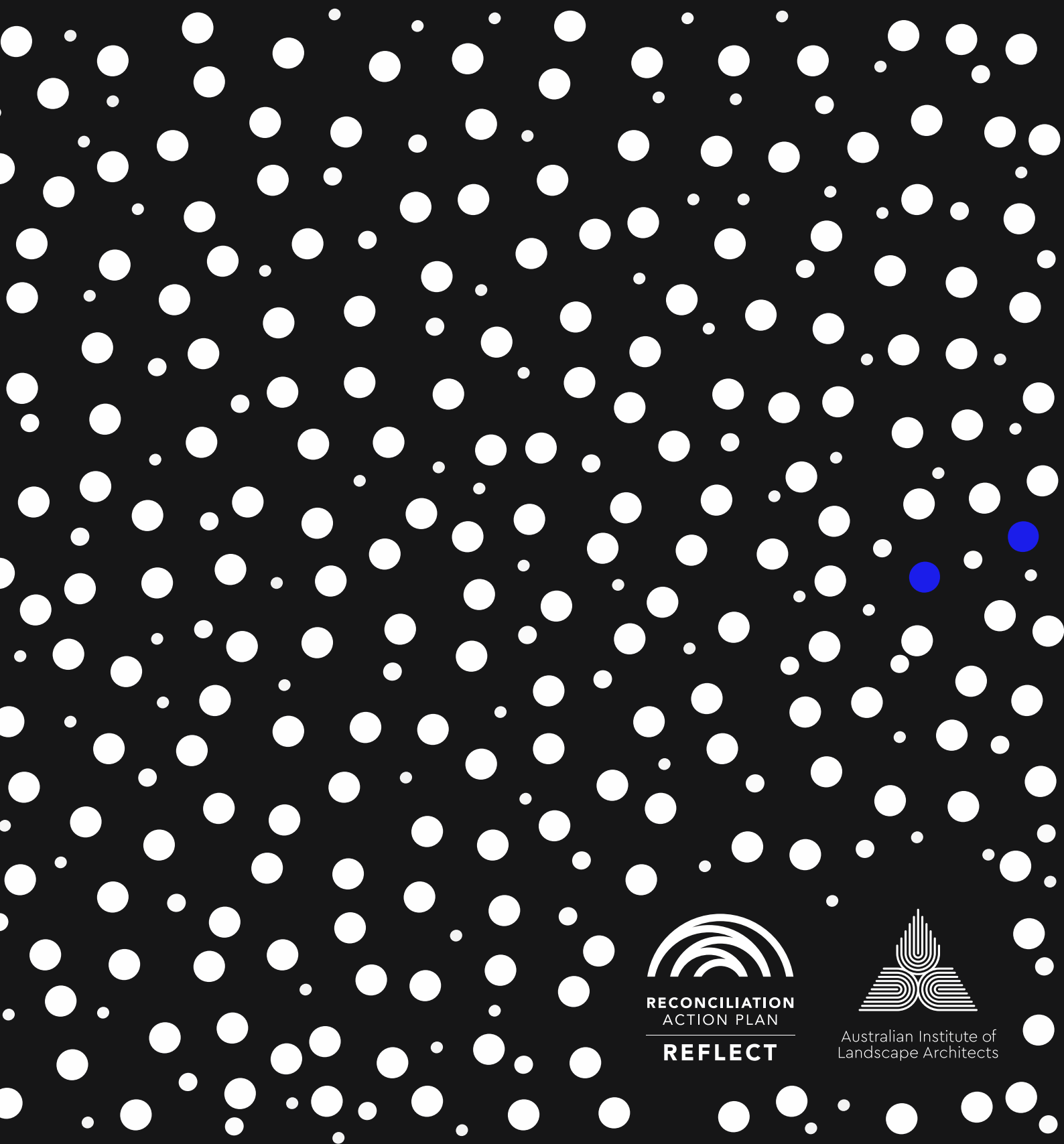


Australian Institute  
of Landscape Architects

# Reflect Reconciliation Action Plan

June 2018 – June 2019

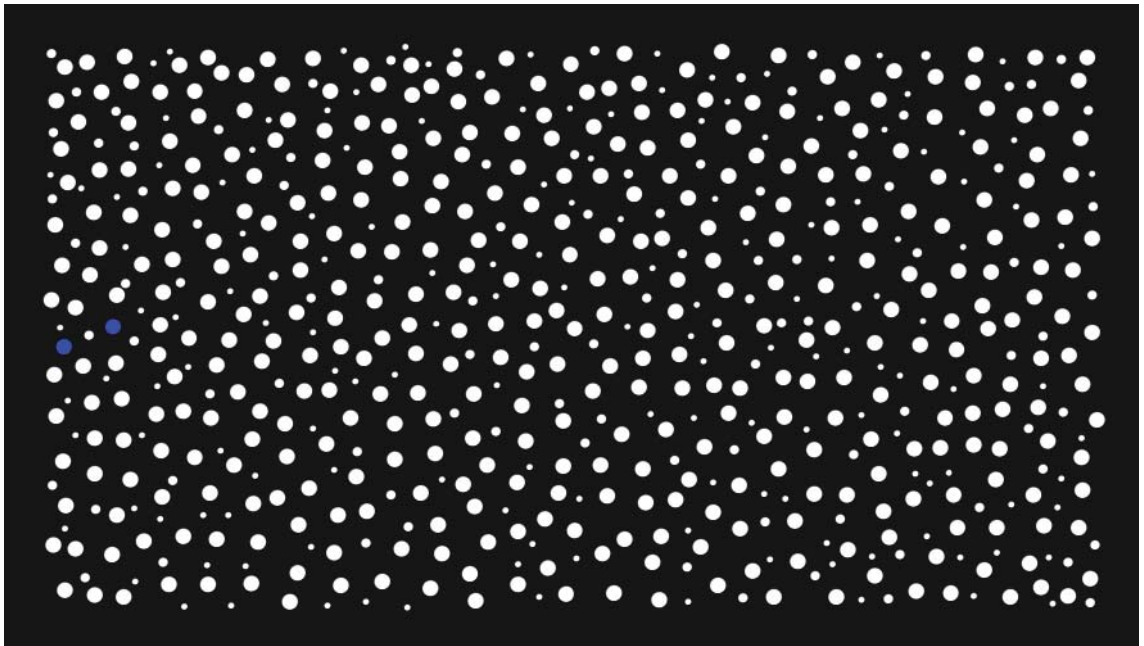


RECONCILIATION  
ACTION PLAN

REFLECT



Australian Institute of  
Landscape Architects



Cover Artwork  
**AILA Connection to Country  
Reconciliation Action Plan  
Artwork, Paul Herzich**

*"The artwork illustrates the 65,000 years or so of Aboriginal and Torres Strait Islander cultures as stars above Country. Each white star represents one century, equating to 650 centuries or 65,000 years. The two blue stars represents the two or so centuries of non-indigenous cultures."*



Paul Herzich is a Kurna / Ngarrindjeri man from South Australia and a contemporary Aboriginal Landscape Architect and Visual Artist who has a focus on Aboriginal people, art and country.

Graphic design generously contributed by [TCL](#).



# AILA's Acknowledgement of Country

We acknowledge and respect Traditional Owners across Australia as the original custodians of our land and waters, their unique ability to care for country and deep spiritual connection to it. We honour Elders past, present and emerging whose knowledge and wisdom has and will ensure the continuation of cultures and traditional practices.

WARNING: Aboriginal and Torres Strait Islander readers are warned that this document may contain images of deceased persons.

# Message from AILA President and CEO

As built environment professionals who engage with land, places, cultures, history, people, natural systems and built context, landscape architects seek to recognise Aboriginal and Torres Strait Islander cultures and advocate for a 'Connection to Country' approach to landscape planning, design and management on all our projects, in varying contexts and across many scales.

