

# ADG Reflect: Culture, country & community

ADG has received official endorsement from Reconciliation Australia for our ADG Reconciliation Action Plan (RAP), with a vision for an equitable Australia where the 60,000 year old cultures and continuing connection to Country of Aboriginal and Torres Strait Islander people's are respected and celebrated. We sat down with ADG's Brian Loughlin to discuss how ADG commits to achieving equity with excellence by contributing to the actions within the Reconciliation Action Plan.

**Y**ou are Committee Chair for the ADG Reconciliation Action Plan Working Group. What is the significance of reconciliation? How would you describe it?

Reconciliation holds significant importance to Australia referring to the ongoing process of healing and building respectful relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples. Reconciliation acknowledges past injustices, promotes understanding and respect for Indigenous cultures, and works towards a future where all Australians have equal rights and opportunities. It aims to bridge the gap in health, education, employment, and social outcomes between Indigenous and non-Indigenous Australians.

Reconciliation gained prominence in Australia in the 1990s and has yielded several historically significant events including the formal apology to the Stolen Generations by Prime Minister Kevin Rudd in 2008, the establishment of the National Sorry Day, National Reconciliation Week and NAIDOC week. >



ADG ENGINEERS  
REGIONAL DIRECTOR  
BRIAN LOUGHLIN





At ADG, we are part of this journey and join a network of more than 2,500 organisations in making a formal commitment to reconciliation through our Reflect RAP. With close to 3 million people now working or studying in an organisation with a RAP, the program's potential impact is greater than ever.

### **Why are reconciliation outcomes important to ADG?**

ADG are a proud Australian Business, with an extensive national footprint across eleven locations. We have the privilege of working with, and for many communities across Australia, and it is important that we are mindful of the role we play in shaping people, places and communities.

Our RAP and reconciliation outcomes are an important part of ADG's Strategic Pillar for Social Engagement. The Reflect RAP includes practical actions that drive our contribution to reconciliation both internally and in the communities in which we operate.

At its heart, reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples, for the benefit of all Australians. Our RAP Program contributes to advancing the five dimensions of reconciliation by supporting us to develop respectful relationships and create meaningful opportunities with Aboriginal and Torres Strait Islander peoples.

### **How significant was it to have this plan endorsed by Reconciliation Australia?**

The endorsement of our Reflect RAP by Reconciliation Australia represents a huge milestone for both ADG and the RAP working group. It is the culmination of months of reflection, consideration, co-operation, and inspiration for the many individuals who have contributed to a document we are all extremely proud to launch.

More importantly, the endorsement from Reconciliation Actions allows us to commence implementing the actions contained in our RAP with confidence and achieve the desired outcomes. As a public document with reportable milestones, the document keeps us accountable for our commitments towards reconciliation.

### **Can you tell us about the first plan – Reflect RAP – and what you hope to achieve?**

Our first plan, a Reflect RAP, lays the foundations for reconciliation within ADG over a 12-month period following official launch. Our working group unanimously agreed a Reflect RAP suited ADG given we are new to the reconciliation journey. As the name suggests, to develop our RAP involved a period of reflection for our business which ensured we approached the preparation of the action plan with appropriate respect, facilitated the creation of meaningful action and setting out steps to prepare ADG for reconciliation initiatives in future RAPs.

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BYRON BAY, NSW, AUSTRALIA  
*Arakwal Country*



**To conclude, how would you say that the ADG RAP has been received by ADG employees as a whole?**

Our commitment to a Reflect RAP means scoping and developing our relationships with Aboriginal and Torres Strait Islander stakeholders, deciding on our vision for reconciliation and exploring our sphere of influence. Our RAP includes key actions, deliverables, and timelines along with responsibilities for implementation within our RAP Working Group.

Our actions are focussed on the following four key areas

- > Relationships
- > Respect
- > Opportunities
- > Governance

By undertaking this journey, we hope to turn our good intentions into action by formalising ADG's commitment to reconciliation. We aim to be recognised as an employer of choice, build a more dynamic and diverse workforce, and enable our staff to develop greater cultural awareness and professional development practices strengthening relationships with Aboriginal and Torres Strait Islander stakeholders.

I'm proud to say ADG's Reflect RAP and commitment to reconciliation has been received incredibly well by ADG Employees as a whole. I have seen very high levels of engagement within the RAP Working Group who have provided honest, insightful, and meaningful input to our RAP development. Our National Updates are already showing a keen interest from ADG employees in exploring Indigenous culture in their local areas demonstrating respectful recognition of the significance of reconciliation in Australia.

