



REFLECT RECONCILIATION ACTION PLAN

PROGRESS REPORT

November 2022 – Ngunnawal Country



FROM THE PRESIDENT

Niina Marni from Kurna Country!

In recent weeks, I had the very great privilege to spend several days at an 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 105,000 scientists and technologists has 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.

In this report, Science & Technology Australia fulfils a continuing commitment we made when developing our first Reconciliation Action Plan - to report in detail on our RAP activities so we can share practices, skills and knowledge with our vast membership community.

Over the past year, Science & Technology Australia has been honoured to welcome our third First Nations member organisation - Indigenous Climate Change - and celebrate the election of Quandamooka mathematician Professor Chris Matthews to the STA 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. I am excited by the vast enthusiasm and engagement of our membership for this crucial work.

Professor Mark Hutchinson
President

FROM THE CEO

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 from a powerful first principle: relationships of trust sit at the heart of what we do.

When we began RAP conversations with STA'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 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.

As we commence work on our next RAP, we are deeply thankful for these partnerships to guide all of this crucial work.

Yara,

Misha Schubert
Chief Executive Officer

RAP ACTION HIGHLIGHTS IN 2021 AND 2022

- In partnership with our First Nations member organisations, STA achieved all commitments in our first Reflect Reconciliation Action Plan in 2021-2022.
- At the 2021 AGM, Quandamooka mathematician and Chair of the Aboriginal and Torres Strait Islander Mathematics Alliance Professor Chris Matthews was elected to STA's Board.
- STA has strongly supported the work of our First Nations member organisations [Deadly Science](#) and [ATSIMA](#), and highlighted ways in which our members can support their work.
- In November 2022, we welcomed our third First Nations member organisation - [Indigenous Climate Change](#) - to the Science & Technology Australia membership community.
- STA has been proud to play a key role to enable the establishment of the new National Indigenous STEM Professionals Network - [NISTEMPN](#).
- Deadly Science Founder and CEO and Gomerioi man Corey Tutt and Chris serve on STA's RAP Working Group with STA CEO Misha Schubert, Deputy CEO Sandra Gardam, STA EDI Co-Chair Professor Sumeet Walia and EDI Committee Member Dr Susannah Cramb.
- Science & Technology Australia gatherings begin with a powerful Acknowledgement of Country. The shared responsibility for deep learning and the honouring of protocols is embedded in STA's [formal Acknowledgement of Country policy](#), adopted in 2021.
- In partnership with our First Nations member organisations, STA has formalised our [Indigenous Partnerships Policy](#) in 2022 and shared it with our members.
- The CEO and President are deeply committed to STA's partnerships with First Nations people and organisations in STEM – and actively champion this work throughout the organisation.
- This commitment is highlighted in STA's member forums, policy advocacy, events, and staff and Board meetings.
- STA staff are deepening knowledge and connections to Ngunnawal Ngambri Country, the history of First Nations people and key dates such as Reconciliation Week and NAIDOC week.
- We continue to consult regularly with our First Nation member organisations to amplify their voices on policy advocacy and key issues.
- We offer complimentary membership for First Nations member organisations as part of our commitment to reconciliation.
- All STA's major events amplify First Nations speakers, including a record number of First Nations speakers (23%) at our flagship event, Science meets Parliament 2022, and a panel on First Nations sciences at the Launch of National Science Week at Parliament House.
- STA is actively offering internships to First Nations STEM students.
- STA has begun drafting and consulting on our Innovate Reconciliation Action Plan.

Commitments for STA's Reflect RAP (in date order)

Time	Deliverable	Responsibility	Status	Details
By May 2021	Provide logistical support to issue a callout and coordination support for initial virtual meetings about establishing an Australian Indigenous STEM Network.	CEO	Ongoing	STA issued a callout to our STA membership and universities in August 2020 to invite expressions of interest from Aboriginal and Torres Strait Islander people working in STEM to join discussions about establishing an Australian Indigenous STEM Professionals Network. This work was supporting the interim Indigenous leadership group of Kamilaroi water scientist Bradley Moggridge, Quandamooka mathematician Chris Matthews and Kamilaroi man and Deadly Science CEO Corey Tutt. STA provided in-kind administrative support to field emails and support the holding of two gatherings in November 2020 and February 2021. The second gathering appointed an expanded 8-member leadership group for the network. A First Nations facilitator led these workshops with some financial support from the Australian Academy of Science and the Australian Academy of Technology and Engineering. STA has since established an email address to support the network and is donating in-kind administrative support for its work. The network held its inaugural face-to-face Gathering on 6-9 November 2022 at the University of Technology Sydney. The CEO and President attended two days of the gathering on behalf of STA as a supporting organisation.
May 2021	Hold a staff consultation session on the cultural learning needs in our organisation at an all-staff gathering.	CEO	Complete	All STA staff were invited to a session to discuss what they most felt they wanted or needed to learn. Staff identified they were particularly interested in learning more about Ngunnawal Country, where STA's office is located, its history and about Indigenous knowledge of the region. Our language training in June started this work.