The Australian Institute of Landscape Architects (AILA) is committed to creating an inclusive and diverse profession by encouraging and supporting our members to expand their cultural awareness of Aboriginal and Torres Strait Islander Peoples. The AILA Board overwhelmingly supports the 'Connection to Country' Committee who have been responsible for progressing the Reconciliation Action Plan initiative. We will continue to lay the foundation for the Institute's ongoing support for action and leadership on Reconciliation.

We are pleased to launch this Reflect Reconciliation Action Plan which is the result of over 12 months of discussions and collaborative work by the 'Connection to Country' Committee. We also want to acknowledge the efforts of State Chapter Executive Members who have been demonstrating leadership in their 'Connection to Country' work for a number of years.

We encourage all AILA members to actively engage with the initiatives and activities presented in the Reflect Reconciliation Action Plan, as we work together to improve our profession's engagement, respect for and collaboration with Aboriginal and Torres Strait Islander Peoples.

Sincerely



**Linda Corkery**  
President



**Tim Arnold**  
Chief Executive Officer



Photo: Wurundjeri Elder Uncle Bill Nicholson shares Indigenous knowledge with children which informed the landscape at Natureplay at Royal Park in Melbourne.

# AILA RAP Cultural Ambassadors

AILA sincerely thanks our Cultural Ambassadors in the sharing of their knowledge and wisdom, and providing guidance and learnings in helping to develop our RAP.



