



pitt&sherry

REFLECT

Reconciliation Action Plan

September 2020 – January 2022



Our business

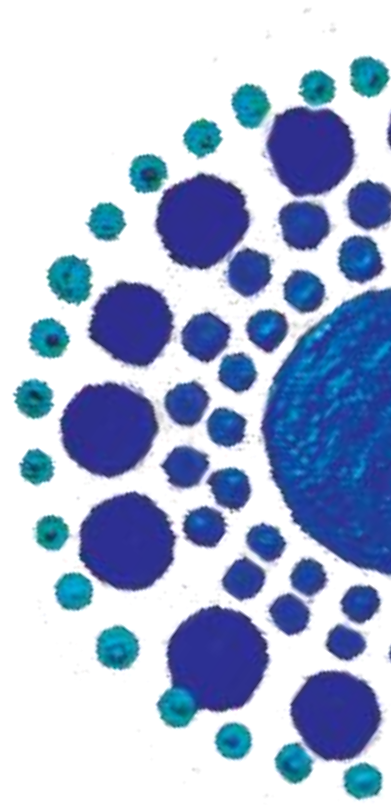
pitt&sherry is an Australian-owned professional services company, founded in 1963 and currently employs over 250 people in offices in Victoria, Tasmania, New South Wales and Queensland. pitt&sherry employ a range of engineers, scientists, planners, building surveyors, technicians, project managers and other professionals. We work on projects through Australia and internationally.

Our clients benefit from our continuing focus on our segmented business models and the deepening of our specialisations in areas that include:

- Transport Infrastructure engineering
- Mining & geotechnical engineering
- Environmental engineering & project approvals
- Industrial & structural engineering
- Moving plant & equipment design
- Clean building design
- Asset management
- Energy & infrastructure economics
- Building surveying
- Environmental management and planning
- Waste management and planning.



Combined with a relentless client focus, we help our clients make creative and sound decisions; adding value to businesses, government and communities. Through empowerment and inspiration, our people have the willingness to help, explore and find solutions where other say don't exist.

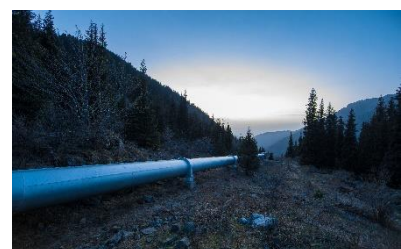
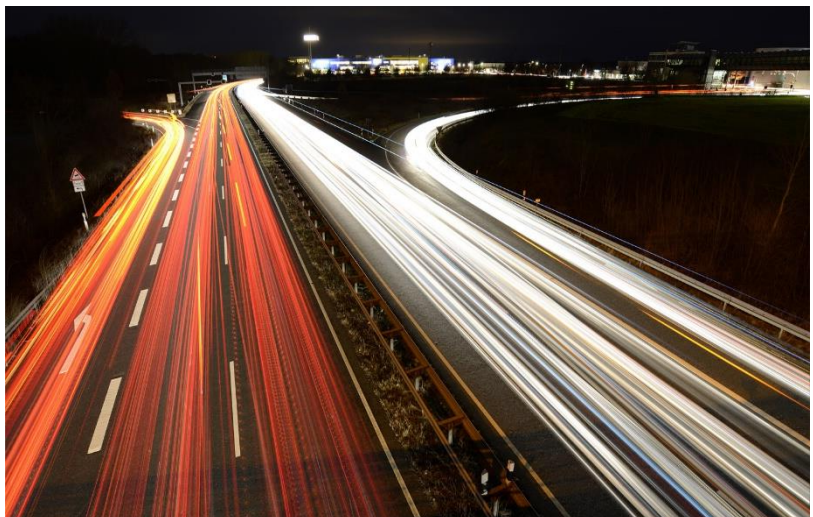


pitt&sherry's principal market sectors and services are:

- Community infrastructure including all types of land development and building design, water and waste water design and management, land use planning, environmental assessments, building surveying, asset management, project management and climate change adaption services
- Transport infrastructure of all types including transport planning, traffic engineering, highway and road design, pavement engineering and testing, rail infrastructure, bridge design and inspection and asset management services
- Industrial infrastructure of all types including mining and minerals processing, industrial production, facilities management and process improvement
- Energy and water efficiency including site audits, facility plans and assistance with implementation and clean renewable energy services
- Environmental services including environmental management and planning, ecology, erosion and sediment control, environmental sampling, and waste management and resource recovery.

pitt&sherry offer a broad range of products and services to cover the full cycle of a project, from initial identification through to design development and operation and management to eventual decommissioning and site rehabilitation.

