



REFLECT

Reconciliation Action Plan

May 2021-22

Darug Nura Bugrabunya - Darug Country Broken to Pieces, 2020, by Leanne Mulgo Watson





Leanne Mulgo Watson

Leanne is a Darug woman commonly known in the Aboriginal community as Mulgo meaning Black Swan. Leanne is the daughter of Aunty Edna Watson and Uncle Allan Watson, elders of the Darug community.

Leanne was born and raised in Sydney, she is now a mother and grandmother and has spent her life living, promoting and protecting Darug culture, people and places. Leanne has been director of DCAC (Darug Custodian Aboriginal Corporation) for the past 15 plus years.

She started painting at a young age, taught by her mother Aunty Edna Watson and her brother Bundeluk Watson, and is now an accomplished artist. Her paintings and artwork are renowned by many.

Leanne's artwork is inspired by her family, Darug country, the environment and life experiences.

The artwork featured here is called ***Darug Nura Bugrabunya - Darug Country Broken to Pieces, 2020***. The piece expresses the abundance of culture and life within Darug country, showing how climate change has impacted the totems, land, people and environment. The original oil on canvas painting hangs in our Silverwater office.

To learn more about Darug cultural traditions and to see a gallery of Leanne's works visit www.darugcorporation.com.au

Contents

Acknowledgement of Country	4
A Message from our CEO	5
Our Business	6
Overview	6
Values	6
Our Reconciliation Action Plan	7
Relationships	8
Respect	9
Opportunities	10
Governance	11

Murnong or Yam-daisy (*Microseris lanceolata*)

This small perennial plant was a staple food of the Aboriginal people of central and western Victoria, South Australia and New South Wales. It has a radish-shaped tuber, which were cooked in baskets in an earth oven, producing a dark sweet juice. Once a common plant, Murnong became scarce due to grazing by sheep.

Acknowledgement of Country

We acknowledge the Darug people and the Gadigal people of the Eora Nation as the Traditional Owners of the lands on which we work.

We respect and recognise their spiritual connection and knowledge of these lands, waters and communities.

We pay respects to their cultures and Elders past, present and emerging.

Flannel flower (*Actinotus helianthi*)

The flannel flower is an Australian wildflower, so named because of the soft woolly feel of the plant. Growing in the NSW south coast region, extending to Narrabri in the Central West and up to south-east Queensland, its white or pink flowers bloom all year long, with an extra burst of colour in the spring.



A Message from our CEO

This Reflect Reconciliation Action Plan (RAP) marks the beginning of what we hope will be a process of learning and evolution for Icon Metal – a company on the cusp of substantial growth.

Our vision for the future of Icon Metal is one where traditional notions of what is acceptable in the construction industry are replaced by diversity, inclusiveness and equality of opportunity.

We will aim to achieve this by:

- encouraging Aboriginal and Torres Strait Islander participation in the construction workforce;
- improving the cultural awareness of our staff through respecting Aboriginal and Torres Strait Islander cultures, observance of social protocols and dates of significance; and
- modelling appropriate behaviour and using inclusive language.

Our Mission states that we ‘... enhance the built environment’. We acknowledge that the land upon which we build is home to the world’s oldest continuous culture, and that we bear a responsibility to this proud history to do so consciously and respectfully.

We are passionate about ensuring better, fairer, healthier outcomes for Aboriginal and Torres Strait Islander peoples, and this Reflect RAP is the first step in the right direction.



Stephen Pribula

Our business

Overview

Icon Metal is a Sydney-based construction company. Our core business is the fabrication and installation of structural and architectural steel, miscellaneous metalwork, balustrades, glass and cladding.

We currently employ 62 staff in Australia including project managers, engineers, drafters and design specialists, administration staff, and a large team of factory-based and on-site tradespeople, one of whom identifies as an Aboriginal and Torres Strait Islander person.

Our head office and metalworking factory is in Silverwater, western Sydney (Darug Country), and we have a secondary office in Sydney CBD.

