



INNOVATE

Reconciliation
Action
Plan



RECONCILIATION
ACTION PLAN

INNOVATE

May May
2023 – 2025

 Science &
Technology
AUSTRALIA

ACKNOWLEDGEMENT OF COUNTRY

We honour the Ngunnawal and Ngambri peoples, the Traditional Custodians of the Kamberri/Canberra region, in which Science & Technology Australia is based.

For more than 65,000 years, Aboriginal and Torres Strait Islander peoples have created knowledge as Australia's first scientists, technologists, engineers, and mathematicians. This deep science, technology, engineering and mathematics (STEM) expertise is embedded in active management of Country, farming, food production and medicine, fire use in the landscape, engineering systems in dams and fish traps, water resources management, technology in tools and aerodynamics, astronomy and navigation.



ARTWORK



STATEMENT FROM THE ARTIST

Lani Balzan is a Wiradjuri artist who developed the artwork “The Journey” for Science & Technology Australia’s 2023–2025 Reconciliation Action Plan.

The artwork represents the connection Science & Technology Australia has with Aboriginal and Torres Strait Islander people and their culture, overall it is the focus of Science & Technology Australia and the importance of our Reconciliation journey. Building relationships with Indigenous and non-Indigenous people by developing respectful, trusting relationships and acknowledging the culture.

The artwork centrepiece represents Science & Technology Australia as a whole, a feeling of connection to science and technology such electrons and protons. It represents Science & Technology Australia’s connection and commitment to its Reconciliation journey. The symbols surrounding the centrepiece signify the coming together of people.

The gathering of coloured dots on the left of the centerpiece represent the more than 115,000 scientists and technologists nationwide. The five elements throughout the artwork - purple, yellow, pink, orange and red represent Science & Technology Australia values - respectful, trailblazing, considered, inclusive and kind. There are kangaroo tracks leading off these to represent moving forward as the kangaroo can not move backwards.

The five circle symbols with dots on the outside represent Science & Technology Australia “Strategic Goals”

1. The leading voice for Science & Technology in Australia
2. A key connector of scientists to policymakers, industry and media
3. A valued amplifier for STEM professional organisations
4. An advocate for a strong, inclusive and diverse STEM workforce
5. Operational excellence

The pathways with footprints leading in and out represent walking together in our journey of Reconciliation.

The green pathways represent Science & Technology Australia and their ongoing connection to Country. The connection to Country is also made up of different important symbols such as leaves, animal tracks and watering holes.

The three red and yellow people symbols represent the Indigenous member organisations in our Science & Technology Australia community: Aboriginal and Torres Strait Islander Mathematics Alliance (ATSIMA), DeadlyScience, and Indigenous Climate Change (ICC).

The colours chosen in this artwork were used from the organisations colour palette with a mix of colour tones to blend and create the artwork.



NIINA MARNI

Niina Marni from Kurna Country!

In late 2022, I had the very great privilege to spend several days at a historic first gathering of the new National Indigenous STEM Professionals Network, NISTEMP, on Gadigal Country in Sydney. As I listened deeply in those moving discussions, I was in awe of the vision for this network. At its heart is a powerful drive to make the pathways into STEM study and careers less lonely and more connected for the next generations of First Nations people - and to amplify the vast Indigenous Knowledges of the country.

Science & Technology Australia and our vast membership network of 115,000 scientists and technologists have been humbled to support this network since its inception - including with pro bono administrative support of the network's initial callout to gather prospective network members. It was exciting to see this network now come to life in person.

Over the past year, Science & Technology Australia has been honoured to welcome our third First Nations member organisation – Indigenous Climate Change (ICC) - and celebrate the election of Quandamooka mathematician Professor Chris Matthews to the Science & Technology Australia Board. Chris' towering contribution to the leadership grouping of NISTEMP has been a privilege for us to witness.

There is more to do as we deepen our community's skills, knowledge and relationships. Science & Technology Australia is proud to embark on our second Reconciliation Action Plan (RAP) – an Innovate RAP. This RAP will guide our actions over the next two years and we work towards a more reconciled future in Australia.

I am excited by the vast enthusiasm and engagement of our membership for this crucial work.

Professor Mark Hutchinson
President

YUMA

The story of Aboriginal and Torres Strait Islander peoples across this diverse continent is one of vast scientific, technological and engineering accomplishment. Indeed, the deep Indigenous Knowledges of this Country and its First Peoples are the inspiring long story of Australia.

Over the past two years, Science & Technology Australia has approached our work under our first Reconciliation Action Plan (RAP) from a powerful first principle: relationships of trust sit at the heart of what we do.

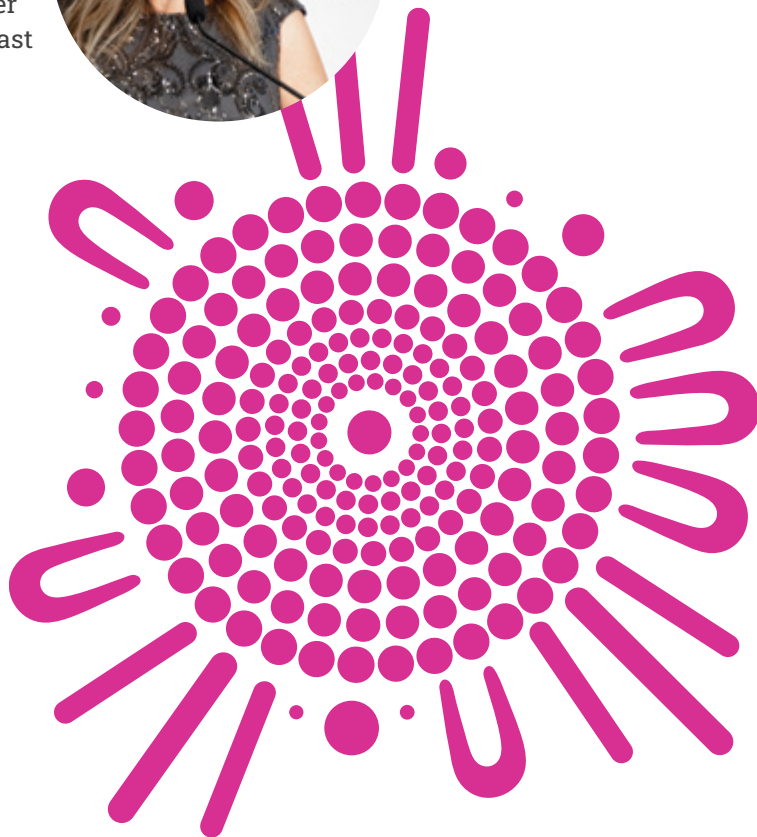
When we began RAP conversations with Science & Technology Australia's First Nations member organisations and our wider membership community in 2020, we were clear that work needed to be centred in the aspirations and priorities of First Nations people and organisations in science. So we designed our RAP commitments with those conversations clearly in view.

