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SEPTEMBER 2023 / 2024



# DJAS ARCHITECTURE

## RECONCILIATION ACTION PLAN



*We acknowledge First Nations peoples and their continuing connection to land, waters and culture, because we strongly believe in reconciliation and collaborative engagement for a better future.*

*We pay our respects to Elders past, present and emerging, whose knowledge, traditions and stories guide custodianship on what will always be their ancestral lands.*



## CEO STATEMENT

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

DJAS Architecture 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 DJAS Architecture 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 DJAS Architecture, 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



**KAREN MUNDINE**  
CEO, Reconciliation Australia





## OUR BUSINESS

**DJAS Architecture is an architecture and interior design firm that was established in the ACT in 1987. DJAS Architecture has gained a reputation for high quality design based on an ability to synthesise the conflicting demands of creativity, planning, staff involvement, cost effectiveness and quality design.**

DJAS was established by Daryl Jackson and Alastair Swayn in Canberra in 1980 and is one of the City's largest architectural and interior design practices with a professional staff of over 30, including one of the largest dedicated interior design groups in the region.

Our head office is located in Kingston, ACT with studios in Brisbane, QLD and Armidale, NSW. We focus on serving the ACT and greater NSW region, as well as metropolitan areas of QLD.

We are an interdisciplinary design practice of professional architects, urban, interior and graphic designers. Our practice seeks creative solutions to find opportunities and solve problems in the built environment, and we are motivated by the desire to provide sensitive and stimulating environments that articulate and facilitate all aspects of human encounter and endeavor.

DJAS work with a variety of professionals; project managers, building suppliers, artists, and consultants. When working on projects that require cultural sensitivity and need to be culturally appropriate, DJAS collaborate with First Nations designers and consultants to create stronger user outcomes. We also engage with numerous stakeholders for our projects, from government through to community organisations and provide strong outcomes for our clients, the end users of our projects, as well as the general public.





## OUR RAP

**DJAS are developing a RAP to support the national reconciliation movement. As designers, we are well placed to utilise Supply Nation and support culturally sensitive environments for our clients.**

We intend to implement our RAP through;

- + Identification of future cultural awareness training needs;
- + Encouraging culturally sensitive design;
- + Utilising Aboriginal and Torres Strait Islander suppliers & artists;
- + Increase the level of knowledge of 'place' with regard to peoples, histories, cultures; and
- + Increase awareness of NAIDOC Week and National Reconciliation Week.

Over several years DJAS has been working with First Nations groups to create culturally appropriate environments. With the Ngunnawal Bush Healing Farm, DJAS worked with First Nations architects and local Elders to create a building which responds to local priorities and concerns. We continue to work with the Australian Institute of Aboriginal and Torres Strait Islander Studies agency (AIATSIS) on office fitouts and exhibition spaces.

Our RAP is being developed and steered by the RAP Working Group, who intend to implement the RAP by September of 2023. Alisa Moss, one of the office directors, will be the office Champion responsible for Canberra, Brisbane and Armidale offices.





PICTURED  
Ngunnawal Bush Healing



# OUR RELATIONSHIPS

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
01. 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.	Associate	September, 2023
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Interior Designer	September, 2023
	Explore and connect with potential Aboriginal and Torres Strait Islander artists, designers and architectural partners.	Associate / Director	October, 2023
02. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	Interior Designer	May, 2024
	RAP Working Group members to participate in an external NRW event.	Associate / Director	27 May 2024 to 3 June 2024
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	Chief Operating Officer	27 May 2024 to 3 June 2024
03. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	Chief Operating Officer	September, 2023
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	Associate	October, 2023
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	Associate	October, 2023
	Communicate our reconciliation actions through our engagement with clients and partners across the supply chain.	Associate / Director	September, 2023
04. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	Chief Operating Officer	November, 2023
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Chief Operating Officer	December, 2023





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AIATSIS



# OUR RESPECT

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
05. 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.	Chief Operating Officer	January, 2024
	Conduct a review of cultural learning needs within our organisation.	Chief Operating Officer	February, 2024
	Implement a cultural learning program for staff, including on Country expenses.	Chief Operating Officer	March, 2024
06. 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.	Associate / Director	September, 2023
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Associate / Director	October, 2023
	Embed the practice of acknowledging Country at the start of our internal and external meetings.	Chief Operating Officer / Director	January, 2024
07. 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.	Chief Operating Officer / Director	June 2024 to July 2024
	Introduce our staff to NAIDOC Week by promoting external events in our local areas.	Associate / Director	June 2024 to July 2024
	RAP Working Group to participate in an external NAIDOC Week event.	Associate / Director	June 2024 to July 2024





