

The background of the entire page is a vibrant Indigenous artwork. It features a central vertical band of white dots on a dark blue background, flanked by large, curved areas of red and dark blue. At the top and bottom are circular patterns of concentric dots in yellow, red, and white. The overall style is reminiscent of traditional Indigenous dot painting.

SCENTRE GROUP

RECONCILIATION ACTION PLAN

2016–2018

*Creating change on common
ground where rivers meet*



Our vision for Reconciliation

Our vision for reconciliation is to educate our communities, to demonstrate respect for and work with Aboriginal and Torres Strait Islander peoples to embed positive cultural change.

Our Purpose is to create extraordinary places, connecting and enriching communities – for the many local Australian communities we serve and within our own employee community.

We aspire to create a future where the importance of Aboriginal and Torres Strait Islander communities and their cultures are recognised and celebrated around Australia. We see a future that embraces a collaborative approach to reconciliation.



A message from our CEO

I'm extremely pleased to present Scentre Group's inaugural RAP. Although the Scentre Group brand is just two years old, our heritage is anchored in 56 years of serving Australian communities.

As the largest vertically-integrated retail property company in this part of the world – impacting millions of people every day – our focus is on continuing to re-imagine and redefine the retail, lifestyle and entertainment experience for Australians and New Zealanders. In doing so, we connect and enrich local communities by creating truly extraordinary places.

We believe our shopping centres are a modern-day market and meeting place – environments that enable communities to flourish. Reflecting the symbolism of Corroborees, we strive to create places where diverse peoples come together to trade, have a 'yarn', share a meal and experiences.

We understand that we have an important role to play in establishing and facilitating ongoing opportunities for Australia's First Nations peoples to celebrate and share their cultures within these environments.

In Scentre Group's first RAP, we have challenged ourselves to re-examine what it means to be such an integral part of the social and economic fabric of so many communities. Although we have a long history of building genuine, enduring relationships with Aboriginal and Torres Strait Islander people, we seek to make greater sustainable, meaningful change reflecting a common understanding and mutual respect – something we believe will benefit all Australians.

This RAP outlines our commitments and measurable targets as we embark on our Reconciliation journey.

Peter Allen
Chief Executive Officer
Scentre Group



A message from Reconciliation Australia

Reconciliation Australia congratulates Scentre Group on its past successes and ongoing commitment to reconciliation as it implements its inaugural Reconciliation Action Plan (RAP).

In adopting an Innovate RAP, Scentre Group is demonstrating its readiness to develop and test new and innovative approaches to reconciliation, and champion the RAP at every level of the organisation.

In providing cultural learning opportunities for its staff and key stakeholders, and opportunities to partake in key events such as National Reconciliation Week and NAIDOC, Scentre acts to enhance understanding and respect for Aboriginal and Torres Strait Islander histories and cultures. Scentre's continued commitment to

establishing cultural protocols, in collaboration with Aboriginal and Torres Strait Islander communities, further advances this understanding.

The success of these efforts will be seen in the degree to which Scentre's activities, and the accessibility of its services and the attitudes of its staff, contribute to continued progress across the key domains of reconciliation—relationships, respect and opportunities.

On behalf of Reconciliation Australia, I commend Scentre Group on its Innovate RAP and look forward to following its reconciliation journey.

Justin Mohamed
Chief Executive Officer
Reconciliation Australia

Our business

Scentre Group was created on 30 June 2014 through the merger of Westfield Retail Trust and Westfield Group's Australian and New Zealand management business. The merger combined the property interests of each of Westfield Retail Trust and Westfield Group. Today, Scentre Group's portfolio includes 13 of Australia's top 20 performing centres, with a total value of \$42.1 billion.



A common thread throughout the history of Westfield shopping centres is the central role they play in the communities they serve.



LEFT
Westfield
Sydney.

We own and operate 40 shopping centres in metropolitan areas across NSW, VIC, SA, QLD, WA and ACT in Australia, and throughout New Zealand. We have a development pipeline in excess of \$3 billion of future projects and \$1.3 billion of current projects. Our business is unique: we manage every aspect of our portfolio – from development, design, construction through to leasing, management and marketing.

