



# REFLECT

# RECONCILIATION

# ACTION PLAN

AUSTRALIAN ACADEMY OF SCIENCE  
AUGUST 2019 – AUGUST 2020

## 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.

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*Below: Sash Gwion Panel, Barton River, Balanggarra Native Title*

*This site was visited by the Rock Art Dating Team with the Balanggarra Traditional owners in 2018 and 2019. It is on top of the Carson Escarpment, east of Barton plain. The 1500mm panel of Sash Gwion is well protected at the back of the shelter. The art is in a remarkable state of preservation, with a little exfoliation. There are four figures painted in dark brown pigment, all right-facing. They are decorated with transverse lines, adorned with waist sashes and holding boomerangs, dillybags and whisks. Apart from the main figure, the other three figures have two large feathers decorating their headdress.*

*Photo credit: Balanggarra Aboriginal Corporation*

*Image: Pauline Heaney, Courtesy Kimberley Foundation Australia*



Our vision for reconciliation is that the traditional knowledge and cultures of Australia's First Peoples are highly valued and respected by all Australians, and as one we contribute to creating a better nation and a better world.

# MESSAGE FROM RECONCILIATION AUSTRALIA

**‘Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.’**

Final report of the Council for  
Aboriginal Reconciliation

Reconciliation Australia is delighted to welcome the Australian Academy of Science to the Reconciliation Action Plan (RAP) program and to formally endorse its inaugural Reflect RAP.

As a member of the RAP community, the Australian Academy of Science joins over 1,000 dedicated corporate, government, and not-for-profit organisations that have formally committed to reconciliation through the RAP program since its inception in 2006. RAP organisations across Australia are turning good intentions into positive actions, helping to build higher trust, lower prejudice, and increase pride in Aboriginal and Torres Strait Islander cultures.

Reconciliation is no one single issue or agenda. Based on international research and benchmarking, Reconciliation Australia defines and measures reconciliation through five critical dimensions: race relations; equality and equity, institutional integrity; unity; and historical acceptance. All sections of the community—governments, civil society, the private sector, and Aboriginal and Torres Strait Islander communities—have a role to play to progress these dimensions.

The RAP program provides a framework for organisations to advance reconciliation within their spheres of influence. This Reflect RAP provides the Australian Academy of Science a roadmap to begin its reconciliation journey. Through implementing a Reflect RAP, the Australian Academy of Science will lay the foundations for future RAPs and reconciliation initiatives.

We wish the Australian Academy of Science well as it takes these first critical steps in its reconciliation journey. We encourage the organisation to embrace this journey with open hearts and minds, to grow from the challenges, and to build on the successes. As the Council for Aboriginal Reconciliation reminded the nation in its final report:

**‘Reconciliation is hard work—it’s a long, winding and corrugated road, not a broad, paved highway. Determination and effort at all levels of government and in all sections of the community will be essential to make reconciliation a reality.’**

On behalf of Reconciliation Australia, I commend the Australian Academy of Science on its first RAP, and look forward to following its ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

# MESSAGE FROM THE PRESIDENT

Our nation's future, based on a knowledge economy, will be driven by embracing skills, knowledge and experience from a diverse range of people. It is important that this includes and recognises that for tens of thousands of years, Aboriginal and Torres Strait Islander peoples have had a strong connection to and knowledge of this land, its waterways, oceans and abundant flora and fauna.

As Australia's independent, authoritative and influential scientific advisor, it is crucial that we create opportunities to work respectfully with Aboriginal and Torres Strait Islander peoples to address issues that impact on them and to support their contribution to scientific, policy, international and communication activities enabled by the Academy. This, our first Reconciliation Action Plan, outlines the practical steps we will take to support positive change and facilitate reconciliation.

Reconciliation is a journey the Australian Academy of Science is committed to taking. Responsibility for developing and implementing our Reconciliation Action Plan lies with all Fellows and staff of the Academy.

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 deepen those relationships forged over the past decade. We are committed to building on outreach programs to strengthen science, technology, engineering and mathematics (STEM) education and career paths in Aboriginal and Torres Strait Islander communities, as well as developing new activities such as designing an Aboriginal and Torres Strait Islander Employment Strategy.

