

REFLECT

Reconciliation Action Plan

November, 2024 - November 2025



RECONCILIATION
ACTION PLAN

REFLECT



ANDERSON ARCHITECTURE

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In the spirit of Reconciliation, Anderson Architecture acknowledges the Traditional Custodians of Country. We pay our respects to those past and present who have cared for Country for time immemorial, and continue to do so through enduring connections to lands, waters and skies.

We thank the very first sustainable designers of this nation, and aim to be considerate of Country through our architectural practices.

Cover Image:

Dharug and Gundungurra Country

Photography: Nick Bowers



CEO STATEMENT RECONCILIATION AUSTRALIA

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

Anderson Architecture joins a network of more than 3,000 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 Anderson Architecture 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 Anderson Architecture, 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



OUR PRACTICE



Anderson Architecture is a small design practice operating through a lens of holistic sustainable principles. Based in Sydney, Gadi Country, we design high quality, sustainable residential projects. We also have a passion for providing architectural advice to address Passivhaus and bushfire design.

Our practice is located on Gadi Country in Surry Hills, with most of our projects based within a 25km radius of our studio. Whether we are working on a local or regional project, we prioritise spending meaningful time on Country to craft designs that are uniquely responsive to landscapes, people and place. Some of our projects in regional areas across New South Wales include places such as the Blue Mountains on Dharug and Gundungurra Country, Mudgee on Wiradjuri Country, and Lake Macquarie on Awabakal Country. These projects often involve bushfire impacted sites which require us to design through a lens of care with consideration to all living systems. This work has helped us build a stronger understanding of designing for and on Country.

We are a team of eight people and there are currently no staff members who identify as Aboriginal or Torres Strait Islander. We hope through this RAP journey to improve opportunities for employment and engagement of First Nations designers and consultants.



Our work has a tangible impact on people and place, involving an intimate engagement with **Country.**



Simon Anderson
Director



Alexandra Woods
Associate



Megan Julian
Associate



Aimi Berton
Architectural
Graduate



Grace Tayler
Architectural
Graduate



Lachlan Kain
Architectural
Assistant



Isabella Howe
Architectural
Assistant



Sophia Gordon
Architectural
Assistant

At Anderson Architecture, each member of our team has dedicated themselves to the RAP Working Committee, with different levels of responsibility in the involvement and implementation of our RAP deliverables.

We wish to embed our RAP Team into the fabric of our practice as we make this commitment to expanding our engagement in reconciliation and our understanding of First Nations knowledges more broadly.





Beginning our RAP journey during the Voice to Parliament Referendum was an opportunity to begin the process of reflection and learning, to empower our individual voices and show support.



*Anderson
Architecture Team*

A team visit to the Sydney Botanic Gardens to learn about native food sources with a First Nations guide.



OUR RAP

We have a moral obligation and responsibility to expand our knowledge of designing with Country.

As architects, we recognise that our work has a tangible impact on people and place. Our work involves intimate engagement with Country, through the planning and design stages which respond to place, and the very physical impacts that construction has on the environment. We are focused on delivering more sustainable approaches in the work we do and recognise that improving our understanding of Country and First Nations knowledge is inherent to this approach.

Recent changes to the knowledge sphere in which we work, namely the release of the 'Connecting With Country' framework by the Government Architect NSW office in 2023, as well as changes to the Architects standards for competency have encouraged us to shift our way of thinking and our architectural approach. We are aware that we need to go further, to learn more and improve Anderson Architecture's engagement with First Nations knowledge, inclusion, employment, and opportunities.

We would like to recognise that our reconciliation journey is just beginning. As an office, we were highly engaged with the 2023 Referendum, using our small platform to educate the industry around the objectives of the Aboriginal and Torres Strait Islander Voice. Collectively, we began deepening our understanding, and recognised that our reconciliation journey could be expanded further to give back to Country and community.





