



INNOVATE **20**
RECONCILIATION **25**
ACTION PLAN —

Progress Report



Final Progress Report on our Innovate RAP: May 2023-May 2025



Wominjeka from the eastern Kulin Nation, the lands of the people of the Woi wurrung and Boon wurrung language groups. As President of Science & Technology Australia, I have had the privilege of advancing the important groundwork established by those who came before me, ensuring that respect, recognition, and reconciliation remain central to everything we do. The past two years have brought both progress and setbacks for reconciliation across Australia and within the STEM sector. Following the unsuccessful Indigenous Voice referendum in October 2023, STA—alongside many others—reaffirmed our commitment to fostering genuine, enduring partnerships with Aboriginal and Torres Strait Islander communities. We strengthened our longstanding dedication to supporting, amplifying, and celebrating Aboriginal and Torres Strait Islander people and organisations in STEM, while showcasing the remarkable Indigenous STEM knowledge systems of this continent.

In 2024, we found encouragement in the inclusion of "Elevating Aboriginal and Torres Strait Islander knowledge systems" as a distinct priority within Australia's new National Science and Research Priorities. This year also saw the presentation of the inaugural Prime Minister's Prize for Aboriginal and Torres Strait Islander Knowledge Systems. Such high-level recognition sends a powerful signal to the STEM community and all Australians about the immense value of Indigenous knowledge and the extraordinary privilege we share as Australians—living on the same land as the world's oldest continuous living culture.

Our ongoing work ensures that Indigenous voices are woven into STA's governance, events, and membership. I am immensely proud of STA's contributions as we work toward a future where our community stands united in respect, enriched by diverse perspectives, and steadfast in our commitment to reconciliation.

Professor Sharath Sriram, President



Yurra from Quandamooka Country. Since introducing our first Reconciliation Action Plan in 2021, Science & Technology Australia has maintained a commitment to openly sharing RAP progress with members annually. These AGM reports do more than showcase our accomplishments—they create learning opportunities by demonstrating how we achieved each goal and deepening our collective understanding. I'm honoured to present this final report for our Innovate RAP 2023-2025, which is built on strong relationships and shared purpose as we continue to advance this vital work.

We currently provide complimentary membership to four Indigenous member organisations. A standout example of collaboration between STA and Indigenous member organisations emerged in 2024, when STA's Superstars of STEM program contributed to a quarter of all Deadly Learner sessions delivered by DeadlyScience.

As my term on the STA Board concludes, I'm proud of STA's progress in advancing reconciliation. Connecting Aboriginal and Torres Strait Islander knowledge with Western science is now embedded as one of STA's strategic goals. Our current focus includes supporting members to engage with the National Science and Research Priority on Elevating Aboriginal and Torres Strait Islander Knowledge Systems.

Professor Chris Matthews, Quandamooka Mathematician, STA Board Director, Chair of the Aboriginal and Torres Strait Islander Mathematics Alliance



Yuma from Ngunnawal Country. I joined Science & Technology Australia as CEO in May 2024, exactly midway through the delivery of this RAP, and have been profoundly inspired by our community's dedication to reconciliation. Our members, leaders, and Superstars have established a remarkable standard through their thoughtful Acknowledgements of Country at STA events—recognising both the extraordinary achievements of the world's oldest continuous cultures and the deep impacts of colonisation. They have fostered spaces for open, respectful dialogue about Indigenous knowledges and knowledge systems. This sustained commitment to mutual learning forms the foundation of STA's leadership in advancing reconciliation across the sector. This dedication permeates everything STA does. We champion the inclusion of Indigenous voices in decision-making forums. We work closely with our Indigenous member organisations to ensure their perspectives inform our policy positions. We nurture Indigenous STEM professionals through our programs. We showcase amazing Indigenous expertise and knowledge on the stage of our events.

I wish to thank the entire STA community for your unwavering commitment to reconciliation, especially the outstanding Aboriginal and Torres Strait Islander leaders within STA's governance: Quandamooka mathematician Professor Chris Matthews, Yawuru epidemiologist Dr. Kalinda Griffiths, Kamilaroi CEO Corey Tutt, Mabuigilaig/Goemulgal chemist Dr. Katrina Wruck and Kalkadoon woman Kim Dyball. A special thanks to our Indigenous Superstars of STEM from the 2023-2024 and 2025 -2026 cohorts, Ngemba-Wailwan computer scientist Susan Beetson, Kaurareg scientist Tiahni Adamson, and Alawarr ecologist Sophie Gilbey, Worimi biomedical scientist Vanessa Sewell, Gomerioi astrophysicist and science communicator Krystal De Napoli and Kamilaroi nature technology entrepreneur Camille Goldstone-Henry. Your leadership drives this work forward and inspires our entire community as we continue building a future founded on respect and recognition.

