



WAMARRA

Part of Symal

Presenter



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Managing Director



Topics of Discussion



1. **Wamarra- Our purpose, our values and our mission**
2. **Embedding Cultural Knowledge and Practices into the Built Environment**
3. **Project spotlight**
4. **Legacy**



Who we are



- **Aboriginal owned and operated** civil and landscaping contractor
- **Self performing** contractor
- Our commitment is to provide meaningful long-term economic independence and **career opportunities for Aboriginal people** and their communities.
- Our services cover the **full spectrum of civil and landscaping contracting** including site establishment, earthworks, hard and soft landscaping, fencing and hoarding, concreting, drainage, flexible/permanent pavements and carpentry

Three key pillars:

- 1 - Continuity of employment
- 2 - Upskilling
- 3 - Culturally safe environment

Key outcome:

- To create meaningful careers
- Provide economic and financial independence
- Help individuals achieve self determination

Building meaningful careers for Aboriginal people.



Our team



- 97 fulltime employees
- 55 fulltime Aboriginal employees
- Strong engineering and management structure

Our team are skilled in a range of construction trades:

- Plant operating (excavator, truck including NDD and pozi track)
- Carpentry
- Plumbing and drainage laying
- Landscaping (hard and soft)
- Concreting
- General civil works (temporary and permanent earthworks)



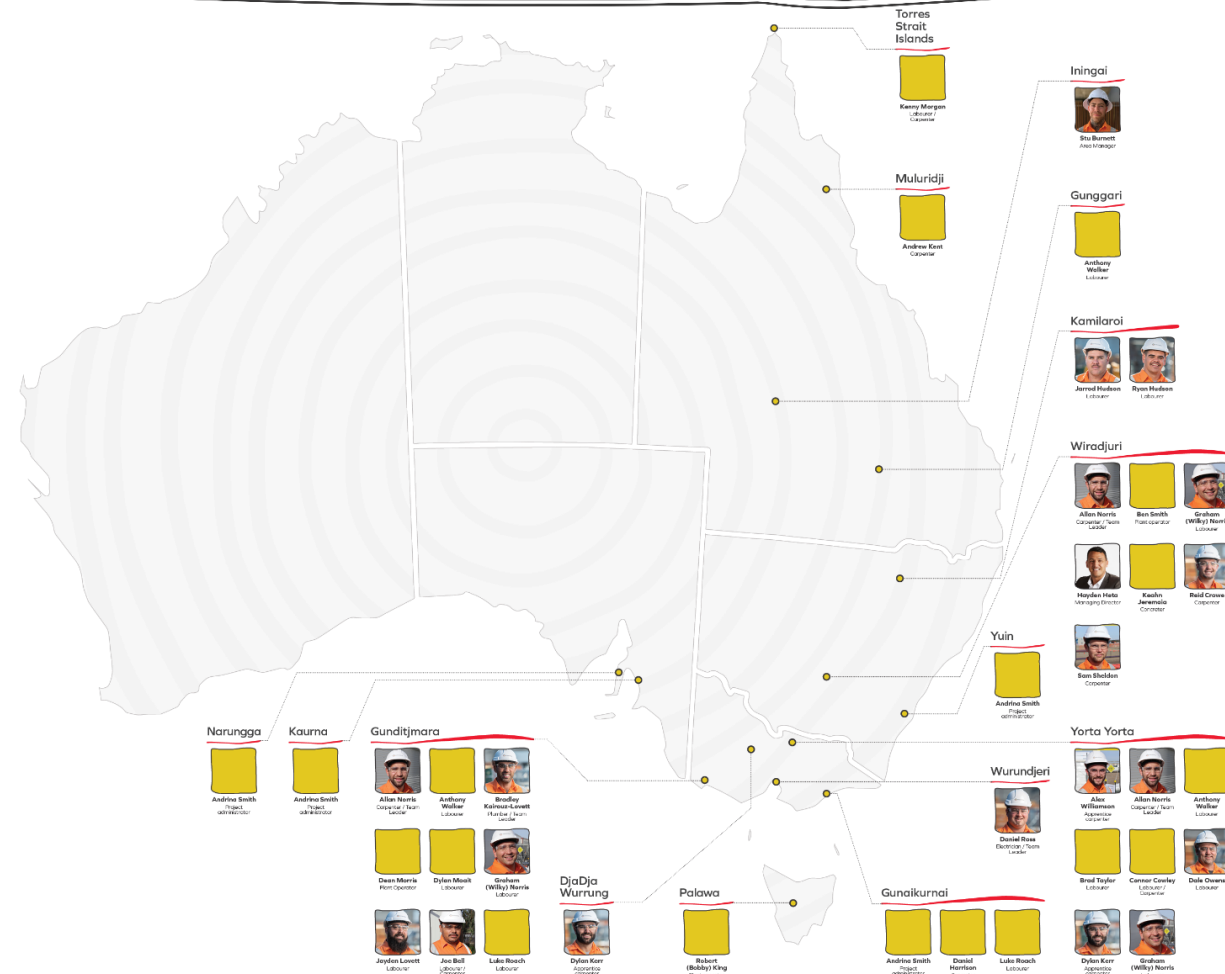
Our cultural identity



We focus on Aboriginal career progression through training and development, and celebrate our cultural identity, **ensuring our values reflect our employees, their families, and the broader community.**

We're proud to produce **Aboriginal role models and mentors** from within and most importantly, for our extended communities, by encouraging individual growth and consolidating employee leadership skills.

