



INNOVATE RECONCILIATION ACTION PLAN

AUSTRALIAN ACADEMY OF SCIENCE
MAY 2024 – MAY 2026





RECONCILIATION
ACTION PLAN

INNOVATE



Australian
Academy of
Science

INNOVATE RECONCILIATION ACTION PLAN

AUSTRALIAN ACADEMY OF SCIENCE
MAY 2024 – MAY 2026

COVER ARTWORK CREATED BY **RICHARD ALLAN**, *DIRECTOR, TRADITIONAL CORE.*

The story begins with the centre part of this painting, the atomic symbol. This symbolises the Sun with the planets orbiting around it. Looking at the atomic symbol is like looking into a smaller version of our solar system, with electrons spinning around the atom's nucleus at the centre just like how our planets roam around our sun. The colours I have chosen for the atomic symbol are the main colours we see on Ngunnawal land.

The Brown represents our land and Mother Earth who looks after every living organism. Mother Earth is the spirit within that land which gives us everything we need to survive. She provided us with an equal space to live with every other living organism, which we have in recent times fought against, instead of learning to live with just like the Indigenous Australians have done in the past.

The Blue represents the sky and the water. The sky which is a very large part of this piece shows how Aboriginal people navigate at nighttime. Most people think we use the stars as our guide and whilst this is partly true, it is the spaces in between the stars that give us the path for our journeys. The stars in this painting are our spirits, which give us our stories and information that we need to pass down from generation to generation for our culture to survive.

The Red represents fire, which we used as a tool, although when not taught correctly or used in the wrong ways can have very devastating outcomes. This is why we need to be careful when teaching our young, as they start out not knowing the path for their journey but when taken care of and shown the proper path can lead to a greater journey that we call evolution. The Red also represents our spirits which is a significant part of our lives as it acts as our guide and protector alongside Mother Earth.

The next part of this painting is the planets, which I included to symbolise the circle of life. Just like the way our planets orbit, every living thing is part of a cycle and is on their own journey to be born, grow, consume, produce and eventually move on. The reason I chose

this story for the Australian Academy of Science is because these scientists study and watch this journey more closely than other people on this planet.

The circles with the 'U's around them represent the eight states and territories of Australia, which are the states in which the Australian Academy of Science Fellows and employees reside. The circles are the symbol of community and the 'U's around the circles are the symbols for people.

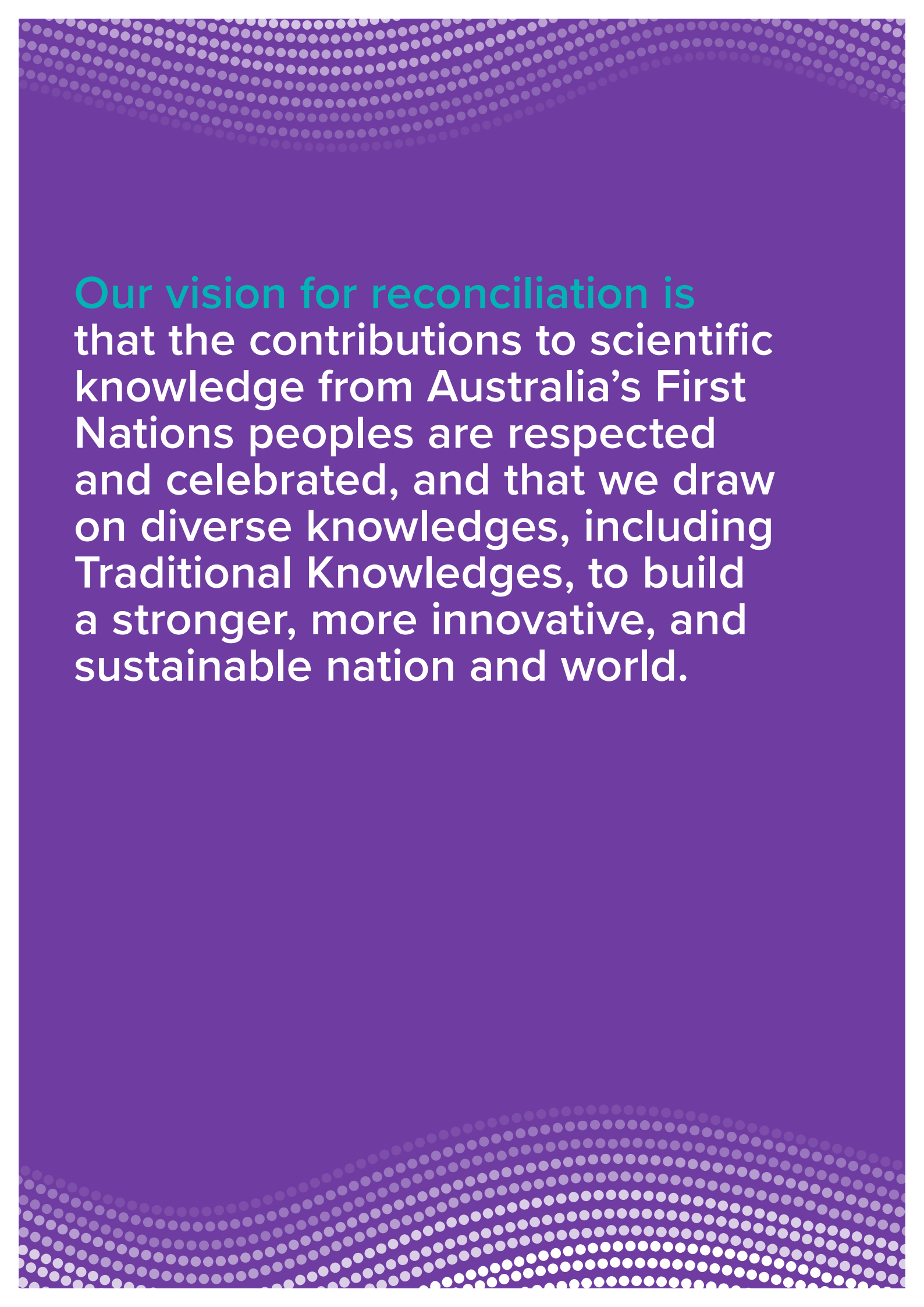
I included the animal star trails because animals are a considerable part of Indigenous science. Indigenous people value animals for all different reasons.

