

Reconciliation Action Plan

Feb 2023–Feb 2024

A statement from Karen Mundine

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

Strata + 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 Strata + 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 Strata +, 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



Acknowledgment of the country

We acknowledge the Traditional Custodians of the land and pay our respect to them and their Elders, both past, present and emerging.

- + The Central Sydney team would like to acknowledge the Gadigal Clan of the Eora Nation.
- + The Parramatta team would like to acknowledge the Burramattagal Clan.
- + The Southwest Sydney team would like to acknowledge the Dharawal Clan.
- + The Newcastle team would like to acknowledge the clans of the Worimi Nation.
- + The Port Stephens team would like to acknowledge the clans of the Awabakal and Worimi Nations.
- + The Tweed Byron team would like to acknowledge the clans of the Bundjalung Nation.

Message from the CEO

As Strata Plus commences its reconciliation journey, we begin by developing a Reflect Reconciliation Action Plan (RAP), which will guide our actions in this space over the coming 12 months and aim to submit to Reconciliation Australia for endorsement. Our RAP provides a framework to strengthen engagement with the Aboriginal and Torres Strait Islander communities and is a way of formalising our ongoing investment in reconciliation and our aim to achieve greater awareness of contemporary matters of importance to the First People of Australia.

Strata Plus is committed to driving change and building respect for Aboriginal and Torres Strait Islander peoples, communities, cultures, histories, and knowledge and as we launch our RAP, all individuals, managers and leaders at Strata Plus are implored to engage with our initiatives as we aspire to improve the cultural diversity of our organisation.

Our Vision for Reconciliation

Our vision for reconciliation is a unification of Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians. We view reconciliation and cultural awareness as an ongoing process and aim to support both our employees and the residents of the property schemes, we manage to gain a deeper understanding of how past injustices continue to impact the lives of Aboriginal and Torres Strait Islander people in contemporary society.

We seek to do this by partnering with organisations that can educate through cultural immersion and knowledge sharing. This RAP outlines a framework for S+ to embark on our reconciliation journey in a meaningful way.

Our Vision for Reconciliation

Strata Plus was established in 2001 and has a reputation of being a market leader in the strata sector. We manage a portfolio of 30,000 lots via 6 offices and 60+ team members throughout NSW. A major point of difference is our highly skilled team who place our clients first and champion innovative thinking. The composition of our team includes a wide range of ethnicities and ages, and it exhibits gender balancing. We are proud that we reflect the diversity of the New South Wales community within our workforce. It gives us the edge in equipping ourselves with the necessary knowledge and skills to work with a diverse community.

We do not currently have visibility on the number of Aboriginal and Torres Strait Islander individuals employed, however as part of our Reflect RAP we will collect this information through a voluntary survey.

Our RAP

Strata + People and Culture Manager is championing the implementation + rollout of our RAP, ensuring that all team members have knowledge, visibility, and an opportunity to participate in the achievement of deliverables.

The Reflect RAP gives us a framework to ensure we embark on our journey with respect as we continue to develop our understanding of reconciliation through raising awareness within our team base.

In doing so we hope to commit to future steps where we expand this to raising awareness to our clients.

RAP Working group (P&C Manager)

A key action of the RAP is to establish a Reconciliation Action Plan Working Group (RWG). Team members have been invited to nominate and this group will be active within the first 12 months of the approved RAP.

The RWG will actively monitor RAP development and implementation of actions, track progress and approve reporting.

The RWG will be made up of the P&C Manager, team members and Aboriginal and Torres Strait Islander – owned organisation as a minimum.

As other key stakeholders are identified, then a representative will be included to the RWG.

How to read the action plan

Actions: Broad action that includes the objective that S+ will focus on achieving.

Deliverable: activities/initiatives that will achieve the objective in the action column.

Responsibility: This area identifies who will be involved in the delivery of actions either in a lead or supporting role.

Timeline: The estimated start and completion date for each action.

Measuring Success: The Reconciliation Action Plan will be reviewed annually and reported to the Directors to ensure relevance and to respond to the changing needs of the community.

Our partnership/current activities

In 2021, we commenced developing awareness through internally recognising NAIDOC week. We also developed posters particular to each office though they are yet to be shared given NSW has been in lockdown. These posters are part of a plan for when team members do return to working in the S+ offices. These documents are attached separately.

