

RECONCILIATION
ACTION PLAN

REFLECT

BUCHAN

Reflect Reconciliation Action Plan

Dec 2022 – Dec 2023

Buchan would like to acknowledge the Aboriginal and Torres Strait Islander people as the Traditional Custodians of the lands on which we live and work.

We pay our respects to Elders past, present, and emerging. Buchan is committed to engaging with and respecting Australian Aboriginal and Torres Strait Islander peoples history and culture and recognise their continuing connection to lands, waters and communities.

The Artist and the Artwork/



Buchan engaged Theresa Bower of Burrundi Design Studio to assist us in telling our RAP story in artistic form.

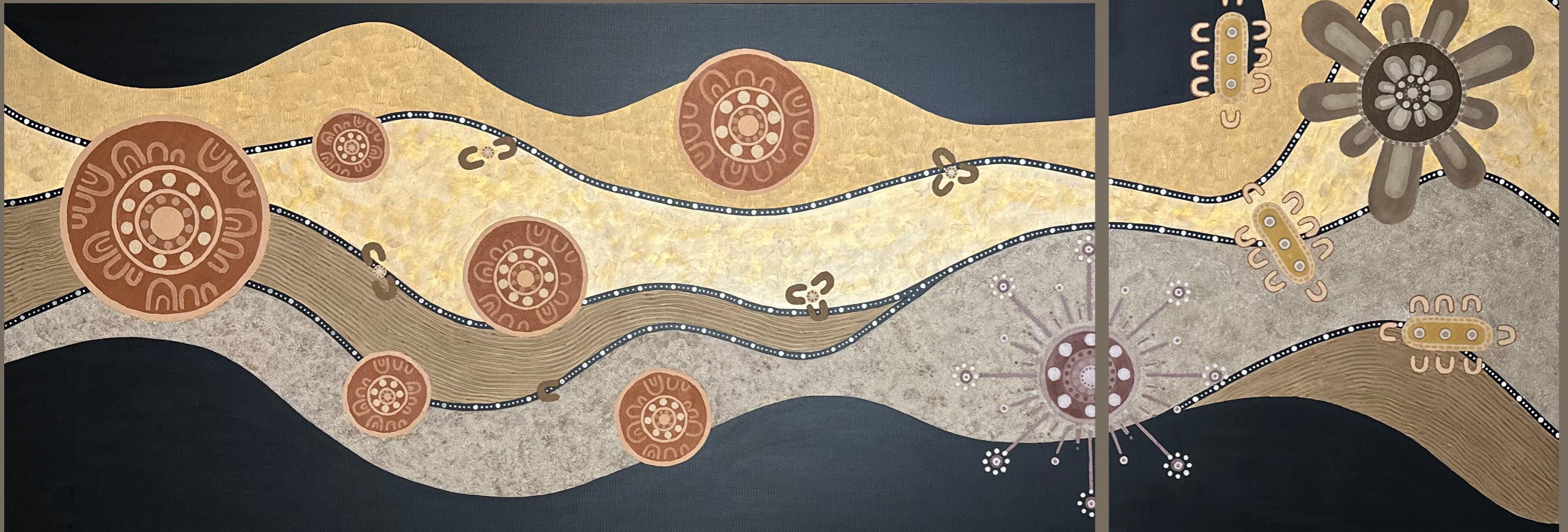
I am a Wiradjuri woman, from the people of the three Rivers. The Kalare (Lachlan), Wambool (Macquarie), and the Murrumbidgee of Central West New South Wales.

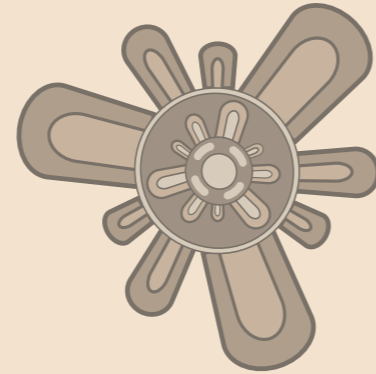
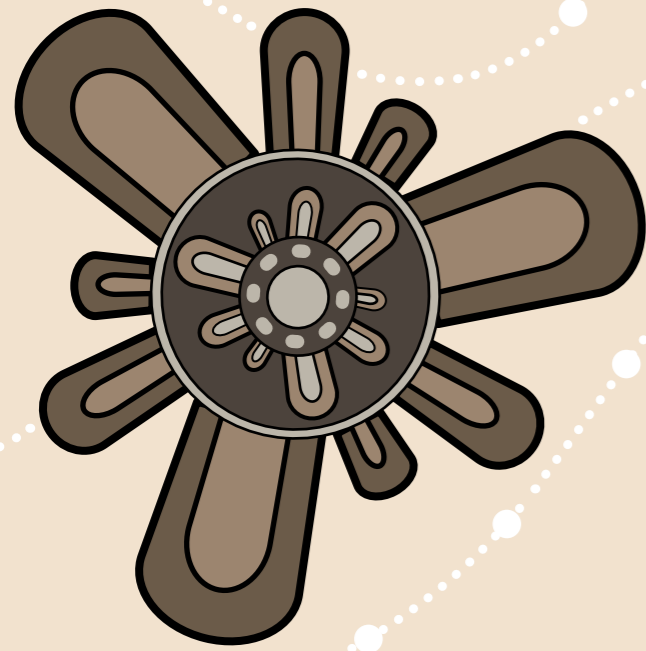
This is a collaborative artwork that explores Buchan's reconciliation journey from now and aspirations into the future.

