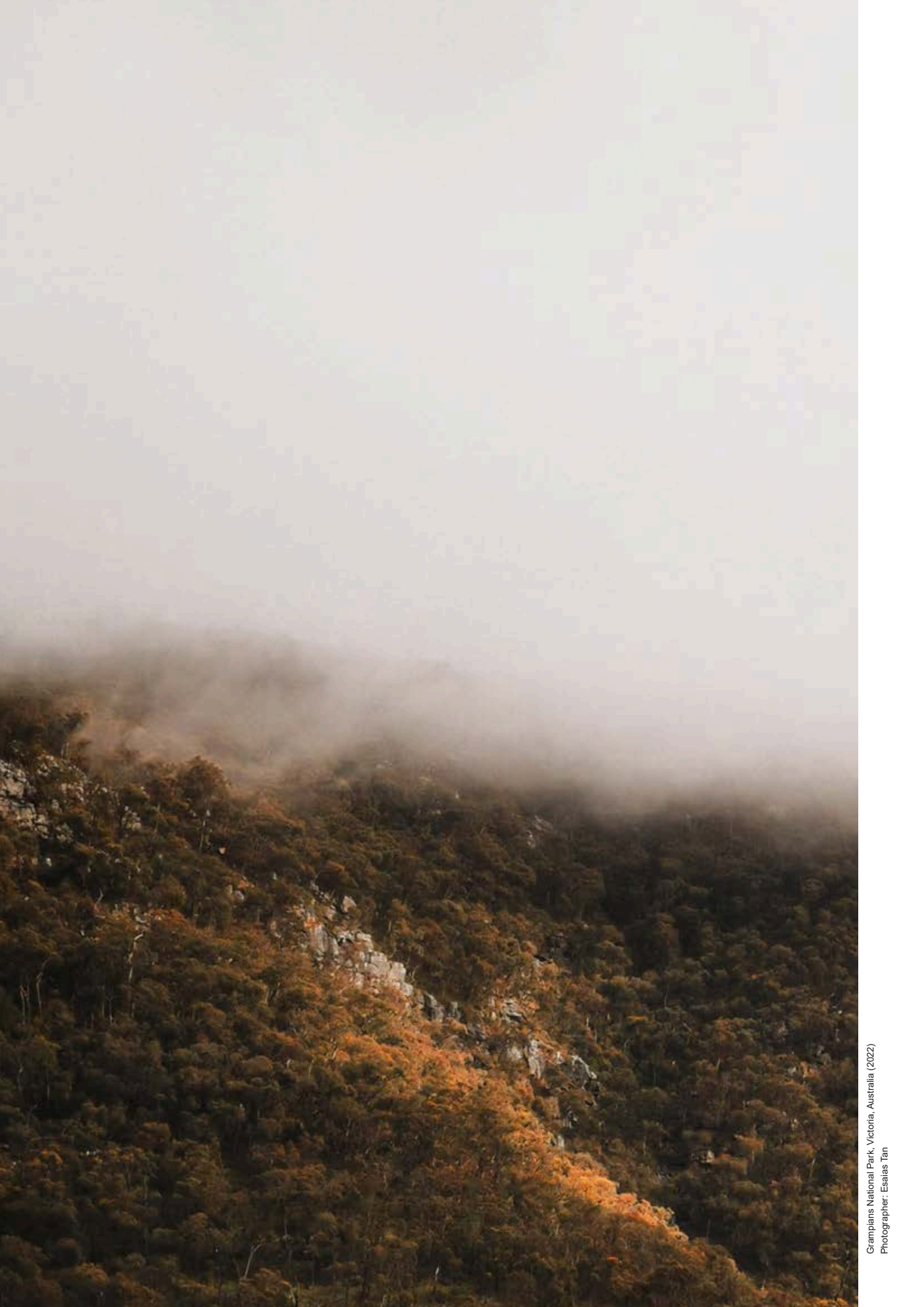


Angelo Candalepas and Associates Pty Limited

Reflect Reconciliation Action Plan
November 2022 – November 2023

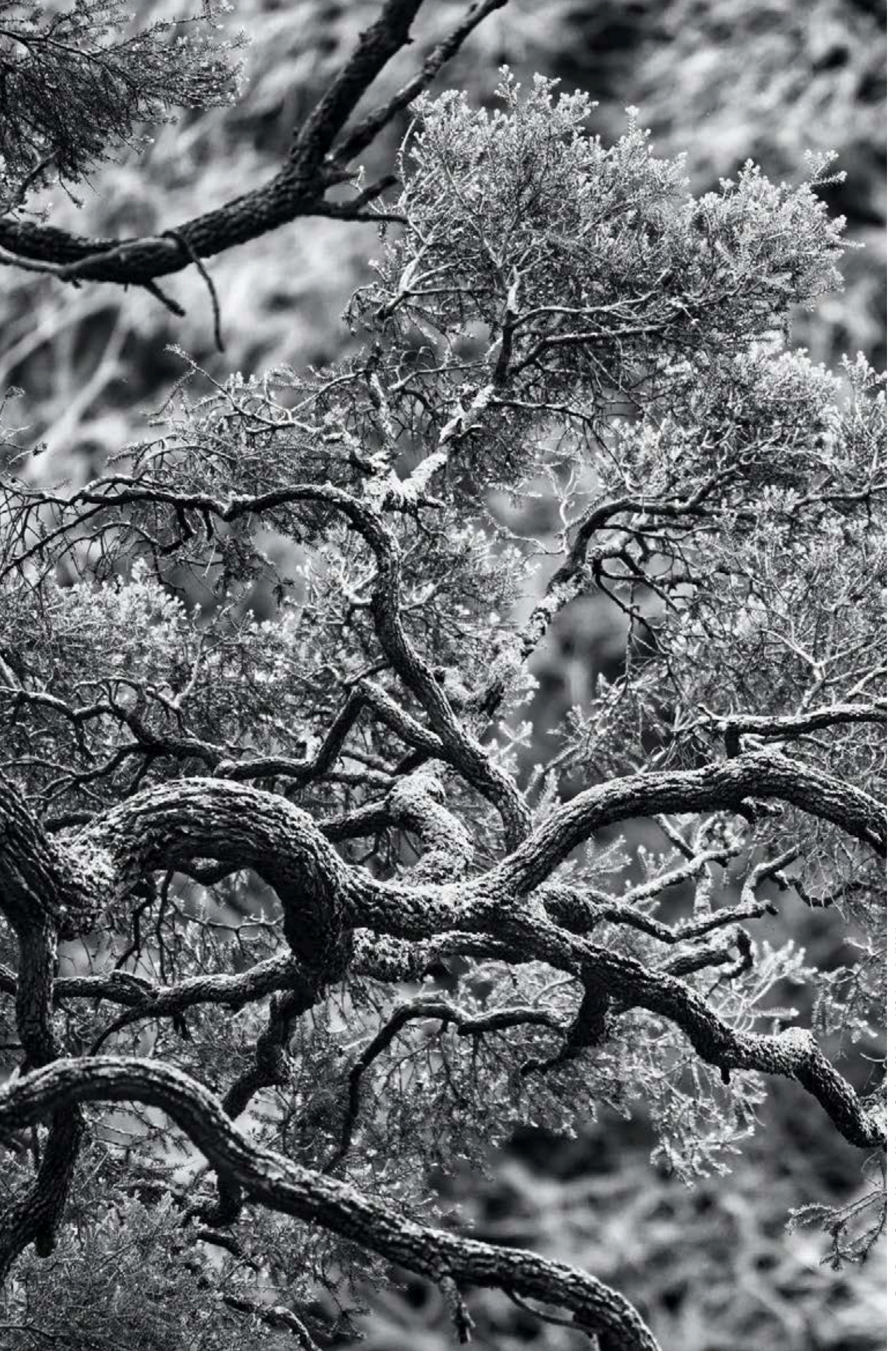




Grampians National Park, Victoria, Australia (2022)
Photographer: Esaias Tan

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Royal Botanic Gardens Victoria - Melbourne Gardens, Melbourne VIC, Australia (2021)
Photographer: Enguerrand Blanchy

CEO STATEMENT



Reconciliation Australia welcomes Candalepas Associates to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Candalepas Associates 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.

