

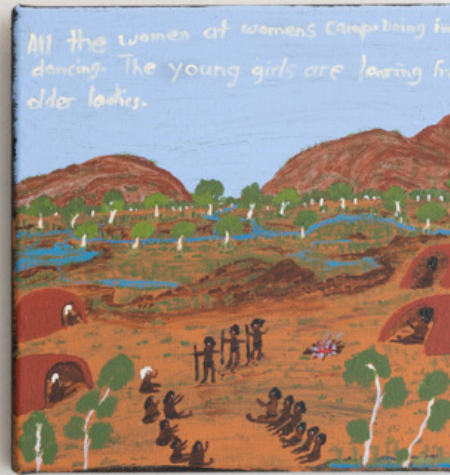
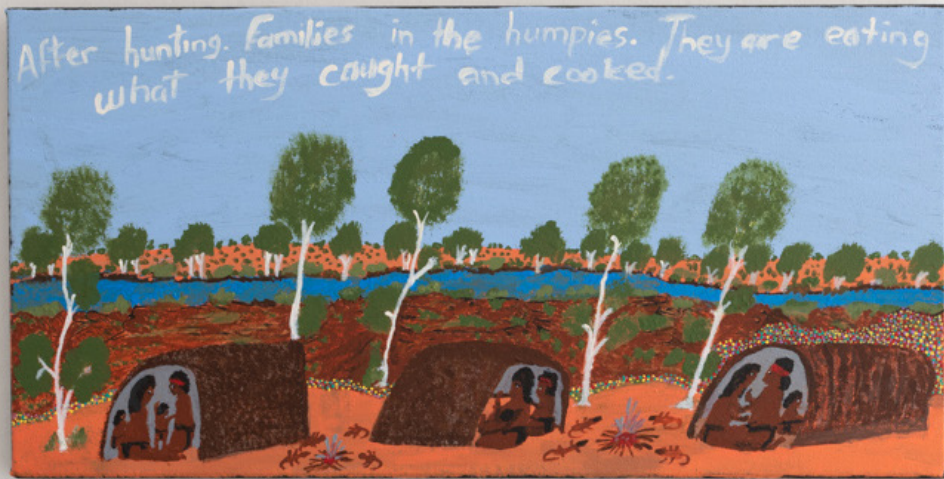
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Reconciliation Action Plan