We are committed to fostering a culture of inclusion and cultural awareness within the Academy and more broadly across the STEM sector. Cultural learning programs for Fellows and staff and provision of a range of cultural capability resources are part of our proactive approach. We are working towards the Commonwealth Government's target of 3 per cent of all purchases being made through Aboriginal and Torres Strait Islander owned businesses.

I commend all those who developed this Reconciliation Action Plan, including the Council, Equity and Diversity Reference Group and the Reconciliation Action Plan Working Group. We will continue to build on our relationships with Aboriginal and Torres Strait Islander peoples and develop further our shared understanding, learnings and respect.

**Professor John Shine AC PresAA**



# MESSAGE FROM THE CHIEF EXECUTIVE



I am pleased to present the Academy's inaugural Reconciliation Action Plan, in collaboration with Reconciliation Australia. We are just beginning our reconciliation journey but do so with a deep desire and commitment to build strong foundations and respectful, meaningful and sustainable relationships with Aboriginal and Torres Strait Islander peoples and with local Aboriginal communities in and around the ACT.

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 cannot be achieved without Aboriginal and Torres Strait Islander peoples. The benefits of scientific endeavours must be available for all. Further, the Academy's knowledge, practices and activities must not only be available to Aboriginal and Torres Strait Islander peoples but must also incorporate the knowledge and understanding they have forged over thousands of years.

This Reconciliation Action Plan outlines the first steps the Academy will take to make systemic and sustainable contributions across our organisation to support reconciliation. In adopting better practices within the Academy, it is our hope we can then model, encourage and influence greater diversity and inclusion across the STEM sector nationally.

Our Reconciliation Action Plan aligns with our strategic and operational plans. It offers pathways to enhance cultural learning and capability amongst 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 amongst Aboriginal and Torres Strait Islander scientists early in their research careers. We also have ambitions to develop new initiatives that create an inclusive scientific community where participants of all genders, cultures and experiences can thrive.

I sincerely thank the work of the Academy's Reconciliation Action Plan Working Group, made up of Fellows, staff and invited external members. I acknowledge the support of our Council of Fellows. I am delighted to publish our Reflect Reconciliation Action Plan and to commence this journey where, as one, we can use science to create a better nation and a better world.

**Anna-Maria Arabia**  
Chief Executive



**Ms Amy Searle** Baker IDI Heart and Diabetes Institute

Amy Searle is completing the final year of her PhD at the Baker Heart and Diabetes Institute in the Atherothrombosis and Vascular Biology laboratory, supervised by Professor Karlheinz Peter and Dr Xiaowei Wang. Her research focuses on the development of targeted theranostic (dual diagnostic and therapeutic) applications towards cardiovascular diseases. Of Anglo-Australian and Aboriginal heritage, Amy was awarded an inaugural Aboriginal and Torres Strait Islander Scientist Travelling Research Award by the Academy in 2018.

# OUR BUSINESS

The vision of the Australian Academy of Science is a scientifically informed community that embraces excellence in science and is guided by and enjoys the benefits of scientific endeavour.

The Academy provides independent, authoritative and influential scientific advice, promotes international scientific engagement, builds public awareness and understanding of science, and champions, celebrates and supports excellence in Australian science.

We strive for an inclusive scientific community where participants of all genders, cultures and experiences thrive.

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 530 Fellows. 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.

## GEOGRAPHIC SPREAD OF FELLOWS

Australia	
ACT	108
NSW	133
NT	1
WA	32
Qld	49
Tas	10
SA	33
Vic	138
International	
United Kingdom	5
United States	7
Canada	2
Hong Kong	1
Poland	1
Singapore	1
Switzerland	1
Other	6
<b>Total</b>	<b>528</b>







The operations of the Australian Academy of Science are overseen by a Council of 17 Fellows from across a range of disciplines who are elected at the Annual General Meeting. Seven of these Fellows are elected as Officers that form the Executive Committee of Council, with different areas of responsibility 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 Canberra-based secretariat of around 80 people supports our many national and international activities. The Academy also employs a small number of staff in Melbourne, Sydney, Brisbane and Perth. Currently, one member of staff identifies as an Aboriginal and Torres Strait Islander person.