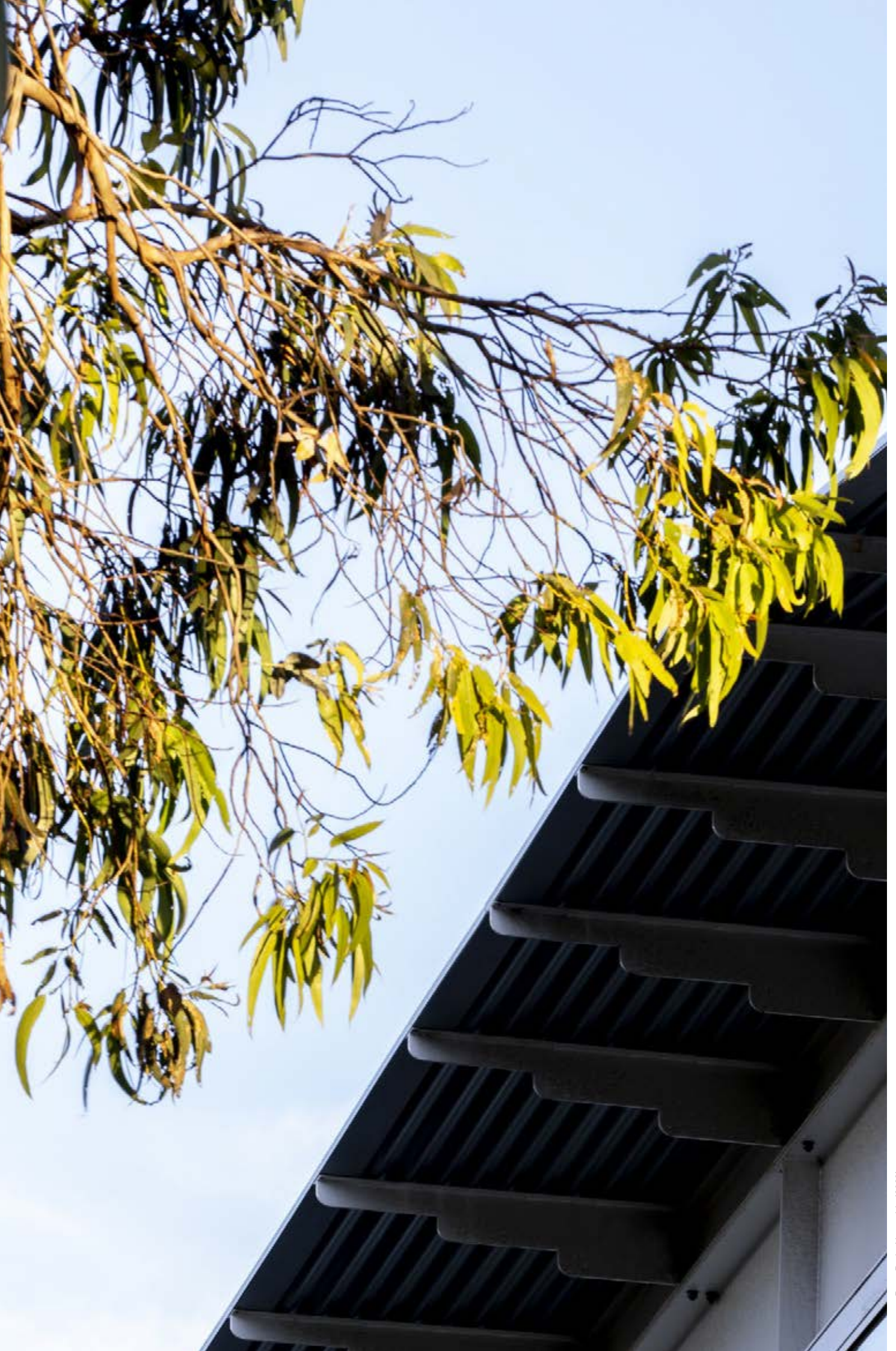
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

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 Candalepas Associates 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 Candalepas Associates, 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

Candalepas Associates is a rare architecture and design company that produces a unique array of projects with diversity in scale and typology. Projects from religious buildings to public parks, individual houses to hotels and large multi-residential developments have been produced by the firm.

Candalepas Associates was established just over 20 years ago when Angelo Candalepas won his first major commission, an international design competition for housing at 'The Point' in Pymont, Sydney. In twenty years of practice the firm has been the recipient of over 30 awards in architecture and almost every project the firm has completed has been published or awarded State or National Architecture Prizes. The success of the firm is closely related to the direct engagement undertaken by Director, Angelo Candalepas in every stage of the procurement of the work.

The firm is committed to core tenets of traditional professionalism, excellence in technical and scientific examination as well as the more abstract ideas of design. In this way it is a comprehensive firm with a generalist position on its engagement with the pursuit of architecture.

Candalepas Associates currently employs approximately 40 people in NSW, with a plan to employ up to 20 staff in its newly opened Melbourne office. Candalepas Associates does not currently employ any Aboriginal or Torres Strait Islander staff that we are aware of.

We are in the process of reviewing recruitment options to employ Aboriginal or Torres Strait Islander team members.

