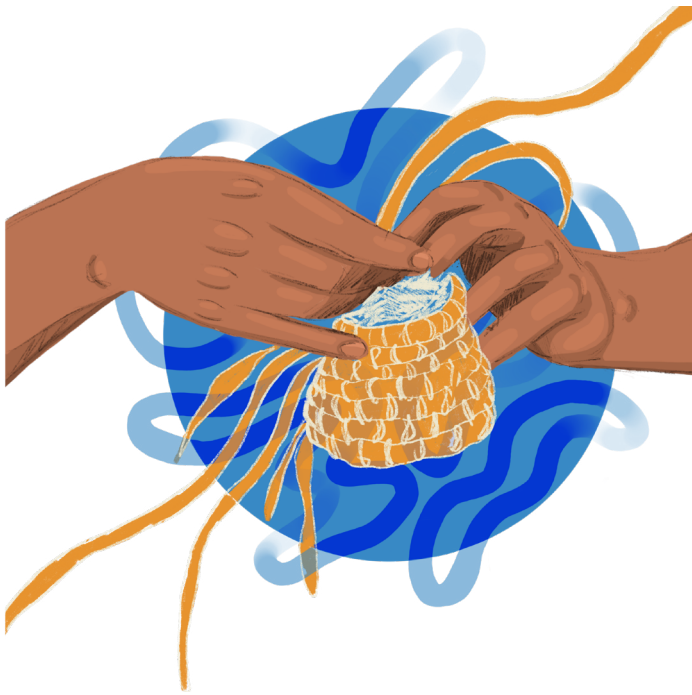


C A R T E R
W I L L I A M S O N



May 2023 - May 2024



gannga-dugal-duguhl (dilly bag thoughts)

By Phoebe McIlwraith
@northbutsouthhh

Gannga-dugal-duguhl is the collective name for a cluster of illustrations, referring more broadly to the creative process and design philosophy rather than describing the image. My Old People believe that process is equally as important as the outcome itself and the naming reflects this belief.

Context

Gannga-dugal-duguhl comes from a series of conversations with Dana Marjan and Amiera Piscopo. Through our time together, I've come to understand that buildings are not just structures but are vessels housing so much more. Further, I see this Reflect Plan as a vessel of commitment from Carter Williamson to First Nations people.

Woven Vessel Philosophy

Plans are only as strong as how they are made and maintained; the same can be said for any woven vessel - weaving must not be rushed and made in good practice, if a strand is loose in a weave we must fix it or risk the whole vessel being compromised, and co-weaving requires transparency and communication. A good plan is a basket that is cultivated with care, maintained by community vigilance and carries the information/tools required to get the job done.

Cover Image

Hands in mid-weave represent equity as a practice constantly in action, creation and recreation. The Carter Williamson burnt orange reminds me of the stain of ochre or clay and that colour came to indicate the land, blue ties in our water systems into the balance and yellow represents the life-giving nature of the sun.

Icons

As a person with deaf/hard-of-hearing family, I wanted to acknowledge deaf mob and the revitalisation efforts of First Nations sign languages. We have always loved and cared for our disabled kin, I hope this small action highlights this essence of care and the importance of intersectional justice.

Each section of the report includes an illustration of an AUSLAN sign conveying an idea related to that section heading.

1. Relationships - Interconnected/being connected
2. Respect - Honour/to honour/to show respect
3. Governance - Leadership/having the qualities of good leadership
4. Opportunities - Future/used at the start or ending of a sentence
indicates an expectation that something will happen in the future

Each sign is a verb, used to indicate that equity is not said but it is done.

Closing

RAP plans hold a contentious space in our community, they often become baskets of empty promises but equally they could be baskets to be filled.

Ask yourself: What are you doing to fill this basket and what type of weaver will you be?



Phoebe McIlwraith is a Bundjalung and Worimi Saltwater dubay/galbaan based on Gadi/Wann Country in 'Sydney'.

