

O'CONNORS RECONCILIATION ACTION PLAN

JUNE 2022 - JUNE 2023



RECONCILIATION
ACTION PLAN

REFLECT

**OUR VISION IS THAT
THROUGH OUR ACTIONS,
WE CAN CONTRIBUTE TO
OUR NATION'S SHARED
GOAL OF A RECONCILED,
JUST AND EQUITABLE
AUSTRALIA.**

MEET THE ARTIST

CARLY TARKARI DODD



For our Reconciliation Action Plan, O'Connors engaged *Carly Tarkari Dodd* to design and produce a piece of artwork symbolising O'Connors, reflection and reconciliation.

Carly is an Ngarrindjeri, Kurna and Narrunga woman who has a strong Aboriginal cultural background and experience in Aboriginal arts. Carly practices the traditional techniques of Aboriginal art and is interested in traditional weaving; which she was taught by Aunty Ellen Trevorrow (Ngarrindjeri Elder). In order to practice both arts, Carly has begun combining painting and weaving into her work.

During the artwork development stage, Carly was particularly drawn to the 'togetherness' of the logo and interpreted that the middle section of the logo symbolised connection and a strong relationship, while the outer circle brought the relationship together as a whole.

From this idea, Carly produced the above artwork. This artwork symbolises connection, togetherness and ultimately reconciliation through a commitment of working together. The colours blue, navy and white symbolise the company O'Connors (A.G. O'Connor Pty Ltd).

KAURNA ACKNOWLEDGEMENT OF COUNTRY

O'Connors acknowledge and pay our respects to the Kurna people, the Traditional Custodians of the lands on which we gather on.

We also acknowledge the Kurna people as the Custodians of the Adelaide region and that their cultural and heritage beliefs are still as important to the living Kurna people today.

We acknowledge the deep feelings of spiritual attachment and relationship of the Kurna people to country and we respect and value their past, present and ongoing connection to the land, sea and cultural beliefs.

O'Connors pay respect to the Kurna Elders past, present and emerging.

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MANAGING DIRECTOR FOREWORD

ANDREW O'CONNOR



Since inception, O'Connors has stood behind *changing the narrative* and supporting this belief wherever possible. We have employed a number of Aboriginal personnel over the past 23 years as a company, including two of our first apprentices, and we currently employ four Aboriginal and or Torres Strait Islander peoples' directly.

Although the Reconciliation Action Plan process is relatively new, we have always stood behind the importance of a strong representation of Aboriginal and Torres Strait Islander peoples' stories and cultures, values and aspirations in South Australia. Accordingly, it is my privilege to endorse this O'Connors Reconciliation Action Plan (RAP).

This RAP outlines clear, achievable and measurable actions to realise our vision for reconciliation.

I recognise that the cultural issues are often complex, and commit to working collaboratively with all of our employees, including our Aboriginal and Torres Strait Islander employees, our suppliers, clients and all other stakeholders to address these issues. We are committing to tangible actions, such as increasing Aboriginal and Torres Strait Islander employment, participating in external events and raising cultural awareness within our organisation.

This RAP is aligned with our family culture and companies' Core Values. It will become part of One O'Connors and is supported at all levels of our organisation. Our vision is that through our actions, we can contribute to our nation's shared goal of a reconciled, just and equitable Australia.

Andrew O'Connor
Managing Director

O'CONNORS RAP CHAMPION

MARK LIDDY

Mark Liddy our Property Services Manager is a longstanding employee of the company and nominated himself to be the inaugural RAP Champion to drive internal awareness and engagement of our RAP.



BRIEF HISTORY

In 1996, Mark and his young family moved to Coober Pedy for his wife's teaching contract. Mark got involved with the local Catholic Church where he formed strong relationships with the local Aboriginal people who engaged him to coach the Coober Pedy Detonators a newly formed Australian Rules Football team.

Mark coached the team for 2 years with the majority of the side being made up of Aboriginal people, through his involvement in the team he was able to share in fond cultural experiences with native foods 'kangaroo' and storytelling. Being a refrigeration mechanic by trade Mark was able to provide job opportunities to the Aboriginal Community members.

OUR BUSINESS

MECHANICAL SERVICES



O'Connors are an industry leading, South Australian owned Mechanical Services and Air Conditioning Company specialising in the Construction, Commissioning and Servicing of commercial buildings.

Our primary mechanical service offerings are:

- Construction;
- Design and Engineering;
- Manufacturing;
- BIM Management (Drafting);
- Commissioning;
- Asset Management; and
- Preventative Maintenance (HVAC).