Ryan Winn, Chief Executive Officer



RAP ACTION HIGHLIGHTS 2023-2025

- In May 2023, STA launched our second RAP – an Innovate Reconciliation Action Plan – on the eve of National Reconciliation Week.
- STA campaigned strongly for a Yes vote in the lead-up to the historic referendum on an Indigenous Voice to Parliament on 14 October 2023.
- In partnership with Indigenous leaders and organisations in STEM, STA strongly advocated for Indigenous knowledges to be a dedicated priority in Australia’s next National Science & Research Priorities which was announced in August 2024.
- STA has grown and maintained strong representation of Aboriginal and Torres Strait Islander leaders in our governance structures: Quandamooka mathematician Professor Chris Matthews is on the STA Board and our RAP working group, Yawuru epidemiologist Dr Kalinda Griffiths is on the Policy Committee; Kalkadoon woman Kim Dyball and Mabuigilaig/Goemulgal chemist Dr Katrina Wruck have served on our EDI committee and RAP working group; and Kamilaroi CEO Corey Tutt is a member of our RAP working Group.
- Indigenous Superstars of STEM – Ngemba-Wailwan computer scientist Susan Beetson, Kaurareg scientist Tiahni Adamson, and Alawarr ecologist Sophie Gilbey were selected for the program in 2023 and graduated in 2024. In 2025 Worimi woman and biomedical scientist Vanessa Sewell, Gomeroi astrophysicist and science communicator Krystal De Napoli and Kamilaroi nature technology entrepreneur Camille Goldstone-Henry were selected as Superstars of STEM. They will graduate in 2026.
- STA championed the work of our Indigenous member organisations Deadly Science, ATSIMA, Deadly Coders and Indigenous Climate Change - and highlighted ways in which our members can support their work.
- STA gatherings all 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.
- STA has redrafted policies and developed new ones to underpin our work towards reconciliation and guide our practice. This includes revising our leave and other HR policies, revising our procurement policy and writing an Indigenous Partnerships Policy, an Indigenous Stakeholder engagement plan and an Acknowledgement of Country Policy.
- The President, CEO and Deputy CEO are deeply committed to STA’s partnerships with Indigenous people and organisations in STEM – and actively champion this work throughout the organisation in STA member forums, policy advocacy, events, staff and Board meetings.
- STA staff are deepening knowledge and connections to Ngunnawal Ngambri Country, history of First Nations people and key dates such as Reconciliation Week and NAIDOC week.
- STA offers complimentary membership for First Nations member organisations as part of our commitments to reconciliation.
- STA’s major events amplify Indigenous speakers – including a powerful session at Science Meets Parliament on truth telling in science and cultural capability.
- Eleven Indigenous scientists have been supported to attend Science meets Parliament from 2023 - 2025. In 2024 a record of 13 Aboriginal and Torres Strait Islander people attended Science Meets Parliament.



Commitments delivered under STA's Innovate RAP (listed in date order)

Timeline	Action	Deliverable	Details	Status
May 2023		Launch STA's new Innovate RAP in partnership with STA's Indigenous member organisations and with strong leadership visibility and support.	STA launched our Innovate RAP on the eve of National Reconciliation Week 2023. We held an online event involving STA members, Superstars, staff and program participants from across Australia. Quandamooka man Dean Parkin, Campaign director for the Yes23 campaign, spoke at the RAP launch about the Voice referendum and how STA members can be involved in campaigning for a Yes vote.	Completed
May 2023	13	Define resource needs for RAP implementation in the annual STA budget process.	STA's 2023/24 Budget has allocated \$7000 for RAP implementation. This line item covers Welcome to Country fees, and other procurement including artwork for our RAP. Additionally, in line with our commitment to Indigenous procurement use of Indigenous suppliers is allowed for under other budget lines also, for example engaging Indigenous caterers for Superstars of STEM training days.	Completed
May 2023	2	Register events on the National Reconciliation Week website.	The event to launch STA's RAP was listed on Reconciliation Australia's National Reconciliation Week website so others in the STEM and wider communities could also attend.	Completed
May 2023 and 2024	2	Promote the work of STA's First Nations member organisations in National Reconciliation Week.	In 2023 STA created bespoke content featuring the work of each of STA's Indigenous member organisations and how STA members can best support their work. These were featured in STA's Member Update newsletter and published in our LinkedIn newsletter. In 2024 STA engaged with and shared content across our channels from STA's First Nations member organisations during National Reconciliation Week.	Completed
May 2023 and 2024	9	Engage First Nations peoples in attending Science Meets Parliament.	<p>STA secured sponsorships to support 3 First Nations Scholarships for Science Meets Parliament 2023 with full financial support to attend the event.</p> <p>Sponsorship to support 5 First Nations Scholarships was secured for SMP 2024 and 4 First Nations STEM professionals attended, fully financially supported. The fifth recipient was unable to attend due to an accident shortly before the event. His scholarship was honoured in 2025 instead. Overall, 13 attendees at the event identified as Aboriginal and/or Torres Strait Islander. Indigenous attendees and speakers were supported to self-organise a get together in the lunch break on day 2 of SMP allowing them to broaden their networks and discuss issues of common interest.</p> <p>In 2025 3 First Nations Scholarships supported attendance at SMP2025. Overall, 2.5% of the attendees were First Nations and 13% of the speakers.</p>	Completed
May 2023 and 2024	2	Circulate Reconciliation Australia's National Reconciliation Week resources to our staff.	STA shared links to National Reconciliation Week (NRW) resources and website with Board and staff each year to learn more about the history of NRW and the milestone dates in it – Sorry Day on May 26, the anniversary of the 1967 Referendum on May 27, and Mabo Day on June 3.	Completed
May 2023 and 2024	2	RAP Working Group members to participate in an external NRW event.	RAP Working group members and EDI Committee members were encouraged to attend NRW events in their area in 2023 and 2024. At the June meeting of the EDI Committee following NRW, members shared their experiences at NRW week events.	Completed
May 2023 and 2024	2	Encourage STA staff & Board to attend an external event in National Reconciliation Week to deepen understanding and relationships.	STA shared links to National Reconciliation Week (NRW) resources and website with Board and staff to enable them to attend events in 2023 and 2024. NRW media visuals and links were shared on STA social media channels, encouraging our social media followers to attend NRW events.	Completed