Through her platform @northbutsouthhh, Phoebe uses illustrations and infographics to discuss First Nations culture, politics and law.

Carter Williamson would like to thank Phoebe McIlwraith for her contribution to our Reconciliation Action Plan.



We are a values-based practice, we don't ask our team to leave their values at the door upon entry. Instead, we make space and invite opinions and discussion.

Carter Williamson Architects is an award-winning practice based on Gadi and Wann Country in Summer Hill. We have seventeen people in our team, who are from a range of backgrounds and disciplines, united by a passion for design excellence. Currently we have no staff members who identify as Aboriginal or Torres Strait Islander people, and throughout our RAP journey we hope to improve employment opportunities and pathways for emerging First Nations designers.

A majority of our projects are within a 50km radius of our office, which means we have been enjoying building a strong understanding of the landscapes and histories of NSW since our practice began.

We relish the opportunity and challenge of working across a wide range of projects and scales, from public and commercial, residential to multi-residential. In collaboration with our clients, we design expressive, humanistic projects that are endearing and enduring.

In addition to our design practice, we have been a loud voice in both the Sydney community and our profession in relation to issues surrounding sustainability and the environment, protection of built heritage in our city, the upholding of design excellence in public and private tenders, queering architecture, gender equity diversity in the workplace, and the ongoing need for affordable and social housing in our city.

Without addressing the above issues through an intersectional lens, we are ignoring the context these issues exist in. Formalising our commitment to reconciliation, learning from and caring for Country and educating ourselves on how to be productive allies is integral to our growth both individually and as a firm.

Lastly and most importantly, we believe that good design and the outcomes of good design should be afforded to and benefit all living things.

Our Team



Shaun Carter
Principal



Julia English
Director



Ben Peake
Director



Nuala Collins
Senior Associate



Julie Niass
Senior Associate



Elke Jacobsen
Associate



Thu Zaw
Associate



Christina Banks
Office Manager



Vivienne Hinschen
Architect



Amiera Piscopo
Graduate



Dana Marjan
Graduate



Jonathon Hoare
Graduate



Samantha Kirby
Graduate



Lindsey Chandler
Innovation and
Education



Julian Biden
Technician and
Model Maker



Ted Dwyer
Marketing Manager



Steven Le
Interior Technician

Our RAP Team



Ben Peake
Director



Amiera Piscopo
Graduate



Dana Marjan
Graduate



Ted Dwyer
Marketing Manager

At Carter Williamson we are excited to embark on a deeper level of engagement in the reconciliation process. As we look ahead to the upcoming year we are committed to expanding our knowledge and understanding of the rich and diverse histories of First Nations cultures.

We recognise the importance of education in this process and pledge to take an active role in educating ourselves and inviting others on our journey.

As a Director at Carter Williamson, I'm honoured to champion our RAP. I look forward to the opportunities before us to contribute meaningfully to the reconciliation efforts as individuals as a practice and as a profession.

