



REFLECT RECONCILIATION **ACTION PLAN**

June 2021 - 2022



Science &
Technology
AUSTRALIA



Acknowledgement of Country

Science & Technology Australia acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners and custodians of the lands on which we live and work each day.

Here in the nation's capital, we acknowledge the Ngunnawal and Ngambri peoples on whose ancestral lands our office stands. We recognise the continuing connections of First Nations people to land, waters and culture.

We pay our respects to Elders and Ancestors – the people who have kept law and language and culture and knowledge strong through the vastness of time.

About the Artwork

'Diverse Communities'

By:

Lynnice Letty Church – Ngunnawal, Wiradjuri, Kamilaroi

Brendan Church – Barkindji

"Each circle represents a unique community, and celebrates their diversity and individual qualities. Each community has many differences, but also a lot of qualities, and it is those differences in qualities that we embrace. The pathways recognise and celebrate these differences, leading to the centre of the circle – one heart, one vision, one people."

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FROM THE **PRESIDENT**



From the Uluru Statement from the Heart to the Black Lives Matter protests. The last few years have starkly illustrated that true reconciliation is still some distance away, but getting there is the responsibility of all of us, all the time.

Creating a more just, equal, and reconciled future requires each of us to take action.

When I stood for President of STA, I spoke about the great work the organisation had done to lift up women in STEM through our Superstars of STEM program. I said we need to apply that same sense of urgency and application to amplifying, listening to, and engaging with the voices of Aboriginal and Torres Strait Islander members of the STEM community.

We are making some significant progress towards that goal. Leading STEM organisations including the Aboriginal and Torres Strait Islander Mathematics Alliance (ATSIMA) and Deadly Science are valued STA member organisations. Deadly Science founder and Kamilaroi scientist Corey Tutt and Quandamooka mathematician and ATSIMA chair Professor Chris Matthews are key leadership figures in our network.

We have created Aboriginal and Torres Strait Islander scholarships to Science meets Parliament. This expands opportunities for Aboriginal and Torres Strait Islander scientists and technologists to engage with policymakers and influence policy at the highest levels.

The delivery of Science & Technology Australia's first Reconciliation Action Plan is an historic moment. It's the start of a process, but a very important step to take.

This plan guides our next set of actions. It sets out clear and measurable steps for STA to do its part in creating a more reconciled future in Australia – one which will enhance public recognition of the crucial role of First Nations knowledge in science, technology, engineering and maths.

There is a long road ahead. But this plan signals our intention as an organisation, and from our Board and staff, to travel that road with clarity and conviction.

Associate Professor Jeremy Brownlie
President, Science & Technology Australia

FROM THE **CEO**



Yuuma! Dhawura nguna, dhawura Ngunnawal.

The vast songlines of this continent are intricate scientific knowledge systems. 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. These long traditions are a powerful inspiration for Australia's continuing scientific endeavours.

As we make the commitments in Science & Technology Australia's first Reconciliation Action Plan, I am humbled by the generous spirit of partnership offered by our Indigenous member organisations. It has been a deep honour to develop this plan in partnership with the leaders of Deadly Science and the Aboriginal and Torres Strait Islander Mathematics Alliance. In the context of the hard and heartbreaking aspects of our nation's shared story, such generosity is a breathtaking act of grace.

A deep commitment to partnership and support for First Nations leadership guides STA's work with Aboriginal and Torres Strait Islander people and organisations in STEM. This means listening closely, building genuine relationships of trust, supporting First Nations leaders, and nurturing Aboriginal and Torres Strait Islander talent to expand the number of First Nations people pursuing study and careers in STEM. This framework guides our support for Aboriginal and Torres Strait Islander STEM community aspirations to create a new network to deliver powerful peer support, mentoring, inspiration and momentum. We are humbled to support this exciting work.

As we make these commitments as the peak body for the science and technology sector, we encourage our members to consider their own next steps in reconciliation. Our country has made important progress in recent decades to start to heal the wounds of history. But there is much more to be done. For as long as disparity and disadvantage persist, while trauma and pain live on, and while Aboriginal and Torres Strait Islander excellence and inspiration are insufficiently celebrated, we have work to do. Each of us has a responsibility to deepen our knowledge, to make a difference, and to be inspired by the possibilities of this work.

