

Reconciliation and Indigenous Engagement Statement

Acknowledgement of Country

Advance Consulting and Services Pty Ltd (361 Degrees Strategic Engagement and Communications) is located on the traditional lands of the Whadjuk people of the Noongar nation.

We acknowledge and pay our respects to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual, and educational practices of Aboriginal and Torres Strait Islander peoples.

Messages of Commitment from our Team



"I take great pride in building respectful relationships and working with others to facilitate change. By taking this approach our reconciliation journey is meaningful and personally rewarding."

Claire Paddison



"To me, reconciliation means acknowledging our history and moving forward together with respect, honesty, kindness and courage to create equality and equity for all."

Natalie Akili



"When we start from a position of truth telling and respect, we establish a firm foundation to build new relationships to guide the reconciliation journey."

Jamie Robertson



"Inclusive engagement means all people from all walks of life, in all contexts, with a strong mix of diversity in lived experience, purpose, thought and feeling. Only together can reconciliation become a reality."

Carrie Parsons



"Listening and engaging with respect, historical and cultural knowledge and empathy is critical to our collective reconciliation journey."

Amanda Thomas



"Reconciliation is affording respect and equal standing to all members of our community and allowing people to be heard so we can repair, rebuild, and move forward in creating a better world for everyone."

Nicola Shaw



"Creating meaningful reconciliation means committing to ongoing learning, honest conversations and a deeper understanding of First Nations histories and cultures. By listening with respect and encouraging others to do the same, I can help break down divides and build stronger, more connected communities and workplaces."

Gabe Denmark



"I am committed to genuine reconciliation through building respectful relationships and ensuring Aboriginal voices are heard and valued in our projects. Strong partnerships create better outcomes for communities and projects alike."

Leanne Copping

361 Degrees Strategic Engagement and Communications

Our Business

Our aspiration is a world where stakeholders engage in conversations and activities that explore creative futures and bring about meaningful change.

361 Degrees is a small team based in Boorloo (Perth), currently none of whom identify as Aboriginal or Torres Strait Islander. We take pride in our ability to build the capacity of clients and to leave behind skills that enable our clients to change their world.

We have a deep-seated passion for making a difference in the communities where we work and live. Our consultants freely associate and collaborate under a single mission; to be engaged in meaningful activities that build capacity to achieve positive social, economic, and environmental change.

We have a desire to develop strong, positive relationships with Aboriginal and Torres Strait Islander peoples and organisations to help facilitate meaningful and respectful engagement in our work. At 361 Degrees, "we change the world by helping others change theirs."

Our approach to Reconciliation

We embrace the spirit of reconciliation and truth telling embodied in the Redfern Speech and the Uluru Statement from the Heart. We acknowledge the practices of the past and the present have marginalised Aboriginal and Torres Strait Islander peoples and that positive measures are necessary to ensure equality of opportunity for these significant members of our community.

We recognise Aboriginal and Torres Strait Islander peoples as the traditional custodians of Whadjuk Boodja and acknowledge that to support reconciliation we must be involved in the fostering and strengthening of relationships with Indigenous and non-Indigenous Australian people. We believe that through the work we do in the community and with organisations, 361 Degrees is in a position that enables us to make a difference and expand the cultural awareness and further the reconciliation journey.

We commit ourselves to being the best for the world and, consistent with our B Corp certification to take action to dismantle explicit and implicit systems of racism within our company and throughout our networks.

We will make a meaningful contribution to closing the gap. This starts with this statement and as our organisation matures, we will continue to identify further steps towards the development of a Reconciliation Action Plan.

Relationships & Respect (External)

Through our actions, 361 Degrees will show continuous respect for Aboriginal and Torres Strait Islander people's culture and heritage, and foster relationships in and out of the workplace by ensuring the following.

- Supporting Aboriginal and Torres Strait Islander organisations where possible in our procurement choices.
- Encouraging our clients to increase collaboration where possible with Aboriginal and Torres Strait Islander businesses, designers, and consultants.
- Working in partnership with Aboriginal and Torres Strait Islander consultants, contractors, and employees by actively supporting them to achieve their participation and cultural objectives.
- Ensuring our engagement programs and strategies offer appropriate and respectful opportunities for Aboriginal and Torres Strait Islander peoples to participate.
- Supporting our clients to deliver events and initiatives that promote reconciliation.
- Use respectful and appropriate wording of 'Aboriginal and Torres Strait Islander peoples' and to consistently uphold this in documentation.
- Discuss with clients how their engagement approaches can be inclusive, accessible, and welcoming for Aboriginal and Torres Strait Islander peoples.
- Ensure we are informed of clients' reconciliation efforts, strategies and/or plans to effectively support these through our work.

Opportunities & Governance (Internal)

At 361 Degrees we can support our staff to increase their knowledge and respect of Aboriginal and Torres Strait Islander culture, heritage, and challenges through further education. This includes the following.

- Involvement in learning opportunities and cultural celebrations such as NAIDOC Week and National Reconciliation Week events
- Supports staff to increasing their knowledge of Aboriginal and Torres Strait Islander community and culture.
- Commit as an organisation to pledge support to social justice outcomes for Aboriginal and Torres Strait Islander peoples through Racism. It Stops with Me.
- Use Supply Nation and similar sites to source and procure from Aboriginal and Torres Strait Islander businesses where possible.
- Take further steps in our reconciliation journey to work towards creating a Reconciliation Action Plan in the future.
- Ensure inclusion of Acknowledgement of Country in all publications, presentations, website, and reporting.
- Identify an evaluation methodology to monitor our progress on our journey towards reconciliation.