Time	Deliverable	Responsibility	Status	Details
May 2021	Ask staff and committee members to research and personalise a local Acknowledgement of Country at meetings and events.	CEO	Regular practice	<p>STA staff, Board, committee members and program participants take it in turn to research and present a personalised Acknowledgement of Country to deepen the skills and knowledge of the STA community. We ask them to learn more about an aspect of local Aboriginal culture or history, knowledge or language, and teach it to the rest of the meeting attendees.</p> <p>People have shared insights on the searing history of Lutruwita (Tasmania), the Kombumerri knowledge of the Gold Coast, the Dharawul significance of the lyrebird as peacekeeper who speak many languages, the origin of words like 'yakka' (from the Brisbane region in language), and many more insights about Country. This practice deepens knowledge in our community, and telegraphs the shared responsibility for learning and teaching our history and cultures by all in our community.</p>
May 2021	Encourage STA Staff to attend an external event during National Reconciliation Week to build further relationships.	CEO + EA	Complete	<p>In consultation with the CEO, the Executive Assistant sent out an email to Board members and staff explaining the significance of National Reconciliation Week (NRW), and the two anniversaries it holds. The email included NRW resources including further information, zoom backgrounds and email signatures. Staff were encouraged to spend time in reflection on how they could, as individuals work towards reconciliation. Staff were also encouraged to attend external events around National Reconciliation Week. An excerpt can be found in ANNEX A to help member organisations prepare similar materials in future.</p>
Prior to 27 May 2021	Circulate Reconciliation Australia's NRW resources and reconciliation materials to staff.	CEO + EA	Complete	
27 May – 3 June 2021	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.	CEO	Complete	
27 May - 3 June 2021	RAP Working Group members to promote the work of STA's Aboriginal and Torres Strait Islander member organisations in National Reconciliation Week.	RAP working Group	Complete	

Time	Deliverable	Responsibility	Status	Details
May 2021 and at events and meetings of the Indigenous STEM community.	Work with our Aboriginal and Torres Strait Islander stakeholders including STA's Aboriginal and Torres Strait Islander member organisations on our reconciliation actions.	All staff	Ongoing	The leaders of STA's two First Nations member organisations – Quandamooka mathematician Chris Matthews and Kamilaroi man Corey Tutt – are on our RAP working group and we engage regularly with them both about their work, STA actions and advocacy, and shared priorities. These conversations, their work and the aspirations of the Indigenous STEM Professionals Network have guided our RAP actions.
May and July 2021	Develop social media content to highlight Indigenous STEM partnerships and content and activate further supporters for STA's Indigenous member organisations.	Comms Director	Complete	In both National Reconciliation Week and NAIDOC Week, and during the year, STA's Communications Director prepared materials for social media to promote the work of STA's First Nations member organisations to the STA community and beyond. We have also promoted the new Deadly Science books, and urged our community to support ATSIMA and Deadly Science with donations. ATSIMA was our community partner for Science Meets Parliament 2021.
June 2021	Define resource needs for RAP implementation.	CEO	Complete	STA's 2021/22 Budget has allocated \$7000 for RAP implementation – the first time we have made a dedicated budget allocation to reconciliation work. This line item covers Welcome to Country fees, other procurement including artwork for our RAP, and Ngunnawal Language training. Additionally, staff time has been assigned to RAP related activities. One example of many is our Executive Assistant spending two hours per week managing the Australian Indigenous STEM Professionals Network email account to support this network's leadership group.