We look forward to working with you all to pursue that goal.

Misha Schubert
CEO, Science & Technology Australia

FROM THE **ATSIMA CHAIR**



I congratulate Science & Technology Australia (STA) on the launch of its Reconciliation Action Plan. It sets clear goals for STA to increase the voice and participation of First Nations people in the development and application of science and technology in Australia.

This step sends a clear message to STA member organisations to increase the participation of First Nation peoples in their organisation to provide a unique perspective in the field of science they represent. This will facilitate the decolonising of scientific thought, scientific processes and scientific outcomes.

As part of the RAP, STA is committed to seeing the development of the Indigenous STEM Professional Network, which has already drawn together over 60 First Nations people with expertise in various STEM fields. The network will be designed to provide support, mentorship and opportunities to its members. It will provide regular meetings where members can share their work, develop collaborative projects and work, in partnership, with our Elders and Communities across Australia. Our network is about valuing and learning from our ancient knowledge systems and exploring the interface between First Nations knowledge systems and scientific knowledge to benefit our communities and to care for our Countries.

First Nations STEM professionals have the capacity to transform scientific knowledge and practice in Australia, by bridging the gap between these knowledge systems, and working towards a sustainable future for all Australians.

Quandamooka First Nations Man and Mathematician Professor Chris Matthews
Chair, Aboriginal and Torres Strait Islander Mathematics Alliance



ABOUT ATSIMA

The Aboriginal and Torres Strait Islander Mathematics Alliance (ATSIMA) is a First Nations-led charity. 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.

You can support their work at www.atsima.com

FROM THE **CEO OF DEADLY SCIENCE**



Yaama everyone!

As a proud Kamilaroi man and the founder of Deadly Science, I am thrilled to see Science & Technology Australia launch its first Reconciliation Action Plan. I'm pleased to have helped shape this plan as a member of STA's RAP working group and its Equity, Diversity and Inclusion committee.

I founded Deadly Science to get more Aboriginal and Torres Strait Islander kids into STEM. Why? Because our people were the first scientists, the first astronomers, the first forensic scientists, the first chemists. I want more of our kids today to connect to our traditions and become scientists too.

I want every child in our communities to have access to science books, telescopes, kits, greenhouses and lessons. So far, we have sent more than 20,000 science books to communities. Among the schools in the program, we have seen a 40 percent rise in school attendances.

When we send these resources to schools and communities, we connect kids to the deep traditions of this country. It sends a powerful message to them that science is part of First Nations culture. And I hope it will inspire more Aboriginal and Torres Strait Islander kids to pursue science.

I often say science is hope. The responses I get to Deadly Science reinforce that every single day. We send hope and opportunity to remote schools and kids. And that hope is reflected in the joy and passion I see from kids and teachers and schools.

Having the backing of the STA family for our work makes such a difference. That extends to all the member organisations who can help.

Corey Tutt
Kamilaroi man, founder and CEO of Deadly Science,
NSW Young Australian of the Year 2020

ABOUT DEADLY SCIENCE

DeadlyScience provides STEM resources to remote schools across Australia. To date, it has shipped over 20,000 books and 500+ telescopes and resources to over 110 communities across Australia.

The DeadlyScience Ltd Charity started after proud Kamilaroi man Corey Tutt found out that some schools in Australia were completely under-resourced and that Aboriginal & Torres Strait Islander children were discouraged from pursuing STEM because of this.

Books & resources change lives, and these kids deserve nothing but the best. Aboriginal and Torres Strait Islander people in Australia were the First Scientists of this land and Deadly Science is committed to preserving that history.

You can support their work at www.deadlyscience.org.au

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 rectify injustice and bring healing to those who live with pain and trauma, and 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.