The story of connecting artworks read as a timeline moving from left to right. The "journey" begins with the background of Country. The four textured layers represent the Water, the Land, the Flora & Fauna and the Sky. With the dotted pattern weaving through Country, connecting us to the Dreaming, our Ancestors and people. The six circular icons represent Buchan's six Australian studios and the journey of cultural learning across all levels of business. The three arches represent knowledge being passed down and the receiving of knowledge. This represents knowledge within Buchan building and growing, as they move towards their first reconciliation action plan.

As you move across the canvas the dotted pattern begins to connect studios with First Nations groups or individuals that have joined Buchan on their journey. The second canvas speaks to the aspirations for the RAP. The expanding star icon representing education. With the central core being the University and the knowledge that is held within, that is reaching out to connect First Nations people to higher education in the built environment profession. Moving up to the three tables icons that represent inclusion with Indigenous and non-Indigenous people sitting at the table working together and sharing knowledge. The final icon is Buchan in the future, moving forward radiating the knowledge gained through their journey of reconciliation, reflection and education. To connect people, place, Country and culture in the future.

This artwork is a living breathing piece of Country. Constructed using only 5 natural ochre paints, which are layered over the black textured gesso background. Of which the red, brown and yellow ochre were harvested from my property on Kombumerri Country and the white and purple ochre purchased from a gentleman's collection that he had held on Country since 1963. The ochre was processed in the traditional way by crushing and mixing with rainwater and honey from my hives. The five ochres were then blended and mixed to create different tones and colours increasing the colour palette. A stabiliser was added, which allowed me to apply multiple layers over each other without them mixing together. This creates the rich depth in colour and texture, with the background and icons having anywhere between 6 to 15 layers of paint. With the depth of ochre paint across the artwork, will allow the colour to change with the seasons and the moisture in the air.





A message from Reconciliation Australia/

Reconciliation Australia welcomes Buchan to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.



Buchan joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types, Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Buchan to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Buchan, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

A message from our CEO/

As designers of the built environment, we hold a unique position to incorporate Aboriginal and Torres Strait Islander Peoples cultures into the world around us, reflecting the deep history of the land, and surrounding waters, that our designs sit upon.



As designers of the built environment, we hold a unique position to incorporate Aboriginal and Torres Strait Islander Peoples cultures into the world around us, reflecting the deep history of the land, and surrounding waters, that our designs sit upon.

By engaging Aboriginal and Torres Strait Islander Peoples in the design process, we ensure our contribution to the built environment provides the opportunity to integrate traditions and cultural aspects from the tens of thousands of years history of this country.

We recognise the privilege and responsibility we have to learn from, and to be inspired by local Aboriginal and Torres Strait Islander peoples knowledge to deliver socially and environmentally positive outcomes for contemporary design across our core disciplines of architecture, interior design, experiential design and masterplanning.

At Buchan we are committed to enabling an inclusive and diverse profession. We recognise Aboriginal and Torres Strait Islander communities are severely underrepresented in the built environment. We are committed to actions that support positive and meaningful change in this area and recognise the active role we can play in breaking down barriers to entry through financial and social support. We are also aware of the positive influence we can have through our support of First Nations suppliers on our projects.

To this end, Buchan is partnering with The University of Queensland to establish a First Nations architecture scholarship program which both supports a student through their degree and offers an employment pathway. This is the first scholarship of its kind for the University with the inaugural placement to commence in 2023.

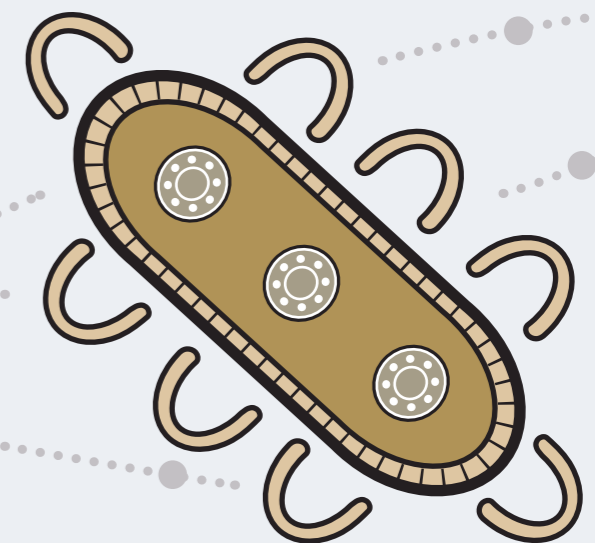
Deepening our connection through education, Buchan engaged local First Nations artist Theresa Bower (Burrundi Design Studio) to create an original artwork that reflects our practice's reconciliation journey from the present and into the future, focused on the pillars of education, inclusivity, connection, and the reconciliation pathway forward.

I am pleased to present Buchan's Reflect Reconciliation Action Plan (RAP), our commitment to contributing meaningfully towards Australia's reconciliation journey.

Our Reflect RAP is the result of many months of collaboration across our seven Australian studios and across all disciplines and roles within our practice. I would like to thank all those who have contributed to developing our Reflect RAP and in particular acknowledge the contribution of Hayden Djakic who has led the practice-wide engagement and creation of our Plan.