**Auntie Ruby Sims**  
Cultural Ambassador

*My passion is growing connections between people and place within a cultural framework so that our children, and our children's children, have a shared future.*

**Born** Brisbane, QLD  
**Lived** Scenic Rim Region of South East Queensland  
**Ancestry** Wangerriburra and Mununjali  
**Position** Elder and Cultural Educator



**Dr Noel Nannup**  
Cultural Ambassador

*Dr Nannup is a well-respected Noongar Elder. He is a known story teller and cultural guide, instructor and mentor.*

**Born** Geraldton, WA  
**Lived** Geraldton, Mullewa, Three Springs, Ardross (Perth)  
**Ancestry** Whadjuk Noongar (Paternal), Yindjibarndi (Maternal)  
**Position** Kurongkurl Katitjin Elder in Residence



**Paul Herzich**  
Cultural Ambassador / AILA member

*Only practicing Indigenous landscape architect in Australia and has artworks in various mediums located across South Australia.*

**Born:** Port Pirie, SA  
**Lived:** Mid North Region of South Australia  
**Ancestry:** Kurna/Ngarrindjeri & German  
**Position:** Aboriginal Landscape Architect + Visual Artist; Kurna Traditional Owner of the Adelaide Plains



**Auntie Lynette Crocker**  
Cultural Ambassador

*Auntie Lynette holds various executive positions on a number of Aboriginal organisations from Kurna Native Title to Kurna Nation Cultural Heritage Association and Journey of Healing Association.*

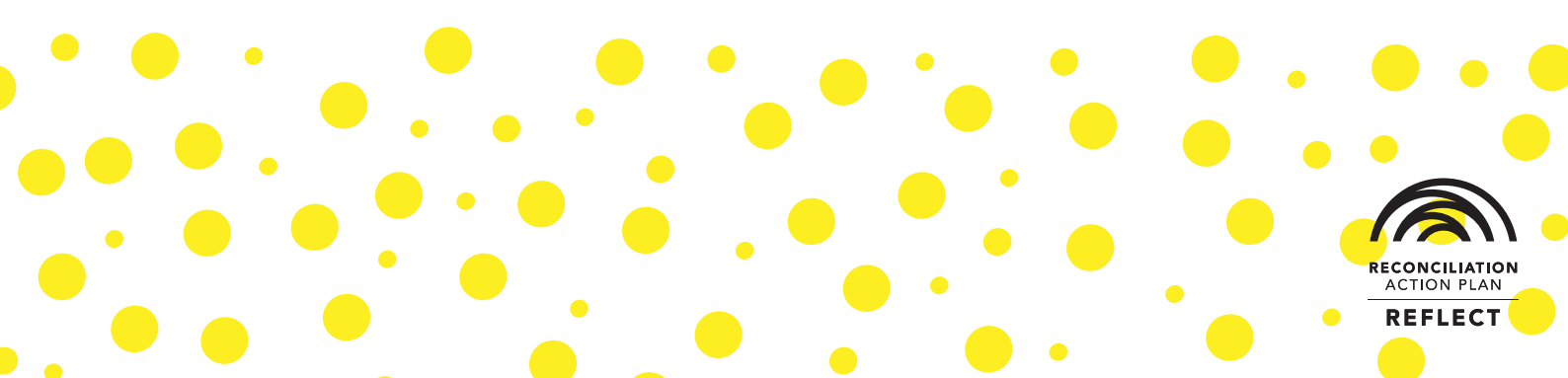
**Born:** Wallaroo, SA  
**Lived:** Wallaroo and Adelaide, SA  
**Ancestry:** Kurna/Narungga  
**Position:** Ngangki Burka, Senior Kurna Woman/Elder; Kurna Traditional Owner of the Adelaide Plains



**Reuben Berg**  
Cultural Ambassador

*Interested in place and community and sharing our culture with everyone.*

**Born:** Melbourne, VIC  
**Lived:** Melbourne and Brisbane  
**Ancestry:** Gunditjmarra  
**Position:** Founder and Director at IADV



# Our Business

The Australian Institute of Landscape Architects (AILA) is the national advocacy body representing its membership of landscape architects and promoting their valuable role in shaping the world around us. We provide our members and staff – in urban and rural Australia, and overseas – with training, recognition and a community of practice to share knowledge, ideas and action. AILA had its beginnings in August 1963, during a national conference of the Royal Australian Planning Institute, in which a group of professionals held an informal meeting to discuss the need for a new professional body to represent Australia's Landscape Architects. In 1966, the agreement was reached to progress to formal status with an interim committee forming the first Australian Institute of Landscape Architects. The AILA now has approximately 3,600 members.

AILA champions quality design and landscape planning for public and private open spaces, stronger communities and greater environmental stewardship. Our growing membership covers a diverse range of professional services including strategic planning, urban design, landscape design, open space design, cultural landscapes planning and management, education and research. Landscape architects work across all levels of government and within the private sector. Landscape architecture has the potential to shape a future that is sustainable, that encourages healthy and diverse natural and built landscapes, and that supports resilient communities. Society needs landscape architects' skills in planning, designing, and managing quality landscapes. It needs our willingness and ability to collaborate with other professions and communities and our advocacy to enhance the symbiotic relationship between human activities and the environment.

AILA commits to support landscape architects in responding to the rapid, widespread and complex changes occurring in our cities and our cultural and natural landscape settings.

