


REFLECT

Reconciliation Action Plan





We acknowledge the Wurundjeri Woi Wurrung people of the Kulin Nation as the Traditional Custodians of the land we learn and work on.

We pay respect to their Elders, both past and present, and their spiritual relationship with their land and Country.

We commit to creating inclusive and meaningful outcomes alongside our local and extended community.

Caption: Image of former mural of Australian Indigenous child on Wall of Siteworks, Saxon St. Kennedy Nolan is the architect for the redevelopment of Siteworks and Blakademy.

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1.0 Our Business



Caption: Image of person looking out through upper storey circular window at one of our projects.

Introduction

Kennedy Nolan was established in 1999 as an architecture practice and has since developed a reputation as a design focused practice with a distinctive approach to built form. The practice is dedicated to the production of architecture that is highly responsive to its context and seeks to form a strong relationship with landscape.

Kennedy Nolan employs 23 people of different backgrounds who work and learn on the land of the Kulin Nation in our office in Fitzroy, Victoria. As a collective we are committed to striving for cultural diversity within our team. One of our team members is an Aboriginal person, and we are committed to growing by employing more people who identify as Aboriginal and/or Torres Strait Islander people in order to further develop Aboriginal and Torres Strait Islander representation within our team. We try our best to ensure our staff, stakeholders and clients share the same desire to implement reconciliation initiatives in the workplace and beyond.

We have projects across the state in Wadawurrung Country, Bunurong Country, Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagalk Nations and have begun a few projects in Sydney on Eora Nation.



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2.0 Our RAP

Our Interest in Reconciliation

Kennedy Nolan Architects have spent the last few months developing our Reflect RAP. We look back at our engagement to date and what is most important in our relationship with reconciliation, and Aboriginal and/or Torres Strait Islander peoples. Kennedy Nolan Director Victoria Reeves is our RAP Champion, who is responsible for driving internal engagement and awareness of the RAP.

We believe that engagement with Aboriginal and Torres Strait Islander peoples is not only a necessity but a way to enrich and propel the design of the built environment. We can't imagine a more important topic to be brokered at this point in time, which is why we have been developing a Reconciliation Action Plan. Reflecting on how the architectural discourse and our practice have dealt with reconciliation, rarely has it provided a framework of relationships, respect and opportunities for implementation in the workplace beyond. The architectural and heritage discourse tends to focus on the city or the individual building as the subject. Rarely does it incorporate the land or place the same kind of value on race relations which we believe should be at the forefront of design thinking moving forward, especially on contested sites and considering our shared history. These should not be dealt with separately.

In order to implement our RAP, we intend to root our design approach in cultural values that reinforce our relationship to equality, and compel us to care for institutional integrity then this will ultimately become our collective and cultural identity:

"What a transformational perspective for Australian designers and architects: to be part of an Australian design ethos that views the construction of the built environment as an extension of our creation stories, that these 'things' are to be sung into existence with a purpose of clarity that reinforces our connection to Country and our ecological responsibility to care for it."


– Alison Page in "Design: Building on Country", 2021

While Alison is talking about ecological responsibility, the same principles can apply to race relations and reconciliation.

These include:

- strengthening relationships with Aboriginal and Torres Strait Islander stakeholders and organisations
- celebrating National Reconciliation Week and NAIDOC Week
- promoting reconciliation through our sphere of influence
- promoting positive race relations through antidiscrimination strategies
- increasing our understanding, value and recognition of Aboriginal and/or Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.
- improving employment outcomes by increasing Aboriginal and/or Torres Strait Islander recruitment, retention and professional development
- increasing Aboriginal and/or Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Caption: Image of outstretched hand with pigments the colour of the Aboriginal Flag on four fingers.
Photo taken on Watarrka Country, home of the Luritja and Arrrente peoples.



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Aboriginal and Torres Strait Islander
peoples is not only a necessity but a
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built environment.



Caption: Image of a child using soil to create on Watarrka Country, home of the Luritja and Arrante peoples.

Our Engagement to Date

Kennedy Nolan has endeavored to engage with reconciliation, and Aboriginal and/or Torres Strait Islander peoples to date.

At Kennedy Nolan we are committed to listening to our clients, establishing key design objectives and synthesizing these both orally and visually to promote enthusiasm and project ownership.

