

# Reconciliation Action Plan

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## REFLECT

November 2018 – November 2019





## Message from Reconciliation Australia

Reconciliation Australia is delighted to welcome M/Group to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, M/Group joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides M/Group a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, M/Group will lay the foundations for future RAPs and reconciliation initiatives.

We wish M/Group well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

“Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.”

On behalf of Reconciliation Australia, I commend M/Group on its first RAP, and look forward to following its ongoing reconciliation journey.

A handwritten signature in blue ink, appearing to read 'Karen Mundine'.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

## Our Business

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M/Group is an established integrated property group focused on funds management, investment, development, construction, maintenance & minor works and real estate services.

M/Group comprises of three service divisions; M/Property, M/Finance, M/Construction; and two boutique brands, Match Apartments and Monument Estates.

M/Group is located in Western Australia, however holds managed assets that operate right across Australia. M/Group holds an Australian Financial Licence with over \$170million of funds under management and project value exceeding \$500million.

Currently, nationally, our group employs 56 staff, of which 1 person identifies as Aboriginal and Torres Strait Islander peoples, making up less than 2% of our workforce.

## Our RAP

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This RAP was developed based on a vision to support employee engagement, encourage growth and education, provide employment opportunities and most importantly build the capabilities of Aboriginal and Torres Strait Islander peoples.

M/Group aims to advance reconciliation by creating a diverse workplace that reflects and brings together the wider Australian community.

We understand the need to focus on building strong collaboration amongst our community and corporate partners. Collaboration between our partners is essential to realise our RAP commitments and encourage new perspectives on the great value Aboriginal and Torres Strait Islander peoples and their culture have.

This RAP is championed by Lloyd Clark, Managing Director and will continue to be reviewed, and revised, annually.

### **Our partnerships/current activities**

Currently M/Group engages Premium One, a West Australian based labour hire company, to engage Aboriginal and Torres Strait Islander peoples for employment opportunities available within our Group.

## Our Commitment

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The board and senior staff are committed to the delivery of the RAP across all entities and levels of the Group.

We acknowledge the RAP is an evolving document which will require to be reviewed annually as well as updated with new initiatives.

# Relationships



| Action   | Deliverable  | Timeline        | Responsibility    |
|--|--|-----------------|-------------------|
| 1. Establish a RAP Working Group                                   | <ul style="list-style-type: none"> <li>Form a RAP Working Group that is operational to support the implementation of our RAP, comprising of Aboriginal and Torres Strait Islander peoples and decision-making staff from across our organisation.</li> </ul>   | December 2018   | Managing Director |
| 2. Build internal and external relationships                       | <ul style="list-style-type: none"> <li>Develop a list of Aboriginal and Torres Strait Islander peoples, communities and organisations within our local area or sphere of influence that we could approach to connect with on our reconciliation journey.</li> <li>Develop a list of RAP organisations and other like-minded organisations that we could approach to connect with on our reconciliation journey.</li> </ul> | March 2019      | Managing Director |
| 3. Participate in and celebrate National Reconciliation Week (NRW) | <ul style="list-style-type: none"> <li>Encourage our staff to attend a NRW event.</li> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> <li>Ensure our RAP Working Group participates in an external event to recognise and celebrate NRW.</li> </ul>  | 27 May - 3 June | Marketing Manager |
| 4. Raise internal awareness of our RAP                             | <ul style="list-style-type: none"> <li>Develop and implement a plan to raise awareness amongst all staff across the organisation about our RAP commitments.</li> <li>Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP.</li> </ul>  | December 2018   | Office Manager    |
| 5. Raise external awareness of our RAP                             | <ul style="list-style-type: none"> <li>Upload our RAP to the M/Group website.</li> <li>Use social media platforms to raise external awareness by posting information on our RAP.</li> </ul>  | March 2019      | Marketing Manager |

# Respect



| Action  | Deliverable   | Timeline           | Responsibility    |
|---|---|--------------------|-------------------|
| 6. Investigate Aboriginal and Torres Strait Islander cultural learning and development      | <ul style="list-style-type: none"> <li>• Develop a business case for increasing awareness of Aboriginal and Torres Strait Islander cultures, histories and achievements within our organisation.</li> <li>• Capture data and measure our staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements.</li> <li>• Conduct a review of cultural awareness training needs within our organisation.</li> </ul>                     | March 2019         | Office Manager    |
| 7. Participate in and celebrate NAIDOC Week   | <ul style="list-style-type: none"> <li>• Raise awareness and share information amongst our staff of the meaning of NAIDOC Week which includes information about the local Aboriginal and Torres Strait Islander peoples and communities.</li> <li>• Introduce our staff to NAIDOC Week by promoting community events in our local area.</li> <li>• Ensure our RAP Working Group participates in an external NAIDOC Week event.</li> </ul>   | First week in July | Marketing Manager |
| 8. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols | <ul style="list-style-type: none"> <li>• Explore who the Traditional Owners are of the lands and waters in our local area.</li> <li>• Scope and develop a list of local Traditional Owners of the lands and waters within our organisations sphere of influence.</li> <li>• Develop and implement a plan to raise awareness and understanding of the meaning and significance behind Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols).</li> </ul> | March 2019         | Managing Director |
| 9. Celebrate/ recognise Aboriginal and Torres Strait Islander dates of significance.        | <ul style="list-style-type: none"> <li>• Develop a social media presence which promotes awareness.</li> <li>• Identify significant events that the group can promote and support.</li> </ul>  | January 2019       | Marketing Manager |

# Opportunities



| Action  | Deliverable   | Timeline   | Responsibility    |
|---|---|------------|-------------------|
| 10. Investigate Aboriginal and Torres Strait Islander employment  | <ul style="list-style-type: none"> <li>• Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</li> <li>• Identify current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities.</li> </ul>    | March 2019 | Office Manager    |
| 11. Investigate Aboriginal and Torres Strait Islander supplier diversity                                      | <ul style="list-style-type: none"> <li>• Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses.</li> <li>• Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.</li> </ul> | March 2019 | Managing Director |
| 12. Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships). | <ul style="list-style-type: none"> <li>• Investigate and develop a list of positions and seek training providers for possible opportunities</li> </ul>  | May 2019   | Managing Director |
| 13. Support Aboriginal and Torres Strait Islander leadership.   | <ul style="list-style-type: none"> <li>• Establish a list of possible Aboriginal and Torres Strait Islander peoples to support their leadership development.</li> </ul>   | July 2019  | Managing Director |
| 14. Investigate opportunities to become a member of Supply Nation.  | <ul style="list-style-type: none"> <li>• Develop an understanding of Supply Nation and the mutual benefits forming partnerships.</li> </ul>   | July 2019  | Managing Director |

# Governance and Tracking Progress



| Action                               | Deliverable  | Timeline  | Responsibility    |
|--------------------------------------|--|---|-------------------|
| <b>15. Build support for the RAP</b> | <ul style="list-style-type: none"><li>• Define resource needs for RAP development and implementation.</li><li>• Define systems and capability needs to track, measure and report on RAP activities.</li><li>• Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia.</li></ul> | June 2019   | Managing Director |
| <b>16. Review and Refresh RAP</b>    | <ul style="list-style-type: none"><li>• Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.</li><li>• Submit draft RAP to Reconciliation Australia for review</li><li>• Submit draft RAP to Reconciliation Australia for formal endorsement.</li></ul>            | July 2019 [three months prior to RAP expiry date] | Managing Director |



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