We would also like to thank Reconciliation Australia for their guidance as we move forward together on our reconciliation journey.

Stephen Auld
CEO Buchan



Our Business/

At Buchan, we understand people and place. We strive to create destinations that enrich lives and local economies. We design places people are drawn to and feel a rich sense of belonging.

Buchan is an acclaimed global architecture, interior, masterplanning and experiential design studio with distinction in retail, commercial, mixed- use, residential, hotels and hospitality.

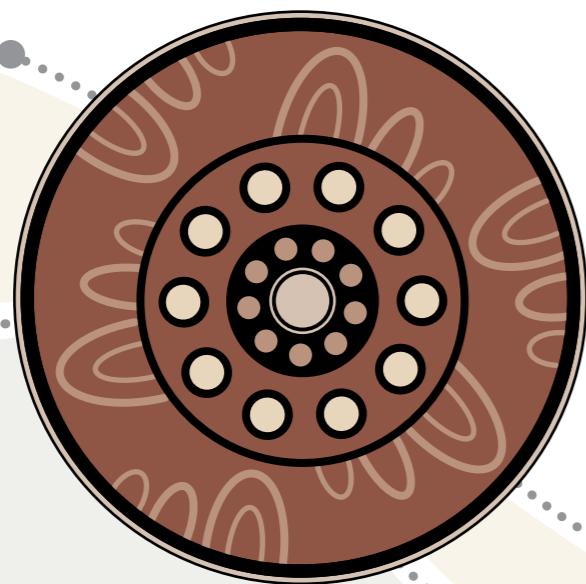
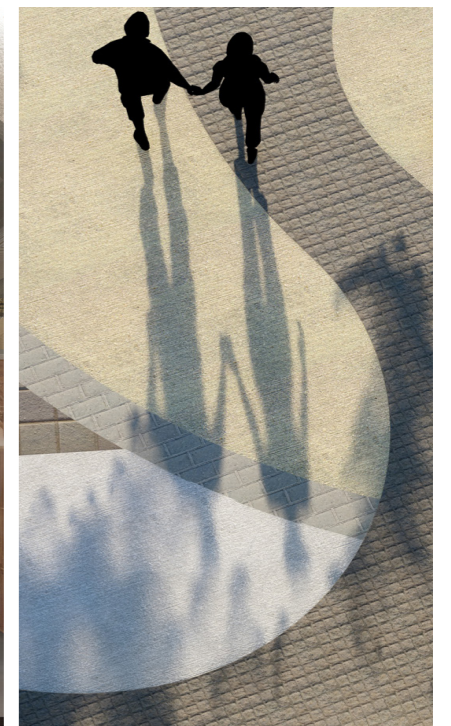
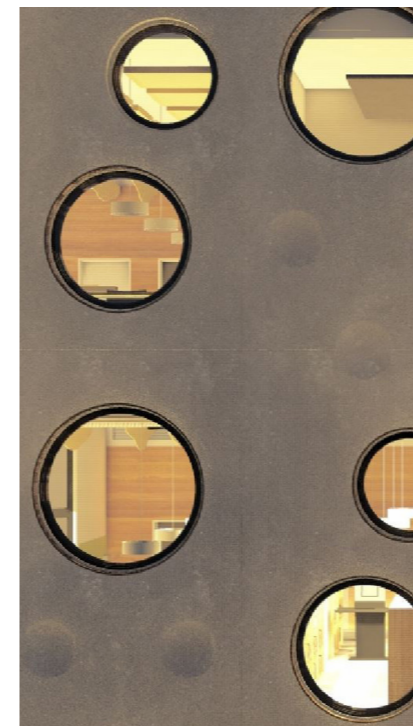
We are an agile business drawing on both local knowledge and international experience, with more than 200 staff sharing expertise across our Australian studios and an additional 50 in New Zealand and further abroad.

We are currently unaware of any staff who identify as an Aboriginal and/or Torres Strait Islander person, although we regularly engage with stakeholders of the Built Environment who do identify as Aboriginal and/or Torres Strait Islander people.

Our creative force is bolstered by our ever-expanding global presence, with alliances with design firms such as Nikken Sekkei, and collaborative partnerships with leading international architecture practices.

For more than 130 years, Buchan has made a significant contribution to the built environment both in Australia and across the globe, with an extensive portfolio that spans boutique, intimate settings through to large-scale buildings and urbanscapes.

As designers of our built environment our industry has an undeniable impact on the physical, natural and cultural landscapes. As a design firm involved in projects which sit upon lands all across Australia, we see it as our responsibility to recognise the cultural connection and traditions of these lands.





Our People/

We are a team of more than 250 design professionals specialising in architecture, masterplanning, interiors and experiential design.