As an office we conduct internal activities, initiatives, and protocols to demonstrate our engagement with and support of Aboriginal and Torres Strait Islander peoples.

COMMUNITY PARTNERSHIPS

In 2018 Kennedy Nolan worked with Charley Woolmore from the Wurundjeri Land & Compensation Cultural Heritage Council Aboriginal Corporation to begin a collaborative project with the University of Melbourne at the Abbotsford Convent. The project was to be a childcare for the university, and within the program there would be dedicated space and areas for the Wurundjeri Land & Compensation Cultural Heritage Council Aboriginal Corporation. While the project was put on hold, we maintain in contact with Charley in hope that this project or a different project will kick off.

We currently have a project with the Moreland City Council to do a community project in Saxon Street, where we attended an on-site a Welcome to

Country and Smoking Ceremony by Auntie Di Kerr as art of the Birrpai - Yirramboi Festival. This highlights the importance of external space for welcome to country and smoking ceremonies that will be implemented into the project at Saxon Street. For this project, Moreland City Council have engaged Greenshoot Consulting to provide engagement from Traditional Owners about their hopes for the site. This engagement from Traditional Owners has informed Kennedy Nolan's design for Saxon Street.

INTERNAL ACTIVITIES/INITIATIVES

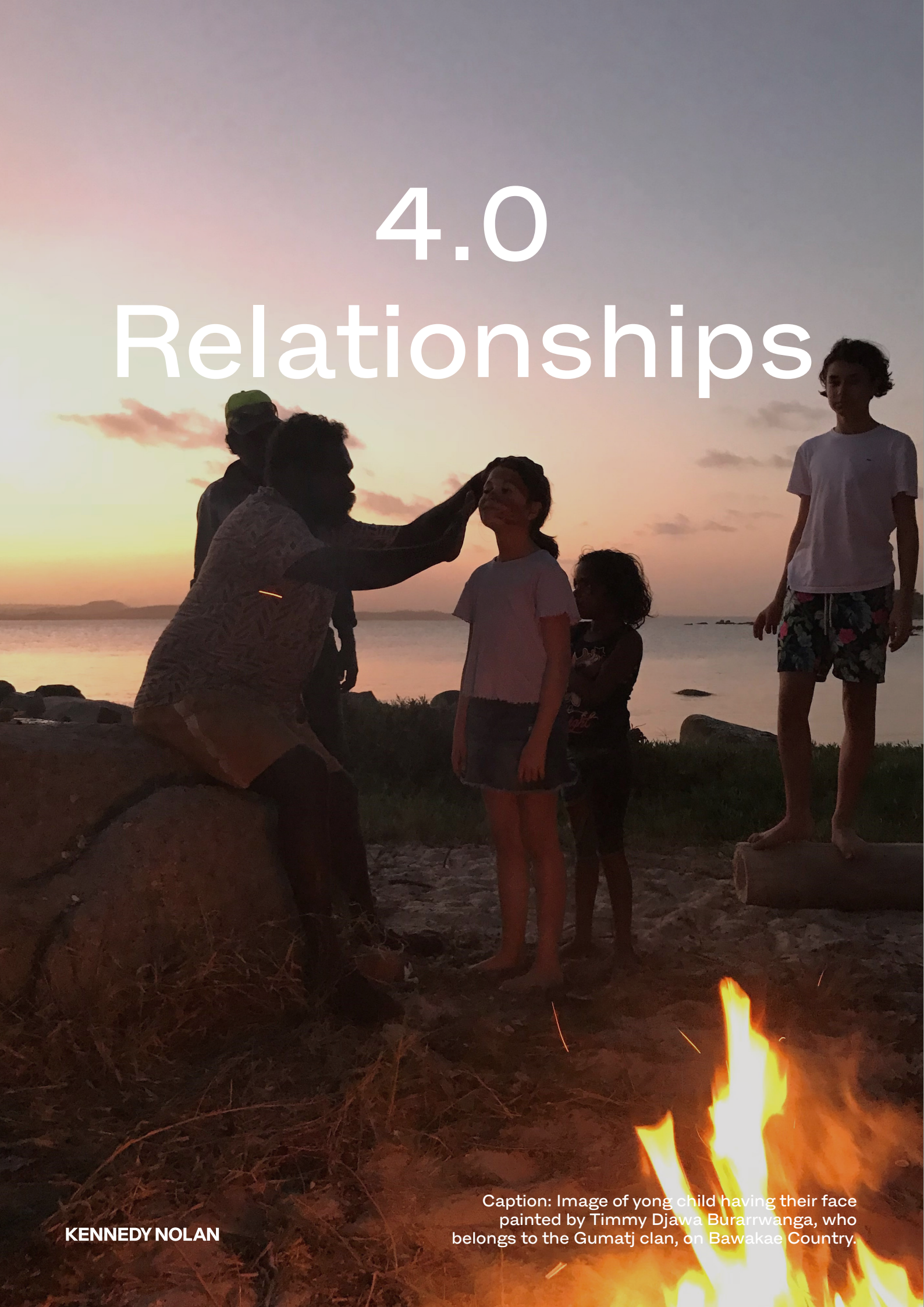
Every year Kennedy Nolan celebrates National Reconciliation Week and NAIDOC Week and shares this support on our social platforms to promote reconciliation through our sphere of influence.