Our strategy is to own interests in the highest-quality regional shopping centres in Australia and New Zealand, and to invest in these assets through redevelopment opportunities, ensuring that the Group's shopping centres continue to enrich communities by providing extraordinary spaces for our retailers and shoppers.

As mall owners, our goal is to create and curate environments that allow retailers to be showcased to the fullest effect, integrating food, fashion, entertainment and leisure in a context that meets unique local needs.

A common thread throughout the history of Westfield shopping centres is the central role they play in the communities they serve. New technologies are always at the forefront of helping us better connect our retailers and shoppers, but our philosophy is that it is the human interaction and the community spirit of

our centres that is always paramount.

Scentre Group continues to build on the Westfield legacy of establishing meaningful relationships with Aboriginal and Torres Strait Islander communities at a local level, with a particular focus on employment opportunities.

We've offered an Indigenous traineeship program since 2011. Partnering with the Aboriginal Employment Strategy (AES), we now have a proven framework for effectively sourcing, placing, training, employing and supporting Aboriginal and Torres Strait Islander school leavers.

Today, we employ over 2,500 people across shopping centres, offices and construction sites, including 20 Aboriginal and Torres Strait Islander employees at 13 of our centres. The success of this program, in addition to our organisational focus on diversity and inclusion has led to the development and implementation of our first RAP.

Our philosophy
is that it is
the human
interaction and
the community
spirit of our
centres that
is always
paramount.



Our RAP

Reconciliation is important for all Australians and, as an organisation with 56 years of history operating within Australian communities, we have an important role to play in supporting the journey to a reconciled, just and equitable Australia.





Our Purpose:

Creating extraordinary places, connecting and enriching communities.

Our DNA

We act with integrity
We work together
We push the limits
We act as an owner
We never give up
We leave a positive legacy

The establishment of Scentre Group represented a valuable opportunity for our business to establish a new identity. The outcome was the identification of our Purpose and DNA, communicating our intent and providing a set of principles that could guide the daily actions of all our employees.

We also explored new opportunities that would enable our organisation, over time, to develop an employee workforce truly reflective of the communities in which we work – diverse, inclusive and embracing all the ways we're different. We believe this philosophy is essential to sustainable business success.

For the past five years we've offered Aboriginal and Torres Strait Islander traineeships within our shopping centres, focusing on the professional development of school-leavers to improve their ability to secure permanent employment in their chosen fields. Year-on-year, we've increased the number of participants and graduates, improving engagement with local schools and encouraging input from community leaders at the same time, reflecting our aspiration to truly connect and enrich local communities.

Our intention is to continue advancing our investment in this area, expanding the range of development opportunities and work experience offered, ultimately resulting in greater employment prospects for our participants.

In 2015, we launched our first Diversity and Inclusion Plan, underpinned by three key pillars – Gender, Indigenous Employment and Flexibility – and supported by our CEO and board. The Plan has been a major catalyst for positive change within Scentre Group, challenging mindsets and unconscious biases across executive and management teams, and our broader employee base. With a working group established to lead the development and implementation of our Indigenous Employment plan, we moved quickly to develop a long-term program of initiatives to expand our efforts.

This year we sought to challenge ourselves further with the development of a RAP. We believe Reconciliation is important for all Australians and, as an organisation with 56 years of history operating within Australian communities, we have an important role to play in supporting the journey to a reconciled, just and equitable Australia. Working closely with Reconciliation Australia, we appointed a RAP Working Group to identify our span of influence and opportunities to contribute to Reconciliation nationally.

"Our intent is to take genuine action to bring about respectful change – not only in the relationships we build but in breaking barriers and using our collective influence to effect positive, sustainable outcomes for communities across Australia."

Ian Irving,
Director Design and Construction;
Chair of Scentre Group's D&I Council.



LEFT/ABOVE
Members of the Wurundjeri Tribe
lead the smoking ceremony at the
opening of our Casey Central centre
in Victoria



Last year, we celebrated National Reconciliation Week for the first time in our organisation's history, inviting Gadigal Elder, Uncle Allen Madden to commemorate the occasion and perform a Welcome to Country at our iconic Sydney head office location. This year we're recognising and paying respect to Australia's First Nation's peoples with our first smoking ceremony at the opening of one of our new shopping centre developments, Casey Central in Victoria. We also opened our 2016 Annual General Meeting with a Welcome to Country.