AILA will support its members in their training and professional development, in working collaboratively with peers and other professionals, and in ensuring that its members act with integrity and in the best interests of communities and their country. Members of AILA are guided by the following principals:

## As landscape architects, we undertake to value our landscape

- We believe all life has value beyond human needs.
- We respect the land for its own sake as well as for the benefits it provides us.
- We recognise that landscape is a complex and dynamic interaction of physical, biological and societal processes.
- We aim to understand the sense of each place we work as a starting point for planning or creating quality landscapes.
- We seek to reveal the uniqueness of each landscape and express it in our work there.
- We understand that the landscape instils a range of values into us based on our day-to-day experiences, attachments formed, and memories of living in place.
- We seek to engage with Traditional Custodians and their communities to ensure their values are respected in the work we do.

## As landscape architects, we resolve to protect and sustain our landscapes

- We affirm that self-sustaining landscapes are essential to our planet by placing a high value on the protection of living landscapes and taking a thoughtful approach to their change.
- We resolve to restore damaged landscapes.
- We recognise each landscape is best cared for by the community as a whole.





- We work to reveal the value of each landscape to all parties so that they can work in its best interests.
- We work collaboratively with the community and with other professionals to ensure the best outcome for each place.

### **As landscape architects, we work to create positive landscape experiences**

- We maximise opportunities for physical and aesthetic connections to landscape, recognising that engagement with landscape is essential to the human spirit.
- We believe that inspiring landscapes can be created.
- We envision and build meaningful and sustainable new places that celebrate the landscape.
- We work to create connected landscapes and appreciate that each project contributes to this greater whole.
- We seek innovative solutions and the improved ability of places to be maintained, respecting the capacity of those who follow us to care for each landscape.

### **As landscape architects, we seek to practice with integrity and sensitivity**

- We aim to practice with integrity, understanding that our future as a profession is contingent on how we behave towards the landscape, our clients, the community and our peers.
- We acknowledge that our understanding of the landscape is incomplete.
- We advocate for continued landscape research, including of Aboriginal and Torres Strait Islander cultures and knowledge

systems, so that we can continue to respond appropriately in all landscape projects.

- We commit to scholarship, training new professionals, continuous professional development, and the highest standards of practice.

AILA governance is vested in the AILA National Board, which retains ultimate legal responsibility for the whole organisation and provides leadership by setting the strategic direction, budgets, policies and agendas. The AILA Board consists of five (5) Registered Landscape Architects (RLAs) elected as directors of the company who volunteer their time over a two-year term.

AILA comprises eight (8) Chapters in all Australian States and Territories. State and Territory Chapters are led by a locally elected Executive Committee of RLAs consisting of President, Vice President, Secretary and Treasurer. Many Chapters have several local committees formed by all tiers of AILA members that operate to achieve the strategic and operational objectives of the organisation.

AILA currently employs five (5) full time staff in our national office in Canberra, including our CEO, and seven (7) State and Territory Chapter Managers in local offices around the country. The Northern Territory Chapter is supported by the national office. State Chapters do not have permanent office locations, however, use offices and education facilities of AILA members to conduct their day to day business. In addition, AILA supports many of our State Chapter Managers in flexible working arrangements, e.g. working from home. AILA staff are responsible for advocacy, coordinating the delivery of membership services, and implementation of the AILA Strategic and Operational Plan and national and local executive decisions. Currently none of our office staff identify as Aboriginal or Torres Strait Islander Peoples. Also, the cultural identities of AILA members are not captured through AILA's membership database.

*Photo: Vicki Couzens talking to AILA members at the Victorian Connection to Country Symposium about the Birrarung Wilam artwork.*

# Our RAP

As landscape architects who engage with people, cultures and histories, land, water and natural systems, places and built context; we seek to recognise and engage with Aboriginal and Torres Strait Islander Peoples as the Traditional Custodians of the land and waters. Whilst many Landscape Architects already include respectful consultative processes in their design and practice, this is the beginning of a national journey to encourage all members of our profession to better understand and respect the intrinsic values of country and spirituality.

AILA seeks to recognise and respect Aboriginal and Torres Strait Islander Peoples as the oldest continuous living culture in the world. AILA acknowledges the Traditional Custodians for their wisdom, insight and connection to the land – the same land which is also the central focus of our profession. This acknowledgement underpins AILA's intention for developing a RAP for the organisation. By connecting with the Traditional Custodians of the land, integrating their age old knowledge of land and waters, we can improve our understanding and care for the landscape.

The RAP will facilitate the development of a deeper level of respect in our members and staff for Traditional Custodians and their relationship with the landscape. It will facilitate shared learning and will provide a unique way of viewing our profession in a world context. To support these objectives, AILA is developing the RAP with Aboriginal and Torres Strait Islander Cultural Ambassadors to ensure the cultural safety of the process and to inform and guide the organisation in the building of its cultural capacity.

