



# Inhabit Reflect Reconciliation Action Plan

June 2022 – June 2023





We acknowledge Aboriginal and Torres Strait Islander peoples as the First Peoples of this continent. We recognise their continuing connection to these lands, waters and skies, and their view of the built environment as a living and evolving extension of Country. As the first architects, engineers and builders, we acknowledge the Wurundjeri Kulin, Gadigal Eora, Turrbal Jagera and Whadjuk Noongar peoples as the Traditional Owners of the lands where we work and extend this to all the Traditional Owners across Australia. We pay our respects to their Elders; past, present and emerging.

**Inhabit Reflect Reconciliation Action Plan**

**June 2022 – June 2023**

Version 02 | 08 April 2022

**Enquiries**

Gemma Ambrosio

RAP Champion + Associate

T 03 8669 2777 | E [gemma.ambrosio@inhabitgroup.com](mailto:gemma.ambrosio@inhabitgroup.com)



# Contents



Statement from CEO of Reconciliation Australia _____	04
Paving Pathways _____	07
Our Business _____	08
Our RAP _____	10
RAP Committee _____	11
Our Partnership Activities _____	12
Reflect Implementation Plan _____	13
Relationships _____	14
Respect _____	15
Opportunities _____	16
Governance _____	17

# Statement from CEO of Reconciliation Australia

## Reconciliation Australia welcomes Inhabit Australasia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

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

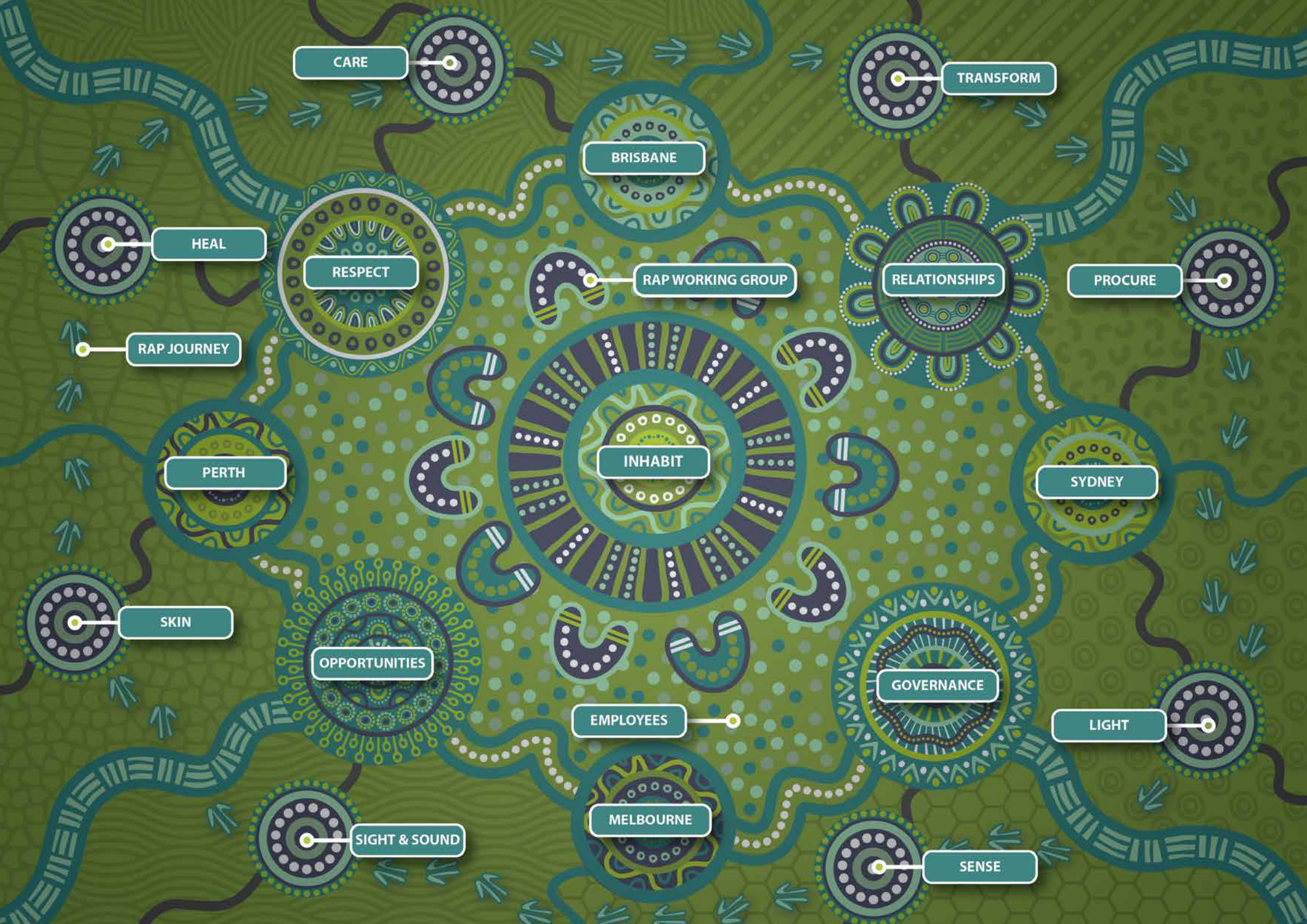
**Karen Mundine**  
*Chief Executive Officer*  
Reconciliation Australia