Our aim as we have developed our Innovate RAP has been to develop commitments that continue to amplify and advance those aspirations and priorities. We look to build on the foundations we have established through our first RAP. We have adopted two powerful new policies - including one reflecting our custom and practice of sharing responsibilities to research and teach insights about First Nations STEM knowledge, history and place in our Acknowledgements of Country. And we are guided by our Indigenous Partnerships Policy - which sets out the crucial role of forging deep relationships of trust and knowledge as the bedrock for all of our progress.

Our commitments in this Innovate RAP aim to deepen our relationships with Aboriginal and Torres Strait Islander communities and STEM professionals. We look to elevate the profile of Aboriginal and Torres Strait Islander knowledge and STEM professionals. We want to help to enable the aspirations of the National Indigenous STEM Professionals Network and ensure Indigenous voices contribute to our leadership.

Yara,

Misha Schubert
Chief Executive Officer



RECONCILIATION AUSTRALIA

Reconciliation Australia commends Science and Technology Australia on the formal endorsement of its second, Innovate Reconciliation Action Plan (RAP).

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

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Science and Technology Australia continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

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

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that Science and Technology Australia will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to Science and Technology Australia using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

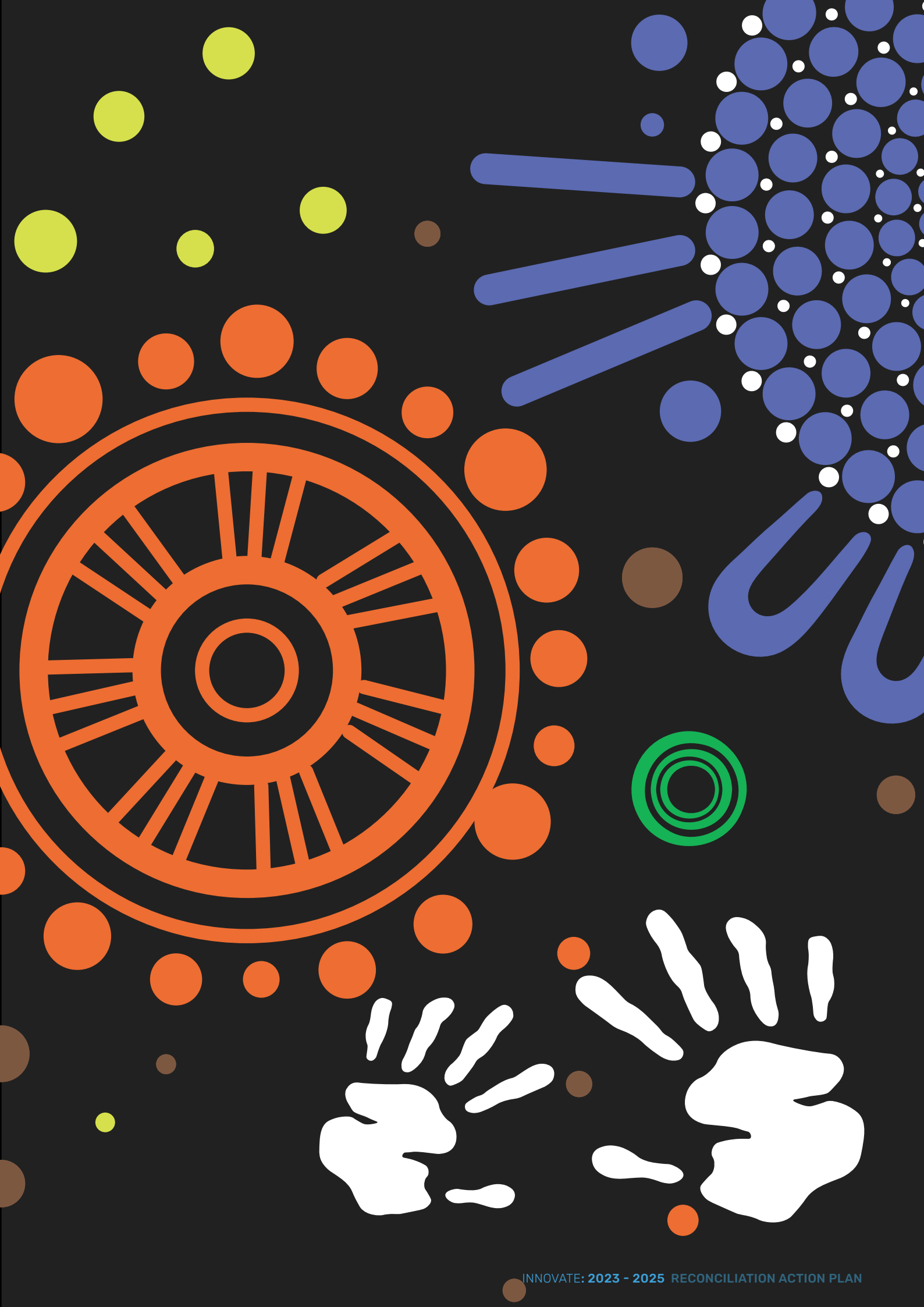
This Innovate RAP is an opportunity for Science and Technology Australia to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, Science and Technology Australia will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of Science and Technology Australia's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations Science and Technology Australia on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



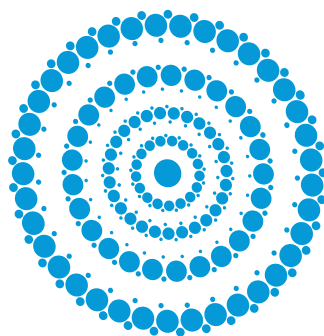
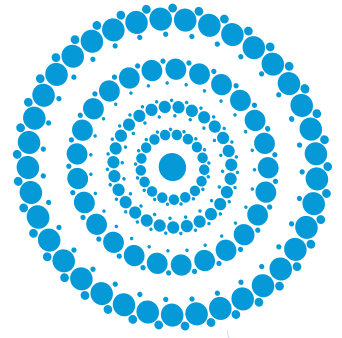


OUR VISION FOR RECONCILIATION

Australia's story begins with the oldest continuing cultures on the planet. Across an awe-inspiring timespan of more than 65,000 years, Aboriginal and Torres Strait Islander peoples have created knowledge as Australia's first scientists, technologists, engineers, and mathematicians.