# OUR OPPORTUNITIES

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
08. 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 and retention within our organisation.	Chief Operating Officer	October, 2023
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Chief Operating Officer	October, 2023
09. 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.	Interior Designer / Chief Operating Officer	October, 2023
	Investigate Supply Nation membership opportunities.	Interior Designer / Associate	October, 2023





PICTURED  
Ngunnawal Bush Healing



# OUR GOVERNANCE

ACTION	DELIVERABLE	RESPONSIBILITY	TIMELINE
10. Establish and maintain an effective RAP Working Group (RWG) to driver governance of the RAP.	Form a RWG to govern RAP implementation.	Chief Operating Officer	September, 2023
	Draft a terms of reference for the RWG.	Chief Operating Officer	September, 2023
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Chief Operating Officer	September, 2023
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Chief Operating Officer	September, 2023
	Engage senior leaders in the delivery of RAP commitments	Director	September, 2023
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Associate	September, 2023
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.	Chief Operating Officer	September, 2024
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	Associate	June, 2024







## ARTIST STATEMENT & BIO

**This artwork is based on Kayannie's 'Enduring Connections' style and speaks to the enduring connections of Aboriginal and Torres Strait Islander peoples' connection to country.**

The artwork is inspired by the signature colours used by DJAS Architecture – light teal and white and features a representation of the + symbol that features in the DJAS logo as a design element. The other four colours have been chosen to compliment the signature colours, black, brown, peach and orange.

The main design focus of the artwork is the three places, connected by pathways. These three places represent the three locations of DJAS Offices across Australia and the three key areas of practice – Architecture, Interior Design and Workplace Strategy.

The other elements complement the main elements of the artwork, showing the country that DJAS practices its work, draws inspiration from and the value the organisation places on sustainability.

This artwork will be a visible commitment to DJAS' reconciliation goals of engaging and supporting Indigenous people in the field.

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**Kayannie Denigan is an early career Australian Aboriginal artist. She is Luritja by birth – connected to Iltjitjari and Unturu in Central Australia through her grandmother and great-grandmother respectively.**

Kayannie is also connected to the Bagarmuguwarra, Guugu Yimithirr and Kuku Yalanji people of Cape York through her Nganjan (adopted father). She maintains strong connections to country at Buru, Starke and Yuku Budhuwigu and to the communities of Hope Vale and Wujal Wujal.

Kayannie works predominantly in acrylic on canvas and is inspired by a painting style that was passed down from her grandmothers – the iconic dots and symbols of Central Desert art. She combines this ancient form of storytelling with the colours and stories from the lands and culture of her childhood home in Cape York.

Her unique style represents her heritage and upbringing, resulting in earthy, rich and vibrant expressions of her connection to people and country.

Kayannie also creates digital art inspired by her paintings. She has worked in copper, brass and silver to create contemporary jewellery and other items that reflect and enhance her practice.



**KAYANNIE DENIGAN**  
First Nation's Artist





PICTURED  
AIATSIS

## OUR COMMITTEE



**Alisa Moss**  
Committee Member



**Kate Treacy**  
Committee Member



**Alice Coghlan**  
Committee Member



**Tayla Grobbelaar**  
Committee Member

## A MESSAGE FROM OUR LEADERSHIP

**At DJAS, we believe that design plays a distinctive role in fostering reconciliation between First Nations peoples and Australians of diverse heritage.**

Our commitment to respect, inclusivity, and collaboration extends to our design processes, where we actively seek out opportunities to engage with Aboriginal and Torres Strait Islander communities and incorporate their perspectives into our work. By creating spaces that honour First Nations traditions and history, we hope to contribute to the process of healing and reconciliation, and to create a more just and equitable society for all Australians.

**Alisa Moss**  
DJAS Architecture, Director



DJAS IS A LEADING DESIGN PRACTICE WITH  
PROFESSIONAL ARCHITECTS, URBAN, INTERIOR  
AND GRAPHIC DESIGNERS.

**OUR CONTACT DETAILS:**

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