The preparation of a RAP aligns with international obligations under the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) 2007 and the organisation's responsibilities to our

professional peers and members in accordance with the AILA Constitution and Charter.

Reconciliation actions have largely been dependent on the initiatives of individual members and some State Chapter Committees. There has not been an AILA national approach towards reconciliation until now.

AILA Victoria's State Chapter has led the most comprehensive reconciliation journey to date. The Victorian Chapter has established an active 'Connection to Country' Committee as a delegated committee of the State Executive<sup>1</sup>. It should be acknowledged that their leadership was the impetus for developing a National RAP and approach to reconciliation. AILA Victoria's initiatives have included:

- Yurlendj-nganji ('everyone's knowledge' event hosted by Deakin University City Campus.<sup>2</sup> (November 2017)
- OLT ReCasting Terra Nullius Final Report (2017) developed by AILA members and academic researchers Professor David Jones (Deakin), Ass/Prof Grant Revell (UWA) and Ass/Prof Scott Heyes (U Canberra).<sup>3</sup>
- AILA Cultivate presentation: Indigenous knowledge, engagement and landscape architecture (July 2017).
- Development of a Victorian 'Connection to Country' strategy advocating for a 'connection to country' approach to practice in all contexts at all scales. This strategy was presented to the AILA Board in December 2016 and endorsed as a pilot for the organisation to inform other State Chapters once a national RAP has been developed. The strategy seeks to actively advance the relationship of landscape architects with Aboriginal and Torres Strait Islander communities

1 [http://www.aila.org.au/iMIS\\_Prod/AILAWeb/Chapters/VIC/AILA\\_VIC\\_Committee\\_Descriptions.aspx](http://www.aila.org.au/iMIS_Prod/AILAWeb/Chapters/VIC/AILA_VIC_Committee_Descriptions.aspx)

2 <https://www.eventbrite.com.au/e/yurlendj-nganjin-everyones-knowledge-tickets-38214518654#>

3 <http://www.olt.gov.au/project-re-casting-terra-nullius-blindness-empowering-indigenous-protocols-and-knowledge-australian->







*Photo: Aunty Doris Paton showing her granddaughters Sienna and Njarala how to make johnny cakes.*

within their own State / Territory, to improve cultural knowledge and to embed this into the teaching and practice of landscape architecture. These aims are being achieved through benchmarking research, and a curated series of engagement and education initiatives, which will result in the creation of practical and accessible resources and processes for Victorian Chapter members and, more broadly, the AILA membership.

- AILA ‘Connection to Country’ Symposium: Invited Aboriginal speakers Uncle Bill Nicholson, James Hackel, Paul Paton, Rueben Berg, Jefa Greenway, Vicki Couzens, and Timmah Ball, with Alan Titchener (Maori, N.Z.) who presented and discussed a diverse range of ideas of relevance to the education and reflection of landscape architects. Proceedings were published and made available to the wider membership. (March 2016)<sup>4</sup>

Several other successful initiatives that highlight AILA’s reconciliation journey. Including:

- Darug Elders Leanne Tobin and Jacinta Tobin, facilitated by Margaret Sommerville and Anne-Marie Pisani as speakers at the AILA International Festival of Landscape Architecture ‘The Third City’.<sup>5</sup> (October 2017, Sydney)
- AILA NSW Chapter ‘Connection to Country’ symposium<sup>6</sup> (July 2017, Sydney)
- AILA WA Chapter practitioner talks with Greg Grabasch, UDLA Fremantle.<sup>7</sup>
- AILA NT Chapter talk ‘For Better Futures’ – notably, speaker Greg Grabasch discussing ‘participatory design process’.<sup>8</sup> (June 2015, Darwin)

- Welcome to Country included in the opening of the International Festival of Landscape Architecture (annually since 2013).
- Acknowledgement of Country occurring throughout AILA Chapter events<sup>9</sup>

Currently, there is not a National coordinated approach to developing partnerships or activities that move the organisation towards reconciliation. However, there are several State Chapter committees who have developed a range of partnerships and annual activities that support members locally in their own journeys towards reconciliation. There is also a commitment from all areas of the organisation to formulate meaningful, long-standing and sustainable relationships with Aboriginal and Torres Strait Islander Cultural Ambassadors, Elders and partners to enable a shared journey of reconciliation.

The first step towards a national approach has been the formation of the ‘Connection to Country’ Committee and its terms of reference in 2017. The Committee’s objectives are to develop a Reconciliation Action Plan in collaboration with Reconciliation Australia, and an AILA ‘Connection to Country’ Strategy. The ‘Connection to Country’ Committee advises the AILA Board and champions AILA’s reconciliation actions at both local and national levels. Nationally, AILA member awareness regarding the role of the ‘Connection to Country’ Committee and the development of a RAP was first launched at the International Festival of Landscape Architecture held in Sydney in October 2017.