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



**Mr Bradley Moggridge** University of Canberra

Bradley Moggridge is a proud Murri from the Kamilaroi Nation (North-West NSW) with strong connections to water and water management. He is currently a PhD Candidate (full-time) at the University of Canberra's IAE and part-time Indigenous Liaison Officer for Threatened Species Recovery Hub. Bradley holds a Master of Science (Hydrogeology and Groundwater Management) from UTS and Bachelor of Science (Environmental Science) from ACU, is a Fellow of the Peter Cullen Trust, was involved with the IWC Water Leadership Program and Indigenous Leadership from AILC. He was recently awarded the Aboriginal and Torres Strait Islander Alumni Award from ACU for 2017. Prior to his PhD, Bradley was employed by NSW DPI Water as the Team Leader for the Aboriginal Water Initiative (AWI), which was the only dedicated Aboriginal water unit in Australia at the time. He has also worked with CSIRO as an Indigenous Water Specialist. In 2018, the Academy awarded Bradley an inaugural Aboriginal and Torres Strait Islander Scientist Travelling Research Award.

# OUR REFLECT RECONCILIATION ACTION PLAN

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 yet 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 for 2017–2022. Each of the four Reconciliation Action Plan 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.

We have been growing increasingly aware that we could be doing more to recognise and understand the deep knowledge held by Aboriginal and Torres Strait Islander peoples, and to support and grow opportunities for Aboriginal and Torres Strait Islander peoples to become more engaged in, and contribute to, today’s science and innovation.

This is our first plan and represents our commitment to our reconciliation journey. To prepare the Academy for reconciliation initiatives in later plans, this plan presents our vision for reconciliation, encourages us to seek and develop relationships with Aboriginal and Torres Strait Islander peoples and organisations, enhances engagement with Aboriginal and Torres Strait Islander scientists and recognition of Aboriginal and Torres Strait Islander scientific practices, and pushes us to be creative about what we can do that will be meaningful, mutually beneficial and sustainable.

This Reconciliation Action Plan was developed by the Academy’s Reconciliation Action Plan Working Group, consisting of Fellows, Council, Executive Committee, Secretariat staff including the Chief Executive and Chief Operating Officer and invited external members. One staff member and two external members of the working group identify as Aboriginal and Torres Strait

Islander peoples. The plan is supported by our Council of Fellows and aims to engage Academy Fellows across Australia. It is championed internally by the Academy’s Chief Executive and Chief Operating Officer.

The working group will track the progress of the plan and provide regular updates to the Academy Council throughout the year.

## Reconciliation Action Plan contact

The Academy’s Manager, Diversity and Inclusion is the first point of contact for the Academy’s Reconciliation Action Plan.

**Louise Moes, Manager, Diversity and Inclusion**  
02 6201 9449  
Louise.Moes@science.org.au

## Our partnerships and current activities

In recent years the Academy has been actively working towards greater recognition, inclusion and support for Aboriginal and Torres Strait Islander knowledge, customs and scientists. Key initiatives, which we are committed to build upon, include:

- an **Aboriginal and Torres Strait Islander scientist award**, made possible through philanthropic support and launched in May 2018. The Award focuses on the natural sciences and supports our engagement with institutions working with emerging scientists.
- continued support of the Douglas and Lola Douglas Scholarship in Medical Science. This scholarship is awarded to a top ranked PhD candidate focusing on the area of Indigenous health research
- our three **school education programs** have provided professional learning to hundreds of teachers around Australia, including many from regional, rural and remote areas, in science and mathematics; and incorporated perspectives of Aboriginal and Torres Strait Islander peoples and cultures in a wide range of student and teacher resources

- publishing science content for the general public on Facebook and our website that incorporates Aboriginal and Torres Strait Islander knowledge relating to fire, time and mathematics
- ongoing engagement with the **Kimberley Foundation** and the **ARC Centre of Excellence for Australian Biodiversity and Heritage** for our education and public outreach activities
- incorporating an inclusivity workshop at the **2017 Science in Australia Gender Equity (SAGE) Symposium** facilitated by senior members of the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives
- the formation of an **Equity and Diversity Reference Group** to advise Council on diversity—for example, of gender, ethnicity, age, geographical distribution and scientific disciplines—and the principles of inclusion, equal opportunity, fairness and transparency in Academy policies and procedures

“Just like children anywhere else in the world, they are fascinated and intrigued by science. They are also very willing to share their world and cultural knowledge with you.”