The songlines of this country are intricate scientific knowledge systems. Deep STEM expertise is embedded in active management of Country, farming, food production and medicine, deep knowledge of how to use fire in the landscape, engineering systems deployed in dams and fish traps, management of water resources, the development of technology in tools and aerodynamics, expertise in astronomy and navigation systems, and the design of sophisticated knowledge systems safeguarded through culture, leadership, authority and law.

As the peak body for the science and technology sector, Science & Technology Australia honours this long tradition. Our vision is for a reconciled and united Australia. A nation which faces the truth of our past with honesty and courage. A nation which works to continually strive for justice and bring healing to those who live with pain and trauma. A nation that stands together against racism and discrimination. And a nation which sees the inspiring first cultures of this land as a great source of pride for all Australians.





OUR BUSINESS

Science & Technology Australia is the nation's peak body for science and technology. A not-for-profit body, we represent more than 115,000 scientists and technologists working across all scientific disciplines and sectors through our 144 member organisations. This includes three Aboriginal and Torres Strait Islander member organisations: the Aboriginal and Torres Strait Islander Mathematics Alliance (ATSIMA), DeadlyScience and the Indigenous Climate Change (ICC).

Our mission is to advance the public good and strengthen society through advocacy, education, outreach, and programs to advance the role of science and technology to help solve some of humanity's greatest challenges. This includes our flagship programs Science Meets Parliament, Superstars of STEM, STEM Ambassadors Program, and policy advice on issues affecting the STEM sector. We amplify the public contribution of science and bring together scientists, governments, industry and the broader community.

Located on Ngunnawal Ngambri Country in the nation's capital, Science & Technology Australia engages with Parliamentarians, the Office of the Chief Scientist, scientific academies, Government agencies, granting bodies, and key players in industry to advance Australia's scientific capabilities. We have 12 staff members (11 FTE), none of whom identify as Aboriginal and/or Torres Strait Islander people.

MEMBERSHIP FOCUS

DEADLY SCIENCE

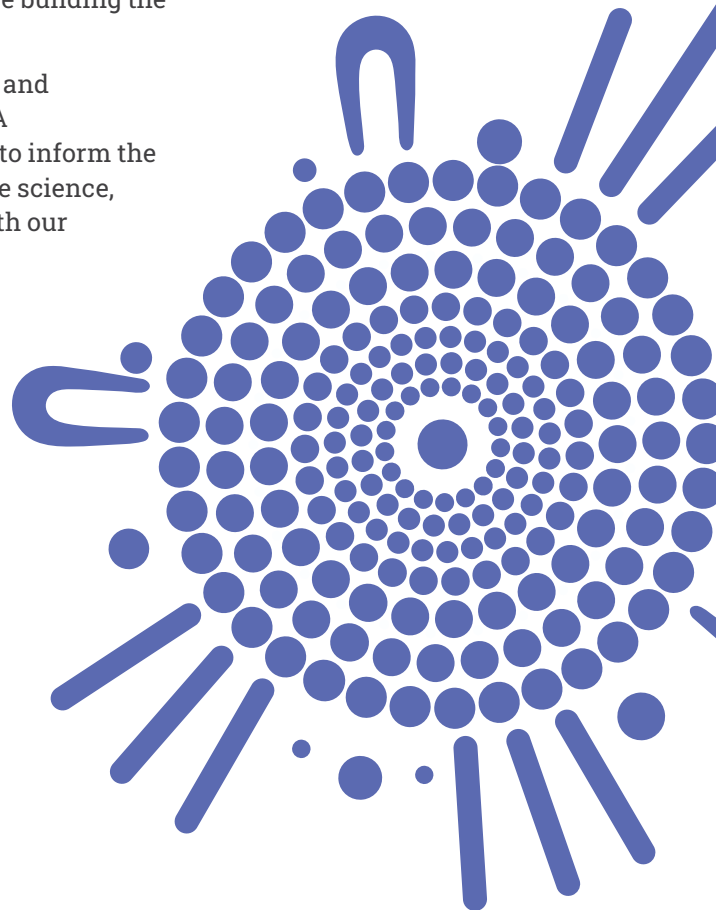
In 2018 DeadlyScience was founded by proud Kamilaroi man Corey Tutt OAM when he found there was little encouragement for Aboriginal people to pursue STEM careers. Regional and remote schools are often critically under-resourced and students do not receive the same learning experiences and opportunities as students in metropolitan schools.

The 2020 Australia's STEM Workforce Report highlighted that the percentage of the Australian non-Indigenous population with a University STEM qualification is 5.2%. The percentage of Aboriginal and Torres Strait Islander with a University STEM qualification is 0.5% (or one tenth of the non-Indigenous rate). That's a massive discrepancy. And the percentage is much lower than 0.5% for people living in regional and remote communities.

To close this gap, the future generations of Australia's First Scientists – Aboriginal and Torres Strait Islander youth – in regional and remote communities need support. DeadlyScience sends teachers culturally appropriate STEM resources and delivers programs to ensure regional and remote schools have access to all the resources they need to create effective STEM learning experiences. We are building the future generations of Deadly Scientists.

DeadlyScience is a proud member organisation of Science and Technology Australia (STA). We value our place on the STA STEM-Sector committees where we have the opportunity to inform the advocacy work of STA and strengthen the leadership of the science, technology, engineering and mathematics community with our First Nations perspectives.