CARE

TRANSFORM

BRISBANE

HEAL

RESPECT

RAP WORKING GROUP

RELATIONSHIPS

PROCURE

RAP JOURNEY

PERTH

INHABIT

SYDNEY

SKIN

OPPORTUNITIES

GOVERNANCE

LIGHT

EMPLOYEES

MELBOURNE

SIGHT & SOUND

SENSE



# Paving Pathways

## About the artwork

The artwork "Paving Pathways" is a visual representation of the beginning of Inhabit's reconciliation journey. The colours applied within the artwork compliment the colours used within Inhabit's branding and each element within the artwork has significant meaning, combining to form the overall artwork story.

## Inhabit

The central motif represents Inhabit, a design-led engineering consultancy, focused on technical solutions that provide a positive outcome to the built environment.

## Inhabit Australian Offices

Surrounding Inhabit are the four national offices based in Melbourne, Sydney, Brisbane and Perth.

## RAP Working Group

Surrounding Inhabit are members of Inhabit's RAP working group with representatives from office locations across Australia, who will be responsible for implementing and driving the goals and actions of the reconciliation action plan working with Inhabit employees across the nation with offices based in Melbourne, Sydney, Brisbane and Perth.

## Services

The outer dotted circles represent each of the eight (8) services that Inhabit provide.

## RAP Journey

The tracks moving in a circular motion represent Inhabit's reconciliation journey which is ongoing and always moving forward.

## RAP Pillars

The four pillars of Inhabit's Reconciliation Action Plan Respect, Relationships, Opportunities and Governance are represented by four motifs surrounding Inhabit. These pillars will guide Inhabit to achieve meaningful and impactful engagement with Aboriginal and Torres Strait Islander peoples.

A primary goal for Inhabit is the creation of current and future employment opportunities for Aboriginal and Torres Strait Islander peoples to gain awareness of our work and provide opportunities for participation in programs/activities which can encourage the study of STEM subjects during high school. These opportunities could lead to studying engineering-related courses at university, which will ultimately lead to greater participation of First Nations peoples in the engineering sector.

## About the artist

Rhonda Sampson is a proud Kamilaroi woman who lives on Dharawal country in South Western Sydney. Art is central to Rhonda's cultural identity, and she is passionate about sharing this with all people both Indigenous and non-Indigenous so they can come together on the journey of understanding Aboriginal culture, stories and identity.

**Art is a powerful tool that connects people. My vision is to empower others to embrace their creative talents and share that gift with the world. Dream beyond your ability. Create your vision. Inspire future generations.**



# Our Business

**Our vision for Inhabit is to do our utmost to contribute to our communities by improving the wellness and the sustainability of our environment for future generations. Our commitment to Reconciliation is equally important.**

We believe strengthening our connection with the Aboriginal and Torres Strait Islander communities will lead to a better awareness and help deepen our respect and understanding of what Reconciliation means for all of us at Inhabit.

Inhabit is a passionate, design-led engineering consultancy providing technical solutions that thoughtfully and creatively contribute to better quality lives, now and for the future.

Our global operation is predominantly in Australasia and Asia with a growing presence in Europe and North America.

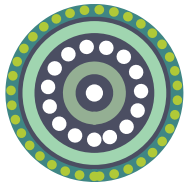
Globally Inhabit employs over 350 people and in Australia we have 87 employees in Melbourne|Naarm, Sydney|Warrang, Brisbane|Meanjin and Perth|Boorloo. While the number of Aboriginal and Torres Strait Islander staff who self-identify is currently not known, we will work within this RAP to determine culturally appropriate ways to understand this and provide opportunity for increased engagement.

