



# REFLECT RECONCILIATION ACTION PLAN

January 2025 – January 2026

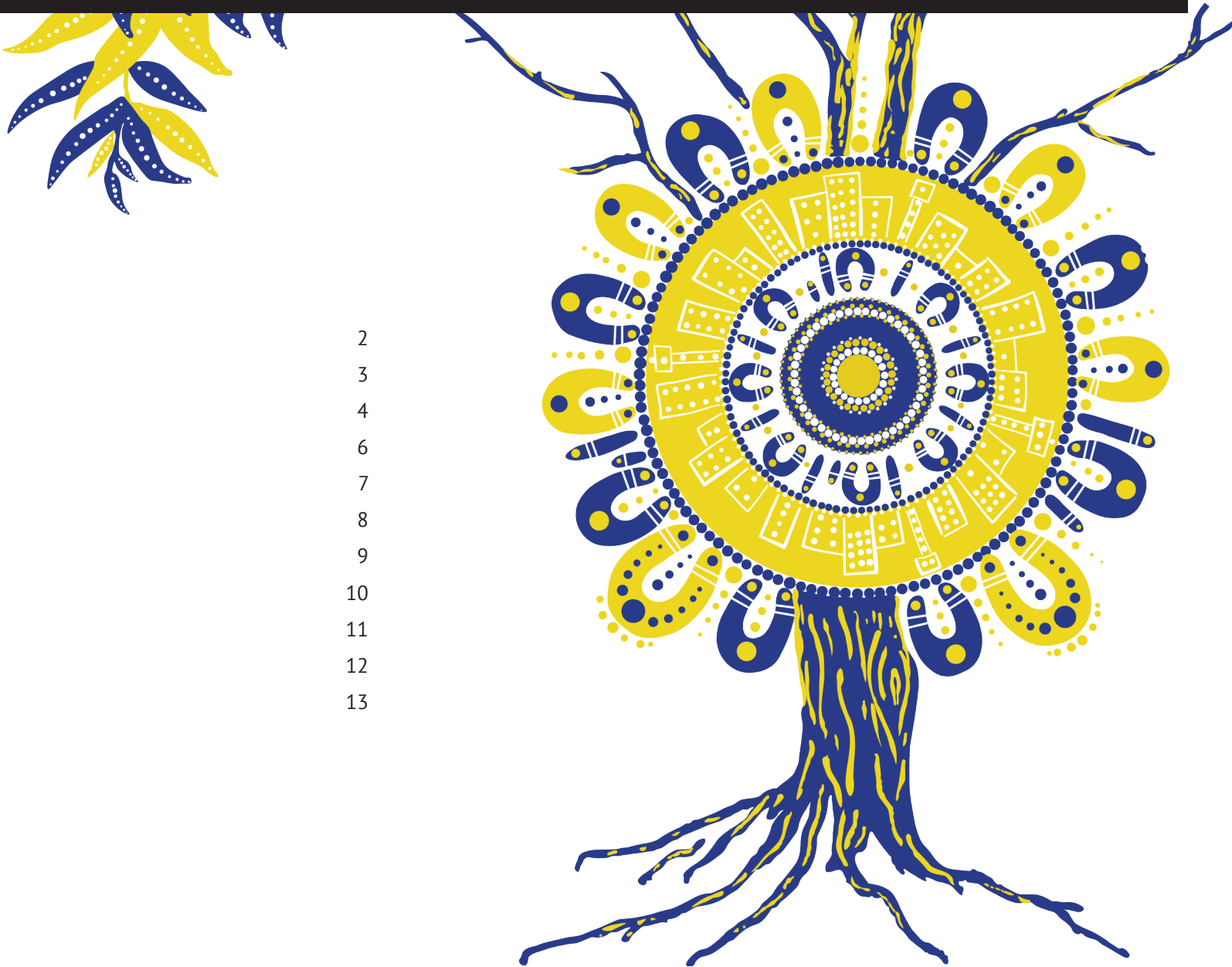


LANI

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# Acknowledgment of Country



WT acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, sea and community.

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

# About the Artist & Artwork



## About the artist

Meet Lani Balzan from Aboriginal Art by Lani, an Aboriginal artist and graphic designer specialising in designing Indigenous canvas art, graphic art, logo design, Reconciliation Action Plans and document design.

Lani is a proud Aboriginal woman from the Wiradjuri people of the three-river tribe. Though her family roots lie in Mudgee, she grew up traversing various regions of Australia, finally finding her home in Queensland, Australia.

In 2016 Lani was announced as the 2016 NAIDOC Poster Competition winner with her artwork “Songlines”. This poster was used as the 2016 NAIDOC theme across the country.