May 2023 and 2024	2	Organise a National Reconciliation Week event in 2023 and 2024 for our staff.	<p>In 2023 STA organised a staff excursion for staff to attend the First Nations Experiences of Democracy tour and exhibition at the Museum of Australian Democracy at Old Parliament House.</p> <p>A private tour of the National Museum of Australia's Indigenous exhibition content was organised for staff for NRW week in 2024. The event encouraged many staff to further explore the collections on their own time.</p>	Completed
June 2023	3	Deliver a learning opportunity at Science Meets Parliament 2023 to deepen insight about the history of STEM institutions' engagements with Aboriginal and Torres Strait Islander peoples and knowledges.	A session was held at Science meets Parliament 2023 on 'Knowing our past: truth telling in science'. It included panellists from STA member organisations and external organisations. It discussed the process of STEM organisation examining and grappling with the history of their organisation's relationships with Aboriginal and Torres Strait Islander people. It gave STA members and conference attendees an important opportunity to learn about the process of truth telling and consider their own organisation's responsibilities. The session had positive feedback from members who found it highly valuable.	Completed
June 2023	14	Contact Reconciliation Australia to verify contact details are current to receive RAP correspondence.	STA's contact details were updated in 2023 following the recruitment of STA's new Executive Officer in September 2023. The CEO continues to a key contact along with the Executive Officer and Deputy CEO to ensure strong leadership responsibility and visibility on our RAP engagements.	Completed
July 2023	3	Hold a staff meeting to identify cultural learning needs & reflect in staff workplans and to identify activities to deepen awareness of reconciliation.	STA held a staff meeting in October 2023 to discuss training activities for staff on reconciliation and cultural learning. Staff discussed what areas they were interested in learning more about. Some staff members identified specific training or activities they would like to investigate in the coming years.	Completed
July 2023	7	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.	At the staff meeting leading into National Reconciliation Week and NAIDOC week each year, the CEO shares the significance and history of key dates and events with the staff team. Other STA staff also shared information at meetings throughout the years and contributed to major submissions on the importance of Indigenous knowledges which were crafted in partnership with senior Indigenous STEM leaders and organisations. STA organises Welcome to Country at our major events. STA staff and program participants shared knowledge at other formal gatherings under STA's Acknowledgement of Country policy .	Completed
July 2023	8	Promote the work of STA's First Nations member organisations as part of NAIDOC week.	NAIDOC week posts (including official NAIDOC week visuals) were published across our channels to promote NAIDOC week. Specific posts – Indigenous member organisation CEO and founder Corey Tutt, alongside our Indigenous Superstars of STEM Susan Beetson, Jess Buck and Karlie Noon – were released to congratulate them on their inclusion in Cosmos Magazines list of Aboriginal and Torres Strait Islander people changing the world during NAIDOC week. Bespoke content about each Indigenous member organisation was included in the Member Update newsletter to STA's large distribution list.	Completed
July 2023	16	Ensure First Nations representation on the Equity, Diversity and Inclusion Committee - and promote opportunities for participation in other STA committees.	EDI and Policy Committee members were engaged in encouraging applications to join the committees in June-July 2023. Advertisements encouraged applications from Aboriginal and Torres Strait Islander applicants. Following a selection process Yawuru woman Dr Kalinda Griffiths was appointed to the Policy Committee. Mabuigilaig and Goemulgal woman Dr Katrina Wruck was appointed to the EDI Committee, joining Kamilaroi man Corey Tutt who is already a serving member.	Completed
July 2023 and 2024	12	Maintain Aboriginal and Torres Strait Islander representation on the RWG.	At July 2023 the RAP working group included Quandamooka mathematician Professor Chris Matthews, and Kamilaroi man Corey Tutt. In 2024 Mabuigilaig and Goemulgal woman Dr Katrina Wruck and Kalkadoon woman Kim Dyball joined the group.	Completed