In April 2022, we entered a collaborative partnership with MGM Building Maintenance as part of our commitment towards reconciliation. The collaboration was formed by our common values and aligned approach towards reconciliation. By coming together, we will look for opportunities to foster greater inclusion, recognition and engagement for First Nations People.

At our company wide inaugural day, we opened with a Welcome to Country led by Brendon – Aboriginal Land Council who provided insight into the First Nations heritage, cultures and the Stolen Generation.

Relationships

action	deliverable	timeline	responsibility
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	Mar 2023	Commercial manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	Dec 2023	Commercial manager
Build relationships through celebrating National Reconciliation Week (NRW). These dates commemorate two significant milestones in the reconciliation journey — the successful 1967 referendum, and the High Court Mabo decision.	Circulate Reconciliation Australia's NRW resources and reconciliation materials to team members	May 2023	Chair, RWG
	RAP Working Group members to participate in an external NRW event.	27 May–3 Jun	Chair, RWG
	Encourage and support team and senior leaders to participate in at least one external event to recognise and celebrate NRW	27 May–3 Jun	CEO
	Celebrate and participate in NRW by building relationships with Aboriginal and Torres Strait Islander Elders	27 May–3 Jun	Strata+ employee reps, CEO
	Organise annual event for NRW	27 May–3 Jun	P&C Manager, Commercial Manager
Promote reconciliation through our sphere of influence	Communicate our commitment to reconciliation to all employees.	Oct 2023	P&C Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey	Mar 2023	Commercial Manager
	Ensure S+ company orientation program has content about the Reflect RAP and how employees can get involved	Mar 2023	P&C Manager
	Identify RAP and other like-minded organisations that we could approach to collaborate with our reconciliation journey.	27 Mar 2023 –3 Jun 2024	Commercial Manager
Promote positive race relations through anti-discrimination strategies	Research best practice and policies in areas of race relations and anti-discrimination.	Feb 2023	P&C Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	Jun 2023	P&C Manager