The snakes were a part of our farming, we kept them around our crops to either scare or remove rodents such as bush rats or rabbits or mice. The biggest snake for Indigenous people was obviously the rainbow serpent which was the creator for all our waterways and helped shape our land.

The wedge-tailed eagle is the Ngunnawal people's totem which we use as our guide. Ngunnawal people would never harm wedge-tail eagles as we believed it to be our ancestors looking over us and protecting us and guiding us on our journey.

The kangaroo is Australia's most well-known native animal and one of the closest animals to Mother Earth. The kangaroo is an important animal in Australia for promoting the regeneration and growth of native plants. They dig up the tops of the soil everywhere they eat which allows seeds to fall into the topsoil. The rain falls onto the topsoil turning it over and giving it nutrients, allowing the seeds planted by the kangaroo to grow.

The black swan was chosen alongside these native animals as it has a position in Western science. The black swan was metaphorically used to show the fragility of any thought system, because there is no past data which can point towards its occurrence in the foreseeable future. The black swan theory refers to unforeseen events of a massive scale which are hard to predict by any scientific model.



Our vision for reconciliation is
that the contributions to scientific
knowledge from Australia's First
Nations peoples are respected
and celebrated, and that we draw
on diverse knowledges, including
Traditional Knowledges, to build
a stronger, more innovative, and
sustainable nation and world.

ACKNOWLEDGEMENT OF COUNTRY

The Australian Academy of Science acknowledges and pays respects to the Ngunnawal people, the Traditional Owners of the lands on which the Academy office is located. The Academy also acknowledges and pays respects to the Traditional Owners and the Elders past, present and emerging of all the lands on which the Academy operates, and its Fellows live and work. They hold the memories, traditions, cultures and hopes of Aboriginal and Torres Strait Islander peoples of Australia.

CONTENTS

| | |
|---|----|
| Message from Reconciliation Australia | 6 |
| Message from the President of the Australian Academy of Science | 7 |
| Message from the Chief Executive | 8 |
| Profile: Professor Tom Calma | 9 |
| Innovate Plan | 11 |



MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia commends the Australian Academy of Science on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for the Australian Academy of Science to expand its understanding of its core strengths and deepen its relationship with its community, staff and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, the Australian Academy of Science will create dynamic reconciliation outcomes, supported by, and aligned with, its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to three million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. The Australian Academy of Science is part of a strong network of more than 2,200 corporate, government and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals the Australian Academy of Science's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations to the Australian Academy of Science on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer, Reconciliation Australia





MESSAGE FROM THE PRESIDENT OF THE AUSTRALIAN ACADEMY OF SCIENCE

Aboriginal and Torres Strait Islander peoples are the oldest continuous cultures on Earth; the wealth of knowledges gathered over 65,000 years has growing and continued relevance to modern scientific discoveries. Securing our nation's future economic and social prosperity, including meeting the challenges of human-induced climate change, will be driven by embracing skills, knowledges, and experiences from a diverse range of people. It is critical that we commit to advancing reconciliation and creating opportunities to work respectfully with Aboriginal and Torres Strait Islander peoples, supporting their contributions to scientific activities, and increasing understanding of First Nations peoples' knowledge systems.

The Academy's Innovate Reconciliation Action Plan outlines the practical steps we will take to drive reconciliation and positive change. It reaffirms our commitment to the journey of reconciliation. I encourage all Fellows and staff of the Academy to uphold the Academy's commitment to diversity and inclusion, to personally commit to continuous cultural learning and take positive action to promote reconciliation within their sphere of influence.

The Academy will work with our Fellows and the science community to promote and facilitate evidence-informed conversations on Traditional Knowledges. Our work will recognise Traditional Knowledges in Australia's scientific and technological knowledge systems.

This plan outlines the intent of the Academy to continue to build on existing engagements and opportunities for Aboriginal and Torres Strait Islander science and scientists, and to deepen those relationships forged over the past decade. We are committed to focusing on creating opportunities for Aboriginal and Torres Strait Islander peoples within the Fellowship and Secretariat, as well as building on outreach programs to strengthen science, technology, engineering and mathematics (STEM) education and career paths in Aboriginal and Torres Strait Islander communities.

I thank all those who developed this Reconciliation Action Plan, including the Reconciliation Action Plan Working Group, Academy Council, Fellows and staff. We will recognise and celebrate Aboriginal and Torres Strait Islander peoples, building on our progress and challenging ourselves to improve our relationships, respect and opportunities for Aboriginal and Torres Strait Islander peoples.

Professor Chennupati Jagadish AC PresAA FREng FTSE
President, Australian Academy of Science



MESSAGE FROM THE CHIEF EXECUTIVE

I am pleased to present the Academy's Innovate RAP, in collaboration with Reconciliation Australia. This RAP builds on the foundations established and lessons learned through the Academy's inaugural Reflect RAP. We are progressing our reconciliation journey with a deep desire and commitment to build respectful, meaningful and ongoing relationships with Aboriginal and Torres Strait Islander communities around Australia where Academy Fellows live and work.

Reconciliation between non-Indigenous peoples and Aboriginal and Torres Strait Islander peoples is essential to progressing the Academy's vision of a scientifically informed community that embraces excellence in science and is guided by, and enjoys the benefits of, scientific endeavour. Embracing the Traditional Knowledges and cultures of Australia's First Nations peoples, forged over thousands of years, will build a stronger, more innovative and more sustainable nation.

This RAP outlines the next steps the Academy will take to make systemic, strategic and sustainable contributions across our organisation to advance reconciliation. We recognise that the process of reconciliation is continuous and seek to overcome challenges and learn from mistakes of the past. Through our efforts to progress reconciliation and adopt better practices, we aim to model and encourage diversity and inclusion throughout Australia's science sector.

Our RAP aligns with our strategic and operational plans. It identifies opportunities for direct action to improve employment outcomes for Aboriginal and Torres Strait Islander peoples and build a Fellowship and Secretariat representative of the community. It offers pathways to enhance cultural learning and capability among the Academy's Fellowship and staff. It commits us to building on our education, public awareness and outreach activities as well as the mechanisms we have to support and reward excellence among Aboriginal and Torres Strait Islander scientists.