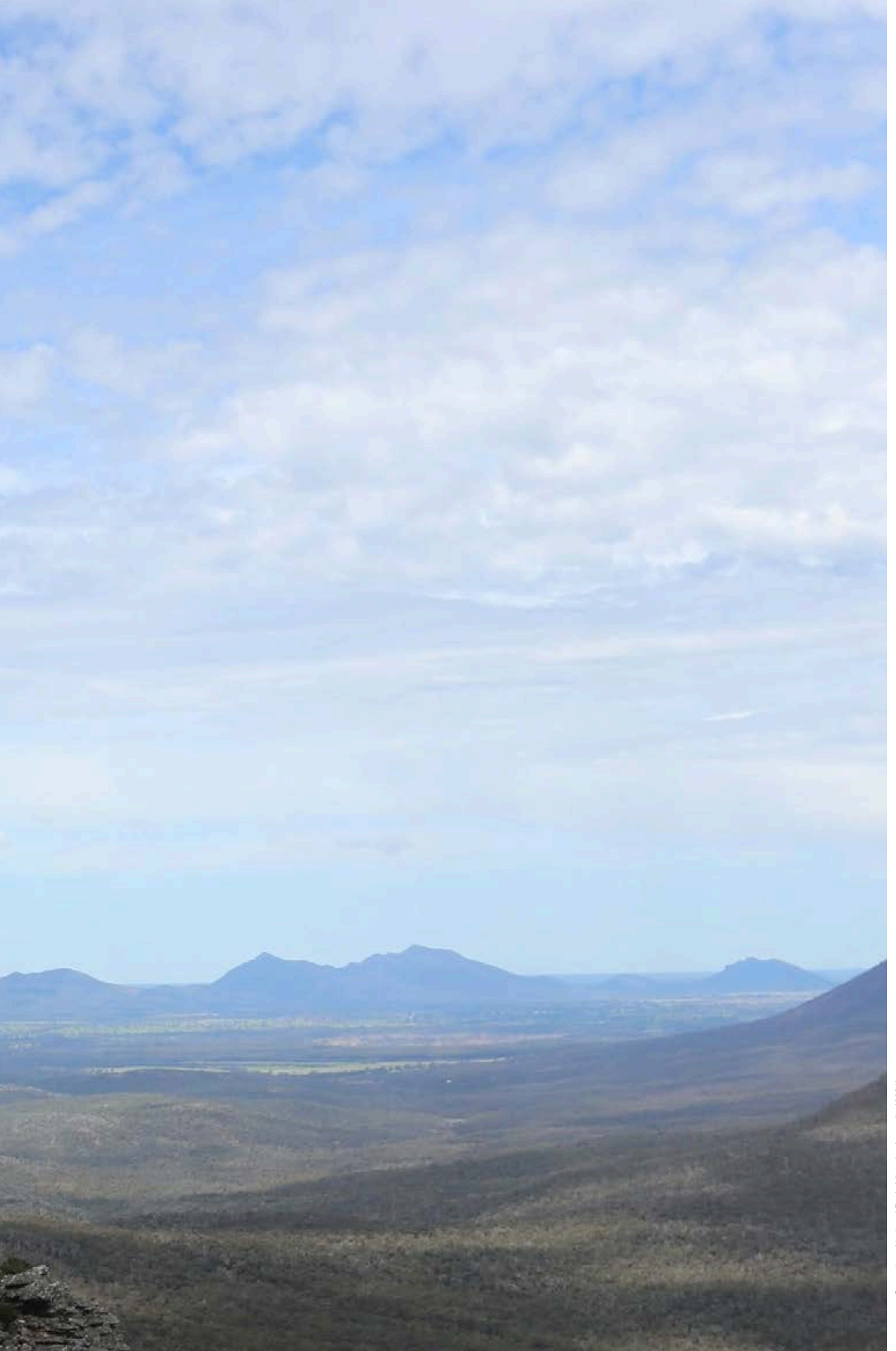
Candalepas Associates has two office locations. The company is based in Sydney, with a new office recently established in Melbourne.

Nationally, we have undertaken projects predominantly in Sydney, but also have completed projects in Perth and Melbourne.

On an international level, Candalepas Associate's work has been acknowledged in exhibitions, journals, talks and publications, in a range of countries, including at the Hellenic Institute of Architects in Athens, Harvard Graduate School of Design in the US, and Artists in Concrete awards in Mumbai.

The firm's Punchbowl Mosque project was nominated for an international award and included in an exhibition for the 2019 Beazley Designs of the Year held with the Design Museum in London, and was also shortlisted for an Architizer A+ award in 2019. The firm also has two publications of its work that have been produced and distributed by international architectural publishers

Further, during his career, Angelo Candalepas has cultivated relationships with architects from across the world, and in 2022 was the creative co-director of the Architecture Symposium held by the Australian Institute of Architects. The list of speakers included some of the most highly regarded international and Australian architects. International architects included Alvaro Siza (Portugal), Teresa Moller (Chile), Carme Pigem (Spain), Tony Fretton (UK), Balkrishna Vithaldas Doshi (India), and Shelley McNamara and Yvonne Farrell from Grafton Architects (Ireland).



OUR RAP

Candalepas Associates is developing a RAP for two key reasons:

- To reinforce awareness of the importance of engagement with the Aboriginal and Torres Strait Islander peoples.
- To set up processes so that we can actively participate in the reconciliation process.

We acknowledge that community expectations are changing - Aboriginal and Torres Strait Islander peoples, clients, governments and a range of other stakeholders are encouraging businesses to recognise that we have a social responsibility towards reconciliation.