Our delivery of projects across Australia will benefit from our improved awareness of Indigenous Australians' mindful, sustainable and responsible design practices that promote care and consideration of the environment. We believe that as the traditional custodians of Country for more than 60,000 years, Australia's first builders, architects and engineers have powerful and important knowledge to share. We value the opportunity to learn from them.

**Tony Alvaro**  
*Chief Executive Officer*  
*Inhabit*

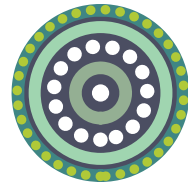






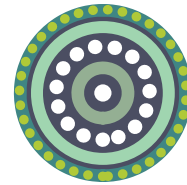
### SKIN

Façade Consulting  
Façade Engineering



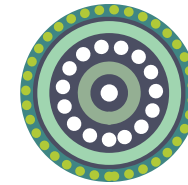
### SENSE

Net Zero  
Building Physics  
Sustainability



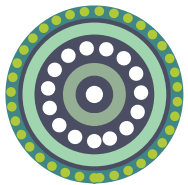
### SIGHT + SOUND

Venue Planning  
Acoustics  
Audio Visual



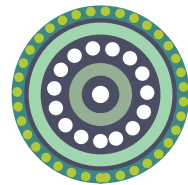
### LIGHT

Architectural Lighting | Daylighting  
Stage + Theatre Lighting  
Bespoke Luminaires



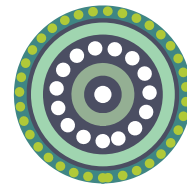
### CARE

Access + Maintenance  
Building Maintenance Units



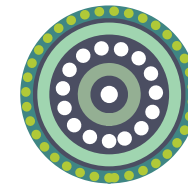
### PROCURE

Procurement Consulting  
Quality Assurance +  
Quality Control



### TRANSFORM

3D Modelling  
Computational Design  
BIM | Shop Drawings



### HEAL

Investigation + Diagnostic | Repair +  
Restoration | Façade Refurbishment  
+ Upgrade | Recladding

# Our RAP

**Inhabit recognises the need for action to improve outcomes for Aboriginal and Torres Strait Islander peoples in order to achieve equality in life outcomes and access to opportunities.**

## **Programme**

The actions outlined in this Reflect RAP are to be delivered over the period between June 2022 – June 2023.

We believe it is important to understand and acknowledge the impact of past actions, and we believe reconciliation is an important aspect of Australia's future. We recognise as a company, we can play an important role in advancing the country's progression towards reconciliation.

Inhabit believes that increased understanding and improved relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples will benefit all Australians. The creation of a Reconciliation Action Plan (RAP) has been identified as a way to achieve considered, meaningful and impactful engagement with Aboriginal and Torres Strait Islander peoples, which will then inform our future actions with a key aim being the creation of current and future employment opportunities at Inhabit.

Inhabit understands that currently there is under representation of First Nations people undertaking university studies in engineering related fields. We understand the need to provide opportunities for Aboriginal and Torres Strait Islander peoples to gain awareness of the work we do and to provide opportunities to allow them to participate in programs/activities which can encourage the study of STEM subjects during high school.

This could lead onto studying engineering-related courses at university, which will ultimately lead to greater participation of First Nations peoples in the engineering sector, which will be mutually beneficial, to Inhabit and the industry as whole.



# RAP Committee

Inhabit will form a RAP Working Group, with representatives from our office locations across Australia, who will be responsible for implementing and actioning our Reflect RAP. An external First Nations consultant will be engaged to assist and provide guidance in actioning our RAP. We will undertake Cultural Awareness training within Inhabit to ensure that the historical context and current challenges are understood, and to provide education in how to respectfully engage with First Nations peoples. The external consultant will also assist us in formulating an Acknowledgement of Country to be used across our various Australian office locations. The RAP Working Group will organise and facilitate awareness and engagement activities across our offices as well as participating in reconciliation events externally.

## RAP Working Group



**RAP Champion**  
Gemma Ambrosio (Melbourne)  
Associate



Elissa Stirling (Melbourne)  
Regional Manager | VIC



Kathryn Walter (Melbourne)  
Senior Consultant



Praful Vadolia (Melbourne)  
Façade Assistant



Neil Kendrick (Sydney)  
Technical Director



Matthew Davidson (Sydney)  
Regional Manager | NSW



Brandon Kieseker (Brisbane)  
Regional Manager | QLD



Julia Bai (Brisbane)  
Business Support Administrator



Felicity Shallcross (Perth)  
Senior Consultant



**Director**  
Wayne Sanderson  
Regional Director | AU + NZ



**Human Resources Representative**  
Sonal Chatterjee  
HR Officer



**Communications**  
Mary Riekert  
Communications Manager

# Our Partnership Activities



Inhabit recognise our limited engagement in the past with reconciliation and Aboriginal and Torres Strait Islander peoples. To assist us in developing an informed and respectful engagement, we have recently commenced discussions with Kari Foundation to provide guidance through the process and cultural immersion training for our staff. Inhabit will continue to work together with Kari Foundation to support the charitable work the organisation does via their procurement services and employment pathways program.