I sincerely thank the work of the Academy's Reconciliation Action Plan Working Group. I acknowledge the support of our Council of Fellows. I am pleased to publish our Innovate Reconciliation Action Plan and to build on this journey where, as one, we can use science to create a better nation and a better world.

Anna-Maria Arabia

Chief Executive, Australian Academy of Science



PROFILE: PROFESSOR TOM CALMA AO FAA FASSA FAHA UNIVERSITY OF SYDNEY

Tom Calma is an Aboriginal Elder from the Kungarakan tribal group and a member of the Iwaidja and Woolwonga tribal groups. He has been Chancellor of the University of Canberra since 2014 and was the first Aboriginal or Torres Strait Islander man to hold the position of Chancellor at any Australian university.

For over four decades, he has worked at local, community, state and international levels, championing the improvement and advancement of the rights and welfare of Aboriginal and Torres Strait Islander peoples through health, justice, education and employment.

He was appointed an Officer of the Order of Australia in 2012. He was also named ACT Australian of the Year in 2013 and ACT and National Senior Australian of the Year in 2023, in recognition of his human rights and social justice advocacy.

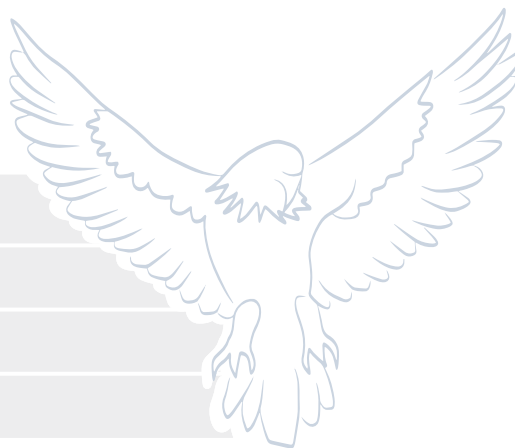
Professor Calma is Co-Chair of Reconciliation Australia and has a professorial role at the University of Sydney. His research interests include pharmacological applications for scabies control, genomics, Indigenous cancers and tobacco control, mental health and suicide prevention.

He was elected a Fellow of the Australian Academy of Science in 2022. Following his election, Professor Calma convened the Academy's 2023 Public Speaker Series, 'Looking back, moving forward: Indigenous Knowledges informing our modern world' and advised on the development of the Academy's position statement on the Voice to Parliament.

His work has had an enduring impact on public discourse in Australia and continues to facilitate and promote evidence-informed conversation around the Voice and Traditional Knowledges within the Academy and beyond.



INNOVATE PLAN



OUR VISION FOR RECONCILIATION

OUR BUSINESS

OUR RECONCILIATION JOURNEY

OUR INNOVATE RAP

OUR VISION FOR RECONCILIATION

Our vision for reconciliation is that the contributions to scientific knowledge from Australia's First Nations peoples are respected and celebrated, and that we draw on diverse knowledges, including Traditional Knowledges, to build a stronger, more innovative, and sustainable nation and world. The Academy seeks to make systemic, strategic and sustainable contributions across the STEM sector to support reconciliation between Aboriginal and Torres Strait Islander and non-Indigenous peoples, ensuring that Aboriginal and Torres Strait Islander peoples are empowered to engage in science and enjoy the benefits of science.

OUR BUSINESS

The Australian Academy of Science is an independent organisation of distinguished Australian scientists, championing science for the benefit of all.

Our mission is to advance Australia as a nation that embraces scientific knowledge and whose people enjoy the benefits of science.

The Academy reflects organisational values that earn and sustain trust. These values guide our operations and engagements and will underpin the delivery of this plan. The Academy: is independent, non-partisan and ethical; acts with integrity, honesty and transparency; supports diversity and inclusion; and is respectful of sources of knowledge, such as those of First Nations peoples.

The Academy was founded on 16 February 1954 by Australian Fellows of the Royal Society of London. It was granted a Royal Charter, establishing the Academy as an independent body with government endorsement. The Academy's Constitution was modelled on that of the Royal Society of London. Today, the Academy remains an independent, not-for-profit national organisation with Deductible Gift Recipient status.

It consists of a Fellowship of the nation's most distinguished scientists, elected by their peers for outstanding research that has pushed back the frontiers of knowledge. Fellows are eminent by reason of their attainments in natural science. The Academy currently has approximately 587 Fellows, of which one Fellow identifies as Aboriginal. Since 1954, more than 800 scientific leaders within Australia and internationally have been elected as Fellows or made Corresponding Members (international Fellows) of the Academy.



2024 ATSISA awardee Dr Justine Clark.



2023 ATSISA awardee Stephanie Beaupark. CREDIT: COREY MANTUANO



2023 ATSISA awardee Michelle Hobbs.



2024 ATSISA awardee Dr Joe Greet. CREDIT: DOUG GIMESY



Fellows are active in all aspects of the Academy, including as: members of the governing Council and Executive Committee and supporting committees; members of National Committees for Science; Australian representatives on international organisations; advocates for science; and leaders of public outreach activities. All involvement by Fellows in the Academy is in a voluntary capacity.

The operations of the Academy are overseen by a Council of 17 Fellows from across a range of disciplines. Seven of these Fellows are elected as Officers who form the Executive Committee of Council, with different areas of responsibility and who act under delegations from Council to make and implement decisions on the routine business of the Academy.

Standing Committees assist the Council to set policy and make decisions around specific areas of Academy activity, including awards, research conferences, development activities and travelling fellowships.

The Academy’s annual report outlines its activities against its mission statement and strategic plan.

Its financial performance is overseen by a Finance Committee and is subjected to regular independent audits. Its operations are underpinned by a range of funding sources, including philanthropic income, sponsorships and partnerships, government grants, investment income and revenue from publications and events.