*Dharug and Gundungurra
Country.*

bottom:

Photography: Nick Bowers

on following page:

*Anderson Architecture
Team*

*Australian Institute of Architects tour with
Simon Anderson discussing off grid design
and bushfire resilience.*



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OUR PARTNERSHIPS / CURRENT ACTIVITIES

As part of our all-office meetings held once a fortnight, we have implemented a 'resource sharing' session which aims to help foster further independent learning and the sharing of knowledge across the office. This involves staff members sharing a resource focused on reconciliation or First Nations voices on design and Country. We share information and perspectives with the intention of improving our cultural awareness and knowledge of Indigenous understandings of Country, as well as developing our own perspectives as designers.

In the lead up to the 2023 referendum, we held sessions as an office to learn what the 'The Voice' stood for and share ideas on how we could use this knowledge to educate others, both as individuals and as a company.

We hope to continue using our platform to uplift Aboriginal and Torres Strait Islander voices, with this Reflect RAP providing us with a much-needed framework to establish meaningful relationships and achieve better outcomes for community and Country.

As part of this Reconciliation process, we have begun to work in partnership with Garigarra and would like to thank Matte McConnell for his contribution to our Reconciliation Action Plan.





RELATIONSHIPS



RESPECT



OPPORTUNITIES



GOVERNANCE





RELATIONSHIPS

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisation	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March, 2025	Director, Associate
	Research best practice in engaging with local community, Local Aboriginal Land Councils, and/or First Nations organisations.	November, 2024	Architectural Assistant
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March, 2025	Associate
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May, 2025	Architectural Assistant
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2025	Architectural Assistant
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2025	Architectural Graduate, Architectural Assistant
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff and others in our sphere of influence.	September, 2025	Associate, Architectural Assistant
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	February, 2025	Associate, Architectural Assistant
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November, 2024	Architectural Assistant
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	July, 2025	Architectural Graduate
	Create a framework that states our values, anti-discrimination provisions, and future needs.	April, 2025	Architectural Assistant





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.	February, 2025	Architectural Assistant, Architectural Graduate
	Develop an internal framework for working on Country, distributed to all staff.	November, 2024	Architectural Assistant
	Conduct a review of cultural learning needs within our organisation.	January, 2025	Architectural Graduate
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an internal resource library with a model for all staff to participate in the sharing and discussion of Aboriginal and Torres Strait Islander knowledges.	January, 2025	Associate
	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisations operational area, extending to the areas of our regional NSW projects.	September, 2025	Associate, Architectural Graduate
	Introduce a model to include placenames and acknowledgment of Traditional Custodians across project documentation and communication.	October, 2025	Architectural Assistant
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgment of Country and Welcome to Country protocols.	September, 2025	Associate
	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June, 2025	Architectural Assistant
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June, 2025	Associate, Architectural Assistant, Architectural Graduate
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2025	Architectural Assistant





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.	May, 2025	Associate, Architectural Assistant
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	March, 2025	Director, Associate
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for the specifying of products from Aboriginal and Torres Strait Islander owned businesses.	August, 2025	Associate, Architectural Graduate
	Develop a working internal database for products and services from Aboriginal and Torres Strait Islander owned businesses.	September, 2025	Associate, Architectural Assistant
	Investigate Supply Nation membership.	July, 2025	Architectural Graduate





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, 2024	Architectural Assistant
	Draft a Terms of Reference for the RWG.	October, 2024	Architectural Assistant
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	December, 2024	Director,
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	November, 2024	Associate, Architectural Graduate
	Engage senior leaders in the delivery of RAP commitments.	September, 2025	Associate
	Appoint a senior leader to champion our RAP internally.	December, 2024	Director
	Define appropriate systems and capability to track, measure and report on RAP commitments.	November, 2024	Architectural Assistant
	12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June, annually
Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.		1 August, annually	Architectural Graduate
Complete and submit the annual RAP Impact Survey to Reconciliation Australia.		30 September, annually	Associate, Architectural Graduate
Develop a business case for cultural awareness and competency training.		October, 2024	Associate
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	August, 2025	Architectural Graduate



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