Ben Peake
Design Director

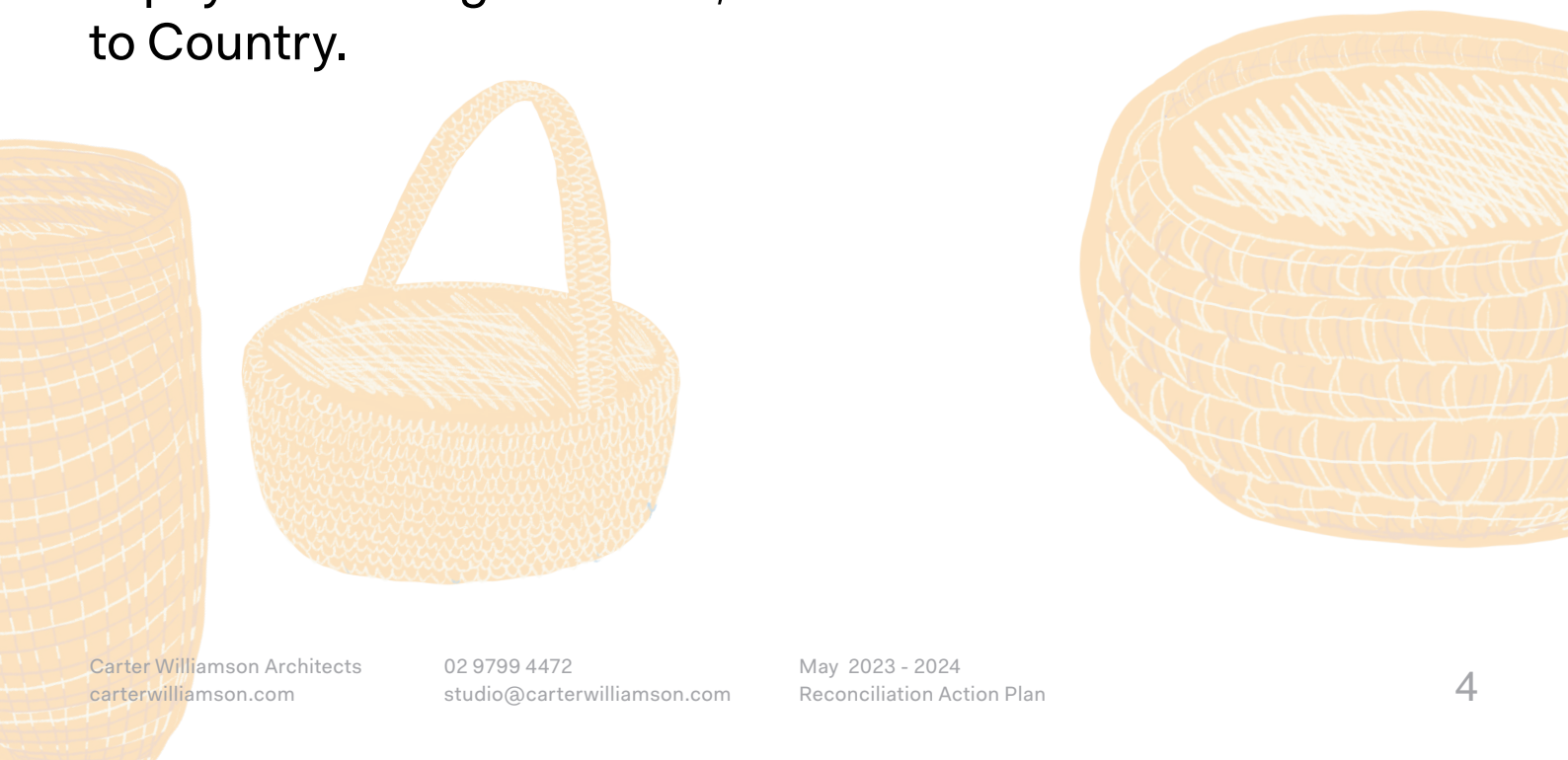




As an architectural firm,
our practice is tangible.
It results, most of the time,
in physical changes to land,
to Country.

We have a moral obligation and responsibility to respect and understand the land that we design and build on, and to connect with and learn from the Knowledge Keepers and Traditional Custodians of Country.

Our profession is evolving to appreciate and understand ideas around caring for Country, and we want to be part of the change within our profession and setting an internal standard for our practice.