Visit www.deadlyscience.org.au



ABORIGINAL & TORRES STRAIT ISLANDER MATHEMATICS ALLIANCE

Aboriginal & Torres Strait Islander Mathematics Alliance (ATSIMA) is an Aboriginal-led charity, registered and incorporated in 2015. ATSIMA's vision is that all Aboriginal and Torres Strait Islander students will be successful in mathematics.

To achieve this vision, ATSIMA is creating new ways of teaching and learning mathematics by connecting mathematics to Aboriginal and Torres Strait Islander histories and cultures. By transforming mathematics education for Aboriginal and Torres Strait Islander learners, all students benefit.

Science & Technology Australia have a deep working relationship with this progressive organisation: ATSIMA Chair Professor Chris Matthews is also a member of our board.

Visit www.atsima.com



INDIGENOUS CLIMATE CHANGE

Indigenous Climate Change (ICC) is a group of Indigenous environmental scientists committed to knowledge sharing of climate adaptation strategies for Indigenous communities.

ICC founder and leader, environmental scientist Toni Hay from the Gaamilaraay Nation grew up on Yolngu homelands, has been developing community-based climate adaptation strategies to identify and reduce the risk of climate change for Indigenous peoples throughout Oceania.

ICC's goal is to develop disaster risk reduction and climate adaptation knowledge sharing, information, programs, plans and strategies that will help protect our people and cultures from the impacts of a changing climate.

Visit www.indigenousclimatechange.com



OUR RAP

Science & Technology Australia is a champion for a strong, inclusive and diverse STEM workforce. We have a deep commitment to support Aboriginal and Torres Strait Islander peoples in science, technology, engineering and maths, and to make further inroads on the continuing under-representation in STEM education and careers. In our membership network and policy advocacy, Science & Technology Australia works with the organisation's First Nations member organisations to connect them with supporters and funders across our sector and into policy opportunities.

We have developed our Reconciliation Action Plan (RAP) in collaboration with First Nations member organisations to bring together our many actions and initiatives into a single cohesive snapshot.

Over the past two years, Science & Technology Australia developed and delivered our first Innovate RAP from a powerful first principle: relationships of trust sit at the heart of what we do.

When we began RAP conversations with Science & Technology Australia's First Nations member organisations and our wider membership community in 2020, we were clear that our work needed to be centred on the aspirations and priorities of First Nations people and organisations in science and the STEM sector.

So we designed our RAP commitments with those conversations top of mind. Our aim has been to develop commitments that amplify and advance those aspirations and priorities.

Over the past two years, we have adopted two powerful new policies - including one reflecting our custom and practice of sharing responsibilities to research and teach insights about First Nations STEM knowledge, history and place in our [Acknowledgements of Country](#).

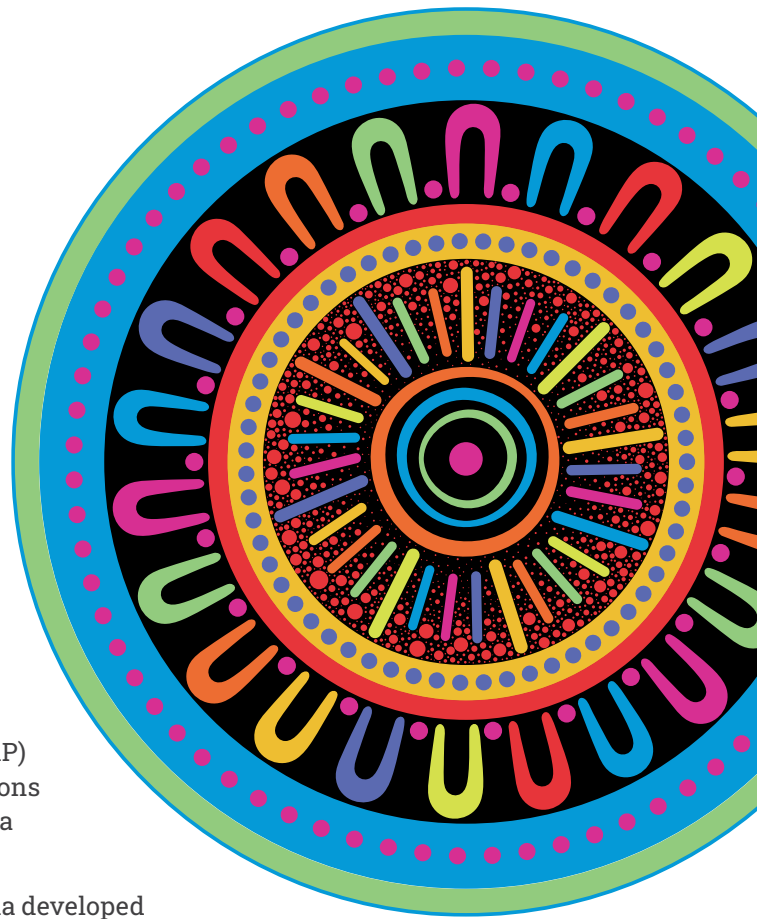
And we are guided by our [Indigenous Partnerships Policy](#) - which sets out the crucial role of forging deep relationships of trust and knowledge as the bedrock for all of our progress.

Like many sectors across Australia, Aboriginal and Torres Strait Islander peoples are under-represented in the STEM sector. It is an ongoing challenge for Science & Technology Australia to identify and engage with Aboriginal Torres Strait Islander STEM professionals. Members of the STEM workforce generally undertake many years of education before beginning their careers. This means that changes to workforce composition are very slow.

In this next RAP, we are deeply thankful for these partnerships to guide crucial work for Science & Technology Australia and our members.

The CEO and President are deeply committed to Science & Technology Australia's partnerships with First Nations people and organisations in STEM – actively championing this work throughout the organisation. They are champions for our RAP alongside the RAP Working Group members, our Board, staff, committees and program participants. This commitment is highlighted in our member forums, policy advocacy, events, and staff and Board meetings.

In our work, Science & Technology Australia strongly supports Aboriginal and Torres Strait Islander initiatives in the STEM sector. We currently have a First Nations Board Director, and three First Nations member organisations, as well as strong representation of First Nations people in our key programs such as Superstars of STEM. We forge strong partnerships with Aboriginal and Torres Strait Islander peoples, communities and organisations.