Our Working Group has undertaken cultural respect training and collaborated with staff and stakeholders within local communities to develop a comprehensive, thoroughly-consulted and culturally appropriate RAP. Championed by our CEO, we see the RAP as an essential component of our business strategy.

We will embed our RAP actions over the next two years, with a review against progress in 2018.

Our RAP Team

Our D&I Council appointed the RAP Working Group in February 2016, selecting a diverse group of people from different parts of the business and with a broad range of perspectives. Recognising this is our first RAP, it was particularly important to us that we bring together people not only able help bring to life the organisational vision, but those with a genuine commitment to raise awareness and acceptance of Aboriginal and Torres Strait Islander cultures in Australia.



"Paul has used his position to advance the quality and impact of discussion around Indigenous issues, gaining greater advocacy and support from key influencers across the business. We're incredibly proud of the work completed by our RAP team to deliver this document,"

Janine Frew,
Director Human Resources.

RIGHT
Paul Stonebridge,
Centre Manager
Westfield Penrith
and RAP Working
Group Chair



Despite our RAP Team sharing a diverse range of experiences and cultural backgrounds, they are united in their aspiration to channel Scentre Group's influence and reach to continue creating sustainable opportunities to improve the lives of Australia's First Nations peoples.

Led by Westfield Penrith Centre Manager and AES Program Lead, Paul Stonebridge, in consultation with CEO of the Aboriginal Employment Strategy, Kristy Masella, the group commenced the process with unconscious bias and cultural respect and community immersion training and have worked together to produce a RAP that unquestionably reflects our Purpose and DNA and the needs of the communities we serve.

Our RAP Team consists of nine representatives, including two members representing Aboriginal and Torres Strait Islander communities:

Paul Stonebridge
Centre Manager

Kristy Masella
CEO AES Australia, External Advisor

Kristy Maltby
HR Talent Manager

Matthew Fisk
Project Manager Construction

Gianna Paterno
Services Manager

Megan Ford
Senior Retail Design Manager

Tylissa Stephens
Facilities assistant

Belinda Wilton
Marketing Manager

Chad Daly
Retail Manager

Our AES program

Today we have a well-established program working within local communities to identify and train Aboriginal and Torres Strait Islander secondary students for placement in entry-level roles in our shopping centres.



"The AES is proud to be working in partnership with Scentre Group to deliver real career opportunities for Aboriginal people. The very genuine interest, passion and commitment shown by the Scentre Group teams combined with the solid experience and know-how of the AES, makes a great recipe for success in building sustainable opportunities for local Aboriginal peoples."

Kristy Masella,
CEO, AES.

BELOW
Our RAP artwork tells the
story of a 'celebration of
culture and community.'



Key to the success of our Indigenous Employment program has been our relationship with the national Aboriginal owned and operated company, the Aboriginal Employment Strategy (AES) to assist in the sourcing of school-based trainees for placement in local centres. Leveraging the extensive experience and national networks of AES has enabled us to improve the program significantly:

- a. With dedicated, knowledgeable support, we've significantly broadened our pool of potential candidates in a range of communities;
- b. We've enhanced our outreach to schools and community leaders;
- c. We've utilised AES' experience to deliver a program that would not only deliver against our overarching employment target, but to sustain – and build on – this success year-on-year.

The program has now been expanded beyond offering primarily Concierge and Carpark roles to offering roles in Facilities Management, Marketing and Administration. We focus on our trainees performing 'real' work – unlike interns or work experience individuals, we acknowledge that every day at work is a stepping stone toward the participants graduating with a qualification and having strong potential to secure permanent work at completion.

The program reflects academic timeframes for selection and completion, to enable the best possible outcome for our participants.

Importantly, raising awareness of the Program across the organisation to increase our employees' understanding of our diversity and inclusion commitments has empowered them to spread the word with our external partners, retailers, investor communities, families and friends.

In 2015, we offered 41 traineeships, with 22 confirmed for 2016.