At pitt&sherry, we have over 250 staff with two staff members identifying as Aboriginal at present, across eight offices in Australia – Melbourne, Sydney, Newcastle, Brisbane, Hobart, Launceston, Devonport and Wagga Wagga.



The background of the entire page is a vibrant, abstract artwork. It features a dense collection of small, multi-colored dots (green, blue, red, yellow, orange) scattered across a dark, textured surface. Overlaid on this are larger, organic, flowing shapes in shades of teal, brown, and white, resembling natural patterns or perhaps stylized representations of land and water.

CEO Message

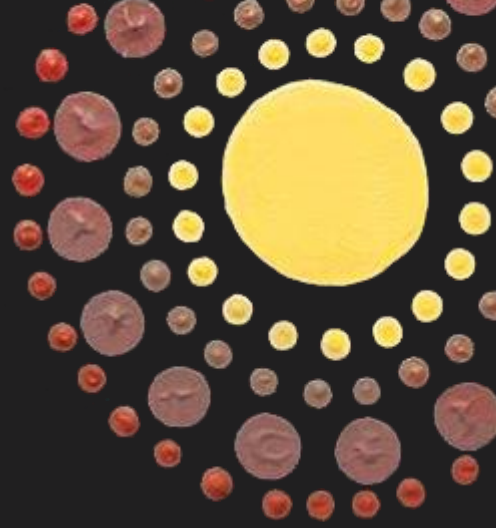
"pitt&sherry are proud to present our first Reflect Reconciliation Action Plan (RAP) 2020-2022. This is the beginning of an exciting and long-term commitment and significant step to highlight how pitt&sherry will contribute to reconciliation in Australia."

With our Reflect RAP, we want to increase the awareness of Aboriginal and Torres Strait Islander histories and cultures across the Company and the objectives set out in this Plan will assist us to do so.

I am delighted to endorse this plan and am excited to continue to advance our efforts towards reconciliation."

Benita Husband
Chief Executive Officer





Our RAP Journey

pitt&sherry is committed to practices that support cultural, gender and social diversity, equality and equity. As an Australian business, pitt&sherry recognises the responsibility to have our people demonstrate respect to Aboriginal and Torres Strait Islander peoples in the delivery of our services.

At pitt&sherry, we are a company that is focused on equality and diversity. The development of a RAP will aid us make an important contribution in addressing inequality. There are complex social issues at work and we know there is no quick fix. We consider ourselves in the Reflect phase as we start our reconciliation journey and build foundations through three core pillars being relationships, respect and opportunities. During this process it will give us time and opportunity to raise awareness and support of our Reflect RAP from within pitt&sherry.

Our RAP outlines pitt&sherry's commitment to raising awareness and to respect the rich and important cultures of Aboriginal and Torres Strait Islander peoples. pitt&sherry look forward to encouraging and fostering individual and our corporate journey towards reconciliation, playing a role in Reconciliation nationally. pitt&sherry's Diversity and Inclusion Policy has been in place since August 2018 and continues to grow and evolve with our company. The commitment to reconciliation is a deliberate action for long-term change we're taking as part of our diversity and inclusion initiatives. One of the goals of the Diversity and Inclusion Policy is 'participating in employment programs to encourage Aboriginal and Torres Strait Islander peoples' employment and gender equality'.

pitt&sherry's RAP outlines our clear commitment and intention to grow our Aboriginal and Torres Strait Islander participation rates within our business both internally and externally, for those employees that identify as Aboriginal and/or Torres Strait Islander people to build solid foundations for relationships, respect and opportunities across our organisation, improve recruitment and retention and professional development for Aboriginal and Torres Strait Islander peoples in our company.

We are looking forward to cultivating and growing our relationships within the communities and participating more in cultural significant events.

We at pitt&sherry are committed to sustainable development, pitt&sherry improves the physical, natural and social environments of the many communities across our offices and projects. We believe this has strong connections with Aboriginal and Torres Strait Islander peoples' traditional knowledge systems and we look forward to working in partnership with Australia's First Peoples to improve our service offering.

The opportunity to deliver sustainable outcomes comes from the position within pitt&sherry as being an enduring company. Our RAP is sponsored by the Leadership team and championed by our CEO Benita Husband.



