



RECONCILIATION
ACTION PLAN

REFLECT

ORTERRA

A green graphic element consisting of a wavy line with two small, stylized green leaves or plants growing from it.

Reconciliation Action Plan

Reflect

April 2022 - April 2023



Acknowledgment of Country

We acknowledge and respect Aboriginal and Torres Strait Islander Peoples across Australia as the traditional custodians of our shared lands, waters and seas. We recognise their unique ability to care for Country and their deep spiritual connection with Country. We honour Elders past and present whose knowledge and wisdom will ensure the continuation of Aboriginal and Torres Strait Islander cultures.

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Statement from the CEO of Reconciliation Australia

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

Orterra 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 Orterra 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 Orterra, 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

Statement from the Director of Orterra

Places People Love. That is the moto we have here at Orterra Design. By creating places that our clients and the users of the spaces we design love. We do this through ensuring that all people are acknowledged, respected and heard. We work across Queensland, taking us into many communities and allowing us to meet amazing people. We learn more about our clients, their needs and discover more about Australia and this beautiful place we all call home. We can learn so much from First Nations and Torres Strait Islander People and are excited to be taking this first step into opening our hearts and minds.

Orterra is not just a company that wants to say the right things, we want to be doing something about it. We understand change is not about just having the policies, it is about living, breathing and designing. It is about creating a safe place of understanding. Of accepting that we are limited in our understanding and that with open hearts and minds, we can create a place of growth, respect and change. Reconciliation to us is a safe place to learn, to understand, to talk and a place that allows First Nations People to feel empowered to share their perspectives on reconciliation.

Orterra is taking the first steps on a long journey to reconciliation. We are excited to make our stand and contribute to a better way of working.

Debbie Laporte
Director
Orterra Design



Our Business

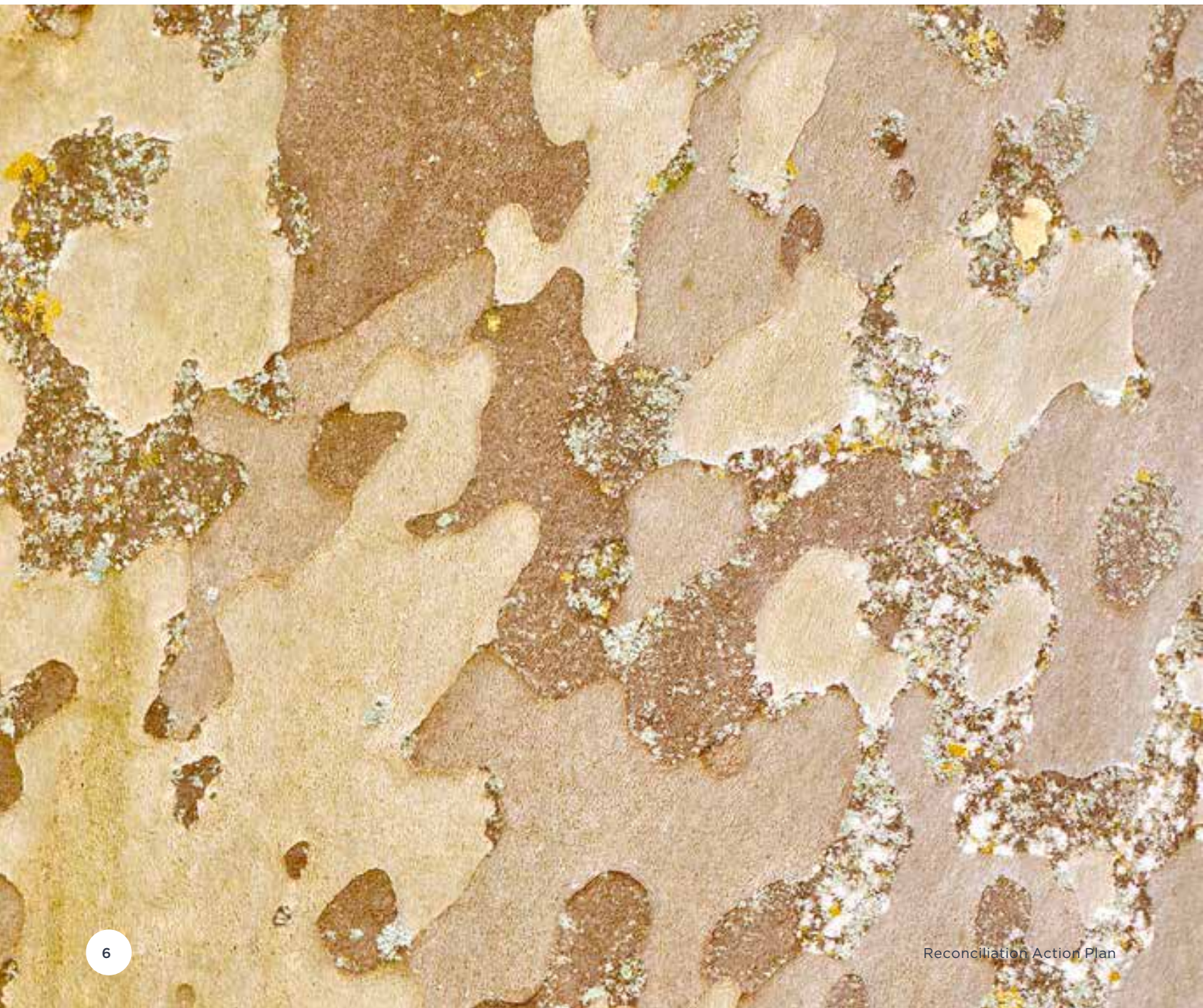
Orterra is a landscape architectural studio that wants to change the way design consultancy firms work, think and do by creating better places for people to use and live, and to enhance the environment where we work, changing how landscape is viewed and to encourage people to connect with nature.

