

We use design to achieve social purpose.



Contents

A message from Reconciliation Australia 3

Our Business 4

Our Reconciliation Action Plan 5

Our Partnerships / Current Activities 6

Our Relationships 7

Our Respect 8

Our Opportunities 9

Our Governance 10



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We pay our respects to First Nations individuals and communities - past, present and emerging - and consider them integral to conversations about our evolving cities. Brisbane and surrounds are located on the custodial homelands of the Yuggera, Turrbal, Yuggarrapul, Jinabara, Quandamooka and neighbouring nations.

A message from the Chief Executive Officer, Reconciliation Australia

Karen Mundine
Chief Executive Officer
Reconciliation Australia

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

Deicke Richards 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 Deicke Richards 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 Deicke Richards, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



Our Business

At Deicke Richards, we use design to achieve social purpose. We are a cross-disciplinary practice that places community at the centre of all we do. Working across ageing, cities, education and housing, we listen, share and care.

Deicke Richards provides architectural, urban design, interior design and enquiry by design services to public and private sector clients, schools and universities, housing and aged care providers, not-for-profit and faith-based organisations and local, state and federal government agencies.

Our vision is to be valued for creating effective outcomes that respond thoughtfully and beautifully to the needs of people and place.

Based in Fortitude Valley in Brisbane, our team of 25 – led by John Deicke, Eloise Atkinson and Cameron Davies – works predominantly in Queensland, but also on projects nationally. We are known for our collaborative processes, responsive approach and inclusive culture.

We currently have no First Nations team members but do count First Nations organisations such as the Aboriginal and Torres Strait Islander Community Health Service (ATSICHS) and Hymba Yumba Independent School as clients. Our intention is to improve and increase employment outcomes over the duration of this and future RAPs.



Our Reconciliation Action Plan

Deicke Richards uses design to achieve social impact and reconciliation must be a part of that.

First Nations individuals and communities should be integral to conversations about our evolving cities – the professional realm we inhabit. Brisbane and surrounds, where we work and live, are located on the custodial homelands of the Yuggera, Turrbal, Yuggarapul, Jinabara, Quandamooka and neighbouring nations. It's our duty, in our daily lives and work with First Nations individuals and organisations, to be the best allies we can be.

We are in the early stages of our reconciliation journey and have established a RAP Working Group of five employees from across the organisation:



Luke Watson	– Associate Director
Emma Eldridge	– Marketing & Communications Manager
Sasha Cooke	– Architect
Genevieve Quinn	– Architectural Graduate
Eric Nguyen	– Architectural Student

Director Eloise Atkinson will serve as our Reconciliation Action Plan Champion.

Our RAP Working Group will encourage our team to understand and respect the histories, cultures and contributions of First Nations people – and the importance of creating meaningful relationships with and opportunities for them.

Our Partnerships / Current Activities

Deicke Richards has client relationships with ATSICHS, Hymba Yumba Independent School (Searchlight Education) and Joyce Wilding Centre (Queensland Government Department of Communities, Housing & Digital Economy).

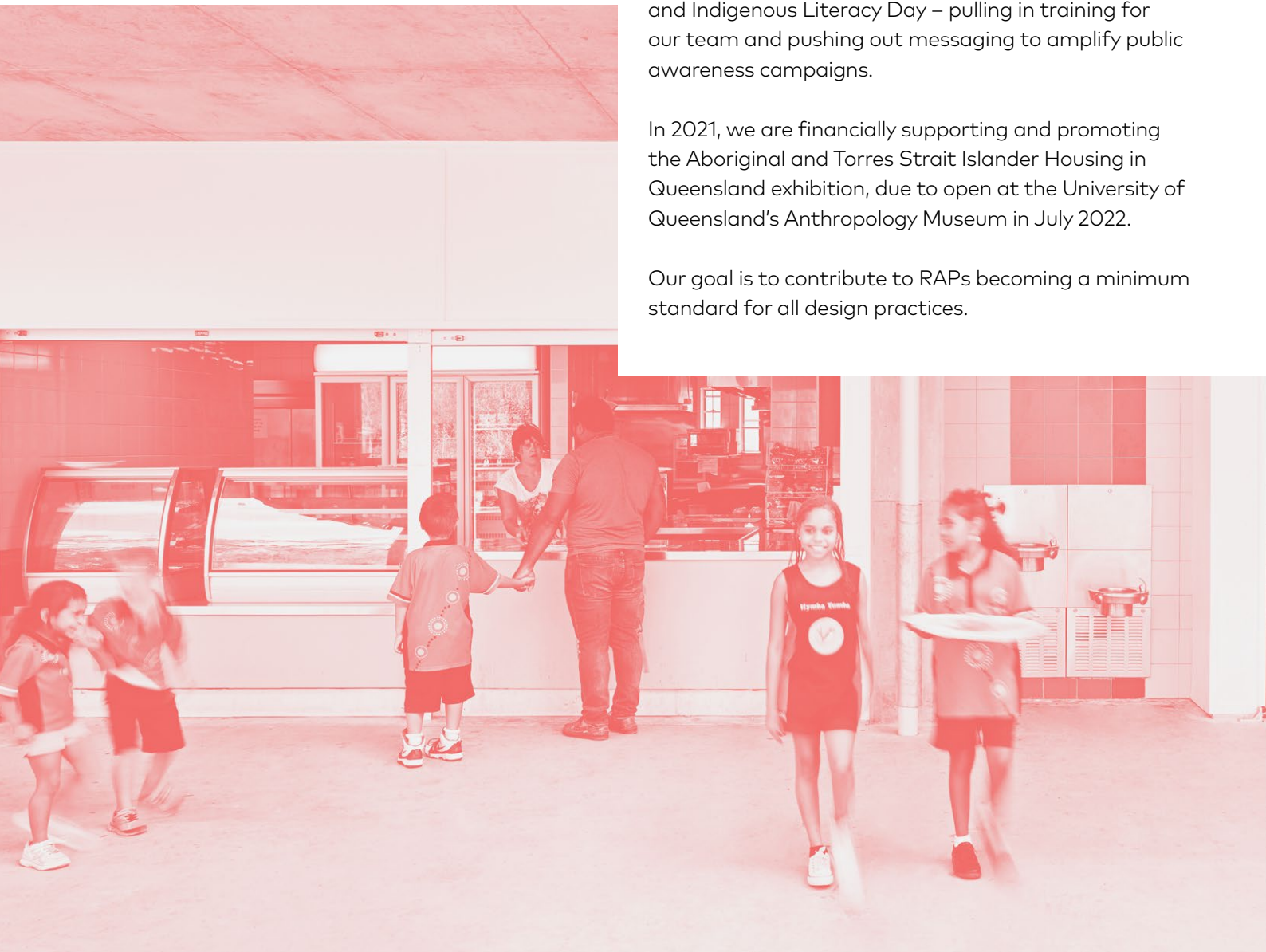
We are committed to continuing to provide pro-bono or reduced cost services to organisations that benefit First Nations people, and consulting with Traditional Owners in the early stages of project planning – as per recent work on the Southport Spit master plan and Yarrabilba Community Hub.

