

The background of the entire page is a complex Indigenous Australian artwork. It features a dense pattern of geometric shapes, including rectangles, squares, and circles, some filled with dots. In the lower right quadrant, there are prominent wavy lines and larger circles, some of which are also filled with dots. The overall color palette is monochromatic, using shades of grey, black, and white.

URBIS

RECONCILIATION ACTION PLAN 2016–2018

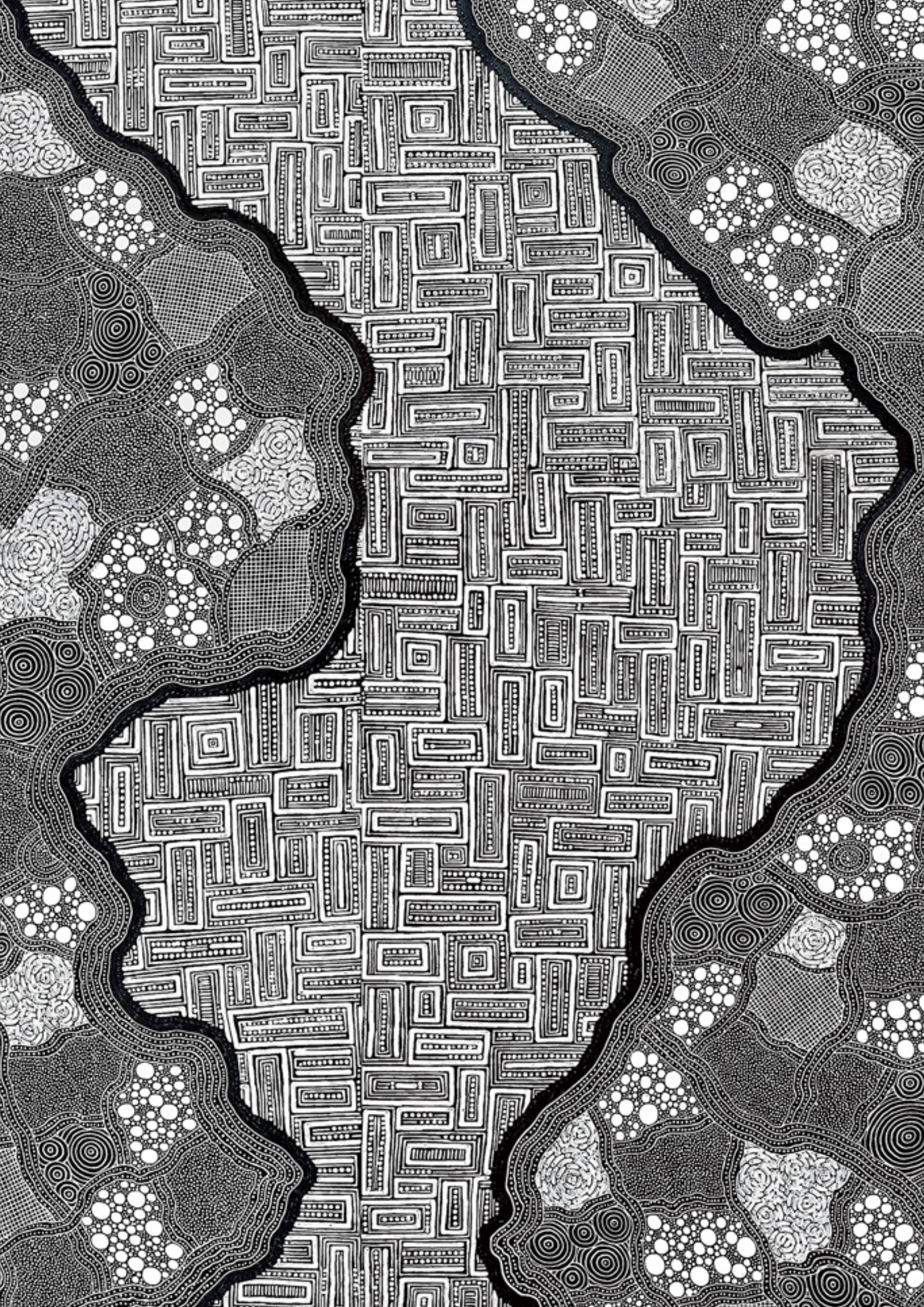
May 2016

Urbis acknowledges
Aboriginal and Torres Strait
Islander peoples as the
traditional custodians of all
lands on which we do business
and we pay our respects to
Elders, past and present.

We acknowledge the important
contribution that Aboriginal
and Torres Strait Islander
people make in creating a
strong and vibrant Australian
society.

This Plan was prepared by the RAP Working Group
with support from Karen Milward Consulting Services.