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 areas or sphere of influence. 	January 2021	RAPWG Lead/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. 	January 2021	RAPWG Lead
	<ul style="list-style-type: none"> Through our Community Engagement Group establish relationships with Aboriginal and Torres Strait Islander community groups to identify opportunity for contribution 	October 2020	RAPWG Lead/Community Engagement Group Manager
2. Participation and celebration National Reconciliation Week (NRW)	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	27 May – 3 June 2021.	HR Administrator
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May – 3 June 2021.	RAPWG Lead
	<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 2021.	HR Manager/Office Managers
3. Promote reconciliation through our sphere of influence	<ul style="list-style-type: none"> Develop and implement a communication plan to raise awareness about our RAP commitments and to engage key internal stakeholders of their responsibilities within our RAP 	October 2020	RAPWG Lead/Marketing and Communications Manager
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	October 2020	RAPWG Lead
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	November 2020	RAPWG Lead
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. 	December 2020	HR Manager
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	December 2020	HR Manager
	<ul style="list-style-type: none"> Review, update and communicate our anti-discrimination policy 	December 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.	<ul style="list-style-type: none"> Develop a communication plan/business plan for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	November 2020	RAPWG Lead/HR Manager
	<ul style="list-style-type: none"> Build cultural competency training requirements into onboarding process including Summary of RAP commitments and copy of RAP 	November 2020	HR Manager
	<ul style="list-style-type: none"> Implement cultural awareness/appreciation training for key leadership people 	January 2021	HR Manager
	<ul style="list-style-type: none"> Distribute educational materials such as videos, throughout the organisation to enable and encourage greater understanding of Aboriginal and Torres Strait Islander cultures, histories, knowledge 	October 2020	HR Manager
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organization to identify training requirements. 	December 2020	HR Manager
	<ul style="list-style-type: none"> Invite local Aboriginal and Torres Strait Islander representatives to speak to all staff to support cultural learning 	October 2020	RAPWG Lead/RAP Champion
	<ul style="list-style-type: none"> Promote Reconciliation Australia's "Share Our Pride" online tool amongst employees 	October 2020	Diversity and Inclusion Group Lead
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of Traditional Owners of the lands and water are in each office 	October 2020	RAPWG Lead
	<ul style="list-style-type: none"> Encourage staff and senior leaders to provide an Acknowledgement of Country at all important internal and external meetings. 	October 2020	Diversity and Inclusion Group Lead
	<ul style="list-style-type: none"> Encourage staff to include an Acknowledgement of Country within their email signatures. 	October 2020	Diversity and Inclusion Group Lead
	<ul style="list-style-type: none"> Include Acknowledgement of Country guidelines on the Inclusion & Diversity intranet. 	October 2020	Diversity and Inclusion Group Lead
	<ul style="list-style-type: none"> Display an Acknowledgement of Country plaque, acknowledging the Traditional Owners of the land and communities of each office 	October 2020	HR Manager
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	October 2020	HR Manager/RAP Champion
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	November 2020 and July 2021	HR Manager
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	November 2020 and July 2021	RAPWG Lead

celebrating
NAIDOC Week.



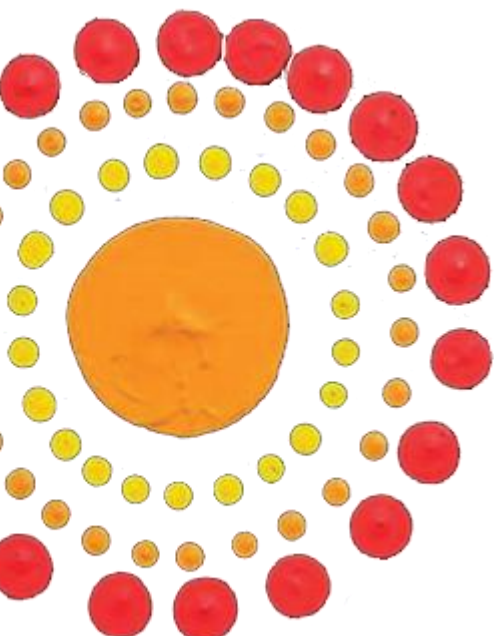
- RAP Working Group to participate in an external NAIDOC Week event.