Our Secretariat of 71 employees supports our many national and international activities. Our employees are primarily based in Canberra with a small number working remotely from interstate:

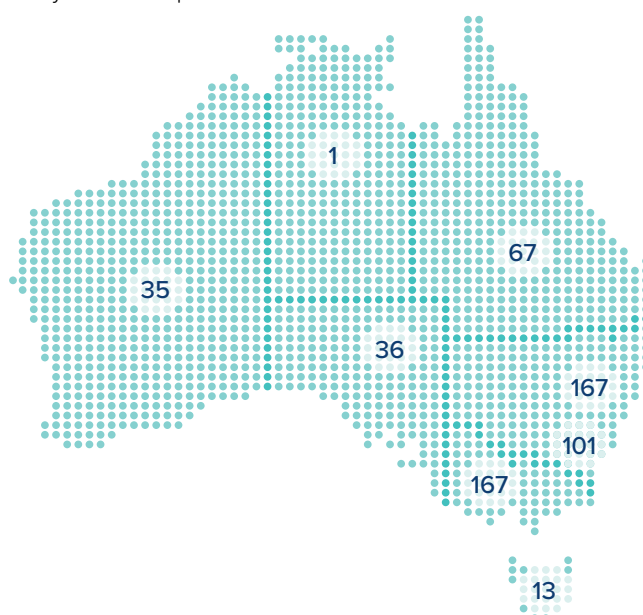
| State | Number of employees |
|-------|---------------------|
| ACT | 60 |
| NSW | 5 |
| QLD | 2 |
| VIC | 2 |
| TAS | 1 |
| WA | 1 |

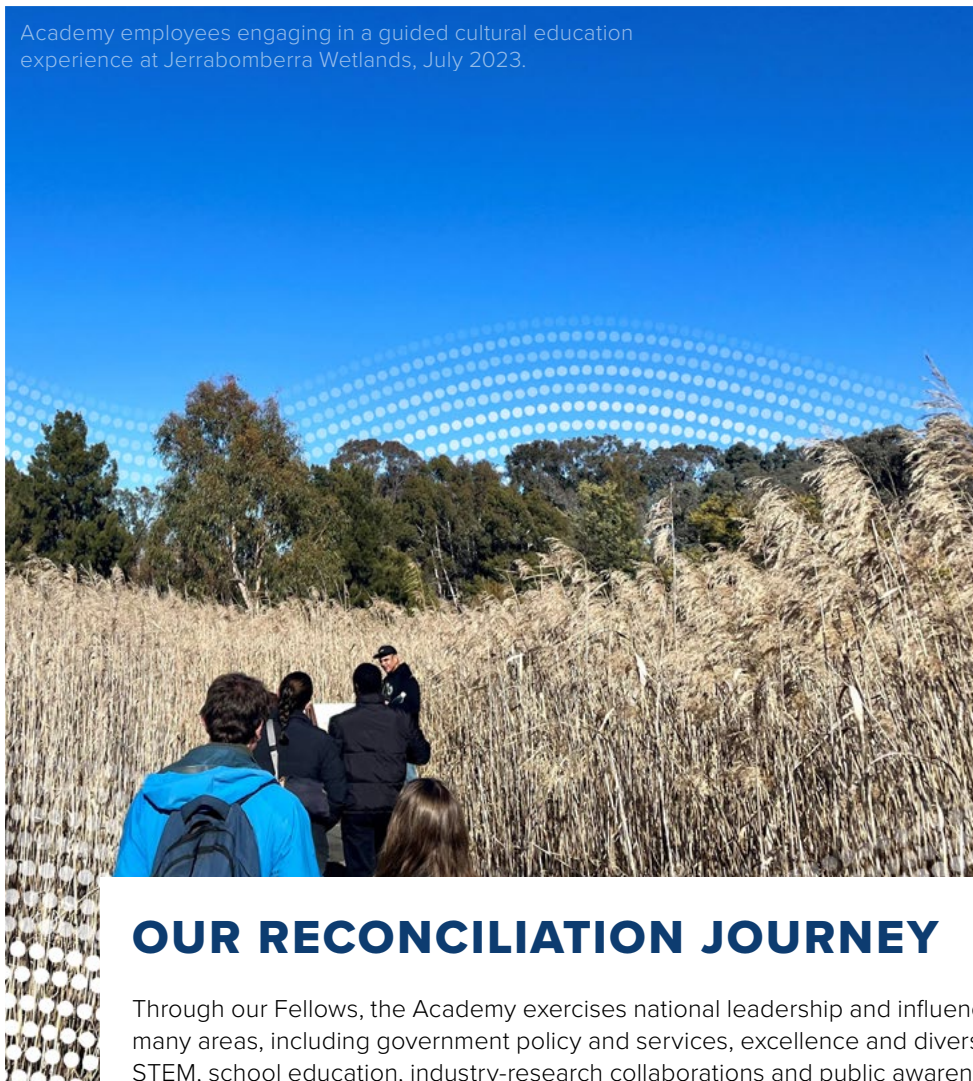
The Academy currently has one intern who identifies as an Aboriginal and/or Torres Strait Islander person. No other employees have identified as Aboriginal or Torres Strait Islander people.

The Academy is committed to operational excellence in governance, people and culture, and financial and business management. Our objectives are to ensure long-term sustainability and efficient operation and to embrace the highest standards of professionalism to allow our dedicated Secretariat to achieve our ambitious strategic agenda with and on behalf of the Academy Fellowship.

GEOGRAPHIC SPREAD OF FELLOWS

| Australia | | International | |
|-----------------------|-----|----------------|---|
| ACT | 101 | Canada | 2 |
| NSW | 167 | China | 2 |
| NT | 1 | France | 1 |
| QLD | 67 | Germany | 2 |
| SA | 36 | Italy | 1 |
| TAS | 13 | New Zealand | 1 |
| VIC | 167 | Poland | 1 |
| WA | 35 | Singapore | 2 |
| | | United Kingdom | 9 |
| | | United States | 8 |
| Combined total | | 616 | |





OUR RECONCILIATION JOURNEY

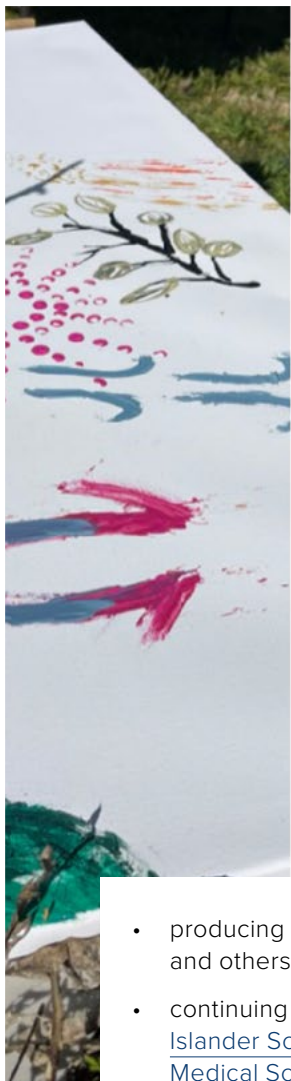
Through our Fellows, the Academy exercises national leadership and influence in many areas, including government policy and services, excellence and diversity in STEM, school education, industry-research collaborations and public awareness and understanding of science. However, we know that we have significant work ahead of us to make systemic, strategic and sustainable contributions across the organisation to support reconciliation with Aboriginal and Torres Strait Islander peoples in Australia.