With over a decade of experience under her belt, Lani has achieved consistent success throughout the country. One of her biggest aspirations is to strengthen her connection to her culture and contribute to the journey of reconciliation, bringing people and communities together to appreciate the richness of Australia’s unique and vibrant indigenous culture. Through her contemporary art, Lani Balzan continues to make a profound impact, celebrating heritage, and fostering unity in the diversity of Australia’s cultural landscape.

- [www.aboriginalartbylani.com.au](http://www.aboriginalartbylani.com.au)
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## About the artwork - WT's Journey Together

The artwork is centred around a gathering symbol, a powerful representation of WT and their vital connection to community. In Aboriginal culture, such a symbol embodies a place for sharing stories, knowledge, and traditions. It reflects WT’s core value, **Play as a Team**, highlighting the collective spirit that drives their work.

Encircling the gathering symbol are four distinct elements in yellow and blue, each representing one of WT’s values:

- The shield symbolises **Create Value**, embodying the strength and protection that comes with building meaningful and impactful contributions.
- The dot pattern signifies **Be Inventive**, a tribute to creativity and innovation.
- The people symbol represents **Empower**, reflecting the commitment to uplifting others through collaboration.
- The hand stands for **Be Genuine**, a reminder of authenticity and sincerity in action.

Pathways lead into the gathering symbol, illustrating the individual journeys each person takes towards reconciliation. These pathways are a tribute to the understanding of Aboriginal culture and history and the shared responsibility of passing these traditions forward for future generations.

A tree grows prominently within the artwork, representing growth and sustainability. This growth reflects WT’s commitment to cultural preservation and the value of Aboriginal perspectives in reshaping our understanding of land and the deep connections First Nations peoples have to it.

White circles with people symbols are scattered throughout the artwork, symbolising the locations WT operates within Australia, fostering a network of cultural awareness and connection.

Smaller white dots placed through the design, representing the threads of community connection, each interaction building on a shared future.

Finally, a flowing blue wave element ties everything together, symbolising the enduring connection to the land and water—elements deeply revered in Aboriginal culture and central to WT’s ongoing journey in reconciliation.







# Statement from CEO of Reconciliation Australia



## **RECONCILIATION AUSTRALIA WELCOMES WT PARTNERSHIP AUSTRALIA TO THE RECONCILIATION ACTION PLAN (RAP) PROGRAM WITH THE FORMAL ENDORSEMENT OF ITS INAUGURAL REFLECT RAP.**

WT Partnership Australia joins a network of more than 3,000 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 WT Partnership Australia 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 WT Partnership Australia, 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



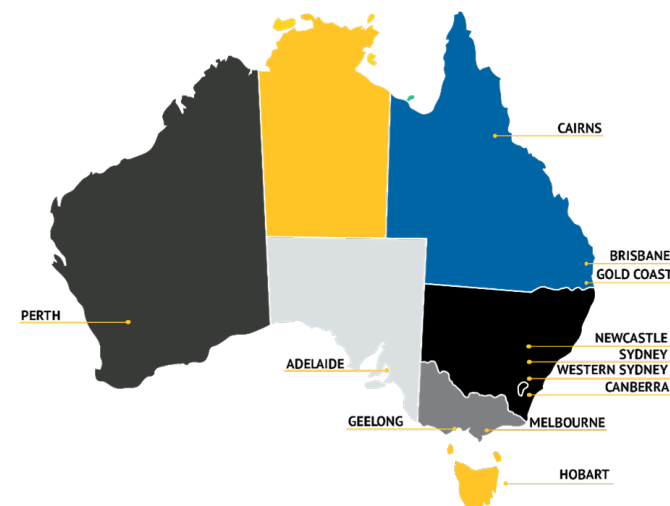
**AT WT, WE EMPOWER OUR CLIENTS TO GROW, INSPIRING CONFIDENCE THROUGH OUR INDEPENDENT COST MANAGEMENT AND ADVISORY SERVICES. OPERATING FOR 75 YEARS, OUR EXPERTISE SPANS THE BUILDING, CONSTRUCTION, AND INFRASTRUCTURE SECTORS.**

We support our clients with an award-winning team of specialists in portfolio and program advisory, quantity surveying and cost management, commercial and financial advisory, carbon and sustainability, and asset and facilities management. With a global footprint covering Australia, New Zealand, Asia, India, Middle East, North America, Africa, the UK and Europe, our clients can tap into the collective thinking of over 2,000 of the best people in the industry, operating from over 70 offices.

We commenced practice in Australia in 1949 and are 100% Australian owned and controlled.