This document features artwork by Tarris King and Sarrita King,
commissioned by Urbis. Together four paintings form the single
image 'Connecting Land'. The paintings express the beauty of the
Australian landscape and the connection it has to its people, while
revealing the history and lessons the land can teach us.



MESSAGE OF COMMITMENT FROM OUR MANAGING PARTNER

Urbis values commitment, integrity, forward thinking and responsibility. With these core ideals in mind, we are pleased to have established our Innovate Reconciliation Action Plan (RAP) to demonstrate our strong commitment to reconciliation with Aboriginal and Torres Strait Islander peoples, organisations, businesses and communities.

We recognise that our journey forward to achieve our Innovate RAP objectives must be based on respectful and collaborative working partnerships with Aboriginal and Torres Strait Islander peoples, organisations, businesses and communities and we understand the mutual and lasting benefits of learning more about Aboriginal and Torres Strait Islander cultures, values, traditions, customs and beliefs as well as ensuring our staff have the opportunity to participate in reconciliation activities that relate to our business areas.

As Australia's leading advisory firm specialising in shaping cities and communities, Urbis has a unique contribution to make in helping Aboriginal and Torres Strait Islander peoples. Urbis supports the development of national and state mechanisms in relation to strategic and statutory land use planning that effectively promote economic independence for Aboriginal peoples through appropriate provisions relating to the use and development of Aboriginal lands. We make these public commitments to demonstrate our desire to achieve meaningful change internally and in our sphere of our influence.

"For over 50 years Urbis has committed its expertise to shaping great outcomes for cities and communities. We recognise the critical importance of place and community to Aboriginal and Torres Strait Islander communities and we are invigorated to bring our expertise to support improved outcomes in these areas. This RAP is a statement of our commitment to effectively contribute to achievement of Reconciliation objectives."



JOHN WYNNE

Managing Partner

What we will work towards

In developing our Innovate RAP, Urbis commits to completing the actions within this RAP from 2016 to 2018 to ensure we are well positioned to develop and pilot actions aimed at strengthening our relationships with Aboriginal and Torres Strait Islander peoples, businesses and organisations, including:

- We will strengthen Urbis's understanding of the issues of importance to Aboriginal and Torres Strait Islander people, organisations, businesses and communities through a well-structured and informed Aboriginal and Torres Strait Islander Cultural Awareness Program.
- We will review our internship program to ensure that it is more culturally inclusive and responsive in meeting the needs of Aboriginal and Torres Strait Islander students studying various disciplines that are relevant to Urbis business and its clients.
- We are committed to bring Urbis's capabilities to the improvement of national, state and local planning frameworks assisting Aboriginal land based organisations and Councils to enhance the economic, social and physical opportunities associated with Aboriginal owned lands.
- We will seek engagement opportunities with traditional owners/custodian groups about the history of the land where Urbis is working with its clients. This includes meeting with local Elders and community leaders to hear the stories to better inform us on the importance of connection to country.
- This Innovate RAP will allow our firm to focus on building relationships internally and externally, and raise awareness with our clients and stakeholders to ensure there is shared understanding and ownership of our Reconciliation Action Plan within our firm. Development of our future Reconciliation Action Plans will involve consultation with staff across our firm including Aboriginal and Torres Strait Islander stakeholders to achieve our vision for reconciliation.

OUR VISION FOR RECONCILIATION

Our vision for Reconciliation is to be actively involved in supporting meaningful and lasting change within our firm and in the environments in which we provide our services.

We will respect and acknowledge the unique connection that Aboriginal and Torres Strait Islander peoples have to the land and build genuine and long lasting respectful relationships with Aboriginal and Torres Strait Islander peoples, organisations and businesses that aim to strengthen our business and reputation.

What is a RAP?

The Reconciliation Action Plan (RAP) is about organisations from every sector turning good intentions into real actions and rising to the challenge of reconciling Australia.

A RAP is a business plan that uses a holistic approach to create meaningful relationships, enhanced respect and promote sustainable opportunities for Aboriginal and Torres Strait Islander Australians.

RAPs provide a format for exploring how reconciliation can advance organisational objectives, by formalising contributions through clear actions and realistic targets, as well as identifying lessons learnt. While each RAP includes specific required actions and targets, organisations also shape their own in relation to their core business, sphere of influence, resources etc. This results in a creative blend of objectives throughout relationships, respect and opportunities sections of a RAP.

More information on RAPs can be found at:
www.reconciliation.org.au

Our Reconciliation Action Plan

Our Reconciliation Action Plan was developed by our RAP Working group chaired by the Managing Director, John Wynne with representation by senior staff across all Urbis business areas nationally, who are all committed to working towards positive reconciliation outcomes for Aboriginal and Torres Strait Islander people, organisations and businesses.

We engaged Aboriginal consultant, **Karen Milward**, who has a close working relationship with Urbis spanning 10 years to ensure that we develop culturally appropriate mechanisms to support the needs, ideas and opportunities identified by Aboriginal and Torres Strait Islander people and their communities.