Our Mission

Orterra will be the leader in creating better places for people to be, use and live, as we enhance the environment where we work. We will work with our client's community to change how landscape is viewed and to encourage people to connect with nature.

Our Vision

Orterra will change lifestyles by creating incredible landscapes that respect the environment, enhance biodiversity and make our clients visions come true.



Our Values

We have six key core values which we work by:



Biodiversity

We promote, campaign and defend our environment and improve, rehabilitate and regenerate the biodiversity and the environment of our projects.



Equality

We believe all people should be equal. We treat our colleagues, clients and consultants with respect. We celebrate our diverse backgrounds, experiences and use them to our advantage to create places for people



Transparency

We are clear and open with the decisions we make and are open and honest with our clients to ensure both their and our expectations are met.



Inclusion

We design spaces which allow all users to experience the places we design how they need and require.



Diversity

We respect and encourage the authentic self of our team, our clients and consultants and we celebrate our differences. We aim to understand, support, and include our diversity within our designs.



Empathy

We understand our clients and users of our designs have varied goals, situations, and values. We listen and incorporate these into our design philosophy.

Our workplace currently employs '... two people and neither identifies as an Aboriginal and/or Torres Strait Islander person. We have one office based in Springwood, Queensland. Currently, we are working within the Queensland borders until the COVID pandemic allows flexible interstate travel. Once this occurs, we will be able to work across Australia.

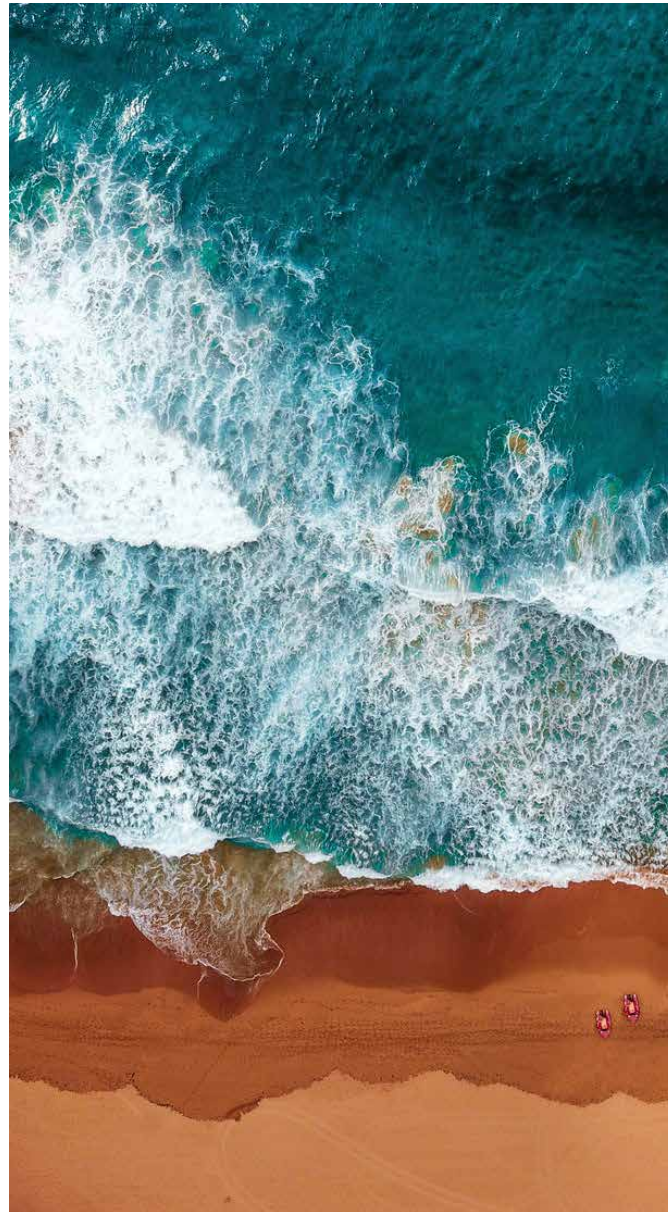
Our Reconciliation Action Plan

As landscape architects we work on many Countries across Queensland. We understand that we are not the first people to inhabit this land and there is so much we do not know and understand about where we live, work and play. We would like to engage and form stronger connections with First Nations peoples, so we can create better places which incorporate and are sensitive to Aboriginal and Torres Strait Islander perspectives and knowledge.