We also bring a strong ethical framework to the work of the science, technology, engineering and maths sector on intellectual property and research ownership, community control and consent in research. We pay our respects to Traditional Owners across the country.

Science & Technology Australia's RAP seeks to deepen STEM sector connections between Australia's First Peoples and cultures and non-Indigenous Australians, contribute to wider public understanding of Aboriginal and Torres Strait Islander expertise in science, technology, engineering and maths, and to play our part in the national work of reconciliation by forging stronger relationships of respect and trust.

Specifically, we strive to:

- Forge deeper relationships of trust and genuine partnerships between Aboriginal and Torres Strait Islander and non-Indigenous professionals working in Australia's STEM sector;
- Support the aspirations of Aboriginal and Torres Strait Islander peoples and organisations in STEM;
- Enhance ethical practices in STEM sector engagement and research in First Nations knowledge systems;
- Deepen knowledge among our own staff, members, stakeholders and external audiences about Aboriginal and Torres Strait Islander cultures, histories and achievements – particularly in STEM;
- Build knowledge across our sector of how the work of STEM professionals, our employers and sector affect the lives of Aboriginal and Torres Strait Islander peoples, and strengthen skills and relationships to work together in strong partnerships;
- Enhance diversity in our governance and staffing structures by encouraging Aboriginal and Torres Strait Islander applicants for elected roles and paid employment; and
- Support nation-wide efforts to eliminate racism, inequality, injustice and a lack of recognition.

Our RAP Working Group comprises:

- Kamilaroi man Corey Tutt OAM, founder of DeadlyScience, 2020 Young Australian of the Year (NSW), CSIRO Indigenous STEM champion, 2022 Eureka Prize for STEM Inclusion, ABC 2020 Trailblazer and award winning author
- Quandamooka mathematician Professor Chris Matthews, Chair of the Aboriginal and Torres Strait Islander Mathematics Alliance (ATSIMA); Associate Dean, Science Faculty, University of Technology Sydney, and Science & Technology Australia Board Director
- Professor Sumeet Walia, Science & Technology Australia Equity, Diversity and Inclusion Committee Co-Chair, Research Leader in Cross-disciplinary Engineering, RMIT University
- Dr Susanna Cramb, Science & Technology Australia Equity, Diversity and Inclusion committee member, Senior Research Fellow, Queensland University of Technology
- Misha Schubert, Chief Executive Officer, Science & Technology Australia
- Dr Sandra Gardam, Deputy Chief Executive Officer, Science & Technology Australia.





