

Reflect— Reconciliation Action Plan



The Local Project acknowledges the Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the land in Australia. We pay our respect to Elders past and present and extend that respect to all First Nations people of these lands.

Inaugural Reflect RAP

Reconciliation Australia welcomes The Local Project to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

The Local Project joins a network of more than 2,200 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 The Local Project 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 The Local Project, 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 Business

The Local Project is a media platform that explores architecture, interiors, design and art across Australia and New Zealand. Our mission is to build, connect and inspire the world's largest design community, support local design and champion the work of industry leaders and emerging designers alike.

Our greatest strength is our community and, given the large and ever-growing scope of our audience both nationally and internationally, we are committed to doing our part in responding to social and environmental issues through sharing diversified voices and practices. We are continually assessing and strengthening our own working practices to ensure we are on a path toward a just, equitable and reconciled Australia.

Our office is located in Sydney, New South Wales, on unceded Gadigal land. Our growing team currently has 25+ employees – the majority in our Sydney office and a handful working remotely from across Victoria. Whilst we currently have no Aboriginal or Torres Strait Islander members of staff, our intention is to help improve and increase employment outcomes for Aboriginal and Torres Strait Islander communities throughout the duration of this RAP and into the future.



Bunkeren by James Stockwell Architect • Photography by Tom Ross • Awabakal Country

Our Reconciliation Action Plan

This RAP marks the first steps that The Local Project is taking on our reconciliation journey. Given the large and ever-growing scope of our audience both nationally and internationally, it is our responsibility as an organisation to not only engage our employees in reconciliation, but actively promote reconciliation to our stakeholders.

As part of the Reflect RAP, we have developed a RAP Working Group that encompasses an employee from each department of the organisation with the intention of collaboratively and effectively engaging our entire workplace in the reconciliation process. Despite being in the first stages of our reconciliation journey, we strongly believe that engaging staff to create shared strategies and programs will result in the best possible reconciliation outcomes.

As such, our RAP Working Group will have seven members:

- Sam Jane—Graphic Design, RAP Chair + Champion
- Aidan Anderson—Director and Founder, Key Decision Maker

RWG Members:

- Chantelle Fausset—Editorial
- Tom Acton—Partnerships
- Daisy King—Production
- Olena Perstnova—Operations
- Scout M'Gee—Socials and Content



Our Current Activities

In 2022, The Local Project rolled out a company-wide inclusion of an Acknowledgement of Country across all platforms including the website, print, social platforms and all formal company documents. Whilst The Local Project has no specific partnerships, activities or initiatives with Aboriginal and Torres Strait Islander peoples and communities to date, it is our intention to engage with Aboriginal and Torres Strait Islander peoples in meaningful and impactful ways as we embark on our reconciliation journey.

As part of this journey, we are committed to showcasing and promoting Aboriginal and Torres Strait Islander designers and their work, as well as projects that directly benefit Aboriginal and Torres Strait Islander communities. Issue 10 of our print trio marked the first time we published the opinions and work of Aboriginal and Torres Strait peoples in print. In The Commercial Project we featured a discussion piece on the topic of Decolonising Architecture and in The Local Marketplace, product design developed from a deep respect for Country, people and place. We hope this is the first of many features that The Local Project has the pleasure of sharing across our media channels.



For Our Country by Edition Office and Daniel Boyd • Photography by Ben Hosking • Ngunawal Country

Relationships

Action	Deliverables	Timeline	Responsibility
1. 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.	May 2023	RAP Chair
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	April 2023	Editorial
	Research and attend local networking events that feature First Nations, architects, designers, artists and writers.	August 2023	RAP Chair
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	June 2023	Content and Socials
	All staff members to participate in an external NRW event and/or attend a presentation conducted by a First Nations designer / architect.	27 May–3 June 2023	Operations
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May–3 June 2023	Founder and Director

Relationships

Action	Deliverables	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation and share knowledge resources to our staff.	June 2023	RAP Chair
	Identify architectural or design projects created by or in collaboration with First Nations people that may be featured in print or on our digital platforms.	August 2023	Production + Editorial
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	August 2023	RAP Chair + Partnerships
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	July 2023	Operations
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	August 2023	Operations

Respect

Action	Deliverables	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.	December 2023	RAP Chair
	Conduct a review of cultural learning needs within our organisation.	May 2023	Operations
6. 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.	July 2023	Production
	Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2023	Socials and Content

Relationships

Action	Deliverables	Timeline	Responsibility
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information among our staff about the meaning of NAIDOC Week.	June 2023	Socials and Content
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	RAP Chair
	All staff members to participate in an external NAIDOC Week event and/or attend a presentation conducted by a First Nations designer/architect.	First week in July 2023	Socials and Content + Operations

Opportunities

Action	Deliverables	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Build understanding and research best practice for developing meaningful internship programs and employment opportunities post-internship.	December 2023	Operations
	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2023	RAP Chair
	Research best practice for engaging with Aboriginal and Torres Strait Islander peoples for employment.	July 2023	Editorial
	Employ an Aboriginal and/or Torres Strait Islander freelance writer, writing consultant or design consultant.	July 2023	RAP Chair + Editorial + Founder & Director
9. 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.	October 2023	Production
	Investigate Supply Nation membership.	October 2023	Partnerships

Opportunities

Action	Deliverables	Timeline	Responsibility
10. Increase output of content that elevates Aboriginal and Torres Strait Islander voices and causes.	Establish workflow for written website and print features.	April 2023	Editorial
	Establish workflow for video features.	April 2023	Production
	Establish workflow for The Local Marketplace inclusions.	April 2023	RAP Chair
	Write policy for pro-bono marketplace packages for Aboriginal or Torres Strait Islander designers.	June 2023	Partnerships

Governance

Action	Deliverables	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	March 2023	RAP Chair
	Six weekly RAP meetings for all members of the RWG.	Mar, May, Jun, July, Sept, Oct, Nov 2023 and Feb 2024	RAP Chair
	Draft a Terms of Reference for the RWG.	April 2023	RAP Chair + Editorial
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	July 2023	RAP Chair
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2023	RAP Chair
	Establish and maintain digital resource board (Trello) for all RWG.	April 2023	RAP Chair
	Create project deadlines and to-do lists using company project management system.	April 2023	RAP Chair
	Appoint a senior leader to champion our RAP internally.	April 2023	Director and Founder

Governance

Action	Deliverables	Timeline	Responsibility
13. 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 2023 and annually	RAP Chair
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Measurement Questionnaire.	1 August 2023 and annually	Operations
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023 and annually	Operations
	Share RAP updates in company-wide team meetings.	Mar, May, Jun, July, Sept, Oct, Nov 2023 and Feb 2024	RAP Chair
14. Continue our reconciliation journey by developing our next RAP.	Register for our next RAP in 2024.	November 2023	RAP Chair

Contact

For public enquires about our RAP please contact
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