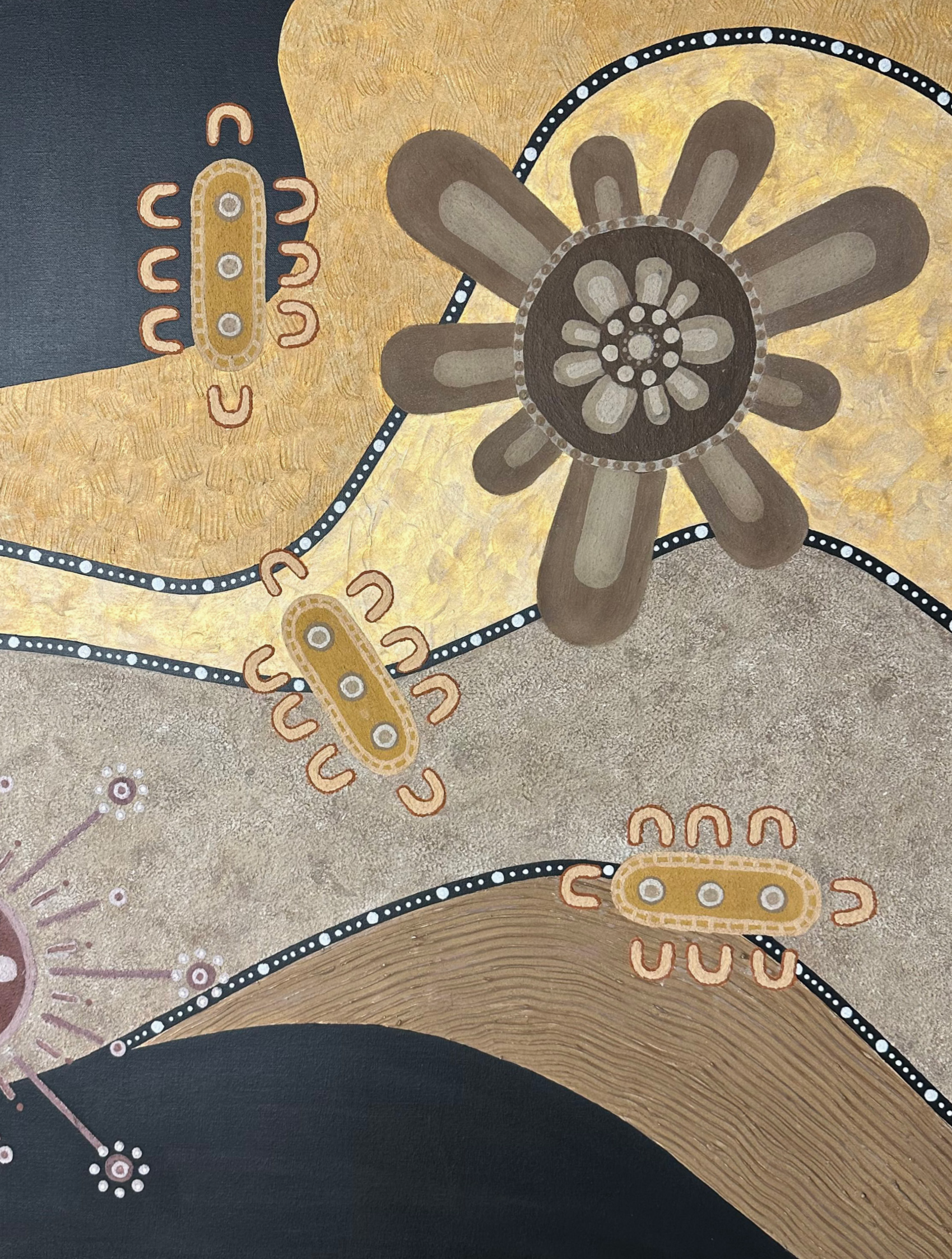
Our design professionals are supported by an exceptional shared services team encompassing finance, legal, IT, people and culture, and marketing professionals.

Buchan's longevity as a design practice and the tenure of our people has enabled us to build client and community relationships over decades, providing continuity to visionary city shaping and community building projects.

Our people are our greatest resource. At Buchan we encourage every person in our studio to bring a unique perspective that enriches our culture and our work. Together, we are building on our 130- year design legacy in a way that celebrates our heritage and are charting a course for the future where our diversity, and integrated ideas thrive.

We endeavour to foster strong project team environments that make for a supportive and inclusive place to work, starting from our graduate program. With our focus on collaboration and building connection across our studio we are able to offer our people at all levels of seniority the opportunity to grow both personally and professionally through diversity of both projects and locations.

We are actively involved in the design and development industries, contributing to organisations such as the Institute of Architects, Property Council Australia, local council and city development committees, National Association of Women in Construction (NAWIC) and Women in Design and Construction (WIDAC) among others. Many of our staff hold teaching positions at universities and other institutions which is encouraged and supported. We also support various charities across our studios including Sleepout for Homelessness, Movember, Good Friday Appeal, Food drives, tree planting days, and Men's sheds to name a few.



Our RAP/

At Buchan we understand the importance of reconnecting with Aboriginal and Torres Strait Islander histories and cultures.

As designers of the built environment, we are involved in projects that sit upon lands all across Australia and understand the role we have in recognising the cultural connection and traditions of these lands.

Buchan's Reflect RAP marks the first stage of our commitment to contributing meaningfully towards Australia's reconciliation journey. It is our guide for how we will contribute to greater cultural awareness and connectedness within our workplace and within the communities where we design and collaborate.