Our Approach



Values

- To ensure the topics and tasks we select align with everyone's individual values
- Our staff are on board and dedicated and have a personal investment in their assigned roles within the RAP
- Ensure we all have the intent and dedication to implement the RAP

Steps of Implementation

- 01 Research**
 - Self-Education
 - Gathering information and distributing internally
 - Creating a series of databases
- 02 Reach-Out**
 - Further research by attending external training and information programs
 - Invite external parties to hold workshops for staff (further education)
- 03 Relationships**
 - Strengthen existing and establish new relationships with consultants, external colleagues, contractors ect.
 - Engage First Nations consultants and First Nations run businesses
 - Engage with First Nations students, graduates and architects
- 04 Re-share**
 - Invite clients, developers and consultants who want to build on Country to engage.
 - Share our resources with broader community (Architects, Interior Architects, Landscape Architects, Students)
 - Use our existing platform to share our reconciliation experience, processes, learnings (Website, Newsletter and Socials)



Our Partnerships and Activities



Community partnerships

During our most recent collaboration on a City of Sydney Design Excellence competition we were afforded the opportunity to engage and collaborate with Bangawarra, led by D'harawal eora Knowledge Keeper and Sydney Registered Traditional Owner Shannon Foster and Wugulora architecture academic and spatial practitioner Jo Paterson Kinniburgh.

This was the largest competition we have been invited to as an office to date. The inclusion of Bangwarra in our design team enriched the project and also our way of thinking and working within the office by learning nuanced and site specific knowledges of Country through collaboration with Bangawarra.

Since the competition we have been building our relationship with Bangawarra and are working with them on an upcoming public project.

Through this experience we found that as Architects we have an obligation and unique role in engaging various consultants in a design team. We have taken this within our practice as methodology for future competitions, public projects, and large-scale projects to include, consult and co-design with First Nations Traditional Owners, Knowledge Keepers, designers, artists, and spatial thinkers when possible.

Internal activities

Our Principal Architect, Shaun Carter, was co-curator, alongside Sarah Aldridge, of the NSW AIA Regional Conference - Always Was, Always Will Be. The Conference was held in 2019 in Cavanbah (Byron Bay) and ran for three days, with a large turnout of architectural attendees centred around amplifying First Nations voices with 10 speakers and Noel Pearson as the Keynote Speaker.

Our office proudly takes part in NAIDOC and National Reconciliation Week Events by including them in our office calendar and attending some of the amazing public events that take place throughout Sydney. We encourage each staff member to attend at least one event during these weeks and share any resources or personal learnings.

We have also held internal events during office hours during NAIDOC Week to ensure all staff members are offered the opportunity to participate. These internal events include an office film night where we watch First Nations Cinema/ documentary and encourage a post film discussion to unpack the topics explored in the film.



Relationships



Respect



Opportunities



Governance



Relationships

#	Action	Deliverable	Timeline	Responsibility
01	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 2023	Senior Associate (NC) Graduate (DM)
		Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	June 2023	Graduate (DM) Graduate (AP)
		Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Marketing Manager (TD) Senior Associate (TZ)
02	Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Marketing Manager (TD) Senior Associate (TZ)
		RAP Working Group members to participate in an external NRW event.	27 May to 3 June 2023	Director (BP) Graduate (AP)
		Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May to 3 June 2023	Director (BP) Technician (SL)



Relationships

#	Action	Deliverable	Timeline	Responsibility
03	Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff	April 2023	Principal (SC) Director (BP)
		Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August 2023	Senior Associate (NC) Graduate (DM)
		Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	August 2023	Marketing Manager (TD) Graduate (AP)
		Curate and plan a series of internal events to be held in the office under the following criteria: <ul style="list-style-type: none"> • One event a quarter • Center First Nations voices and perspectives These events may include: <ul style="list-style-type: none"> • CPD certified Events for Architect specific events • External workshops • External guests invited to present and speak in office • Internally run and organise presentations • Talks, lectures, film, readings, books, music, art events 	August 2023	Marketing Manager (TD) Graduate (AP)
04	Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	July 2023	Senior Associate (JN) Project Director (JE) Office Manager (CB)
		Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	January 2024	Principal (SC) Office Manager (CB)



