

Reflect Reconciliation Action Plan

January 2021 – January 2022



RECONCILIATION
ACTION PLAN

REFLECT

BREATHE

Image: Flora near Breathe's studio.

A close-up photograph of a red, feathery flower spike, likely a species of grass or ornamental grass, set against a dark, blurred background. The flower spike is the central focus, showing intricate details of its structure and vibrant red color. The background is a mix of dark green and black, creating a high-contrast effect.

Reflect RAP overview

Our business

Breathe Architecture designs world class architecture with an enduring and meaningful impact on housing affordability, accessibility and sustainability.

We are who we are, and have the purpose and vision we do, because we believe we can make a difference. It is through this lens we find broader opportunities and greater design solutions that others do not see – or simply do not want to consider. We push that extra mile because we genuinely care about the outcome, form and function, both now and into the future. We consider ourselves accountable. Environmentalists. Humanitarians. Urbanists. Activists.

Our purpose is to design architecture that is meaningful and accessible to all. To approach the built environment from a holistic and sustainable perspective, reconciling ecological and social design impacts within any economic climate. We aim to be change agents in this space, and to be advocates for the people in the cities in which we are fortunate to live and work and advocates for the planet.

Our studio is located in Melbourne, Victoria and the majority of our projects are based within a 25km radius of our studio. We also take on a small number of national and international projects that we believe exemplify our mission.

Breathe employs 22 people from our Brunswick studio, with some employees working remotely for extended periods of time to balance family and work commitments. There are currently no Aboriginal and/or Torres Strait Islander members of staff employed by Breathe Architecture; our intention is to improve and increase employment outcomes throughout the duration of this and future RAPs.

Our RAP

As architects we build on land that was stolen from First Nations peoples and we operate in an economy bound by systemic racism.

We feel it is our responsibility to respect the rights of all people, which compels us to act to help end this inequality and racism. We hope to create a workplace culture that understands, values and respects the true history of this country and the cultures and contributions of First Nations peoples, to develop respectful relationships and create meaningful opportunities with First Nations peoples.

We are in the early stages of our reconciliation journey and have established a RAP Working Committee, which consists of 8 employees in roles across the organisation as well as co-founders Jeremy McLeod and Tamara Veltre.

Shane Charles, the current Co-Chair of Reconciliation Victoria, is working with Breathe in a consultant capacity to ensure that our RAP is being guided by Aboriginal and Torres Strait Islander knowledge and perspectives, that Aboriginal and Torres Strait Islander people are involved in the decision making and that we are operating in ways that are culturally appropriate. Shane is a Yorta Yorta, Wurundjeri and Boon Wurrung man and is highly experienced in working across education and training, justice and cultural heritage sectors both within Aboriginal and Torres Strait Islander and non-Indigenous organisations.

RAP Working Committee consists of:

Adilah Ikram Shah

Architect

Bonnie Herring

Director of Architecture

Camilla Burke

Architect

Faith Freeman

Architect

Jeremy McLeod

Co-founder

Madeline Sewell

Associate

Marcella Palma

Architectural Graduate of Architecture

Marie Penny

Architect

Tahlia Hays

Executive Assistant

Tamara Veltre

Co-founder (RAP Champion)

Shane Charles

Consultant

Our partnerships/ current activities

Breathe Architecture has ongoing business relationships with Aboriginal Housing Victoria, Aboriginal Health, Schiavello Ganbu, Muru Office, Cos Office and more.

We are committed to continuing to provide pro-bono or reduced cost services to organisations that benefit Aboriginal and Torres Strait Islander peoples.

We include Acknowledgement of Country in all presentations and collateral, tenders, proposals, email signatures and social media posts.

Breathe publicly recognises Invasion Day and our employees instead opt to utilise the public holiday for a day of training and engagement during NAIDOC week.

Breathe Architecture is committed to its reconciliation journey and collaborating with Aboriginal and Torres Strait Islander communities to achieve meaningful outcomes. Our goal is to inspire the industry to make change within the built environment and that RAPs become a minimum standard for all design practices.



Relationships



Respect



Opportunities



Governance



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.	January 2021	Architect
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2021	Architect
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2021	Executive Assistant
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2021	Executive Assistant
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2021	Executive Assistant
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	January 2021	Architect
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	February 2021	Architect
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	January 2021	Architect
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	March 2021	Executive Assistant
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April 2021	Architect

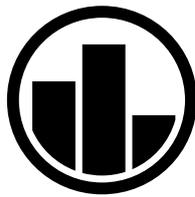


Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	May 2021	Architect
	Conduct a review of cultural learning needs within our organisation.	March 2021	Architect
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 2021	Associate
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	March 2021	Associate
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.	June 2021	Graduate of Architecture
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	July 2021	Graduate of Architecture
	RAP Working Group to participate in an external NAIDOC Week event.	July 2021	Graduate of Architecture



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.	July 2021	Co-founder
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	July 2021	Architect
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.	March 2021	Executive Assistant
	Investigate Supply Nation membership.	February 2021	Executive Assistant



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.	January 2021	Co-founder
	Draft a Terms of Reference for the RWG.	January 2021	Director of Architecture
	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	January 2021	Co-founder
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	January 2021	Co-founders
	Engage senior leaders in the delivery of RAP commitments.	January 2021	Co-founder
	Define appropriate systems and capability to track, measure and report on RAP commitments.	January 2021	Co-founder
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2021	Director of Architecture
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	October 2021	Co-founders

Contact details

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