Time	Deliverable	Responsibility	Status	Details
June 2021	Engage senior leaders in the delivery of RAP commitments.	CEO + President	Ongoing	STA Board and committees now rotate responsibility for researching and presenting an Acknowledgement of Country at meetings. STA Executive have discussed how to report back to the STA community on the progress against our RAP, including through this detailed report to inspire further actions by the STA membership and community. We also presented on our RAP progress at the Annual General Meeting with the full STA membership in November 2021.
June 2021	Seek Ngunnawal introductory language training for STA staff and Board and committee members.	CEO	Complete	In June 2021, Ngunnawal man Cheyne Halloran and Aboriginal linguist Dr Louise Baird (formerly of AIATSIS) ran a session for STA staff on local history and how to give an Acknowledgement of Country in Ngunnawal Language.
July 2021	Raise awareness and share information amongst our staff about the significance of NAIDOC Week.	CEO	Complete	In consultation with the CEO, the Executive Assistant emailed STA staff about NAIDOC Week. This email explained the significance of NAIDOC Week as a time to celebrate Australia's First Nations People and Cultures and to reflect on reconciliation. The email also contained links to external events that staff were encouraged to attend. An excerpt can be found in ANNEX B to help member organisations prepare similar materials in future.
July 2021	Introduce our staff to NAIDOC Week by promoting external events in our local area and encouraging staff to attend to build relationships further.	CEO	Complete	
August 2021	Build staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	CEO	Complete	In June 2021, Ngunnawal man Cheyne Halloran and Aboriginal linguist Dr Louise Baird (formerly of AIATSIS) ran a session for STA staff on local history and how to give an Acknowledgement of Country in Ngunnawal Language. This training also encompassed the significance of Country, who can give a Welcome to Country and the protocols for it.
August 2021	Develop strong Aboriginal and Torres Strait Islander program content in our flagship events.	Events Manager	Complete	The launch of National Science Week 2021 featured Wiradjiri Nyemba woman Dr Virginia Marshall - the Inaugural Indigenous Postdoctoral Fellow with the Australian National University's School of Regulation and Global Governance

				(RegNet) and the Fenner School of Environment and Society as a panelist. We also featured a video highlight reel of Science week events around the country featuring the Indigenous Science Experience . The launch event finished with school children thanking scientists, two of the schools featured were in remote Indigenous communities: Haasts Bluff School and Robinson River School, both in the Northern Territory.
September 2021	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	CEO	Complete	Our first questionnaire was submitted to Reconciliation Australia in September 2021, and our second in September 2022.
September 2021	Review our model event codes of conduct to ensure clearest language on anti-discrimination, equity, diversity and inclusion	Equity, Diversity and Inclusion co-chairs		Our template Event Code of Conduct is a resource developed in 2021 by our Equity, Diversity and Inclusion Committee to help our member organisations to develop their own event codes of conduct. It was reviewed by our Equity, Diversity and Inclusion Committee co-chairs in 2022 and the language was found to be clear and equity, diversity and inclusion principles clearly expressed. The policy will continue to be reviewed regularly to ensure best practice is maintained.

Time	Deliverable	Responsibility	Status	Details
Ongoing	Communicate commitment to reconciliation to staff.	CEO + President	Ongoing	The CEO and President have both made clear their strong commitment for STA to deepen our reconciliation work – and

				to inspire our staff, our governance structure, the STEM sector, and the STA membership to do likewise. They regularly telegraph this commitment in our member forums, policy advocacy, formal events, and staff and Board meetings. They have led work in partnership with the two First Nations member organisations of STA – Deadly Science and the Aboriginal and Torres Strait Islander Mathematics Alliance – to draft STA’s first Reconciliation Action Plan and embark on this program of work. STA staff are invited regularly to share resources on Aboriginal and Torres Strait Islander knowledge, Country, language, history and culture.
By November 2021	Provide in-kind logistical support for early discussions to establish an Australian Indigenous Scientists/STEM Professionals Network.	CEO + EA	Ongoing	STA supported the formation of this network by creating an email account for the network and providing in-kind logistical and organisational support to the network. This includes assistance to coordinate email expressions of interest for a the 2022 gathering of the network hosted by UTS.
November 2021	Promote leadership opportunities by including specific encouragement for Aboriginal and Torres Strait Islander candidates to nominate in STA elections.	CEO	Complete	Quandamooka man Professor Chris Matthews was elected to the STA Board at the 2021 AGM. He is STA’s first First Nations Board Director and has used his position to advocate for greater inclusion in the STEM sector. Gomeri man Corey Tutt was appointed to a second term on STA’s Equity, Diversity and Inclusion Committee in July 2022.
By November 2021	Track delivered achievements under the RAP in our annual report preparatory materials.	CEO + Comms Manager	Complete	In addition to the reporting to Reconciliation Australia, public reporting to the STA community extends our reporting commitment. In September 2021 we produced an interim progress report for our Reflect RAP. The materials in that report were included in our 2021 annual report and AGM presentations on 25 November 2021.
November 2021	Report on RAP commitments in the annual report	CEO & President (with input from staff)	Complete	STA’s 2021 annual report included information about the launch of our RAP and a summary that all our commitments to that date had been met. We also produced an interim progress report to September 2021 detailing which commitments we had met up to that date and how we had achieved them.