June Quarterly Report

Steps Forward



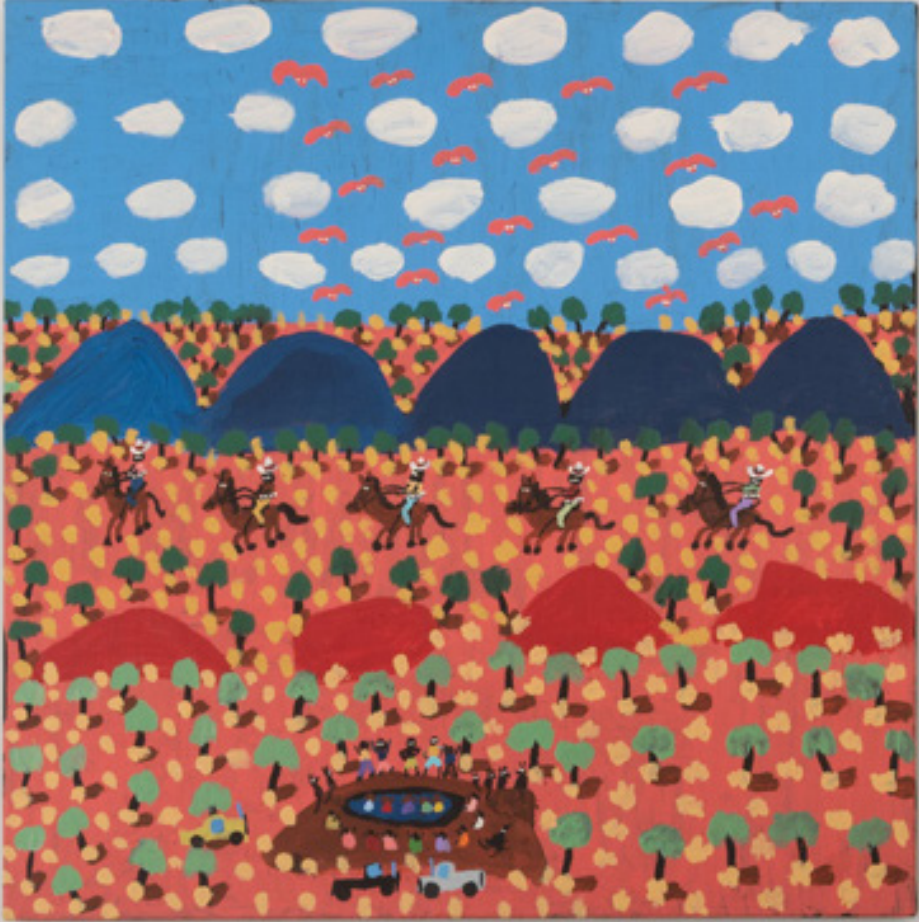


“We acknowledge the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the Traditional Custodians of the lands where we work and live.

We pay our respect to Elders, past and present.

We are committed to a positive future for Aboriginal and Torres Strait Islander communities.

In particular, we recognise the Traditional Owners of the land on which we are privileged to have our offices occupy and work within – the Boon Wurrung and Woiwurrung (Wurundjeri) peoples of the Kulin Nation in Melbourne, the Jagera and the Turbal people in Brisbane, the Gadigal people of the Eora Nation in Sydney and the Whadjuk Noongar people in Perth.”





Relationships

Slattery is committed to fostering and creating enduring connections with Aboriginal and Torres Strait Islander peoples, communities, and businesses. To effectively work together, we must nurture our existing relationships and better understand the challenges faced by First Nations peoples.

Action: Build relationships through celebrating National Reconciliation Week (NRW), May 27th – June 3, 2021.

It was our first NRW with a RAP in place so this year we focused on increasing staff awareness and supporting First Nations' businesses. Emails and reminders in the Monday morning meeting encouraged staff to attend events. An email was also sent out on Sorry Day (May 26th), informing staff of the days' purpose and providing further resources.

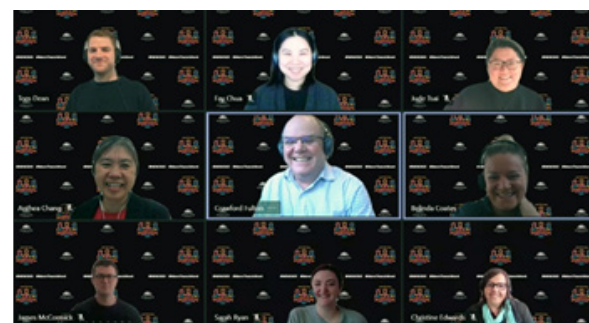
1. Internal Morning Teas (Sydney, Melbourne)

Morning teas catered by the National Centre of Indigenous Excellence and Mabu Mabu were organised for Sydney and Melbourne, respectively. Whilst Melbourne was postponed due to lockdown, Sydney's went ahead with positive feedback. With Indigenous caterers yet to be identified in Brisbane and Perth, Kakadu Plum chocolate was sent to these offices instead.

2. External events

We actively encouraged staff to attend relevant events and we were pleased to see that the following events were attended:

- 'Truth Telling and Hidden Histories', attended by Agnes at the State Library of WA
- 'You can't ask that', virtual webinar held at the University of Queensland, dialed in by Ruby
- 'Rivers Rising' art installation apart of RISING, attended by Sarah Slattery
- Staff who attended events, shared the highlights with National staff at our Monday virtual meeting



“Whenever you travel across this incredible country of ours, you are entering the land of a tribe or a clan. And this is something that we as Australians should all be very, very proud of.”

“What could get more deadly than having a room full of incredible, beautiful women, that are certainly shaking things up?”

Aunty Ann Weldon
Sydney Women's Lunch





Relationships

Action: Promote reconciliation through our sphere of influence

1. Displaying our RAP throughout the offices, printed by Indigi-Print

Slattery engaged Indigi-Print to print our RAP, which is now on display in various parts of our offices around Australia. To align with our Team Green objectives, the RAP is included in the online induction with the rest of the policies, instead of printing hard copies for inclusion in the welcome pack.

All new visitors to our offices are presented with the RAP in the waiting area.

2. Welcome to Country provided by Aunty Ann Weldon at the Sydney Women's Lunch

Aunty Ann Weldon conducted the Welcome to Country in front of 100 of Slattery's Women Clients. The guests really enjoyed her talk and we were delighted to have met Aunty Ann.

We look forward to engaging with the Metropolitan Local Aboriginal Land Council when organising Welcome to Country speakers for more major events.