Deicke Richards includes an Acknowledgement of Country in our brand messaging across email, print, social media and web.

We mark NAIDOC and National Reconciliation Weeks and Indigenous Literacy Day – pulling in training for our team and pushing out messaging to amplify public awareness campaigns.

In 2021, we are financially supporting and promoting the Aboriginal and Torres Strait Islander Housing in Queensland exhibition, due to open at the University of Queensland's Anthropology Museum in July 2022.

Our goal is to contribute to RAPs becoming a minimum standard for all design practices.



Our Relationships



Action and Deliverables	Timeline	Responsibility
Establish and strengthen mutually beneficial relationship 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.	January 2022	Associate Director, Architect & Architectural Graduate
Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	January 2022	MarComms Manager
Build relationships through celebration of National Reconciliation Week.		
Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our staff.	May 2022	MarComms Manager
Reconciliation Action Plan Working Group members to participate in an external National Reconciliation Week event.	27 May–3 June 2022	Architectural Student
Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week.	27 May–3 June 2022	MarComms Manager & Architectural Student
Promote reconciliation through our sphere of influence.		
Communicate our commitment to reconciliation to all staff.	January 2022	MarComms Manager
Identify external stakeholders that our organisation can engage with on our reconciliation journey.	February 2022	Associate Director, MarComms Manager & Architectural Graduate
Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2022	Associate Director & Architect
Promote positive race relations through anti-discrimination strategies.		
Research best practice and policies in areas of race relations and anti-discrimination.	April 2022	MarComms Manager & Architectural Student with Practice Manager
Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April 2022	MarComms Manager & Architectural Student with Practice Manager

Our Respect



Action and Deliverables	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 and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	May 2022	Associate Director & MarComms Manager
Conduct a review of cultural learning needs within our organisation.	May 2022	Associate Director & MarComms Manager with Practice 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.	June 2022	Architectural Graduate & Architectural Student
Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2022	MarComms Manager & Architectural Graduate
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.		
Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2022	MarComms Manager
Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2022	MarComms Manager
Reconciliation Action Plan Working Group to participate in an external NAIDOC Week event.	First week in July 2022	Associate Director, MarComms Manager & Architectural Graduate

Our Opportunities



Action and Deliverables	Timeline	Responsibility
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.	August 2022	Associate Director & Practice Manager
Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	August 2022	Associate Director & Practice 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.	September 2022	Associate Director, Architect & Architectural Graduate
Investigate Supply Nation membership.	September 2022	Architectural Graduate

Our Governance



Action and Deliverables	Timeline	Responsibility
Establish and maintain an effective Reconciliation Action Plan Working Group to drive governance of the Reconciliation Action Plan.		
Form a Reconciliation Working Group to govern Reconciliation Action Plan implementation.	January 2022	MarComms Manager
Draft a Terms of Reference for the Reconciliation Working Group.	February 2022	Associate Director, Architect & MarComms Manager
Establish Aboriginal and Torres Strait Islander representation on the Reconciliation Working Group.	March 2022	Associate Director & Architect
Provide appropriate support for effective implementation of Reconciliation Action Plan commitments.		
Define resource needs for Reconciliation Action Plan implementation.	January 2022	Associate Director & MarComms Manager
Engage senior leaders in the delivery of Reconciliation Action Plan commitments.	January 2022	Associate Director & MarComms Manager
Define appropriate systems and capability to track, measure and report on Reconciliation Action Plan commitments.	February 2022	Associate Director, Architect & MarComms Manager
Build accountability and transparency through reporting Reconciliation Action Plan achievements, challenges and learnings, both internally and externally.		
Complete and submit the annual Reconciliation Action Plan Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2022	Reconciliation Action Plan Working Group
Continue our reconciliation journey by developing our next Reconciliation Action Plan.		
Register via Reconciliation Australia's website to begin developing our next Reconciliation Action Plan.	November 2022	MarComms Manager



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