This was achieved through consultation with staff across all of the Urbis business areas who have provided innovative ideas for inclusion in our RAP. Representation on our RAP Working Group will be sought from Aboriginal and Torres Strait Islander interested organisations, businesses and community leaders to actively participate in and guide the development and implementation of actions in our Innovate Reconciliation Action Plan.



RECONCILIATION
AUSTRALIA

Our past and current activities in the Aboriginal and Torres Strait Islander community

Urbis has a long working history with Aboriginal and Torres Strait Islander peoples, organisations, businesses and communities aimed at strengthening the relationship between Urbis and the business sector including:

- **Training:** Urbis staff have undertaken online and workshop-based training in Indigenous cultural awareness, and consulting with Indigenous Australians.
- **Collaboration:** Urbis staff regularly collaborate with Aboriginal consultants on research projects.
- **Research and advice:** Urbis has conducted projects across the country involving Aboriginal and/or Torres Strait Islander individuals and communities.
- **Recruitment:** Urbis has worked with Career Trackers to support placements for Aboriginal and/or Torres Strait Islander students, and has hosted students in the Sydney, Melbourne, and Brisbane offices.
- **Projects:** Urbis has been involved with a wide range of projects involving Aboriginal and Torres Strait Islander places and communities.

Relationships

We will explore ways for greater connection with Aboriginal and Torres Strait Islander people, community leaders, businesses and community organisations by strengthening our relationships with Aboriginal and Torres Strait Islander communities through mutually beneficial engagement in areas where we do business.

Action

Develop respectful and strong relationships with Aboriginal and Torres Strait Islander community leaders, organisations and Peak Bodies through:

- Participation in the Urbis RAP Working Group.
- Invitations to participate in selected Urbis and client events and activities.
- Developing Urbis RAP cultural protocols.
- Hosting meetings with traditional owners and community leaders to understand local connection to country and place with the aim of informing major relevant projects.
- Hosting a network meeting with Aboriginal architects and Urbis planners and designers.

Action

Urbis RAP champions and one Urbis Ambassador for Aboriginal and Torres Strait Islander issues will actively promote and implement our RAP.

January ongoing

January ongoing

Target

1. The RAP Working Group will have Aboriginal and/or Torres Strait Islander representation who are actively involved in the implementation of the RAP.
2. Active participation by the Aboriginal and Torres Strait Islander community in RAP events and activities.
3. Cultural protocols are in place.
4. Aboriginal and Torres Strait Islander organisations are more informed and engaged in Urbis business areas nationally.
5. Urbis staff are more informed about Aboriginal and Torres Strait Islander cultural heritage and connection to place.