4 [http://www.aila.org.au/imis\\_prod/documents/AILA/VIC/Program\\_Connection%20to%20Country.pdf](http://www.aila.org.au/imis_prod/documents/AILA/VIC/Program_Connection%20to%20Country.pdf)

5 [http://www.aila.org.au/imis\\_prod/THE3RDCITY/Speakers/THE3RDCITY/Speakers.aspx?hkey=aa6bbcbf-6de3-4726-a1e6-48e100172273](http://www.aila.org.au/imis_prod/THE3RDCITY/Speakers/THE3RDCITY/Speakers.aspx?hkey=aa6bbcbf-6de3-4726-a1e6-48e100172273)

6 [https://www.aila.org.au/iMIS\\_Prod/AILAWeb/Commerce/Event\\_Display.aspx?EventKey=NSW312KZ&WebsiteKey=44fe2fe0-5560-4283-981a-c15fe691b1d1](https://www.aila.org.au/iMIS_Prod/AILAWeb/Commerce/Event_Display.aspx?EventKey=NSW312KZ&WebsiteKey=44fe2fe0-5560-4283-981a-c15fe691b1d1)

7 <http://www.udla.com.au/>

8 [https://www.aila.org.au/iMIS\\_Prod/AILAWeb/Commerce/Event\\_Display.aspx?EventKey=NT3292](https://www.aila.org.au/iMIS_Prod/AILAWeb/Commerce/Event_Display.aspx?EventKey=NT3292)

9 Acknowledgement of Country is not currently embedded in the AILA’s policies.

The 'Connection to Country' Committee comprises four (4) Aboriginal and Torres Strait Islander Cultural Ambassadors, twelve (12) AILA members from State and Territory Chapters, and two (2) AILA National executive staff.

The committee members are:

**Noel Nannup**

(Whadjuk Nyoongar/Yindjibarndi Nation)

**Aunty Ruby Sims**

(Wangerriburra/Mununjali Nation)

**Aunty Lynette Crocker**

(Kurna Nation)

**Paul Herzich**

(Co-Chair, Kurna/Ngarrindjeri Nation)<sup>10</sup>

**Reuben Berg**

(Gunditjmara Nation)

**Tim Arnold** (AILA CEO)

**Jared Barnes** (Co-Chair, SA)

**Blanka Sparovec** (ACT)

**Sara Padgett Kjaesgaard** (NSW)

**Sue Barnsley** (NSW)

**Ross Mills** (NSW)

**Catherine Brouwer** (QLD)

**Lani Roberts** (QLD)

**Anne-Marie Pisani** (VIC)

**Jill Orr-Young** (VIC)

**Grant Revell** (WA)

**Greg Grabasch** (WA)

**Lucy Sheaves**, AILA's Executive Administration Coordinator, provides committee support.

The AILA Board and State Chapter executive committees are also key champions of the RAP as they will install the order of governance and delivery of strategic and operational priorities across multiple levels of the organisation.

The following pages outline the four pillars that underpin AILA's REFLECT RAP. These pillars are:

1. **Relationships**
2. **Respect**
3. **Opportunities**, and
4. **Governance and Tracking.**

<sup>10</sup> Paul is both an Aboriginal and Torres Strait Islander Cultural Ambassador and an AILA Member.





*Photo: Uluru-Kata  
Tjuta Cultural Centre,  
Northern Territory,  
Taylor Cullity Lethlean.  
- Mark Rogers.*

# Relationships

## Action 1

'Connection to Country' Committee (AILA's RAP Working Group) actively monitors RAP development and implementation of actions, tracking progress and reporting

Deliverable	Timeline	Responsibility
1.1 'Connection to Country' Committee, comprising Aboriginal and Torres Strait Islander Peoples and AILA Registered Landscape Architects, oversees the development, endorsement and launch of the RAP.	June to July 2018	'Connection to Country' Committee Co-Chairs
1.2 'Connection to Country' Committee meets at least bi-monthly via teleconference to monitor and report on RAP implementation, and holds a face to face meeting of committee members attending the annual International Festival of Landscape Architecture.	June 2018 to June 2019	AILA National Administration Coordinator

## Action 2

Build internal and external relationships

Deliverable	Timeline	Responsibility
2.1 Develop a list of Aboriginal and Torres Strait Islander Peoples, communities and organisations within our local areas or spheres of influence that we could approach for connections for our reconciliation journey.	July to September 2018	AILA CEO
2.2 Develop a list of RAP organisations and other like-minded organisations with whom we could connect on our reconciliation journey.	July to December 2018	AILA CEO
2.3 Connect with and explore opportunities to support, state/territory based Reconciliation Councils.	December 2018 to June 2019	AILA National President / Vice President and State Chapter Presidents
2.4 Investigate opportunities for bi-partisan relationships with other allied professional bodies that already have RAPs (or are developing a RAP) to create greater awareness of and participation in reconciliation activities.	December 2018 to June 2019	AILA National President / Vice President
2.5 Commence a list and encourage and connect with appropriate Aboriginal and Torres Strait Islander organisations looking for joint ventures and partnerships, or for pro bono support or secondment and community capacity building opportunities from AILA members.	November 2018 to February 2019	State Chapter Secretaries
2.6 Provide opportunities for Aboriginal and Torres Strait Islander Cultural Ambassadors to participate in organisational strategic planning for the AILA 2020+ strategic plan.	July 2018	AILA National President / Vice President