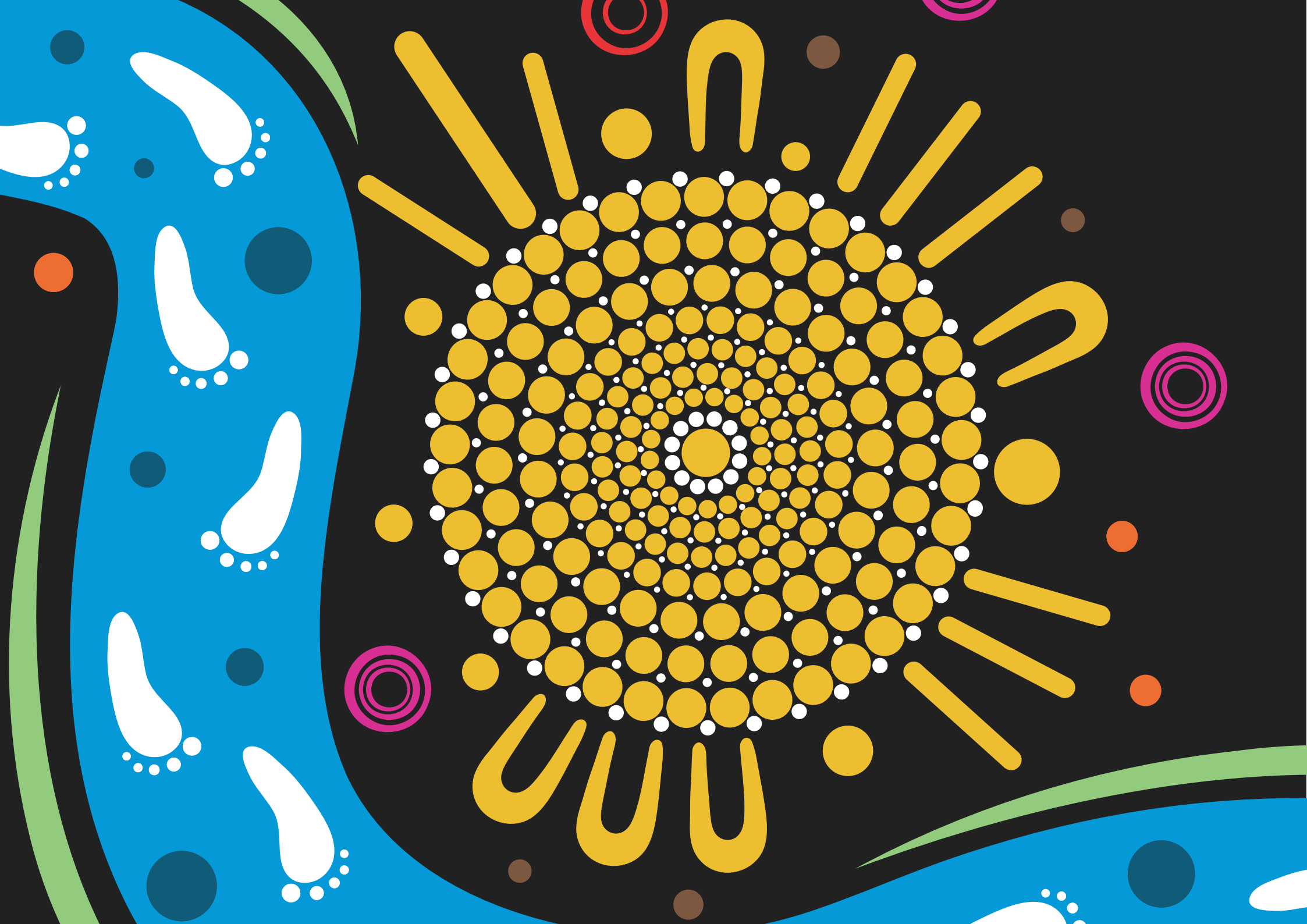
RELATIONSHIPS

As the peak body for science and technology in Australia, Science & Technology Australia acknowledges the full history of our country, including the difficult parts. We strive to be the leader in our sector by helping our community to know our country's history more deeply - and contribute their own leadership to help repair the legacies of inequity and fractured trust. To achieve this, we form genuine relationships of trust with Aboriginal and Torres Strait Islander organisations which have an interest in STEM – and with local communities where we work. These relationships will inform our advocacy work and policy positions. They will underpin our work to connect scientists strategically and to amplify the work of STEM organisations. These relationships support the strategies we pursue to advocate for diversity in the STEM workforce.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Guided by the principles of our Indigenous Partnerships Policy, meet with Science & Technology Australia's Aboriginal and Torres Strait Islander member organisations at least once a year to confirm ways for Science & Technology Australia and our members to support their work.	By Dec 2023 and Dec 2024	CEO + Director of Events and Membership
	Meet with Aboriginal and Torres Strait islander stakeholders and organisations with an interest in STEM to investigate future engagement.	May 2025	CEO
	Develop and implement an engagement plan to guide building and strengthening relationships with Aboriginal and Torres Strait Islander STEM organisations and stakeholders.	Oct 2023	EDI Committee Co-Chairs
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources to our staff.	May 2023 and 2024	Executive Assistant
	RAP Working Group members to participate in an external NRW event.	27 May–3 June, 2023 and 2024	RAP Working Group Members
	Promote the work of Science & Technology Australia's First Nations member organisations in NRW.	27 May–3 June, 2023 and 2024	RAP Working Group Members
	Encourage Science & Technology Australia staff & Board to attend an external event in NRW to deepen understanding and relationships.	27 May–3 June, 2023 and 2024	Executive Assistant
	Organise a NRW event in 2023 and 2024 for our staff.	27 May–3 June, 2023 and 2024	Executive Assistant
3. Promote reconciliation through our sphere of influence.	Register the events on Reconciliation Australia's NRW website	May 2023 and 2024	Executive Assistant
	Hold a staff meeting to engage Science & Technology Australia staff in identifying activities to deepen awareness of reconciliation.	July 2023	CEO + Executive Assistant
	Communicate our commitment to reconciliation to our members and publicly in our annual public RAP reporting to our members and wider community at the AGM.	Nov 2023 and 2024	CEO + Executive Assistant
	Share Science & Technology Australia's RAP progress publicly at our AGMs to encourage our stakeholders to enhance their reconciliation actions and share practical examples from our work as resources for our membership community.	Nov 2023 and 2024	CEO + President

RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
3. (cont) Promote reconciliation through our sphere of influence	Deliver a learning opportunity at Science Meets Parliament 2023 for Science & Technology Australia member organisations to deepen understanding about the history of science and technology institutions engagements with Aboriginal and Torres Strait Islander peoples and knowledges.	June 2023	CEO
	Engage with ATSE and AAS on how the STEM sector can continue to support the National Indigenous STEM Professionals Network (NISTEMPAN).	May 2025	CEO + President
4. Promote positive race relations through anti-discrimination strategies.	Review HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Dec 2023	EDI Committee Co-Chairs
	Develop, implement, and communicate an anti-discrimination policy for our organisation.	Dec 2023	EDI Committee Co-Chairs
	Consult the RAP working group and Aboriginal and Torres Strait Islander member organisations on our anti-discrimination policy.	Dec 2023	EDI Committee Co-Chairs
	Educate senior leaders on the effects of racism.	July 2024	CEO
5. Support our Aboriginal and Torres Strait Islander member organisations.	Promote activities of our First Nations member organisations and encourage the STEM community to support those activities.	May 2025	Director of Comms
	Encourage the STEM and broader community to donate to our member organisations to enable their aspirations.	May 2025	Director of Comms
	Support the success of First Nations member organisations by facilitating connections across the STEM sector and actively advocating for the inclusion of First Nations voices in STEM sector decision making forums.	May 2025	CEO + President
	In their annual membership catch-up, provide strategic support and advice to First Nations member organisations and support them to advance their priorities.	May 2025	CEO + Membership team
	In consultation with Aboriginal and Torres Strait Islander stakeholders and advisors, share examples of approaches to Truth-telling in science's relationships with First Nations peoples.	May 2025	CEO + Membership team
	Promote volunteer opportunities within our First Nations member organisations to the STEM community.	May 2025	Director of Comms + Director of Membership



RESPECT

Over the immense span of 65,000 years, Aboriginal and Torres Strait Islander peoples have developed and kept safe the deep knowledges of this country as the first scientists and technologists in this land. Over thousands of years, First Nations communities have developed skills, practices, knowledge, technology and insights to maintain healthy ecosystems and Country. Science & Technology Australia wants to use our influence and leadership to raise the profile of these long histories in the story of Australian science. We want to encourage the Australian scientific community to embrace this history and engage with Aboriginal and Torres Strait Islander knowledge as a key part of the scientific excellence of this country.



Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Hold a staff meeting to identify cultural learning needs. Reflect these in staff workplans.	July 2023	Deputy CEO
	In consultation with Aboriginal and Torres Strait Islander advisers, seek training to meet our staff cultural learning needs.	Aug 2023	Deputy CEO
	Develop a cultural learning strategy document phasing across two years.	Aug 2023	Deputy CEO
	Organise a cultural learning opportunity for RAP Working Group members, Science & Technology Australia Board Directors and staff.	May 2024	Deputy CEO
	Arrange training for Science & Technology Australia staff on culturally safe workplaces.	Dec 2023	CEO + Executive Assistant
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	At least once a year, invite a staff member to share information at a staff meeting about the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	July 2023 and July 2024	CEO + Executive Assistant
	In consultation with First Nations members, review and update Science & Technology Australia's Acknowledgement of Country policy adopted in 2021.	Dec 2023	Deputy CEO
	Deepen relationships with Ngunnawal-Ngambri Elders by inviting them to offer Welcome to Country for major events.	By Dec 2024	CEO + Director of Events and Membership
	Invite local Traditional Owners or Custodians to do a Welcome to Country at major Science & Technology Australia events such as Science Meets Parliament and National Science Week launch (in line with our Acknowledgement of Country policy adopted in 2021).	August 2023; March 2024; August 2024; March 2025	Director of Events
	In line with our Acknowledgement of Country policy adopted in 2021, arrange for staff or committee members to deliver a personalised local Acknowledgement of Country, including sharing aspects of First Nations culture they have learnt, at Science & Technology Australia meetings and events.	May 2025	Executive Assistant (for Science & Technology Australia Board, FAR and AGM); Deputy CEO (for EDI committee); Director of Policy (Policy Committee).