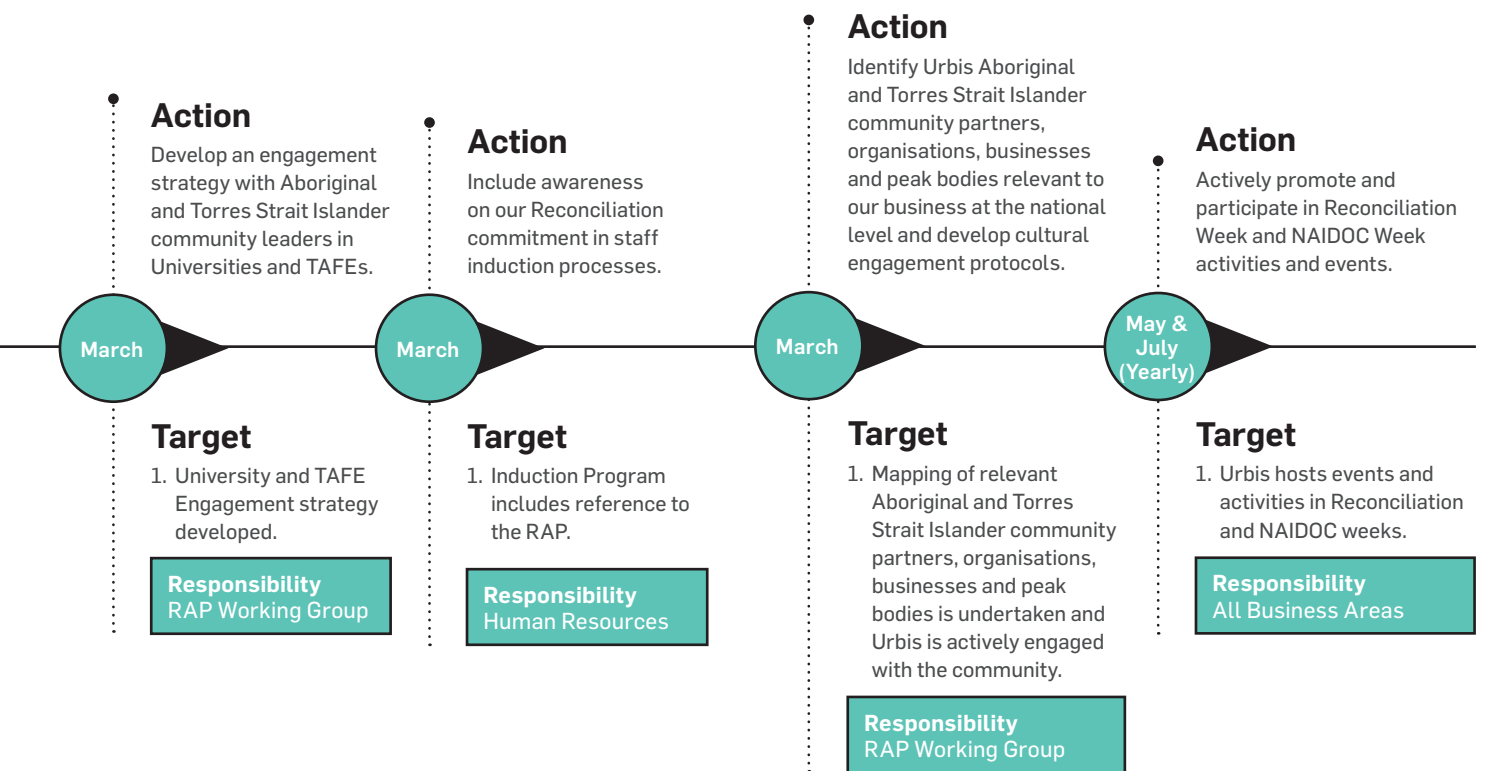
Responsibility
RAP Working Group

Target

1. Urbis champions and Ambassador are actively promoting the RAP nationally and at the local level.

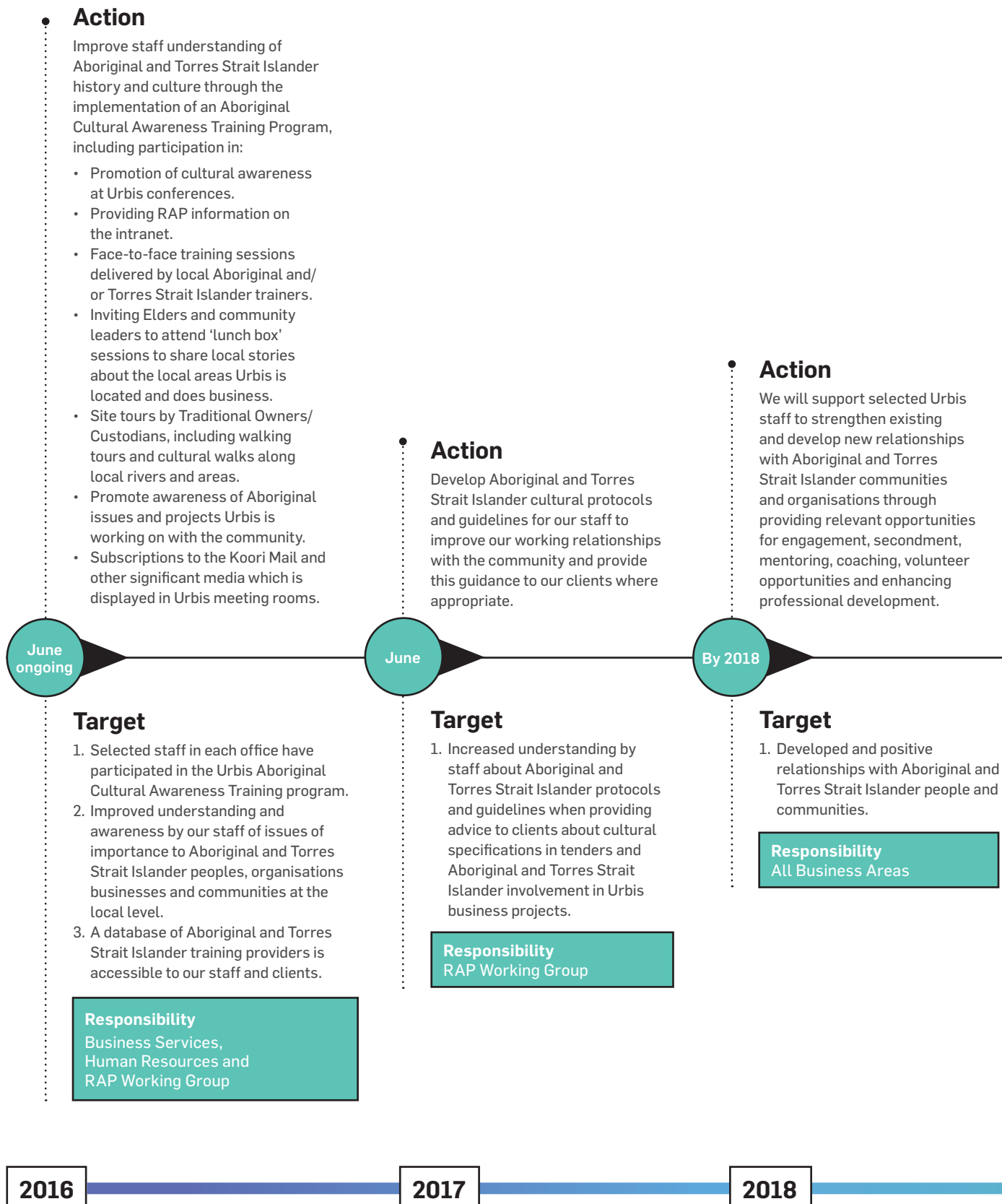
Responsibility
RAP Working Group

2016



Relationships

CONTINUED



• **Action**

We will share our RAP learnings and work undertaken with Aboriginal and Torres strait Islander people, organisations, businesses and communities with and selected staff, partners, clients and the Aboriginal and Torres Strait Islander community.