The O'Connors culture – we value our people, our people are our brand – 'One O'Connors'. We differentiate ourselves through our people and commitment to our collective development. We are committed to delivering excellent outcomes with enthusiasm and creating long term relationships with our customers and their buildings.

Our family-owned and operated organisation employs approximately 98 staff across South Australia including direct employment of 4 Aboriginal and/or Torres Strait Islander staff.

We invest in the development of our people, our infrastructure and our systems to be able to deliver superior service as the mechanical services industry changes, increasing the level of automation and self-service. All whilst maintaining real skills in the operation of our mechanical systems.

In South Australia, our mechanical services staff are mentored and managed by our Customer Account Managers across our mechanical services department. Across our construction department, staff are fully supported by our Engineers and Project Managers who all possess a diverse range of experience and qualifications.

Our Managing Director and Property Services Manager are based at our main office located in Kent Town, South Australia and fully support our staff across both the service department and construction department.

OUR RAP

REFLECT



Our RAP enables us to identify some specific actions internally and externally throughout our business to support Australia's reconciliation journey.

At O'Connors, we recognise the need to have a RAP in the commercial sense; doing so will ensure that we are in line with community values and its push for companies to have RAPs, as well as allow us to tender on State government defence projects.

O'Connors see Aboriginal and Torres Strait Islander student's pathways to employment in the construction industry as an important step for our business moving forward, in addition to developing pathways to further education and training opportunities within our industry. We aim to further develop student pathways with Rostrevor College.

Our RAP is motivated by our:

- Commitment to build cultural awareness of our non-Indigenous staff to enable broad participation
- Desire to develop stronger relationships with Aboriginal and Torres Strait Islander peoples
- Recognition of our individual and collective capacity to affect change through our work

O'Connors have formed a dedicated RAP working group, with staff representation from all areas of the business. The RAP working group was formed by senior management and employees voluntarily committing to its inception.

Members of our Working Group include:

- Property Services Manager, Mark Liddy;
- Managing Director, Andrew O'Connor;
- Service Administration Manager, Alberto O'Connor;
- Service Technician, Dylan Cooper;
- QHSE Coordinator, Tammy Giles;
- BIM Modeller, Vincent Campagnale; and
- Service Projects Supervisor, James Tedmanson.



RELATIONSHIPS

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	September, 2022	QHSE Manager
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	September, 2022	QHSE Manager
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	May 2023	Service Manager
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. 	27 May-3 June, 2023	System Administration Manger
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. 	27 May-3 June, 2023	System Administration Manger
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	June, 2022	Service Manager
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. (i.e. - AG Coombs, ITR) 	July, 2022	Draftsman
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey including (but not limited to): Rostrevor College & Other Catholic Schools; and South Australian Cricket Board (SACA)	July, 2022	Service Manager
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. 	September, 2022	Service Technician
	<ul style="list-style-type: none"> Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. 	September, 2022	Service Technician



RESPECT

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.	<ul style="list-style-type: none"> Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation. 	January, 2023	Site Supervisor
	<ul style="list-style-type: none"> Conduct a review of cultural learning needs within our organisation. 	January, 2023	Site Supervisor
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area. 	August, 2022	Draftsman
	<ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. 	August, 2022	Service Manager
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. 	July, 2022	Service Manager
	<ul style="list-style-type: none"> Introduce our staff to NAIDOC Week by promoting external events in our local area. 	June 2022	Managing Director
	<ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. 	First week in July, 2022	System Administration Manger



OPPORTUNITIES

Opportunities			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none">Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	<i>December, 2022</i>	System Administration Manger
	<ul style="list-style-type: none">Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	<i>December, 2022</i>	<i>Site Supervisor</i>
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none">Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	July, 2022	QHSE Manager
	<ul style="list-style-type: none">Investigate Supply Nation membership.	July, 2022	Managing Director



GOVERNANCE

Governance			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Form a RWG to govern RAP implementation. 	June, 2022	System Administration Manger
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	June, 2022	QHSE Manager
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	June, 2022	System Administration Manger
11. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	June, 2022	Service Manager
	<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	June, 2022	Service Manager
	<ul style="list-style-type: none"> Maintain a senior leader to champion our RAP internally. 	June, 2022	Service Manager
	<ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. 	June, 2022	Construction Operations Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> 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 annually	System Administration Manger
	<ul style="list-style-type: none"> Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 	1 August annually	QHSE Manager
	<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September, annually	QHSE Manager
13. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	March 2023	System Administration Manger

CONTACT DETAILS

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