We need to initiate and develop our engagement with Aboriginal and Torres Strait Islander peoples, and to involve our staff and other stakeholders, including clients and the broader range of consultants we work with. As architects and designers, we have an obligation to facilitate engagement and have consideration of First Nations cultures in the work that we do. As a business, we also have an opportunity to broaden our supplier base to support Aboriginal and Torres Strait Islander commercial enterprises.

Candalepas Associates has set up a RAP Working Group and prepared a timetable that includes a range of activities, like training, participating in relevant events, and communicating our reconciliation goals and objectives within our team. We have also engaged Nathan Ross, a Waka Waka man, to assist us.

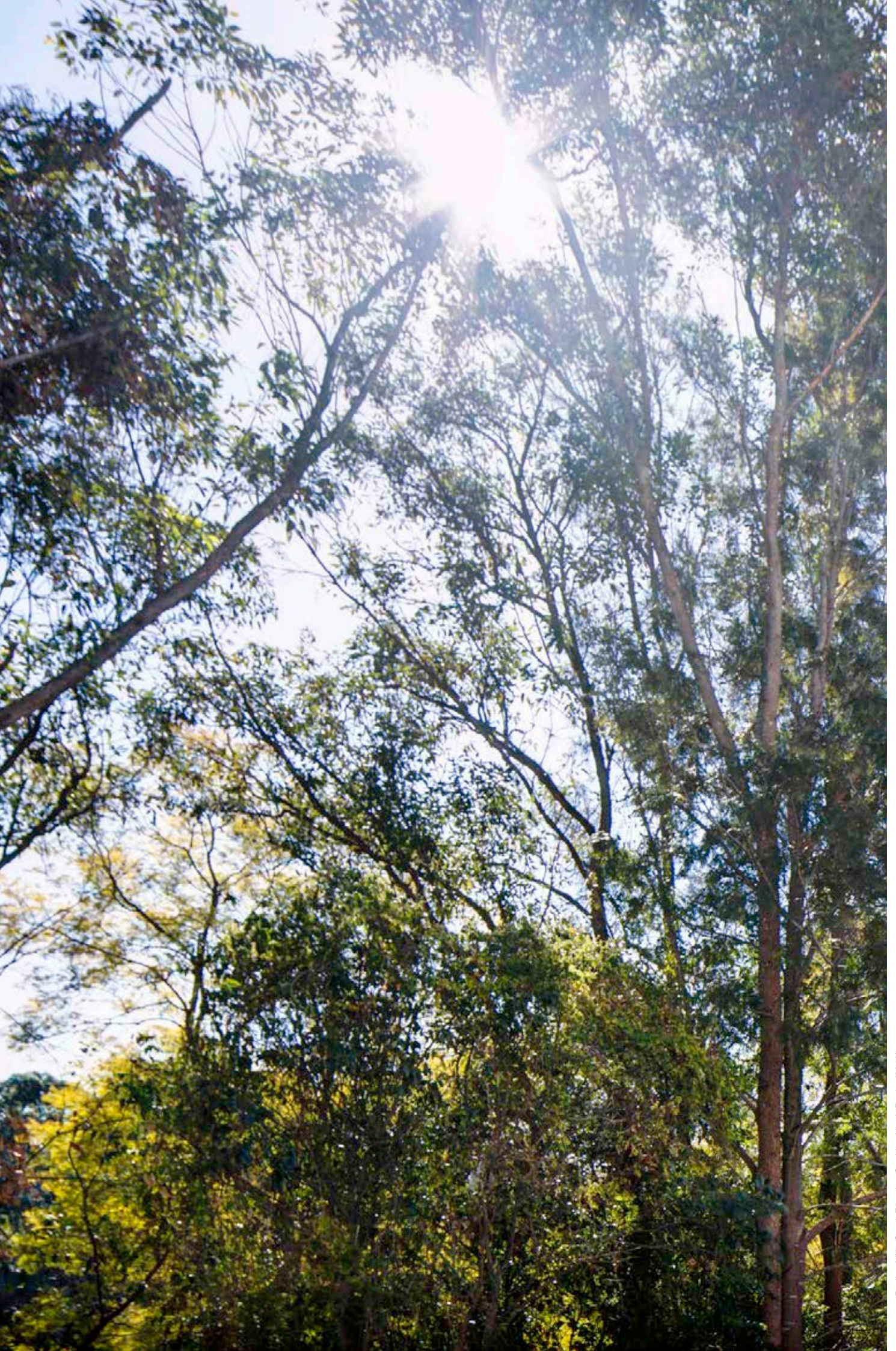
The development of this Reflect RAP is Candalepas Associates first formal step in its reconciliation journey.

We attended the 2022 National RAP Conference, various 2022 Reconciliation Week activities, and we have started adding Aboriginal businesses to our list of preferred suppliers.