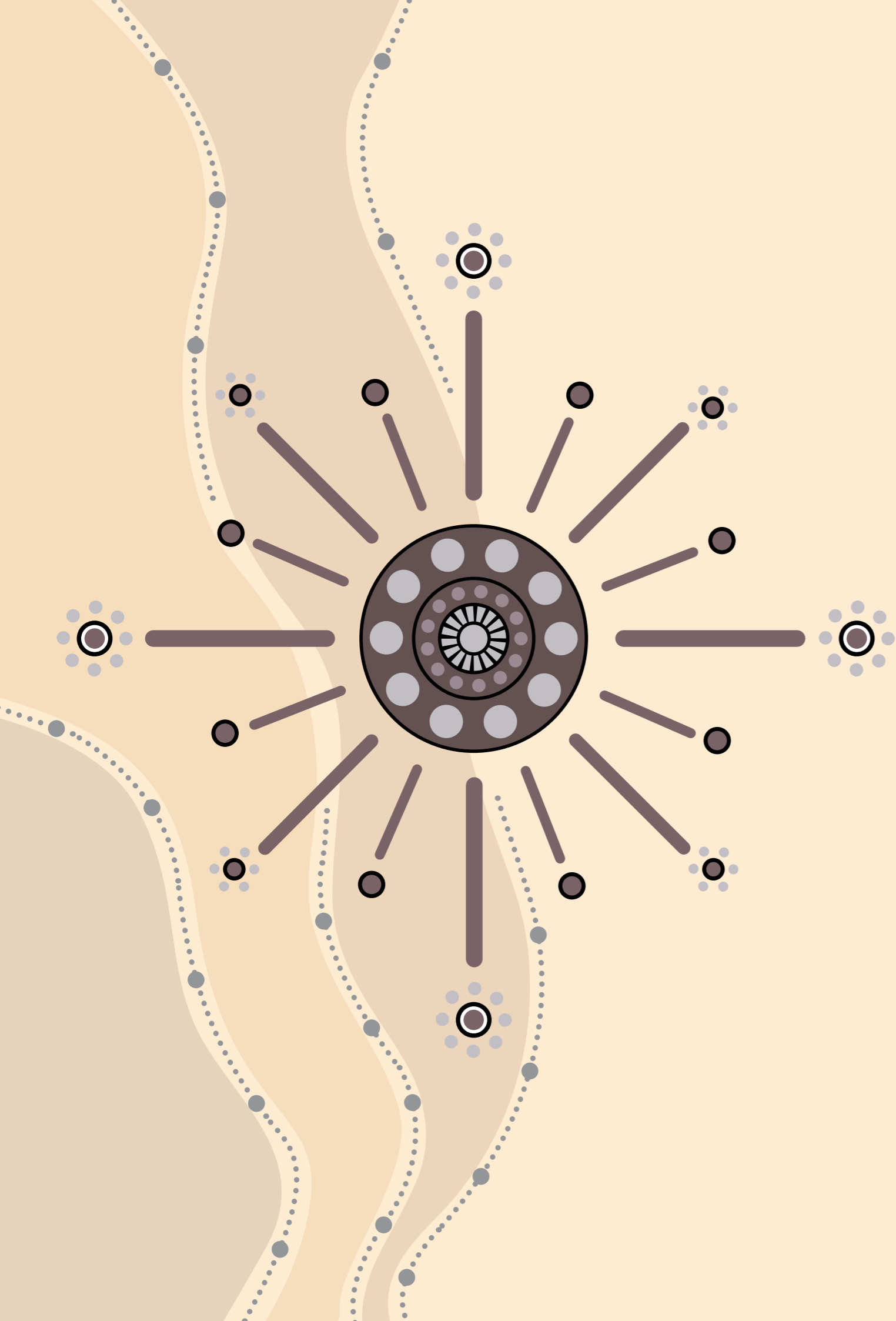
Committing to our Reflect RAP has enabled Buchan to further explore our relationships with Aboriginal and Torres Strait Islander stakeholders, to better understand the challenges faced by Aboriginal and Torres Strait Islander communities in our profession and to affirm our vision for reconciliation, which centres around making positive and respectful change.

Our Reflect RAP is the culmination of many months of work across all our studios, all disciplines and at all levels of seniority in our practice. We would also like to acknowledge the valuable learnings from Aboriginal and Torres Strait Islander communities, consultants and businesses that have contributed to our journey over preceding years.

Our RAP team, which is comprised of representatives of each of our studios, is responsible for the strategic direction of Buchan's RAP and for fostering engagement with our plan, both within and across our studios, and across our sphere of influence.

Internally, this involves promoting a culturally aware and inclusive workplace that embraces Aboriginal and Torres Strait Islander histories and cultures. Externally, this involves raising awareness with our stakeholders and clients to ensure there is a shared understanding of our RAP.

As we will continue to develop and implement our RAP, we are committed to establishing greater cultural connection, respect and understanding through genuine and meaningful relationships with local Aboriginal and Torres Strait Islander communities. Through our RAP, we are actively supporting change, not simply talking about it.



Supporting an inclusive and diverse profession/

As we embark on our Reconciliation Action Plan journey we recognise the role we can play by supporting the next generation of Aboriginal and Torres Strait Islander peoples who are interested in a career in Architecture and Design.

Addressing the under-representation of Aboriginal and Torres Strait Islander peoples in our field, our scholarship aims to provide inspiration for the future and a pathway for academic and professional success for Aboriginal and Torres Strait Islander peoples.

We are proud to be partnering with The University of Queensland to establish the inaugural Buchan Aboriginal and Torres Strait Islander Architecture Industry Scholarship.

The first scholarship student placement will commence in 2023, providing both financial and social support for the student, and offers an employment pathway with Buchan to bridge the education to industry gap.