Next steps/improvements needed /lessons learnt:

- It's important to get organised and book events early as tickets and caterers get booked up very quickly
- Focus next NRW to ensure all RWG members are involved in external events
- Ensure staff at all levels are aware of NRW events in advance by including at the National virtual Monday Meeting 4 weeks prior
- Host learning sessions with external stakeholders also present
- Implement official engagement plan
- Educate staff on the effects of racism
- Boost participation at external NAIDOC events

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Respect

Slattery has committed to participating in external and internal activities and personal development opportunities to increase our knowledge of First Nation peoples' history and culture. We recognise that in order to be a culturally intelligent business that positively influences appreciation and respect for First Nations peoples culture, we must increase our own awareness.

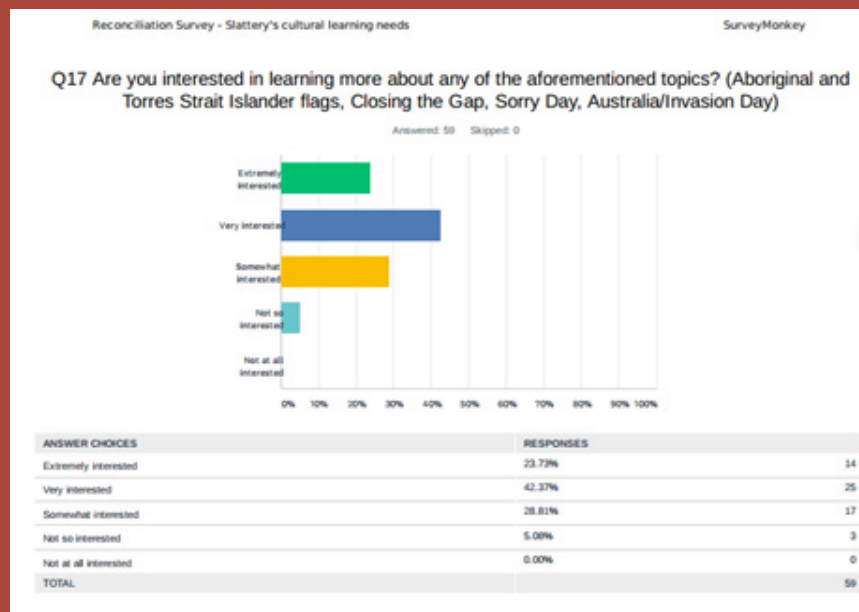
Action: Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.

1. Staff survey

In April, a staff survey was conducted to identify cultural learning needs, with 60 responses received. Results demonstrated that there are significant gaps in knowledge and that a cultural protocol document would be valuable. For example, 95% of responders were at least somewhat interested in learning more about issues such as Closing the Gap and Australia/Invasion Day.

2. Learning session by Alex Kennedy from the University of Melbourne on the importance of Indigenous Engagement in Design

Utilising UoM's New Student Precinct (a Slattery project) as a case study, Alex highlighted the importance of acknowledging, celebrating and embedding First Nations' knowledge and culture into the built environment. Over 50 of our staff dialled in via Teams from around Australia for the presentation.



“...95% of responders were at least somewhat interested in learning more about issues such as Closing the Gap and Australia/Invasion Day...”

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Respect

Action: Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

1. Acknowledgement of Country

An Acknowledgement of Country is given at the start of every Monday meeting, and edits have been made to the boardroom best practise guides to include information on the tribes and clans applicable to Slattery offices.

Action: Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

2. Internal events: Morning Tea

A morning tea with catering by two Aboriginal owned companies – Mabu Mabu and Bunji, was held in the Melbourne office. The Sydney office was unfortunately in lockdown during this time.

