborative approach with other DesignInc offices we have the privilege of completing projects across the country. As a whole, DesignInc considers its reach to be national in scope. We operate as a cohesive unit, working on numerous projects across multiple locations. This approach ensures that we leverage the collective expertise and resources of our collective offices to deliver the best result for our clients.

Our People

Our vision is to make a positive difference to the health and happiness of people's lives through the quality of every environment we create. The experience and health of the people inhabiting our projects is core to our design process. We start with the premise: How can architecture improve people's lives? From here we apply our overall design philosophies of providing functionality, purpose and outstanding aesthetics through contextual integration, sustainability and collaboration and engagement. This approach ensures visually enriching, socially responsive and ecologically restorative architectural outcomes.

Diversity and Inclusion

Regarding diversity, we acknowledge that, to the best of our knowledge, Brisbane DesignInc does not currently employ any Aboriginal and Torres Strait Islander staff members. We recognise the importance of fostering a diverse and inclusive workforce and are committed to creating opportunities for underrepresented groups in the future.

Brisbane DesignInc is a renowned architectural firm dedicated to providing comprehensive design and planning services. Our ability to actively engage with stakeholders, our integrated approach, and the collective talent of our designers allow us to consistently add value to each project. With offices spanning major Australian cities, we operate as a cohesive association, collaborating on projects throughout the nation. We are committed to embracing diversity and strive to create a workforce that reflects the richness of Australia's cultural landscape.



RAP Working Group (RWG)

We have formed a RAP working group that represents a cross section of our team, with leadership represented and different skillsets. Director Grant Hinds is our inaugural RAP Champion, Bronte Fisher is the inaugural RAP Chair and Ashley Chapman and Pranyapich Amornsirirat are the other two members of the group. Together they believe their diverse range of experiences and passions will lead to positive and effective outcomes through the implementation of their RAP objectives.



**Grant Hinds – RAP Champion
Director**

Grant's role at DesignInc Brisbane is to be a champion of the firm's commitment to the actions outlined in their RAP (Reconciliation Action Plan). His dedication lies in ensuring that the company makes progress towards the identified causes, while actively promoting them, raising awareness, and driving positive change. Grant is determined to achieve the goals set forth in the RAP within the designated timeframe. Taking a proactive approach, he is committed to taking decisive actions, effecting meaningful change, and inspiring others within the firm to join in these efforts.

With a primary focus on fostering positive outcomes and creating spaces that offer inclusivity and fulfillment Grant's overarching goal is to craft enduring architecture that caters to the diverse needs of various end-users. This dedication fuels his passion for tackling technical challenges and designing with the utmost consideration for achieving optimal outcomes.



**Bronte Fisher - RWG Chair
Architect**

Bronte is the RWG Chair, leading the group and day to day operations. She's responsible for keeping the team on track with the delivery of the different RAP goals, along with organising and running meetings.

Bronte has been part of the DesignInc team since 2019, first as an architectural graduate and now as a registered architect. She has a passion for good design and quality outcomes that benefit the way a user experiences their world. She believes that inclusion and diversity are an effective tool to generating the best outcomes for everyone in every aspect of life. She is passionate about good communication as the most effective tool in any designer's toolbelt.



**Pranyapich Amornsirirat – RWG Member
Architectural Graduate**

Pranyapich migrated to Australia from Thailand in 2010 as an international architectural student and recently became an Australian citizen in 2023. She is an architectural graduate with DesignInc who has a passion for merging an Asian contemporary architecture with Australian architecture and standards. Her personal interest in architectural photography has helped her in understanding other designers' perspectives and sharing their ideas through nonverbal communication. She's had previous work experience in Australian building certification which has allowed her to develop an appreciation of the practical detailed side of architecture.

Aboriginal and Torres Strait Islander Current Partnerships

As an organisation, DesignInc Brisbane have included an Acknowledgement of Country in our email signatures and on our website. As part of our DesignInc community we are currently connected to Nguluway Designinc on Gadigal Country and have collaborated with them on a Defence Base sustainment project where services included landscape and urban design. Formed in 2020, Nguluway DesignInc is an architectural firm led by Wiradjuri Architect Craig Kerslake. Nguluway fuses Indigenous design thinking with the technical capability and capacity of the DesignInc team to develop genuine and authentic narratives from Aboriginal understandings of people and place or belonging. Through a collaborative approach Nguluway provided guidance for a connection with the land and country to integrate the external designs with architecture. Unfortunately, due to budgetary constraints, this project was placed on hold. While we hope the project will be revived in the future, the experience of working with Nguluway DesignInc for the first time has been an invaluable experience that will provide the foundation for future connection and collaboration





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"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	October 2023	Lead: Architect RAP Chair Support: RAP Group
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	October 2023	Architect RWG Member
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2024	Architect RWG Member
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May – 3 June 2024	Architect RWG Member
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May – 3 June 2024	Architect RWG Member
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	November 2023	Director RAP Champion
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	November 2023	Director RAP Champion
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	November 2023	Director RAP Champion
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	January 2024	Lead: Director RAP Champion Support: HR
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	January 2024	Lead: HR team Support: Director RAP Champion



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.	November 2023	Lead: Architect RAP Chair Support: RAP Group
	<ul style="list-style-type: none">Conduct a review of cultural learning needs within our organisation.	October 2023	Architect RWG Member
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.	November 2023	Architect Graduate RWG Member
	<ul style="list-style-type: none">Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2024	Lead : Architect RAP Chair Support: Director RAP Champion
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.	June 2024	Director RAP Champion
	<ul style="list-style-type: none">Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	Director RAP Champion
	<ul style="list-style-type: none">RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024	Architect Graduate RWG Member



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 organisation.	June 2024	Director RAP Champion
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2024	Director RAP Champion
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 owned businesses.	August 2024	Director RAP Champion
	• Investigate Supply Nation membership.	January 2024	Director RAP Champion



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"> Maintain a RWG to govern RAP implementation. 	October 2023	Lead: Architect RAP Chair Support: RAP Group
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	November 2023	Lead: Architect RAP Chair Support: RAP Group
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	October 2024	Lead: Architect RAP Chair Support: RAP Group
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	October 2023	Lead: Architect RAP Chair Support: Director RAP Champion
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	November 2023	Director RAP Champion
	<ul style="list-style-type: none"> Continue to review the progress of our senior leader appointed to the role of RAP Champion and their internal engagement. 	May 2024	Architect RWG Chair Support: RAP Group RWG Members
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	March 2024	Lead: Architect RAP Chair Support: RAP Group
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> 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. 	June 2024, annually	Architect RAP Chair
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	1 August annually	Architect RAP Chair
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September, annually	Architect RAP Chair
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia’s website to begin developing our next RAP. 	June 2024	Architect RAP Chair

DesignInc

Contact Details

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