July 2023 and 2024	8	RAP Working Group members to acknowledge NAIDOC week by attending an external event.	EDI Committee members and RAP Working group members were encouraged to attend an event during NAIDOC week in 2023 and 2024 and post information on their social media channels about events or insights they had learned by participating in those events. They discussed their experiences in the following EDI Committee meeting.	Completed
Aug 2023	6	In consultation with Aboriginal and Torres Strait Islander advisers, seek training to meet our staff cultural learning needs.	Our cultural learning strategy guides staff on options available to support their cultural learning. We see this as a living document which we can contribute to regularly as staff needs evolve and we become aware of different opportunities, activities or courses.	Ongoing
Aug 2023	6	Develop a cultural learning strategy document phasing across two years.	The suggestions and requests identified in the staff meeting were circulated to staff for further input. From this a cultural learning document was developed. The document includes a variety of learning options for staff including formal courses, self-education options through online, video and written resources, and group experiences such as site visits.	Ongoing
Aug 2023	12	Review Terms of Reference for the RWG as required.	STA has had a RAP working group to oversee the development, implementation and reporting of our RAP since commencing work to developing our first RAP in 2020. This work is informed by terms of reference regularly reviewed by Board and the working group.	Completed
Aug 2023	9	Explore further internship opportunities for Aboriginal and Torres Strait Islander students.	In May 2023, STA renewed our communications materials seeking Aboriginal and Torres Strait Islander STEM students to undertake internships at STA, with guidance from STA Board Director Professor Chris Matthews. A flyer was prepared for circulation at UTS.	Ongoing
Mar and Aug 2023 and 2024	7	Invite local Traditional Owners or Custodians to do a Welcome to Country at major STA events such as Science Meets Parliament and National Science Week launch (in line with our Acknowledgement of Country policy adopted in 2021).	<p>Ngambri Elder Paul House offered a deeply moving Welcome to Country at the Science Meets Parliament 2023 gala dinner. Ngunnawal Elder Serena Williams welcomed people to Country on the morning of day one of SMP2023 and welcomed guests also to the STA-run SABRE Alliance event following SMP. Ngunnawal Elder Uncle Warren Daly Welcomed us to Country at the 2023 launch of National Science Week. Serena Williams will also Welcome guests to Country at the 30 November Parliamentary Friends of Science event on STEM workforce.</p> <p>Ngunnawal custodian Serena Williams offered a Welcome to Country at the 2024 Science meet Parliament, alongside her daughter. Ngambri Elder Paul House offered a Welcome to Country at the Science Meets Parliament Gala dinner 2024.</p> <p>Ngunnawal custodian Serena Williams also Welcomed guests to Country at the 20 August 2024 Parliamentary Friends of Science event on synthetic biology.</p> <p>Ngunnawal elder Serena Williams and her daughter Maggie Knight Williams (who delivered the Welcome to Country in Ngunnawal language) welcomed attendees to Country at the Australia made from Australian ideas Parliamentary Friends of Science on 27 November at Parliament House.</p> <p>Serena also welcomed us to Country on Feb 12 at Hotel Realm for Science Meets Parliament 2025. Serena Williams and Maggie Knight Williams (who again delivered the Welcome to Country in Ngunnawal language) along with the Yukkumbruk Dreaming dance troupe then welcomed us to Country later that evening at the National Museum of Australia for the SMP gala dinner.</p>	Completed

Aug 2023	14	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	STA completed our RAP questionnaire for 2023 before the deadline. We reported actions on our detailed work to deepen relationships with Indigenous member organisations, strengthen Aboriginal and Torres Strait Islander representation throughout the STA governance structures, and advocate strongly on Indigenous knowledges in the refresh of Australia's official National Science and Research Priorities.	Completed
Sep 2023	14	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.		Completed
Sep 2023	10	Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	STA has a longstanding practice of considering Indigenous businesses in all procurement processes and selected Indigenous businesses wherever possible. This was formalised into our procurement policy in 2023 to ensure strong staff visibility of the policy and actions.	Completed
Oct 2023	1	Develop and implement an engagement plan to guide building and strengthening relationships with Aboriginal and Torres Strait Islander STEM organisations and stakeholders.	A stakeholder engagement plan was drafted by our EDI committee. The plan sets out the main Aboriginal and Torres Strait Islander STEM organisations and stakeholders we interact with and how we do this. The EDI committee members will continue to suggest additional organisations for STA to support and engage with – and make suggestions via STA's Deputy CEO.	Completed
Oct 2023	13	Appoint the CEO and Deputy CEO internal RAP Champions from senior management.	The Board formally appointed the CEO and Deputy CEO as RAP Champions at its October 2023 meeting, reflecting their longstanding commitment and regular leadership championing of RAP responsibilities, actions and staff learning.	Completed
Nov 2023	14	Report on achievements under the RAP in our annual report and our separate RAP report at our AGM.	STA's actions under our RAP are reported in both our Annual Report to be tabled at the AGM in November 2023, and in this detailed reporting document which will also be presented at the AGM and published on the STA website to share knowledge and skills with the STA membership.	Completed
Nov 2023 and 2024	3	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.	At the 2023 and 2024 AGMs STA reported on our progress towards our RAP activities and at the 2025 AGM we reported on the completion of our RAP activities. This reporting included written report tracking our progress and describing how we achieved our commitments. This report is available on our website. A Board director and/or RAP working group member also verbally reported on the progress to our AGM. This item at the AGM was used to encourage our members to also consider their own actions and contributions towards reconciliation.	Completed
Nov 2023 and 2024	3	Share STA'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.	A standing item at our AGM discusses this report and our progress toward reconciliation in 2024. We use this opportunity to role model to all our member organisations the types of activities they can engage in to promote reconciliation. This progress report will be available publicly on our website to demonstrate the types of activities organisation can undertake to support reconciliation and to encourage others to make commitments to advance reconciliation and deepen their knowledge of Indigenous history, cultures and the work on reconciliation, rights and repair.	Completed
Nov 2023 and 2024	14	Report on delivered achievements under the RAP in our annual report and in our separate detailed RAP report presented to our AGM.	STA's annual report released at our AGM highlights our achievements towards reconciliation through our RAP. It is discussed at our AGM and available on our website. We also produce this separate dedicate report to track our progress annually.	Completed