Action	Deliverable	Timeline	Responsibility
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	RAP Working Group members to acknowledge NAIDOC week by attending an external event.	First week in July, 2023 and 2024	RAP Working Group members.
	Promote the work of Science & Technology Australia's First Nations member organisations as part of NAIDOC week.	First week in July, 2023 and 2024	Director of Comms
	Review HR policies and procedures to ensure that there are no barriers to staff participating in NAIDOC Week events.	July 2024	Deputy CEO
	Raise awareness and promote external events in our local area, encouraging staff to attend an event.	First week in July, 2023 and 2024	Executive Assistant







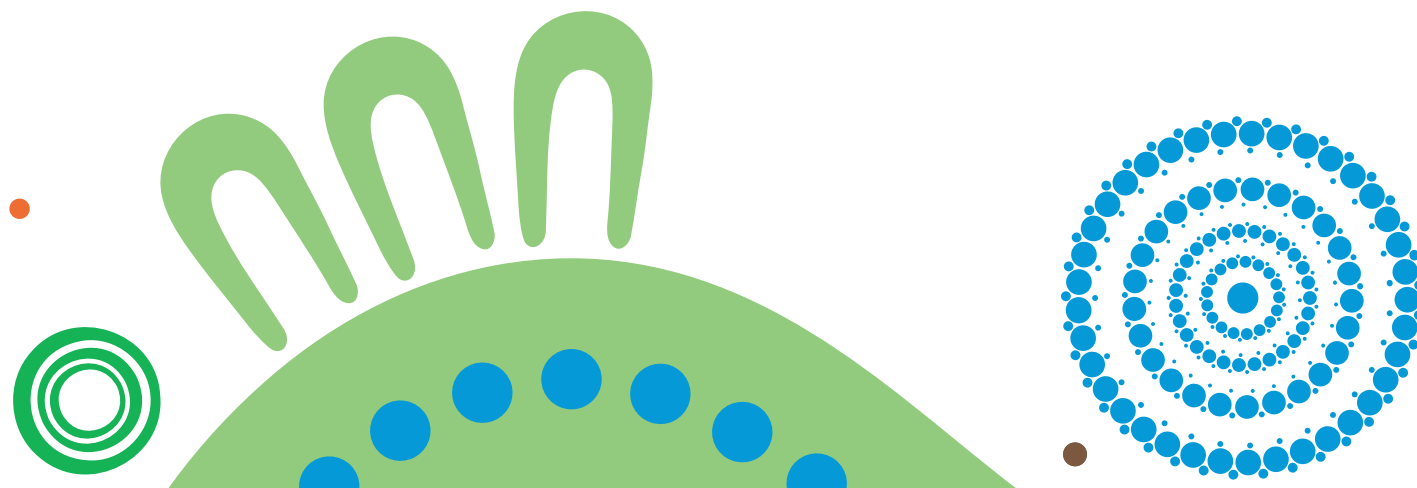
OPPORTUNITIES

One of Science & Technology Australia's strategic goals is to be an advocate for a strong, inclusive and diverse STEM workforce. This work includes bringing our own leadership to help repair the wounds of history and the lingering inequities they have caused. Science & Technology Australia works with its First Nations member organisations and supports the National Indigenous STEM Professionals Network (NISTEMPAN) as a practical and partnerships-based approach to widen opportunities for Aboriginal and Torres Strait Islander participation in our sector. This work encourages more Aboriginal and Torres Strait Islander peoples to pursue a career in STEM and supports current STEM professionals.

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	Engage First Nations peoples in Science & Technology Australia programs (such as Superstars of STEM and Science Meets Parliament) and networks to inform employment and professional development strategy	Dec 2023	Deputy CEO + Director of Events
	Engage First Nations peoples in Superstars of STEM program.	Dec 2024	Deputy CEO
	Engage First Nations peoples attending Science Meets Parliament.	May 2023 and May 2024	Director of Events
	Provide professional development opportunities to Aboriginal and Torres Strait Islander scientists through Science & Technology Australia Programs.	May 2024	Deputy CEO + Director of Events
	Showcase the expertise and build the profiles of Aboriginal and Torres Strait Islander scientists at Science & Technology Australia events such as Science Meets Parliament.	Apr 2025	Director of Events
	Expressly encourage Aboriginal and Torres Strait Islander candidates to apply for Science & Technology Australia jobs in advertising.	May 2025	CEO + Executive Assistant
	Ask key First Nations leaders in STEM to share any Science & Technology Australia job vacancies within their networks.	May 2025	CEO + Executive Assistant
	List Science & Technology Australia job vacancies with First Nations recruitment agencies, such as First People and Pipeline Talent.	May 2025	Executive Assistant
	Explore further internship opportunities for Aboriginal and Torres Strait Islander students with local universities (including via the Centre for Public Awareness of Science).	Aug 2023	Deputy CEO
Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Dec 2023	Deputy CEO	

OPPORTUNITIES

Action	Deliverable	Timeline	Responsibility
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Sept 2023	Deputy CEO
	Promote Aboriginal and Torres Strait Islander procurement to our membership.	July 2024	Director of Comms
	Promote procurement and communicate opportunities from First Nations owned businesses to Science & Technology Australia staff and committees.	July 2024	CEO + Executive Assistant
	Formally review our current practices to promote procurement from First Nations owned businesses in an Science & Technology Australia Indigenous Procurement Policy.	Dec 2023	Deputy CEO
	Seek procurement and develop relationships with First Nations owned businesses.	Dec 2024	Deputy CEO + EA + Director of Events
	Investigate Supply Nation membership.	May 2024	Deputy CEO
11. Support the work and aspirations of the National Indigenous STEM Professional Network (NISTEMPN).	Amplify the activities of NISTEMPN through social media and newsletters, and encourage the STEM community to support their activities.	Apr 2024	CEO + Director of Comms
	Advocate for NISTEMPN to be in STEM sector decision making forums.	July 2024	CEO + President
	Facilitate connections with STEM sector stakeholders to support NISTEMPN's aspirations.	May 2025	CEO