Ongoing

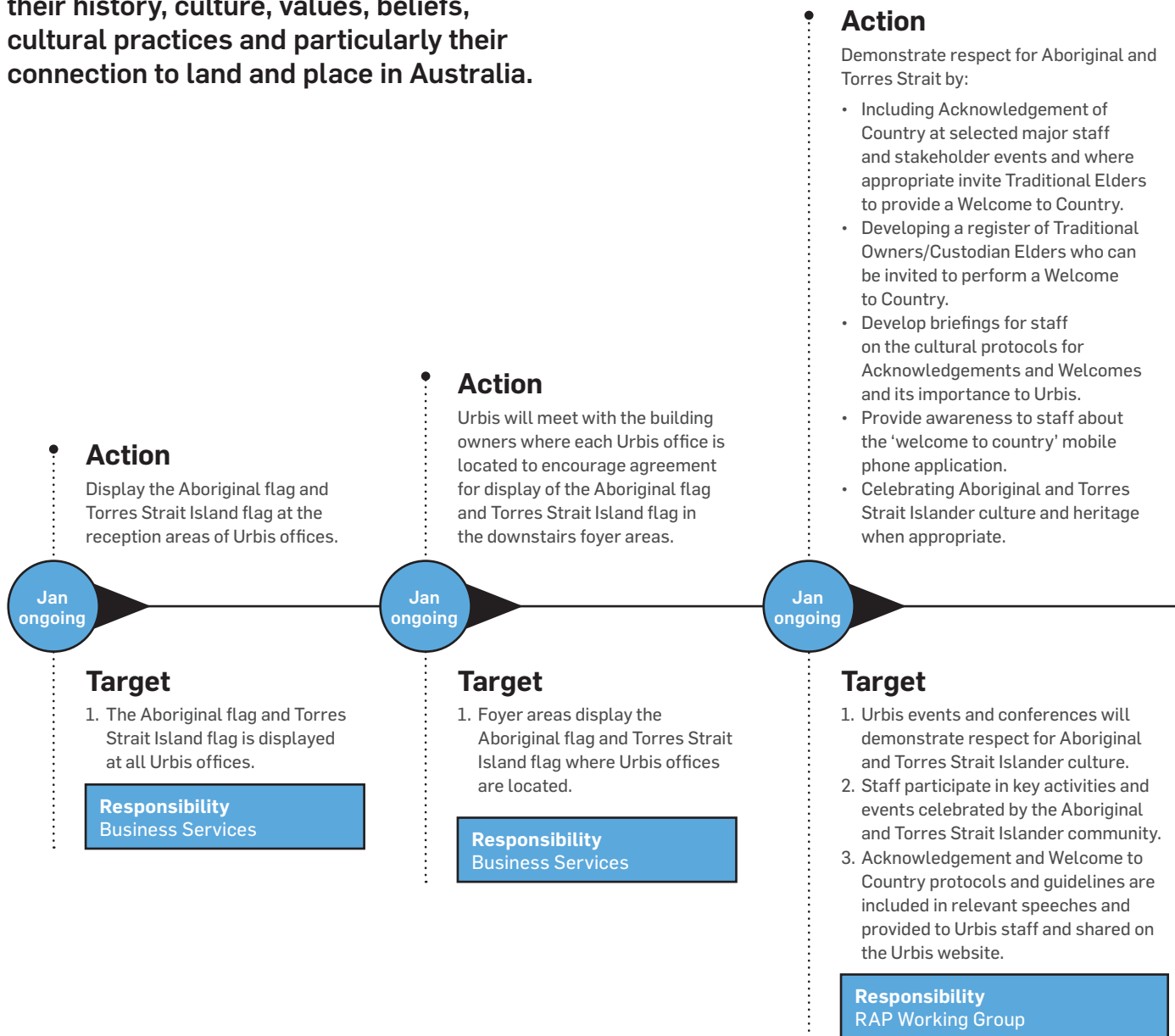
Target

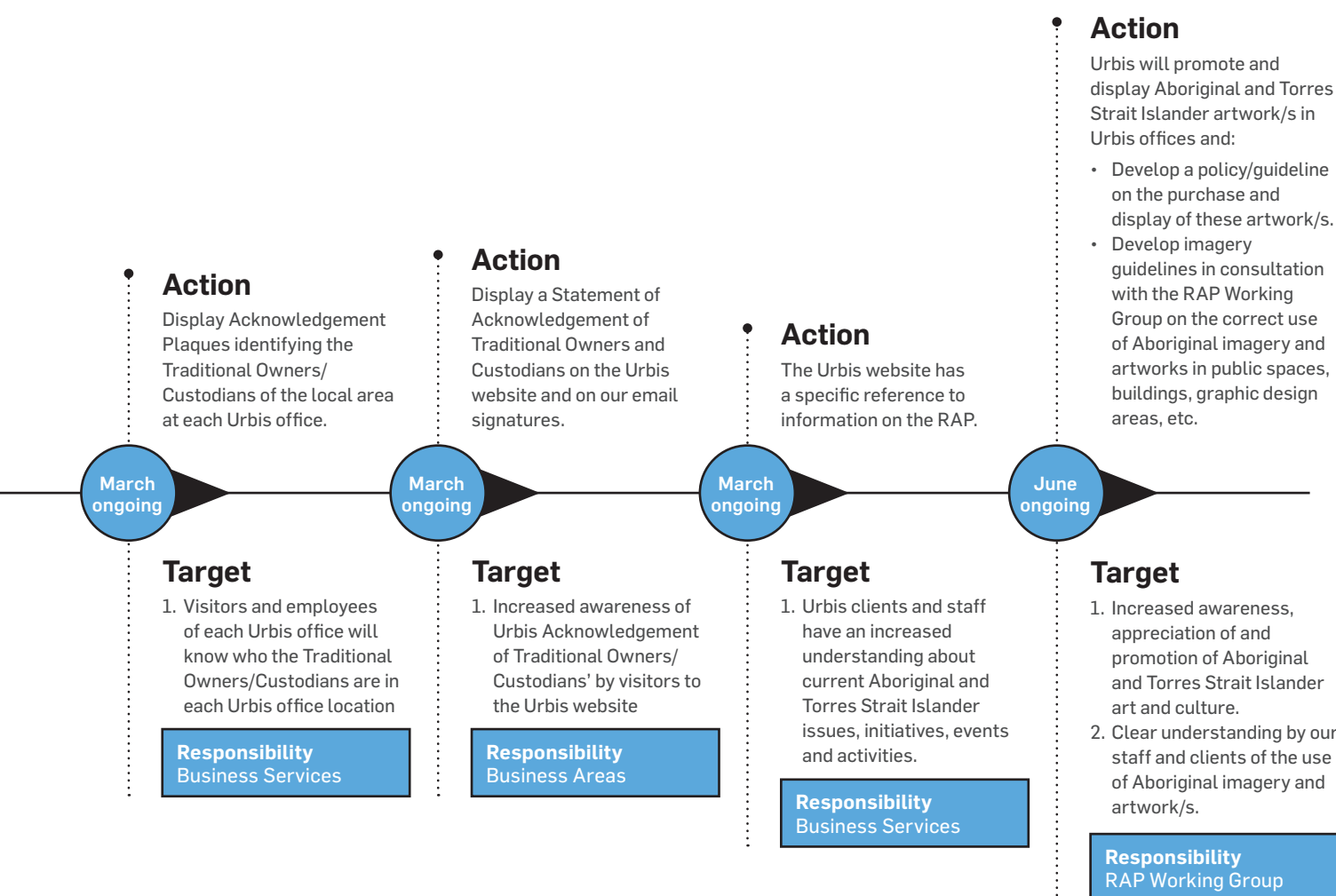
1. Increased awareness and understanding of our RAP learnings with all Urbis stakeholders.

Responsibility
RAP Working Group

RESPECT

We will support opportunities to better understand and respect Aboriginal and Torres Strait Islander peoples, their history, culture, values, beliefs, cultural practices and particularly their connection to land and place in Australia.





OPPORTUNITIES

We will support Aboriginal and Torres Strait Islander people, organisations, businesses and communities and through active support and involvement in issues relevant to the areas of expertise at Urbis.