The Reconciliation Action Plan program provides a framework for us to support the national reconciliation movement. Our Reconciliation Action Plan aligns with our annual business plan, which underpins the Academy's Strategic Plan. Each of the four RAP types—Reflect, Innovate, Stretch and Elevate—sets out the minimum elements required from us to build strong relationships, respect and opportunities within our organisation and our wider area of influence.

In August 2019 we were proud to launch our first Reconciliation Action Plan, a Reflect RAP, which set the foundations for future reconciliation initiatives and represented the Academy's commitment to our reconciliation journey. Throughout the implementation of this RAP, we focused on scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders and exploring our sphere of influence, to allow us to produce future RAPs that are meaningful, mutually beneficial and sustainable.

Some of our most significant actions that have been implemented since the launch of our first RAP include:

- election of Professor Tom Calma, the first Aboriginal and Torres Strait Islander person elected to the Academy Fellowship
- formal endorsement of the Uluru Statement from the Heart in 2021
- collation of a database of relationships across the Academy with Aboriginal and Torres Strait Islander organisations and individuals
- providing material support for the establishment of the National Indigenous STEM Professional Network
- making the 'Core Cultural Learning: Aboriginal and Torres Strait Islander Australia Foundation Course' available to Academy Fellows and employees



- producing an Acknowledgement of Country guide for Fellows, employees, and others to use at events and meetings
- continuing to offer and promote the Academy's [Aboriginal and Torres Strait Islander Scientist Award](#) and the [Douglas and Lola Douglas Scholarship in Medical Science](#), building an alumni of early- and mid-career Aboriginal and Torres Strait Islander STEM professionals
- organising annual NAIDOC Week events, including the following two activities in 2022: interview with Aboriginal scientist Associate Professor Bradley Moggridge, who received the inaugural Aboriginal and Torres Strait Islander Scientist Travelling Research Award from the Australian Academy of Science in 2019; and a webinar with four Aboriginal and Torres Strait Islander STEM professionals, 'Embracing Indigenous Knowledges in STEM'
- organising two online events in 2021, including a COVID-19 webinar series, in partnership with the Department of Industry, Science, Energy and Resources on how COVID-19 is impacting Indigenous populations around the world
- facilitating an [Indigenous Knowledges workshop](#) at the Academy's flagship event [Science at the Shine Dome in 2022](#), and providing a young Aboriginal astronomer a prestigious platform to engage with the Minister for Science and Industry on stage at the Gala Dinner event
- having the Academy's historic Ian Potter House officially reopened by Academy President Professor Chennupati Jagadish and Ngunnawal Elder and leader Aunty Violet Sheridan, following a Smoking Ceremony in October 2022
- focusing the Academy's annual Public Speaker Series in 2023 on First Nations peoples' Knowledges, '[Looking back, moving forward: Indigenous Knowledges informing our modern world.](#)' The series addressed the intersection of First Nations peoples' Knowledges and our understanding of topics including climate change, agriculture and astronomy. These events involved discussions between First Nations Knowledge holders, researchers, innovators and industry experts, and were convened by Aboriginal and Torres Strait Islander researchers Professor Tom Calma, Dr Jordan Pitt and Ms Vanessa Sewell.

While we have made progress, we have faced challenges and learned lessons along the way. Although the Academy is constrained in terms of budget and resourcing, an immediate opportunity resides with expanding and leveraging greater engagement with the Fellowship.

The Academy seeks to ensure relationships and engagement with our Aboriginal and Torres Strait Islander stakeholders, advisers, early- and mid-career researchers and Fellows is mutually beneficial and respectful of their time, experience and expertise. We acknowledge that we do not always get this right. This circumstance is exacerbated by the recognised and significant cultural load carried by a small group of people who identify as Aboriginal or Torres Strait Islander people in the STEM community. The Academy is considering and implementing ways to remove and address barriers to attracting employees, interns and Fellows who identify as Aboriginal or Torres Strait Islander people to join the Academy. Our intention is that we build on the lessons learned to overcome challenges and continue our journey of reconciliation.

OUR INNOVATE RAP

Through developing and implementing our Innovate RAP, we aim to show leadership within the STEM sector by increasing our understanding of the extensive knowledge relevant to science held by Aboriginal and Torres Strait Islander peoples, and to support and grow opportunities for Aboriginal and Torres Strait Islander peoples to come together to enhance Australia's knowledge ecosystem.

Achieving this vision for reconciliation requires courage, generosity, integrity and truth-telling. We are committed to embracing unity between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples of Australia, and a national culture that represents equality and equity.

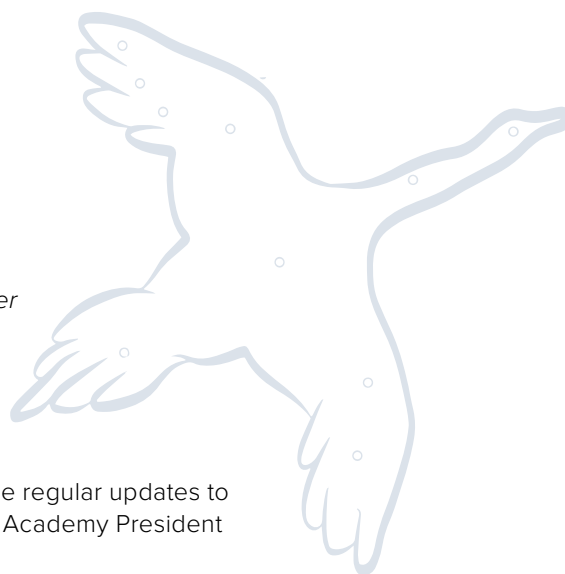
In the context of our organisation, this is characterised by equal opportunities and outcomes in the STEM sector for our Aboriginal and Torres Strait Islander employees, Fellows, and other stakeholders, including potential and emerging STEM participants, and an inclusive and diverse workplace that is culturally safe, rich and proud.