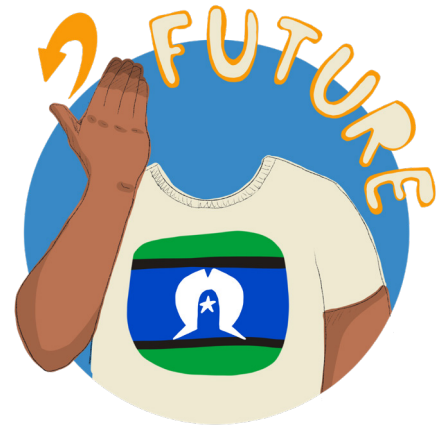
Respect

#	Action	Deliverable	Timeline	Responsibility
05	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	Director (BP) Office Manager (CB)
		Conduct a review of cultural learning needs within our organisation.	January 2024	Principal (SC) Project Architect (VH)
		Create a Carter Williamson internal Policy and procedures manual for Designing with Country protocols and internal standard of all documents.	October 2024	Office Manager (CB) Senior Associate (NC) Project Director (JE)
		Include awareness of reconciliation commitment in Staff Induction Process	November 2023	Technology Manager (LC) Office Manager (CB) Project Director (JE)
		Establish a brief for Heritage Consultants to ensure a minimum standard of First Nations histories and general research is captured in each heritage report.	October 2023	Project Architect (VH) Associate (EJ)
		Ensure there is ongoing self education being conducted within the office and engage with the many available events, workshops run by First Nations People. With a specific focus on the Inner West area (For Example: Walking on Wangal/ Gadigal Country with elders and Knowledge Keepers)	July 2023	Graduate (SK) Graduate (JH)



Respect

#	Action	Deliverable	Timeline	Responsibility
06	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.	May 2023	Senior Associate (JN) Associate (EJ)
		Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2023	Principal (SC) Marketing Manager (TD)
07	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.	June 2023	Marketing Manager (TD) Technician (JB)
		Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	Graduate (JH) Technician (SL)
		RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2023	Director (BP) Marketing Manager (TD) Graduate (AP) Graduate (DM)
		Encourage and collaborate with architectural institutions (AIA, Emagn, Sona) to host and engage with NAIDOC Week based events	May 2023	Technician (JB) Associate (VH)



Opportunities

#	Action	Deliverable	Timeline	Responsibility
08	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.	November 2023	Principal (SC) Director (BP) Office Manager (CB)
		Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2023	Principal (SC) Director (BP) Office Manager (CB)
		Attend a cultural awareness workshop to ensure adequate awareness within the office and to ensure a base level of safety and comfort for any future Aboriginal and Torres Strait Islander employees.	May 2023	Graduate (AP)
		Establish relationships with local education institutions (high school and University) to generate pathways for Aboriginal and Torres Strait Islander youth interested in learning architecture via the "Work Experience Programme".	September 2024	Project Director (JE) Technology Manager (LC)
09	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.	September 2024	Principal (SC) Director (BP), Senior Associate (NC)
		Investigate Supply Nation membership.	April 2024	Associate (TZ)
		Create an internal Consultants and Collaborator list of Aboriginal and Torres Strait Islander owned businesses as an internal office resource.	October 2023	Graduate (SK) Graduate (JH)



Governance

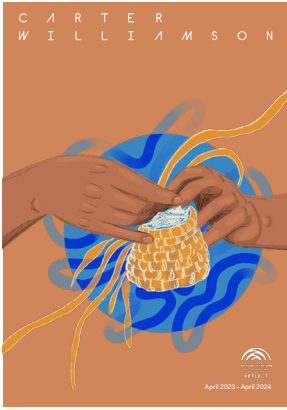
#	Action	Deliverable	Timeline	Responsibility
10	Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	May 2023	Director (BP)
		Review and update Terms of Reference for the RWG.	May 2023	Director (BP) Graduate (AP)
		Establish Aboriginal and Torres Strait Islander representation on the RWG.	February 2024	Director (BP) Graduate (DM)
11	Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	May 2023	Director (BP) Graduate (DM)
		Engage senior leaders in the delivery of RAP commitments.	May 2023	Graduate (AP)
		Appoint a senior leader to champion our RAP internally.	May 2023	Graduate (AP)
		Define appropriate systems and capability to track, measure and report on RAP commitments.	May 2023	Marketing Manager (TD) Graduate (DM) Graduate (AP)