Teacher Jennifer Frost, from Australia’s most remote school in the Great Victoria Desert, on her Aboriginal students. Jennifer received funding to attend a Primary Connections workshop in Perth.

- recent changes to our **recruitment policy** that encourage Aboriginal and Torres Strait Islander peoples to apply for positions at the Academy, and that support the creation of targeted recruitment in specific circumstances
- expressing an **Acknowledgement of Country** at every public event run by the Academy and a preference for an Acknowledgement of Country by external groups using the Academy’s facilities.



*Smoking Ceremony at Science at the Shine Dome 2018*



**Mr Tui Nolan** University of Technology Sydney

Tui Nolan is a Gudjal man who grew up in Sydney. He has completed a Bachelor of Science (Honours I) and a Master of Science (Honours I), and he is currently completing a PhD in Statistics at the University of Technology Sydney (UTS). In 2018, he received a Fulbright Future Postdoctoral Scholarship, which will enable him to take on a postdoctoral position at Cornell University in 2019. His research in physics, statistics and mathematics has been applied in determining the major factors preventing Indigenous Australians from entering the driver licensing system through The George Institute for Global Health, which was the basis for the New South Wales Driver Licensing Access Program. Tui has mentored Aboriginal and Torres Strait Islander students as they transition to university through the Jumbunna Institute for Indigenous Education and Research, the Aboriginal Summer School for Excellence in Technology and Science, Aurora Education Outreach and the Galuwa Science Experience at UTS. In 2018, the Academy awarded Tui an inaugural Aboriginal and Torres Strait Islander Scientist Travelling Research Award.

# REFLECT PLAN

## 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 support and effect change through everything we do.

Action	Deliverables	Timeline	Responsibility
1. Monitor progress of Reconciliation Action Plan (RAP)	A. Monitor, track and report on the progress of the RAP implementation to the Academy Council, Executive Committee and senior management team	October 2019 February 2020 May 2020	• Chief Executive
	B. Support ongoing participation on Working Group by representatives of Fellows and Aboriginal and Torres Strait Islander peoples	Review quarterly: August 2019 November 2019 February 2020 May 2020	• Fellowship Director
	C. RAP Working Group to meet at least four times per year to drive and monitor RAP implementation	August 2019 November 2019 February 2020 May 2020	• Chief Operating Officer
2. Build internal and external relationships	A. Invite Fellows, National Committee members and staff, if they wish, to share relationships they have with Aboriginal and Torres Strait Islander organisations and individuals	Annually: September 2019 May 2020	• Chief Executive
	B. Develop and maintain a list of Aboriginal and Torres Strait Islander peoples, communities and organisations, and other like-minded organisations within our local area and wider sphere of influence, who we could approach to connect with on our reconciliation journey	Commence September 2019 and review quarterly.	• Diversity and Inclusion Manager
3. Participate in and celebrate National Reconciliation Week (NRW)	A. Encourage Fellows and staff to attend a National Reconciliation Week (NRW) event	Annually	• Chief Executive
	B. Support RAP Working Group members to participate in an external event to recognise and celebrate NRW	Annually	
	C. Circulate Reconciliation Australia's NRW resources and reconciliation materials to staff	Annually	

Action	Deliverables	Timeline	Responsibility
4. Raise internal awareness of our RAP	A. Launch our 'Reflect' Reconciliation Action Plan	August 2019	• Chief Executive
	B. Develop and implement an awareness strategy to raise awareness among all Fellows, National Committee members and staff about our RAP commitments, and encourage their participation in the RAP's implementation	Commence in October 2019 and review quarterly	• Diversity and Inclusion Manager
	C. Engage senior staff leaders in the delivery of RAP outcomes	Commence in September 2019 and review quarterly	• Diversity and Inclusion Manager
	D. Develop and implement a plan to engage and inform key internal stakeholders of their responsibilities within our RAP	Commence in September 2019 and review quarterly	• Diversity and Inclusion Manager
5. Promote positive race relations through anti-discrimination strategies	A. Research best practice and policies in areas of race relations and anti-discrimination	Commence in September 2019 and review quarterly	• Diversity and Inclusion Manager
	B. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs	September 2019	• Human Resource Manager

## RESPECT

The Academy will develop a deeper understanding of, and celebrate, Aboriginal and Torres Strait Islander cultures, history and achievements.