### Action 3

## Participate in and celebrate National Reconciliation Week (NRW) from 27 May to 3 June 2019

Deliverable	Timeline	Responsibility
3.1 Encourage AILA's staff and members to attend NRW events.	April to May 2019	AILA CEO, National President, and State Chapter Presidents
3.2 Circulate Reconciliation Australia's NRW resources and reconciliation materials to AILA's members and staff.	April 2019	AILA National Administration Coordinator
3.3 Ensure our National 'Connection to Country' Committee participates in an external event to recognise and celebrate NRW.	27 May to 3 June 2019	'Connection to Country' Committee Co-Chairs
3.4 Recognise attendance at relevant NRW events as contributing to annual CPD.	June to July 2018	AILA National Board

*Photo: Deserae Miller and Alta Winmar at the launch of 'Walking Country' DVD, a collaborative project between Sister Kate's Home Kids Aboriginal Corporation and Boodjari Yorgas Family Care.*

*Courtesy Community News.*

### Action 4

## Raise internal awareness of our RAP

Deliverable	Timeline	Responsibility
4.1 Develop and implement a plan to raise awareness amongst all AILA members and staff about our RAP commitments.	June to July 2018	'Connection to Country' Committee Co-Chairs
4.2 Engage and inform key internal stakeholders of their responsibilities within our RAP.	June to July 2018	AILA CEO
4.3 Investigate opportunities for AILA members to become advocates of the RAP within their State Chapters.	June to August 2018	State Chapter Presidents
4.4 Identify members interested in being identified as 'Connection to Country' champions within their workplaces including private practice, universities and government organisations.	July to August 2018	State Chapter Ambassadors

# Respect

## Action 5

### Investigate Aboriginal and Torres Strait Islander cultural learning and development

Deliverable	Timeline	Responsibility
5.1 Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements with our organisation.	August to December 2018	'Connection to Country' Committee Co-Chairs
5.2 Measure our membership's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements (for example, through survey of participation in cultural programs or formal education).	July to August 2018	AILA CEO
5.3 Conduct a review of cultural awareness training needs within our organisation.	July to August 2018	AILA CEO
5.4 Advocate for AILA members to undertake or demonstrate cultural enrichment experience as a key component of the Registered Landscape Architect (RLA) registration process.	June 2018 to June 2019	'Connection to Country' Committee Co-Chairs
5.5 Develop initiatives for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation (e.g. develop a continuing professional development (CPD) accredited cultural enrichment day for members at the State Chapter level and biennial National Board induction).	June 2018 to June 2019	State Chapter Presidents
5.6 Include at least one (1) cultural enrichment event annually at the State Chapter level.	June 2018 to June 2019	State Chapter Presidents
5.7 Develop and distribute a calendar for members to support and assist in recognising and celebrating Aboriginal and Torres Strait Islander dates of significance.	July to December 2018	'Connection to Country' Committee Co-Chairs

## Action 6

### Participate in and celebrate NAIDOC Week from 8 to 15 July 2018

Deliverable	Timeline	Responsibility
6.1 Raise awareness and share information amongst AILA's members and staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.	June to July 2018	AILA CEO, National President, and State Chapter Presidents





*Photo: Alice Dixon Memorial Seat at Victoria Square / Tarrtanyangga, Adelaide, SA.*

6.2	Introduce our members and staff to NAIDOC Week by promoting community events in our local area.	June to July 2018	AILA CEO, National President, and State Chapter Presidents
6.3	Ensure our 'Connection to Country' Committee members participate in an external NAIDOC Week event.	8-15 July 2018	'Connection to Country' Committee Co-Chairs
6.4	Recognise attendance at relevant NAIDOC Week events as contributing to members' annual CPD.	June to July 2018	AILA National Board

### Action 7

#### Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols

Deliverable	Timeline	Responsibility
7.1 Explore and establish a record for members of the Traditional Owners of the lands and waters at the State Chapter level.	July 2018 to December 2018	State Chapter Presidents
7.2 Scope and develop a list of local Traditional Owners of the lands and waters within our organisation's sphere of influence.	July 2018 to December 2018	State Chapter Presidents
7.3 Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).	January to April 2019	'Connection to Country' Committee Co-Chairs / AILA National President
7.4 Implement Acknowledgement of Country and Welcome to Country protocols into AILA Policy.	April 2019	AILA National Board
7.5 Encourage AILA members to find Traditional Custodians who speak for the country of where their project site is located, and their people's spirituality at appropriate times.	April 2019	State Chapter Presidents