"It has been amazing to see the level of excitement and support for Indigenous employment within our company. To have the program become a key pillar in 2015 is recognition of our companies strategy to a truly diverse company and be reflective of the communities in which we live"

Paul Stonebridge, Centre Manager Penrith and Program Lead for Indigenous Employment.

Relationships

We believe that establishing sustainable, mutually-beneficial relationships within our local communities is fundamental to our business success.





*Our shopping centres
have been at the heart of
Australian communities
for over five decades.*

Over that time, we have endeavoured to develop a deep understanding of the unique social and cultural identity of the people who live within each community and ensure that our shopping centres not only reflect their different needs, but provide places to connect, engage and live their lives. We also believe that to create a workforce truly reflective of the communities we serve, it is essential

that we maintain strong partnerships with local Aboriginal and Torres Strait Islander peoples, providing opportunities to educate, improve understanding and celebrate Aboriginal and Torres Strait Islander cultures.

RELATIONSHIPS

Action	Timeline	Responsibility	Deliverable
1. RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting.	July 2016	D&I Council Chair	Ensure Aboriginal and Torres Strait Islander peoples are represented on the RWG.
	July 2016	RWG Chair	RWG oversees the development, endorsement and launch of the RAP.
	August 2016	RWG Chair	Establish an external Aboriginal and Torres Strait Islander Advisory Group to provide cultural and specialist advice and guidance.
	April, July, October, December 2016, 2017, 2018	D&I Council Chair RWG Chair	Meet at least once per quarter each year to monitor and report on RAP implementation.

RELATIONSHIPS

Action	Timeline	Responsibility	Deliverable
2. Celebrate and participate in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.	27 May–3 June 2017, 2018	D&I Council Chair RWG Chair	Organise a National NRW event each year.
			Utilise company assets to promote and celebrate NRW, which may include, but not limited to:
			<ul style="list-style-type: none"> Promoting NRW on digital advertising screens Organising Aboriginal and Torres Strait Islander cultural showcases at Westfield Centres.
			Develop a brief/step by step guide for all centres to support them in promoting and celebrating NRW in their location.
			Register all NRW events via Reconciliation Australia's NRW website.
			Support an external NRW event.
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes.	August 2016	RWG Chair	Ensure our RWG participates in an external event to recognise and celebrate NRW.
			Extend an invitation to Aboriginal and Torres Strait Islander peoples to share their Reconciliation experiences or stories.
			Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.
	December 2016	RWG Chair	Develop a plan to encourage and support Asset level engagement with local Aboriginal and Torres Strait Islander communities. Identify stakeholders to assist us with this engagement across different sites.
			Establish a database of our current national footprint and how this relates to Aboriginal and Torres Strait Islander population centres.
			Meet with local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement.

RELATIONSHIPS

Action	Timeline	Responsibility	Deliverable
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector.	July 2016	HR Communications Manager	Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.
	December 2016	HR Communications Manager	Promote reconciliation through ongoing active engagement with all stakeholders.
	April, July, October, December 2016, 2017, 2018	RWG Chair	Provide quarterly updates to staff on RAP progress.
	December 2016	D&I Council Chair	Develop a strategy to engage staff, in all areas of our business, in Reconciliation initiatives.

The background of the page is a vibrant red. Overlaid on this are several concentric circles in shades of yellow, orange, and black, creating a bokeh or optical illusion effect. A series of white dots of varying sizes forms a winding, path-like shape that starts from the left and curves towards the bottom right, passing through the text area.

Respect

Many of our shopping centres are located within geographical areas of cultural significance for Aboriginal and Torres Strait Islander communities.

Our company values – what we refer to as our DNA – include ‘we act with integrity’ and ‘we leave a positive legacy’ – two fundamental principles in the way we conduct all aspects of our business operations.

We respect and acknowledge the Traditional Owners of the land on which our shopping centres exist. We constantly strive to ensure that we not only understand and embrace the Aboriginal and Torres Strait Islander histories and rights, but seek to increase appreciation, respect and understanding among the broader community. Importantly, we have a role in ensuring everyone has an appreciation of our shared environments.

