



## SMEC's Reconciliation Journey

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2017-2018

# Welcome

Welcome to SMEC's Reconciliation Journey 2017-2018. This document outlines our journey to reconciliation since joining Reconciliation Australia's Reconciliation Action Plan (RAP) program and developing our first RAP (Reflect Stage) in 2017.

At SMEC, we promote a positive work environment for all employees, and understand that the diverse backgrounds, work experiences, lifestyles and cultures of our employees are one of our key strengths. We are committed to diversity and strengthening relationships with Aboriginal and Torres Strait Islander peoples and have developed a dedicated working group to oversee our RAP program. This team of SMEC employees includes representatives from SMEC's Australian Management Committee, Human Resources, Marketing and Communications and the wider business.

In January 2017, SMEC's RAP was endorsed by Reconciliation Australia. Our RAP outlines our commitment to implement and measure practical actions that create opportunities for, and build respectful relationships with, Aboriginal and Torres Strait Islander peoples, focusing on what we can do as an organisation to achieve this.

To date, our RAP has helped us to:

- Raise employee awareness of and engagement with Aboriginal and Torres Strait Islander cultures
- Strengthen our relationships and work alongside business partners who are also committed to reconciliation
- Investigate opportunities to ensure our workplace is culturally appropriate for current and future Aboriginal and Torres Strait Islander employees to ensure we continue to attract and retain a diverse workforce.

Our RAP also demonstrates our commitment to establishing strong foundations for future RAPs. As we move forward to the next stages of our RAP journey, we will continue to work with Aboriginal and Torres Strait Islander peoples and communities, to strengthen relationships and create respectful bonds with those within, and external to, our sphere of influence.



Songwoman Maroochy performing a Welcome to Country at a client event in Brisbane

## Recent Initiatives



SMEC was proud to sponsor the  
Inaugural National Indigenous Football  
Championships in New South Wales.

Throughout the year we have undertaken a number of initiatives to ensure our relationships with Aboriginal and Torres Strait Islander peoples and their communities is considered as part of our business operations.

### National Reconciliation Week

A number of events took place at SMEC offices around Australia in celebration of National Reconciliation Week, these included:

- Vietnam veteran and prominent VFL Umpire Glenn James OAM sharing his inspirational story as a pioneering Indigenous Australian to Melbourne employees
- Director of DICE Australia Raymond Pratt visiting SMEC's Brisbane office to share how his Indigenous owned and operated company operates throughout the Northern Territory
- Representatives from Geelong One Fire providing employees from SMEC's Geelong office with information about Djillong (name for the area pronounced Geelong by European settlement) and the Wathaurong people
- A morning tea at SMEC's Traralgon office which included a talk from a representative from GunnaiKurnai Land and Waters Aboriginal Corporation
- A lunch event in Adelaide, where one of our clients spoke about our project involvement in the indigenous community.

### NAIDOC Week

NAIDOC Week celebrates Aboriginal and Torres Strait Islander history, culture and achievements and is an opportunity to recognise the contributions that Indigenous Australians make to our country and our society. In 2017, SMEC and its acquired partner PDR Engineers, were a major sponsor of the Torres Strait NAIDOC Community Tributes Award which was announced at the Torres Strait NAIDOC Awards ceremony on Thursday Island.

In addition, activities to celebrate NAIDOC Week were held across our Australian offices. In Melbourne, SMEC welcomed Boon Wurrung Senior Elder Carolyn Briggs who spoke about the history of the area and the First People of Melbourne. In Brisbane, Peter Dodd, CEO of Geared Up Culcha, an Aboriginal owned and operated company, gave an informative and insightful talk to SMEC employees.

### National Indigenous Football Championships

SMEC sponsored the Inaugural National Indigenous Football Championships in regional New South Wales. The event, which uses football as a pathway to community participation and engagement, was tabled in parliament as an example of National Indigenous Achievement.

### Office Acknowledgement of Country

Acknowledgement of Country is now a standard part of how we commence employee and client meetings, in-house Training and Development Programs, and other events.

David Collett, State Manager of Victoria and Tasmania commented "Saying an Acknowledgement of Country at the beginning of meetings is a meaningful step we can take to demonstrate our respect for the Traditional Owners of the land we meet on. The Acknowledgement of Country is no hollow or meaningless formality, it changes attitudes and importantly has genuine meaning for our indigenous communities. This has been embraced in our offices, and it's something I'm glad to be involved in".