By November 2021	Deepen existing relationships and develop new ones with Ngunnawal-Ngambri Custodians.	Deputy CEO	Ongoing	STA engaged Ngunnawal Elder Wally Bell to offer a Welcome to Country for our RAP launch in NAIDOC Week in July. Since that time we have deepened our connections with Ngunnawal-Ngambri Custodians of the ACT region and sought to gain a better understanding of the complex relationships between them. We have had a number of different Elders from both Ngambri, Ngunnawal and Ngunawal groups deliver Welcome to Country for various STA events.
Due by November 2021	Draft a policy to reflect best practice and principles to support partnerships and work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Deputy CEO	Complete	STA's Indigenous Partnerships Policy was drafted in November 2021 in partnership with STA's two First Nations member organisations. The policy was reviewed by the EDI committee and formally adopted by STA's Board in June 2022. The policy has been uploaded to the STA members resources page for STA member organisations to adopt a similar policy.
December 2021	Draft a formal policy to include an Acknowledgement of Country at the commencement of important meetings (noting this is already our regular practice).	Deputy CEO	Complete	This document adopted formally at the February 2022 Board meeting outlines our practice described in earlier sections of this report to share responsibility in meetings for people to research and present an Acknowledgement of Country that teaches others about an aspect of history, culture, language or knowledge. This document is available on the STA website and STA members are encouraged to use it as a resource for developing similar policies.
By December 2021	Work with First Nations STEM Organisations to deepen partnerships and projects.	CEO	Ongoing	Over the course of this RAP STA has continued to engage regularly in conversations, emails and texts with our First Nations member organisations in STEM – Deadly Science and ATSIMA. We offer complimentary membership for First Nations member organisations as part of our commitment to reconciliation. We were delighted in November 2022 to have a third Indigenous organisation join us as a member. We look forward to deepening our relationship with new member, Indigenous Climate Change.

By December 2021	Embed opportunities for staff to learn more about Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights.	CEO	Ongoing	Staff have begun a regular practice of sharing resources that they identify with each other. This includes TedX talks, media articles, and guidance on language and protocols. STA is also a member of the Diversity Council of Australia and staff take the opportunity to attend online training through their resources.
By December 2021	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.	CEO	Ongoing	At small events, online meetings and some functions which form part of a larger event, STA has developed a practice of providing an Acknowledgement of Country which shares knowledge about the Country on which we hold the event. Examples include: <ul style="list-style-type: none"> • at the Science meets Parliament 2022 dinners held in each capital city a local staff or Board member provided an Acknowledgement of Country; • at online member briefings such as the Leadership Dialogue and the Budget Briefing Board members provided an Acknowledgement of Country; • at all Board meetings directors take turns to research and present an Acknowledgement of Country; • at all virtual and in person Superstars of STEM training sessions Superstars take turns to research and present an Acknowledgement of Country.
March 2022	Develop strong Aboriginal and Torres Strait Islander program content in our flagship events such as Science Meets Parliament.	Events Manager	Ongoing	Science Meets Parliament 2022 had a record number of First Nations Australians (23% of the speakers.) The program hosted two Indigenous focused panels: <i>'Indigenous STEM: On knowledge, inspiration and opportunities'</i> and, <i>'Indigenous Knowledges: Understanding protocols and protections.'</i> Both sessions were highly regarded by SMP delegates in the post-evaluation survey. STA also provided two First Nations scholarships to attend the conference which were funded by EQUUS and the Australian Academy of Science.
March 2022	Organise a Welcome to Country at major events such as Science meets Parliament.	Events Manager	Complete	STA engaged Ngunnawal Elder Wally Bell to offer a Welcome to Country for our RAP launch in NAIDOC Week in July, and Science meets Parliament 2022 in March. Ngambri-

