

Reflect Reconciliation Action Plan

June 2023 - June 2024

Phillips/Pilkington
Architects



RECONCILIATION
ACTION PLAN

REFLECT

Phillips / Pilkington Architects

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Phillips/Pilkington Architects acknowledge that we work and live on the traditional lands of the Kurna People. We pay our respects to Elders past, present and emerging and recognise their continuing spiritual connection to these lands and waters.



Gunditj Mirring Keeping Place & Business Centre, Gunditjmara Country

Message from Reconciliation Australia

Reconciliation Australia welcomes Phillips/Pilkington Architects to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Phillips/Pilkington Architects 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 Phillips/Pilkington Architects 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 Phillips/Pilkington Architects, 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



Tika Tirka Student Accommodation, Kurna Country

Our Business

Phillips/Pilkington Architects was formed in 1992 and has achieved a reputation for design excellence and innovation in its six hundred plus project history. The practice's work spans a broad range of areas including education, public, cultural, commercial, heritage and residential projects, as well as feasibility studies and master plans.

Phillips/Pilkington is a small architectural practice currently with a staff of twelve employees. This includes two Directors, one Senior Associate, three Associates, six Graduates of Architecture, one Office Manager and an Administration Assistant. There are currently no staff who identify as Aboriginal or Torres Strait Islander people employed at Phillips/Pilkington.

We operate out of our North Adelaide studio in South Australia. Our work is primarily located in and around the metropolitan area of Adelaide, but has also included projects in rural and regional areas of South Australia as well as a small number of projects interstate.

Our RAP

Since its earliest days as an architectural practice Phillips/Pilkington has been invested in genuine collaboration and engagement with the traditional custodians of this land. This Reflect RAP is the first step towards formalising that commitment and will ensure that reconciliation continues to be at the core of our work into the future. It also represents an opportunity for us to identify areas that we can improve, in order to ensure we continue to learn and grow as we take the journey towards reconciliation.

Our RAP Champion is Tom Hamper, an Associate within our practice and a senior member of the team. He has been a key instigator and driver of the RAP process within the office over the last couple of years and will continue this role into the future.

Our Activities

Phillips/Pilkington Architects' engages with reconciliation and Aboriginal and Torres Strait Islander people in a variety of ways. Our reconciliation journey to-date includes the following activities:

- We undertake an Acknowledgement of Country at public presentations, as well as in our submissions, reports, and publications.
- In 2022 we began using First Nation's place names to refer to the locations of our projects.
- Three of our staff have undertaken Cultural Awareness Training, and an additional three of our staff have undertaken both Cultural Awareness Training and Advanced Cultural Awareness Training.
- We have undertaken many projects for Aboriginal and Torres Strait people, including Guditj Mirring Keeping Place & Business Centre, Guditjmara Country, Glenthorne National Park - Ityamaipinna Yarta, Moorundi Health Centre, Ngarrindjeri Cultural Centre, Tika Tirka Aboriginal Student Accommodation, Living Kurna Cultural Centre, ATSIC Ceduna, and the Marine Discovery Centre.
- We begin our design process by understanding 'Place'. This is underpinned with historical and cultural research, and ensures that connection to Country is supported by our design responses.
- We prioritise engagement, participation, and co-design with Aboriginal and Torres Strait Islander people as early in the design process as possible. This has led to fruitful, on-going relationships with Aboriginal and Torres Strait Islander clients.
- We encourage our clients to engage Aboriginal and Torres Strait Islander Cultural Custodians, creatives and consultants to collaborate on our projects. Under their guidance, many of our projects have embedded Indigenous design principles, cultural meaning, artwork and storytelling.



ATSIC Ceduna, Wirangu Country

Our Plan



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. 	July 2023	RAP Champion
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	September 2023	RAP Champion
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	RAP Champion
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May - 3 June 2024	RAP Champion
	<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	Director
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	June 2023	Director
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	August 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. 	December 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. 	June 2023	Director/ Office Manager
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	June 2023	Director/ Office Manager



Living Kaurna Cultural Centre, Kaurna Country



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.	December 2023	RAP Champion / Director
	• Conduct a review of cultural learning needs within our organisation.	December 2023	RAP Champion / Office Manager
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.	June 2023	RAP Champion
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	December 2023	RAP Champion
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 2023	RAP Champion
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	RAP Champion
	• RAP Working Group to participate in an external NAIDOC Week event.	July 2 - July 9 2023	RAP Champion



Tika Tirka Student Accommodation, Karna Country



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"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	June 2023	RAP Champion / Director / Office Manager
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	June 2023	Director / Office Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	December 2023	RAP Champion / Director
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	June 2023	RAP Champion



Gunditj Mirring Keeping Place & Business Centre, Gunditjmara Country



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 2023	Director / RAP Champion
	• Draft a Terms of Reference for the RWG.	June 2023	RAP Champion
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2024	Director / RAP Champion
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	June 2023	Director / RAP Champion
	• Engage senior leaders in the delivery of RAP commitments.	June 2023	Director / RAP Champion
	• Appoint a senior leader to champion our RAP internally.	June 2023	Director
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2023	Director / RAP Champion
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• 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 annually	RAP Champion
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	RAP Champion
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sept. annually	RAP Champion / Office Manager
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	March 2024	RAP Champion