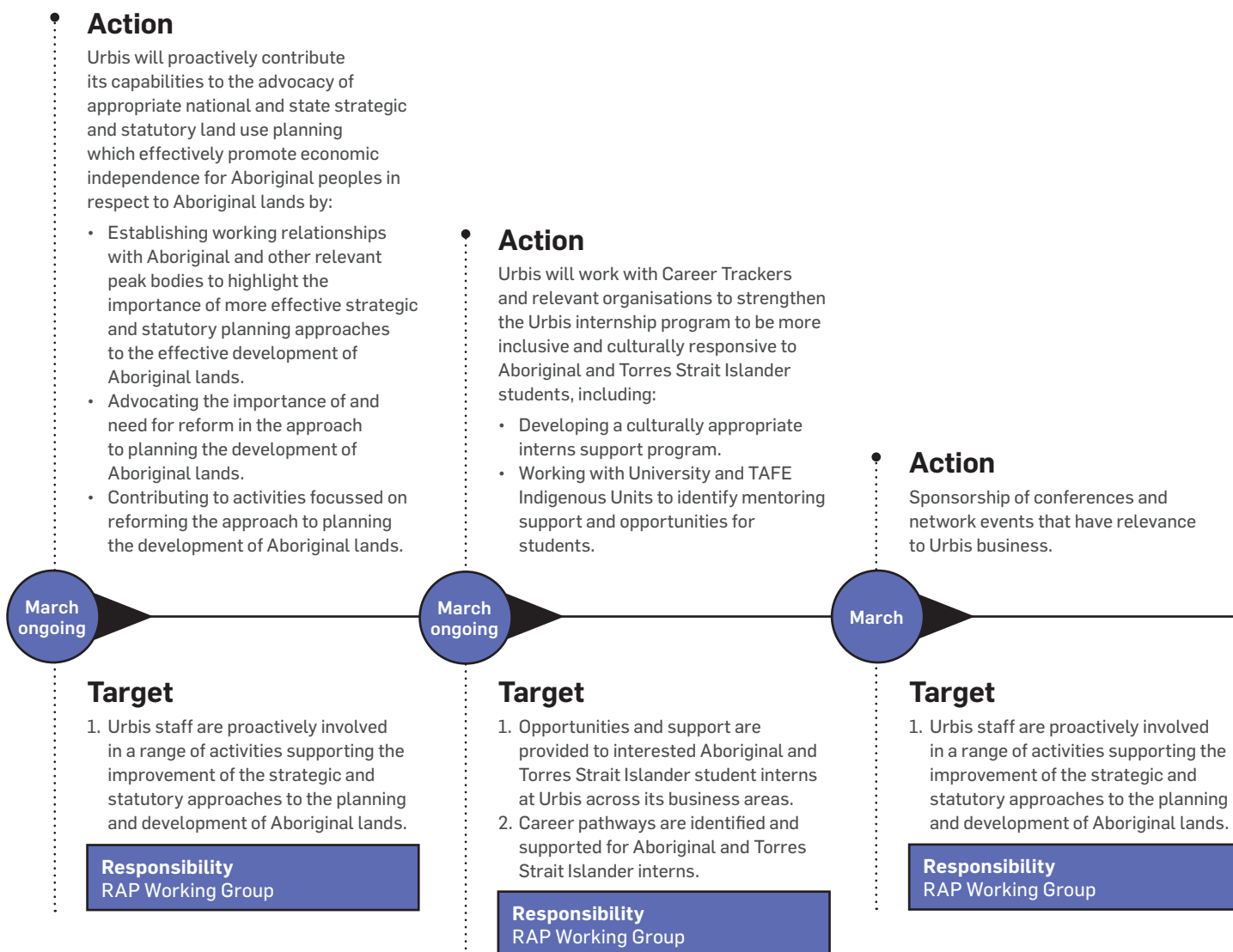
Aboriginal Land Rights legislation recognises that land in Australia was traditionally owned and occupied by Aboriginal peoples and that decisions of past Governments have progressively deprived Aboriginal peoples of those lands. It provides legislative recognition that land is of social, cultural and economic importance to Aboriginal peoples.

The claiming of land under the Aboriginal Land Rights legislation was intended to be an important first step to improving Aboriginal self-sufficiency and economic wellbeing. Legislation was framed to enable the economic development of claimed lands not deemed culturally significant to Aboriginal peoples for the social and economic betterment of Aboriginal people. Today as a result of land rights, Aboriginal Land Councils hold significant freehold land and are often the largest single landowners in any local government area.

While well intend, in practice the outcomes envisaged have been frustrated by many factors including town planning laws managing land use and development. Strategic and statutory planning mechanisms throughout Australia perpetuate disproportionately adverse decision making in respect to Aboriginal lands often resulting in the imposition of restrictive environmental conservation land use zonings on Aboriginal lands.

