



# Reconciliation Action Plan

2015

# \\ RECONCILIATION ACTION PLAN

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*\*The image on the cover page is a photo of an art piece undertaken by Jill Churnside commissioned by NS Projects. Jill paints stories in and around traditional Ngarluma Country, inspired by the song traditions or tabis associated with her Father's songs written in response to Sherlock River. Jill describes the piece as follows: "Yirramagadu is what we call Roebourne. It is on Ngarluma country, and is now a place where Yindjibarndi, Guruma, Banjyima, and Marthuthinira people live. This painting represents all the different cultures, including non-Indigenous people living together in unity, as we look together for a brighter future."*



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## 1. Introduction

NS Projects recognises the importance of the Reconciliation movement in Australia and takes pride in taking action at a corporate level.

**Our Vision for Reconciliation is to “develop a culture that understands, appreciates and proactively builds the capacities of Indigenous groups”.**

Since our Reconciliation Action Plan (RAP) came into effect, we have taken a number of positive steps towards achieving this Vision.

At a company level, we actively participate in cultural awareness training, celebrate cultural events such as NAIDOC Week and Reconciliation Week and have adopted this RAP as part of our 3<sup>rd</sup> Party Certified Quality Assurance System.

Externally, we continue to engage with a number of Indigenous groups, across a variety of projects, and assist with “capacity-building” through offering our Project Management expertise and calling upon our extensive network of industry contacts. In addition, we continue to utilise and recommend the use of Aboriginal owned suppliers to our Clients and industry peers wherever suitable.

Our management team remains committed to the ongoing implementation of our RAP and we look forward to further developing unique and diverse opportunities for Aboriginal and Torres Strait Islander people.

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## 2. Capacity Building

We have and continue to provide Project Management services for a number of Aboriginal groups specialising in land and property development.

### 2.1. Karlka Niyaparli Aboriginal Corporation - Housing Strategy

NS Projects worked with Karlka Niyaparli Aboriginal Corporation to develop a strategy to provide housing and associated support to its members.



This involved an extensive consultation process with key stakeholders through undertaking site visits, workshops and one on one interviews.

NS Projects documented the strategy which is now being used as a guiding/ management tool for the Karlka Niyaparli Aboriginal Corporation.

### 2.2. Area K – South Hedland

This project involved a joint venture between the Kariyarra and Mugarinya traditional owners' where an 11.9 hectare land parcel was developed into 125 residential lots.



Whilst the majority of the lots were sold to fund the project, the joint venture retained a number to be developed with residential housing. These assets will be incorporated within a Property Trust providing a sustained income stream and future benefit for the Traditional Owners.

### 2.3. Gumala Investments Pty Ltd – Investment Strategy

Gumala Aboriginal Corporation is Australia's second largest Indigenous corporation, serving the Banyjima, Innawonga and Niyaparli people of the Pilbara region in Western Australia and currently has over 100 members.



NS Projects assisted Gumala Investments in developing a strategy to efficiently deliver initiatives to best serve its members in an economic, social and community sense.

### 2.4. Other Projects

NS Projects also works with the Pilbara Regional Council, Metropolitan Redevelopment Authority and LandCorp on a variety of different projects involving a number of different Aboriginal groups.

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### 3. NS Projects' Actions

#### 3.1. Relationships

Our RAP is important to us as it creates an opportunity to build on our existing relationships and to also develop new ones. This creates a dual benefit of creating new business opportunities while also helping to address the inequality between Indigenous and non-Indigenous Australians.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
<b>Governance</b> Involve staff from an even cross-section of the company to develop and monitor the progress of the RAP.	Shaun Oostryck (RAP Champion)	Ongoing	An internal working group has been established and continues to be maintained.
<b>Promotion</b> Actively promote the RAP to help identify parties for the development of new relationships.	Shaun Oostryck (RAP Champion)	Ongoing	Our RAP has previously been circulated to key Clients and industry peers.  Moving forward, our RAP is to be circulated to new key Clients and industry peers as these new relationships are formed.
<b>Engagement</b> Maintain an external reference group for advice on RAP initiatives.	Damian Fasher	Ongoing	A number of Indigenous external stakeholders have confirmed their willingness to assist. NS Projects is to maintain and develop these important relationships.

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### 3.2. Respect

We believe that respect is a fundamental ingredient for building rewarding and mutually beneficial relationships. To enable this to happen, we continue to build the awareness and understanding of Aboriginal and Torres Strait Islander cultures amongst our staff members.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
<b>Cultural Awareness Training</b> Our staff are to develop a sound understanding of Aboriginal and Torres Strait Islander peoples' culture and history.	Shaun Oostryck	Ongoing	85% of our staff have attended cultural awareness training.  New staff to attend cultural awareness training.
<b>Induction</b> All new staff members are to be briefed on NS Projects' RAP and ongoing commitment as part of their formal induction process.	Admin. Team	Ongoing	All current staff members have been provided with a copy of the RAP and met with the RAP Champion for a general discussion.  New staff to do this as part of the induction process.
<b>Celebration</b> Promote participation in relevant cultural events and recognise and celebrate significant events including National Reconciliation week and NAIDOC week.	Admin. Team	Ongoing  NAIDOC Week – July  Reconciliation Week - May	Promotion of events throughout the year by distributing event information to staff and promoting events at monthly staff meetings.  This activity is to be linked to NS Projects' social event calendar.

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### 3.3. Opportunities

Our specialisation in Project Management creates a unique opportunity for NS Projects to “capacity build” organisations who are working to improve the opportunities for Aboriginal and Torres Strait Islander people.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
<b>Partnership</b> Create a partnership with a suitable organisation to provide support for initiatives benefiting Aboriginal and Torres Strait Islander people.	Damian Fasher Shaun Oostrick	December 2015	Make a formal commitment to a suitable organisation.  NS Projects is currently in discussion with the PMH Foundation through its “Emerging Leaders in Philanthropy” program where initiatives are being put in place to help improve the health of Aboriginal children.
<b>Promotion of Indigenous Participation Plans</b> Actively promote the importance of implementing Indigenous Participation Plans on relevant projects.	Damian Fasher Shaun Oostrick	Ongoing	NS Projects continues to encourage both private and public organisations to implement Indigenous Participation Plans on their respective projects wherever possible.
<b>Supplier Diversity</b> Actively promote the engagement of Aboriginal businesses on relevant projects.	Damian Fasher Shaun Oostrick	Ongoing	Promote the use of Aboriginal businesses to external parties.  NS Projects continues to build the business relationship with Karrunga, an Aboriginal owned company, who provide some of our office supplies.
<b>Employment</b> Help create a pathway for Aboriginal and Torres Strait Islander people to be employed within the specialised field of Project Management.	Damian Fasher Shaun Oostrick	June 2015  December 2015 (TBC)	Approach the Chamber of Commerce to assist in the development of opportunities for individuals to progress into the Project Management field.  Provide an employment or work experience opportunity for a suitable candidate.

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### 3.4. Reporting

To help track our progress, we plan on implementing the below reporting regime.

<b>Internal Reporting</b> Progress reports to be submitted to the board for review at quarterly board meetings.	Shaun Oosttryck	Ongoing	Quarterly report to be provided.
<b>External Reporting</b> Report achievements, challenges and learnings to Reconciliation Australia for inclusion in the Annual Impact Measurement Report.	Shaun Oosttryck	September 2015	RAP progress to be reported each year in the RAP Impact Measurement Questionnaire.