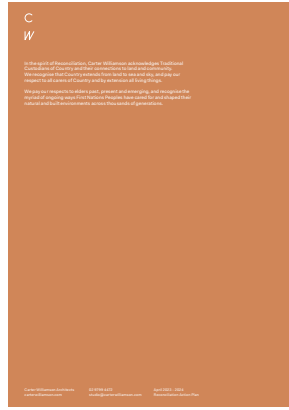
Governance

#	Action	Deliverable	Timeline	Responsibility
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	Office Manage (CB) Graduate (DM)
		Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2023	Graduate (DM)
		Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sept 2023	Graduate (DM) Graduate (AP)
13	Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2024	Graduate (DM) Graduate (AP)

Credits



Artwork: Phoebe McIlwraith



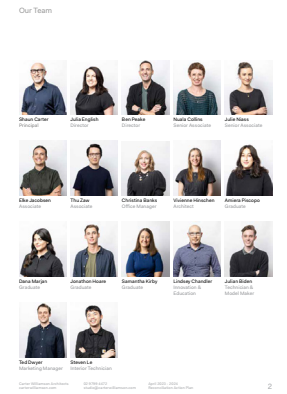
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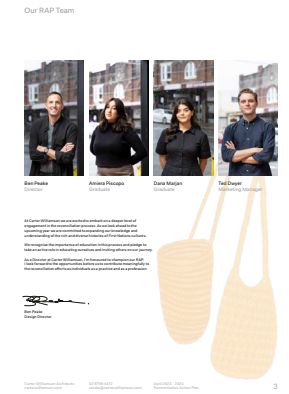
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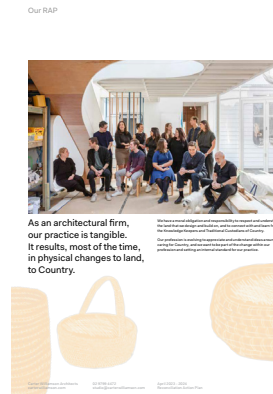
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Photography: Katherine Lu



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Photography: Brett Boardman



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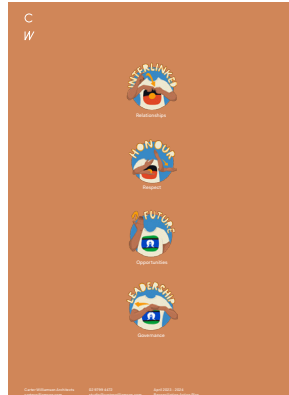
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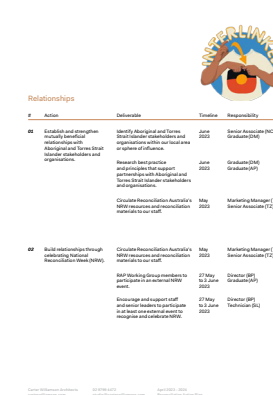
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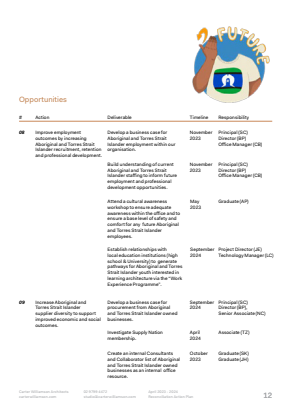
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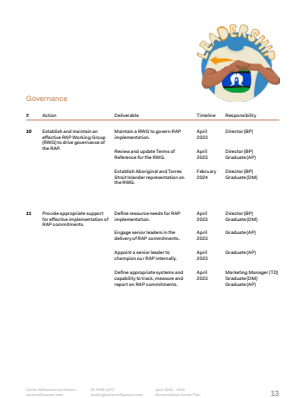
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