Nov 2023 and 2024	14	Publicly report our RAP achievements and lessons each year in a progress report, annual report and on the STA website.	This report will be made publicly available on our website for our AGM in mid-November 2024. It tracks our progress against each commitment in our RAP and helps us demonstrate to our community our passion for reconciliation and how they too can contribute to reconciliation in their own organisations.	Completed
At quarterly Board meetings each year	14	Report RAP progress to staff and Directors at Board meetings.	RAP actions by staff are reported in the CEO's report to the Board at each meeting. Progress on our RAP commitments is reviewed and discussed at each EDI Committee. Where the EDI Committee has responsibility for an action, it is reported to Board via the EDI Committee report at each Board meeting.	Completed
Dec 2023	1	Guided by the principles of our Indigenous Partnerships Policy , meet with STA's Aboriginal and Torres Strait Islander member organisations at least once a year to confirm ways for STA and our members to support their work	We regularly meet with our Indigenous member organisations either one on one or at regular member activities such as Monthly member meet ups. We used STA membership and communications channels to call for donations, volunteers or help with sponsorship for their major projects. STA has also provided letters of support, references and introductions to assist each organisation to advance its goals. This included a government relations directory for ATSIMA, strong involvement of Superstars of STEM in Deadly Science's Deadly Learners, and reference support for Indigenous Climate Change.	Completed
Dec 2023	4	Review HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	The EDI committee completed review of all STA HR policies for anti-discrimination provisions, and the new policies were formally adopted by the Board at their February and June 2024 meetings.	Completed
Dec 2023	10	Seek procurement and develop relationships with First Nations owned businesses.	STA engaged Indigenous design firm Ingeous to develop a new branding and visual identity for the National Industry PhD Program delivered for the Department of Education. STA regularly uses Indigenous catering companies. STA uses Supply Nation to identify other Indigenous businesses. The STA Events team compiled a database of First Nations-run providers for venues, catering, photography and styling in each Australian capital city. This enables us to identify providers to source quotes from for events which we run in different states each year.	Ongoing
Dec 2023	7	Deepen relationships with Ngunnawal-Ngambri Elders by inviting them to offer Welcome to Country for major events.	Over the course of this RAP The STA team have deepened our relationships with Ngunnawal and Ngambri Elders, engaging both Elders and the Yukkuembruk Dance Group to deliver Welcome to Country ceremonies at key events held in Canberra, ensuring cultural protocols are observed and Traditional Custodians are appropriately recognised and honoured.	Completed
Dec 2023	4	Develop, implement, and communicate an anti-discrimination policy for our organisation.	An anti-discrimination, bullying and harassment policy was drafted by STA's legal team and published on our website. This policy was reviewed by the RAP working Group and shared with our Indigenous member organisations for feedback.	Completed
Dec 2023	4	Consult the RAP working group and Aboriginal and Torres Strait Islander member organisations on our anti-discrimination policy.	This policy was reviewed by the EDI committee and RAP working group and they were engaged in discussing how best to implement and communicate it.	Completed
Dec 2023	4	Promote activities of our First Nations member organisations and encourage the STEM community to support those activities.	STA provided support to promote the 2024 International Indigenous Cancer Conference by creating bespoke communications material to share in lead up to the conference. STA promoted the conference across our channels, including directly to our member organisations as part of member-only newsletters.	Completed