Action	Deliverables	Timeline	Responsibility
6. Investigate and implement Aboriginal and Torres Strait Islander cultural learning and development	A. Develop a business case for increasing awareness of Fellows, National Committee members and staff of Aboriginal and Torres Strait Islander cultures, histories and achievements, particularly in relation to science and traditional knowledge	October 2019	• Chief Operating Officer
	B. Evaluate our Council and staff's current level of knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements to ensure appropriate cultural training awareness programs are identified and undertaken	September 2019	• Chief Operating Officer
	C. Review cultural awareness training needs within the Academy, including face-to-face and online training	September 2019	• Chief Operating Officer
	D. Identify information and training resources, such as Reconciliation Australia's Share Our Pride online tool and the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS's) CORE Cultural Learning modules	September 2019	• Diversity and Inclusion Manager
	E. Arrange for Aboriginal and Torres Strait Islander speakers to address Council and staff to improve cultural awareness	October 2019	• Chief Executive

Action	Deliverables	Timeline	Responsibility
7. Participate in and celebrate NAIDOC Week	A. Raise awareness and share information among Fellows, National Committee members and staff of the meaning of NAIDOC Week, including information about the local Aboriginal and Torres Strait Islander peoples and communities	Annually: 2020	• Director Communications and Outreach
	B. Support the RAP Working Group to participate in an external NAIDOC week event	Annually: 2020	• Director Communications and Outreach
	C. Encourage participation of staff in NAIDOC Week by promoting community events in the region	7–14 July 2019	• Director Communications and Outreach
	D. Engage with the ACT NAIDOC Committee	Annually: 2020	• Chief Executive
8. Raise internal understanding of Aboriginal and Torres Strait Islander cultural protocols	A. Develop and implement a plan to raise awareness and understanding of the meaning and significance behind, and use of, Acknowledgement of Country and Welcome to Country protocols (including any local cultural protocols)	September 2019	• Director Communications and Outreach
	B. Identify and connect with the Traditional Owners of the lands and waters in our local area (ACT/Southern NSW)	Commence September 2019 and review quarterly	• Chief Operating Officer
	C. Support Fellows and National Committee members to develop an understanding of the Traditional Owners of the lands and waters within their local area or sphere of influence	Commence October 2019 and review quarterly	• Fellowship Director
	D. Promote the AIATSIS Map of Indigenous Australia (or similar widely accepted map) by displaying it in Academy buildings	September 2019	• Chief Executive
	E. Raise awareness among Fellows, National Committee members and staff of the Guidelines for Ethical Research in Australian Indigenous Studies (AIATSIS)	October 2019	• Fellowship Director
9. Explore different perspectives of science with Aboriginal and Torres Strait Islander peoples and cultures	A. Develop a strategy to encourage Fellows, National Committee members and staff to discuss science with Aboriginal and Torres Strait Islander peoples (scientists and non-scientists) to gain an understanding of different perspectives	Commence November 2019 review quarterly	• Fellowship Director
	B. Promote information such as Indigenous season/weather posters in Academy buildings	September 2019	• Chief Operating Officer
	C. Develop and produce science content for our education and public awareness programs that provides perspectives of Aboriginal and Torres Strait Islander peoples and culture	Commence September 2019 and review quarterly	
10. Recognise Aboriginal and Torres Strait Islander dates of significance	A. Celebrate or recognise Aboriginal and Torres Strait Islander dates of significance via President's communication to Fellowship, Chief Executive updates to staff, guest speakers, and other internal communications	Commence September 2019 and review quarterly	• Chief Executive
	B. Develop a strategy to build dates of significance into our public communications, including traditional media and social media channels	Commence September 2019 and review quarterly	• Director Communications and Outreach