Our Aboriginal Nations map illustrates the diverse Aboriginal heritage of our Wamarra employees and one that we're incredibly proud of.



Traditional Owner Engagement

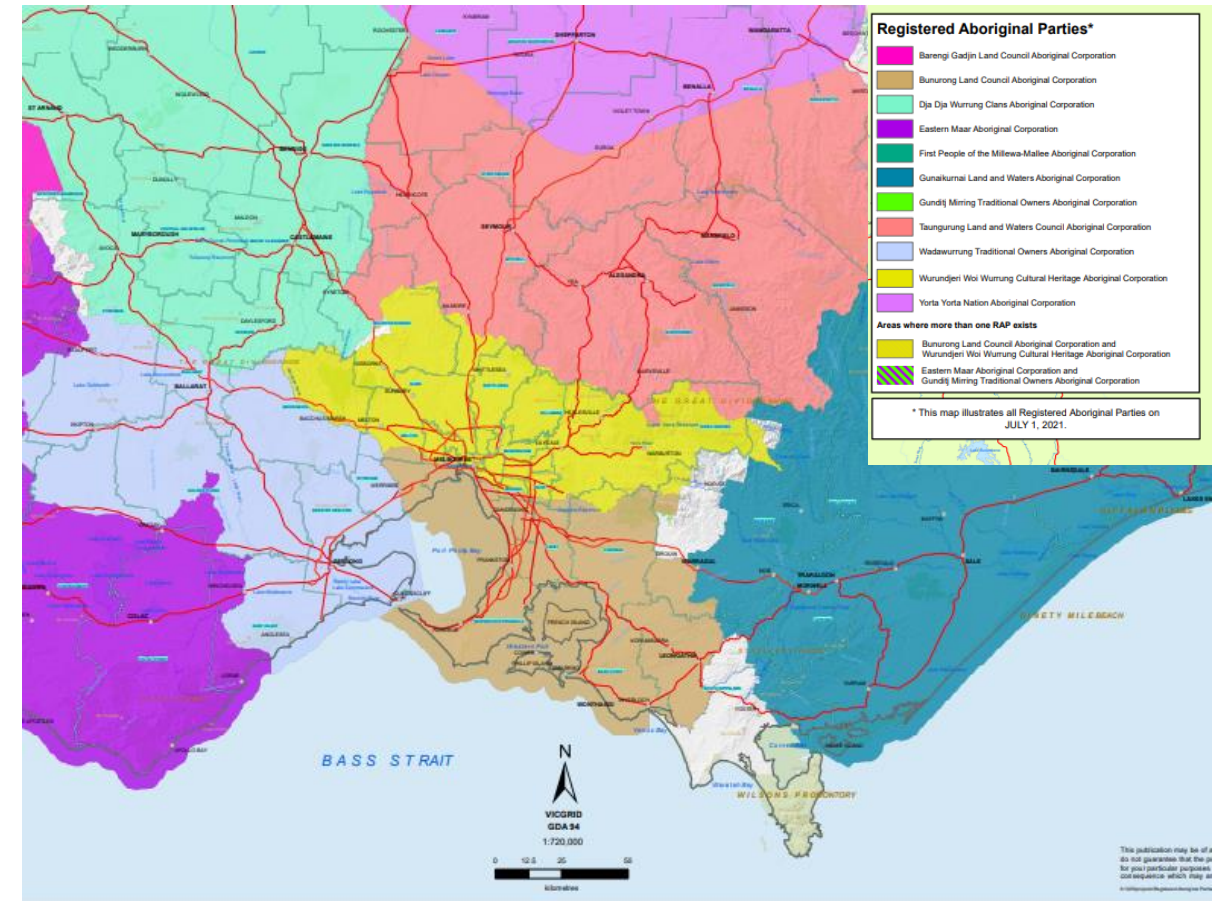


As an Aboriginal business we're deeply committed to engaging Traditional Owners of the land on which we work.

We look to provide employment, training and development to Traditional Owners and local Aboriginal communities wherever possible.

