



REFLECT
Reconciliation
Action Plan

May 2024 – June 2025



Acknowledgement of Country

We acknowledge the Traditional Owners of the lands on which we work and pay our respects to their Elders, past, present and future. This Reconciliation Action Plan marks the beginning of BM+G's reconciliation journey. We thank Reconciliation Australia, and the many First Nations peoples who have helped show us the way.



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+ A Message from Reconciliation Australia

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

BM+G joins a network of more than 2,500 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 BM+G 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 BM+G, 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 RAP Champion



Dean Goldsmith
Director and RAP Champion

Our Reconciliation Action Plan 2024-25 outlines our commitment and dedication to reconciliation.

I acknowledge the Gadigal, Awabakal and the Turrbul and Yuggera peoples on whose land our offices are located. We pay our respects to Elders past, present and emerging. We recognise the rich and diverse culture of First Nations peoples, and the valuable contribution this diversity brings.

On behalf of the Directors, I am proud to present the inaugural BM+G Reflect Reconciliation Action Plan (RAP). This is a significant milestone as we strive to play our role in reconciliation.

We believe reconciliation is everyone's business and to achieve improved outcomes we must walk alongside First Nations peoples and communities in understanding and acknowledging their connection to Country, culture, language and community. As BM+G commences our reconciliation journey, we intend for this RAP to help us work alongside First Nations peoples and imbed initiatives into our business that will support lasting change.

Our RAP follows Reconciliation Australia's well-established themes of relationships, respect and opportunities, which aligns with our own organisational values: Positive, Disciplined, Professional and Trustworthy.

Developed with our staff and Reconciliation Australia, BM+G's Reflect RAP is our roadmap for commitment to action in a number of areas, including:

- + increased cultural understanding and awareness for the BM+G team,
- + connect with stakeholders, clients and community to promote reconciliation, and
- + provide mentor and training opportunities for First Nations peoples working in our industry, with a focus on rural and regional areas.

To bring our RAP to life we engaged Lani Balzan, a proud Aboriginal woman from the Wiradjuri people of the three-river tribe. Her family originates from Mudgee but she grew up all over Australia and lived in many different towns starting her business in the Illawarra NSW and recently relocating to Mid-North Queensland. This connection with New South Wales and Queensland felt like a perfect fit for BM+G given our office locations in both states.

We appreciate the support of Reconciliation Australia and I acknowledge the work of the BM+G RAP Working Group to date and over the upcoming 18 months as we deliver on our plan.



+ A Message from our RAP Artist

In this vibrant artwork of BM+G's reconciliation journey, every stroke tells a story of commitment, understanding, and respect. At its core lies the gathering symbol, a testament to the company's unity and shared purpose. From this central motif, pathways unfurl, symbolising the intricate journey of reconciliation embarked upon by BM+G and its passionate team.

The six distinct symbols surrounding the central motif represent the visionary directors of the company, each bringing their unique perspective and dedication to the reconciliation cause. These symbols stand as beacons of leadership, guiding BM+G through the complexities of reconciliation with wisdom and determination. Four larger circles, boldly displayed, embody BM+G's foundational values of positivity, discipline, professionalism, and trustworthiness.

These values serve as guiding principles, anchoring the company's actions and decisions as they navigate the intricacies of reconciliation. A graceful boomerang sweeps across the canvas, embodying BM+G's

commitment to travel and connect with communities across the vast expanse of our land. It symbolises not only physical journeys but also the exchange of knowledge, understanding, and mutual respect.

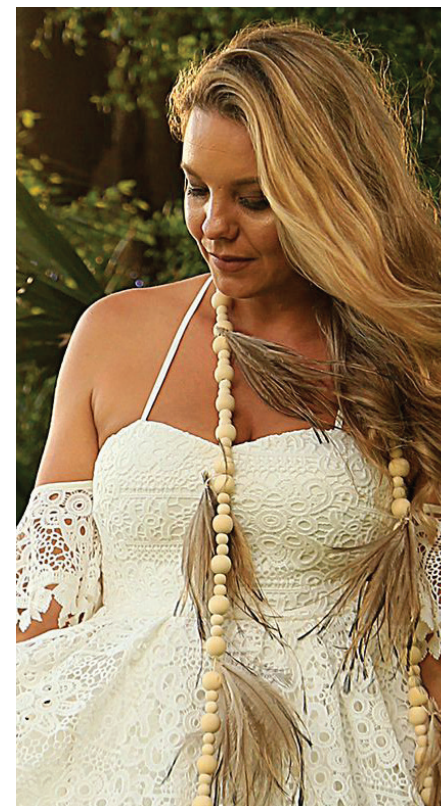
Handprints, carefully painted with reverence, represent the collaborative effort undertaken by BM+G and Indigenous communities to build a brighter future together. These handprints serve as a reminder of the importance of working hand-in-hand, learning from each other's perspectives, and forging genuine connections.