Dec 2023	6	Arrange training for STA staff on culturally safe workplaces.	STA staff regularly curate a culturally safe environments for our community. We achieve this by centring Indigenous voices, though our Acknowledgement of Country practices and through genuine and meaningful engagement with Indigenous stakeholders across all our activities.	Completed
Dec 2023	9	Engage First Nations peoples in STA programs (such as Superstars of STEM and Science Meets Parliament) and networks to inform employment and professional development strategy.	<p>The 2023-2024 and the 2025-2026 Superstars of STEM cohorts each include three Indigenous participants. Participants receive 2 years of professional development training and networking opportunities to boost their careers. Scholarships are available to enable participation in the program and these are strongly promoted.</p> <p>Science Meets Parliament 2024 supported a record 5 First Nations scholarships. In 2025 3 First Nations scholarships were supported. Delegates from across the country were supported with travel, accommodation, meals and registration to attend two days of high-quality professional development in Canberra.</p> <p>STA also actively encourages participation in STA committees, events and programs by proactively encouraging applicants.</p>	Completed
Dec 2023	7	In consultation with First Nations members, review and update STA's Acknowledgement of Country policy adopted in 2021.	The STA Board approved an update to the Acknowledgement of Country policy at their 22 Feb 2024 board meeting.	Completed
Dec 2023	9	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	All STA job advertisement explicitly encourages Aboriginal and Torres Strait applicants to apply. We take an inclusive approach to recruitment adapting and modifying our practices to ensure individual candidates are supported during recruitment processes.	Completed
Dec 2023	10	Formally review our current practices to promote procurement from First Nations owned businesses in an STA Indigenous Procurement Policy.	STA's procurement policy was reviewed an updated in 2023 to reflect our longstanding practice of considering Indigenous businesses in all procurement processes and selecting Indigenous businesses wherever possible. All staff are familiar with this policy.	Completed
Dec 2023 and 2024	12	Cover RAP working group activities at STA Equity, Diversity and Inclusion Committee meetings (4 times a year) to drive and monitor RAP implementation.	The EDI Committee discusses the RAP deliverables assigned to the RAP working Group and to the EDI Committee Co-Chairs at each meeting. These are standing items on their agenda.	Ongoing
Dec 2023 and 2024	16	At least one First Nations Director is on the STA Board.	Quandamooka Mathematician Professor Chris Matthews has been an STA Board director since 2021. He was re-elected to the Board at the 2023 AGM.	Completed
Apr 2024	11	Amplify the activities of NISTEMP through social media and newsletters and encourage the STEM community to support their activities.	When the opportunity has arisen, STA has promoted NISTEMP's activities. We regularly call for funding for the organisation so they are able to increase their activities. STA also regularly amplifies the activities of our Indigenous member organisations and encourages the community to support them.	Completed

Apr 2024	14	Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	STA enquired with Reconciliation Australia on the procedure and costs of the biennial Workplace RAP Barometer which runs for a 3-week period. To ensure deidentified information, a minimum of 20 employees is required.	Completed
May 2024	6	Organise a cultural learning opportunity for RAP Working Group members, STA Board Directors and staff.	A private tour of the National Museum of Australia's exhibition's Indigenous content was organised for staff for NRW week in 2024. The event encouraged many staff to further explore the collections on their own time.	Completed
May 2024	9	Provide professional development opportunities to Aboriginal and Torres Strait Islander scientists through STA Programs.	<p>STA has run Science Meets Parliament since 1999. In 2024, we offered a record number of scholarships for Aboriginal and Torres Strait Islander STEM professionals to attend the two-day professional development and network-enriching event. Thirteen First Nations delegates attended SMP2024. In 2025 we offered 3 First Nations scholarships and 2.5% of attendees identified as Indigenous.</p> <p>STA also runs the Parliamentary Friends of Science group on behalf of co-chairs Deputy Prime Minister Hon Richard Marles and Hon Karen Andrews. We invited, and supported with travel costs, Torres Webb, a proud Far North Queensland and Indigenous man from the Torres Strait (Erub, Darnley Island) to participate in the discussion about Synthetic Biology and educated parliamentarians about the importance of engaging with Community. Electrical engineer Ruby Heard of the Jaru people in the Kimberly was supported to attend and speak at the Australia made from Australian ideas event.</p>	Completed
May 2024	13	Define resource needs for RAP implementation in the annual STA budget process.	STA's 2024/25 Budget allocated funded for various RAP commitments integrated across our budget lines. This includes Welcome to Country fees for events, training and professional development allowance for staff to expand their Indigenous knowledge and cultural capability and an allowance for travel fees to ensure Aboriginal and Torres Strait Islander speakers are able to attend events. Additionally, in line with our commitment to Indigenous procurement use of Indigenous suppliers is encouraged under all relevant budget lines, for example engaging Indigenous caterers for Superstars of STEM training days.	Completed
June 2024	14	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.	STA contacted Reconciliation Australia to verify primary and secondary contact details. These have been updated.	Completed
July 2024	4	Educate senior leaders on the effects of racism.	Professor Chris Matthews shared a moving and insightful Acknowledgement of Country at June 2024 Board meeting describing experiences of racism through his own family history. This educated both board directors and senior staff and led to self-reflection about racism.	Completed
July 2024	8	Review HR policies and procedures to ensure that there are no barriers to staff participating in NAIDOC Week events.	STA's leave policy was reviewed in 2024, and cultural leave was explicitly included to ensure all staff members feel comfortable seeking time off for cultural activities including NAIDOC week and National Reconciliation Week.	Completed
July 2024	10	Promote Aboriginal and Torres Strait Islander procurement to our membership.	STA uses opportunities on social media to draw attention to Indigenous organisations for procurement and to promote their activities and opportunities.	Completed