Our Partnerships / Current Activities

Our first major project that will incorporate engagement with First Nations peoples and Traditional Owners is the NGV Contemporary project in Melbourne, on which we have recently been commissioned.

We will continue to incorporate the experience from this project into more clearly defined processes and engaging collaborations across other projects that we do.



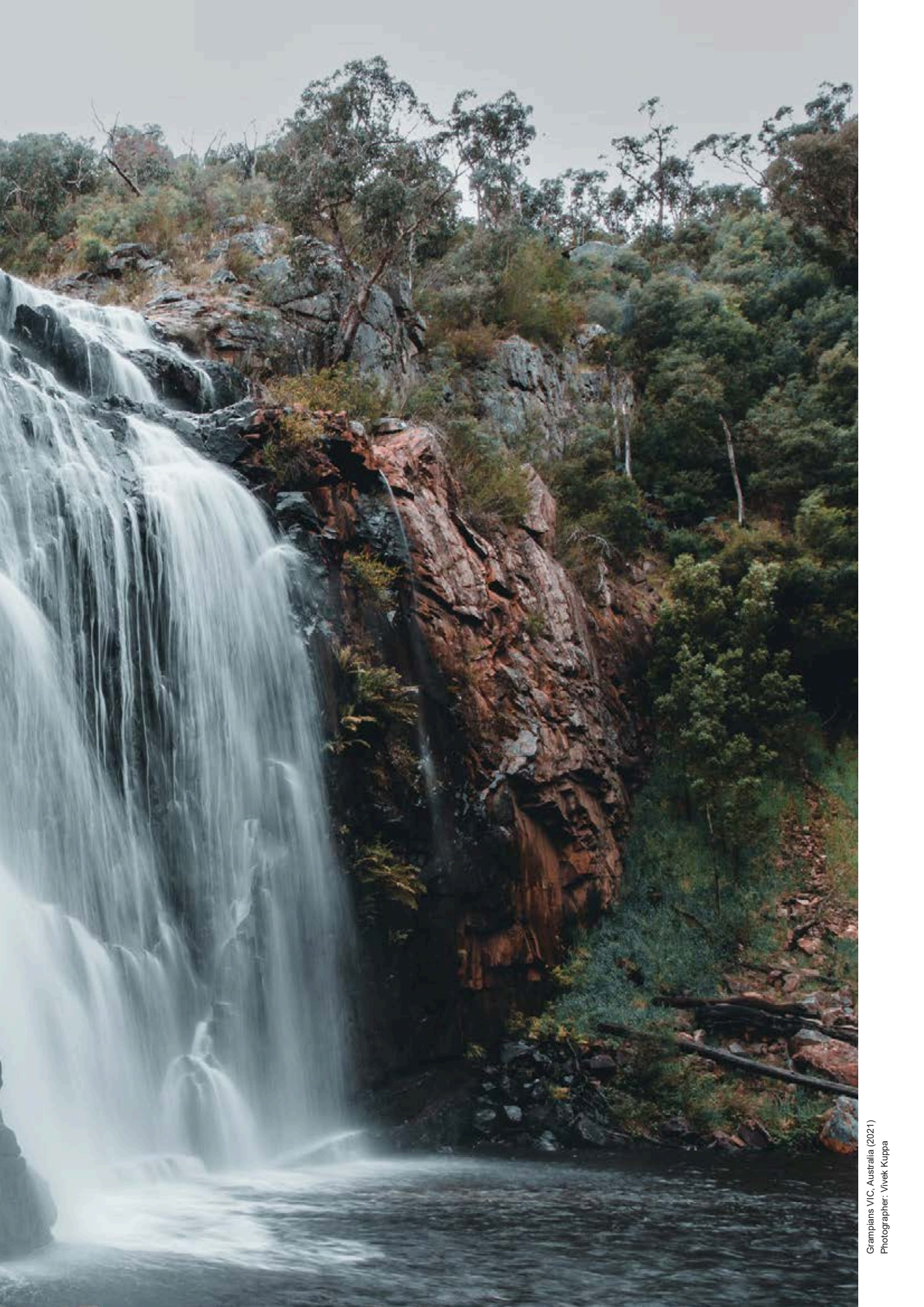
Darling Mills Creek Riparian Corridor, North Rocks (2019)
Photographer: Brett Boardman

RELATIONSHIPS



Our RAP Champion, Mary Georgiou, Commercial Manager, will be responsible for driving and championing internal engagement and awareness of the RAP.