November
2020 and
July 2021

RAPWG Lead

Opportunities

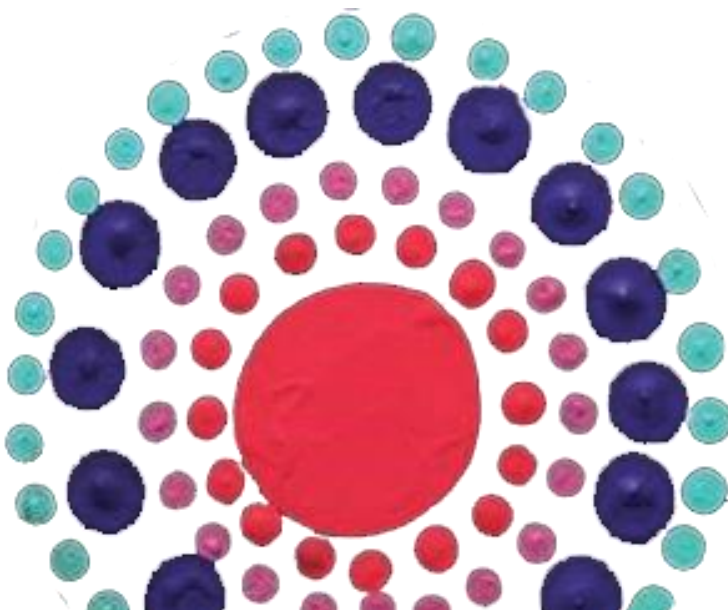
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	November 2020	HR Manager
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March 2021	HR Manager
	• Encourage current Aboriginal and Torres Strait Islander employees to self-identify to assist with improving employment and develop opportunities	December 2020	HR Manager
	• Actively encourage Aboriginal and Torres Strait Islander applicants to apply within all job advertisements	September 2020	HR Manager
	• Investigate the effectiveness of utilising a recruitment platform like Indigenous Employment Australia	December 2020	HR Manager
	• Investigate the sponsoring opportunities through Engineering Aid Australia	December 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.	November 2020	HR Manager
	• Investigate Supply Nation membership	October 2020	HR Manager
	• Build a relationship with Aboriginal Literacy Foundation by donating books on a bi-annual book donation to aid in their mission to improve the education of literacy and numeracy in Aboriginal and Torres Strait Islander children	November 2020	RAPWG Lead
	• Engage with Aboriginal or Torres Strait Islander artist to design artwork to represent our RAP includes art piece within each office	November 2020	RAPWG Lead





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.	October 2020	HR Manager
	• Draft a Terms of Reference for the RWG.	October 2020	RAPWG Lead
	• Establish Aboriginal and Torres Strait Islander representation on the RWG.	September 2020	HR Manager
11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	October 2020	RAPWG Lead
	• Engage senior leaders in the delivery of RAP commitments.	September 2020	RAPWG Lead
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	October 2020	HR Manager
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.	September 2021	RAPWG Lead
	• Report to Leadership team and Board bi-annually	January 2021/July 2021/January 2022	HR Manager
13. Continue our reconciliation journey by developing our next RAP.	• Liaise with Reconciliation Australia to review and refresh RAP based on learnings, challenges and achievements.	September 2021	RAPWG Lead
	• Register via Reconciliation Australia's website to begin developing our next RAP.	October 2021	RAPWG Lead
	• Submit a draft RAP to Reconciliation Australia for formal review and endorsement.	November 2021	RAPWG Lead





About the artist


My name is Hayden Wood, I am a 31-year-old and proud Gamilaraay man. Born in Dubbo on Wiradjuri land and throughout my life, I've lived on Gamilaraay, Murrawrai and now living on Wiradjuri country. I started painting when I was a young boy, over the years I became more and more involved with my art over the years. With living hours away from my family and living off country, I started painting more as a way to connect with my culture and teach my daughter how to embrace our Aboriginal Heritage.

I created Bokhara Dreaming initially to showcase and share my story of my culture through my art. The Bokhara is the river I grew up near and where I spent most of my childhood.

Growing up I haven't had the best start or opportunity to connect to my culture the way I would have liked to. Although always having connection to my culture. My artwork represents my journey throughout life and my future endeavours as I continue to learn and connect. I see painting as a way of connecting to my culture, through learning stories and putting my interpretation of them on canvas in a contemporary way. It's a way we used to pass down stories of the dreamtime.

My inspiration for my art is the journey it takes me on, it has inspired me learn more about my culture and share my journey along the way.

I would like to share with you my Journey.

Bokhara Dreaming 



“Together”

The Darling, the Murrumbidgee and the Murray.

This painting depicts the three major rivers of New South Wales and the importance they held for the tribes living along them.

In the dreamtime there were no fence line, streets etc.... Marking out boundaries consisted of utilizing the rivers and marked trees such as scarred trees. The muddy colours represent colours of the Murray and the Darling, the aqua colour depicts parts Murrumbidgee.

The colours used in the circles represent the four seasons of the year. The circles represent the different tribes along the river and connecting up to one another, coming together sharing knowledge, caring for the land, moving forward together.



pitt&sherry

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