On the right side of the artwork, three interconnected circles denote the locations where BM+G operates, reflecting their commitment to serving diverse communities and fostering meaningful relationships at both regional and city levels.

Throughout the artwork, leaves are scattered, symbolising BM+G's deep connection to the land and their recognition of the importance of respecting and caring for Country. These leaves serve as a reminder of the intrinsic link between land, culture, and reconciliation.

In essence, this artwork encapsulates BM+G's reconciliation journey—a journey marked by recognition, cultural learning, and collaboration. It stands as a powerful testament to their dedication to building a more inclusive, respectful, and harmonious future for all Australians.

The colours used throughout the artwork are based on BM+G corporate colours.



Lani Balzan
Artist

Visit the Artist's website:
lanibart.com.au

+ Our Business

David Blackett and Brian Maguire started Blackett Maguire & Associates in 2002, with the goal of providing high-quality, trustworthy building certifying and surveying services in NSW. The business grew rapidly, and in 2008 Dean Goldsmith became a partner, and the rebrand to Blackett Maguire + Goldsmith occurred. The evolution to Blackett Maguire + Goldsmith came to fruition when David, Brian and Dean saw synergies with their personal brands and reputations, and desire to be the best in the industry. This driving force has underpinned the business strategy and objectives and is reflected in the extensive project list and client base. The partnership grew further with the addition of Tony Heaslip, who joined the business in 2008 as a senior team member and became a Director in 2014.

The four Directors are driven by their desire to improve the industry, to instil credibility and trustworthiness and educate the next generation of certifiers. This is evidenced through the high retention of staff,

successful project delivery, industry-leading Cadet Program as well as the Industry Mentor Program.

The business as it is known today – BM+G, with new Directors Adam Durnford and Michael Potts, has delivered high-end building regulations consulting and certification services to the construction and development sectors for over 15 years with a strong history of working with both public and private clients across a range of projects, from commercial, industrial and education, to health, aged care and defence.

BM+G has provided meticulous, innovative advice on thousands of projects across New South Wales, Queensland, Northern Territory, ACT and Victoria, with project value in excess of \$10 billion. Our expertise helps clients reduce their risk profile while maximising design and commercial outcomes. BM+G's reputation has seen the business engaged by numerous governments who have entrusted us with varying levels of complex projects, and

milestone investments. Such projects include the Sydney Football Stadium, Amazon, Atlassian, and the refurbishment of Accor Stadium.

BM+G currently employs over 40 staff across three offices: Sydney - Gadigal, Newcastle - Awabakal and Brisbane - Turrbul and Yuggera peoples. While we are currently unaware of any staff who identify as a First Nations person, our RAP will look at First Nations employment opportunities. We acknowledge the cultural knowledge gap that exists during the preparation of this RAP and engaged a First Nations external consultant, Dean Widders, to assist and guide the business in its development.

We believe the contribution of Dean, as a First Nations elder, will allow BM+G to deliver on our RAP goals in a culturally appropriate manner. Dean will support the Working Group by providing insights and feedback on milestones, policy and RAP delivery, and importantly, assist in engaging our staff on our reconciliation journey. The first step on employee

engagement is the delivery of a Yarning Circle, with views for further cultural and educational events over the duration of our RAP. Dean will also support staff with any questions they may have on First Nations matters (cultural or societal), history and culture.

We look forward to contributing the reconciliation journey of our country and thank Reconciliation Australia, and the many First Nations peoples who have helped show us the way.





Dean Goldsmith

Michael Potts

David Blackett

Adam Durnford

Brian Maguire

Tony Heaslip



+ Our Vision

Industry leaders in building compliance and certification services.

+ Our Mission

Lead the industry in building compliance and certification services with positivity, integrity and reliability.

+ Our Values

Positive. Disciplined.
Professional. Trustworthy.

+ Our RAP

BM+G Reflect RAP is focused on three key objectives:

1. Recognition

Support internal and external stakeholders to be part of the reconciliation journey, through awareness, promotion, partnerships and storytelling.

2. Cultural Learning

Build and grow our understanding and appreciation of First Nations cultures, histories and knowledge, and support and encourage ongoing learning opportunities for staff, clients and stakeholders.

3. Collaboration

Investigate and leverage BM+G's extensive industry networks and Council relationships to create or expand collaborative partnerships with key First Nations stakeholders that support and accelerate training and mentoring opportunities for First Nations peoples, across metropolitan and regional areas of NSW.