This RAP outlines our strategies, goals, and achievements towards reconciliation.

Our Innovate RAP was developed by the Academy's Reconciliation Action Plan Working Group, consisting of:

- **Professor Halina Rubinsztein-Dunlop AO FAA, Academy Fellow**
- **Professor John Patrick FAA, Academy Fellow**
- **Professor Trevor Lithgow FAA, Academy Fellow**
- **Associate Professor Bradley Moggridge, Aboriginal Adviser, Kamilaroi man**
- **Mohammad Taha, External Adviser**
- **Katrina Wruck, Torres Strait Islander Adviser, Mabuigilaig and Goemulgal woman**
- **Anna-Maria Arabia, Chief Executive**
- **Wendy Wakwella, Engagement and Communications Manager**
- **Shauna McKay, Director, People & Culture**
- **Stuart Barrow, Manager, Research**
- **Lynn Allan, International Events and Project Coordinator**

The Working Group will track the progress of the plan and provide regular updates to the Council throughout the life of the plan. Our RAP Champion is Academy President Professor Chennupati Jagadish.



RELATIONSHIPS



The Academy will seek out and strengthen relationships with Aboriginal and Torres Strait Islander peoples based on mutual respect, with the intention of building our capacity to empower the next generation of scientists, aligned with the Academy’s strategic objectives of excellence and diversity. We will seek to do this through connecting people with opportunities, listening to others’ experiences and building mutually beneficial partnerships.

| 1 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | | |
|---|---|--------------------------|
| | ▼ DELIVERABLES | ▼ RESPONSIBILITY |
| A | Meet with Traditional Owners, Elders, and local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement. 📅 JUNE 2024 | Chief Executive |
| B | Develop and implement an engagement plan to build trusted relationships and partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations, with the aim of connecting Aboriginal and Torres Strait Islander peoples with opportunities in science. 📅 SEPTEMBER 2024 | Director, Science Policy |
| C | Enhance engagement with First Nations Knowledge holders and community groups by investigating participation in a Key Forum Presentation at the 2025 Garma Festival and/or a yarning circle with local Elders. 📅 AUGUST 2025 | Chief Executive |

| 2 Build relationships through celebrating National Reconciliation Week (NRW). | | |
|---|---|-------------------------------------|
| | ▼ DELIVERABLES | ▼ RESPONSIBILITY |
| A | Continue to circulate Reconciliation Australia’s NRW resources and reconciliation materials to our employees and Fellows. 📅 MAY 2024, 2025 | Director, People & Culture |
| B | Encourage and support employees and Fellows to participate in at least one external event to recognise and celebrate NRW. 📅 MAY 2024, 2025 | Director, People & Culture |
| C | RAP Working Group members to participate in an external NRW event. 📅 27 MAY – 3 JUNE 2024, 2025 | Director, People & Culture |
| D | Organise at least one NRW event annually, in partnership with Aboriginal and Torres Strait Islander scientists. 📅 27 MAY – 3 JUNE 2024, 2025 | Director, Communications & Outreach |
| E | Register all our NRW events on Reconciliation Australia’s NRW website. 📅 MAY 2024, 2025 | Director, Communications & Outreach |

3

Promote reconciliation through our sphere of influence.

▼ DELIVERABLES

▼ RESPONSIBILITY

A

Communicate our commitment to reconciliation publicly, for example by publishing key actions on the Academy's website and in the Annual Report.
📅 **MAY 2024, 2025**

Director,
Communications
& Outreach

B

Develop and implement an employee engagement and communication plan to raise awareness of reconciliation across our workforce.
📅 **JUNE 2024**

Director,
People & Culture

C

Provide resources and learning materials about reconciliation and related topics on the Intranet with a focus on truth-telling.
📅 **JUNE 2024**

Director, People & Culture /
Director, Science Policy

D

Identify external stakeholders with whom our organisation can engage and collaborate on our reconciliation journey, to drive reconciliation outcomes.
📅 **NOVEMBER 2024**

Director,
Communications
& Outreach /
Director, Philanthropy

E

Collaborate with RAP organisations in the ACT and other like-minded organisations to develop innovative approaches to advance reconciliation.
📅 **NOVEMBER 2024**

Director Philanthropy

4

Promote positive race relations through anti-discrimination strategies.

▼ DELIVERABLES

▼ RESPONSIBILITY

A

Review HR policies and procedures to ensure existing anti-discrimination provisions continue to be relevant, appropriate, and meet future needs, including consideration of cultural leave provisions and participation in events such as NAIDOC week.
📅 **JUNE 2024 AND THEN BIENNIALY**

Director,
People & Culture

B

Develop, implement and communicate an anti-discrimination policy for our organisation.
📅 **JULY 2024**

Director,
People & Culture

C

Engage with Aboriginal and Torres Strait Islander employees and /or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.
📅 **JUNE 2024**

Director,
People & Culture

D

Facilitate training and education for senior leaders and employees on the effects of racism, based on the Human Rights Commission's Anti-Racism Framework.
📅 **AUGUST 2024**

Director,
People & Culture

RESPECT



The Academy will develop a deeper understanding of, and celebrate, Aboriginal and Torres Strait Islander cultures, history and achievements to support a culturally safe environment for Aboriginal and Torres Strait Islander peoples in the Academy Fellowship and Secretariat. We will respect, understand and celebrate First Nations peoples' Knowledge, history and truth-telling to enable the Academy to be deeply influential and trusted as an independent advisor on scientific matters.

5

Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledges and rights through cultural learning.

▼ DELIVERABLES

▼ RESPONSIBILITY

A

Conduct a review of cultural learning needs within our organisation.

📅 JUNE 2024

Director,
People & Culture

B

Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.