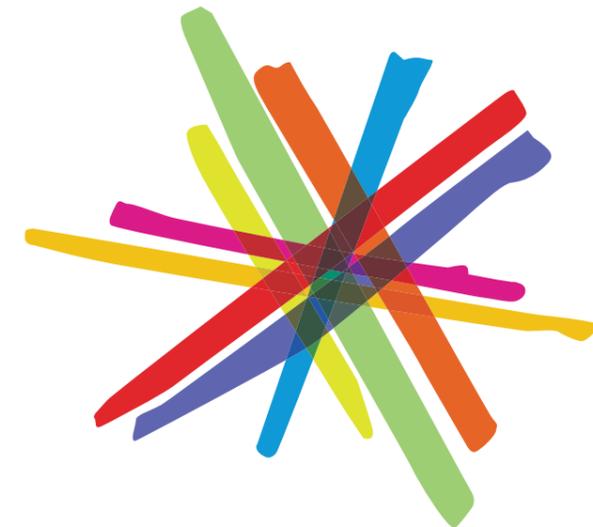
OUR ORGANISATION

Science & Technology Australia is the nation's peak body for science and technology.

A not-for-profit body, we represent more than 88,000 scientists and technologists working across all scientific disciplines and sectors through our 84 member organisations.

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. We amplify the public contribution of science and bring together scientists, governments, industry and the broader community. We are an influential contributor to debate on public policy.

Located on Ngunnawal-Ngambri Country in the nation's capital, STA has excellent relationships with Parliamentarians, the Office of the Chief Scientist, scientific academies, Government agencies, granting bodies, and key players in industry. We have nine staff members (seven FTE).



OUR RECONCILIATION ACTION PLAN

In our work, Science & Technology Australia strongly supports Aboriginal and Torres Strait Islander initiatives in the STEM sector.

We forge strong partnerships with Aboriginal and Torres Strait Islander people, communities and organisations. This principle is fundamental to our approach and our relationships. 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 people 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, history 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, founder of Deadly Science, 2020 Young Australian of the Year (NSW), CSIRO Indigenous STEM champion, ABC 2020 Trailblazer;
- Professor Chris Matthews, Quandamooka First Nation, Chair of the Aboriginal and Torres Strait Islander Mathematics Alliance (ATSIMA) and Associate Dean, Science Faculty, University of Technology Sydney;
- Misha Schubert, Science & Technology Australia Chief Executive Officer;
- Associate Professor Sumeet Walia, Science & Technology Australia executive member, STA Equity, Diversity and Inclusion committee co-chair, Research Leader in Cross-disciplinary Engineering, RMIT University;
- Dr Sandra Gardam, Science & Technology Australia Deputy CEO; and
- Sam Moskwa, immediate past CEO at AeRo – Australasian eResearch organisations and member of the scientific computing team at CSIRO.

The STA CEO and President particularly champion the work of the RAP, but it is also a shared responsibility for all STA staff, all STA Board directors, and all members of our Equity, Diversity and Inclusion (EDI) committee as well as the RAP Working Group.

OUR PARTNERSHIPS / ACTIVITIES

Science & Technology Australia's existing commitments to reconciliation include:

- Arranging a Welcome to Country by an Elder or Traditional Owner representative at major events such as Science meets Parliament;
- Delivering an Acknowledgement of Country at STA meetings and membership events;
- Nurturing valued partnerships with our members Deadly Science and ATSIMA to provide support for their work and to help deliver STEM resources to Aboriginal and Torres Strait Islander children and schools across Australia. This includes promoting the work of both Aboriginal and Torres Strait Islander member organisations, sharing content through our channels, and building strong relationships with their leadership;
- Issuing a callout through the STA membership network for Aboriginal and Torres Strait Islander STEM professionals to join discussions to establish an Indigenous Scientists/STEM Network, and providing logistical support for the first virtual meetings of the network; and
- Incorporating knowledge-sharing about the country's history, milestones in Aboriginal and Torres Strait Islander rights, and examples of Aboriginal and Torres Strait Islander STEM knowledge into staff and Board engagement – including in weeks such as National Reconciliation Week and NAIDOC Week. This includes staff and Board/committee members being asked to prepare a personalised Acknowledgement of Country and sharing insights about First Nations history locally and STEM knowledge systems across Australia.