An Acknowledgement of Country is given at the beginning of presentations. Through deep listening we are learning more about how to do this in meaningful, respectful way that is specific to Place and Peoples. All outgoing emails contain an Acknowledgement of Country, and our documentation includes the Country that the projects are built on.

Every year Kennedy Nolan works on the 26th of January to demonstrate that we do not support this as a national day of celebration. In the past, members of Kennedy Nolan have also attended the Invasion Day rallies.



Welcome to Country and Smoking Ceremony by Uncle Max Dulumunmun Harrison, an Aboriginal Elder of the Yuin Pople at Deerubbin Architecture Conference.



Relationships



ACTION	DELIVERABLE	DATE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Make contact with Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence to establish possible partnerships.	September 2022	Student of Architecture
	Exercise suitable practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2022	Directors
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Graduate of Architecture
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2023	Directors
	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	Graduate of Architecture
3. Promote reconciliation through our sphere of influence.	Encourage tangible action from all staff that demonstrates our commitment to reconciliation.	September 2022	Student of Architecture
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August 2022	Principals
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	August 2022	Student of Architecture, Graduate of Architecture
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2022	Project and Senior Architects
	Review success of implemented anti-discrimination HR policies and procedures and identify future needs.	June 2022	Directors

Caption: Image of yong child having their face painted by Timmy Djawa Burarrwanga, who belongs to the Gumatj clan, on Bawakae Country.

5.0 Respect

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.	Continue to promote business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation to all staff.	June 2022	Principals
	Conduct a review of cultural learning needs within our organisation.	July 2022	Principals
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Continue to deepen our understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	June 2022	Student of Architecture
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2022	Student of Architecture
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Encourage staff to contribute new information about the significance of NAIDOC Week to the team.	June 2022	Graduate of Architecture
	Encourage staff to attend an annual NAIDOC Week event.	First Week July 2022	Graduate of Architecture
	RAP Working Group to participate in an external NAIDOC Week event.	First Week July 2022	Graduate of Architecture, Student of Architecture