## 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.

Action	Deliverable	Timeline	Responsibility
11. Contribute to the national Closing the Gap initiative	A. Review the principles and progress of the Australian Government's Closing the Gap initiative to identify opportunities to contribute as an organisation, particularly in relation to our education programs and awards	Commence November 2019	• Diversity and Inclusion Manager
12. Implement policies to support Aboriginal and Torres Strait Islander employment	A. Develop and implement a policy to attract, develop, and retain Aboriginal and Torres Strait Islander staff to the Academy, incorporating the Indigenous Traineeship Program	October 2019	• HR Manager
	B. Implement at least one targeted employment opportunity for Aboriginal and Torres Strait Islander peoples, including a 12-month paid graduate position	October 2019	• HR Manager
	C. Capture baseline data on current Aboriginal and Torres Strait Islander staff to inform future employment and development opportunities	September 2019	• HR Manager
	D. Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation	October 2019	• Chief Operating Officer
13. Investigate Aboriginal and Torres Strait Islander supplier diversity	A. Develop an understanding of the mutual benefits of procurement from Aboriginal and Torres Strait Islander owned businesses	October 2019	• Chief Operating Officer
	B. Develop and implement a business case for procurement from Aboriginal and Torres Strait Islander owned businesses	October 2019	• Chief Operating Officer
	C. Consider opportunities to work with Aboriginal and Torres Strait Islander owned businesses for Science at the Shine Dome and other Academy organised and supported events	October 2019	• Chief Operating Officer

Action	Deliverable	Timeline	Responsibility
14. Investigate how the Academy's national influence may be able to support the involvement of Aboriginal and Torres Strait Islander people in science	A. Investigate what role the Academy can play in establishing an Indigenous Scientist Network, a mentoring network involving Fellows and National Committee members to support Aboriginal and Torres Strait Islander high school and university students studying science	August 2019	• Diversity and Inclusion Manager
	B. Investigate a professional mentoring program for Aboriginal and Torres Strait Islander scientists that involves Fellows and National Committee members	Commence in September 2019 and review quarterly	• Diversity and Inclusion Manager
	C. Investigate facilitating a peer network for Aboriginal and Torres Strait Islander scientists and students that involves Fellows and National Committee members	Commence in September 2019 and review quarterly	• Diversity and Inclusion Manager
	D. Investigate scholarships to support Aboriginal and Torres Strait Islander students interested in science to complete high school and university	Commence in September 2019 and review quarterly	• Diversity and Inclusion Manager
	E. Create an online space on the Academy website and Facebook where resources, opportunities and case studies of Aboriginal and Torres Strait Islander knowledge, including current activities and achievements, can be shared with Fellows, National Committee members, staff and the wider community	August 2019	• Diversity and Inclusion Manager
	F. Continue to support the Academy's Aboriginal and Torres Strait Islander Scientist Travelling Research Award, which is focused on the natural sciences and supports our engagement with institutions working with emerging scientists	Review annually, commencing September 2019	• Awards Officer
	G. 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 Indigenous health research	Review annually, commencing September 2019	• Awards Officer
	H. Continue to develop our three school education programs, that have trained hundreds of teachers around Australia, including many from regional, rural and remote areas, in science and mathematics; and incorporated perspectives of Aboriginal and Torres Strait Islander peoples and cultures in a wide range of student and teacher resources	Review annually, commencing September 2019	• Director Education
	I. Continue to engage with the Kimberley Foundation and the ARC Centre of Excellence for Australian Biodiversity and Heritage for our education and public outreach activities	Review annually, commencing September 2019	• Philanthropy Manager

## GOVERNANCE AND TRACKING PROGRESS

The Academy will review and measure our progress and seek feedback and involvement from Aboriginal and Torres Strait Islander peoples to continuously improve our impact.

Action	Deliverable	Timeline	Responsibility
15. Build support for the Reconciliation Action Plan	A. Define resources needs for RAP development and implementation and to ensure the ongoing review and success of the RAP	August 2019	• Chief Executive
	B. Define the systems and capability we need to track, measure and report on RAP activities	August 2019	• Chief Executive
	C. Complete the annual RAP Impact Measurement Questionnaire and submit to Reconciliation Australia	December 2019	• Chief Operating Officer
	D. Ensure the RAP outcomes are aligning with the Academy's 2017–2022 strategic plan	October 2020	• Chief Executive
16. Continue our reconciliation journey by developing our next RAP	A. Register via Reconciliation Australia's <a href="#">website</a> to begin developing our next RAP	August 2020	• Chief Operating Officer

### Reconciliation Action Plan contact

Louise Moes  
 Manager, Diversity and Inclusion  
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