📅 MAY 2024

Director,
People & Culture

C

Develop, implement and communicate a cultural learning strategy document for our employees.

📅 NOVEMBER 2024

Director,
People & Culture

D

Provide opportunities for RAP Working Group members, Fellows and key leadership employees to participate in formal and structured cultural learning, including, for example, excursions on Country and exploring concepts of 'Science on Country'.

📅 JUNE 2024

Director,
People & Culture
/ Director,
Communications
& Outreach

E

Organise a series of events that highlight, recognise and explore First Nations peoples' Knowledges in STEM for the following calendar year.

📅 ANNUALLY IN DECEMBER

Director,
Communications
& Outreach

F

Raise awareness among employees and Fellows of the Guidelines for Ethical Research in Australian Indigenous Studies (AIATSIS), and Our Knowledge, Our Way guidelines developed by CSIRO in partnership with Aboriginal and Torres Strait Islander Knowledge holders.

📅 JULY 2024

Director,
Science Policy

G

Develop and implement a plan of communication initiatives to recognise and celebrate Aboriginal and Torres Strait Islander histories and cultures and promote and enhance achievements of Aboriginal and Torres Strait Islander scientists.

📅 MARCH 2025

Director,
Communications
& Outreach

6

Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.

▼ DELIVERABLES

▼ RESPONSIBILITY

A

Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.

📅 JUNE 2024

Director,
People & Culture

B

Continue to invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year, such as Science at the Shine Dome.

📅 FEBRUARY 2024, 2025, AND AS REQUIRED

Director,
Communications
& Outreach

C

Continue to include an Acknowledgement of Country or other appropriate protocols at the commencement of meetings.

📅 REVIEW JUNE ANNUALLY

Chief Executive

D

Add a prominent Acknowledgement of Country to the Academy's website.

📅 JUNE 2024

Director, Communications
& Outreach / Chief
Information Officer

E

Visibly acknowledge Traditional Owners with signage at the entrance to Ian Potter House and the Shine Dome.

📅 NOVEMBER 2024

Chief Operating Officer

7

Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.

▼ DELIVERABLES

▼ RESPONSIBILITY

A

Engage with the ACT NAIDOC Committee to build relationships and identify opportunities to get involved and contribute to local NAIDOC Week activities.

📅 MAY 2024, 2025

Director,
People & Culture

B

Review HR policies and procedures to ensure they facilitate employees participating in NAIDOC Week.

📅 JUNE 2024 AND THEN BIENNIALY

Director,
People & Culture

C

Promote and encourage participation in external NAIDOC events to all Fellows, employees and relevant stakeholders.

📅 FIRST WEEK IN JULY 2024, 2025

Chief Executive

D

RAP Working Group to participate in an external or internal NAIDOC Week event.

📅 FIRST WEEK IN JULY 2024, 2025

Director, Communications
& Outreach / Director,
People & Culture

8

Build support for, and recognition of, Aboriginal and Torres Strait Islander scientists and organisations in STEM.

▼ DELIVERABLES

▼ RESPONSIBILITY

A

Invite Deadly Science to join the Academy's Aboriginal and Torres Strait Islander Scientist Awards Committee.

📅 MAY 2024, 2025

Secretaries A & B,
Awards

B

In collaboration with the Australian Academy of Technological Sciences and Engineering (ATSE), seek to work with Aboriginal and Torres Strait Islander Knowledge holders to develop a paper on the intersection of Traditional Knowledges and the broader scientific and technological knowledge systems.

📅 JANUARY 2025

Director,
Science Policy

C

Acknowledge Aboriginal and Torres Strait Islander cultures and histories in publications, activities and events associated with the Academy's 70th anniversary in 2024.

📅 DECEMBER 2024

Chief Executive

D

Facilitate the dedication of virtual copper roof tiles, as part of the Academy's Celebrate Science campaign, to Aboriginal and Torres Strait Islander scientists who have made a significant contribution to science.

📅 JUNE 2024

Director,
Philanthropy

E

Organise a joint event to explore Indigenous Knowledges in partnership with the Royal Society of Canada and the Royal Society Te Apārangi in Aotearoa New Zealand and explore opportunities to expand engagement with other international counterparts committed to reconciliation.

📅 JULY 2025

Chief Executive

F

Explore partnering with a media outlet to develop content for television / live streaming to increase the visibility of Aboriginal and Torres Strait Islander scientists to a national audience.

📅 OCTOBER 2024

Director,
Communications
& Outreach

9

Facilitate inclusion of Traditional Knowledges and Cultures in STEM education resources.

▼ DELIVERABLES

▼ RESPONSIBILITY

A

Develop science resources for schools and teachers that feature Aboriginal and Torres Strait Islander peoples' perspectives, Traditional Knowledges, and cultures, including, where relevant, in local languages, in partnership with local Traditional Owners and other relevant stakeholders.

📅 JANUARY 2025

Director,
Education

B

Identify opportunities to further collaborate with Deadly Science and the Aboriginal and Torres Strait Islander Mathematics Alliance to support remote schools and communities with science and mathematics learning.

📅 NOVEMBER 2024

Director,
Education

OPPORTUNITIES



The Academy will identify opportunities for direct action, be a catalyst for broader change and support the actions of others to make real change for Aboriginal and Torres Strait Islander peoples. We will demonstrate excellence and diversity through building a Fellowship and Secretariat representative of the community.

10

Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.