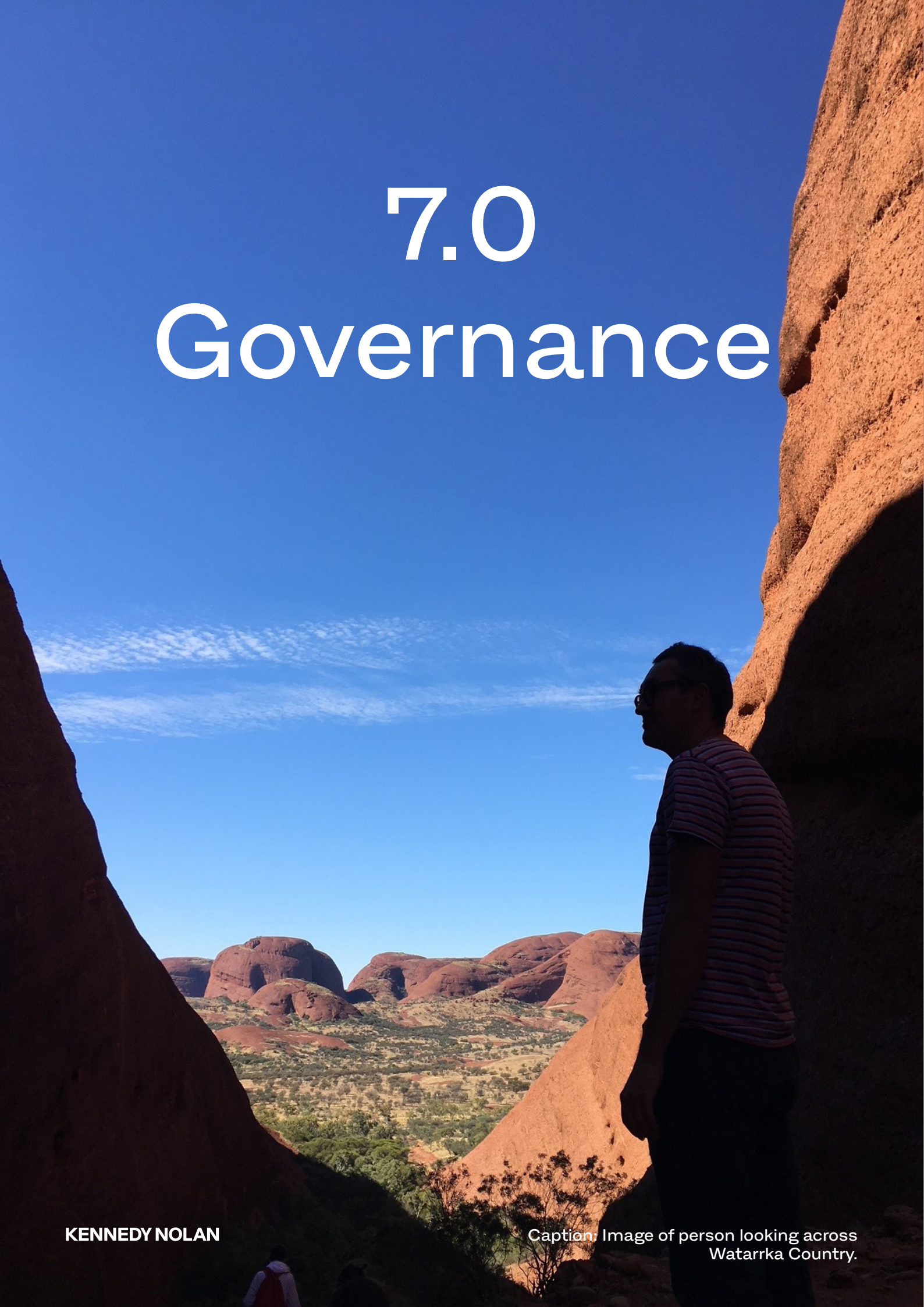
6.0 Opportunities

Caption: Image of Ezariah Kelly explaining significance of traditional Rock Painting in Injalak Hill.

Opportunities



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Continue to implement decided strategies for Aboriginal and Torres Strait Islander employment within our organisation.	June 2022	Principals
	Continue to build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2022	Principals
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Continue to implement business strategy for procurement from Aboriginal and Torres Strait Islander owned businesses.	July 2022	Directors of Architecture, Principals
	Investigate Supply Nation membership.	June 2022	Graduate of Architecture



7.0 Governance

Caption: Image of person looking across
Watarrka Country.

Governance



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Meet at least four times annually to drive and monitor RAP implementation.	July 2022, October 2022, January 2023, April 2023	Graduate of Architecture, Student of Architecture, Director
	Draft a Terms of Reference for the RWG.	June 2022	Graduate of Architecture
	Maintain RWG governing implementation.	July 2022	Graduate of Architecture
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	October 2022	Principals
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June 2022	Graduate of Architecture
	Engage senior leaders to take charge of the delivery of a particular RAP commitment.	July 2022	Directors, Principals
	Appoint a senior leader to champion our RAP internally	June 2022	Student of Architecture
	Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2022	Graduate of Architecture
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.	30 September 2022	Graduate of Architecture
	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 2022	Student of Architecture
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	August 2022	Graduate of Architecture

“Pick the scabs and allow
country to breathe again,”

Alison Page, Design: Building on Country

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Caption: Black Dot Gallery at Balam Place by Kennedy Nolan.