Examples of TO collaboration:

- Chisholm Rd Prison Project- Wadawurrung
- LXP Landscape initiative- Wurundjeri NARRAP Team
- Beecroft Reserve (Defence NSW)- Yuin
- Griffith Three ways Roads to Homes- Wiradjuri



Aboriginal Employment



Our commitment to supporting local Aboriginal Engagement

We're always committed to exploring employment opportunities for Traditional Owners and Aboriginal communities and creating a culturally safe and inclusive environment. Providing ongoing sustainable employment and training to local Aboriginal people is our main priority.

On-going projects allow us to provide long-term secure opportunities for Aboriginal people which promote growth and sustainable procurement. We are dedicated to developing long term, mutually beneficial and meaningful partnerships within the civil construction industry and the broader Aboriginal community, as well as within our own workforce.

How have we been so successful recruiting and retaining Aboriginal people?

- Employer of choice- destination for mob
- Word of mouth- community connection
- Trusted and a safe set of hands- deep seeded relationships with community
- Development and establishment of Aboriginal cultural support programs- our people feel safe
- Industry partnerships- Secondment opportunities to upskill
- Community partnerships- The Out For Good Program, Killara Program

Training and Development



Wamarra Bulabul Programs

The Bulabul Program is broken into two branches with the Leadership and Development programs.

The Bulabul Leadership Program has been developed for current and emerging leaders of Wamarra. Helping to identify and improve their leadership styles and giving the tools required to promote better decision making, build stronger teams and develop confident communication skills.

The two programs are linked with Mentees of the Leadership program ultimately becoming Mentors of the Development program.



Launch Program

Launch is a site-based program that helps people with no previous construction experience, discover its merits and find a pathway to meaningful employment.

At Wamarra, we want to create an inclusive and diverse work environment that reflects the wider community in which we work. Launch offers people outside of our industry with no previous construction experience the opportunity to train and develop skills on the job.

Launch builds capability, identifies transferrable skills and attracts those wanting to make a career change into construction.

Embedding Cultural Knowledge and Practices into the Built Environment



Cultural Inclusion



Our Initiatives:

- **Cultural Awareness Training**
- **Mentor programs-** Bulabul Leadership Program
- **Leadership development program-** Bulabul Leadership Program
- **Buddy system (particularly important for new entrants)**
- **Cultural heritage immersion programs-** cultural tours/events
- **Reconciliation Action Plan implementation**

How we do it:

- **Aboriginal mentors and leaders-** Aboriginal people leading Aboriginal people
- **Comradery and teamwork-** sense of belonging (family)
- **Cultural support-** understanding the origins of a particular issue (why people disconnect)
- **Support cultural connection/practices-** sorry business (cultural leave initiatives)
- **Genuine and authentic-** ensuring engagement and communication is genuine and has a deep seeded purpose



Connection through Songlines:



- Connection to place through songlines
- Stories of the dreamtime
- Commonalities through language

Some of these reasons impact the way First Nations people use a site or travel between particular areas. Hearing and understanding these stories gives a greater connection to the land for all visitors.



Seven Sisters Songline by Josephine Mick, Pipalyatjara, 1994

Connection through Ceremonial Sites:



Culturally significant places (ie ceremonial sites) often connect to areas of areas rich in natural resources.

Understanding and respecting areas of occupation give us a greater connection to the environment and better inform our contemporary layouts and designs.