Through the UQ Endowment Fund, The University of Queensland has committed to match Buchan's commitment dollar-for-dollar to support an additional Aboriginal and Torres Strait Islander student.

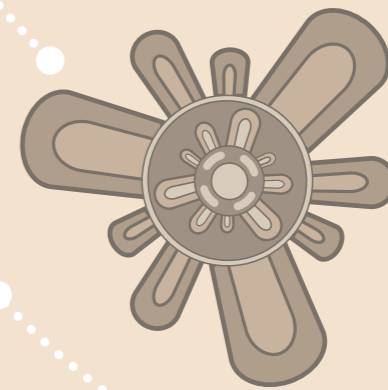
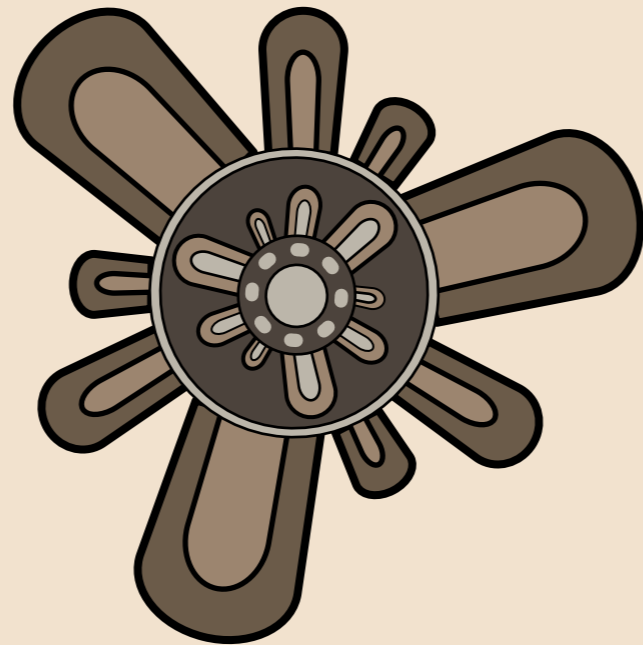
Taking this approach means we are not simply talking – we are doing, creating a catalyst for others to follow in directly supporting Aboriginal and Torres Strait Islander peoples to embark on a career in the built environment.

We would especially like to thank the members of the UQ team who have also assisted in getting this pathway into action – along with their own generous contribution.



CREATE CHANGE

+ BUCHAN



Our partnerships & current activities/

Buchan's reconciliation journey has taken shape in different ways across each of our Australian Studios. Our Reflect RAP has enabled us to make connections, share key learnings and experiences, introduce local indigenous connections and importantly, align on our vision for reconciliation and our pathway forward.

In 2021 Buchan initiated an Acknowledgement of Country at regular studio meetings and formal presentations, and has since been included on our website and on our submissions and reports.

A Welcome to Country has also been introduced for larger external public gatherings such as our NGV Melbourne Design Week event and Hotels Forum.

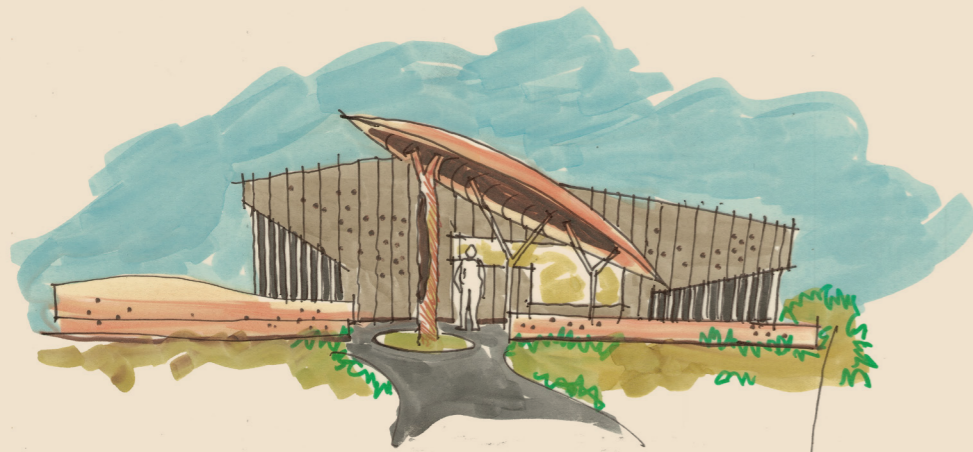
We invite Aboriginal and Torres Strait Islander peoples into our studios to share their stories and to share insights on how we can meaningfully connect with the lands upon which our designs are situated. To date activities have centred around National Reconciliation Week and NAIDOC Week each year. More broadly, the RAP Working Group will champion a calendar of regular engagements across all aspects of design, art and the built environment to ensure an ongoing connection with Aboriginal and Torres Strait Islander histories and cultures, and our reconciliation pathway.

Since starting our reconciliation journey we have created a centralised resource that enables all of our studios to share research, connections with Aboriginal and Torres Strait Islander consultants, stakeholders and suppliers, and projects where First Nations storytelling, artworks and design principles have been incorporated into our designs.

We have had the privilege of connecting and engaging with Aboriginal and Torres Strait Islander histories and cultures through our work with First Nations groups on several of our projects. Examples of this include the opportunity to work with the Wadawurrung Traditional Owners Aboriginal Corporation in developing the 'Living Water' narrative to deliver a design for the new Armstrong Creek Town Centre Library and Community that respects and embraces the area's Wadawurrung living cultural heritage.

