

# RECONCILIATION ACTION PLAN

DECEMBER 2019 – DECEMBER 2020



RECONCILIATION  
ACTION PLAN

**REFLECT**

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## **ACKNOWLEDGEMENT OF COUNTRY**

The images in our RAP are of the land and sea traditionally owned by the **Bunurong** people, near Cape Paterson, Victoria. These lands include the location of our Wonthaggi and Leongatha offices.

**We acknowledge the traditional ownership of all of the lands on which our offices are located and on which we work. We pay our respects to the Elders, past, present and emerging.**





## Our business

Beveridge Williams is an employee owned professional services company specialising in the land development and infrastructure sector. Its services include Civil Engineering (design), Land Surveying, Town Planning, Project Management, Environmental Assessment, Landscape Architecture, Urban Design, Surface Water Engineering and Traffic Engineering.

The Company was established in 1961 in Melbourne and now employs approximately 300 people. Beveridge Williams' head office is located in Melbourne and has offices in Sydney (CBD and Miranda), Tuggerah, Ballarat, Wonthaggi, Leongatha, Warragul, Traralgon, Sale and Bairnsdale. The geographic spread of the regional offices in Victoria allows Beveridge Williams to service all of Victoria and is a significant part of the Company's identity. Our Sydney and Central Coast offices are the beginnings of our plans to provide our services across all of Sydney and beyond.

Our work in land development and infrastructure creates opportunities to engage with First Australians to understand and protect Cultural Heritage values on the lands on which we work. This engagement provides the potential for all of our employees to gain a deeper knowledge of the ancient cultures that existed on this land prior to European settlement and the connection to country that was, and continues to be, so important.







## From our Managing Director

It is with great excitement that we are committing our company, Beveridge Williams, to making a meaningful contribution towards Reconciliation. Australia's history is so much more than the last 250 years. Modern Australia, and what it means to be Australian, must recognise the rich cultures of Aboriginal and Torres Strait Islander peoples for our story to be whole. There needs to be an honest telling of the impacts of colonisation on Australia's First Peoples, a recognition of injustices, and an optimistic belief in our common and shared future. It is on a platform of truth and respect that real progress will be made.

We look forward to the guidance that the RAP Framework provides in making connections, furthering our understanding, and taking constructive action that helps promote reconciliation.

Grant Hailes  
Managing Director  
Beveridge Williams





## Our RAP

Beveridge Williams senior management is firmly of the view that reconciliation will enrich Australia. However, goodwill alone will not contribute meaningfully to reconciliation. The RAP framework created by Reconciliation Australia provides a roadmap for companies like ours that want to make a difference but don't know where to start.

Our Reflect RAP is our first step in converting goodwill to tangible influence. We are confident that the connections that will be made and the knowledge gained will foster support and advocacy for reconciliation amongst our employees, their friends and families. The connections made will also create opportunities for our company to support Aboriginal and Torres Strait Islander peoples on our shared path towards reconciliation.

Support for reconciliation is growing in Australia and our Senior Management team wants Beveridge Williams to be a company committed to contributing to that objective.

Our RAP will be driven by our Senior Management Team comprising;

Grant Hailes, Managing Director

Andrew Busse, Director

Mark Fleming, Director

Kellie Hassab, Director

Tiffany Su, Manager Finance

Peter Toole, Director







## 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.	Dec 2019	SMT-Manager Regions (Vic)
.	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Dec 2019	SMT-Manager Regions (Vic)
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2020	Managing Director
	RAP Working Group members, and SMT members, to participate in an external NRW event.	27 May-3 June, 2020	Managing Director
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June, 2020	Managing Director
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Jan, 2020	Managing Director
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Dec 2019	SMT-Manager Regions (Vic)
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	June, 2020	SMT-Manager Regions (Vic)
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Dec, 2019	
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Feb, 2020	HR Manager



## 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.	Dec, 2020	Finance Manager
	Conduct a review of cultural learning needs within our organisation.	Sept, 2020	HR 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, 2020	SMT-Manager Regions (Vic)
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Jan, 2020	Managing 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, 2020	Managing Director
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June, 2020	Managing Director
	RAP Working Group and SMT members, to participate in an external NAIDOC Week event.	First week in July, 2020	Managing Director



## 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.	Dec, 2020	Finance Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Dec, 2020	HR Manager
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.	Dec, 2020	Finance Manager
	Investigate Supply Nation membership.	June, 2020	Finance Manager





## 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.	Dec, 2020	Managing Director
	Draft a Terms of Reference for the RWG.	Dec, 2020	Managing Director
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Dec, 2020	Managing Director
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	June, 2020 (Annual budget review)	Finance Manager
	Engage senior leaders in the delivery of RAP commitments.	Jan, 2020	Managing Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	June, 2020	SMT-Manager Regions (Vic)
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, 2020	SMT-Manager Regions (Vic)
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	Sept, 2020	SMT-Manager Regions (Vic)





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**CONTACT DETAILS**

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