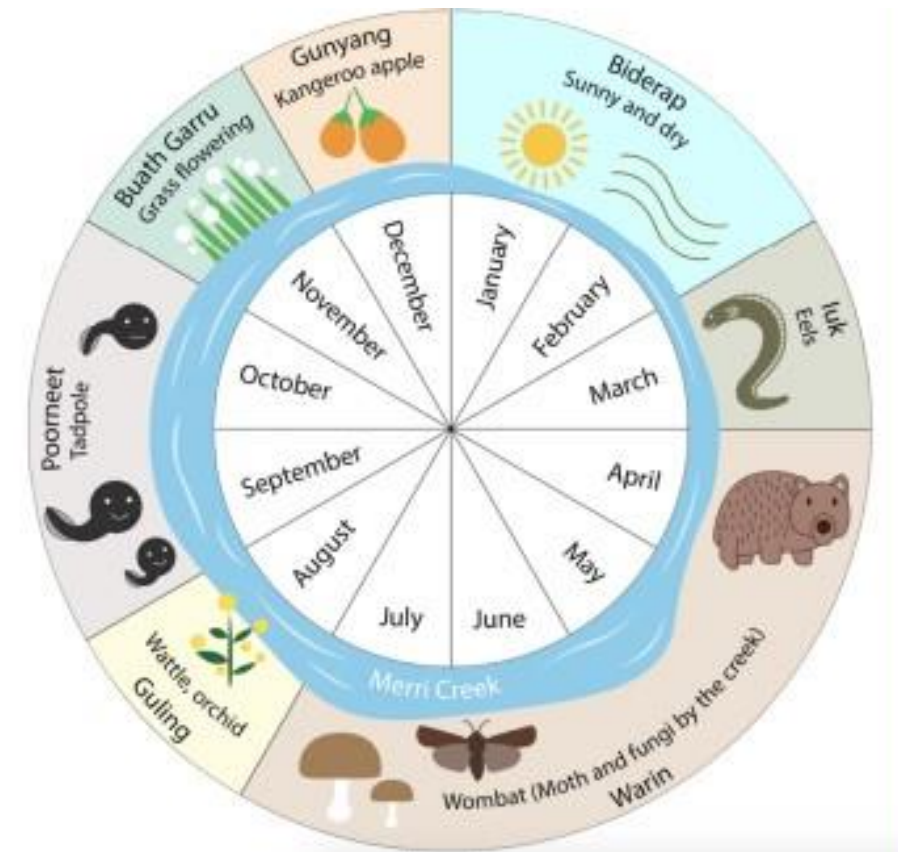
Bolin Bolin Billabong, Bulleen Victoria

Connection through Seasons



Seasons and how they are understood within Indigenous culture are vital to the lay-out and design of particular sites.

The flow of rainwater, the movement of particular animals and birds, the wind directions and how this impacts the ability to grow plants are just a small selection of understandings that Indigenous cultures use to inform their practices.



Connection through Cultural Practices



- Traditional fishing, hunting and gathering techniques
- Cultural burning (cool burning)
- Traditional aquaculture and agriculture

Many plants and animals have evolved over thousands of years alongside these practices and now this is a part of their natural existence as well as important to the health of Country. Not paying respects to these events can be detrimental to some sites.



Murnong Daisy



Budj Bim Cultural Landscape Western Victoria

Greenline Landscape Project- Yarra River



Client – City of Melbourne
Start Date – 2024

Project description. The project will create 450 m of new boardwalks and a 6 m wide promenade that will connect native habitats along the river's edge - a place where Wurundjeri Woi-wurrung country, knowledge and culture will be celebrated.

Once complete, Birrarung Marr river edge will be the perfect spot to slow down and meander, enjoying views of the river and city from new vantage points. You will also **find yourself surrounded by native planting and habitat in the heart of the city.**

With **ongoing involvement of Wurundjeri Woi-wurrung informing The Greenline Project development**, this vision and draft proposal for Site One positions the Yarra River - Birrarung for cultural and environmental education – **providing new opportunities for rich cultural learnings led by Traditional Owners.**

Vision:

Birrarung Marr Precinct Site One will **celebrate Wurundjeri Woi-wurrung knowledge systems and their unbroken connection to Country and the Yarra River - Birrarung.**

The project will connect visitors and locals to a series of diverse landscape experiences that celebrate the river and the north bank's rich layers of history. **Old memories will be honoured, and new memories created through shared storytelling and custodianship.**

People's connection and relationship with the river will be strengthened through landscape interventions that **support care for Country and offer an enduring place for connection and congregation.**

(<https://participate.melbourne.vic.gov.au/greenline-project/birrarung-marr-precinct-site-one>)

Alfred Hospital- Indigenous Garden



Client – Alfred Hospital
Start Date – Nov 2022 to Feb 2023

Project description.

Wamarra was selected by Alfred Health to undertake the construction of an Indigenous themed public space.

This project was designed with the aim of embodying Alfred Health's continuous dedication to fostering respectful collaborations with the Aboriginal community and to establish an environment that is welcoming and culturally sensitive to everyone.

Through this garden, Alfred Health seeks to create a space that not only symbolizes their commitment to Aboriginal cultural inclusion but also contributes to an atmosphere of inclusivity and cultural safety for all individuals who engage with it



Bell to Preston- LXP Upgrade



Client – John Holland (WPA)
Start Date – July 2022 – March 2023
Value - \$13M

Project description

Wamarra were engaged by John Holland to deliver the hard are soft landscaping at Bell and Preston train stations as part of the Level Crossing Removal Project.

The entire open space has been connected by walking and cycling paths and the continuous use of native planting was used to create a story across the whole revitalised area, with planting that includes native grasses and flowering varieties as well as thousands of trees.

Project features

Our scope of works included: 11,000m2 of concrete (exposed aggregate and E-Mesh SUP), retaining wall construction, road works, furniture installation (seats, bins), Play equipment (Urban Profile), Soil and Mulch installation and planting.



Legacy



Supporting new entrants into construction

Building careers

Building capacity of community and individuals

Enhancing Traditional Owner engagement (beyond education and Cultural Heritage Management)

Social outcomes –

- Creating financial independence
- Closing the gap
- Self-determination
- Building our leaders of tomorrow