RESPECT

Action	Timeline	Responsibility	Deliverable
5. Engage employees in cultural learning opportunities to increase understanding and appreciation of diverse Aboriginal and Torres Strait Islander peoples, cultures, languages, histories and achievements.	December 2016	Organisation Capability Manager HR RWG Chair Corporate Affairs	<p>Develop and implement a cultural awareness training strategy for our staff which defines cultural learning needs of employees in all areas of our business and considers various ways cultural learning can be provided (online, face to face workshops or cultural immersion).</p> <p>Investigate opportunities to work with local Traditional Owners and/or Aboriginal and Torres Strait Islander consultants to develop cultural awareness training.</p> <p>Provide opportunities for RWG members, RAP champions, HR managers and other key leadership staff to participate in cultural respect training.</p>

RESPECT

Action	Timeline	Responsibility	Deliverable
5. Engage employees in understanding the significance of Aboriginal and Torres Strait Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, and local recognised governance structures, to ensure there is a shared meaning.	December 2016	Corporate Affairs Manager RWG Chair	Develop, implement and communicate a cultural protocol document for Welcome to Country and Acknowledgement of Country to be used at all Scentre Group events.
	May 2017	RWG Chair	Each site to develop a cultural protocol document specific to the Traditional Owners/Language Group/recognised Governance groups of the area.
	May 2017	RWG Chair	Each site to develop a list of key contacts for organising a Welcome to Country and maintaining respectful partnerships.
	December 2016	RWG Chair	Create an email signature block to acknowledge Traditional Owners of place, to give staff the ability to add to their email.
	December 2016	D&I Council Chair RWG Chair Internal Communications Manager	Organise and display an Acknowledgment of Country plaque and Artwork in the Scentre Group corporate office building.
	December 2016	Director of Design and Construction Corporate Affairs Manager RWG Chair	In consultation with Aboriginal and Torres Strait Islander peoples, develop and publish a protocol regarding respect for and protection of sacred sites for local communities, when commencing future developments.
	May 2017, 2018	Director of HR RWG Chair	Invite Aboriginal people with cultural authority to provide a Welcome to Country at significant events, including National Reconciliation Week. An Acknowledgement of Country to be included at all other significant events. Such as Centre openings and Community events held within centres.
	January 2017, 2018	D&I Council Chair	Encourage staff to include an Acknowledgement of Country at the commencement of all internal and external meetings.

RESPECT

Action	Timeline	Responsibility	Deliverable
6. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage culture and communities by celebrating NAIDOC Week.	First week of July, 2016, 2017	D&I Council Chair Director of HR	Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate in a local NAIDOC Week event.
	December 2016	General Manager of BrandSpace Media	Review HR policies to ensure that there are no barriers for Aboriginal and Torres Strait Islander staff for participating in NAIDOC Week.
	July 2016, 2017	General Manager of National Marketing	Collaborate with Aboriginal and Torres Strait Islander peoples to hold an internal or external NAIDOC Week event.
			Utilise company assets, such as Westfield digital advertising screens, to celebrate and promote NAIDOC Week.
			Invite local Aboriginal and Torres Strait Islander leaders to share their stories across our sites during NAIDOC Week.
7. Investigate opportunities to demonstrate respect to Aboriginal and Torres Strait Islander peoples and cultures in our offices and public spaces.			Publish news articles/intranet stories on our events.
			Support an external NAIDOC Week community event.
	July 2017	Director of Design and Construction	Consider procuring Aboriginal and Torres Strait Islander art to display in our public spaces.
	May 2017	General Manager Marketing	Explore opportunities with key Aboriginal groups to organise a Corroboree at Centre Court.
	May 2017	RWG Chair	Investigate opportunities to include information about the Traditional Owners of the land, as a permanent feature of Scentre Group sites.
	December 2016	Corporate affairs Manager	Purchase and display Aboriginal and Torres Strait Islander flags in our offices/ public spaces.
	January 2017		Celebrate the achievements of Aboriginal and Torres Strait Islander staff and contractors, by publishing articles in our staff internal staff news.
	May 2017		Include Aboriginal and Torres Strait Islander cultural learning and entertainment in school holiday activity programs.
			Organise an Acknowledgement of Country plaque to be displayed at Westfield at Concierge and Centre Management offices.