We have over 450 professional staff throughout Australia from offices in Adelaide, Brisbane, Cairns, Canberra, Geelong, Gold Coast, Melbourne, Newcastle, Perth, Sydney, Tullamarine and Western Sydney.

We currently have no Aboriginal and Torres Strait Islander staff in our workplace, that we are aware of.



## Our values:



### PLAY AS A TEAM

By working together in a spirit of cooperation, we create a sense of enjoyment and reward that strengthens the bond between us.



### CREATE VALUE

By leveraging our unique foundation of knowledge and experience, we understand and anticipate our clients' changing needs to provide innovative solutions.



### BE INVENTIVE

We constantly challenge the status quo by embracing new perspectives and fresh insights.



### EMPOWER

By encouraging, nurturing and supporting each other, we ensure growth and learning in an environment where respect and recognition are equally important.



### BE GENUINE

We build relationships guided by the principles of honesty, trust and respect. Our people are open and unambiguous in everything they do.

# Our RAP



**WT IS COMMITTED TO PROMOTING POSITIVE CHANGE FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES. AS CONSULTANTS IN THE CONSTRUCTION INDUSTRY PROVIDING INPUT AND ADVICE ON DEVELOPMENT PROJECTS IN THE BUILT ENVIRONMENT, WE HAVE A ROLE TO PLAY IN CLOSING THE ECONOMIC, EDUCATION AND EMPLOYMENT GAP THAT EXISTS BETWEEN AUSTRALIA'S FIRST NATIONS PEOPLES AND THE WIDER AUSTRALIAN COMMUNITY. WE AIM TO DEMONSTRATE THIS BY PROMOTING MEANINGFUL ENGAGEMENT WITH BUSINESS PARTNERS THAT PROMOTE OPPORTUNITIES FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES. WE WILL EXPLORE NEW WAYS TO RAISE AWARENESS OF FIRST NATIONS CULTURES AND HISTORIES, SHOW OUR RESPECT FOR FIRST NATIONS PEOPLES AND INCREASE OPPORTUNITIES FOR CURRENT AND FUTURE FIRST NATIONS STAFF.**

When creating Australia's built environment, it is important that we do so for all Australians. Our Reflect RAP is the first step on this journey and will provide a framework for WT to build awareness, understanding and trust to strengthen our relationships with First Nations peoples, which sits as part of our broader commitment to develop and foster a diverse, equal and inclusive place for our people and the people we work with.

Our nominated RAP Champion is National Director Nicole Trumbull. Nicole will be responsible for driving and championing internal engagement and awareness of the RAP. We have also established a RAP Working Group of senior leaders across the business and have recently established a partnership with Melbourne Storm Football Club to support us on our reconciliation journey. We are at the very beginning of this partnership and plan to leverage it for education and training opportunities.

We look forward to demonstrating respect, finding opportunities and building relationships that will have a meaningful impact to Aboriginal and Torres Strait Islander peoples.