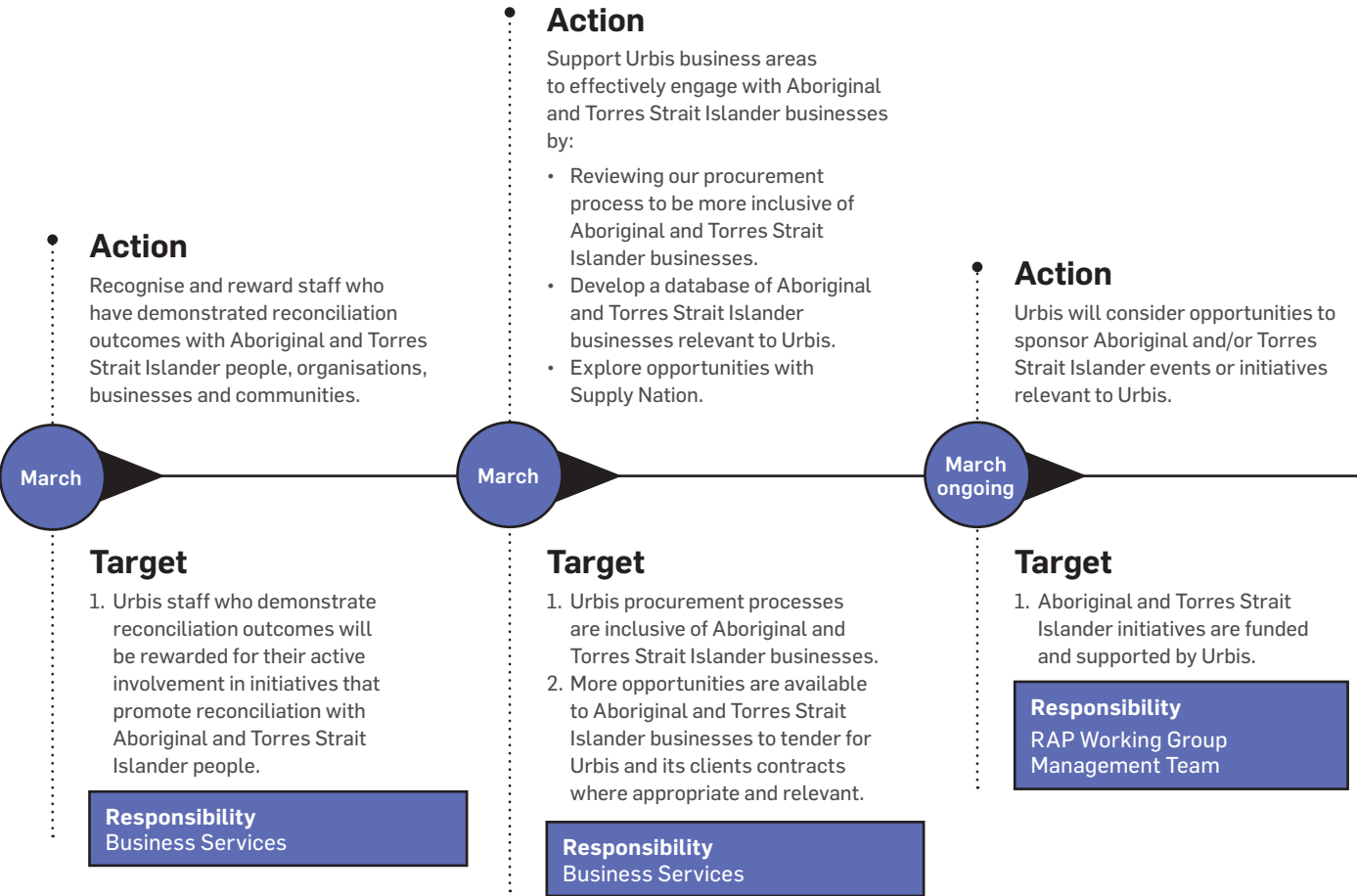
There is a tendency by state and local government authorities to view Aboriginal lands as public environmental conservation assets or as quasi parklands, often without conservation values being established through formal evaluations. Accordingly, Aboriginal lands have tended to be 'downzoned' for conservation purposes often without any basis. This has the effect of sterilising development potential of lands and undermines the intent of the Aboriginal Land Rights legislation.

Recognising this, Urbis supports the introduction of appropriate national and state-wide mechanisms in relation to strategic and statutory land use planning which effectively promotes economic independence for Aboriginal peoples and self-determination in respect to Aboriginal lands.



OPPORTUNITIES

CONTINUED



TRACKING PROGRESS AND REPORTING

We are committed to achieving meaningful outcomes from our RAP and recognise that Aboriginal and Torres Strait Islander peoples play a critical role in achieving our RAP objectives.





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