Another notable project is our work with the Awabakal people of Awabakal Country, on the Scarred Tree Installation at Morisset.

Acknowledging Country involves taking real action to embed the values of inclusion, respect and cultural understanding within our Practice's policies and day-to-day operations. Through our Reconciliation Action Plan our intention is to grow these initiatives and partnerships, to create opportunities for deeper understanding and connection through greater collaboration from project concept through to completion.



Our partnerships/ current activities

Office	Projects involving direct engagement	Aboriginal & Torres Strait Islander owned businesses and consultants regularly engaged with to assist with engagement and learning
International	Australia Pavilion Osaka 2025	Barbara Bynder, Karrda
NSW	Scarred Tree Canoe Morisset LFR project South Eveleigh Locomotive Workshop Precinct Identification	Matt Fellingham (FCDA) Birabin Aboriginal Land Council (ALC) Tessa Boer-Mah (First Nations between design team and Awabakal Elders) Clarence Slockee, Jiwah
QLD	Sunshine Plaza 'The Bunya Nut' art installation and Southern River Walk Qantas Founders Museum Longreach installation work	Mirri Mirri The Black Card Gilimbaa Theresa Bower (Burrundi Design Studio)
VIC	Armstrong Creek Town Centre Library & Community Hub	Wadawurrung Traditional Owners Aboriginal Corporation WSP Indigenous Services Rork Projects, John Paul Janke
WA	Cockburn Gateway The Melbourne Hotel Curtin University of Technology -Aboriginal Studies Centre Aboriginal Health Unit - South West Health Campus, Bunbury	Barbara Bynder, Karrda Japingka Gallery Ms Pat Dudgeon, Director of Aboriginal Studies, Curtin University



PROJECT: SUNSHINE PLAZA SHOPPING CENTRE, MAROOCHYDORE, QLD
BUNYA NUT ART INSTALLATION



Relationships/

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	March 2023, Follow up June, September, December 2023	Lead: RAP Champion Support: Senior management team
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2023, Follow up June, September, December 2023	
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Lead: RAP Champion Support: Senior management team
	RAP Working Group members to participate in an external NRW event	27 May – 3 June 2023	
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2023	
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	March 2023, Follow up June, September, December 2023	RAP Champion
	Identify external stakeholders that our organisation can engage with on our reconciliation journey and review in quarterly RWG meetings.	March 2023, Follow up June, September, December 2023	
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey and review in quarterly RWG meetings. Continue engagement with external parties for all staff understanding and recognition.	March 2023, Follow up June, September, December 2023	
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Follow up September 2023	Head of People and Culture
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	March 2023, Follow up September 2023	



Respect/

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	March 2023	Head of People and Culture
	Conduct a review of cultural learning needs within our organisation.	March 2023	
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	March 2023, Follow up June, September, December 2023	RAP Champion
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2023, Follow up June, September, December 2023	Lead: RAP Champion Support: RWG Lead
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2023	Lead: RAP Champion, Support: Head of People and Culture, and Head of Strategy and Marketing
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	
	All members of the RAP Working Group to participate in an external NAIDOC Week event and encourage all staff to do the same.	First week of July 2023	



Opportunities/

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	March 2023, Follow up June, September, December 2023	Lead: RAP Champion, Support: Head of People and Culture, and Head of Strategy and Marketing
	Continue engagement with UQ for provide support for the scholarship & future employment opportunities at Buchan.	March 2023, Follow up June, September, December 2023	
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses and ensure implementation of outgoing information to raise awareness to stakeholder groups.	March 2023, Follow up September 2023	Lead: RAP Champion, Support: Office Coordinators
	Investigate Supply Nation membership	May 2023	RAP Champion



Governance/

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	March 2023, Quarterly follow up meetings June, September, December 2023	Lead: RAP Champion Support: RWG Lead
	Draft a Terms of Reference for the RWG.	March 2023, Follow up September 2023	Lead: RAP Champion Support: RWG Lead
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	June 2023	Lead: RAP Champion Support: Head of People and Culture
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	March 2023, Quarterly follow up review June, September, December 2023	Lead: RAP Champion Support: RWG Lead and Regional Operations Leaders
	Engage senior leaders in the delivery of RAP commitments.	March 2023, Quarterly follow up review June, September, December 2023	RAP Champion
	Appoint a senior leader to champion our RAP internally.	Review March 2023	Head of Strategy and Marketing & current RAP Champion
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2023, Quarterly follow up review June, September, December 2023	RAP Champion and RWG Lead



Governance/

Action	Deliverable	Timeline	Responsibility
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2023	RAP Champion
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2023	
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	July 2023	RAP Champion

We would like to acknowledge and thank the members of our Reconciliation Action Plan team.

Our RAP Working Group includes representation from each office, and from all business units and levels of seniority. Our rationale for Buchan's RWG is to promote connection and collaboration - engaging across all levels of the business and our sphere of influence with consultants, stakeholders and the broader community.

Our RAP Champion is responsible for the strategic direction of the RAP and key focus areas.

The RWG leader and representatives in each office are responsible for ensuring the targets and outcomes of the RAP are tracked and met.