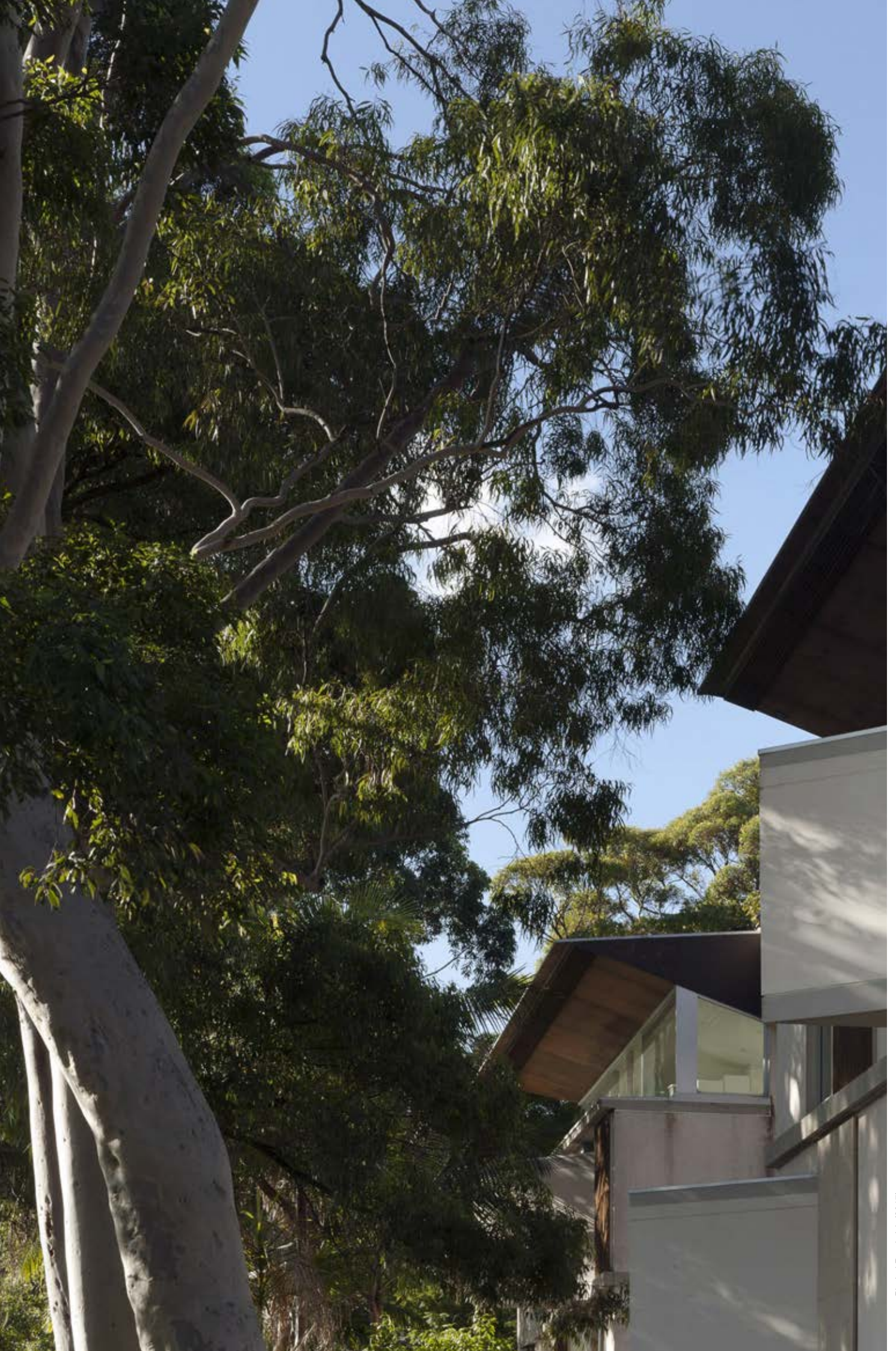
Action	Deliverable	Timeline	Responsibility
1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	February 2023	Associate
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2023	Associate
2 Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Practice Manager
	RAP Working Group members to participate in an external NRW event.	May 2023	Practice Manager
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2023	Practice Manager
3 Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	June 2023	Managing Director Practice Manager
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	November 2022	Senior Architect
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	November 2022	Senior Architect
4 Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	December 2022	Practice Manager
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	October 2022	Practice Manager