Opportunities

Today our shopping centres are home to 11,700 retail outlets, with approximately 8% of all retail sales in Australia and 20% of all fashion and footwear sales take place in a Westfield shopping centre.



While Scentre Group directly employs over 2,500 staff, some 120,000 people work within our shopping centres every day.

Nearly all Australians have some connection with Westfield and we have a proud heritage of serving the needs of the diverse communities in which we operate. In addition to our traineeship program, we are committed to increasing opportunities for Aboriginal and Torres Strait Islander individuals and businesses to benefit through their engagement with Scentre Group.

OPPORTUNITIES

Action	Timeline	Responsibility	Deliverable
8. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace at all levels, and across all business areas.	December 2016	D&I Council Chair	Develop and implement an Aboriginal and Torres Strait Islander employment and retention strategy.
	December 2016	RWG Chair	
	July 2016	HR Head of Talent	Engage with existing Aboriginal and Torres Strait Islander staff to consult on employment strategies, including professional development.
	March 2017		Set up recruitment partnership with Aboriginal and Torres Strait Islander recruitment partner and advertise vacancies as per the partnership agreement.
	March 2017		Capture baseline data on current Aboriginal and Torres Strait Islander staff to inform future employment opportunities and enable better planning and support.
			Review HR procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander participation in our workplace.
	December 2016	Head of Recruitment	Investigate opportunities to offer Aboriginal and Torres Strait Islander apprenticeships in construction, and cadetships in key professional areas to build a future pipeline.

OPPORTUNITIES

Action	Timeline	Responsibility	Deliverable
9. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation.	July 2016	Director of Design and Construction	Review procurement policies and procedures to identify barriers to Aboriginal and Torres Strait Islander businesses to supply our organisation with goods and services.
	December 2016		
	March 2017		Consider becoming a member of Supply Nation and filter useful contacts for our business (CM3 Suppliers).
	December 2016		Develop and communicate to staff a list of Aboriginal and Torres Strait Islander businesses that can be used to procure goods and services.
10. Ensure all new development proposals include consultation with Aboriginal and Torres Strait Islander peoples and key recognised Governance Groups.	May 2017	Director of Design and Construction	Develop one commercial relationship with an Aboriginal and/or Torres Strait Islander owned business.
			Develop a strategy/protocol to engage Traditional Owners/recognised Governance Groups for all new development proposals.
			Explore opportunities to include Aboriginal and Torres Strait Islander designs in future site developments.

TRACKING PROGRESS AND REPORTING

Action	Timeline	Responsibility	Deliverable
11. Report RAP achievements, challenges and learnings to Reconciliation Australia.	30 September 2016, 2017, 2018	D&I Council Chair Director of HR RWG Chair	Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually.
	July 2016, 2018	RWG Chair	Investigate participating in the RAP Barometer.
	December 2016	Director HR RWG Chair	Develop and implement systems and capability needs to track, measure and report on RAP activities.
12. Report RAP achievements, challenges and learnings internally and externally.	30 September 2016, 2017	RWG Chair Director HR	Publicly report our RAP achievements, challenges and learnings.
	June/November 2016, 2017, 2018	D&I Council Chair Director HR	Provide biannual reports on RAP progress to the Scentre Group Board.
13. Review, refresh and update RAP.	September 2017	RWG Chair	Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements.
	January 2018	RWG Chair	Send draft RAP to Reconciliation Australia for feedback and formal endorsement.

My story: Tylissa Stephens

Facilities Assistant, Westfield Penrith

Currently employed as a Facilities Assistant at our Penrith shopping centre, 23 year old Tylissa has emerged as a young talent in a traditionally male-dominated trade and provided an invaluable perspective in the development of Scentre Group's RAP.



After completing an apprenticeship and participating in the Women in Trades Program, Tylissa's employment at Scentre Group was facilitated by the AES. Her role extends beyond just electrical, encompassing maintenance, waste management, contractor management, emergency management and customer service.



LEFT
Tylissa Stephens,
Facilities Assistant
and member of
the RAP Working
Group

What's your story?