BM+G's RAP Working Group, established in April 2023, includes staff members from both offices and the executive team. At the time of the launch of our Reflect RAP, the RAP Working Group includes:

Dean Goldsmith
Director (RAP Champion)

David Blackett
Director (Director)

Alison Young
Business Strategy Manager (BSM)

Georgia Griffin
Building Surveyor (BS-S)

Angelica Osuji
Administrator
(Administrator)

Luke Varley
Building Surveyor
(Newcastle office) (BS-N)

Cassandra Lawry
General Manager (GM)

Dean Widders
First Nations representative
(consultant)



+ Our Reconciliation Journey So Far

BM+G acknowledges our position in the certifying industry, and the construction and professional services industries more broadly. We want to educate our people and contribute to the path of genuine and long-lasting reconciliation.

We are committed to making impactful change in our business and supporting First Nations peoples with professional development and mentoring. This will be done through regular staff events, and an industry-leading mentor program where we partner with Regional Councils and TAFE to upskill their Indigenous certifying workforce. We strongly believe this mentor program will provide opportunities for people in rural and regional communities to work on important community projects (particularly in the health, education and aged care sectors) while developing and enhancing their own skill and knowledge base.

The Directors of BM+G will drive the successful delivery of this Reflect RAP, and be guided by Council and TAFE partnerships, industry partners, First Nations community groups and individuals, and an external First Nations consultant. The Working Group will ensure the targets on the RAP are successfully delivered, in line with the timeframe targets, and assisted by our First Nations representative.

We recognise the launch of our Reflect RAP is the start of a long journey and look forward to expanding our reconciliation work, while listening to and learning from First Nations peoples so we may, with time, extend our influence and impact.

+ Our Targets

+ 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.	May 2024	BS-S and BS-N
	+ Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2024	RAP Champion and GM
2. Build relationships through celebrating National Reconciliation Week (NRW).	+ Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	GM
	+ RAP Working Group members to participate in an external NRW event.	27 May- 30 June, 2024	Directors
	+ Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 30 June, 2024	RAP Champion
3. Promote reconciliation through our sphere of influence.	+ Communicate our commitment to reconciliation to all staff.	May 2024	RAP Champion and GM
	+ Identify external stakeholders that our organisation can engage with on our reconciliation journey.	August 2024	BSM
	+ Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	July 2024	BSM and BS-S
4. Promote positive race relations through anti-discrimination strategies.	+ Research best practice and policies in areas of race relations and anti-discrimination.	December 2024	Administrator
	+ Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Review Q4 2024	GM; external solicitor

+ 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.	July 2024	GM and BSM
	+ Increase and/or expand staff knowledge of Indigenous history, stories and culture.	October 2024	Administrator and BS-S
	+ Conduct a review of cultural learning needs within our organisation.	June 2024	GM and RAP Champion
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.	August 2024	Administrator and BS-S
	+ Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2024; review May 2025	GM and Director
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-July 2024	GM and Director
	+ Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	GM and Director
	+ RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024	Directors

+ 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.	December 2024	Director and GM
	+ Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2024; review February 2025	GM and RAP Champion
	+ Mentoring – identification of possible employment pathways: Work with Councils to provide mentorship to Indigenous Council certifiers, supporting their career path and opportunities.	Prepare 2024; Commence February 2025	Director and BSM
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.	July 2024	BS-N
	+ Investigate Supply Nation membership.	July 2024	BS-N




+ 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.	May 2024	RAP Champion
	+ Draft a Terms of Reference for the RWG.	May 2024	GM
	+ Maintain Aboriginal and Torres Strait Islander representation on the RWG.	May 2024	GM Dean Widders
11. Provide appropriate support for effective implementation of RAP commitments.	+ Define resource needs for RAP implementation.	June 2024	GM
	+ Engage senior leaders in the delivery of RAP commitments.	May 2024	Directors & RAP Champion
	+ Appoint a senior leader to champion our RAP internally.	May 2024	Director (DG)
	+ Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2024	BS-N
	+ Engage senior leaders in the delivery of RAP commitments by including progress on RAP measures as a standing item at Directors meetings; Tech team meetings and annual conference or similar.	May 2024	Directors and GM
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 2024	GM
	+ Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	December 2024	GM
	+ Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, 2024	GM
13. Provide appropriate support for effective implementation of RAP commitments.	+ Register via Reconciliation Australia's website to begin developing our next RAP.	April 2025	GM
	+ Seek feedback from Reconciliation Australia after 12 months to begin developing our next RAP based on learnings, challenges and achievements.	April 2025	GM




+ Contact

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