# Our partnerships/current activities

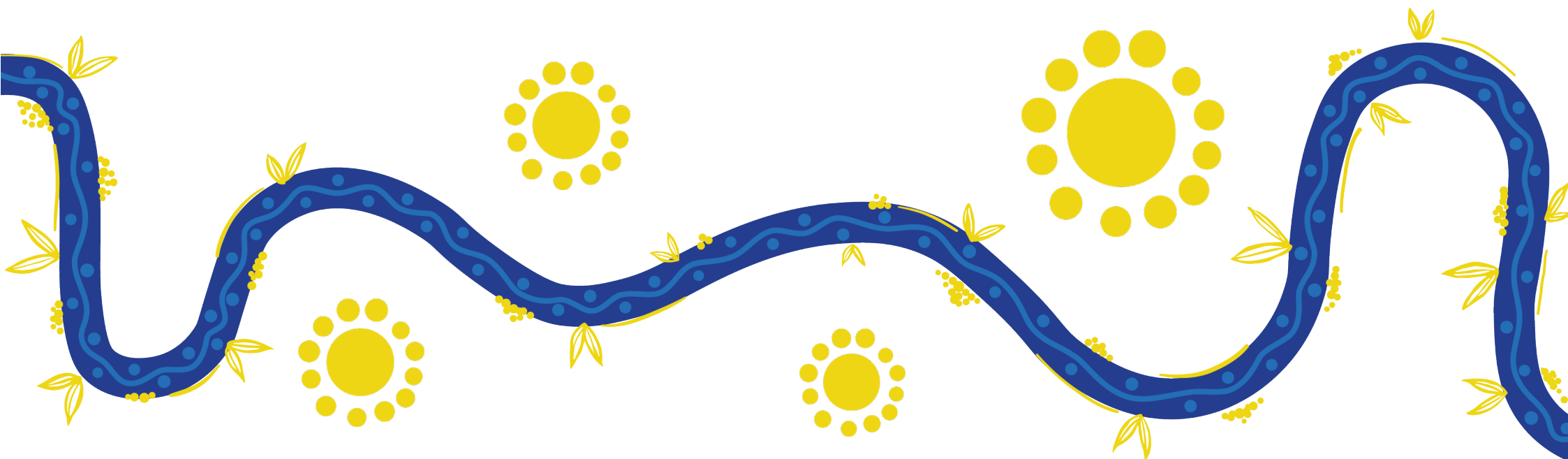


**OUR PARTNERSHIP WITH MELBOURNE STORM WILL SUPPORT OUR RECONCILIATION JOURNEY THROUGH EDUCATION INITIATIVES AND PLANNED PARTNERSHIPS TO SUPPORT EDUCATION AND CAREER PATHWAYS FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES PARTICIPATING IN THE MELBOURNE STORM INDIGENOUS PATHWAYS PROGRAM.**

There is an opportunity for us to become an employment partner with CareerTrackers who support pre-professional Aboriginal and Torres Strait Islander university students and link them with employers to participate in paid, multi-year internships. We have a cadet and graduate program in place offering opportunities for students studying building and construction related subjects. Being able to identify Aboriginal and Torres Strait Islander candidates suitable for this program through CareerTrackers will assist us in employing Aboriginal and Torres Strait Islander peoples in our business.

WT is pursuing a partnership with AFL SportsReady Education and Employment who run an Aboriginal & Torres Strait Islander Traineeship Program. We previously had an employee from this program and hope to expand this in the future. We are also looking at potential scholarship opportunities to sponsor Indigenous student/s through universities and are aiming to employ a peer to peer tutor to construction students under the Indigenous Tutorial Assistance Scheme.

In addition, WT has created a partnership with Melbourne Storm to provide traineeships in the construction industry for their Indigenous Melbourne Storm Academy players.





Action	Deliverable	Timeline	Responsibility
1. <b>Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	February 2025	Chair RWG
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2025	Chair RWG
2. <b>Build relationships through celebrating National Reconciliation Week (NRW).</b>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2025	Head of People & Culture & Comms Lead
	Host an internal event in each Australian office to mark NRW and encourage staff to attend (eg art or cooking demonstration)	May 2025	Head of People & Culture & Comms Lead
	RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2025	NSW P&C Lead
	Encourage our staff and senior leaders participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2025	Chair RWG
3. <b>Promote reconciliation through our sphere of influence.</b>	Communicate our commitment to reconciliation to all staff.	February 2025	COO – National
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2025	Chair RWG
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2025	Executive Director, VIC
4. <b>Promote positive race relations through anti-discrimination strategies.</b>	Research best practice and policies in areas of race relations and anti-discrimination.	May 2025	Head of People & Culture
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	July 2025	Head of People & Culture





Action	Deliverable	Timeline	Responsibility
5. <b>Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.</b>	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2025	Chair RWG
	Conduct a diversity & inclusion survey to understand WT's diversity profile and develop a plan to increase awareness (inc. cultural diversity and other diversity dimensions) to foster an inclusive workplace culture	April 2025	Head of People & Culture
6. <b>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	March 2025	Head of People & Culture
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2025	Head of People & Culture
7. <b>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b>	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2025	Head of People & Culture, Marketing & Comms Lead
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2025	Chair RWG , Marketing & Comms Lead
	RAP Working Group to participate in an external NAIDOC Week event.	6 – 13 July 2025	Chair RWG

# Opportunities



Action	Deliverable	Timeline	Responsibility
8. 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.	September 2025	Head of People & Culture
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September 2025	Head of People & Culture
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Monitor procurement quarterly and Strengthen/ Maintain procurement from Aboriginal and Torres Strait Islander owned businesses.	January 2025 – January 2026	CFO
	Investigate Supply Nation membership.	February 2025	CFO





Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	January 2025 – January 2026	COO
	Draft a Terms of Reference for the RWG.	January 2025	Chair RWG
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	January 2025 – January 2026	Chair RWG
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	January 2025	National Director Vic & NSW
	Engage senior leaders in the delivery of RAP commitments.	February 2025	National Director Vic & NSW
	Appoint a senior leader to champion our RAP internally.	January 2025	Chair RWG
	Define appropriate systems and capability to track, measure and report on RAP commitments.	January 2025	VIC GM
12. 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.	1 August annually	Chair RWG
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	July annually	Chair RWG
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September annually	VIC GM
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP.	September 2025	Chair RWG



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**RECONCILIATION  
ACTION PLAN**

**REFLECT**

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