3. External events

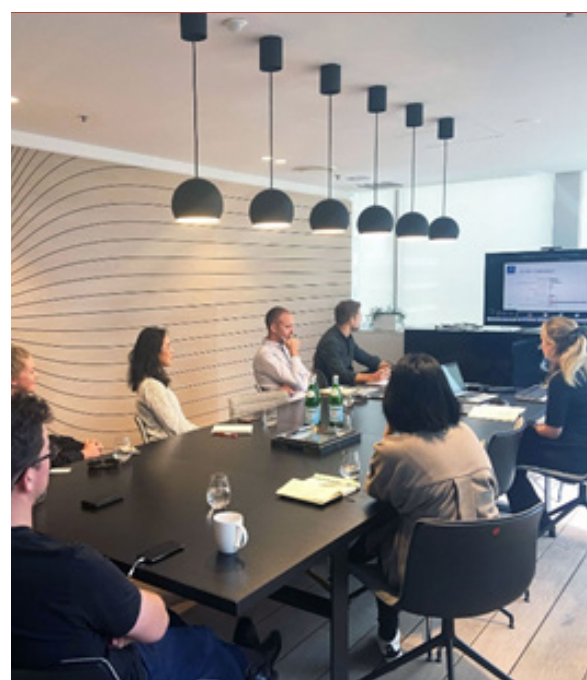
'Acknowledge This! How to give an authentic Acknowledgement of Country' attended by Mark Cathie and Ruby. This session proved extremely valuable and has since been attended by Belinda and Sarah. The rest of the RWG will rotate through the fortnightly sessions, followed by other interested Slattery staff.

Key learnings:

- Discussion of misconceptions and challenges regarding the purpose of an AOC, the use of Aboriginal language, the issue of offence
- Good intention is the most important aspect
- An AOC is not just for Aboriginal people, it is about everyone. We all share and care for our country and this is a subjective practise to connect with those around you
- The structure of an AOC

4. NAIDOC Week

NAIDOC week events were combined with the Slattery L&D program to maximise attendance. Staff were encouraged to attend two virtual events – a 'Heal Country!' Art exhibition or a Caring for Country webinar on sustainability. Unfortunately, the latter event was cancelled due to COVID-19 lockdowns in NSW.



▲ Learning session by Alex Kennedy from the University of Melbourne on the importance of Indigenous Engagement in Design

Next steps/improvements needed /lessons learnt:

- Develop, finalise and implement Cultural Protocol document
- Rotate staff through Acknowledgement of Country training
- Investigate other formal and structured cultural leaning programs
- Boost participation at external NAIDOC events

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Opportunities

An integral part of Slattery's diversity strategy, we committed to creating opportunities to provide First Nations peoples with increased agency in fulfilling their own goals and dreams. Slattery's objectives encompass education, mentoring and employment, as well as procurement and supply chain reviewing. Slattery is investigating and engaging with First Nations enterprises to source products and services which are relevant to our business.

Action: Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development

The first steps in Slattery's recruitment, retention and professional development strategy involve attracting Aboriginal and Torres Strait Islander university students. Various steps are being taken to do so, with Belinda meeting with Indigenous schools internal to universities in both Melbourne and Sydney.

Alex Kennedy from the University of Melbourne is also setting up a presentation with the 10 First Nations construction students at UoM, attracting them to a graduate/internship role at Slattery. We will also advertise to marketing and business students to widen the pool of candidates.

With no barriers to First Nations peoples participation in our workplace identified, we recognise that the ultimate barrier is the lack of First Nations students who are motivated to complete VCE studies and continue to university. As such, we are working with Yemma to organise a careers afternoon at Thornbury High School. This is a further action of ours – improve education outcomes by providing opportunities to facilitate and empower increased Indigenous participation in higher education.

In July 2021, Slattery launched a new recruitment campaign. This was advertised extensively on linkedin, with various lines such as 'Help us make a difference' and 'What will your day be like with us?' and 'Grow with us', aimed at attracting a wide range of candidates at all levels.

Action: Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

Slattery have developed commercial relationships with the following Aboriginal and Torres Strait Islander businesses:

- Mabu Mabu, Melbourne
- Bunji, Melbourne
- National Centre of Indigenous Excellence, Sydney
- Indigi-Print, Melbourne
- Kakadu Plum (not Indigenous run, but celebrates Indigenous culture and gives back to communities)

We will continue to explore further Aboriginal and Torres Strait Islander businesses to engage with whilst ensuring quality is not compromised. We are continuing to investigate membership with Kinaway and Supply Nation.

Next steps/improvements needed/lessons learnt:

- A lack of communication from several companies suggested there may be difficulties in building an ongoing commercial relationship.



▲ Some of the delicious catering and products we have purchased

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Governance

Slattery want to demonstrate our commitment to Aboriginal and Torres Strait Islander peoples by delivering on our promises. We pledge to build accountability and transparency by reporting RAP achievements, challenges and learnings.

Action: Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP

- Group has been established and new representation from Brisbane office is being sought
- An arrangement is currently being made with Yemma Egan to ensure he is paid for his services and role on the RAP Working Group
- March and June meetings have been conducted with 90% attendance
- **Belinda Coates** and **Ruby Buxton** meeting regularly to progress actions

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