RELATIONSHIPS



1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Work with Aboriginal and Torres Strait Islander STEM organisations to deepen partnerships and projects. 	By Dec 2021	CEO
<ul style="list-style-type: none"> Deepen existing relationships and develop new ones with Ngunnawal-Ngambri Custodians. 	By Nov 2021	Deputy CEO
<ul style="list-style-type: none"> Provide logistical support to issue a callout and coordination support for initial virtual meetings about establishing an Australian Indigenous Scientists/STEM Network. 	By May 2021	CEO
<ul style="list-style-type: none"> Draft a policy to reflect best practice and principles to support partnerships and work with Aboriginal and Torres Strait Islander stakeholders and organisations. 	By Nov 2021	Deputy CEO

2. Build relationships through celebrating National Reconciliation Week (NRW).

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff. 	Prior to 27 May - 3 June, 2021, 2022	CEO & EA
<ul style="list-style-type: none"> Encourage STA staff to attend an external event during National Reconciliation Week to build further relationships. 	May 2021, May 2022	CEO & EA
<ul style="list-style-type: none"> RAP Working Group members to promote the work of STA's Aboriginal and Torres Strait Islander member organisations in National Reconciliation Week. 	27 May - 3 June, 2021, 2022	RAP working group
<ul style="list-style-type: none"> Encourage staff and Board to share content on First Nations STEM knowledges for NRW via social media channels. 	27 May - 3 June, 2021, 2022	Communications Manager

3. Promote reconciliation through our sphere of influence.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Share knowledge with STA staff and Board about the significance of the milestone dates before and during NRW – National Sorry Day, the anniversary of the 1967 referendum, and Mabo Day. 	27 May - 3 June, 2021	CEO
<ul style="list-style-type: none"> Communicate our commitment to reconciliation to staff. 	May 2021 and ongoing at staff meetings	CEO & President
<ul style="list-style-type: none"> Work with our Aboriginal and Torres Strait Islander stakeholders including STA's Aboriginal and Torres Strait Islander member organisations on our reconciliation actions. 	May 2021 and at events and meetings of the First Nations STEM community	CEO (with support from all staff and RAP working group co-chairs).
<ul style="list-style-type: none"> Develop social media content to highlight First Nations STEM partnerships and content and activate further supporters for STA's Aboriginal and Torres Strait Islander member organisations. 	May & July 2021 & 2022	Communications Manager & Digital Content Officer

4. Promote positive race relations through anti-discrimination strategies.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Review our model event codes of conduct to ensure clearest of language on anti-discrimination, equity, diversity and inclusion. 	September 2021	Equity, Diversity and Inclusion-co-chairs.

5. Support the aspirations of Aboriginal and Torres Strait Islander organisations and leaders in STEM.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Develop strong Aboriginal and Torres Strait Islander program content in our flagship events such as Science Meets Parliament. 	March 2022	Events Manager
<ul style="list-style-type: none"> Provide in-kind logistical support for early discussions to establish an Australian Indigenous Scientists/STEM professionals network. 	Nov 2021	CEO & EA



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

Deliverable	Timeline	Responsibility
• Hold a staff consultation session on the cultural learning needs in our organisation at an all-staff gathering.	May 2021	CEO
• Embed opportunities for staff to learn more about Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights.	Dec 2021	CEO
• Seek Ngunnawal introductory language training for STA staff and Board and committee members.	June 2021	EA
• Promote professional learning opportunities for staff to deepen cultural competencies in Aboriginal and Torres Strait Islander histories and cultures.	May 2022	CEO

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

Deliverable	Timeline	Responsibility
• Acknowledge the Ngunnawal/Ngambri Custodians of the ACT and share aspects of the long history of local traditions on Country at all formal events and meetings.	Dec 2021	CEO
• Build staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	June 2021	EA
• Draft a formal policy to include an Acknowledgement of Country at the commencement of important meetings (noting this is already our regular practice).	May 2022	CEO
• Ask staff and committee members to personalise a local Acknowledgement of Country at meetings and events.	May 2021	CEO
• Organise a Welcome to Country at major events such as Science meets Parliament.	March 2022	Events Manager