## Recent Initiatives

### Funding for three Aboriginal and Torres Strait Islander Charities

Based on employee nominations, SMEC's ANZ Divisional CSR Committee selected three Aboriginal and Torres Strait Islander charities to receive SMEC Foundation funding for 2017:

- Engineering Aid Australia supports Aboriginal and Torres Strait Islander high school students develop a pathway to an engineering career
- Indigenous Literacy Foundation provides books to the Aboriginal and Torres Strait Islander communities to support literacy for many Indigenous children and their families within Australia
- One Voice provides practical human services, educational support and opportunities to the homeless and disadvantaged within Australia.

Each of these charities incorporate the values and strategic intent of the SMEC Foundation, whilst also supporting our Reconciliation Action Plan.

### SMEC is now a proud member of Supply Nation

In November 2017, SMEC became a proud member of Supply Nation. Supply Nation certify and register businesses which are 51% (or more) owned, managed and controlled by Indigenous owners, and connect those businesses to organisations seeking to diversify and increase the representation of Indigenous businesses in their supply chain.

As a member, Supply Nation will provide a dedicated procurement expert to work with SMEC, helping to:

- Advocate and drive supplier diversity change with senior management
- Establish a business case including developing a vision and setting goals
- Review current procurement processes and integrate supplier diversity requirements into procurement policies
- Provide training and workshops to develop future RAPs
- Undertake an Indigenous supplier matching service.

In Queensland, SMEC has procured Yaru Water, a Supply Nation-certified company, to provide bottled water for client meetings and events. Since its launch in 2011, Yaru Water has been committed to supporting Indigenous organisations and community projects.

SMEC also works with Supply Nation-certified Geared Up Culcha, an Aboriginal owned and operated company for the provision of employee PPE and workwear.



"From my time as a houseparent for the Indigenous Australian Engineering Summer School, I have seen first-hand what a positive impact this program has. The summer school provides an invaluable opportunity for Indigenous students to participate in fun and educational experiences in the engineering world, and I am proud that SMEC is now a part of this initiative."

— Esther Soon  
Engineer

Boon Wurrung Senior Elder Carolyn Briggs speaking about the history of the area and the First People of Melbourne at the Melbourne Office NAIDOC Week event.

## Looking Forward



SMEC's Darwin office showcases paintings supplied by DICE Australia, an Indigenous owned and operated company.

"At SMEC, we want to build and strengthen relationships with Aboriginal and Torres Strait Islander peoples, to have a positive impact on the areas in which we work, and the people we work with."

**- Dan Reeve**  
General Manager Transport - ANZ

At SMEC, we believe building stronger relationships between the broader Australian community and Aboriginal and Torres Strait Islander peoples is everyone's responsibility.

In 2018, we will continue our commitment to create opportunities for Aboriginal and Torres Strait Islander peoples. Listed below are some of the new initiatives we are undertaking as part of our Reconciliation journey:

- In conjunction with Reconciliation Australia, we are progressing the development of an Indigenous Relations Strategy to understand the availability of (local) Indigenous talent pools, and attraction, recruitment and retention of Indigenous employees
- To promote retention and engagement, we are developing a plan to ensure we continue to develop a workplace that is culturally appropriate for current and future Aboriginal and Torres Strait Islander employees
- We are conducting a review of cultural awareness training needs within our organisation and looking at ways to best address these needs
- We are developing a plan to increase procurement from Aboriginal and Torres Strait Islander owned businesses
- We are working closely with our clients to ensure the rights and heritage of Aboriginal and Torres Strait Islander peoples are protected. This includes the completion of Indigenous Heritage Assessments and Management Plans as a component of Environmental Impact Assessments
- We will continue to strengthen Aboriginal and Torres Strait Islander relationships and create respectful bonds with those within, and external to, our sphere of influence.

We are proud that our first RAP provides a platform to build upon our relationships with Aboriginal and Torres Strait Islander peoples to ensure our future RAPs are meaningful and sustainable, and look forward to liaising with Reconciliation Australia as we develop a new RAP based on learnings, challenges and achievements over the past year.

**local people  
global experience**