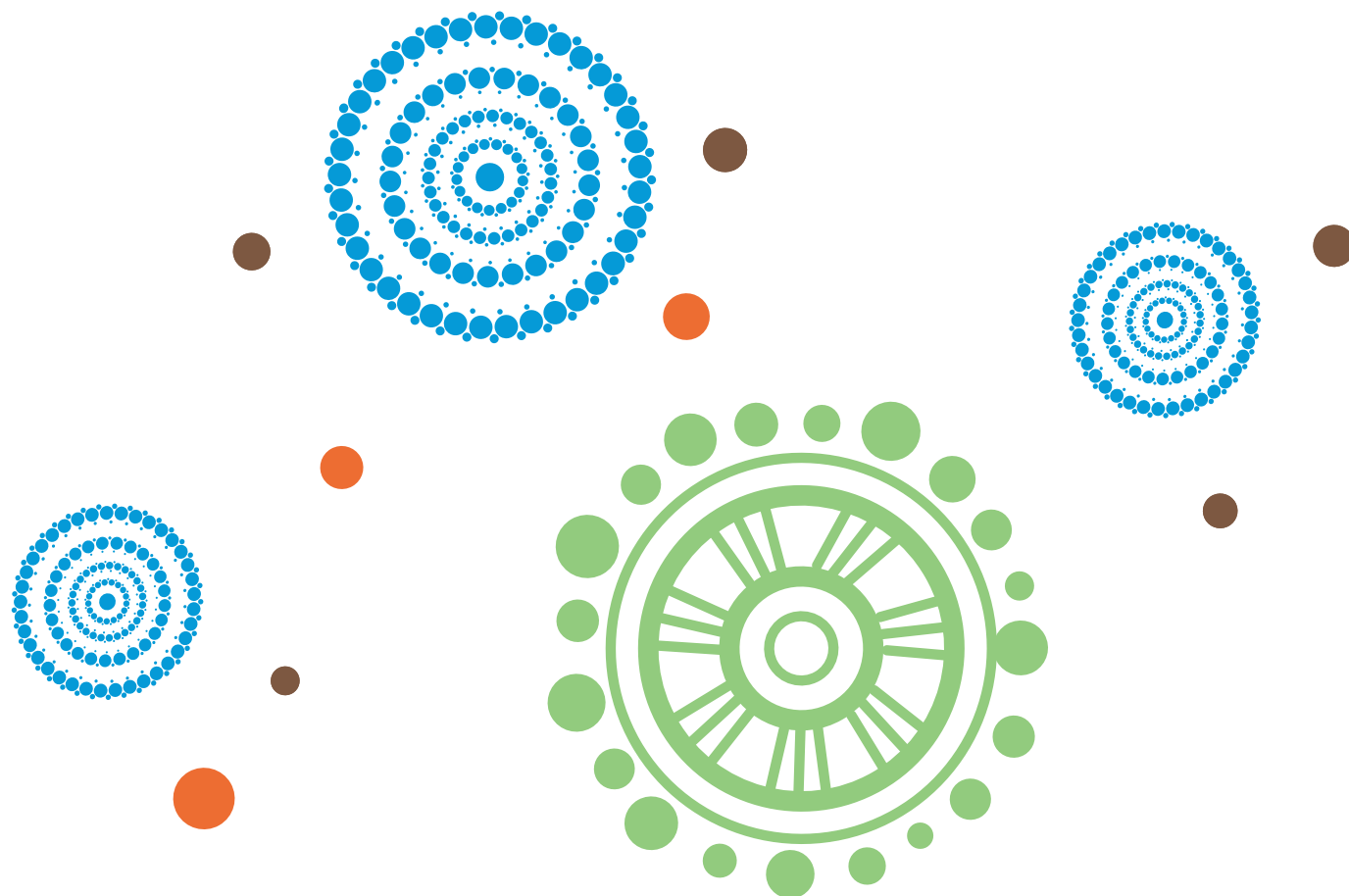
GOVERNANCE



Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	July 2023 and 2024	CEO
	Review Terms of Reference for the RWG as required.	Aug 2023	Deputy CEO
	Cover RAP working group activities at Science & Technology Australia Equity, Diversity and Inclusion Committee meetings (held 4 times a year) to drive and monitor RAP implementation.	Review practice - Dec 2023 and 2024	Deputy CEO
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation in the annual Science & Technology Australia budget process.	May 2023 and May 2024	CEO + Executive Assistant
	Engage our senior leaders and staff in RAP commitments.	Dec 2024	CEO + President
	Record the deliverables and our achievements under the RAP, including measurement of outcomes.	May 2025	Executive Assistant
	Appoint the CEO and Deputy CEO internal RAP Champions from senior management.	May 2023	Science & Technology Australia Board (Executive Assistant to draft paper)
14. 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 important RAP correspondence.	June annually	CEO + Director of Comms
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August annually	CEO + President
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, annually	CEO
	Report on delivered achievements under the RAP in our annual report and in our separate detailed RAP report presented to our AGM.	Nov 2023 and 2024	Executive Assistant
	Report RAP progress to staff and Directors at Board meetings.		
	Publicly report our RAP achievements and lessons each year in a progress report, annual report and on the Science & Technology Australia website.	Nov 2023 and 2024	CEO + Executive Assistant
	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2024	Executive Assistant
	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Dec 2024	Executive Assistant

GOVERNANCE

Action	Deliverable	Timeline	Responsibility
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	November 2024	Executive Assistant
16. Ensure First Nations participation at all levels of governance	At least one First Nations Director is on the Science & Technology Australia Board.	Dec 2023 and 2024	President
	Ensure First Nations representation on the Equity, Diversity and Inclusion Committee - and promote opportunities for participation in other Science & Technology Australia committees.	July 2023 and 2024	Committee staff





INNOVATE

Reconciliation Action Plan

2023 – 2025

Contact details for this
Reconciliation Action Plan

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