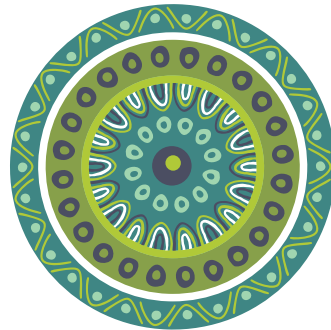
We have also started engagement with Career Trackers, an organisation that provides pathways to employment for Aboriginal and Torres Strait Islander peoples through early engagement in schools and internship programmes while studying at university. This engagement has provided Inhabit an insight into the disparity in tertiary education opportunities for Aboriginal and Torres Strait Islander peoples compared to other Australians and highlighted the lack of current engagement in the engineering profession.



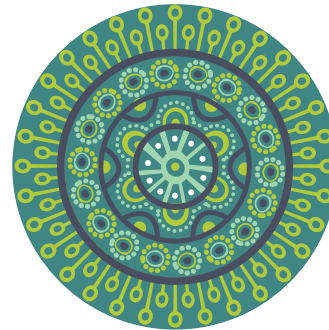
# Reflect Implementation Plan



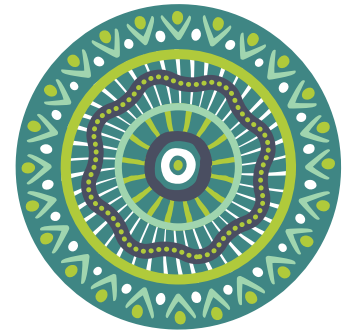
**Relationships**



**Respect**



**Opportunities**



**Governance**



# 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 2022	Lead: Regional Manager Support: RAP Working Group
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2022	Lead: Regional Manager Support: RAP Working Group
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	April 2023	Lead: HR Officer Support: Head of Communications
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2023	Lead: RAP Champion Support: RAP Working Group
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2023	Lead: Director
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	June 2022	Lead: Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2023	Lead: Regional Manager Support: RAP Working Group
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	September, 2022	Lead: RAP Champion Support: RAP Working Group
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	March 2023	HR Officer
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2023	HR Officer





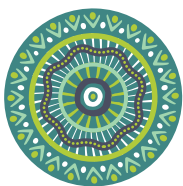
# Respect

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.	July 2022	Lead: Director Support: Regional Manager
	Conduct a review of cultural learning needs within our organisation.	September 2022	Lead: RAP Champion Support: RAP Working Group
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.	September 2022	Lead: RAP Champion Support: RAP Working Group
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2022	Lead: Director
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.	June 2022	Lead: RAP Champion Support: RAP Working Group
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	Lead: Director Support: Regional Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2022	Lead: RAP Champion Support: RAP Working Group



# Opportunities

Action	Deliverable	Timeline	Responsibility
8. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	September 2022	Lead: Director Support: Regional Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2022	HR officer
	Investigate how Inhabit can provide/enhance opportunities for First Nations people to attend university in STEM/engineering related courses.	September 2022	Lead: RAP Champion Support: RAP Working Group
	Explore opportunities to provide employment pathways for Aboriginal and Torres Strait Islander students.	September 2022	Lead: Regional Manager Support: RAP Working Group
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.	September 2022	Lead: Director Support: Regional Manager
	Investigate Supply Nation membership.	July 2022	Lead: Regional Manager Support: RAP Working Group



# 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.	June 2022	Director
	Draft a Terms of Reference for the RWG.	August 2022	Lead: RAP Champion Support: RAP Working Group
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	September 2022	Lead: Regional Manager Support: RAP Working Group
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	August 2022	Lead: RAP Champion Support: RAP Working Group
	Engage senior leaders in the delivery of RAP commitments.	September 2022	Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2022	Lead: RAP Champion Support: RAP Working Group
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	June 2022	RAP Champion
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	1 August 2022	RAP Champion
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022	Lead: RAP Champion
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	March 2023	Regional Manager





W | [inhabitgroup.com](http://inhabitgroup.com)  
E | [contact@inhabitgroup.com](mailto:contact@inhabitgroup.com)  
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