Our projects have all been within NSW and ACT, ranging from Canberra in the south to Mullumbimby in the north, however the majority are in the Sydney region.

Values

These days it is all too easy to align with the 'issue of the day' with a hashtag. We have made a conscious decision to live our values through meaningful engagement. We have chosen to champion Reconciliation, Women in Construction and Mental Health Awareness, and our contributions are practical and purposeful.

The culture at Icon Metal is one of inclusivity and diversity. Developing our Reflect RAP is our way of formalising our commitment to this philosophy.

Waratah (*Telopea*)

Waratah is an Australian large shrubs or small tree, native to the southeastern parts of Australia. The most well-known species in this genus is *Telopea speciosissima*, which has bright red flowers and is the NSW state emblem.

Our Reconciliation Action Plan

Our RAP Champion is General Manager - Operations, Paul Sewell. Paul has lived and worked in Sydney for 28 years, during which time he has become increasingly fascinated with the city's history, people and places. He studied as an undergraduate at the Nura Gili Centre for Indigenous Programs at UNSW.

We intend to implement our RAP through a whole-of-business approach. Upon endorsement of the RAP, all staff will be briefed on:

1. why we chose to develop an RAP;
2. the importance of our commitment to reconciliation and to providing opportunities for Aboriginal and Torres Strait Islander peoples;
3. our understanding of the five critical dimensions including how we will strive to work within this framework to achieve equitable outcomes;
4. appropriate use of language when addressing issues affecting Aboriginal and Torres Strait Islander people; and
5. their responsibilities under the RAP.

Our website and social media platforms will celebrate the launch of our RAP. Our tender documentation will include a section outlining our commitment. Our Aboriginal and Torres Strait Islander staff will be consulted and given the opportunity to join the RAP Working Group (RWG), as well as our Board members and Executive Team.



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	June 2021	Communications Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations	July 2021	Communications Manager
Build relationships through celebrating National Reconciliation Week (NRW) (27 May-3 June)	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May-June 2021	Communications Manager
	RAP Working Group members to participate in an external NRW event	May-June 2021	GMO
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW	May-June 2021	GMO
Promote reconciliation through our sphere of influence	Communicate our commitment to reconciliation to all staff	May 2021	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey	September 2021	Communications Manager, GMO
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey	November 2021	Communications Manager
Promote positive race relations through anti-discrimination strategies	Research best practice and policies in areas of race relations and anti-discrimination	April 2022	HR & Compliance Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	April 2022	HR & Compliance 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 and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation	October 2021	GMO, Communications Manager
	Conduct a review of cultural learning needs within our organisation	November 2021	HR & Compliance 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	September 2021	GMO
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols	September 2021	CEO, Communications Manager
Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week (4-11 July)	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week	July 2021	Communications Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area	July 2021	Communications Manager
	RAP Working Group to participate in an external NAIDOC Week event	July 2021	GMO



Opportunities

Action	Deliverable	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	April 2022	HR & Compliance Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities	April 2022	HR & Compliance 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	April 2022	Commercial Manager
	Investigate Supply Nation membership	April 2022	Commercial Manager



Governance

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	May 2021	GMO
	Draft a Terms of Reference for the RWG	June 2021	Communications Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG	September 2021	HR & Compliance Manager
Provide appropriate support for effective implementation of RAP commitments	Define resource needs for RAP implementation	August 2021	GMO
	Engage senior leaders in the delivery of RAP commitments	May 2021	GMO
	Define appropriate systems and capability to track, measure and report on RAP commitments	July 2021	Communications 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	September 2021	Communications Manager
Continue our reconciliation journey by developing our next RAP	Register via Reconciliation Australia's website to begin developing our next RAP	February 2022	Communications Manager

Contact Details

Bethan Farmer
Business Profiling and Media

0400 375 921
bethan@iconmetal.com



RECONCILIATION
ACTION PLAN

REFLECT