July 2024	10	Promote procurement and communicate opportunities from First Nations owned businesses to STA staff and committees.	STA regularly promotes procurement opportunities from First Nations owned businesses to STA staff, through regular emails.	Completed
July 2024	11	Advocate for NISTEMP to be in STEM sector decision making forums.	During the consultation on the refreshed National Science and Research Priorities, STA strongly advocated – publicly and through more targeted channels – for the inclusion of Indigenous Knowledge as a dedicated priority as well as being interwoven through all the other priorities. In various submissions to Government, STA has called for funding and support for NISTEMP to enable the network to consolidate and build its advocacy capability. STA includes perspectives from Indigenous member organisations in policy submissions and highlights their work. STA's 2025 Federal Election Priorities includes calls for measures to support elevating Indigenous Knowledge as well as supporting First Nations researchers throughout their STEM careers.	Completed
July 2024	7	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.	At the staff meeting in late May 2024 the Deputy CEO shared the significance and history of key dates such as National Reconciliation Week with the staff team. STA staff and program participants regularly share knowledge at other formal gatherings under STA's Acknowledgement of Country policy. The STA Board created an action to bring together these Acknowledgements in a public repository for the benefit of members. This work is currently being progressed.	Completed
July 2024	8	Promote the work of STA's First Nations member organisations as part of NAIDOC week.	STA CEO Ryan Winn published an opinion piece in The Australian calling for investment into the ongoing operational funding for the crucially important NISTEMP, and increased investment in First Nations-led STEM organisations to improve STEM education and experiences for First Nations people. STEM leaders from STA's First Nations member organisations are involved in NISTEMP, along with many other First Nations Scientists. STA's First Nations member organisations include DeadlyScience, ATSIMA, Indigenous Climate Change, and Deadly Coders, who all work to improve STEM education and opportunities and experiences for Indigenous people. We also engaged with content from STA's First Nations member organisations throughout NAIDOC Week.	Completed
July 2024	8	Raise awareness and promote external NAIDOC Week events in our local area, encouraging staff to attend an event.	The NAIDOC Week events website was shared with staff in the lead up to NAIDOC week in 2023 and 2024. Staff also shared events that they had identified on our Slack channel. Staff discussed the events they had attended at staff meetings.	Completed
July 2024	16	Ensure First Nations representation on the Equity, Diversity and Inclusion Committee - and promote opportunities for participation in other STA committees.	EDI and Policy Committee members were engaged in encouraging applications to join the committees in June 2024. Advertisements encouraged applications from Aboriginal and Torres Strait Islander applicants. Yawuru woman Dr Kalinda Griffiths is a continuing member of the Policy Committee. Mabuigilaig and Goemulgal woman Dr Katrina Wruck is a continuing member of the EDI Committee. Following selections Kalkadoon woman Kim Dyball joined the EDI Committee in July 2024.	Completed

Aug 2024	14	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	STA requested and received our unique link through Reconciliation Australia to access the RAP Impact questionnaire.	Completed
Sep 2024	14	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	STA submitted the RAP Impact Measurement Questionnaire to Reconciliation Australia on 2nd September 2024.	Completed
Nov 2024	15	Register via Reconciliation Australia's website to begin developing our next RAP.	Members of the STA's EDI Committee are currently investigating the Innovate and Stretch RAPs to inform the committee's recommendation of what type of RAP STA will undertake next.	Completed
Dec 2024	13	Engage our senior leaders and staff in RAP commitments.	STA's CEO and Deputy CEO are RAP champions for STA. Board members and staff regularly engage in the Acknowledgement of Country practice for STA. STA staff have taken part in a number of Indigenous education opportunities and tours. In 2024 the Board adopted a strategic goal to be a leader of the strategic policy agenda in the STEM sector by promoting the connection between Aboriginal and Torres Strait Islander knowledge and western science and supporting national science research priority #3.	Completed
Dec 2024	14	Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	This report forms our traffic light reporting and is published on our website and shared with Reconciliation Australia.	Completed
Dec 2024	9	Engage First Nations peoples in Superstars of STEM program.	The 2025-26 Superstars of STEM cohort includes three Indigenous Superstars. Worimi woman and biomedical scientist Vanessa Sewell, Gomeri astrophysicist and science communicator Krystal De Napoli and Kamilari nature technology entrepreneur Camille Goldstone-Henry, join 7 superstars from previous cohorts to bring the total to 10 Indigenous Superstars of STEM.	Completed
April 2025	9	Showcase the expertise and build the profiles of Aboriginal and Torres Strait Islander scientists at STA events such as Science meets Parliament.	<p>First Nations engagement at SMP2024 and SMP2025 demonstrated a growing commitment to embedding Indigenous voices, knowledge systems, and leadership within Australia's STEM landscape. At SMP2024, 3% of delegates and an impressive 18% of speakers identified as Aboriginal and/or Torres Strait Islander. A standout panel, Next steps to elevate and invest in First Nations Knowledges as a priority, spotlighted influential leaders including Professor Chris Matthews, Dr Katrina Wruck, Tiahni Adamson, and Associate Professor Bradley Moggridge. This session built on national consultations advocating for Indigenous knowledges to be recognised as a standalone National Science & Research Priority. Additionally, five of the nine scholarship recipients at SMP2024 were First Nations scientists, highlighting strong support for emerging Indigenous talent.</p> <p>At SMP2025, this momentum continued with 2.5% of delegates and 13% of speakers identifying as First Nations, alongside a powerful panel discussion, Putting Indigenous Communities at the Centre. Chaired by Associate Professor Kalinda Griffiths, the session emphasized respectful, sovereign partnerships in research and policy. With 30% of scholarship recipients identifying as Indigenous STEM professionals, SMP2025 reflected STA's sustained focus on equity, representation, and meaningful collaboration with Aboriginal and Torres Strait Islander communities.</p>	Completed
May 2025	13	Record the deliverables and our achievements under the RAP, including measurement of outcomes.	This final report and the progress reports we have produced annually track our achievements in meeting our RAP commitments.	Completed