				<p>Ngunnawal Custodian Paul House offered a Welcome to Country for the official launch of National Science Week 2021 delivered in August. Ngunnawal Elder Serena Williams offered a Welcome to Country for the National Science Week launch in August 2022.</p>
March 2022	<p>Within limited resources, encourage Aboriginal and Torres Strait Islander applicants for internship or student work placement to expand experience opportunities for Indigenous undergraduates.</p>	CEO	Ongoing	<p>STA has reached out to the Ngunnawal Centre at the University of Canberra, and the Tjabal Centre at the Australian National University. We have provided a standing offer for Aboriginal and Torres Strait Islander students to intern at STA. We have renewed this offer regularly including producing flyers to help advertise the opportunity.</p>
May 2022	<p>Seek procurement where possible from indigenous owned businesses.</p>	Events Manager	Ongoing	<ul style="list-style-type: none"> ● STA purchased a custom Indigenous artwork to adorn our RAP. The artwork 'Diverse Communities' is by Ngunnawal, Wiradjuri and Kamilaroi artist Lynnice Letty Church and Barkindji artist Brendan Church. ● STA has sourced Ngunnawal language and cultural training for staff through Indigenous provider, Ngunnawal man Cheyne Halloran. ● STA has sourced professional video production for the Superstars of STEM Program from Supply Nation certified studio, Wolf Lab. ● Gifts for outgoing Board Directors were purchased from Yarn Marketplace and Welcome to Country. ● The fit out of STA's new office was conducted by Indigenous owned company, The Fitout Department. ● Catering for the Science Meets Parliament Gala Dinner in Melbourne was conducted by Mabu Mabu. ● Catering for the Superstar training event in Melbourne was provided by Bunji Catering. ● We have also begun identifying a range of Indigenous suppliers to invite to tender as opportunities arise.

May 2022	Encourage STA Staff to attend an external event during National Reconciliation Week to build further relationships.	CEO	Complete	STA staff attended an Indigenous Heritage Trail Guided walk on the grounds of the Australian National University.
May 2022	Promote professional learning opportunities for staff to deepen cultural competencies in Aboriginal and Torres Strait Islander histories and cultures.	CEO	Complete	<p>On the tour staff learned of the significance of the Little Ngambri River, more commonly known as Sullivans Creek, to the Ngannawal people. Staff also saw several 500 year old scar trees.</p> <p>STA staff attended a Yeribee Indigenous Experiences of Parliament House tour of the Indigenous artworks within Parliament House in August 2022. On the tour staff viewed significant documents and artworks landmarking key events around Indigenous rights movements.</p>
May 2022	Promote Aboriginal and Torres Strait Islander recruitment with specific encouragement to apply for employment opportunities in job ads and recruitment processes.	CEO	Ongoing	<p>Aboriginal and Torres Strait Islander applicants have been encouraged to apply for employment opportunities in all job ads and recruitment processes.</p> <p>When recruiting staff roles, STA has first sought any individuals from the network within the National Indigenous STEM Professionals Network.</p>
27 May – 3 June 2022	Encourage staff and Board to share content on Indigenous STEM knowledges for NRW via social media channels.	Comms Manager	Complete	<p>STA posted numerous social media posts on Twitter, Instagram and LinkedIn during Reconciliation week. We also work throughout the year, not only during significant weeks or days, to promote the work of STA's First Nations member organisations to the STA community and beyond. This includes celebrating their successes, such as the Corey Tutt's award for Book of the Year for Younger Children in the Australian Book Industry Awards, and encouraging people to get involved, such as promoting donations to Deadly Science and ATSIMA.</p>
27 May – 3 June	RAP Working Group members to promote the work of STA's Aboriginal and Torres Strait Islander member organisations in National reconciliation Week.	RAP Working Group	Complete	
May and July 2022	Develop social media content to highlight Indigenous STEM partnerships and content and activate further supporters for STA's Indigenous member organisations.	Comms Manager	Complete	
July 2022	Raise awareness and share information amongst our staff about the significance of NAIDOC Week.	CEO	Complete	The CEO shared information to all staff about the significance and history of NAIDOC Week. Staff were encouraged to spend time in reflection on the history and conduct further