▼ DELIVERABLES

▼ RESPONSIBILITY

| | | |
|---|---|--|
| A | <p>Build understanding of current Aboriginal and Torres Strait Islander employees to inform future employment and professional development opportunities.</p> <p>📅 JUNE 2024</p> | <p>Director, People & Culture</p> |
| B | <p>Engage with Aboriginal and Torres Strait Islander employees, RAP Working Group members and/or local Aboriginal and Torres Strait Islander consultants on our recruitment, retention and professional development strategy.</p> <p>📅 JUNE 2024</p> | <p>Director, People & Culture</p> |
| C | <p>Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.</p> <p>📅 JUNE 2024</p> | <p>Director, People & Culture</p> |
| D | <p>Implement an Aboriginal and Torres Strait Islander Internship and appropriate opportunities for identified positions within the Secretariat.</p> <p>📅 JULY 2024</p> | <p>Director, People & Culture</p> |
| E | <p>Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</p> <p>📅 DECEMBER 2024</p> | <p>Director, People & Culture</p> |
| F | <p>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</p> <p>📅 DECEMBER 2024</p> | <p>Director, People & Culture</p> |
| G | <p>Create a platform for Aboriginal and Torres Strait Islander scientists to share their research, cultural learnings and Traditional Knowledges to benefit their career opportunities. This may include talks and workshops co-organised by the Academy, resource documents, and articles and videos co-produced by the Academy and shared on our social media.</p> <p>📅 DECEMBER 2024</p> | <p>Director, Communications & Outreach</p> |
| H | <p>Investigate opportunities to engage further with the National Indigenous STEM Professional Network and the Worldwide Indigenous Science Network.</p> <p>📅 DECEMBER 2024</p> | <p>Director, People & Culture / Director, International Programs</p> |

11

Improve Aboriginal and Torres Strait Islander peoples' representation in the Academy Fellowship.

▼ DELIVERABLES

▼ RESPONSIBILITY

A

Develop strategy and supporting processes to encourage Fellows to nominate strong Aboriginal and Torres Strait Islander candidates for Academy awards, and for election to the Fellowship of the Academy.

Director, Fellowship and Awards

📅 JUNE 2025

D

Implement a mechanism for tracking and reporting Aboriginal and Torres Strait Islander candidate nominations and recipients for Awards and Fellowship.

Director, Fellowship and Awards

📅 JANUARY 2026

C

Investigate diversity & inclusion targets for Fellowship.

Director, Fellowship and Awards

📅 MARCH 2026

12

Investigate how the Academy's national influence may be able to support the involvement of Aboriginal and Torres Strait Islander peoples in science.

▼ DELIVERABLES

▼ RESPONSIBILITY

A

Continue to support the Academy's Aboriginal and Torres Strait Islander Scientist Award.

Director, Fellowship and Awards

📅 FEBRUARY 2025, 2026

B

Continue to support the Academy's Douglas and Lola Douglas Scholarship in Medical Science, which is awarded to a top-ranked PhD candidate focusing on Aboriginal and Torres Strait Islander health research.

Director, Fellowship and Awards

📅 NOVEMBER 2024, 2025

C

Investigate scholarships or other activities to support Aboriginal and Torres Strait Islander students interested in science to complete high school and university.

Director, Philanthropy

📅 DECEMBER 2024

D

Continue to support and promote the Aboriginal and Torres Strait Islander STEM Professional Network.

President

📅 JUNE 2024, JUNE 2025

13

Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.

▼ DELIVERABLES

▼ RESPONSIBILITY

A

Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.

Chief Operating Officer

📅 JULY 2024

B

Investigate Supply Nation membership.

Chief Operating Officer

📅 JULY 2024

C

Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to employees and Fellows.

Chief Operating Officer

📅 DECEMBER 2024

D

Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.

Chief Operating Officer

📅 JULY 2024

E

Develop commercial relationships with Aboriginal and Torres Strait Islander businesses.

Chief Operating Officer

📅 DECEMBER 2024

GOVERNANCE



14

Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.

▼ DELIVERABLES

▼ RESPONSIBILITY

A

Maintain Aboriginal and Torres Strait Islander representation on the RWG.

📅 JANUARY 2025, JANUARY 2026

Director,
People & Culture

B

Review Terms of Reference for the RWG.

📅 JUNE 2024, JUNE 2025

Director,
People & Culture

C

Meet at least four times per year to drive and monitor RAP implementation.

📅 FEBRUARY, MARCH, JULY, NOVEMBER 2024, 2025, 2026

Director,
People & Culture

15

Provide appropriate support for effective implementation of RAP commitments.

▼ DELIVERABLES

▼ RESPONSIBILITY

A

Define resource needs for RAP implementation and ensure appropriate resources and funding are allocated to undertake RAP activities.

📅 MAY 2024, 2025

Director,
People & Culture /
Chief Operating Officer

B

Engage Fellows, senior leaders and all other employees in the delivery of RAP commitments.

📅 JUNE 2024, JUNE 2025

Chief Executive

C

Define and maintain appropriate systems to track, measure and report on RAP commitments, including in senior management, key employees' KPIs, and the operational plan.

📅 JUNE 2024, JUNE 2025

Director,
People & Culture

D

Maintain internal RAP Champions from senior management and the Fellowship.

📅 JUNE 2024, JUNE 2025

Chief Executive

16

Build accountability and transparency through reporting RAP achievements, challenges and learnings, both internally and externally.

| | ▼ DELIVERABLES | ▼ RESPONSIBILITY |
|---|--|---|
| A | 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 2025 | Director, People & Culture |
| B | Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire. 📅 1 AUGUST ANNUALLY | Director, People & Culture |
| C | Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 📅 30 SEPTEMBER ANNUALLY | Director, People & Culture |
| D | Report RAP progress to all employees, the Academy Council and the Executive Committee quarterly. 📅 30 SEPTEMBER, 31 DECEMBER 31 MARCH, 30 JUNE ANNUALLY | Director, People & Culture |
| E | Ensure RAP outcomes are aligned with the Academy’s Strategic Plan. 📅 JUNE ANNUALLY | Chief Executive |
| F | Publicly report our RAP achievements, challenges and learnings annually, including in our Annual Report. 📅 MAY ANNUALLY | Director, Communications & Outreach |
| G | Investigate participating in Reconciliation Australia’s biennial Workplace RAP Barometer. 📅 MAY 2024 | Director, People & Culture |
| H | Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP. 📅 MAY 2026 | Director, People & Culture |

17

Continue our reconciliation journey by developing our next RAP.

| | ▼ DELIVERABLES | ▼ RESPONSIBILITY |
|---|---|-------------------------------|
| A | Register via Reconciliation Australia’s website to begin developing our next RAP. 📅 MARCH 2026 | Director, People & Culture |

Reconciliation Action Plan contact

Melissa Abberton

Chief Operating Officer

02 6201 9440

diversity@science.org.au



Inside pages printed on Monza Recycled Satin. Monza Recycled contains 99% recycled fibre, and elemental chlorine free pulp which ensures that pulp is derived from well managed forests and recycled wood of fibre.

Monza Recycled is manufactured by an ISO 14001 certified mill.