Respect

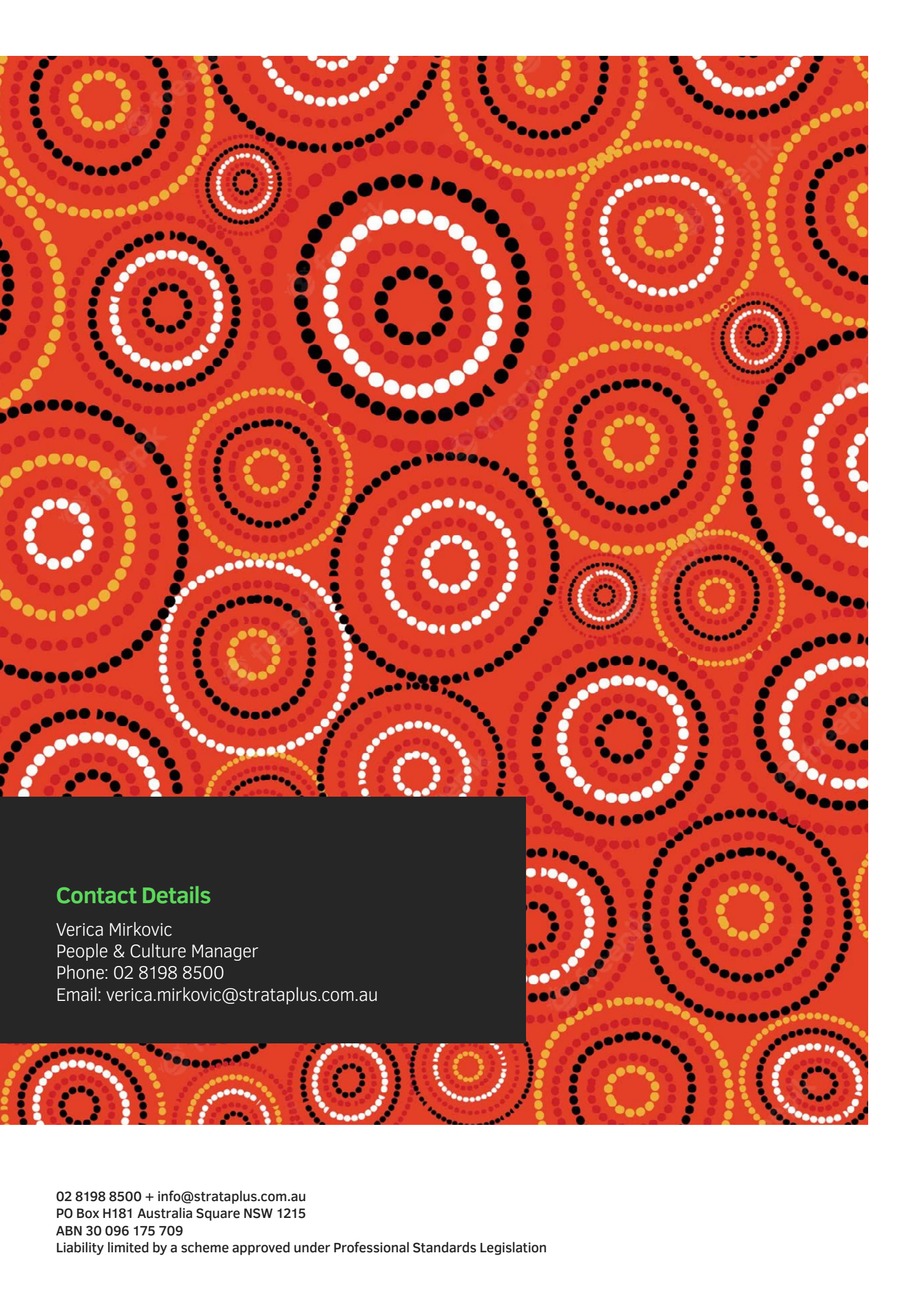
action	deliverable	timeline	responsibility
Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value, recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	May 2023	P&C Manager
	Conduct a review of cultural learning needs within our organisation.	Aug 2023	P&C Manager
	Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.	Sep 2023	Commercial Manager
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.	Sep 2023	Commercial Manager
	Increase employees understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. Encourage an Acknowledgement of Country at the commencement of all important internal and external meetings.	May 2023	P&C Manager
	Invite a Traditional Owner to provide a Welcome to Country at significant events, inaugural S+ conference.	May 2023	Commercial Manager
	Install Acknowledgement of Country posters in offices.	Oct 2023	Commercial Manager
	Launch Welcome to Country and Acknowledgement of Country protocols in major internal meetings/ conventions	Feb 2023	P&C Manager, Group
	Launch Welcome to Country and Acknowledgement of Country protocols in major external meetings / conventions	Jul 2023	PLIC, Strata Managers
	Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst staff about the meaning of NAIDOC Week	3–10 Jul 2023
Introduce staff to NAIDOC Week by promoting external events in our local area.		3–10 Jul 2023	Chair, RWG
RAP Working Group to participate in an external NAIDOC Week event		3–10 Jul 2023	Chair, RWG

Opportunities

action	deliverable	timeline	responsibility
Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and development opportunities.	Jul 2023	P&C Manager
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	Aug 2023	P&C Manager
	Include in all job advertisements that we are an Equal Employment opportunity employer.	Sep 2023	Commercial Manager
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.	Sep 2023	Commercial Manager
	Investigate Supply Nation Membership	May 2023	P&C Manager

Governance & Reporting

action	deliverable	timeline	responsibility
Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP	Form a RWG to govern RAP implementation.	Dec 2023	CEO, P&C Manager
	Draft a Terms of Reference for the RWG.	Feb 2023	CEO, P&C Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Feb 2023	P&C Manager
Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation	Jan 2023	P&C Manager
	Engage senior leaders in the delivery of RAP commitments	Feb 2023	Chair, RWG
	Define appropriate systems and capability to track, measure and report on RAP commitments	Jun 2023	P&C Manager
	Maintain a senior leader to champion our RAP internally.	Mar 2023	P&C Manager
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	30 Sep 2023	P&C Manager
	Report our RAP achievements, challenges and learnings quarterly updates to employees	Sep 2023	P&C Manager
	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	Aug 2023	Admin Assistant
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	Aug 2023	Admin Assistant
Continue our reconciliation journey by developing our next RAP	Register to develop a new RAP with Reconciliation Australia	Sep 2023	P&C Manager



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