July 2022	Introduce our staff to NAIDOC Week by promoting external events in our local area and encouraging staff to attend to build relationships further.	CEO	Complete	research on the significance. Staff were also encouraged to attend and share external events around NAIDOC Week.
July 2022	RAP Working Group members to acknowledge NAIDOC Week by promoting the work of STA's Aboriginal and Torres Strait Islander member organisations	RAP Working Group	Complete	STA acknowledged NAIDOC Week in our fortnightly Members update and encouraged our member organisations to attend events and get involved in the week. STA social media accounts amplified posts from our member organisations. Several staff and committee members involved in online events in July shared their knowledge about NAIDOC week as part of Acknowledgements of Country.
August 2022	Develop strong Aboriginal and Torres Strait Islander program content in our flagship events.	Events Manager	Complete	<p>The launch of National Science Week 2022 began with Ngunnawal Elder Serena Williams offering a moving Welcome to Country.</p> <p>The event theme STA selected was 'Celebrating First Nations Sciences of the Land'. A brilliant panel discussion by stellar First Nations scientists - Kamilaroi astrophysicist Krystal De Napoli – co-author of the new book Sky Country, Quandamooka mathematician Professor Chris Matthews, Chair of the Aboriginal and Torres Strait Islander Maths Alliance, and Kamilaroi water scientist Associate Professor Bradley Moggridge from the University of Canberra.</p>
August 2022	Register via RA's website to begin developing new RAP.	CEO	Complete	Registration for the next RAP was completed in August 2022.
August 2022	Prepare work on the next RAP	RAP Working Group Chair	Begun	STA's RAP working group includes representation from two of our Indigenous member organisations. This group has held deep discussions to identify areas and actions which STA can undertake to support the aspirations of our Indigenous member organisations. A first draft of these actions is being considered by the RAP working group.

September 2022	Ask key Indigenous leaders in STEM to share information on any future STA job vacancies with their networks.	CEO	Complete	All job vacancies have been shared with the National Indigenous STEM Professionals Network.
September 2022	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	CEO	Complete	The RAP Impact Measurement Questionnaire was submitted to Reconciliation Australia in September 2022.
November 2022	Track delivered achievements under the RAP in our annual report preparatory materials.	CEO + Comms Manager	Complete	In addition to the reporting to Reconciliation Australia, this public report to the STA community extends our reporting commitment. STA intends this progress report to be both a strong signal of our commitment to reconciliation and a useful resource for our members to understand how we have met our RAP commitments and help them in their own work towards reconciliation.
November 2022	Report on RAP commitments in the annual report	CEO & President (with input from staff)	Complete	STA's 2022 annual report includes a summary of our achievements working toward our RAP commitments. This progress report forms a full summary of how we have met our RAP commitments and will form the basis of our reporting at our 2022 AGM.
November 2022	Maintain Aboriginal and Torres Strait Islander representation on the RAP Working Group	CEO	Ongoing	Our RAP working group currently includes two First Nations member organisation leaders: <ul style="list-style-type: none"> ● Gomeri 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.

ANNEX A: Excerpt of staff email to Staff and Board for National Reconciliation Week 26 May 2021

Yuma All,

Today is National Sorry Day, recognising the handing down of the 1997 *Bringing Them Home* report on the Stolen Generations. Tomorrow marks the start of National Reconciliation Week with the 54th anniversary of the 1967 Referendum. Indeed, it is a good time to reflect on the enduring impact of colonisation, and how we can be agents for change.

Next Wednesday from 9am-11am, STA staff will learn to give an Acknowledgement of Country in the Ngunnawal language. This will also include education on the history of Ngunnawal Country, pre and post European settlement.

In line with our RAP actions, I'd also like to share with you all some resources on NRW.

Firstly, there is a report on the state of reconciliation in Australia. It identifies how Australia has progressed, but also where additional work is required.

The next document is an impact report on the Reconciliation Action Plan program. It highlights the positive change that has come about from organisations such as ours, and reminds us of why this work is important.

Finally, I have attached a zoom background and an email signature that you can use if you wish.

ANNEX B: Excerpt of NAIDOC Week Email to Staff 2 July 2021

Yuma all,

This Sunday marks the start of NAIDOC Week, which is a celebration of Australia's First Nations people, and a time to reflect on how we can undo colonial injustice.

This year's theme is *Heal Country*. Country is everything to Australia's First Nations people, to quote the [NAIDOC website](#):

"It is more than a place.

When we talk about Country it is spoken of like a person.

Country is family, kin, law, lore, ceremony, traditions and language. For Aboriginal and Torres Strait Islander peoples it has been this way since the dawn of time."

What can STA do to help heal country? The RAP that we are launching this week is an excellent starting point.

Our Welcome to Country training was personally moving, and has also equipped us with knowledge we can use for good in the wider community. That's just one of many action items that we will complete in the next 18 months.

Our internal document for tracking progress on action items can be [found here](#), please remember to update your sections as you progress.

Of course, Healing Country is an ongoing process, and ultimately goes well beyond the remit of our RAP. Personally, we can all make our own contributions I can encourage you personally to attend some of the NAIDOC Week events. Quite a few are being held at the Arboretum, details can be [found here](#) (just remember to set state to ACT).