We would like to help support the voices of Aboriginal and Torres Strait Islander peoples to respectfully educate the wider community on the histories, cultures and current affairs experienced by Australia's First Peoples through landscape, to make sure they feel safe, included and be empathetic to their needs in the landscape and public realm.

We intend to approach implementing our RAP by firstly, being aware of our thoughts and actions in regard to engaging with First Nations peoples, ensuring we include the histories of First Nations as part of our research within a site analysis and context. To speak to our clients about their connections with the First Nations peoples within the site's local community, and/or if they have a RAP implemented into their business we can work within.

To ensure that when we design places we do so with inclusivity, empathy and diversity in mind ensuring we do not prevent Aboriginal and Torres Strait Islander peoples from using, occupying or feeling safe and accepted in these spaces. the First Nations People of the area.



Our Journey

Our reconciliation journey to date has been varied. We have endeavoured to engage respectfully with First Nations peoples for all of our community, school or kindy-based projects. As we work across all areas of Queensland, it can be difficult to understand and identify the Traditional Owners within the landscape that we are working on if the client has not already made that connection prior. This has led to us being unable to engage directly with Aboriginal or Torres Strait Islander representatives for some projects. For clients who already had a good relationship with their First Nations community, we have had more success with connections. This helped create an understanding of the culture, needs and requirements of the First Nations People of the area.

For other types of projects, we very rarely have discussions with First Nations People as part of the consultancy team. Some clients on larger projects or if we are working for a council engage with First Nations People directly and we are passed on relevant information if they feel the need.

We actively support businesses we know support First Nations People or are run by First Nations people.

We educate ourselves to learn and understand as much as we can about how First Nations People cared for, used and managed the land on which we work and their incredibly rich culture and history. This is embedded into each staff members professional development goals.

We are actively trying to understand how First Nations people lived on the land where we work. We are trying to make connections with the Elders and communities this is an ongoing process for us.



Our Partnerships & Current Activities

We have developed a strong relationship with our local coffee shop who support First Nations artists and provide coffee from companies run by First Nations People. The coffee shop often has yarning circles with local First Nations peoples and the community to help with interactions and education.

Our website and email signature has an Acknowledgement of Country which is updated yearly.

Our drawings and documents have the address of the design as well as the country on which they are located. Our design reports have an Acknowledgment of Country at the front of the document.

We ask each of our clients if they already have a connection to the local Traditional Owners and if so, if we can talk to them about the project and get their view on the country we are working on, its history and appropriate ways to incorporate this in the landscape for more people to understand and learn.

Commitment One: 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.	May 2022	Landscape Architect
	• Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2022	Landscape Architect
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2022	Landscape Architect
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2022	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, 2022	Director, Landscape Architect
3. Promote reconciliation through our sphere of influence.	• Communicate our commitment to reconciliation to all staff.	November 2022	Director
	• Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2022	Director
	• Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2022	Landscape Architect
4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	May 2022	Director
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2022	Director

Commitment Two: Respect

Action	Deliverable	Timeline	Responsibility
1. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a plan for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2022	Director
	• Have all staff visit the Beenleigh Historical Village & Museum to have a deeper understanding of local First Nations People and how they lived and managed the land on which we work.	May 2022	Director
	• Find a Cultural Competency Training course to increase our understanding of First Nations peoples • Conduct a review of cultural learning needs within our organisation.	December 2022 May 2022	Director Landscape Architect
2. 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.	April 2022	Landscape Architect
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	April 2022	Director
3. 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.	November 2022	Director
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	November 2022	Director
	• RAP Working Group to participate in an external NAIDOC Week event.	May 2022	Director

Commitment Three: Opportunities

Action	Deliverable	Timeline	Responsibility
4. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• When hiring new employees ensure Aboriginal and Torres Strait Islander people are culturally safe during the process.	May 2022	Director
	• Develop an overarching First Nations employment strategy for our organisation.	September 2022	Director
5. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop a procurement strategy for our organisation	June 2022	Landscape Architect
	• Investigate Supply Nation membership.	May 2022	Landscape Architect

Commitment Four: Governance

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a RWG to govern RAP implementation.	May 2022	Director
	• Draft a Terms of Reference for the RWG.	May 2022	Director
	• Establish Aboriginal and Torres Strait Islander representation on the RWG. Investigate how this may be possible as we do not have representation within the company.	April 2022	Director
2. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	April 2022	Director
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2022	Student Landscape Architect
3. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• 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	Director
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022	Director
4. Continue our reconciliation journey by developing our next RAP	• Register via Reconciliation Australia's website to begin developing our next RAP.	June 2022	Director



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