RAP Champion & Primary Contact

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RAP Working Group Lead

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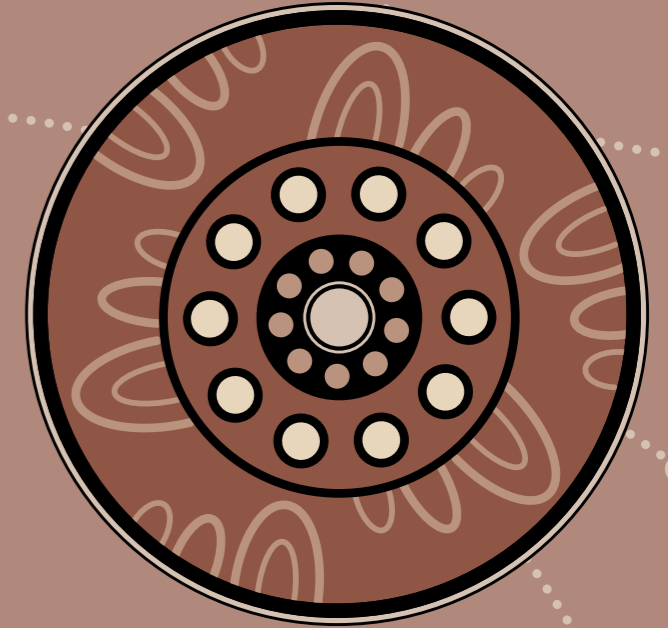
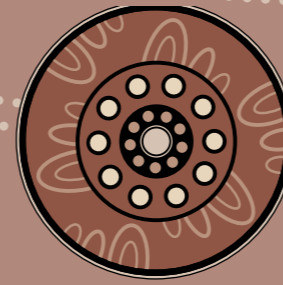
New Zealand Aotearoa Offices:

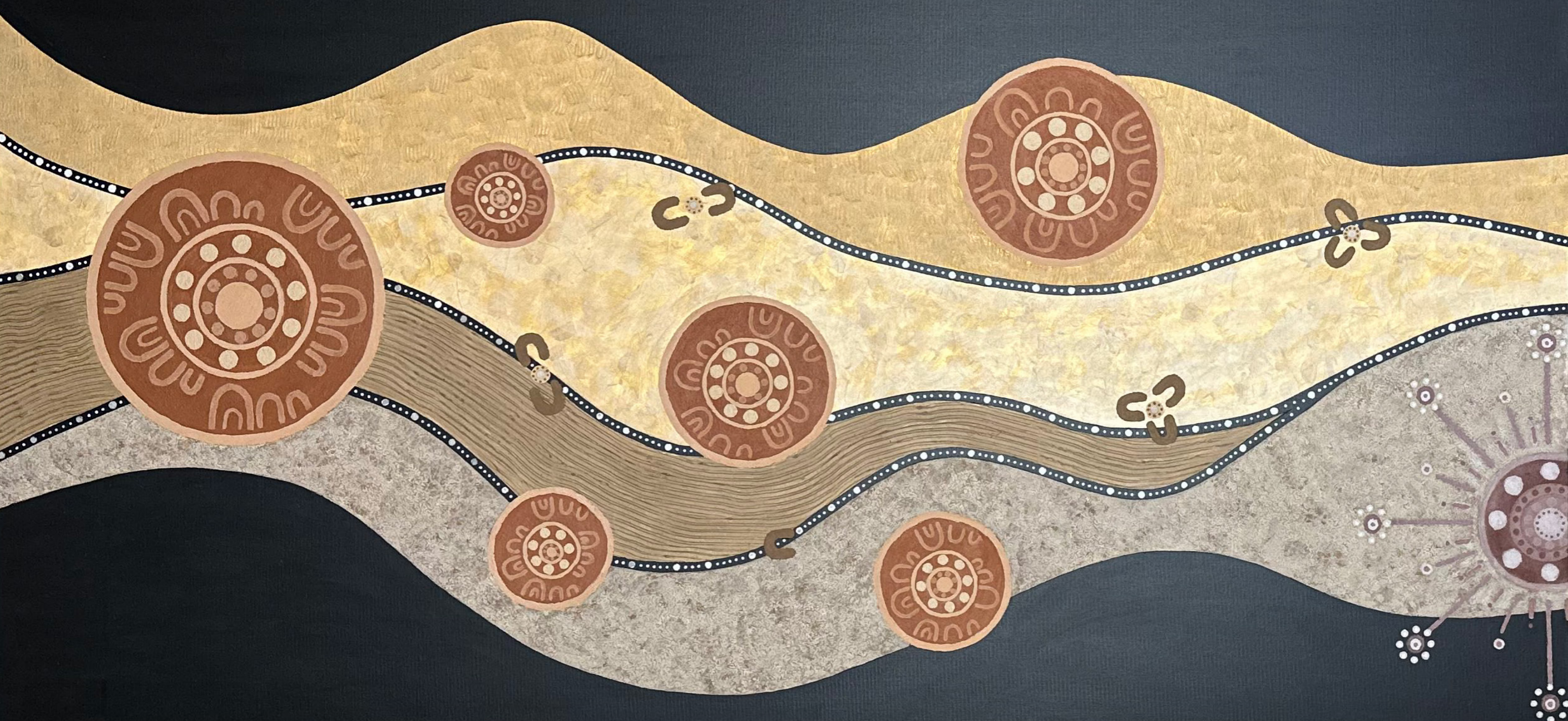
Auckland

Tāmaki Makaurau

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