May 2025	5	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.	A session was held at Science Meets Parliament 2023 on 'Knowing our past: truth telling in science'. The session included panellists from STA member organisations and external organisations. It discussed the process of STEM organisation examining and grappling with the history of their organisation's relationships with Aboriginal and Torres Strait Islanders. The session provided STA members and other conference attendees with the opportunity to learn about the process of truth telling and consider their own organisation's responsibilities.	Completed
May 2025	7	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, at STA meetings and events.	Policy Committee holds monthly meetings (except in April) and has a well-established practice of rotating Acknowledgement of Country among the various members at each meeting. The EDI and FAR Committees and Board each meet quarterly. Each meeting begins with a personalised Acknowledgment of Country from one of the committee members or a staff member. Committee and Board members are provided with our Acknowledgement of Country policy to help guide this practice. At Superstars of STEM training sessions and meetings, Superstars participants take turns delivering an acknowledgement of Country related to the Country they reside or work upon.	Ongoing
May 2025	9	Expressly encourage Aboriginal and Torres Strait Islander candidates to apply for STA jobs in advertising.	All STA job advertisement include wording encourage Aboriginal and Torres Strait Islander applicants to apply.	Completed
May 2025	9	Ask key First Nations leaders in STEM to share any STA job vacancies within their networks.	We regularly ask Indigenous people on our board and committees to share job advertisements and opportunities to join our board or committees with other Indigenous people in their networks.	Completed
May 2025	9	List STA job vacancies with First Nations recruitment agencies, such as First People and Pipeline Talent.	We advertise relevant roles in the National Indigenous Times to reach a broader Indigenous population of candidates.	Completed
May 2025	5	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.	STA policy work and advocacy submissions actively seeks and includes Indigenous input and perspectives. STA partnered closely with Indigenous leaders and organisations in STEM to call for Indigenous knowledges to be a dedicated Australian Science Priority – and several of our major policy wins are on Indigenous topics . STA also consistently advocates for all government policy and programs to consider equity issues, including Indigenous participation.	Ongoing
May 2025	5	Promote volunteer opportunities within our First Nations member organisations to the STEM community.	We regularly promote opportunities to volunteer with Deadly Science to our Superstars of STEM. We regularly promote the activities of all of our Indigenous member organisations to the public and encourage them to get involved in donating time or money to them.	Completed
May 2025	5	In their annual membership catch-up, provide strategic support and advice to First Nations member organisations and support them to advance their priorities.	Individual conversations with members helped identify areas of interest and specific priorities for the year. For example, meetings were facilitated between the Minister for Education's office and Deadly Coders re their use of AI and Indigenous languages.	Completed

May 2025	5	Encourage the STEM and broader community to donate to our member organisations to enable their aspirations.	Each year for NAIDOC week STA highlights the activities of our Indigenous member organisations on blog posts and social media. We encourage people to donate money or volunteer to support their amazing work.	Completed
May 2025	3	Engage with the Australian Academy of Science and the Australian Academy of Technological Sciences and Engineering on how the STEM sector can continue to support the National Indigenous STEM Professionals Network (NISTEMPN).	STA regularly engages with Academy of Science and ATSE across a variety of issues including our collective support for reconciliation. We work together to deliver Parliamentarian Friends of Science events and have worked hard to ensure Indigenous perspectives are represented in these forums. Torres Strait Islander (Erub, Darnley Island) Torres Webb spoke at the Synthetic Biology event and electrical engineer Ruby Heard of the Jaru people in the Kimberly spoke at the Australia made from Australian ideas event. Following the inclusion of Elevating Aboriginal and Torres Strait Islander Knowledge Systems as a priority in the National Science and Research Priorities in 2024, STA has been consulting with our members and the sector to understand what activities are already occurring, where there may be gaps and what support our members need to engage with this work.	Completed
May 2025	11	Facilitate connections with STEM sector stakeholders to support NISTEMPN's aspirations.	Without funding NISTEMPN has been limited in their capacity. STA has advocated for funding for NISTEMPN to support this important group. STA also regularly advocates for and facilitates the inclusion of Indigenous perspectives in policy inquiries and consultations.	Completed
May 2025	1	Meet with Aboriginal and Torres Strait islander stakeholders and organisations with an interest in STEM to investigate future engagement.	STA's Director of membership and engagement regularly holds conversations with all types of STEM organisations who are potential members of STA, including Indigenous-led organisations. STA regularly promotes our commitment to zero fees for Indigenous run STEM organisations.	Ongoing



Thank you to Lani Balzan, the Wiradjuri artist who created the beautiful artwork 'The Journey' which represents STA and our relationship with Aboriginal and Torres Strait Islander people and culture. It shows our connection to science and our commitment to reconciliation.