RESPECT



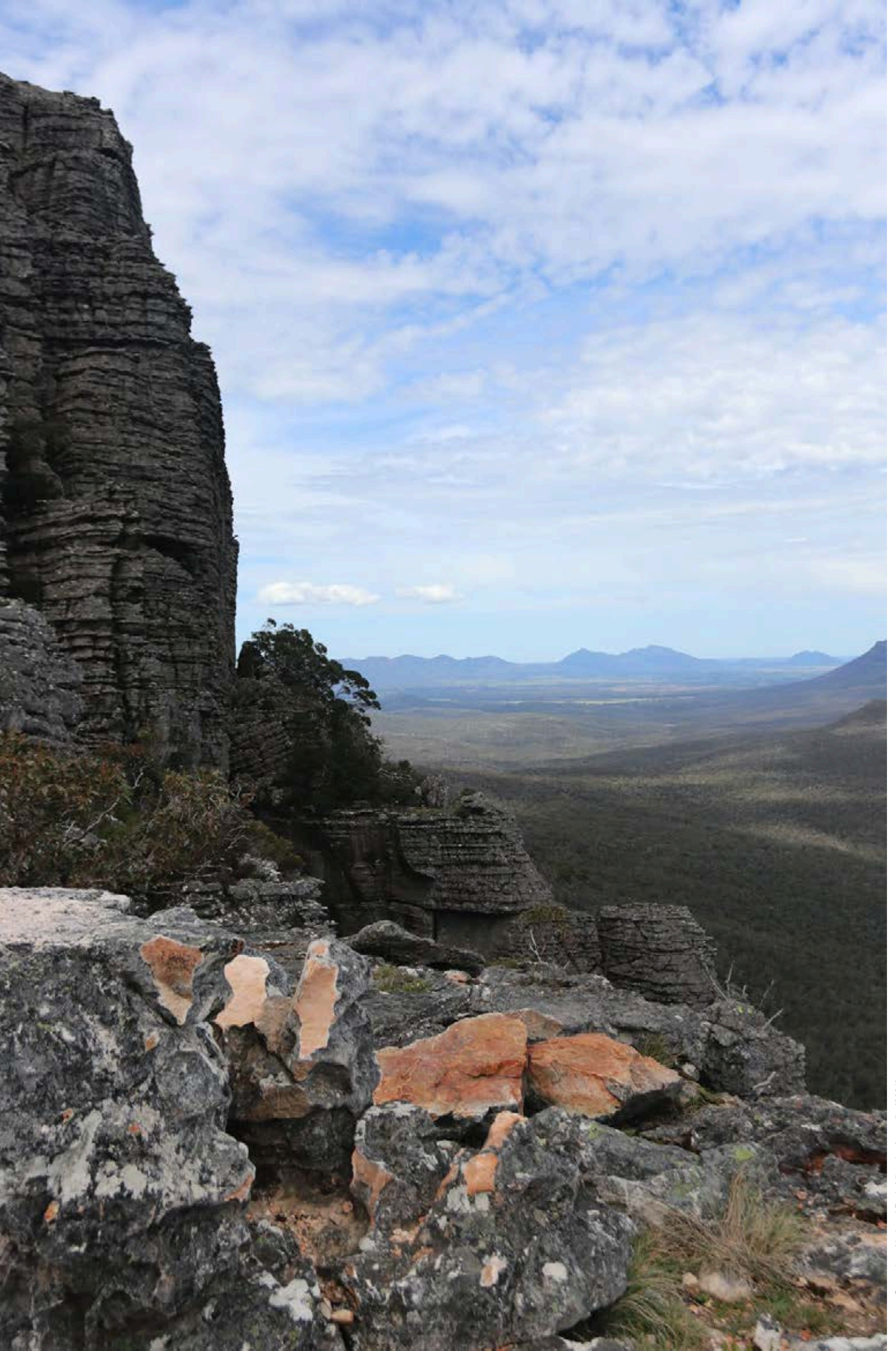
Action	Deliverable	Timeline	Responsibility
5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2023	Senior Architect
	Conduct a review of cultural learning needs within our organisation.	March 2023	Senior Architect
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.	March 2023	Associate Senior Architect
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2022	Senior Architect
7 Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2023	Practice Manager
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2023	Practice Manager
	RAP Working Group to participate in an external NAIDOC Week event.	July 2023	Practice Manager



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.	January 2023	Practice Manager
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	January 2023	Practice Manager
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.	January 2023	Commercial Manager
	Investigate Supply Nation membership.	September 2023	Commercial Manager



GOVERNANCE



Action	Deliverable	Timeline	Responsibility
10 Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	November 2022	Commercial Manager
	Draft a Terms of Reference for the RWG.	November 2022	Commercial Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	November 2022	Commercial Manager
11 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	November 2022	Commercial Manager
	Engage senior leaders in the delivery of RAP commitments.	November 2022	Commercial Manager
	Appoint a senior leader to champion our RAP internally. celebrate NRW.	November 2022	Commercial Manager
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2023	Commercial Manager
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.	June 2023	Commercial Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2023	Commercial Manager
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023	Commercial Manager
13 Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2023	Commercial Manager



Grampians National Park, Australia (2017)
Photographer: Manuel Meurisse

CONTACT

For public enquiries about our RAP please contact:

Name: Mary Georgiou

Position: Commercial Manager

Phone: 0408 681 722

Email: maryg@candalepas.com.au



Findlayson Street, Lane Cove (2015)
Photographer: Brett Boardman