### Action 8

#### Recognise the contributions of Aboriginal and Torres Strait Islanders peoples to the successful work of AILA members

Deliverable	Timeline	Responsibility
8.1 Incorporate and recognise 'Country' in AILA annual award entries from 2018.	June to October 2018	AILA National President / State Chapter Presidents
8.2 Advocate for the inclusion of Aboriginal and Torres Strait Islander persons who have contributed to the development of an AILA award entry.	June to October 2018	AILA National President / State Chapter Presidents

# Opportunities

## Action 9

### Investigate Aboriginal and Torres Strait Islander employment

Deliverable	Timeline	Responsibility
9.1 Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	September 2018 to April 2019	AILA CEO
9.2 Identify current Aboriginal and Torres Strait Islander members and staff to assist and inform the CEO in future employment and development opportunities.	August 2018	AILA CEO
9.3 Investigate mutually beneficial roles for Aboriginal and Torres Strait Islander employment within our organisation (including traineeships or internships).	September 2018 to April 2019	AILA CEO

## Action 10

### Investigate Aboriginal and Torres Strait Islander supplier diversity

Deliverable	Timeline	Responsibility
10.1 Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.	July to September 2018	AILA National Board
10.2 Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	August 2018 to February 2019	AILA National Board
10.3 Review procurement policies and procedures to identify and recommend ways to remove barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services.	July to September 2018	AILA National Board
10.4 Develop and communicate to AILA members a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.	March to April 2019	AILA National President / State Chapter Presidents
10.5 Investigate engagement of an Aboriginal designer for the presentation of our Innovate RAP.	March to May 2019	AILA CEO





## Action 11

### Influence Educational outcomes for the profession

Deliverable	Timeline	Responsibility
11.1 Distribute the national Office of Learning and Teaching research project's "Recasting Terra Nullius - Indigenising Built Environment Education and Practice" Final Report (2017) to all members and staff including its extensive key literature list.	July 2018	AILA CEO / National President
11.2 Influence the National Education Committee (NEC) to uptake recommendations from the "Recasting Terra Nullius - Indigenising Built Environment Education and Practice" Final Report (2017).	July to August 2018	AILA CEO / National President
11.3 Encourage the AILA High School Campaign to advocate for Aboriginal and Torres Strait Islander Peoples to consider landscape architecture as a profession.	July 2018 to June 2019	AILA National Board
11.4 Engage with Aboriginal and Torres Strait Islander students and graduates of built environment courses to further understand barriers and opportunities for participation in the profession.	July 2018 to June 2019	AILA National Board
11.5 Seek support for scholarships for Aboriginal and Torres Strait Islander students, e.g. for mentees, education, conference/seminar attendance.	July 2018 to June 2019	AILA National Board

Photo: Cultural event at Sister Kate's Home Kids Aboriginal Corporation.

## Action 12

### Explore Aboriginal and Torres Strait Islander mentoring networks

Deliverable	Timeline	Responsibility
12.1 Investigate opportunities for an internal Aboriginal and Torres Strait Islander Cultural Ambassador professional mentoring network.	(beyond 2018)	'Connection to Country' Committee Co-Chairs

## Action 13

### Explore opportunities to establish a mentorship program for Aboriginal and Torres Strait Islander landscape architecture students

Deliverable	Timeline	Responsibility
13.1 Explore the opportunities to establish a scholarship, practice placements and mentorship programme to encourage Aboriginal and Torres Strait Islander landscape architecture students, and provide them with support through their studies and professional practice.	July 2018 to June 2019	State Chapter Presidents

# Governance and Tracking

## Action 14

### Build support for the RAP

Deliverable	Timeline	Responsibility
14.1 Define resource needs for RAP development and implementation.	May 2019 in accordance with National budget planning	'Connection to Country' Committee Co-Chairs, CEO
14.2 Define systems and capability needs to track, measure and report on RAP activities.	July 2018 to June 2019	'Connection to Country' Committee Co-Chairs
14.3 Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.	30 September 2018	'Connection to Country' Committee Co-Chairs

## Action 15

### Review and Refresh RAP

Deliverable	Timeline	Responsibility
15.1 Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.	February 2019	AILA CEO
15.2 Submit draft RAP to Reconciliation Australia for review.	March to April 2019	AILA CEO
15.3 Submit draft RAP to Reconciliation Australia for formal endorsement.	May to June 2019	AILA CEO



# Enquiries

For all enquiries about AILA's RAP, please contact:

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*Photo: Alice Dixon Tree Planting Ceremony at Victoria Square / Tarntanyangga, Adelaide, SA.*



RECONCILIATION  
ACTION PLAN

**REFLECT**



Australian Institute of  
Landscape Architects