I grew up on the Eastern Beaches of Sydney, NSW. During my childhood I spent a lot of time between La Parouse, and connecting back with my family home in the Kempsey region. I've been an active member of La Parouse Land Council since 2012, playing a role in local community issues and representing my cultural perspective.

What inspired you to become an electrician?

I wanted to have a career that was hands-on and was specifically looking for a trade. While I was at TAFE, I actively sought opportunities and acknowledge the support of the AES, Scentre Group and others, in progressing my career.

What challenges have you faced being a woman in a traditionally male-dominated industry?

It varies and most often depends on the generation. I did find it difficult as a woman working in trades when I first started, especially with the older tradies. However, I'm pleased to say that people have largely responded extremely positively – particularly around women's' aptitude for problem solving in a trade like electrical.

At times I second-guessed myself, but I found support from the people who believed in me.

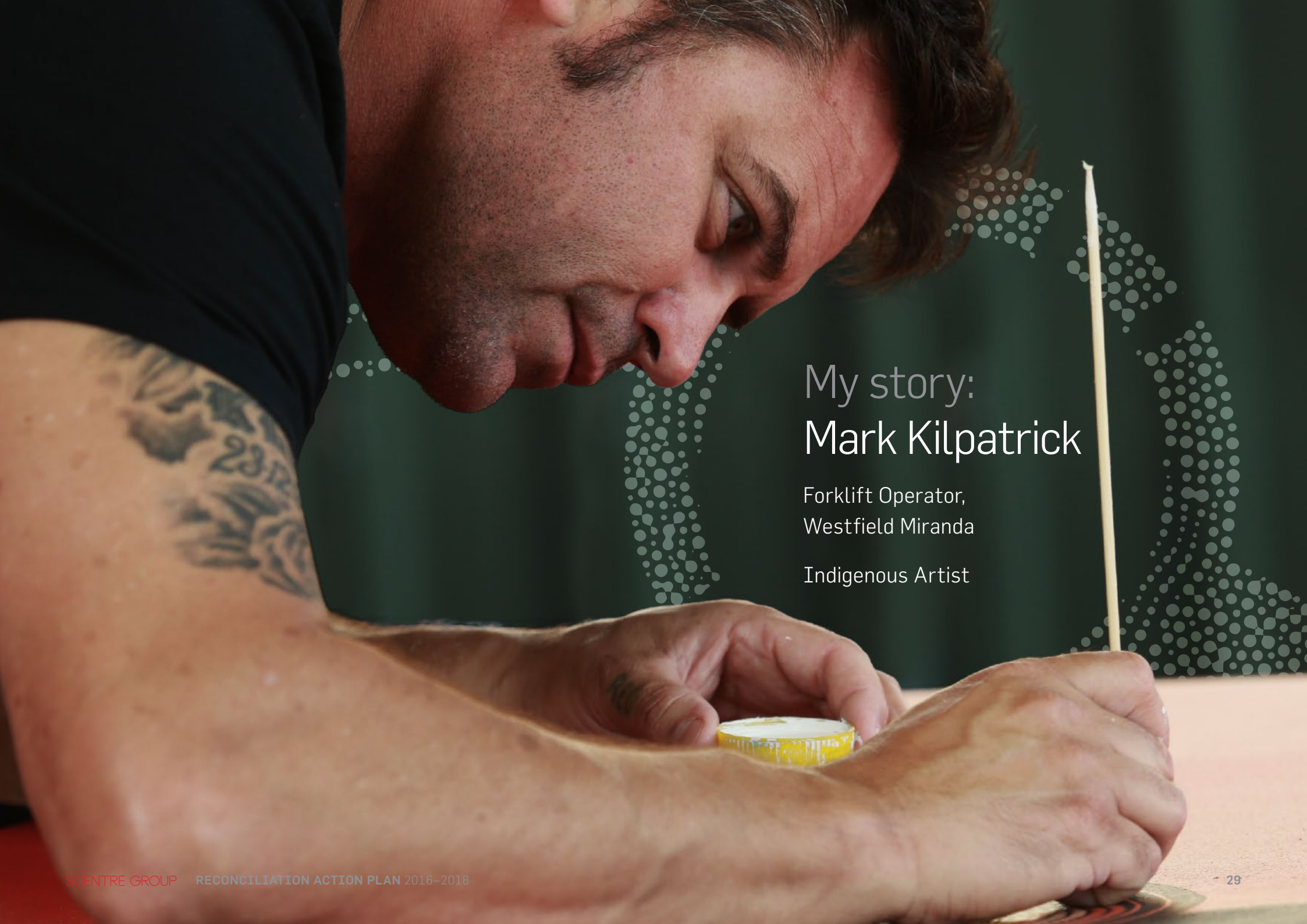
My advice to any young women – Indigenous or not – who are doubting themselves is to find a good support network and believe in yourself.