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

Deliverable	Timeline	Responsibility
• Raise awareness and share information amongst our staff about the significance of NAIDOC Week.	July 2021 & July 2022	CEO
• Introduce our staff to NAIDOC Week by promoting external events in our local area and encouraging staff to attend to build relationships further.	July 2021 & July 2022	CEO
• RAP Working Group members to acknowledge NAIDOC Week by promoting the work of STA's Aboriginal and Torres Strait Islander member organisations.	July 2021 & July 2022	RAP working group chair



Reconciliation Australia welcomes Science and Technology Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Science and Technology Australia joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 2.3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Science & Technology Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Science & Technology Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



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

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Promote Aboriginal and Torres Strait Islander recruitment with specific encouragement to apply for employment opportunities in job ads and recruitment processes. 	May 2022	CEO & EA
<ul style="list-style-type: none"> Promote leadership opportunities by including specific encouragement for Aboriginal and Torres Strait Islander candidates to nominate in STA elections. 	Nov 2021	President, CEO & Board members
<ul style="list-style-type: none"> Within limited resources, encourage Aboriginal and Torres Strait Islander applicants for internship or student work placement to expand experience opportunities for First Nations undergraduates. 	March 2022	CEO
<ul style="list-style-type: none"> Ask key First Nations leaders in STEM to share information on any future STA job vacancies with their networks. 	Sept 2022	CEO

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

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Seek procurement where possible from Aboriginal and Torres Strait Islander owned businesses. 	May 2022	Events Manager and EA





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

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group. 	Nov 2022	CEO
<ul style="list-style-type: none"> Define resource needs for RAP implementation. 	June 2021	CEO
<ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. 	June 2021	President and CEO

12. Provide appropriate support for effective implementation of RAP commitments.

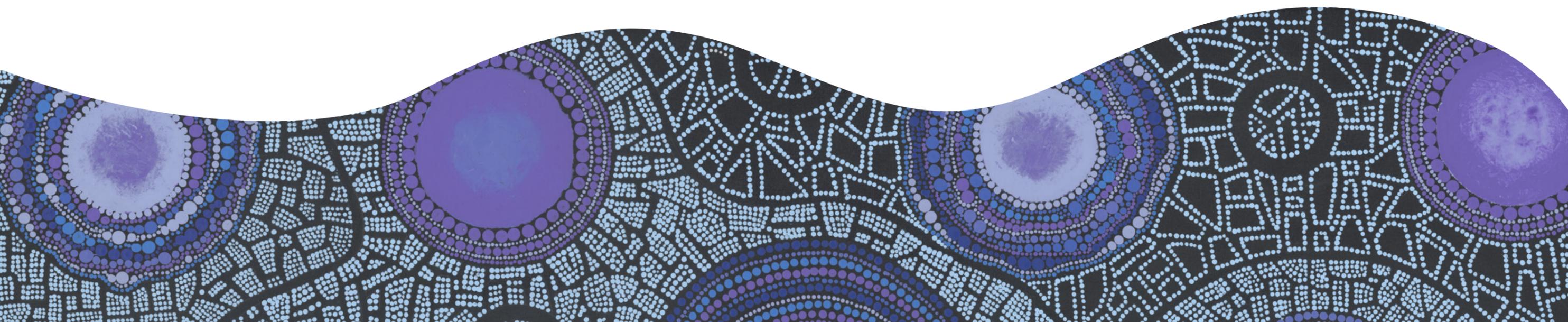
Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Track delivered achievements under the RAP in our annual report preparatory materials. 	Nov 2021 & Nov 2022	CEO & Communications Manager
<ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. 	30 September 2021, 2022	CEO

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

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Report on RAP commitments in the annual report. 	November 2021 & November 2022	CEO & President (with input from staff)

14. Continue our reconciliation journey by developing our next RAP.

Deliverable	Timeline	Responsibility
<ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. 	Aug 2022	CEO
<ul style="list-style-type: none"> Prepare work on the next RAP. 	Aug 2022	RAP Working Group Chair





Contact

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