What have you enjoyed as a member of the RAP Working Group?

I've enjoyed being part of the process from start to finish, watching it all come together. It's been a great learning to see what different people consider to be priorities or not – what their goal is for the Indigenous community and how they'll set about achieving it.

It's been an opportunity for me to input views based on my own heritage and background to validate the direction and also be able to guide others with respect and understanding. It's an educational process for everyone.

I've seen other companies rush their plans and not put the same level of diligence into the planning as we have here. Being a core member of the working group and having involvement in the decision making process along the way has been personally rewarding for me.



My story: Mark Kilpatrick

Forklift Operator,
Westfield Miranda

Indigenous Artist

Mark first started painting while in Year 9 at Warren Central School, where he completed a two-week workshop with well-known artist Max Connellan. His talent was immediately evident and Mark received the 'best painting by a male' award. In 2000, Mark helped paint Yetta Dhinnakkal (meaning 'right pathway'), an aboriginal correctional centre situated at Brewarrina NSW. Mark's paintings have started gaining recognition over recent years and he made the finals of the Fishers Ghost Art Awards in 2008 and 2009.

What's your story?

My mum was born in a mission in Warren, NSW, and dad was from a white family in town – his family owned a local garage in the area. My tribal ancestors in the area are known as the Wailwan people. In 2007, I moved to Leumeah in south-west Sydney.

What's your role at Scentre Group?

I'm a Forklift Operator currently working at Westfield Miranda and am definitely an outdoors-type person. I actually became a baker when I left school – after three years I decided I needed to be outdoors. I've worked as a concrete labourer, builder's labourer and then I discovered machinery! Scentre Group is one of those companies where it's not hard to get up and come to work every day, that's for sure. It's also a bit of a buzz when people ask, 'who do you work for'? Everyone knows the name 'Westfield' – there's a strong connection with local communities.

When did you realise you had a flair for painting?

It all began at school. We moved back to Warren when I was 14 and it really just started from there. After I left school I didn't paint again until I was 28 and I've since rediscovered my early passion for it. Now I just love it; painting is my culture and I love everything about it. I learned painting at school, but for the most part I'm self-taught. I think it's

something that you either have or you don't. I prefer to paint modern stories and use colours like pinks and greens and blues instead of the traditional ochres. Today, I paint about experiences that I and other people have seen or perhaps have been through in life past and present. I believe that everyone is symbolised to some sort of animal, or in some cases, to many animals. I'm a proud indigenous man and take my paintings and culture very seriously. My main inspiration is my children, who continue to motivate me artistically and keep encouraging me to paint.

What is the story behind this important piece you've painted to commemorate Scentre Group's first RAP?

My intention was to create a reflection of Scentre Group as the place for converging ideas – both literal and emotional. A Coroboree is a coming together, a celebration of culture and community. For me, this is reflected in our shopping centres as places at the heart of the community; where people meet and share in a positive experience. Undertaking this process to produce an artwork for Scentre Group's RAP has been a huge learning curve for me. I've grown as an artist and learnt a lot along the way – balancing corporate timelines and expectations with my own artistic vision. It's been invaluable experience and given me a lot of confidence to tackle projects like this in the future.



LEFT
L-R: Scentre Group CEO, Peter Allen; Mark Kilpatrick; Director Design & Construction and Diversity & Inclusion Council Chair, Ian Irving celebrate the unveiling of our RAP artwork.



ABOVE
"Modern Day Corroboree"
Artist: Mark Kilpatrick, 2016.

SCENTRE GROUP



RECONCILIATION
ACTION PLAN

INNOVATE